



Equity for All 2025 Strategic Plan Revisions

June 1, 2023

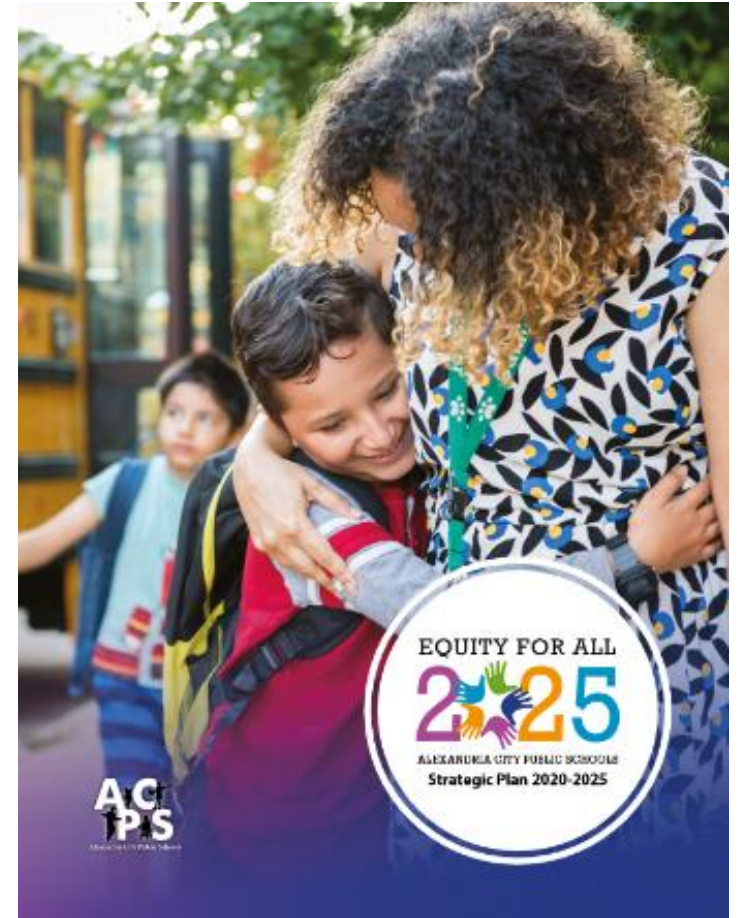
School Board Meeting





Essential Questions

- What is the **framework and implementation structure** for the strategic plan?
- What were the **key tenets and process** for this year's revisions?
- What **type of revisions** to the plan are being proposed?





Goal Areas



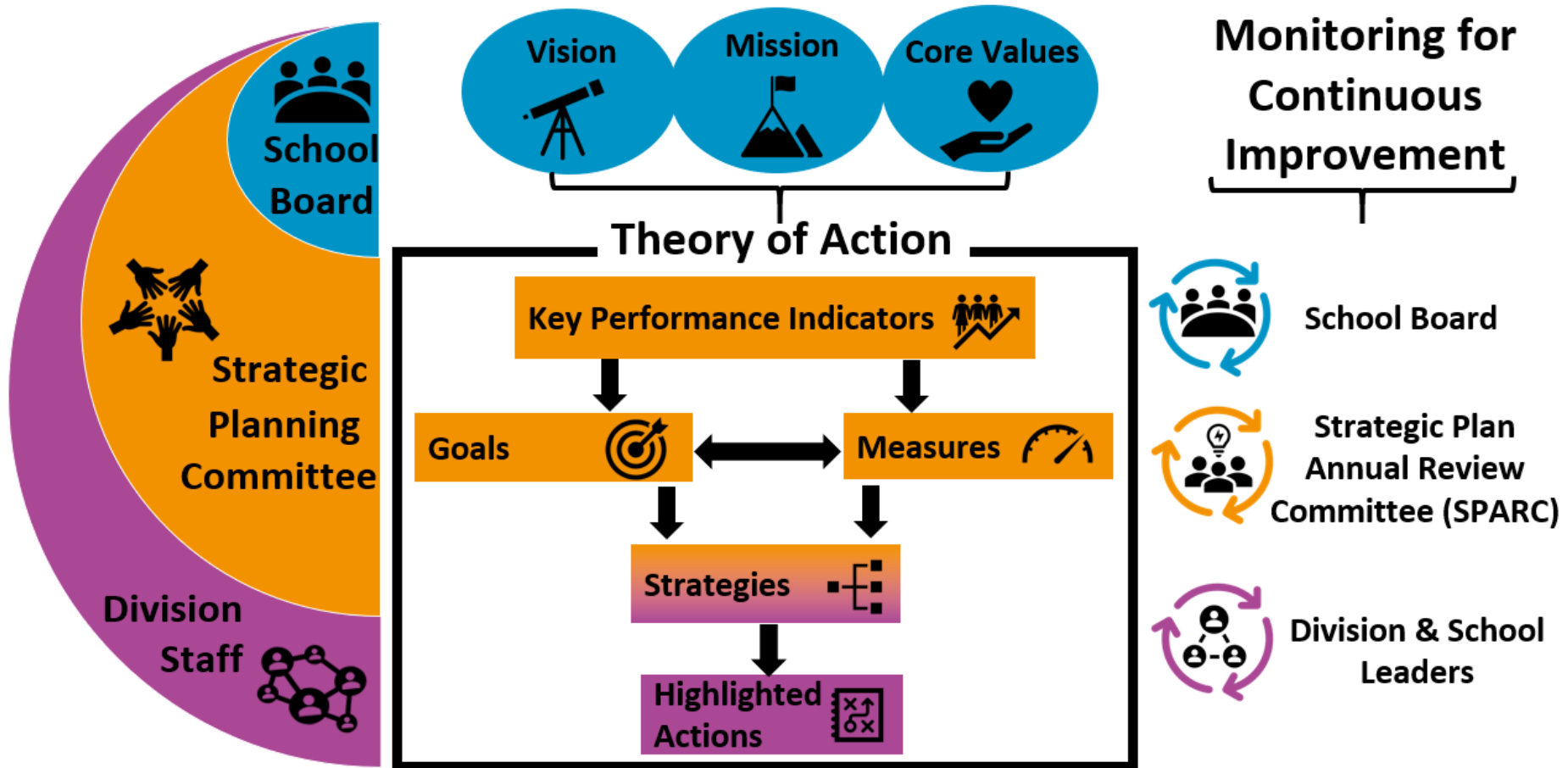


Implementation Structure





Implementation Structure





SPARC = Strategic Planning Annual Revision Committee

First Name	Last Name	Location	Role
Ana	Bonilla	ACPS	Family Engagement Social Worker
Eden	Buba	Alexandria City High School	HS Teacher
Dr. Ashley	Simpson Baird	School Board	Member
Mary	Gaddis	John Adams	Paraprofessional
Jacinta	Greene	School Board	Vice Chair
Tricia	Bassing	City of Alexandria DCHS	Chief of Child & Family Behavioral Health Services
Dr. Melanie	Kay-Wyatt	ACPS	Interim Superintendent of Schools
Caitlin	Bousquet	Douglas MacArthur	ES Teacher
Dawn	Lucas	EAA	President
Missy	Estabrook	PTAC	President
Dr. Liza	Burrell-Aldana	Mount Vernon	Principal
Miguel	Villarreal	Cora Kelly	Parent




Living and Breathing the Strategic Plan

- Annual Revision Process

- Monitoring and Measurement

Revisions - Equity-Focused

- There are revisions to ensure that the focus on equity is clear and intentional.
- Examples:
 - KPI added to measure disproportionality rate of students with one or more **out-of-school suspensions** as discipline is a known area of inequity.
 - Highlighted action revised to attract and retain not only multilingual staff, but staff that is **diverse and support's the division's antiracist journey.**



Outcomes by Student Group

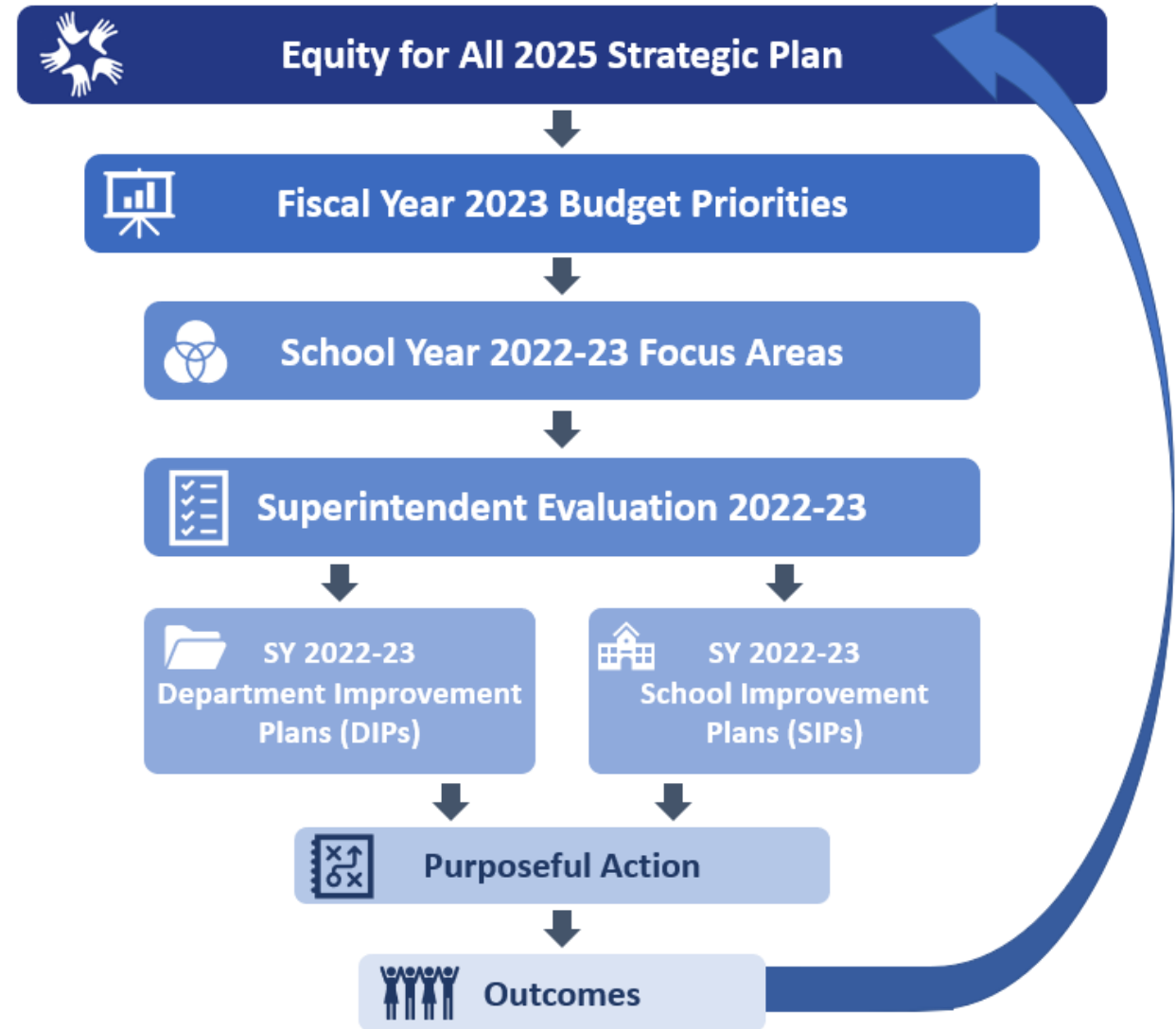
Colors correspond to representation index value

Underrepresented 0 1 Overrepresented 2 or higher

	District Total	Asian	Black/ African- ..	Hispanic or Latino	Other	White	Econ. Disadv.	Not Econ. Disadv.	Female	Male	Current EL	Former EL	Never EL	SWD	Non-SWD
Met KPALS Readiness Benchmark	79%	75%	85%	57%	94%	93%	67%	91%	78%	80%	63%		90%	80%	79%
40th Percentile or Higher on MAP Language Arts	57%	57%	53%	38%	73%	82%	41%	82%	61%	53%	19%	72%	75%	24%	61%
40th Percentile or Higher on MAP Math	48%	51%	41%	29%	65%	76%	32%	74%	48%	49%	17%	65%	64%	19%	51%
Met Projected Winter - Spring Growth Language Arts	41%	45%	41%	41%	42%	40%	41%	40%	42%	40%	39%	45%	40%	37%	41%
Met Projected Winter - Spring Growth Math	38%	44%	37%	36%	37%	41%	38%	39%	39%	38%	37%	41%	39%	35%	39%
Grade 9 On-Track	57%	59%	57%	34%	79%	88%	40%	84%	60%	54%	19%	59%	76%	23%	59%
Grade 9 On-track 2021 Definition*	88%	93%	89%	81%	100%	97%	82%	98%	90%	86%	75%	91%	94%	58%	91%
Successfully Completed all Honors, AP, or Dual Enrollme..	85%	91%	82%	72%	92%	94%	75%	94%	85%	83%	68%	79%	89%	78%	85%
Behavioral Outcomes															
Over 90% Attendance	84%	88%	83%	75%	90%	94%	78%	92%	85%	82%	75%	88%	87%	75%	85%
Program Access															
Newly Referred for Disability Evaluation - Not Confirmed	81%	83%	81%	85%	67%	77%	84%	76%	78%	83%	85%	74%	80%	81%	100%
Identified as TAG	13%	11%	8%	5%	21%	29%	5%	28%	14%	13%	1%	13%	22%	3%	15%
Enrolled in an Honors, AP, or Dual Enrollment Course	59%	61%	59%	41%	77%	87%	46%	84%	65%	54%	14%	68%	77%	19%	64%



Systemic Alignment





Revision Process

- Revision process was a collaborative effort with Goal Leaders, Strategy Managers, and the Strategic Planning Annual Review Committee (SPARC).
- Four-Phased:
 - **Preparation** - Goal Leaders, Strategy Managers, and SPARC members reviewed the plan and identified possible revisions to strategies, highlighted actions, and measures.
 - **Creation** - Through a virtual revision workshop, Goal Leaders, Strategy Managers, and SPARC brainstormed and discussed potential revisions.
 - **Refinement** - SPARC, Goal Leaders, Strategy Managers, and SLT reviewed and provided additional feedback on proposed revisions prior to finalization.
 - **Deliverable** - ACPS presents proposed revisions to the School Board.



Key Areas of Focus for Revisions

- The plan keeps true to the vision, mission, and core values set by the School Board.



- Revisions are focused on:
 - **equity**
 - **pandemic recovery**
- There are also revisions which serve to provide additional clarity.



Revisions - Equity-Focused

There are revisions to ensure that the focus on equity is clear and intentional.



Examples:

- Updated action to develop and implement expanded options outside of the traditional school program to help address disproportionality in dropout and graduation rates.
- Updated action to streamline and align digital tools to create student-centered environments that provide academic excellence, educational equity, and increased communication to families.



Revisions - Pandemic Recovery Focus

There are revisions with respect to pandemic response.

Example:

- Expanding literacy instruction K-8 across ACPS.
- Ensuring support for schools to implement social, emotional, and academic strategies with fidelity.





Revisions - Clarification

There are revisions which provide additional clarity in strategies and actions.



Examples:

- Updated action to assess implementation of Division's curricula to specify that it should be in alignment with VDOE standards.
- Items updated with more specificity and inclusivity as well as language that is easier to understand.



Questions?



Interim Superintendent
Dr. Melanie Kay-Wyatt

School Board
Meagan L. Alderton, Chair
Jacinta Greene, Vice Chair

Willie F. Bailey, Sr.
Kelly Carmichael Booz
Abdel-Rahman Elnoubi

Christopher Harris
Tammy Ignacio

Michelle Rief
Ashley Simpson Baird