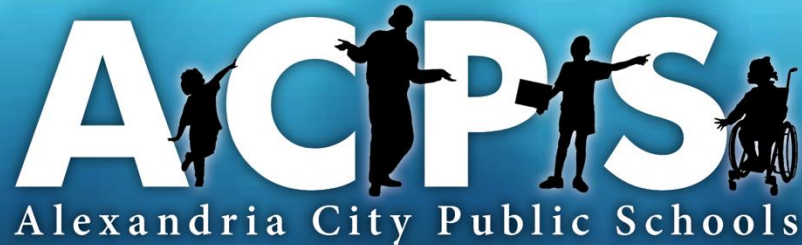


# ACPS 2020 KPI Revisions



**School Board Meeting**

**April 27, 2017**



***Every Student Succeeds***

# Background

- The Board adopted the '*ACPS 2020*' strategic goals and objectives on June 11, 2015.
- A Scorecard was developed establishing Key Performance Indicators (KPIs) for each strategic plan objective.
- KPIs are aimed to inform division performance in the specific objective area on an annual basis and ultimately, school year 2020.
- 2015-16 performance was reported Oct. 2016 – Feb. 2017.

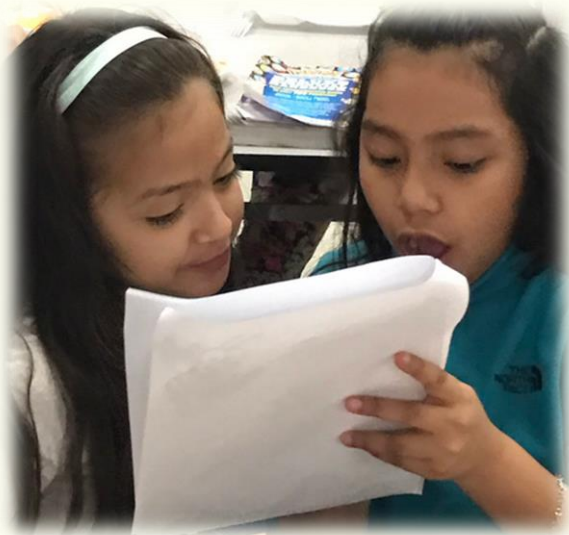
# Vision - Alexandria City Public Schools will be an excellent and high-performing school division characterized by:

- **Clear Focus:** Everyone knows what we are doing, how to do it and why
- **Expectations for All Students:** Belief that every student can learn
- **Strong Instruction Program:** Raising achievement of all students
- **Effective School Leadership:** Nurture an instructional program and school culture
- **Collaboration and Communication:** Strong teamwork among teachers, staff and parents
- **Alignment with State:** Staff understands the role of state assessments
- **Frequent Monitoring:** Different assessments identifying students who need help & assigning intervention
- **Ongoing System of Staff Training:** Training staff in areas of most need
- **Supportive Learning Environment:** School has a safe, clean and intellectually stimulating learning environment
- **High Levels of Family and Community Involvement:** Sense that all have a responsibility to educate students

# Essential Questions

- After an in-depth review, what KPIs required revision after the first year reporting cycle?
- What has the division learned in the first year of the Strategic Plan reporting cycle?
- How does ACPS plan to continually strengthen the strategic plan driving the work of the division across all levels of the organization?
- What are additional next steps in moving forward with the ACPS 2020 Strategic Plan?

# KPI Review Process



- KPIs were reviewed through internal department meetings for “smartness” (Specific , Measureable, Achievable, Relevant, Time-bound).
- Departments met with Accountability to review draft KPI revisions being proposed.
- Proposed KPI revisions were reviewed by the Senior Leadership Team for final approval.

# KPI Revisions

- 1.2.2 A, B, C – SAT Performance by Race/Ethnic Subgroups
- 1.8.1 – Enrollment in Alternative Programs
- 2.1.1 A&B – FACE participation and family engagement in FACE series
- 2.4.1 A&B – Formal partnerships and reported school satisfaction
- 3.6.1 & 3.6.2 – Licensed and support employee evaluations
- 4.2.1 – Projects/repairs addressed within established time-frames
- 4.3.1 – Energy usage
- 5.3.1 – School Physical Activity Program



# KPI Revisions – Targets Only



- 1.9.1 A – Faculty TELL survey on organizational culture
- 2.3.1 – Volunteer involvement and tracking
- 3.5.1 – Leadership development plan; set goals and targets
- 5.1.2 – New teachers trained on FLE curriculum
- 5.1.3 – Chronic absenteeism

# KPI Additions

- 1.3.2 – Total # of short-term suspensions
  - *Elementary School Black male students*
  - *Middle School Black male students*
  - *High School Black male students*
- 3.1.6 – % of teachers retained by ACPS annually
- 4.6.2 – % of playgrounds meeting ACPS standard (adapted from national ASTM standards)





# KPI Deletions

- 1.2.3 On-time Graduation Rate – All students
  - Was a duplicate of 1.1.8
- 1.3.5 Participation in Algebra 1 by 8<sup>th</sup> Grade – All students
  - Was a duplicate of 1.1.6
- 5.1.1 % of schools participating in the Governor’s Nutrition and Physical Activity Report Card or School Health Index assessment
  - Was a duplicate of 5.3.1

# First Year Reflection

- Continuing to strengthen connections and understanding of the strategic plan across levels of the organization.
- Strong transparency in reporting process of division performance to stakeholders.
- Effective review process and efforts made towards continued relevance and impact of KPIs within the strategic planning process.
- Impact of alignment of strategic planning and accountability structures in driving continuous improvement.



# Next Steps: Communications Strategies for ACPS 2020

## LEADERSHIP

- Governance conversations
- Review during Leadership Training
- Discussion in Principal meetings
- Creation of messaging around year three: What is our focus now?
- Toolkits for principals as to how to integrate ACPS 2020 into school day



## STAFF

- Link to Talent Development
- Toolkits for staff: What does it mean to me?
- Weekly video highlighting one aspect of a goal profiled in ACPS Insider
- 'Desirable' lanyard fob for lanyards
- Lanyard push/email signature push through ACPS Insider
- Redesign ACPS staff pass to include logo
- Promotional travel mugs for giveaways

# Next Steps: Communications Strategies for ACPS 2020

## COMMUNITY



- Continue to connect the budget to ACPS 2020
- #EveryStudent social media campaign
- Weekly video highlighting one aspect of a goal in ACPS Express
- Interactive question/answer website pop-up “What do you want to know about ACPS?” Answered with video or image in line with ACPS 2020
- Conversations with civic associations/community groups/Chamber of commerce/preschools about the direction in which ACPS is heading
- Question and answer sessions with PTAs

# Additional Next Steps in ACPS 2020

- Continued implementation of all strategies and actions identified through first year of reporting cycle.
- Launch the ACPS 2020 Survey to families and community.
- Finalize all data collection efforts for SY 2016-17.
- Complete performance analysis on 2016-17 data and begin reporting cycle in fall 2017.
- Continued refinement of ACPS 2020 Dashboard.





# Questions & Discussion



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