

Academics Action Plan - 2023-2024 to 2025-26
Chief: Dr. Gerald Mann, Jr.

Goal #1	Inclusion (Office of Special Education)		
Strategic Plan Goal Area	Student Well-Being		
Strategic Plan Performance Objectives	PO-SWB-2-By 2024, at least 80% of students with disabilities will spend 80% or more of their school day in a general education setting.		
Baseline Data	Currently as a district, the unofficial December 1, 2022 data count indicated our baseline is 64.7%.	Identify if goal is required based on state or federal requirements, or other guidelines	
3 Year Performance Goal			
By June 2026, APS will increase our LRE percentage from 64.7% to 75%			
Annual Performance Goals			
Annual Performance Goal Year 1 (2023-24)	By June 2024, APS will increase our LRE percentage from 64.7% to 70%. In addition, schools at or below 66% will increase by the following: Campbell 45 % to 52% Drew - increase from 53% to 60% Kenmore - increase from 53% to 60% Wakefield - increase from 56% to 63% Jefferson - increase from 60% to 65% Hoffman Boston - increase from 62% to 67% Fleet - increase from 63% to 68% Washington Liberty - increase from 64% to 69% Long Branch - increase from 66% to 71% Hamm - increase from 67% to 72%		
Annual Performance Goal Year 2 (2024-25)	By June 2025, APS will increase our LRE percentage from 70% to 72.5%		
Annual Performance Goal Year 3 (2025-26)	By June 2026, APS will increase our LRE percentage from 72.5% to 75%		
Strategic Plan Strategies			
Strategic Plan Strategies- PRIMARY	S-SS-2-Deliver curriculum through innovative and relevant instruction that is differentiated to meet the diverse needs of each student.		
Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -	S-SWB-6-Increase co-taught sections of courses and classes to support the inclusion of students		
Action Steps			
Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation

Academics Action Plan - 2023-2024 to 2025-26

Chief: Dr. Gerald Mann, Jr.

Action 1- Planning Factors Study	Dec 2023	Consultant with OSE collaboration	OSE Directors will receive updates from direct reports during 1:1 and team meetings and will provide regular updates to the Chief of Academics
Action 2- Regular collaboration between OSE and Core Content (ELA, math, and EL) offices to ensure curricular resources and assessments includes the needs of SWD	Monthly	OSE and Core Content and EL Offices	
Action 3- Monthly meetings with SSCs to review LRE data to determine additional steps needed in their buildings	Monthly	OSE	
Action 4- Meet regularly with target schools to ensure ongoing LRE progress	Monthly/Quarterly	OSE and School leadership teams	
Progress Monitoring			
Strategic Plan Measures (Dropdown) - To determine if goal was achieved	M-SWB-6- % of time SPED students spend in GenEd environments		
Evidence of Progress toward Annual Goal (MOY)	Results of Progress toward Annual Goal (EOY)		
Monthly review of Least Restrictive Environment (LRE) data	EOY Least Restrictive Environment (LRE) data		

Goal #2	Reduce Opportunity Gaps on Reading SOL		
Strategic Plan Goal Area	Student Success		
Strategic Plan Performance Objectives	PO-SS-1-By 2024, APS will reduce opportunity gaps for all reporting groups on state assessments.		
Baseline Data	The 2022-23 Reading SOL data showed the following levels of performance by each of our subgroups: Black: Pass rate 66% Hispanic: Pass rate 60% English Learners: Pass rate 34% SWD: Pass rate 50% Economically Disadv.: Pass rate 58%	Identify if goal is required based on state or federal requirements, or other guidelines	
3 Year Performance Goal			
By June 2026, opportunity gaps on the Reading SOL will be reduced by the following tiered goal: Black: Increase the pass rate from 66% to at least 75%. Hispanic: Increase the pass rate from 60% to at least 75%. English Learners: Increase the pass rate from 34% to at least 75%. SWD: Increase the pass rate from 50% to at least 75%. Economically Disadv.: Increase the pass rate from 58% to at least 75%.			
Annual Performance Goals			

Academics Action Plan - 2023-2024 to 2025-26

Chief: Dr. Gerald Mann, Jr.

Annual Performance Goal Year 1 (2023-24)	<p>By June 2024, opportunity gaps on the Reading SOL will be reduced by the following tiered goal:</p> <p>Black: Increase the pass rate from 66% to at least 69%. Hispanic: Increase the pass rate from 60% to at least 65%. English Learners: Increase the pass rate from 34% to at least 47%. SWD: Increase the pass rate from 50% to at least 58%. Economically Disadv.: Increase the pass rate from 58% to at least 63%.</p>		
Annual Performance Goal Year 2 (2024-25)	<p>By June 2025, opportunity gaps on the Reading SOL will be reduced by the following tiered goal:</p> <p>Black: Increase the pass rate from 69% to at least 72%. Hispanic: Increase the pass rate from 65% to at least 70%. English Learners: Increase the pass rate from 47% to at least 61%. SWD: Increase the pass rate from 58% to at least 66%. Economically Disadv.: Increase the pass rate from 63% to at least 68%.</p>		
Annual Performance Goal Year 3 (2025-26)	<p>By June 2026, opportunity gaps on the Reading SOL will be reduced by the following tiered goal:</p> <p>Black: Increase the pass rate from 72% to at least 75%. Hispanic: Increase the pass rate from 70% to at least 75%. English Learners: Increase the pass rate from 61% to at least 75%. SWD: Increase the pass rate from 66% to at least 75%. Economically Disadv.: Increase the pass rate from 68% to at least 75%.</p>		
Strategic Plan Strategies			
Strategic Plan Strategies- PRIMARY	S-SS-2-Deliver curriculum through innovative and relevant instruction that is differentiated to meet the diverse needs of each student.		
Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -			
Action Steps			
Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation
Action 1: Provide Aspire training in structured literacy and evidence based practices for adolescent readers/writers for staff who work with students in need of reading intervention at the secondary level.	9/2023-June 2023 and then ongoing for new staff	Secondary ELA Office	Supervisor of Secondary ELA will provide Director of Curriculum of Instruction with updates on Aspire completion data
Action 2: Implementation of reading screener (NWEA MAP Growth Reading) at the secondary level.	9/2023 and ongoing	Office of Academics and Secondary ELA Office	Supervisor of Secondary ELA will provide Director of Curriculum of Instruction with updates on NWEA data
Action 3: Refine and improve curriculum documents for reading strategy and support classes to embed evidence based resources that address word recognition needs and decoding of multisyllabic words	9/2023-6/2026	Secondary ELA Office	Supervisor of Secondary ELA will provide Director of Curriculum of Instruction with updates on curriculum revisions

Academics Action Plan - 2023-2024 to 2025-26
Chief: Dr. Gerald Mann, Jr.

Action 4: Continue monitoring the implementation of CKLA in K-5 for language comprehension and systematic core phonics in K-3 with fidelity (95% Core Phonics or Foundations)	9/2023-6/2026	Elementary ELA Office	Supervisor of Elementary ELA will provide Director of Curriculum of Instruction with updates on CKLA and Foundations implementation walkthrough data
Action 5: Support reading specialists and school administration with data analysis and action planning.	9/2023-6/2026	Elementary and Secondary ELA Offices	Supervisors of Elementary & Secondary ELA will provide Director of Curriculum of Instruction with updates on CKLA and Foundations implementation walkthrough data

Progress Monitoring

Strategic Plan Measures (Dropdown) - To determine if goal was achieved	M-SS-1- Reading SOLs		
Evidence of Progress toward Annual Goal (MOY)	Results of Progress toward Annual Goal (EOY)		
VGA DIBELS NWEA MAP Growth Reading Unit Assessment Data	Reading SOL Data		

Goal #3	Reduce Opportunity Gaps on Math SOL		
Strategic Plan Goal Area	Student Success		
Strategic Plan Performance Objectives	PO-SS-1-By 2024, APS will reduce opportunity gaps for all reporting groups on state assessments.		
Baseline Data	The 2022-23 Mathematics SOL data showed the following levels of performance by each of our subgroups: Black: Pass rate 61% Hispanic: Pass rate 59% English Learners: Pass rate 46% SWD:Pass rate 52% Economically Disadv.: Pass rate 58%	Identify if goal is required based on state or federal requirements, or other guidelines	

Academics Action Plan - 2023-2024 to 2025-26

Chief: Dr. Gerald Mann, Jr.

3 Year Performance Goal

By June 2026, opportunity gaps on the Math SOL will be reduced by the following tiered goal:

- Black: Increase the pass rate from 61% to at least 70%.
- Hispanic: Increase the pass rate from 59% to at least 70%.
- English Learners: Increase the pass rate from 46% to at least 70%
- SWD: Increase the pass rate from 52% to at least 70%.
- Economically Disadv.: Increase the pass rate from 58% to at least 70%.

Annual Performance Goals

Annual Performance Goal Year 1 (2023-24)	<p>By June 2024, opportunity gaps on the Math SOL will be reduced by the following tiered goal:</p> <ul style="list-style-type: none"> Black: Increase the pass rate from 61% to at least 64%. Hispanic: Increase the pass rate from 59% to at least 62%. English Learners: Increase the pass rate from 46% to at least 54% SWD: Increase the pass rate from 52% to at least 58%. Economically Disadv.: Increase the pass rate from 58% to at least 62%.
Annual Performance Goal Year 2 (2024-25)	<p>By June 2025, opportunity gaps on the Math SOL will be reduced by the following tiered goal:</p> <ul style="list-style-type: none"> Black: Increase the pass rate from 64% to at least 67%. Hispanic: Increase the pass rate from 62% to at least 66%. English Learners: Increase the pass rate from 54% to at least 62% SWD: Increase the pass rate from 58% to at least 64%. Economically Disadv.: Increase the pass rate from 62% to at least 66%.
Annual Performance Goal Year 3 (2025-26)	<p>By June 2026, opportunity gaps on the Math SOL will be reduced by the following tiered goal:</p> <ul style="list-style-type: none"> Black: Increase the pass rate from 67% to at least 70%. Hispanic: Increase the pass rate from 66% to at least 70%. English Learners: Increase the pass rate from 62% to at least 70% SWD: Increase the pass rate from 64% to at least 70%. Economically Disadv.: Increase the pass rate from 66% to at least 70%.

Strategic Plan Strategies

Strategic Plan Strategies- PRIMARY	S-SS-2-Deliver curriculum through innovative and relevant instruction that is differentiated to meet the diverse needs of each student.
Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -	

Action Steps

Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation
Action 1: Focus on Early Numeracy: Targeted PL for primary grades gen.ed and Sp.Ed. teachers: Bridges and AVMR	9/2023 - 9/2026, ongoing	Elem. Math Office	Supervisor of Elementary Math will provide Director of Curriculum of Instruction with updates on NWEA growth

Academics Action Plan - 2023-2024 to 2025-26
Chief: Dr. Gerald Mann, Jr.

Action 2: Increase teacher efficacy around researched-based instructional practices: K-12: Math Workshop	9/2023 - 9/2026, ongoing	Elem & Sec. Math Office	Supervisors of Elementary & Secondary Math will provide Director of Curriculum of Instruction with updates on NWEA growth and SOL
Action 3: Refine and Improve curriculum documents for teacher-use based on newly adopted standards	9/2023 - 9/2026, ongoing	Elem & Sec. Math Office	Supervisors of Elementary & Secondary Math will provide Director of Curriculum of Instruction with updates on Teacher surveys
Action 4: Support Coach and Admin. collaboration, data usage, and action planning	9/2023 - 9/2026, ongoing	Elem & Sec. Math Office	Supervisors of Elementary & Secondary Math will provide Director of Curriculum of Instruction with updates on Observations
Action 5: Build capacity of Coaches to strengthen discourse in classrooms.	9/2023 - 9/2026, ongoing	Sec. Math Office	Supervisors of Elementary & Secondary Math will provide Director of Curriculum of Instruction with updates on Observations

Progress Monitoring

Strategic Plan Measures (Dropdown) - To determine if goal was achieved	M-SS-3- Math SOLs		
Evidence of Progress toward Annual Goal (MOY)	Results of Progress toward Annual Goal (EOY)		
VGA NWEA Growth Math Mid-Year Benchmark data	Mathematics SOL Data		

Goal #4	Reduce Opportunity Gaps on Science SOL
Strategic Plan Goal Area	Student Success
Strategic Plan Performance Objectives	PO-SS-1-By 2024, APS will reduce opportunity gaps for all reporting groups on state assessments.

Academics Action Plan - 2023-2024 to 2025-26

Chief: Dr. Gerald Mann, Jr.

Baseline Data	The 2022-23 Science SOL data showed the following levels of performance by each of our subgroups: Black: Pass rate 55% Hispanic: Pass rate 49% English Learners: Pass rate 25% SWD: Pass rate 44% Economically Disadv.: Pass rate 46%	Identify if goal is required based on state or federal requirements, or other guidelines	
3 Year Performance Goal			
By June 2026, opportunity gaps on the Science SOL will be reduced by the following tiered goal: Black: Increase the pass rate from 55% to at least 70%. Hispanic: Increase the pass rate from 49% to at least 70%. English Learners: Increase the pass rate from 25% to at least 70%. SWD: Increase the pass rate from 44% to at least 70%. Economically Disadv.: Increase the pass rate from 46% to at least 70%.			
Annual Performance Goals			
Annual Performance Goal Year 1 (2023-24)	By June 2026, opportunity gaps on the Science SOL will be reduced by the following tiered goal: Black: Increase the pass rate from 55% to at least 60%. Hispanic: Increase the pass rate from 49% to at least 56%. English Learners: Increase the pass rate from 25% to at least 40%. SWD: Increase the pass rate from 44% to at least 52%. Economically Disadv.: Increase the pass rate from 46% to at least 54%.		
Annual Performance Goal Year 2 (2024-25)	By June 2026, opportunity gaps on the Science SOL will be reduced by the following tiered goal: Black: Increase the pass rate from 60% to at least 65%. Hispanic: Increase the pass rate from 56% to at least 63%. English Learners: Increase the pass rate from 40% to at least 55%. SWD: Increase the pass rate from 52% to at least 61%. Economically Disadv.: Increase the pass rate from 54% to at least 62%.		
Annual Performance Goal Year 3 (2025-26)	By June 2026, opportunity gaps on the Science SOL will be reduced by the following tiered goal: Black: Increase the pass rate from 65% to at least 70%. Hispanic: Increase the pass rate from 63% to at least 70%. English Learners: Increase the pass rate from 55% to at least 70%. SWD: Increase the pass rate from 61% to at least 70%. Economically Disadv.: Increase the pass rate from 62% to at least 70%.		
Strategic Plan Strategies			
Strategic Plan Strategies- PRIMARY	S-SS-2-Deliver curriculum through innovative and relevant instruction that is differentiated to meet the diverse needs of each student.		
Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -			
Action Steps			
Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation

Academics Action Plan - 2023-2024 to 2025-26

Chief: Dr. Gerald Mann, Jr.

Action 1: Professional development on science curriculum documents and instructional resources to ensure classroom instruction, alignment, and pacing.	9/2023-9/2026	Science Office	Supervisor of Science will provide Director of Curriculum of Instruction with updates during 1:1 and team meetings
Action 2: Support Science CLTs with a focus on lesson planning, alignment, data analysis, and intervention.	9/2023-9/2026	Science Office	
Action 3: Implement centrally designed unit assessments that are aligned to the science curriculum and pacing guide.	9/2023-6/2024 and ongoing monitoring	Science Office	
Action 4: Support school administration in the data analysis and action planning	9/2023-9/2026	Science Office	

Progress Monitoring

Strategic Plan Measures (Dropdown) - To determine if goal was achieved	M-SS-4- Science SOLs		
Evidence of Progress toward Annual Goal (MOY)	Results of Progress toward Annual Goal (EOY)		
Division wide unit assessment data Benchmark assessment data	Science SOL Data		

Goal #5	Academic Discourse		
Strategic Plan Goal Area	Student Success		
Strategic Plan Performance Objectives	PO-SS-1-By 2024, APS will reduce opportunity gaps for all reporting groups on state assessments.		
Baseline Data	<p>Based on Office of Academics walkthrough data from the 2022-23 school year, there was evidence of academic discourse in 30% of the classrooms walkthroughs that were conducted.</p> <p>Academic Discourse: Academic discourse is a way of exchanging ideas from teacher to student or student to student. It helps students articulate their thinking and engage in learning through communication in the classroom. It is promoted through specific talk moves facilitated by the teacher.</p>	Identify if goal is required based on state or federal requirements, or other guidelines	(Enter)
3 Year Performance Goal			
By June 2026 there will be evidence of academic discourse in at least 75% of the walkthroughs conducted by the Office of Academics.			

Academics Action Plan - 2023-2024 to 2025-26

Chief: Dr. Gerald Mann, Jr.

Annual Performance Goals			
Annual Performance Goal Year 1 (2023-24)	By June 2026 there will be evidence of academic discourse in at least 45% of the walkthroughs conducted by the Office of Academics.		
Annual Performance Goal Year 2 (2024-25)	By June 2026 there will be evidence of academic discourse in at least 60% of the walkthroughs conducted by the Office of Academics.		
Annual Performance Goal Year 3 (2025-26)	By June 2026 there will be evidence of academic discourse in at least 75% of the walkthroughs conducted by the Office of Academics.		
Strategic Plan Strategies			
Strategic Plan Strategies- PRIMARY	S-SS-2-Deliver curriculum through innovative and relevant instruction that is differentiated to meet the diverse needs of each student.		
Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -			
Action Steps			
Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation
Action 1: Communicate expectations that students regularly engage in academic discourse	9/2023-6/2026	Office of Academics Content Offices	Supervisors in the Office of Curriculum & Instruction will provide updates to the Director & Executive Direction of C&I
Action 2: Professional learning offerings that support academic discourse across content areas	9/2023-6/2026	Office of Academics Content Offices	
Action 3: Provide models & exemplars of academic discourse across content and grade levels	9/2023-6/2026	Office of Academics Content Offices	
Action 4: Conduct walkthroughs with school-based leadership teams	9/2023-6/2026	Office of Academics Content Offices	
Progress Monitoring			
Strategic Plan Measures (Dropdown) - To determine if goal was achieved	M-SS-19- Instructional Walkthrough data		
Evidence of Progress toward Annual Goal (MOY)	Results of Progress toward Annual Goal (EOY)		
Office of Academics Walkthrough Data	Office of Academics Walkthrough data		

Goal #6	Competency Attainment
Strategic Plan Goal Area	Student Success
Strategic Plan Performance Objectives	PO-SS-1-By 2024, APS will reduce opportunity gaps for all reporting groups on state assessments.

Academics Action Plan - 2023-2024 to 2025-26

Chief: Dr. Gerald Mann, Jr.

Baseline Data	<p>SY 2022-23 Asian: 91% competency attainment Black: 82% competency attainment Hispanic: 84% competency attainment Other: 93% competency attainment White: 94% competency attainment English Learners (1-4): 80% competency attainment SWD: 83% competency attainment</p> <p>Competency Attainment: Students enrolled in secondary Career and Technical Education (CTE) courses are assessed by their teacher on all essential course competencies (knowledge and skills standards) by achieving a satisfactory rating (one of the three highest ratings—1, 2, or 3) on the Student Competency Record (SCR) scale, as follows:</p> <p>Rating Scale 1—Can teach others 2—Can perform without supervision 3—Can perform with limited supervision 4—Can perform with supervision 5—Cannot perform</p> <p>Students have demonstrated competency attainment by scoring 80% or higher on all essential course competencies, with a rating of 1, 2 or 3.</p>	Identify if goal is required based on state or federal requirements, or other guidelines	(Enter)
3 Year Performance Goal			
By June 2026, all subgroups will demonstrate competency attainment of 90% or above			
Annual Performance Goals			
Annual Performance Goal Year 1 (2023-24)	<p>By June 2024 increase competency attainment for subgroups below 90% by the following tiered goals,</p> <p>Black: Increase the competency attainment from 82% to at least 86% Hispanic: Increase the competency attainment from 84% to at least 87% English Learners (1-4): Increase competency attainment from 80% to at least 84% SWD: Increase competency attainment 83% to at least 86%</p>		
Annual Performance Goal Year 2 (2024-25)	<p>By June 2025 increase competency attainment for subgroups below 90% by the following tiered goals,</p> <p>Black: Increase the competency attainment from 86% to at least 89% Hispanic: Increase the competency attainment from 87% to at least 90% English Learners: Increase competency attainment from 84% to at least 87% SWD: Increase competency attainment 86% to at least 89%</p>		
Annual Performance Goal Year 3 (2025-26)	<p>By June 2026 increase competency attainment for subgroups below 90% by the following tiered goals,</p> <p>Black: Increase the competency attainment from 89% to at least 91% Hispanic: Increase the competency attainment from 90% to at least 92% English Learners (1-4): Increase competency attainment from 87% to at least 90% SWD: Increase competency attainment 89% to at least 91%</p>		
Strategic Plan Strategies			

Academics Action Plan - 2023-2024 to 2025-26

Chief: Dr. Gerald Mann, Jr.

Strategic Plan Strategies- PRIMARY	S-SS-1-Embed the 5Cs (critical thinking, creative thinking, collaboration, communication, and citizenship skills) into curriculum and instruction.		
Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -	S-SS-3-Provide learning opportunities in a variety of settings, times, and formats that include opportunities for students to align knowledge, skills, and personal interests with career and higher educational opportunities including internships and externships.		
Action Steps			
Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation
Action 1 - Review and examine data validity for reporting.	Ongoing	CTE Staff	CTE Office will monitor quarterly and report findings to teachers
Action 2- Completing pacing guides and units.	Ongoing	CTE Staff	CTE Office will monitor quarterly and report findings to teachers
Action 3 - Develop formative and sumative assessments to monitor instruction.	Ongoing	CTE Staff	CTE Office will monitor quarterly and report findings to teachers
Action 4 - Provide growth opportunities by implementing a competency-based professional learning and framework inclusive of all staff members	Ongoing	CTE Staff	CTE Office will monitor quarterly and report findings to teachers
Progress Monitoring			
Strategic Plan Measures (Dropdown) - To determine if goal was achieved	M-SS-18- Subject Specific Formative Assessment		
Evidence of Progress toward Annual Goal (MOY)	Results of Progress toward Annual Goal (EOY)		
Review of student competency data.	EOY review of competency data		

Goal #7	Industry credentials earned				
Strategic Plan Goal Area	Student Success				
Strategic Plan Performance Objectives	PO-SS-1-By 2024, APS will reduce opportunity gaps for all reporting groups on state assessments.				
Baseline Data	2022-2023				
		Asian	Black	Hispanic	Other
	CTE Credential- Fail	188	292	759	104
	CTE Credential- Pass	286	344	868	264
	CTE Credential - Total # Students	474	636	1627	368
	60.34%	54.09%	53.35%	71.74%	Identify if goal is required based on state or federal requirements, or other guidelines
Baseline (2022-23)	64.30%	58.68%	58.01%	74.57%	
Yr 1 target (2023-24)	67.87%	62.81%	62.21%	77.11%	
Yr 2 target (2024-25)	71.09%	66.53%	65.99%	79.40%	
	71.09%	66.53%	65.99%	79.40%	(Enter)
3 Year Performance Goal					

Academics Action Plan - 2023-2024 to 2025-26

Chief: Dr. Gerald Mann, Jr.

By June 2026, increase the pass rates on CTE credentialing exams by the following tiered goals:

- Asian: Increase the industry credentialing earned from 60% to at least 71%
- Black: Increase the industry credentialing earned from 54% to at least 67%
- Hispanic: Increase the industry credentialing earned from 53% to at least 66%
- Other: Increased the industry credentialing earned from 72% to at least 79%
- White: Increase the industry credentialing earned from 76 % to at least 82%

Annual Performance Goals

Annual Performance Goal Year 1 (2023-24)	<p>By June 2024, increase the pass rates on CTE credentialing exams by the following tiered goals:</p> <ul style="list-style-type: none"> Asian: Increase the industry credentialing earned from 60% to at least 64% Black: Increase the industry credentialing earned from 54% to at least 59% Hispanic: Increase the industry credentialing earned from 53% to at least 58% Other: Increased the industry credentialing earned from 72% to at least 75% White: Increase the industry credentialing earned from 76% to at least 78%
Annual Performance Goal Year 2 (2024-25)	<p>By June 2025, increase the pass rates on CTE credentialing exams by the following tiered goals:</p> <ul style="list-style-type: none"> Asian: Increase the industry credentialing earned from 64% to at least 68% Black: Increase the industry credentialing earned from 59% to at least 63% Hispanic: Increase the industry credentialing earned from 58% to at least 62% Other: Increased the industry credentialing earned from 75% to at least 77% White: Increase the industry credentialing earned from 78% to at least 80%
Annual Performance Goal Year 3 (2025-26)	<p>By June 2026, increase the pass rates on CTE credentialing exams by the following tiered goals:</p> <ul style="list-style-type: none"> Asian: Increase the industry credentialing earned from 68 % to at least 71% Black: Increase the industry credentialing earned from 63% to at least 67% Hispanic: Increase the industry credentialing earned from 62% to at least 66% Other: Increased the industry credentialing earned from 77% to at least 79% White: Increase the industry credentialing earned from 80% to at least 82%

Strategic Plan Strategies

Strategic Plan Strategies- PRIMARY	S-SS-2-Deliver curriculum through innovative and relevant instruction that is differentiated to meet the diverse needs of each student.
Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -	S-SS-3-Provide learning opportunities in a variety of settings, times, and formats that include opportunities for students to align knowledge, skills, and personal interests with career and higher educational opportunities including internships and externships.

Action Steps

Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation
Action 1 - Align the credentialing exam objectives with the course pacing guides.	Ongoing	CTE Staff	CTE Office will monitor quarterly and report findings to teachers
Action 2- Review and examine data validity for reporting.	Ongoing	CTE Staff	CTE Office will monitor quarterly and report findings to teachers
Action 3- Review historical test data to develop strategies to inform instructions. Providing teachers time to review credentialing data and share strategies to increase student success.	Ongoing	CTE Staff	CTE Office will monitor quarterly and report findings to teachers

Academics Action Plan - 2023-2024 to 2025-26

Chief: Dr. Gerald Mann, Jr.

Action 4 - Provide growth opportunities by implementing a competency-based professional learning and framework inclusive of all staff members		Ongoing	CTE Staff	CTE Office will monitor quarterly and report findings to teachers
Progress Monitoring				
Strategic Plan Measures (Dropdown) - To determine if goal was achieved		M-SS-18- Subject Specific Formative Assessment		
Evidence of Progress toward Annual Goal (MOY)		Results of Progress toward Annual Goal (EOY)		
Review of credentialing data		EOY review of credentialing data		

Goal #8	High Quality Work-based Learning		
Strategic Plan Goal Area	Partnerships		
Strategic Plan Performance Objectives	PO-SS-1-By 2024, APS will reduce opportunity gaps for all reporting groups on state assessments.		
Baseline Data Raw data set can be found at this link	2022-23 Baseline Data	Identify if goal is required based on state or federal requirements, or other guidelines	(Enter)
3 Year Performance Goal			
Coming soon (Week of October 23)			
Annual Performance Goals			
Annual Performance Goal Year 1 (2023-24)	Coming soon (Week of October 23)		
Annual Performance Goal Year 2 (2024-25)	Coming soon (Week of October 23)		
Annual Performance Goal Year 3 (2025-26)	Coming soon (Week of October 23)		
Strategic Plan Strategies			
Strategic Plan Strategies- PRIMARY	S-SS-3-Provide learning opportunities in a variety of settings, times, and formats that include opportunities for students to align knowledge, skills, and personal interests with career and higher educational opportunities including internships and externships.		
Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -	S-P-2-Partner with local, state, and national businesses, organizations, and governments to support a variety of learning experiences.		
Action Steps			
Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation

Academics Action Plan - 2023-2024 to 2025-26
Chief: Dr. Gerald Mann, Jr.

Office of CTE will collaborate with Counseling to procure a Counseling Management system that has interest and career inventories beginning in middle school.	SY2023-24	Office of CTE	Office of CTE will attend and advocate for a Counseling system that supports WBL during the RFP process in preparation for the end of the Naviance contract in June 2023.
The Office of CTE will collaborate with other APS offices to develop an actionable plan to increase the capacity to prepare and place students in HQWBL.	SY2023-24	Office of CTE	The Office of CTE will propose processes and request site-based staff to build capacity to support WBL opportunities in all secondary schools and to target underrepresented populations in securing HQWBL.
The Office of CTE will build or expand partnerships with businesses, industries, nonprofits, and educational entities to develop HQWBL opportunities for students.	SY 2023-24	Office of CTE	The Office of CTE will continue to develop relationships through participation in meetings, cold calls and at networking events.
The Office of CTE will build or expand partnerships with other APS Offices to develop HQWBL opportunities for students.	SY2023-25	Office of CTE	The Office of CTE will meet with each office and develop a work-based learning training plan that will support a 14 hour per office experience to equate to a HQWBL

Progress Monitoring

Strategic Plan Measures (Dropdown) - To determine if goal was achieved	M-SS-12- Internship participation data		
Evidence of Progress toward Annual Goal (MOY)	Results of Progress toward Annual Goal (EOY)		
Review of work based learning data	EOY data on work-based learning completion		

Goal #9	Adult Ed		
Strategic Plan Goal Area	Student Success		
Strategic Plan Performance Objectives	PO-OE-1-Organizational operations will continuously improve their effectiveness as measured by identified KPIs.		
Baseline Data	Arlington Senior Citizen baseline data in 2022-23 school year was 1,165 Baseline Data for our Spanish Speaking students in our GED Preparation class was 39 Baseline data for our Youth Enrichment Program was 254 in 2022-23	Identify if goal is required based on state or federal requirements, or other guidelines	(Enter)

Academics Action Plan - 2023-2024 to 2025-26

Chief: Dr. Gerald Mann, Jr.

3 Year Performance Goal

Increase Arlington Senior Citizen enrollments from 1,165 enrollments in 2022-23 school year to 1,281 by June 2026 Increase Spanish Speaking Students in our GED Preparation class from 39 enrollments in 2022-23 school year to 46 by June 2026 Increase Youth Enrichment enrollments from 254 enrollments in 2022-23 school year to 305 by June 2026

Annual Performance Goals

Annual Performance Goal Year 1 (2023-24)	Arlington Senior Enrollment will increase to 1200 Spansih Speaking GED student enrollment will increase to 41 Youth Enrichment enrollments will increase to 270
Annual Performance Goal Year 2 (2024-25)	Arlington Senior Enrollment will increase to 1240 Spansih Speaking GED student enrollment will increase to 43 Youth Enrichment enrollments will increase to 290
Annual Performance Goal Year 3 (2025-26)	Arlington Senior Enrollment will increase to 1281 Spansih Speaking GED student enrollment will increase to 46 Youth Enrichment enrollments will increase to 305

Strategic Plan Strategies

Strategic Plan Strategies- PRIMARY	S-OE-5-Systematically improve the quality of organizational operations
Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -	

Action Steps

Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation
Increase marketing efforts by placing course information in physical locations throughout the county that will be seen by Seniors, our Spanish speaking population and youth.	SY2023-24	Office of ACL	The Supervisor of Adult Ed will provide updates to the Director of CTAE during 1:1 and team meetings
Target desired demographics via social media campaigns	SY2023-24	Office of ACL	
Utilize direct email marketing campaigns targeting desired demographics	SY2023-24	Office of ACL	
Utilize focus groups within the desired demographics to generate ideas on how in attact new students to the program	SY2024-25	Office of ACL	

Progress Monitoring

Strategic Plan Measures (Dropdown) - To determine if goal was achieved	M-SS-14- Attendance		
Evidence of Progress toward Annual Goal (MOY)	Results of Progress toward Annual Goal (EOY)		
Evidence will come from the data retrieved from our registration database which will include maketing statistics and enrollment data.	Evidence will come from the data retrieved from our registration database which will include maketing statistics and enrollment data.		