

**BOARD MEMO**

Date: March 16, 2023

For ACTION     

For INFORMATION   X  

Board Agenda: Yes   X  

No     

**FROM:** Clinton Page, Ed.D, Chief of Accountability and Research

**THROUGH:** Melanie Kay-Wyatt, Ed.D., Interim Superintendent of Schools

**TO:** The Honorable Meagan L. Alderton, Chair, and  
Members of the Alexandria City School Board

**TOPIC:** Equity for All Dashboard: Mid-Year Update

**ACPS 2025 STRATEGIC PLAN GOAL:**

Goal 1: Systemic Alignment

Goal 2: Instructional Excellence

Goal 3: Student Accessibility and Support

Goal 4: Strategic Resource Allocation

Goal 5: Family and Community Engagement

**SY 2022-2023 FOCUS AREA:**

Social Emotional and Academic Learning Recovery

Hispanic Males

Early College

Talented and Gifted

Strategic Plan Implementation

Implementation of Student with Disabilities Plan

Continuous Improvement in KPI Disparities

**FY 2023 BUDGET PRIORITY:**

Special Instruction Evaluation Implementation as a part of the Strategic Plan

K-4 Literacy

Equitable TAG Identification of Black and Hispanic Students

Address Chronic Absenteeism & High School Graduation Rate Among Hispanic Male Students

**SUMMARY:**

An Equity for All 2025 Dashboard launched in March 2021 to provide formative and summative measures for the key performance indicators from the division’s strategic plan. Formative indicators updated in this mid-year reporting allow for division and school leaders to adjust in order to effect summative outcomes reported at the end of a school year. Formative indicators presented here for 2022-2023 show Black, Hispanic, Economically Disadvantaged, current English Learners (but not former ELs), and Student with Disabilities student groups continue to show the greatest rates of underrepresentation across KPIs. Within KPIs, suspensions show the largest disproportionalities across student groups.

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### **BACKGROUND:**

The Equity for All 2025 Dashboard displays all KPIs across student groups simultaneously to allow school and division leaders to see a broad picture of disproportionalities across student performance outcomes and within student groups using a representation index.

In this formative presentation of mid-year KPIs, disproportionately fewer Black, Hispanic, Economically Disadvantaged, *current* (but not former) ELs, and Students with Disabilities are meeting KPIs. Within KPIs, student suspensions show the largest inequities across student groups. These patterns, relatively consistent with previous reporting cycles, point to systemic long-standing inequities targeted in the Equity for All 2025 Strategic Plan. In addition to inequities, the dashboard provides information on the overall outcomes that provide a measure of excellence.

The long-standing inequities highlighted within the Equity for All KPIs require intentional, systematic, and an unrelenting commitment to affect change. Through the Equity for All strategic plan, the Areas of Focus, and School as well as Department Improvement Plans, school and division leaders are doing this work and will leverage learnings from the division and school-specific dashboards to continuously improve.

### **RECOMMENDATION:**

The Interim Superintendent recommends that the School Board review this information to inform future budgetary and programmatic decisions.

### **IMPACT:**

The purposeful and aligned implementation of the Equity for All 2025 strategic plan strategies and the continuous formative and summative monitoring processes is empowering leaders to make equity-focused, data-informed actions in support of student success.

### **ATTACHMENTS:**

1. Equity for All 2025 Dashboard & Mid-Year Update Presentation

### **CONTACT:**

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