

School and Community Relations Action Plan - 2023-24 to 2025-26
Asst. Supt. Catherine Ashby

Goal #1	Increase and strengthen family engagement, with focus on non-English speaking families		
Strategic Plan Goal Area	Partnerships		
Strategic Plan Performance Objectives	PO-P-1-By 2024, at least 90% of APS families will respond favorably on student and family engagement on the Your Voice Matters survey results.		
Baseline Data	<p>2022 YVM Survey on Family Engagement: 83% favorable rating by families 0% of families using ParentSquare as of July 1, 2023</p> <p>2023 Communications Survey: 76% favorable rating by families and staff on keeping the community informed about general news and engagement opportunities.</p> <p>Communications Survey: 60% favorable rating by families on efforts to engage and involve parents, students and staff in school activities and decision-making processes</p> <p>Communications Survey: 64% satisfied or very satisfied with APS communications</p>	<p>Identify if goal is required based on state or federal requirements, or other guidelines</p>	NA
3-Year Performance Goal			
<p>By June 2026, family engagement will improve by the following tiered goal:</p> <ul style="list-style-type: none"> -at least 90% of families will respond favorably on student and family engagement in the YVM survey -at least 85% of families will respond favorably on communications and engagement in biannual communications survey. -at least 80% of families will sign up for ParentSquare and 100% of teachers will utilize ParentSquare to correspond with families. 			
Annual Performance Goals			
Annual Performance Goal Year 1 (2023-24)	By June 2024, at least 85% of families will respond favorably on student and family engagement in the YVM survey and 80% of families with sign up for ParentSquare.		
Annual Performance Goal Year 2 (2024-25)	By June 2025, at least 80% of families will respond favorably on communications and engagement in biannual communications survey.		
Annual Performance Goal Year 3 (2025-26)	By June 2026, at least 90% of families will respond favorably on student and family engagement in the YVM survey and at least 85% of families will respond favorably on communications and engagement in biannual communications survey.		
Strategic Plan Strategies			
Strategic Plan Strategies- PRIMARY	S-P-1-Provide training and resources for staff and families to create meaningful partnerships that support student success and well-being.		

School and Community Relations Action Plan - 2023-24 to 2025-26

Asst. Supt. Catherine Ashby

Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -	S-P-3-Partner with advisory committees, nonprofits, and other local organizations to strengthen engagement with all families and provide wrap-around services to students including healthcare, nutrition, academic, and social and emotional supports.
-----------------------------------------------------------	---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

Action Steps

Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation
Action 1- Enhance and expand communications tools, resources and platforms (e.g., ParentSquare, Website and Engagement Resources) to make all information accessible particularly to traditionally under-served populations.	Annual plans, reviewed in Summer 2024, 2025, 2026	SCR Staff and FACE	Asst. Supt for SCR will receive updates from direct reports during 1:1 and team meetings
Action 2 - Increase and improve family engagement opportunities and deploy new strategies to welcome and engage diverse parent populations.	Annual plans, reviewed in Summer 2024, 2025, 2026	SCR Staff, FACE Action Teams, and Bilingual Family Specialists	
Action 3 - Integrate and leverage Bilingual Family Specialists and FACE Action Teams in family and community engagement, building strong partnerships with parent leaders to expand support and outreach.	Successful onboarding in 2023-24, strengthening in 2024-2026.	SCR Staff, Academics and Bilingual Family Specialists	
Action 4 - Create systems and protocols to create consistently warm and welcoming environments for all.	2023-24	SCR and FACE	
Action 5 - Provide training and professional development for staff, BFSs and FACE Action Team Coordinators on Family and Community Engagement (FACE) strategies and protocols.	Ongoing 2023-2026	SCR and FACE	
Action 7 - Develop and expand a strong suite of FACE resources for school-based and Welcome Center staff.	2023-24	FACE	
Action 8 - Implement annual themed multimedia campaign under the Every Student Counts framework.	Annually every July	SCR/AETV	
Action 9 - Continue to strengthen APS emergency response communication and provide tools and training for schools.	By July 2024	SCR/FACE	
Action 10 - Utilize student voice and skills in the telling of the APS Story.	Ongoing beginning July 2023	AETV	

Progress Monitoring

Strategic Plan Measures (Dropdown) - To determine if goal was achieved	M-P-3- YVM Family: Engagement		
Evidence of Progress toward Annual Goal (MOY)	Results of Progress toward Annual Goal (EOY)		

School and Community Relations Action Plan - 2023-24 to 2025-26

Asst. Supt. Catherine Ashby

Monthly SCR, FACE and BFS check in meetings to review and evaluate progress leading to data review MOY and EOY.

Quarterly reviews of progress data, utilization rates (web, ParentSquare data) participation rates and feedback through various formats from community members and advisory committees.

Data review and reporting. End of Year evaluations of individual workplans. Monthly SCR and FACE check in meetings to review and evaluate progress leading to data review MOY and EOY.

Goal #2		Improve employee voice, recognition and engagement		
Strategic Plan Goal Area	Engaged Workforce			
Strategic Plan Performance Objectives	PO-EW-2-By 2024, APS staff will respond at the 75th percentile or better on staff engagement and climate, as indicated by the Your Voice Matters survey.			
Baseline Data	2022 YVM Survey Recognition: 17% favorable rating Employee Voice: 36% favorable rating	Identify if goal is required based on state or federal requirements, or other guidelines	No	
3-Year Performance Goal				
By 2026, APS staff will respond at the 85th percentile or better on staff engagement and climate, as indicated by the Your Voice Matters survey. Staff will rate recognition and engagement 10 percent more favorably than the 2022 score of 17%. 65% of staff will rate employee voice favorably.				
Annual Performance Goals				
Annual Performance Goal Year 1 (2023-24)	By 2024, APS staff will respond at the 65th percentile or better on staff engagement and climate, and 45% on voice, as indicated by the Your Voice Matters survey. Staff will rate recognition and engagement 10 percent more favorably than the 2022 score of 17%.			
Annual Performance Goal Year 2 (2024-25)	Over 80 percent of staff will rate APS communications favorably on annual communication survey.			
Annual Performance Goal Year 3 (2025-26)	By 2026, APS staff will respond at the 85th percentile or better on staff engagement and climate, as indicated by the Your Voice Matters survey. Staff will rate recognition and engagement 10 percent more favorably than the 2022 score of 17%.			
Strategic Plan Strategies				
Strategic Plan Strategies- PRIMARY	S-EW-5-Establish intentional and focused recruitment and retention efforts to bolster a diverse workforce.			
Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -				
Action Steps				
Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation	
Action 1 - Provide regular, consistent communications to employees from leadership.	Annually	SCR	Readership Data for Staff Central/Inside APS and Employee Feedback	

School and Community Relations Action Plan - 2023-24 to 2025-26
Asst. Supt. Catherine Ashby

Action 2 - Launch Employee Chats with the Superintendent to ignite employee voice.	2023-24	SCR	Monthly Check in Meetings and Staff Feedback
Action 3 - Strengthen employee recognition programs.	Annually	SCR	Employee Feedback and YVM
Action 4 - Modify Team structure to support enhanced and expanded staff engagement and communications.	2025-26	SCR	Annual Budget and Performance Review

Progress Monitoring

Strategic Plan Measures (Dropdown) - To determine if goal was achieved	M-EW-6- YVM Staff: Engagement Results		
Evidence of Progress toward Annual Goal (MOY)	Results of Progress toward Annual Goal (EOY)		
SB Monitoring Report. Monthly SCR check in meetings to review and evaluate progress leading to data review MOY and EOY.	Data review and reporting. End of Year evaluations of individual workplans. Monthly SCR check in meetings to review and evaluate progress leading to data review MOY and EOY.		

Goal #3	Increase volunteers and business partners to support student academic success		
Strategic Plan Goal Area	Partnerships		
Strategic Plan Performance Objectives	PO-SS-2-By 2024, all elementary and middle school students will annually demonstrate growth by a minimum of one level using district assessments and students performing at the advanced level will continue to perform at the advanced level.		
Baseline Data	July 2023: 12,000 Volunteers in Database	Identify if goal is required based on state or federal requirements, or other guidelines	No
3 Year Performance Goal			
By June 2026, SCR will have recruited 3-4 business partners supporting schools via their volunteer programs, and SCR will have a partner and volunteer database of over 20,000 volunteers and 50 strategic partners supporting students academically.			
Annual Performance Goals			
Annual Performance Goal Year 1 (2023-24)	By June 2024, SCR will have recruited 2 business partners supporting schools via their volunteer programs, and SCR will have a clear baseline of current partners via a directory, and will have increases volunteers to 15,000.		
Annual Performance Goal Year 2 (2024-25)	By June 2025, SCR will have recruited 3-4 business partners supporting schools via their volunteer programs, and SCR will increase the volunteer and partner databases by 10 percent.		
Annual Performance Goal Year 3 (2025-26)	By June 2026, SCR will have recruited 3-4 business partners supporting schools via their volunteer programs, and SCR will have a partner and volunteer database of over 20,000 volunteers and 50 strategic partners supporting students academically.		
Strategic Plan Strategies			
Strategic Plan Strategies- PRIMARY	S-P-2-Partner with local, state, and national businesses, organizations, and governments to support a variety of learning experiences.		

School and Community Relations Action Plan - 2023-24 to 2025-26

Asst. Supt. Catherine Ashby

Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -	S-P-3-Partner with advisory committees, nonprofits, and other local organizations to strengthen engagement with all families and provide wrap-around services to students including healthcare, nutrition, academic, and social and emotional supports.		
Action Steps			
Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation
Action 1 - Evaluate current partnerships, create directory and develop structured framework for partnerships, in alignment with Academics.	2023-24	SCR, Academics	Asst. Supt for SCR will receive updates from direct reports during 1:1 and team meetings
Action 2 - Develop new suite of materials and resources for prospective and current partners and volunteers.	2023-24	SCR, Academics	
Action 3 - Recruit new business partners and volunteers to support schools and students academically.	Annually	SCR	
Action 4 - Actively promote and recognize APS volunteers and partners.	Annually	SCR	
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)		
SB Monitoring Report. Monthly SCR and FACE check in meetings to review and evaluate progress leading to data review MOY and EOY.	Data review and reporting. End of Year evaluations of individual workplans. Monthly SCR and FACE check in meetings to review and evaluate progress leading to data review MOY and EOY.		