

Arlington Community High School- School Action Plan - 2023-24 to 2025-6
Principal: Dr. Lori Wiggins

Goal #1	Math & English - SOL Performance		
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	2022-23 for Accreditation Year 2023-24 -Level 1 performance rating for English and Math school quality indicators	Identify if goal is required based on state or federal requirements, or other guidelines	
3 Year Performance Goal			
By June 2026, maintain a level 1 performance rating overall and for reported subgroups (group size greater than or equal to 10) based on alternative accreditation plan			
Annual Performance Goals			
Annual Performance Goal Year 1 (2023-24)	By June 2024, maintain a level 1 performance rating overall and for reported subgroups (group size greater than or equal to 10) based on alternative accreditation plan		
Annual Performance Goal Year 2 (2024-25)	By June 2025, maintain a level 1 performance rating overall and for reported subgroups (group size greater than or equal to 10) based on alternative accreditation plan		
Annual Performance Goal Year 3 (2025-26)	By June 2026, maintain a level 1 performance rating overall and for reported subgroups (group size greater than or equal to 10) based on alternative accreditation plan		
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 * Continue to implement competency-based instruction and grading * Increase frequency of co-teaching assignments in co-content classes * Every student will meet regularly with teacher to assess competence progress. * Targeted groups are differentiated to meet students' needs.	Sept - June, ongoing	Classroom teachers, EL, SpEd teachers	Principal & AP will support with ATSS, Math, ELA, SPED & EL Office - will monitor by conducting walkthroughs and observations and attending CLTs.

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<p>Professional Learning: *Mathematics teachers will engage in professional learning around math workshop and will implement at least one of the key structures during the 23-24 school year * English Learner teachers will engage in professional learning to support the implementation of the new curriculum in addition to engaging strategies for English Learners *All staff will identify high quality instructional practices that should be present at ACHS, conduct a self-assessment, identify areas of strenght and areas of opportunity, and engage in school-based and district-based professional development for the areas of opportunity and be invited to provide profesional development for others in the areas of strength.</p>	Sept - June, ongoing	Administrators, Math Secondary Specialist, EL Specialist, ACHS ILTs and department Leads	Principal & AP will support teachers with walkthrough feedback and providing professional learning opportunities during 3rd Wednesday gatherings.
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Progress Monitoring

Strategic Plan Measures (Dropdown) - To determine if goal was achieved	M-SS-3- Math SOLs	Results of Progress (End of Year)	Math and 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)
<p>School level- NWEA - MAP Growth</p> <p>Teacher/CLT/Grade -District Benchmarks [Mastery Connect] -SOL Quick Checks (Just in time Quick Checks) -Progress Monitoring Data from Intervetions</p>	<p>Teacher/CLT/Grade -District Benchmarks [Mastery Connect] -SOL Quick Checks (Just in time Quick Checks) -Progress Monitoring Data from Interventions</p>	<p>School level NWEA - MAP Growth</p> <p>Teacher/CLT/Grade -District Benchmarks [Mastery Connect] -SOL Quick Checks (Just in time Quick Checks) -Progress Monitoring Data from Interventions</p>	<p>School level- NWEA - MAP Growth</p> <p>Teacher/CLT/Grade -District Benchmarks [Mastery Connect] -SOL Quick Checks (Just in time Quick Checks) Progress Monitoring Data from Intervetions"</p>

Goal #2	Chronic Absenteeism		
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	2022-23 59.6% of ACHS students were chronically absent (18.1% via Alternative Accreditation Plan)	Identify if goal is required based on state or federal requirements, or other guidelines	VDOE School Quality Indicator - Chronic Absenteeism - Level 2 performance rating
3 Year Performance Goal			
By 2026, reduce chronic absenteeism to at least 20% (15% via Alternative Accreditation Plan)			
Annual Performance Goals			
Annual Performance Goal Year 1 (2023-24)	By June 2024, reduce chronic absenteeism to at least 40% (17% via Alternative Accreditation Plan)		

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Annual Performance Goal Year 2 (2024-25)	By June 2025 , reduce chronic absenteeism to at least 30% (16% via Alternative Accreditation Plan)		
Annual Performance Goal Year 3 (2025-26)	By June 2026 , reduce chronic absenteeism to at least 20% (15% via Alternative Accreditation Plan)		
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-3-Implement an evidence-based curriculum that focuses on students' physical, social, emotional, and mental health needs.		
Action Steps			
Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation
Continue to partner with community organizations to support student basic needs: such as Communities In Schools, Inc., NOVA; Food For Neighbors, Amazon, Metro/iRide Incentive Program and report monitor usage of supports throughout the year.	Sept-June, Ongoing	Administrative Team, Counselors, Student support team, CIS Site-based coordinator	Principal & AP will monitor by ensuring daily availability of food and personal hygiene items for students; Weekly reimbursement to students for travel to school; Social worker provided clothing and transportation support to access community services
Monitor, locate, counsel, and follow-up with students for whom attendance is flagged in daily report reviews, and those who have been withdrawn for dropout or unknown reasons.	Sept-June, Ongoing	Administrative Team, Attendance Admin, Counselors, Student support team	Principal & AP will monitor by conducting Bi-Monthly attendance meetings to review student attendance, number of attendance contracts generated;
Partner with students (and families) to identify barriers to school completion and collaboratively work to resolve them.	Sept-June, Ongoing	Administrative Team, Attendance Admin, Counselors, Student support team	Principal & AP will monitor by conducting Bi-Monthly attendance meetings to review student attendance, number of attendance contracts generated;
Progress Monitoring			
Strategic Plan Measures (Dropdown) - To determine if goal was achieved	M-SS-14- Attendance	Results of Progress (End of Year)	Attendance data
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)
Monthly review of Attendance data	Monthly review of Attendance data	Monthly review of Attendance data	Monthly review of Attendance data

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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	On the Spring 2022, YMV - the response to the question, "During this school year, did your school give your strategies for coping with personal stress, anxiety, or feelings of sadness?" was 40%. The response to the question, "Overall, how would you describe your expectations of yourself?" was 33%.	Identify if goal is required based on state or federal requirements, or other guidelines	
3 Year Performance Goal			
On the Spring 2026 YVM survey, students will show at least a 30% increase to the questions about strategies for coping with personal stress, anxiety, or feelings of sadness for a percentage of at least 70% and a 30% increase to the question about expectations for self, for a percentage of at least 63% affirmative.			
Annual Performance Goals			
Annual Performance Goal Year 1 (2023-24)	On the Spring 2024, students will show at least a 10% increase to the questions about strategies for coping with personal stress, anxiety, or feelings of sadness for a percentage of at least 50% and a 10% increase to the question about expectations for self, for a percentage of at least 43% affirmative.		
Annual Performance Goal Year 2 (2024-25)	By June 2025, using a school based survey, students will show at least a 10% increase to the questions about strategies for coping with personal stress, anxiety, or feelings of sadness for a percentage of at least 60% and a 10% increase to the question about expectations for self, for a percentage of at least 53% affirmative.		
Annual Performance Goal Year 3 (2025-26)	On the Spring 2026 YVM survey, students will show at least a 10% increase to the questions about strategies for coping with personal stress, anxiety, or feelings of sadness for a percentage of at least 70% and a 10% increase to the question about expectations for self, for a percentage of at least 63% affirmative.		
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-3-Implement an evidence-based curriculum that focuses on students' physical, social, emotional, and mental health needs.		
Action Steps			
Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation
Tier 1 * Implement SEL curricular resource (Second Step For Adults) * Establish a team to review data and determine student needs and interventions * Identify SEL Lead who will act as a liason between your school and central office * Facilitate ongoing Adult SEL for staff; implement 3 signature practices at all staff meetings and CLTs * Administer SEL survey in the fall and spring to all students grades 3-12	Sept-June, Ongoing	Admin, All Staff	

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Tier 2 * Establish a school-based mental and behavioral health team that meets at least twice monthly, reviews students of concern, and assigns interventions for which data is collected to determine effectiveness. * Create a calendar of lessons/events to address the areas of need for students as identified in YVM. * Deliver/implement activities and lessons for student body.		Sept-June, Ongoing	Admin, All Staff	Principal & APs with support from Student Services Office - will monitor by conducting walkthroughs and observations and attending CLTs.
Tier 3 * Establish a school-based mental and behavioral health team that meets at least twice monthly, reviews students of concern, and assigns interventions for which data is collected to determine effectiveness.		Sept-June, Ongoing	Admin, All Staff	
Professional Learning 1) School leadership team will model the 3 SEL Signature Practices and provide coaching throughout SY including staff meetings 2) Student Service staff will participate in training on the Tier 2 & 3 interventions (e.g. Coping Cat, Zones of Regulation)		1-2) August for initial training, Sept-June, Ongoing	Admin, School leadership team	
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		

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.		
Baseline Data	On the Spring 2022, YMV - the response to the question, "How often during the school year have you received recognition for doing good work" was 40%, one of the lowest percentages in the survey.	Identify if goal is required based on state or federal requirements, or other guidelines	
3 Year Performance Goal			
By June of 2026, staff will show at least a 10% increase to the question receiving recognition for doing good work to a percentage of at least 80%			
Annual Performance Goals			
Annual Performance Goal Year 1 (2023-24)	By June of 2024, staff will show at least a 20% increase to the question receiving recognition for doing good work to a percentage of at least 60%		
Annual Performance Goal Year 2 (2024-25)	By June of 2025, staff will show at least a 10% increase to the question receiving recognition for doing good work to a percentage of at least 70%		

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Annual Performance Goal Year 3 (2025-26)	By June of 2026, staff will show at least a 10% increase to the question receiving recognition for doing good work to a percentage of at least 80%		
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
Provide written feedback to staff that recognizes thier work performance	Ongoing	Admin Team	Admin will maintain a spreadsheet for written recognition and monitor which staff are being recognized and frequency
Encourage staff to recognize the good work performance of colleagues	Nov - June	All staff	
Progress Monitoring			
Strategic Plan Measures (Dropdown) - To determine if goal was achieved	M-EW-4- YVM Staff: Climate Results	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)
	School-based survey		YVM

Goal #5	Drop Out Rate		
Strategic Plan Goal Area	Student Success		
Strategic Plan Performance Objectives	PO-OE-1-Organizational operations will continuously improve their effectiveness as measured by identified KPIs.		
Baseline Data	Class of 2023 - Dropout rate - 29.27% (10% Dropout rate via Alternative Accreditation Plan)	Identify if goal is required based on state or federal requirements, or other guidelines	Level 2 School Quality Indicator
3 Year Performance Goal			
By June 2026, reduce dropout rate to at least 8.9% (6% via Alternative Accreditation Plan)			
Annual Performance Goals			
Annual Performance Goal Year 1 (2023-24)	By June 2024, reduce dropout rate to at least 20% (9% via Alternative Accreditation Plan)		
Annual Performance Goal Year 2 (2024-25)	By June 2025, reduce dropout rate to at least 15% (7% via Alternative Accreditation Plan)		

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Annual Performance Goal Year 3 (2025-26)	By June 2026, reduce dropout rate to at least 8.9% (6% via Alternative Accreditation Plan)		
Strategic Plan Strategies			
Strategic Plan Strategies- PRIMARY	S-SS-3-Provide learning opportunities in a variety of settings, times, and formats that include opportunities for students to align knowledge, skills, and personal interests with career and higher educational opportunities including internships and externships.		
Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -	S-SWB-2-Establish and promote a culture of physical, social, emotional, and mental health wellness.		
Action Steps			
Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation
Continue to partner with community organizations to support student basic needs: such as Communities In Schools, Inc., NOVA; Food For Neighbors, Amazon, Metro/iRide Incentive Program and report monitor usage of supports throughout the year.	Sept- June, ongoing	Administrative Team, Counselors, Student support team, CIS Site-based coordinator	Principal & AP will monitor by ensuring daily availability of food and personal hygiene items for students; Weekly reimbursement to students for travel to school; Social worker provided clothing and transportation support to access community services
Monitor, locate, counsel, and follow-up with students for whom attendance is flagged in daily report reviews, and those who have been withdrawn for dropout or unknown reasons.	Sept- June, ongoing	Administrative Team, Attendance Admin, Counselors, Student support team	Principal & AP will monitor by conducting Bi-Monthly attendance meetings to review student attendance, number of attendnace contracts generated;
Partner with students to identify barriers to school completion and collaboratively work to resolve them.	Sept- June, ongoing	Administrative Team, Attendance Admin, Counselors, Student support team	Principal & AP will monitor by tracking of communication with students who indicated an intention of leaving school.
Progress Monitoring			
Strategic Plan Measures (Dropdown) - To determine if goal was achieved	M-SS-19- Drop Out Rate	Results of Progress (End of Year)	Drop Out Rate
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)
Drop Out report	Drop Out report	Drop Out report	Drop Out report