



FourPoint
Education Partners



A Strategic Plan for Improving Outcomes and Eliminating Achievement and Opportunity Gaps

May 22, 2020

Presentation of ACPS Draft Strategic Plan 2020-2025

The Strategic Plan will be presented to the School Board across two sessions.

Equity

Empowering students, families and staff by providing relationships and nurturing capability to collectively remove barriers that prevent anyone from achieving their aspirations.

- May 22nd Session:
 - Principles
 - Strategic Planning Committee
 - Strategic Plan Framework
 - ACPS Vision, Mission, Core Values
 - Theory of Action
- May 29th Session:
 - Goals
 - Measures, Strategies, and Highlighted Actions
 - Monitoring for Continuous Improvement
 - Next Steps

PRINCIPLES THAT GUIDED THE CREATION OF THE STRATEGIC PLAN

- **Data Informed.** Analyzed existing data, data workbook, needs assessment findings and recommendations.
- **Voice.** Included concerns and priorities from a diverse group of internal and external stakeholders in an iterative process.
- **Equity Focused.** Concentrated on opportunity and achievement gaps.
- **Alignment.** Theory of Action defined and aligned work of central office and schools; developed plan in collaboration with other key city plans through Unified Planning Process.
- **Prioritization.** Identified a select number of KPIs and five goals with clear measures of implementation.



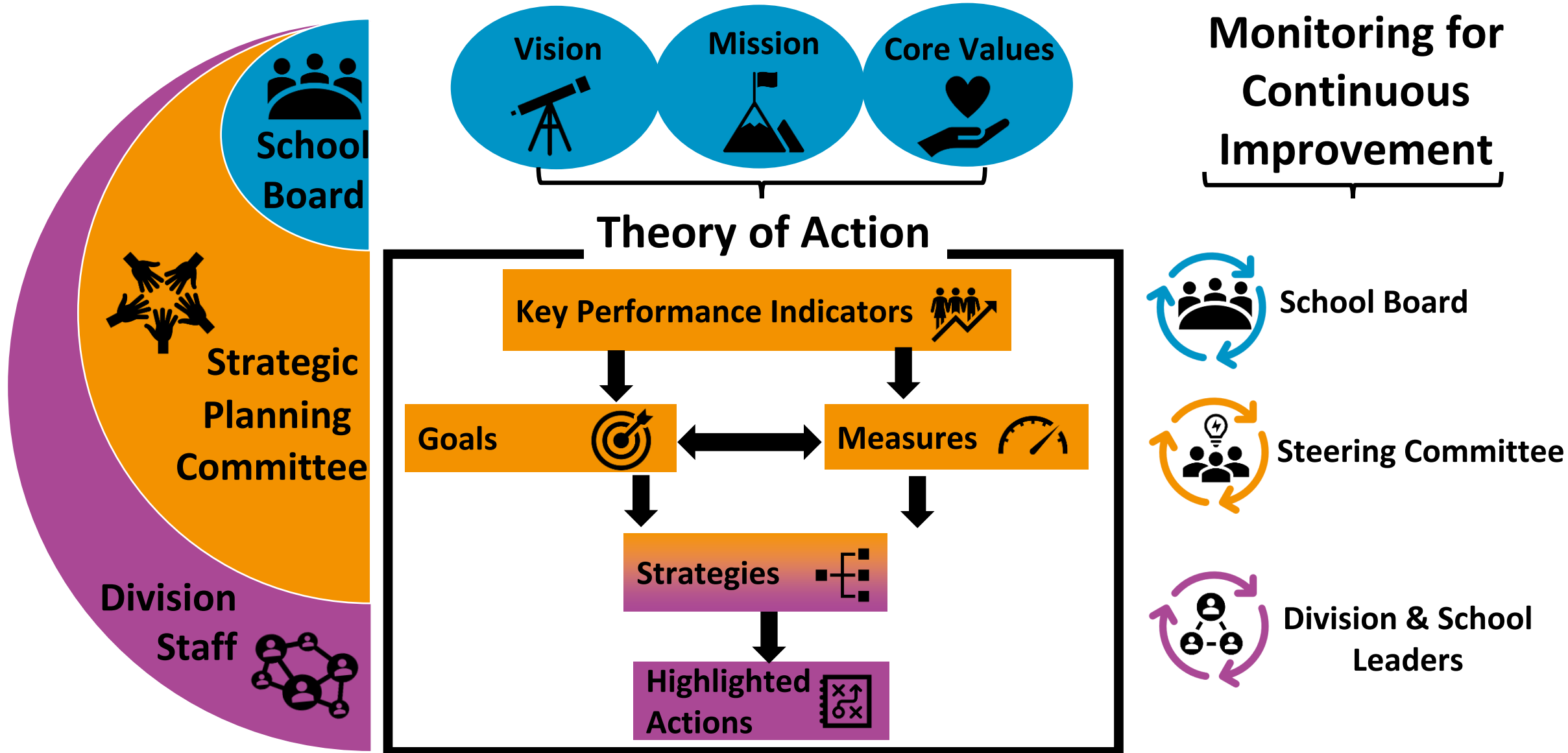
THE STRATEGIC PLANNING COMMITTEE

The committee comprised 76 internal and external stakeholders and contributed in many ways.



- Consists of a diverse group representing students, parents, community, city staff, educators, administrators, & School Board members
- Helped frame and inform needs assessment
- Created plan and provided ongoing feedback

FRAMEWORK THAT GUIDED THE DRAFTING OF THE STRATEGIC PLAN



PLAN DEVELOPMENT THROUGH THE STRATEGIC PLANNING COMMITTEE

June - August

Strategic Planning Committee Kick-Off Event

-Definition of Equity

Review of Historical ACPS Data for Inequities

September

Establishment of Vision, Mission, & Core Values

Discussion of Increasing Equity in ACPS

Needs Assessment

- Classroom Walkthroughs
- Focus Groups
- Interviews

October-November

Analysis and Discussion of Needs Assessment Findings

Identification of Goal Areas

December-January

Creation of Draft Plan:

- Discussion of Key Performance Indicators
- Identification of Measures
- Development of Strategies

February-May

Review Draft Plan:

- Alignment
- Prioritization
- Rectification of Potential Gaps
- Refinement of Highlighted Actions within Strategies

June - July

Additional Public Feedback

School Board Adoption

Implementation

- Incorporation into SIPs & DIPs
- Measurement Planning

EQUITY FOR ALL



Vision

ACPS: Empowering all students to thrive
in a diverse and ever-changing world

Mission

ACPS inspires all students and
addresses barriers to learning to ensure success.

CORE VALUES

In all we do, the ACPS learning community strives to live these core values. We are:

Welcoming: We take active steps to reach out and ensure all stakeholders feel welcomed in schools. We respect and embrace everyone who comes through our doors, because we believe diversity is our greatest strength.

Empowering: We inspire each student and staff member to thrive.

Equity-Focused: We actively work to remove barriers to educational access and success for all students.

Innovative: We take initiative to solve problems in the classroom and across the system.

Results Driven: We set ambitious goals to learn, grow, and achieve at high levels.

THEORY OF ACTION

If: ACPS provides high-quality instruction and differentiated supports, engages community and families, and allocates resources equitably . . .

Then: Opportunity and achievement gaps will be eliminated and students will succeed.

To provide high-quality instruction and differentiated supports, ACPS will:

- Engage students, staff, and families in decision making and educational processes
- Define, support, and monitor implementation of selected high-leverage strategies in all schools
- Empower principals and their leadership teams to implement additional strategies to address needs of their students

KEY PERFORMANCE INDICATORS (MEASURED AND REPORTED ANNUALLY)

Student outcomes that the plan is addressing:



- Kindergarten readiness
- Student growth and proficiency in reading (by student group and key grade levels)
- Student growth and proficiency in mathematics (by student group and key grade levels)
- Disproportionality rate of chronically absent students (by student group)
- Disproportionality rate of students identified with a disability (by race/ethnicity)
- Percentage of 9th graders on target to graduate high school in 4 years (by student group)
- Disproportionality of underrepresented students in advanced courses (by student group)

GOAL AREAS

To address the KPIs in an equitable fashion, five elements must be in place. Each of these elements is well defined and has a clear goal and specific measures to ensure implementation and impact.



Next Steps

We will reconvene on May 29 to continue reviewing the draft strategic plan.

- Goals
- Measures, Strategies and Highlighted Actions
- Monitoring for Continuous Improvement
- Next Steps