

YEAR-END REPORT



School
Year
2022-23



June 22, 2023



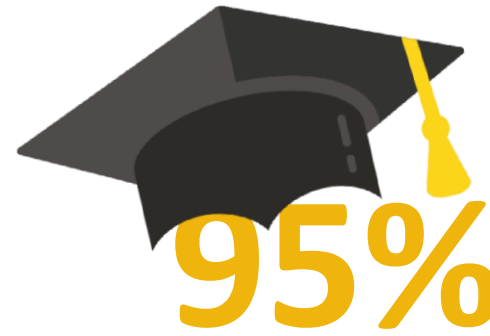
ACADEMIC ACHIEVEMENTS



1,745 Graduates

Class of 2023

Preliminary estimate as of 6/1/23



↑ 8%
since
2009

Graduation Rate

For students in 3 comprehensive high schools



94%

On-Time Graduation Rate
Highest Since 2008

70%

Earned Advanced
Studies Diploma



81.3%

completed
College-Level Courses
(AP/IB/Dual Enrollment)



98.9%

CTE Completers'
4-Year Graduation Rate



92%

of graduates
plan to continue
to post-secondary
education



45% of APS Graduates awarded
\$77.5 MILLION IN SCHOLARSHIPS
15% increase over 2022



ACCOLADES & HIGHLIGHTS



All schools fully accredited 7th year in a row



future >> engineer

A Career Center senior and Wakefield senior were named

Amazon Future Engineer Scholarship recipients and each earned a \$40,000 scholarship



\$58,000 grant from Cafritz Foundation to support STEM education



80% of APS teachers Have Master's Degrees



NICHE Virginia #2 in Best School Districts #1 in Best Places to Teach



NATIONAL MERIT SCHOLARSHIP PROGRAM

APS students earned:
• 2 \$2,500 scholarships
• 17 NMSC semi-finalists



19 APS students accepted to Virginia music honors programs



SkillsUSA State Competition

APS students earned:
• 7 First Place
• 6 Second Place



APS Named one of Best Communities for Music Education (7th consecutive year)



2 APS students earned POSSE Scholarships



29 students accepted to Summer Residential Governor's School in Arts & World Languages



19 teachers earned National Board Certification

Overall 220+ National Board Certified Teachers

Ranked 2nd in VA for Board Certified Teachers

Top 25 Districts Nationally for Number of New NBCTs



Seven seniors earned QuestBridge Scholarships

QUESTBRIDGE



14 student winners from APS



H-B Woodlawn and W-L students Named 2023 Regeneron Science Talent Search Scholars



Virginia State Science & Engineering Fair

11 students selected for Virginia State Science and Engineering Fair
2 student Finalists in the International Science and Engineering Fair



**SCHOOL BOARD PRIORITY 1:
Student Well-Being and Academic Progress with a Focus
on Equity and Innovation**





Knowing Every Student By Name, Strength and Need



SOCIAL-EMOTIONAL LEARNING (SEL) SURVEY RESULTS

APS students increased in Self-Efficacy and Social Awareness (Fall to Spring)



17,961 = 89%
Students Fall Response rate

16,714 = 83%
Students Spring Response rate



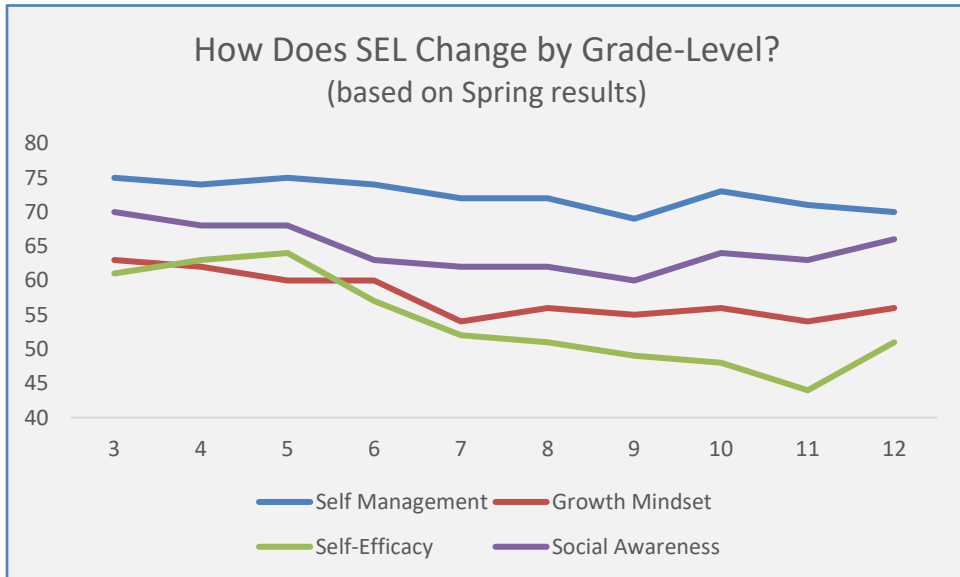
Self-Efficacy
(Spring Results)

63% Grades 3-5
99th Percentile Nationwide
51% Grades 6-12
50th Percentile Nationwide



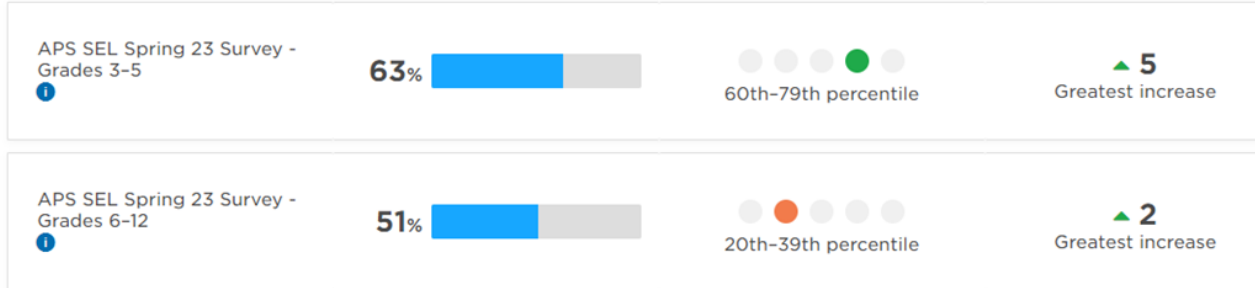
Social Awareness
(Spring Results)

69% Grades 3-5
40th Percentile Nationwide
63% Grades 6-12
50th Percentile Nationwide



Self-Efficacy will be one area of focus for next year. Schools will review their data to determine additional school goals.

Self-Efficacy





Supporting Student Well-being and Mental Health



Secured **\$112,762** grant funding for ARP-Homeless Children and Youth

1,820+ staff trained on **Naloxone (NARCAN)** administration

7 Community Conversations on Substance Use



50+ Student Services Staff **PREPaRE Crisis Prevention training** to meet the mental health needs of students and staff



Distributed over **\$135,800** **Amazon Right Now Needs items** to APS families in need

60+ Students Services staff trained in **Zones of Regulation**



7 diversified trainings provided to 400+ staff on topics related to eating disorders, art and play therapy, sexual abuse, and impact therapy



Youth Mental Health First-Aid Training provided to nearly **50 people** teaching participants how to identify, understand and respond to signs of mental illness and substance use



Continuing the Work: Student Well-Being



The student data collected this school year demonstrates the need for greater resources and stronger emphasis on student social-emotional learning and mental health support.

Key areas of focus:

- Identify and increase opportunities to **embed social-emotional learning (SEL) in instruction** in collaboration with Academics.
- Increase resources and partnerships to **support student mental health and well-being**, including the addition of Intervention Counselors at the secondary level.
- **Expand substance abuse education** and intervention with additional substance abuse counselors.
- Increase training and implementation of **evidence-based intervention programs** for mental health and wellness.





New Literacy Curriculum and Resources



ELEMENTARY LANGUAGE ARTS

- Rolled out new ELA resources
- Implemented new Core Knowledge Language Arts (CKLA) curriculum grounded in **Science of Reading**
- Continued focus on phonics instruction for K-3

SECONDARY LANGUAGE ARTS

- Targeted small-group structured literacy lessons and instruction using Orton Gillingham methods for explicit and systematic interventions
- Lexia CORE-5 or PowerUp apps to target specific needs
- Middle school Reading Strategies courses

APS leads the way with implementing evidence-based practices.

End-of-Year Dynamic Indicators of Basic Early Literacy Skills (DIBELS):

- Kindergarten **+25%** proficient
- First Grade **+14%** proficient
- Second Grade **+9%** proficient



91% pass rate for 9th and 10th grade students on Performance Based Assessment in Writing





New Resources to Support Excellence in Mathematics



ELEMENTARY MATH

- New, high-quality resources strengthen Tier 1 instruction.
- Math Interventionists targeted Tier 2 and 3 Intervention at 7 elementary schools using evidenced-based programs Bridges and Math Recovery.
- Math Coaches developed an implementation plan for curriculum improvements and teacher support for FY24.
- Train-the-trainer professional learning for Math Recovery laid foundation for FY24.



SECONDARY MATH

- Year-long conversation and resources provided to teachers around “Mathematical Discourse” to increase student engagement.
- Math Interventionists targeted Tier 2 and 3 intervention at 3 middle schools using the evidenced-based program Bridges
- Focus on Student-Centered Coaching Cycles
- Revival of Math Workshop for secondary schools
- Developed curriculum revisions for select high school courses for SY24.



On average, students across grades 1-8 made **more than one year's growth** in SY23 based on the EOY Math Inventory assessment.

Elementary: **+36% proficient** or advanced

Secondary: **+20% proficient** or advanced

(for students not yet in high school credit courses)



Excellence for All: Additional Highlights



SCIENCE



The Planetarium reopened in Nov. 2022
15 Scientist in the Classroom volunteers supported elementary classrooms

EARLY CHILDHOOD



DIBELS scores are higher in all areas over 2021-22
Pre-K enrollment trends REBOUND since 2019

WORLD LANGUAGES

8,356 students studied a Language (8 offered)
126 students participated in World Languages Celebration
250 students participated in Credit by Exam; **61.2%** earned 3 or more credits



STUDENT ACHIEVEMENT



NOVA Regional Science and Engineering Fair

APS students earned:
• **2 Grand Prize**
• **27 First Place**



80 students selected for Virginia Junior Academy of Science symposium;
40+ received awards



11 students nominated for Thermo Fisher Scientific Junior Innovators Challenge



21 secondary students named to All-Virginia Jazz Ensemble, Band, Chorus & Orchestra

All high schools received Superior ratings in Virginia State Marching Band Assessment

ENGLISH LEARNERS

Developed/implemented **English Learner 5-Year Plan**



55.7% ELs made progress on the WIDA ACCESS language proficiency assessment (exceeds state target of 52%)

ONLINE TUTORING SERVICE



12,690 PAPER online tutoring sessions for secondary students – **6,596 support hours**

LIBRARY SERVICES

Hosted over **30 author visits**
1,000,000 books checked out/accessed
50,000+ books added to collection



CAREER & TECH ED (CTE)



600+ student finishers
Course enrollments up compared to 2021-22



Closing Opportunity Gaps



Equity Teams at all schools

Influencers at 26 schools

Implicit Bias training provided to **2,000+ staff**

Developed **Standard 6** to reinforce equity and inclusion goals

Provided **Standard 6 training** to 12 schools



7 Community Conversations on Equity Profile attended by over 100 community members and staff



Transgender Students, Staff, and Allies Advocacy Group to support all students and staff



Partnered with all departments to support students and eliminate gaps



Summer Mailbox Books keep Title I students reading all summer



200+ students participating in college readiness through **MSAN, George Mason and Virginia Tech**



APS is committed to meeting every child where they are by name and by need. The Strategic Plan, Student Progress Dashboard and Equity Profile provide a framework and benchmarks for measuring progress and addressing barriers to success for all student groups.

Key areas of focus will be:

- Increase **culturally responsive teaching**, equitable practices and individualized support to serve every student by strength and need.
- Improve **inclusive practices** for students with a disability through targeted school plans.
- Continue to build and **deepen the implementation of current practices** such as Collaborative Learning Teams, Science of Reading and Math Workshop.
- **Strengthen secondary literacy** instruction and interventions for students needing extra support.
- **Limit new academic initiatives** for instructional staff, except in the area of secondary literacy.





SCHOOL BOARD PRIORITY 2:
Recruit, hire, and invest in a high-quality and diverse workforce



**EVERY
STUDENT
COUNTS**



Recruiting and Retaining the Best of the Best



1,414 new employees hired
 • 827 temporary, 402 T-scale, 185 other

199 employees promoted



Hosted **26 APS career fairs** and attended **34 non-APS career fairs**

40+ teachers hired through the **Grow Your Own, Substitute to Teacher** and **Teacher Assistant to Teacher** Programs



Created recruitment Instagram and Twitter accounts

Used **social media/online tools** to attract high-quality candidates

97.4% average employee retention rate

\$25.6 million invested -> average 5.2% pay increase for all employees

- \$2 million invested ->
- Two weeks of paid parental leave
 - Summer School bonus for teachers and teaching assistants
 - Substitute teacher pay rate increase
 - Mentor teacher stipends





Supporting and Celebrating Teachers and Staff



Training and Support

- **297** new teachers attended **BASE Camp** training
- **485** scholarships provided
- **100+** Ed Tech lunch-and-learns for teachers on digital resources
- **89** new teacher mentors trained; **Mentor support** provided to **308** teachers;
- **75 sheltered-content trainings** for **470** secondary EL teachers
- **200 teachers** completed the **Gifted Services Coaching Cycle**



Mental Health

- Hosted **12 wellness events** for staff



New **Labor Relations Office** established for Collective Bargaining

Customer Service

- **New HR Help Desk Launched**
- **6,610** employee calls/tickets created
- **99%** of Help Desk tickets resolved



Communication

- Weekly staff update
- Staff Central
- New APS Communications Manual and Training
- Administrator Roundup for Principals



Recognition

- **110 staff All-Stars** awarded and nominated by staff, students, peers
- **50+ Employees of the Year** honored at the Celebration of Excellence
- **100+ Employees** Honored for Service and Retirement



APS will continue working to ensure employees feel valued, heard and well-compensated, and providing opportunities for employees to have a voice in their compensation, benefits, and other areas most important to them.

Key areas of focus will be:

- Expand **benefits and wellness programs** by empowering employees to access resources for their health and well-being.
- Expand **professional development** programs to help advance and retain our workforce.
- Improve **employee voice** and engagement.
- Form **strong relationships with our unions** and implement collective bargaining agreements that support our staff.





SCHOOL BOARD PRIORITY 3:
Improve operational efficiency



**EVERY
STUDENT
COUNTS**



TRANSPORTATION

- New routes and bell times **improved on-time performance**
- **ART iRide Fare Free** program launched for all students
- **2,700+** iRide cards distributed
- **3 electric school buses** added for Special Needs routes
- **“Where’s the Bus” app** rollout



AQUATICS

- Community-based swim programs generate **\$208,280**
- Nearly **5,000 participants** in Swim School and afterschool programs
- **92% customer satisfaction rate**



FACILITIES AND MAINTENANCE

- **23% increase** in work order completion rates
- New **play surface** at Randolph
- Menstrual supply dispensers added in school restrooms



Sustainability Liaisons at all schools provide opportunities for students to engage in active, outdoor, project-based learning that encourage thoughtful engagement on sustainable practices in our community.



SAFETY AND SECURITY

- **34 School Safety Coordinators** support safe environments for students
- **5,700 work requests completed** for security systems updates and enhancements
 - Installed new automatic notification **lockdown buttons** at all schools
 - Installed new **alert beacons** for six schools
 - Schools equipped with new **secure key and door hardware**



COMMUNICATIONS

- Strengthened **notification procedures**
- Provided training to administrators on **incident response and communications protocols**
- Increased **family communication** around incidents and threats
- Resources and guidelines provided to all administrators



PARTNERSHIP WITH COUNTY

- **Annual MOU with ACPD** to guide partnership in school safety
- Continued training in **school safety** and **substance use** prevention
- New staff **training materials** developed for 2023-24 on **mandatory reporting** to Police, Fire and Child Protective Services





BUDGET

- **\$0.3 million saved** through zero-based budget approach for School Support
- **Successful adoption** of the **\$804.4 million FY 2024 budget**



PROCUREMENT

- **9,099 purchase orders approved** ↑ 10% over FY22
- **85% approved** within KPI of five hours ↑ 5% over FY22

FOOD AND NUTRITION SERVICES

- **\$26,413** raised with Giant to pay students' lunch accounts
- **Farm to School Program** served **8,500 cases of local produce**
- **15,000 families** served in first APS Thanksgiving event
- **Virginia School Breakfast Club Award** to **Carlin Springs** for innovation in breakfast models



INFORMATION SERVICES



- **STARS Modernization Project** requirements completed (Business Systems for HR & Finance)
- **Automated Reporting** for Medicaid claims launched, reducing process time from 3+ months to < 1 day

- Processed **36,400 service requests** with **94%** customer satisfaction rate
- **40+ new instructional resources** deployed
- **99.999% up-time** rate for all core systems



EXTENDED DAY

- **3,660 students** served daily
- Before school: 1,382
- After school: 3,325



25 Extended Day staff completed three courses towards their **Early Childhood Development Certificate**



Keeping our schools safe and secure and improving operations remain priorities for the upcoming school year, as APS invests in technology and facilities enhancements and continues division-wide emergency training and drills.

Key areas of focus will be:

- Continue to enhance **school safety and security**, emergency response and community notification procedures by providing ongoing training and increased partnership with Arlington County.
- Continue to improve **on-time transportation performance** by reviewing routes, operations, and hub stop placements.
- Continue to promote **ART iRide Fare Free Program** as an alternative transportation mode for all students.

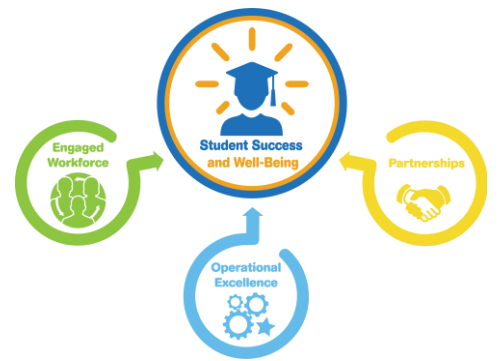


31 policy revisions completed to bring policies and PIPs up-to-date within 5-year revision requirement



Home Address Confirmation Process implemented to confirm residency of students transitioning to sixth/ninth grades

- **75%** verification rate



Started development of **2024-30 APS Strategic Plan**
Formed **Steering Committee** to help lead the process

- Published **2023 Pre-CIP report**
- Set up **FY2025-34 CIP process** to:
 - Prioritize next steps to complete redevelopment of ACC campus
 - Build a plan for renovating all APS facilities on a set cycle



APS' **Virginia Growth Assessment (VGA)**
Data Tool developed for instructional staff





Family & Community Engagement - FACE

- Expanded FACE Teams to 15 schools
- Finalizing new FACE policy for Board Action
- Implemented new tools for teachers
- Conducted 3-day training for new cohort of Parent Leaders

Supporting Schools and Departments

- **10+ training sessions** for administrators
- New **Communications Manual** launched
- Training provided to all departments on **Communication Protocols**
- **Template library** created for administrators



New Tools and Platforms

- Implemented new **Engage** customer service platform
- **Family Info Line** resolved **13,000 tickets** (99%)
- **Redesigned website** to launch in July
 - **400 stakeholders** provided feedback through **user testing**
- New **ParentSquare** platform for communication and two-way parent-to-teacher communication



ParentSquare

Expanding our Reach

- **School Talk open rates** **↑16%** since April 2022
- **Website visitors** **↑7%** this year
- **500%** growth in YouTube subscriptions
- Facebook reach: 159,538 **↑72%**
- Instagram reach: 41,149 **↑101%**
- **1,584,000** impressions on Twitter

Accolades

- AETV won two **Telly Awards**
- All Stars and Home Address Confirmation Process won the **National School PR Association Golden Achievement Award**





Congratulations to the Class of 2023





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