

# AdvanceAPS

## 3-IN-3 PLAN

### 3 PRIORITIES | 3 YEARS

AKRON PUBLIC SCHOOLS IS COMMITTED TO DISTRICT-WIDE ADVANCES IN THE FOLLOWING AREAS, WITHIN THREE YEARS

#### **Academic Achievement**

Akron Public Schools is committed to increasing district-wide academic achievement to ensure all students graduate college and career ready. To AdvanceAPS, we will:

- **Increase 4-year graduation rate from 80.2% to 85%**
  - Provide 3rd semester for academic recovery, academic advancement, and work based learning experiences.
  - Freshman Academies will develop, implement, and monitor tiers of interventions and enrichment to improve 9th grade completion rate with a 3.0 GPA from 29.1% to 32% (matches Summit County) and 6.5 cumulative credits from 64% to 70%.
  - 100% of students will have documented plans for enrollment, employment, enlistment, or entrepreneurship upon graduation.
- **Increase district-wide attendance rate from 93.4% to 95%**
  - Increase the percentage of students with 8 or fewer absences in a school year from 64% to 80%
  - Recruit community stakeholders to deliver key messages from the Get 2 School campaign.
  - Students with chronic absenteeism will decrease days absent by 10% in a school year by targeting intensive supports to the students and families to address root causes of absenteeism.
- **100% of seniors earn at least one 3-point industry credential**
  - Expand services to provide additional practice and technical support outside of classroom time to support the passage of industry credentials
  - Expand integration of industry credentials into every pathway where one can be offered.
- **Establish a financial reporting system and process to report academic return on investment for the academic goals established by this plan, including the return on investment for major technology initiatives under the current remote learning environment.**
  - The Finance Committee will work the first quarter of 2021 on this goal and provide the framework (sample report) for reporting. We will look at cluster, building and program level data.

#### **Equity**

Akron Public Schools is committed to increasing equitable practices to ensure all students, faculty, staff, and the community have what they need to be successful. To AdvanceAPS, we will:

- **Increase Minority Business Enterprise and businesses with Black, Latinx and/or Native American majority ownership vendor participation to 9%.**
  - Explore shared purchasing opportunities with city and county government via the Greater Akron Area Chamber of Commerce to diversify our vendor contracts to promote equity of vendor opportunities.
- **Increase diversity recruitment and hiring of teachers from 11.37% to 13%**
  - Expand the "Grow Your Own" strategy by providing workplace learning experiences for students to be exposed to education as a career.
  - Implement the Alternative Licensure program to provide a teacher licensure pathway for 5 current employees per year over the next 3 years.
- **Establish an Equity Committee of the Board**
  - need broad representation
  - empower relevant departments and/or staff to create strategies and targets that committee will monitor implementation and progress
  - Ensures deep ownership of work and transforming beliefs/practices vs compliance
  - Create actionable bullet points, that include metrics, in order to achieve this.
- **Establish a financial reporting system and process for equity-related reporting. Items to consider include (see above):**
  - Per-pupil expenditure reporting
  - Equity conversion - investment where needed
  - Transparency in spending
  - Public health data
- **Develop a facilities master plan to address capital planning and maintenance, to include building and athletic facilities, that includes community input.**

## Engagement

Akron Public Schools is committed to connecting and engaging with our APS family and the community to foster a stronger sense of belonging. To AdvanceAPS, we will:

- **Increase community partnerships for our CCAA from 269 to 300**
  - 100% of academies have a named partner; increase from 12 to 15
  - 100% of high schools have equity in the number of community partners, financial investment, hours of engagement, and other established partner success metrics
- **Increase family and caregiver connections from 2302 (15%) to 4600 (30%) of total family population (15,000 families)**
  - Two-way communication with students and families
  - Increasing the number of family liaisons from 23 to 34 in APS elementary and middle schools
  - Expand "telling our story" through marketing and communications and increased social media presence on Facebook, Twitter, etc. Purchase and use a communications content management system (HubSpot) for more accurate measurements.
- **Establish Employee Resource Groups**
  - Establish 3 fully functioning ERGs led by APS staff members

- **Engage, inform, and build support within the community for the passage and ongoing support of operating levies**
  - Increase use of Ward team assignments to schools and City Wards for community outreach and connections by attending at least 50% of assigned Ward meetings.

**#AdvanceAPS #3in3**