

**Chief of Staff Office - Action Plan - 2025-26 to 2027-2028**  
**Chief: Brian Stockton**

**Goal #1      Increase YVM Participation (Evaluation Office)**

|                                              |                                                                                                                                                                                                                                                                     |                                                                                                 |  |
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| <b>Strategic Plan Goal Area</b>              | Partnerships                                                                                                                                                                                                                                                        |                                                                                                 |  |
| <b>Strategic Plan Performance Objectives</b> | PO-P-2-By 2030, equitable family engagement will improve as measured by; % families who respond to APS countywide surveys; response demographics mirroring the demographics of the APS student population; 90% of parents responding favorably to family engagement |                                                                                                 |  |
| <b>Baseline Data</b>                         | <b>Spring 2025 Your Voice Matters Survey</b><br>Division Staff - 57% completion rate<br>School Staff - 59% completion rate                                                                                                                                          | <b>Identify if goal is required based on state or federal requirements, or other guidelines</b> |  |
| <b>3 Year Performance Goal</b>               |                                                                                                                                                                                                                                                                     |                                                                                                 |  |

Obtain the following response rates on the Spring 2028 YVM:

Division Staff: increase from 46% to at least 66%  
 School Staff: increase from 51% to at least 70%

| Annual Performance Goals                           |                                                                                                                                                                         |                           |                               |
|----------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------|-------------------------------|
| Annual Performance Goal<br>Year 1 (2025-26)        | Obtain the following response rates on the Spring 2026 YVM:<br><br>Division Staff: increase from 51% to at least 57%<br>School Staff: increase from 52% to at least 59% |                           |                               |
| Annual Performance Goal<br>Year 2 (2026-27)        | Obtain the following response rates on the Spring 2027 YVM:<br><br>Division Staff: increase from 57% to at least 63%<br>School Staff: increase from 59% to at least 66% |                           |                               |
| Annual Performance Goal<br>Year 3 (2027-28)        | Obtain the following response rates on the Spring 2028 YVM:<br><br>Division Staff: increase from 63% to at least 70%<br>School Staff: increase from 66% to at least 75% |                           |                               |
| Strategic Plan Strategies                          |                                                                                                                                                                         |                           |                               |
| Strategic Plan Strategies- PRIMARY                 |                                                                                                                                                                         |                           |                               |
| Strategic Plan Strategies- ADDITIONAL (OPTIONAL) - |                                                                                                                                                                         |                           |                               |
| Action Steps                                       |                                                                                                                                                                         |                           |                               |
| Action Steps                                       | Timeline                                                                                                                                                                | Responsible & Accountable | Monitoring for Implementation |

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| Action 1 - Run data from Spr 2025 YVW to identify schools and offices/departments with low response rates. Continued response rate updates to department and school leadership. Post communication about survey.                         |  | By January 2026; through YVM administration  | Evaluation Team | Data specialist and Asst. Director will monitor participation rates throughout the YVM administration window and provide updates to the Director of Accountability, Evaluation, & Strategic Planning |
| Action 2 - Meet with the Chief of Staff, Chief of School Support, and the Director of Accountability, Evaluation, & Strategic Planning about dissemination plans to increase staff participation rates.                                  |  | By January 2026                              | Evaluation Team |                                                                                                                                                                                                      |
| Action 3 - Develop and administer target communication to school-based survey coordinators, principals and department leadership around best practices for YVM survey administartion and how YVM data will be used to school principals. |  | By January 2026                              | Evaluation Team |                                                                                                                                                                                                      |
| Action 4 - During survey administration, monitor participation rates and engage with schools and offices with low response rates.                                                                                                        |  | February and March 2026                      | Evaluation Team |                                                                                                                                                                                                      |
| Progress Monitoring                                                                                                                                                                                                                      |  |                                              |                 |                                                                                                                                                                                                      |
| Strategic Plan - Measures -<br>To determine if goal was achieved                                                                                                                                                                         |  | Strategic Plan Performance Objectives        |                 |                                                                                                                                                                                                      |
|                                                                                                                                                                                                                                          |  |                                              |                 |                                                                                                                                                                                                      |
| Evidence of Progress toward Annual Goal (MOY)                                                                                                                                                                                            |  | Results of Progress toward Annual Goal (EOY) |                 |                                                                                                                                                                                                      |
| YVM Staff participation rates                                                                                                                                                                                                            |  | YVM final staff participation rates          |                 |                                                                                                                                                                                                      |

| Goal #5                                                                      | Ensure APS Policies are up to date (Policy)                                               |                                                                                          |  |
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| Strategic Plan Goal Area                                                     | Operational Excellence                                                                    |                                                                                          |  |
| Strategic Plan Performance Objectives                                        |                                                                                           |                                                                                          |  |
| Baseline Data                                                                | As of June 30, 2025 - there were 61 APS Policies that were overdue for review             | Identify if goal is required based on state or federal requirements, or other guidelines |  |
| 3 Year Performance Goal                                                      |                                                                                           |                                                                                          |  |
| By June 30, 2028 - there will be no APS Policies that are overdue for review |                                                                                           |                                                                                          |  |
| Annual Performance Goals                                                     |                                                                                           |                                                                                          |  |
| Annual Performance Goal Year 1 (2025-26)                                     | By June 30, 2026 - there will be no more than 40 APS Policies that are overdue for review |                                                                                          |  |
| Annual Performance Goal Year 2 (2026-27)                                     | By June 30, 2027 - there will be no more than 10 APS Policies that are overdue for review |                                                                                          |  |
| Annual Performance Goal Year 3 (2027-28)                                     | By June 30, 2028 - there will be no APS Policies that are overdue for review              |                                                                                          |  |
| Strategic Plan Strategies                                                    |                                                                                           |                                                                                          |  |
| Strategic Plan Strategies- PRIMARY                                           |                                                                                           |                                                                                          |  |

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| Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -                                                                                                                                                                                                                           |                                              |                                          |                                                                                                                       |
| Action Steps                                                                                                                                                                                                                                                                 |                                              |                                          |                                                                                                                       |
| Action Steps                                                                                                                                                                                                                                                                 | Timeline                                     | Responsible & Accountable                | Monitoring for Implementation                                                                                         |
| Centralized policy review process to ensure proper coordination across Depts.                                                                                                                                                                                                | Sept-June, ongoing                           | Director of Policy & Legislative Affairs | Chief of Staff will receive status updates during 1:1 and team meetings with Director of Policy & Legislative Affairs |
| Develop and regularly update a detailed plan and timeline for bringing policies that are overdue up to date and ensure all policies that are currently not overdue are scheduled for revision in accordance with the School Board Policy for the policy review process (B.6) | Sept-June, ongoing                           |                                          |                                                                                                                       |
| Conduct regular meetings with the APS Policy Review Team and the School Board's Policy subcommittee                                                                                                                                                                          | Sept-June, ongoing                           |                                          |                                                                                                                       |
| Work collaboratively with APS leadership across Depts. to gather input and feedback on policies that are planned for review                                                                                                                                                  | Sept-June, ongoing                           |                                          |                                                                                                                       |
| Progress Monitoring                                                                                                                                                                                                                                                          |                                              |                                          |                                                                                                                       |
| Strategic Plan - Measures - To determine if goal was achieved                                                                                                                                                                                                                |                                              | Strategic Plan Performance Objectives    |                                                                                                                       |
| Evidence of Progress toward Annual Goal (MOY)                                                                                                                                                                                                                                | Results of Progress toward Annual Goal (EOY) |                                          |                                                                                                                       |
| Monthly review of document tracking all APS Policies                                                                                                                                                                                                                         | EOY review of APS Policies                   |                                          |                                                                                                                       |

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| <b>Goal #3</b>                                                                                                                                          | <b>Implementation 2024-30 Strategic Plan (Strategic Planning)</b>                                                                                                                                  |                                                                                      |  |
| <b>Strategic Plan Goal Area</b>                                                                                                                         | Operational Excellence                                                                                                                                                                             |                                                                                      |  |
| <b>Strategic Plan Performance Objectives</b>                                                                                                            |                                                                                                                                                                                                    |                                                                                      |  |
| <b>Baseline Data</b>                                                                                                                                    | N/A                                                                                                                                                                                                | <b>Identify if goal is required based on state or federal requirements, or other</b> |  |
| <b>3 Year Performance Goal</b>                                                                                                                          |                                                                                                                                                                                                    |                                                                                      |  |
| By June 30, 2028, complete the Year 3 report in Fall 2025, and begin the tuning process for the 2024-2030 Strategic Plan with completion by end of 2028 |                                                                                                                                                                                                    |                                                                                      |  |
| <b>Annual Performance Goals</b>                                                                                                                         |                                                                                                                                                                                                    |                                                                                      |  |
| <b>Annual Performance Goal Year 1 (2025-26)</b>                                                                                                         | By June 30, 2026, complete the Year 1 report in Fall 2025, update Strategic Plan Dashboards and begin the tuning process for the 2024-2030 Str                                                     |                                                                                      |  |
| <b>Annual Performance Goal Year 2 (2026-27)</b>                                                                                                         | By June 30, 2027, complete the Year 2 report in Fall 2026 and ensure all action plans and implementation components are aligned with any updates to the Strategic Plan that were completed in 2026 |                                                                                      |  |
| <b>Annual Performance Goal Year 3 (2027-28)</b>                                                                                                         | By June 30, 2028, complete the Year 3 report in Fall 2025, and begin the tuning process for the 2024-2030 Strategic Plan with completion by end of 2028                                            |                                                                                      |  |

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| Strategic Plan Strategies                                                                                          |                    |                                                            |                                                                                                                                             |
|--------------------------------------------------------------------------------------------------------------------|--------------------|------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------|
| Strategic Plan Strategies- PRIMARY                                                                                 |                    |                                                            |                                                                                                                                             |
| Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -                                                                 |                    |                                                            |                                                                                                                                             |
| Action Steps                                                                                                       |                    |                                                            |                                                                                                                                             |
| Action Steps                                                                                                       | Timeline           | Responsible & Accountable                                  | Monitoring for Implementation                                                                                                               |
| Work collaboratively with APS leadership to develop Action Plans                                                   | Sept-June, ongoing | Director of Accountability, Evaluation, Strategic Planning | Chief of Staff will receive status updates during 1:1 and team meetings with the Director of Accountability, Evaluation, Strategic Planning |
| Update the 2024-30 APS Strategic Plan Scorecard and Strategic Plan website with Year 1 reporting data              | Sept-June, ongoing | Director of Accountability, Evaluation, Strategic Planning |                                                                                                                                             |
| Work collaboratively to develop a RACI matrix and implementation timeline for every strategy in the Strategic Plan | Sept-June, ongoing | Director of Accountability, Evaluation, Strategic Planning |                                                                                                                                             |
| Develop a report summarizing year 1 progress toward objectives in the Strategic Plan                               | Sept-June, ongoing | Director of Accountability, Evaluation, Strategic Planning |                                                                                                                                             |
| Progress Monitoring                                                                                                |                    |                                                            |                                                                                                                                             |
| Strategic Plan - Measures - To determine if goal was achieved                                                      |                    | Strategic Plan Performance Objectives                      |                                                                                                                                             |
|                                                                                                                    |                    |                                                            |                                                                                                                                             |
| Evidence of Progress toward Annual Goal (MOY)                                                                      |                    | Results of Progress toward Annual Goal (EOY)               |                                                                                                                                             |
| Year 1 Report                                                                                                      |                    | Completed 2024-2030 Strategic Plan Implementation Plan     |                                                                                                                                             |