



Alexandria City Public Schools

# Equity for All 2025 Strategic Plan Revisions

May 19, 2022

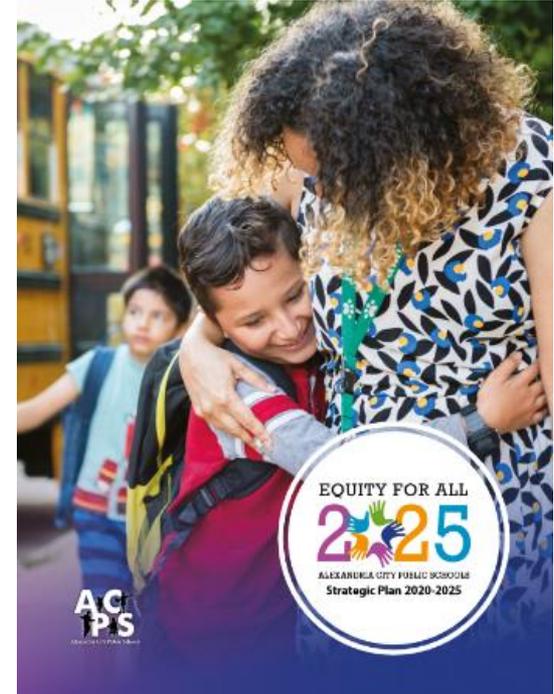
School Board Meeting





# 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



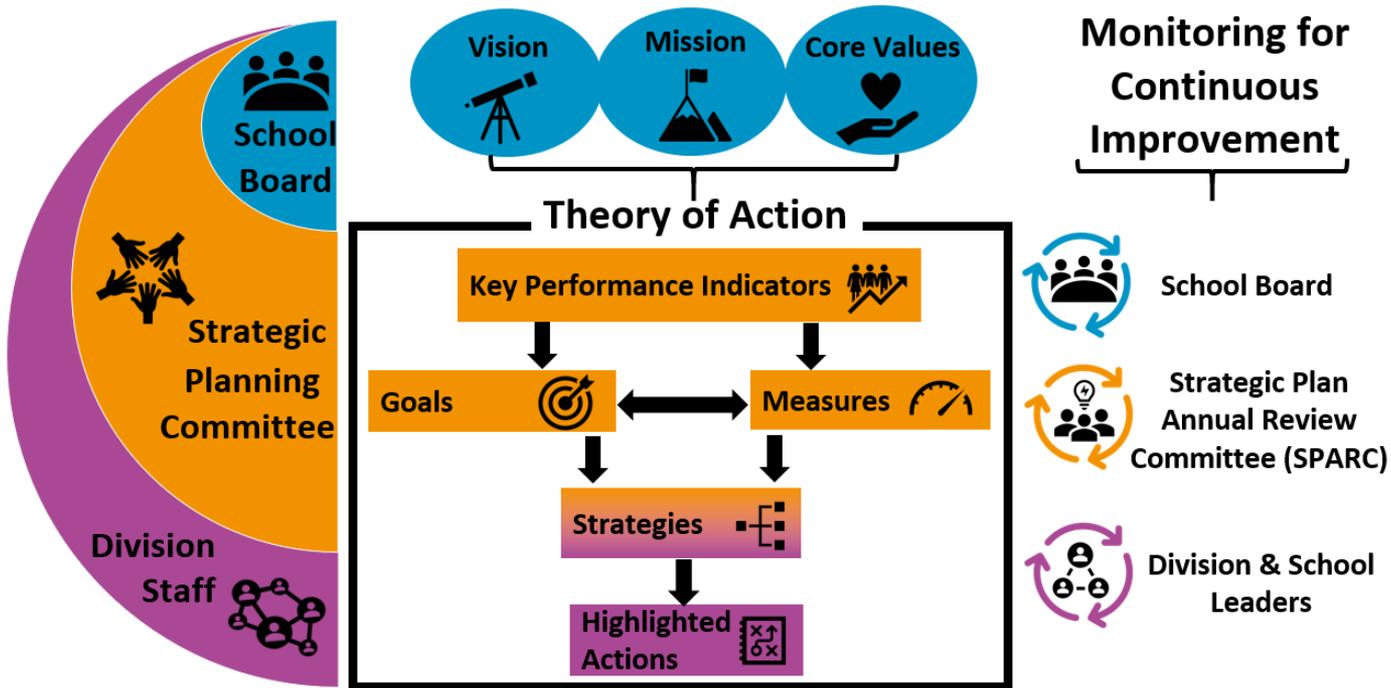


# Implementation Structure





# Implementation Structure





# SPARC = Strategic Planning Annual Revision Committee

First Name	Last Name	Location	Role
Eden	Buba	Alexandria City High School	EL Teacher
Noraine	Buttar	City of Alexandria DCHS	Chief of Youth Development
Dr. Ashley	Simpson Baird	School Board	School Board Member
Mary	Gaddis	John Adams	Paraprofessional
Jacinta	Greene	School Board	School Board Member
Dr. Gregory C.	Hutchings, Jr.	Central Office	Superintendent of Schools
Caitlin	Bousquet	Douglas MacArthur	4th Grade Teacher
Dawn	Lucas	EAA	President
Maureen	McNulty	PTAC	President
Aisha	Ortiz	George Washington	Assistant Principal
Rene	Paschal	Samuel Tucker	Principal
Miguel	Villarreal	Cora Kelly Parent	Parent



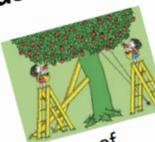
# Living and Breathing the Strategic Plan

- Annual Revision Process

EQUITY FOR ALL 2025

## 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.**



AIG  
IPIS

- Monitoring and Measurement

Outcomes by Student Group

Colors correspond to representation index value

	District Total	0					1		2 or higher						
		Asian	Black/ African- ... or Latino	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%
Newly Referred for Disability Evaluation - Not Confirmed	81%	83%	81%	85%	67%	77%	84%	76%	78%	83%	85%	74%	80%	81%	100%
Program Access															
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%



# Living and Breathing the Strategic Plan

- Core Values and Behaviors



- 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. In the second year of the plan we do not expect major changes but want to continue to refine and improve.



- 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:*

- Addition of action on Identify prioritized behaviors aligned with each core value for staff to ensure consistency and quality of experience across all ACPS environments.
- Updated strategy around resource allocation to clarify based in equity.
- Added action focused on building relationships with families and serving them equitably to meets each one's needs.



# Revisions - Pandemic Recovery Focus

There are revisions with respect to pandemic response.

## *Example:*

- Expanding the work of the K-2 Literacy Task Force to collaborate and implement best literacy practices K-5 across ACPS.
- Ensuring emphasis of Tier I SEAL instruction is also on social-emotional wellness.
- Offering community events in-person and virtually.
- Added the expansion of virtual learning opportunities for K-12 students based on pandemic.





# Revisions - Clarification

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



## *Examples:*

- Updated literacy focused action item to specify K-2 Really Great Reading phonics program.
- Items updated with more specificity and inclusivity as well as language that is easier to understand.



Alexandria City Public Schools

**Thank you!**



**Superintendent**

Dr. Gregory C. Hutchings, Jr.

**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