



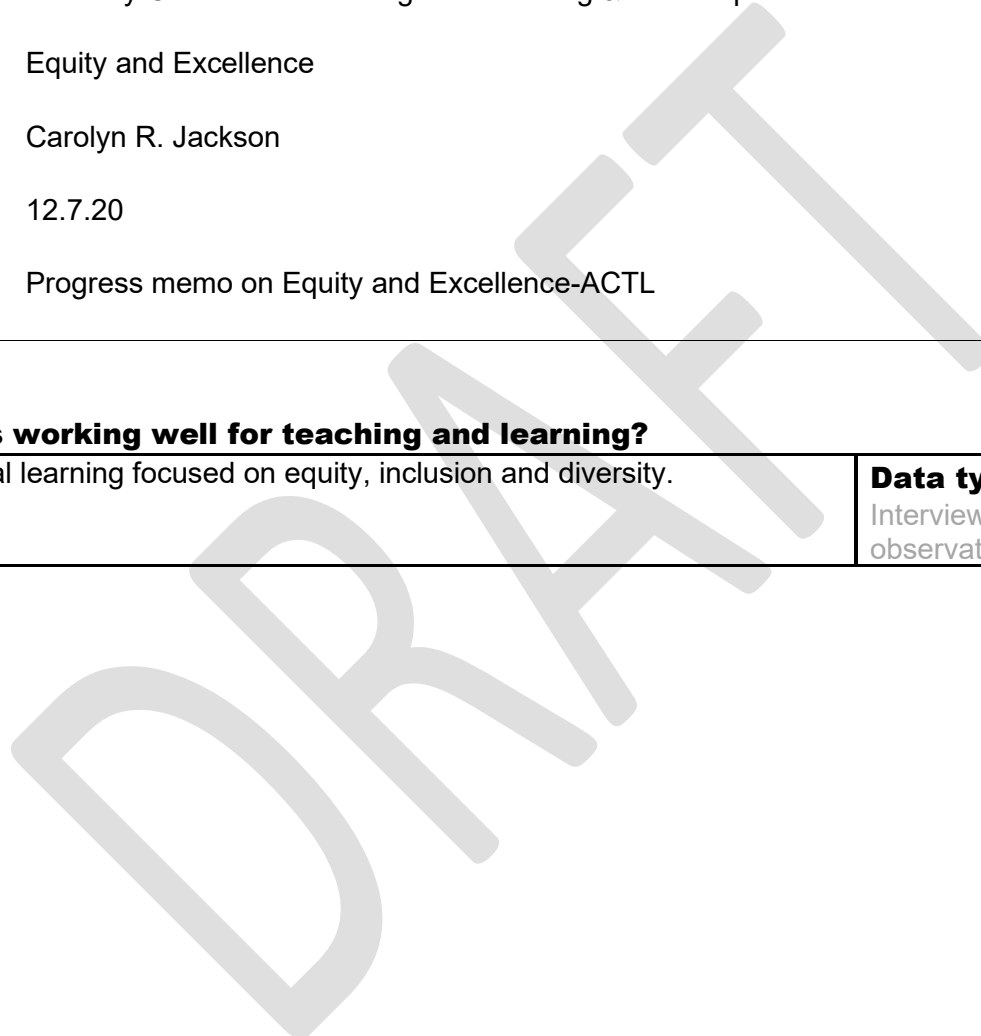
Progress Memo

To: Advisory Council on Teaching and Learning & APS Department on Teaching and Learning
From: Equity and Excellence
cc: Carolyn R. Jackson
Date: 12.7.20
Re: Progress memo on Equity and Excellence-ACTL

1. What is working well for teaching and learning?

Professional learning focused on equity, inclusion and diversity.

Data type: Interviews, surveys, & observations
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<p>Description: The Office of Equity and Excellence lacks sufficient resources (funding and personnel) to aid in the professional learning of school-based teaching and instructional staff as it pertains to equity, inclusion, and diversity. However, efforts are being made to better leverage this office to serve as a training hub that can administer equity-based trainings throughout APS.</p>	<p>Data source: Students, parents, APS staff, Office of Equity and Excellence</p> <hr/> <p>Data size:</p>
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2. What is not working well for teaching and learning?

<p>Topic: Enhanced college and career readiness support for historically and institutionally marginalized students and their families</p>	<p>Data type: Reports & surveys</p>
<p>Description: There are current initiatives organized and facilitated by the Equity and Excellence staff which includes essay writing, completing applications, mock interviewing, college and career exploration, identifying scholarship opportunities, financial aid and linking students to enrichment summer programs. Further, partnerships with community-based organizations also aids in being able to provide these services to historically racialized marginalized students, particularly those who identify as low-income. However, completion and success rates, particularly for Black and Latino students still lag behind APS’s more affluent students who are white and Asian. The OEE will continue to strengthen our efforts to support college and career readiness efforts, however, lack of dedicated personnel and funding continues to hamper efforts to scale college and career readiness initiatives to better serve students.</p>	<p>Data source: After graduation student survey, Naviance, SAT/ACT Enrollment, IB/AP Enrollment, Advance Diploma, CTE credentials-completion, Dual-Enrollment Status, Postsecondary Enrollment Summery-VDOE</p> <hr/> <p>Data size:</p>

[Cut and paste table template for each topic]

3. What are implications and/or solutions for teaching & learning for the longer term?

Teaching and learning can be enhanced in APS by better leveraging the Office of Equity and Excellence to support site-based school staff with professional learning that focuses on equity, diversity and inclusion to help to strengthen teaching and learning, specifically for APS’s most marginalized students. Being able to utilize this office to provide training across APS can be instrumental in ensuring equity and excellence initiatives are centralized, well-funded, and relevant. Further, centralization allows for greater quality control and helps to dismantle silos within the school system.

Further, utilizing this office to better support the college and career readiness and credentialing efforts for APS for will be instrumental in preparing students to have access and transition to viable post-secondary options and successfully graduate high school.