

Arlington Career Center - School Action Plan - 2023-24 to 2025-26
Principal: Margaret Chung

Goal #1	Math - Opportunity Gaps - 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		Identify if goal is required based on state or federal requirements, or other guidelines	
3 Year Performance Goal			
<p>MATH SOL By 2026, opportunity gaps on the Alg 1 SOL (aggregated for all grade levels) will be reduced by the following tiered goal:</p> <p>Hispanic - Increase pass rate from 67% to at least 79%, reducing the gap from 13% to 1% EL - Increase pass rate from 68% to at least 80%, reducing the gap from 12% to 0%</p>			
Annual Performance Goals			
Annual Performance Goal Year 1 (2023-24)	By June 2024, opportunity gaps on the Alg 1 SOL (aggregated for all grade levels) will be reduced by the following tiered goal: Hispanic - Increase pass rate from 67 % to at least 71%, reducing the gap from 13% to 9% EL - Increase pass rate from 68% to at least 72%, reducing the gap from 12% to 8%		
Annual Performance Goal Year 2 (2024-25)	By June 2025, opportunity gaps on the Alg 1 SOL (aggregated for all grade levels) will be reduced by the following tiered goal: Hispanic - Increase pass rate from 71% to at least 75%, reducing the gap from 9% to 5% EL - Increase pass rate from 72% to at least 76%, reducing the gap from 8% to 4%		
Annual Performance Goal Year 3 (2025-26)	By June 2026, opportunity gaps on the Alg 1 SOL (aggregated for all grade levels) will be reduced by the following tiered goal: Hispanic - Increase pass rate from 75% to at least 79%, reducing the gap from 5% to 1% EL - Increase pass rate from 76% to at least 80%, reducing the gap from 4% to 0%		
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-EW-2-Provide growth opportunities by implementing a competency-based professional learning and evaluation framework inclusive of all staff members.		

Arlington Career Center - School Action Plan - 2023-24 to 2025-26

Principal: Margaret Chung

Action Steps

Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation
Tier 1 * Implement Mathematics curriculum utilizing county provided curriculum and curricular resources. * Provide opportunities for EL and SpEd teachers to collaborate with Math Coach or grade-level CLT wherever they are supporting students. * Teacher will begin to use math workshop structures within each unit. * Every student will begin to meet regularly meet the teacher in targeted small group. * Targeted groups are differentiated to meet each students' needs. * Provide just-in-time support to help students access grade level curriculum.	Sept - June, ongoing	Classroom teachers, EL, SpEd teachers	Principal & AP will support with ATSS, Math, SPED & EL Office - will monitor by conducting walkthroughs and observations and attending CLTs.
Tier 2 * Collaborative planning including EL and SpEd teachers to target identified needs. * Identify target areas (power standards), to address students still scoring in Below Basic and Basic quantile ranges. * Ensure that students have access to environmental and visual scaffolds (such as manipulatives, anchor charts for key vocabulary and processes, manipulatives, etc.) to aid comprehensible input and recall. * Additional targeted small group weekly using best instructional strategies, progress monitoring, and document progress.	Sept - June, ongoing	Classroom teachers, EL, SpEd teachers, Math Coach	
Tier 3 * Progress monitoring every 6-8 weeks and adjustment in time or group made as needed. Communication between classroom teacher and staff providing interventions to support station activities and guided-group activities. * Use very straight-forward, explicit Instruction by breaking down mathematical concepts into smaller, more manageable steps. Clearly explain each step, provide guided practice, and offer opportunities for students to practice independently.	Sept - June, ongoing	Classroom teachers, EL, SpEd teachers, Math Coach	
Professional Learning:	Sept - June, ongoing	Administrators, Math Coach	

Progress Monitoring

Strategic Plan Measures (Dropdown) - To determine if goal was achieved	Results of Progress (End of Year)		
M-SS-3- Math SOLs	Math SOL		
Evidence of Progress toward Annual Goal (MP1)	Evidence of Progress toward Annual Goal (MP2)	Evidence of Progress toward Annual Goal (MP3)	Evidence of Progress toward Annual Goal (MP4)

Arlington Career Center - School Action Plan - 2023-24 to 2025-26

Principal: Margaret Chung

School level- NWEA - MAP Growth (Alg 1 only)		School level NWEA - MAP Growth (Alg 1 Only)	School level- NWEA - MAP Growth (Alg 1 Only)
Teacher/CLT/Grade -VGA -SOL Quick Checks	Teacher/CLT/Grade -SOL Quick Checks	Teacher/CLT/Grade -VGA -SOL Quick Checks	Teacher/CLT/Grade -SOL Quick Checks

Goal #2	Reading - Opportunity Gaps - 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	Spring 2023 - SOL Black - 90% (4% gap) Hispanic - 87% (7% gap) EL - 40% (54% gap) SWD - 87% (7% gap) Econ. Disadv - 82% (12% gap)	Identify if goal is required based on state or federal requirements, or other guidelines	
3 Year Performance Goal			
READING SOL By 2026, opportunity gaps on the Reading SOL (aggregated for all grade levels) will be reduced by the following tiered goal: EL - Increase pass rate from (Spr. 2023 pass rate) 40% to at least 64%, reducing the gap from 54% to 31%			
Annual Performance Goals			
Annual Performance Goal Year 1 (2023-24)	By June 2024, opportunity gaps on the Reading SOL (aggregated for all grade levels) will be reduced by the following tiered goal: EL - Increase pass rate from (Spr. 2023 pass rate) 40% to at least 52%, reducing the gap from 54% to 43%		
Annual Performance Goal Year 2 (2024-25)	By June 2025, opportunity gaps on the Reading SOL (aggregated for all grade levels) will be reduced by the following tiered goal: EL - Increase pass rate from (Spr. 2023 pass rate) 52% to at least 60%, reducing the gap from 42% to 35%		

Arlington Career Center - School Action Plan - 2023-24 to 2025-26

Principal: Margaret Chung

Annual Performance Goal Year 3 (2025-26)	By June 2026, opportunity gaps on the Reading SOL (aggregated for all grade levels) will be reduced by the following tiered goal: EL - Increase pass rate from (Spr. 2023 pass rate) 60% to at least 64%, reducing the gap from 35% to 31%
---	---

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
Tier 1: * Utilize an explicit vocabulary routine to teach new words essential to the shared text-PACT strategy * Utilize strategies from Aspire Training and Staff Development in adolescent reading	Sept-June, ongoing	Admin, All Teachers, Reading Specialist,	Principal & APs will support with ATSS, ELA, SPED & EL Office - will monitor by conducting walkthroughs and observations and attending CLTs.
Tier 2: * Teach a routine to determine the gist of the texts-PACT * Utilize Lexia-Build students decoding skills to read complex multisyllabic words, grammar, comp.	Sept-June, ongoing	Admin, All Teachers, Reading Specialist,	
Tier 3: * multisyllabic word decoding routines * Immersive Reader, ed tech access for read aloud/translations	Sept-June, ongoing	Admin, All Teachers, Reading Specialist,	
Professional Learning			

Progress Monitoring

Strategic Plan Measures (Dropdown) - To determine if goal was achieved	M-SS-1- Reading SOLs	Results of Progress (End of Year)	Reading SOL
Evidence of Progress toward Annual Goal (MP1)	Evidence of Progress toward Annual Goal (MP2)	Evidence of Progress toward Annual Goal (MP3)	Evidence of Progress toward Annual Goal (MP4)

Arlington Career Center - School Action Plan - 2023-24 to 2025-26

Principal: Margaret Chung

<p>School level- NWEA MAP Growth for Math (BOY in 9th, only MOY & EOY if below proficient on BOY; Gr. 10-12 continue in upper grades if below proficient)</p> <p>Teacher/CLT/Grade- -End of Unit [Mastery Connect] -VGA for taught standards -Writing performance task embedded in curriculum</p>	<p>Teacher/CLT/Grade- -End of Unit [Mastery Connect] -Writing performance task embedded in curriculum</p>	<p>School level- -NWEA MAP Growth for Math (BOY in 9th, only MOY & EOY if below proficient on BOY; Gr. 10-12 continue in upper grades if below proficient) -Gr. 11 Benchmark Assessment</p> <p>Teacher/CLT/Grade- -End of Unit [Mastery Connect] -VGA for taught standards -Writing performance task embedded in curriculum</p>	<p>School level NWEA MAP Growth for Math (BOY in 9th, only MOY & EOY if below proficient on BOY; Gr. 10-12 continue in upper grades if below proficient)</p> <p>Teacher/CLT/Grade- -End of Unit [Mastery Connect] -VGA for taught standards -Writing performance task embedded in curriculum</p>
---	---	---	--

Goal #3	Student Well-Being		
Strategic Plan Goal Area	Student Well-Being		
Strategic Plan Performance Objectives	PO-SWB-3-Key findings on the Your Voice Matters survey will show improvements in student social, emotional, and mental Health.		
Baseline Data	<p>In the 2022 YVM Category: Student Well-Being: Social, Emotional, and Mental Health, the baseline was 46% favorable response. YVM Spring 2022 Survey Results: Q7. During this school year, did you talk to an adult in school about personal stress, anxiety, or feelings of sadness? Yes 43% (151 students) No 57% (197 students)</p> <p>During SY21-22) 81% of students indicated that they can identify is at least one adult in your school who they can talk to when they need help (such as schoolwork or something in their personal life). Last year (SY21-22) 78% of students indicated that at least "once in a while" they feel so stressed or overwhelmed that they cannot participate in regular activities. Despite this data, last year (SY21-22), 43% of students indicated that they talked to an adult in school about personal stress, anxiety, or feelings of sadness.</p> <p>We are awaiting Spring 2024 YVM Survey Data in order to update this baseline data.</p>	<p>Identify if goal is required based on state or federal requirements, or other guidelines</p>	
3 Year Performance Goal			
By 2026, at least 80% of ACC students will respond favorably on the survey category Student Well-Being: social, emotional, and mental health			
Annual Performance Goals			
Annual Performance Goal Year 1 (2023-24)	By June 2024, at least 70% of ACC students will respond favorably on the survey category Student Well-Being: social, emotional, and mental health		
Annual Performance Goal Year 2 (2024-25)	By June 2025, at least 75% of ACC students will respond favorably on the survey category Student Well-Being: social, emotional, and mental health		

Arlington Career Center - School Action Plan - 2023-24 to 2025-26

Principal: Margaret Chung

Annual Performance Goal Year 3 (2025-26)	By June 2026, at least 80% of ACC students will respond favorably on the survey category Student Well-Being: social, emotional, and mental health.		
Strategic Plan Strategies			
Strategic Plan Strategies- PRIMARY	S-SWB-2-Establish and promote a culture of physical, social, emotional, and mental health wellness.		
Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -	S-SWB-5-Establish systematic, proactive, and positive strategies, interventions, and Restorative Justice practices that support student learning and well-being in all areas involving student conduct.		
Action Steps			
Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation
Tier 1 Implement RULER Implement CASEL Weekly CASEL instruction during Archers Counseling Curriculum Lessons SEL Team (Lead: Hanna Brostowitz) will review data to determine needs and interventions SEL Survey (Fall & Spring) Adjust counseling caseloads to better serve all students	Sept-June, Ongoing	Admin, All Staff	Principal & APs will support with Student Services Office - will monitor by conducting walkthroughs and observations and attending CLTs.
Tier 2 MTSS Team (Lead: Kathy Brewster) will meet twice monthly to review student data and referrals and to determine actions and interventions. Small Group Counseling (School Counselors) Small Group Counseling (Intervention Counselor)	Sept-June, Ongoing	Admin, All Staff	Principal & APs will support with Student Services Office - will monitor by conducting walkthroughs and observations and attending CLTs. Administration members will serve as members of the ACC SEL Team. Administration will review SEL survey data in the Fall & Spring Administration will observe and review and reflect upon CASEL lessons delivered during walk-throughs. SEL Lead will ensure that SEL lessons are being delivered with fidelity

Arlington Career Center - School Action Plan - 2023-24 to 2025-26

Principal: Margaret Chung

<p>Tier 3 MTSS Team (Lead: Kathy Brewster) will meet twice monthly to review student data and referrals and to determine actions and interventions. 1:1 counseling support (School Counselors) 1:1 counseling support (Intervention Counselor)</p>	Sept-June, Ongoing	Admin, All Staff	Principal & APs will support with Student Services Office - will monitor by conducting walkthroughs and observations and attending CLTs. MTSS Process being lead by Admin (Kathy Brewster) Agendas and monitoring data will be reviewed quarterly. School Counseling Fall and Spring Use of Time will be used to ensure that school counselors are spending 80% of their time in direct student support.
<p>Professional Learning 1) SEL Team will provide SEL training and ongoing support and resources for all ACC staff 2) Student Service staff provide MTSS training, resources and ongoing supports for all ACC staff.</p>	1-2) August for initial training, Sept-June, Ongoing	Admin, School leadership team	Administration will participate as members of the SEL and MTSS teams and will monitor fidelity of lesson delivery and MTSS outcomes.

Progress Monitoring

Strategic Plan Measures (Dropdown) - To determine if goal was achieved	M-SWB-9- YVM Student: Social, Emotional, and Mental Health	Results of Progress (End of Year)	Spring 2024 & 2026 YVM
Evidence of Progress toward Annual Goal (MP1)	Evidence of Progress toward Annual Goal (MP2)	Evidence of Progress toward Annual Goal (MP3)	Evidence of Progress toward Annual Goal (MP4)
SEL Survey	School Survey (based on YVM Question)	SEL Survey	YVM

Goal #4	Engaged Workforce
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.

Arlington Career Center - School Action Plan - 2023-24 to 2025-26

Principal: Margaret Chung

Baseline Data	2022-23 - MOY Staff Survey A Staff Climate Survey was administered periodically throughout the year during staff meetings. Responses indicated that 72% of staff enjoy coming to work at Career (quite a bit or a tremendous amount). 58% of staff described the Career Center communication atmosphere as extremely open or quite open. And 38% of staff reported that they'd been recognized for their work almost always or frequently.	Identify if goal is required based on state or federal requirements, or other guidelines	
3 Year Performance Goal			
By 2026, ACC staff will respond favorably at 80% or better on staff engagement and climate as indicated by YVM survey			
Annual Performance Goals			
Annual Performance Goal Year 1 (2023-24)	By June 2024, ACC staff will respond favorably at 75% or better on staff engagement and climate as indicated by YVM survey.		
Annual Performance Goal Year 2 (2024-25)	By June 2025, ACC staff will respond favorably at 78% or better on staff engagement and climate as indicated by YVM survey		
Annual Performance Goal Year 3 (2025-26)	By June 2026, ACC staff will respond favorably at 80% or better on staff engagement and climate as indicated by YVM survey		
Strategic Plan Strategies			
Strategic Plan Strategies- PRIMARY	S-EW-4-Develop integrated approaches that promote employee health and wellness.		
Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -			
Action Steps			
Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation
Action 1: Integrate time for regular feedback via surveys, circle time, staff advisories to improve open communication.	Sept-June, Ongoing	Admin, School Leadership Team	Principal will monitor by reviewing staff meeting agenda prior to meeting to ensure targeted time for staff input with exit ticket survey, Review concerns presented in staff advisory during Admin meetings Reflect on and address responses to surveys and concerns presented in Staff Advisory

Arlington Career Center - School Action Plan - 2023-24 to 2025-26
Principal: Margaret Chung

Action 2: Integrate regular times for staff recognition and celebrations through staff meetings, weekly messages	Sept-June, Ongoing	Admin, School Leadership Team	Principal will monitor by reviewing staff meeting agenda and weekly messages prior to presentation for diverse representation of staff recognition and celebration across departments and programs
Action 3: The ACC Sunshine committee will create informal gatherings on and off campus for staff enjoyment.	Sept-June, Ongoing	Admin, School Leadership Team & Sunshine Committee Members	Principal will monitor through check-in meetings with Sunshine committee and attend events and reflect on participation.
Action 4: Streamline referral process for student conduct and provide timely feedback to teachers regarding incidents	Sept-June, Ongoing	Admin, Intervention Counselor	Admin and intervention counselor will receive referrals, track timeline for addressing referral and communicating with teachers regarding administrative responses

Progress Monitoring

Strategic Plan Measures (Dropdown) - To determine if goal was achieved	M-EW-7- Staff PL Participation Data	Results of Progress (End of Year)	YVM
Evidence of Progress toward Annual Goal (MP1)	Evidence of Progress toward Annual Goal (MP2)	Evidence of Progress toward Annual Goal (MP3)	Evidence of Progress toward Annual Goal (MP4)
	Mid-Year Staff Climate Survey 1	Mid-Year Staff Climate Survey 2	EOY Staff Climate Survey

Goal #5	Partnerships		
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		Identify if goal is required based on state or federal requirements, or other guidelines	
3 Year Performance Goal			

Arlington Career Center - School Action Plan - 2023-24 to 2025-26

Principal: Margaret Chung

By 2026, 94% of APS families will respond favorably on student and family engagement on the Your Voice Matters survey results

Annual Performance Goals

Annual Performance Goal Year 1 (2023-24)	By June 2024, at least 90% of APS families will respond favorably on student and family engagement on the Your Voice Matters survey results.
Annual Performance Goal Year 2 (2024-25)	By June 2025, at least 92% of APS families will respond favorably on student and family engagement on the Your Voice Matters survey results.
Annual Performance Goal Year 3 (2025-26)	By June 2026, 94% of APS families will respond favorably on student and family engagement on the Your Voice Matters survey results.

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.
Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -	

Action Steps

Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation
Action 1 (Welcoming All Families) *List the component & 2-3 practices from the FACE checklist that you will focus on: 1. 2. 3.	Sept- June, ongoing	Admin, School Leadership Team, FACE Staff, DEI Coordinator	Principal & AP will monitor during meetings with staff and families
Action 2 (Communicating Effectively): * Utilize ParentSquare as a tool to support staff to engage in proactive, timely, and meaningful two-way communication so that all families can contribute to their child's education. * Co-develop communication expectations to address student learning, social emotional development, and communication in times of crisis. * Provide time and training for best practice for staff and families to exchange information in culturally and linguistically sustaining ways.	Sept- June, ongoing	Admin, School Leadership Team, FACE Staff, DEI Coordinator, Webmaster	Principal & AP will review Parent Square reports to see staff usage
Action 3 (Student Success): * Host at least four parent workshops/information/training sessions that directly support student success	Sept- June, ongoing	Admin, School Leadership Team, FACE Staff, DEI Coordinator, Webmaster, Program Coordinators	Principal & AP will ensure workshops are scheduled

Arlington Career Center - School Action Plan - 2023-24 to 2025-26
Principal: Margaret Chung

Progress Monitoring

Strategic Plan Measures (Dropdown) - To determine if goal was achieved	M-P-3- YVM Family: Engagement	Results of Progress (End of Year)	YVM
Evidence of Progress toward Annual Goal (MP1)	Evidence of Progress toward Annual Goal (MP2)	Evidence of Progress toward Annual Goal (MP3)	Evidence of Progress toward Annual Goal (MP4)
	Listening Session Participation Data and Survey	Analysis of SchoolTalk and ParentSquare engagement data.	Analysis of SchoolTalk and ParentSquare engagement data.