

Strategic Plan Feedback
Spring 2021

Goal 1

Objective 1 -ACPS will ensure that each student is supported to achieve their best. Strategies include: Create a Learning Framework that guides the implementation of deeper learning and engagement and includes a division common assessment system. Ensure Culturally Responsive Teaching practices are implemented in all classes and learning environments. Develop personalized growth plans with every student.

Answer	Responses	Value	%	Percentage of total respondents
1 - Will Not Help	45	1	3.9%	
2	80	2	7.0%	
3 - May Help	307	3	26.9%	
4	353	4	31.0%	
5 - Will Help	355	5	31.1%	
Total Responses: 1,140				Weighted Score: 3.78

Objective Two -ACPS will develop structures that support students' academic mental health for both proactive and intervention purposes. We will ensure that academic time demands placed on students allow them adequate time to pursue their personal interests, including enrichment activities, life-long learning and career goals. Strategies include: Implement a standards-based reporting system. Continue to promote balance between academics and outside interests. (ie. division homework policy). Increase the number of students using alternative pathways to receiving course credit.

Answer	Responses	Value	%	Percentage of total respondents
1 - Will Not Help	39	1	3.5%	
2	63	2	5.6%	
3 - May Help	291	3	26.0%	
4	360	4	32.1%	
5 - Will Help	367	5	32.8%	
Total Responses: 1,120				Weighted Score: 3.85

Objective Three -ACPS will increase student engagement in their own learning, in the school culture, and in student governance. Strategies include: Develop learning pathways that align with Virginia's career pathways Expand extracurricular offerings based on student interest and increase the number of student led organizations. Participation in these activities should reflect division demographics Ensure at least one interdisciplinary, project-based learning experience focused on a community issue in each grade band (K-5, 6-8, 9-12)

Answer	Responses	Value	%	Percentage of total respondents
1 - Will Not Help	53	1	4.6%	
2	69	2	6.0%	
3 - May Help	318	3	27.6%	
4	363	4	31.5%	
5 - Will Help	348	5	30.2%	
Total Responses: 1,151				Weighted Score: 3.77

Goal 2

Objective One -ACPS commits to developing a culturally responsive environment that will respect and champion the diversity of life experiences of all stakeholders and supports the physical and mental health of our students, staff, and families so they are actively empowered to engage in our school community. Strategies include: Require all licensed staff members to earn a Culturally Responsive Teaching (CRT) micro-credential or certification within their first three years of being hired or by 2028. Collaborate with the community to fully implement the division Anti-racism policy. Remove all barriers to participation in division programs including programs with competitive applications and limits on participation. Create partnerships with local agencies whose mission is to increase the diversity of our teaching corps.

Answer	Responses	Value	%	Percentage of total respondents
1 - Will Not Help	122	1	10.9%	
2	83	2	7.4%	
3 - May Help	273	3	24.5%	
4	266	4	23.9%	
5 - Will Help	371	5	33.3%	
Total Responses: 1,115				Weighted Score: 3.61

Objective Two -ACPS will support the physical and mental health of our students, staff and families. Strategies include: Adopt, implement and measure the effectiveness of a social-emotional learning (SEL) curriculum in grades K-12. Continue to develop division wellness programs for students and staff. Convene student representative committee to lead the expansion and improved student representation of extracurricular / co-curricular activities.

Answer	Responses	Value	%	Percentage of total respondents
1 - Will Not Help	51	1	4.6%	
2	84	2	7.6%	
3 - May Help	289	3	26.1%	
4	312	4	28.2%	
5 - Will Help	371	5	33.5%	
Total Responses: 1,107				Weighted Score: 3.78

Objective Three -ACPS will Actively empower all stakeholders to engage in our school community, through effective communications and community engagement strategies. Strategies include: Develop robust community engagement that go beyond the information exchange (e.g., authentic influence in decision-making, substantive relationship-building, transformative engagement, etc.). Create advisory groups for untapped populations.

Answer	Responses	Value	%	Percentage of total respondents
1 - Will Not Help	54	1	4.8%	
2	107	2	9.4%	
3 - May Help	332	3	29.3%	
4	328	4	28.9%	
5 - Will Help	313	5	27.6%	
Total Responses: 1,134				Weighted Score: 3.65

Goal 3

Objective One -ACPS will attract, develop and retain the highest quality staff. Strategies include: Implement a compensation structure that makes ACPS a highly attractive workplace. Revamp the Teacher, Support Staff, and Administrative Performance Appraisal so that they align annually with school and departmental improvement plans and encourage growth and support. Research, develop, and stand-up an Employee Services department that functions solely for the Albemarle County Public Schools Division. Convene community conversations/employee forums about how we can continuously improve working conditions.






Answer	Responses	Value	%	Percentage of total respondents
1 - Will Not Help	30	1	2.6%	
2	40	2	3.5%	
3 - May Help	227	3	20.0%	
4	349	4	30.7%	
5 - Will Help	489	5	43.1%	
Total Responses: 1,135				Weighted Score: 4.08

Objective Two -ACPS will Develop modern and environmentally sustainable facilities, infrastructure and equipment. Strategies include: Develop long range plans to address anticipated overcrowding issues. Increase strategic alignment with local government. Implement a cycle of modernization and environmental sustainability for all infrastructure.






Answer	Responses	Value	%	Percentage of total respondents
1 - Will Not Help	19	1	1.7%	
2	38	2	3.4%	
3 - May Help	230	3	20.7%	
4	361	4	32.5%	
5 - Will Help	463	5	41.7%	
Total Responses: 1,111				Weighted Score: 4.09




Objective Three -ACPS will provide resources in an equitable manner. Strategies include: Remove transportation as a barrier to participation in any division program. Launch an education foundation which includes a goal of equitably funding supplemental school budgets.







Answer	Responses	Value	%	Percentage of total respondents
1 - Will Not Help	41	1	3.6%	
2	62	2	5.5%	
3 - May Help	252	3	22.3%	
4	319	4	28.3%	
5 - Will Help	454	5	40.2%	
Total Responses: 1,128				Weighted Score: 3.96




How well do you see yourself reflected in the new strategic plan?				
Answer	Responses	Value	%	Percentage of total respondents
1 - Not at all	83	1	7.5%	
2	108	2	9.8%	
3 - Somewhat	375	3	34.1%	
4	298	4	27.1%	
5 - Clearly	236	5	21.5%	
Total Responses: 1,100			Weighted Score: 3.45	


Respondent Demographics

I am:			
Responses	Responses	%	Percentage of total respondents
Albemarle County Community Member	29	2.5%	
ACPS Employee	217	19.1%	
ACPS Parent	595	52.2%	
ACPS Parent & Employee	83	7.3%	
ACPS Student	215	18.9%	

Gender			
Responses	Responses	%	Percentage of total respondents
Female	823	73.1%	
Male	276	24.5%	
Non-binary	27	2.4%	

Ethnicity/Race			
Responses	Responses	%	Percentage of total respondents
Asian	75	6.9%	
Black/African American	100	9.2%	
Hispanic/Latino	65	6.0%	
Native American/Alaska Native	16	1.5%	
Native Hawaiian/Other Pacific Islander	10	0.9%	
White	890	82.1%	
Because multiple answers per participant are possible, the total percentage may exceed 100%.			

In my household:			
Responses	Responses	%	Percentage of total respondents
We primarily speak English	1,007	89.2%	
We primarily speak another language	29	2.6%	
We speak both English and another language	93	8.2%	

How are you completing this survey?			
Responses	Responses	%	Percentage of total respondents
In person, at a presentation	68	5.8%	
On my own	1,108	94.2%	