

**BOARD MEMO**

Date: November 7, 2019  
For ACTION \_\_\_\_\_  
For INFORMATION X\_\_\_\_  
Board Agenda: Yes X\_\_\_\_  
No \_\_\_\_\_

**FROM:** Terri H. Mozingo, Ed.D., Chief Academic Officer  
Theresa Werner, M.Ed., J.D. Executive Director of Specialized Instruction

**THROUGH:** Gregory C. Hutchings, Jr., Ed.D., Superintendent of Schools

**TO:** The Honorable Cindy Anderson, Chair, and  
Members of the Alexandria City School Board

**TOPIC:** Students with Disabilities (SWD) Evaluation Draft Action Plan

**ACPS 2020 STRATEGIC PLAN GOAL**

Goal 1: Academic Excellence and Educational Equity

**SY 2019-2020 FOCUS AREA**

Focus Area 1: Educational Equity

**FY 2020 BUDGET PRIORITY**

Specialized Instruction  
Academics

**BACKGROUND**

The evaluation of services to students with disabilities was designed to provide a comprehensive review of the current state of programs and services for students with disabilities, and to their families, to inform the division and relevant stakeholders in areas of strengths and opportunities for improvement. ACPS hired Hanover Research to gather and analyze the feedback provided by all stakeholders. In addition to the PCG evaluation, the Virginia Department of Education (VDOE) completed its Results Driven Accountability (RDA) monitoring review of ACPS schools in late March 2019. The final report was received at the end of August 2019 and is attached.

The purpose of this Action Plan is to take the framework provided by PCG, the feedback obtained from stakeholders and the community as well as from VDOE, and translate that into a three-year plan toward improved outcomes and experiences for students with disabilities and their families. In its current form, the Plan goes beyond striving for outcomes on statewide summative assessments and grapples with systemic issues surrounding culture and climate as well as accountability and fidelity of implementation, which need to be addressed to realize progress. This Action Plan incorporates the newest feedback and revisions.

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In January, the division began to implement many of the steps already outlined in the plan. The Office of Specialized instruction is refining a coordinated systemic plan for the professional development of administrators and staff regarding best practices for students with disabilities focused on appropriate identification and service delivery. The Superintendent has identified the membership categories for an Interdepartmental Central Office team, which will guide the implementation of the evaluation recommendations and action items. Working in conjunction with the Department of Human Resources, there are multiple steps towards enhancing teacher recruitment applied to this spring recruiting calendar. Accountability and the Office of Specialized Instruction are working to develop and implement a monitoring system to drive a shared culture of accountability for ensuring an inclusive environment and positive outcomes for students with disabilities. By continuing to work collaboratively with our internal and external stakeholders, ACPS is developing the systems and supports for students with disabilities and their families that will lead to every student succeeding.

### **RECOMMENDATION**

The Superintendent recommends that the School Board review the SWD Evaluation Draft Action Plan for future discussion regarding possible planning, programmatic, and/or budgetary changes.

### **IMPACT**

The SWD Evaluation Draft Action Plan provides ACPS with a critical roadmap to address programming and services for students with disabilities in ACPS. Once approved, the Action Plan will provide clear, measurable outcomes so that the division may chart a purposeful course over the next three years to address the needs of students with disabilities and meet the call of every student succeeds.

### **ATTACHMENTS**

1. 191107\_PowerPoint\_Students\_with\_Disabilities\_Evaluation\_Draft\_Action\_Plan
2. 191107\_Students\_with\_Disabilities\_Evaluation\_Draft\_Action\_Plan
3. 190820\_VDOE\_Final\_ACPS\_Report

### **CONTACT**

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