

School and Community Relations Action Plan - 2023-24 to 2025-26
Asst. Supt. Catherine Ashby

Goal #1	Increase and strengthen family engagement, with focus on non-English speaking families		
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	<p>2022 YVM Survey on Family Engagement: 83% favorable rating by families 0% of families using ParentSquare as of July 1, 2023</p> <p>2023 Communications Survey: 76% favorable rating by families and staff on keeping the community informed about general news and engagement opportunities.</p> <p>Communications Survey: 60% favorable rating by families on efforts to engage and involve parents, students and staff in school activities and decision-making processes</p> <p>Communications Survey: 64% satisfied or very satisfied with APS communications</p>	<p>Identify if goal is required based on state or federal requirements, or other guidelines</p>	NA
3-Year Performance Goal			
<p>By June 2026, family engagement will improve by the following tiered goal:</p> <ul style="list-style-type: none"> -at least 90% of families will respond favorably on student and family engagement in the YVM survey -at least 85% of families will respond favorably on communications and engagement in biannual communications survey. -at least 80% of families will sign up for ParentSquare and 100% of teachers will utilize ParentSquare to correspond with families. 			
Annual Performance Goals			
Annual Performance Goal Year 1 (2023-24)	By June 2024, at least 85% of families will respond favorably on student and family engagement in the YVM survey and 80% of families with sign up for ParentSquare.		
Annual Performance Goal Year 2 (2024-25)	By June 2025, at least 80% of families will respond favorably on communications and engagement in biannual communications survey.		
Annual Performance Goal Year 3 (2025-26)	By June 2026, at least 90% of families will respond favorably on student and family engagement in the YVM survey and at least 85% of families will respond favorably on communications and engagement in biannual communications survey.		
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.		

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Monthly SCR, FACE and BFS check in meetings to review and evaluate progress leading to data review MOY and EOY.

Quarterly reviews of progress data, utilization rates (web, ParentSquare data) participation rates and feedback through various formats from community members and advisory committees.

Data review and reporting. End of Year evaluations of individual workplans. Monthly SCR and FACE check in meetings to review and evaluate progress leading to data review MOY and EOY.

Goal #2		Improve employee voice, recognition and engagement		
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	2022 YVM Survey Recognition: 17% favorable rating Employee Voice: 36% favorable rating	Identify if goal is required based on state or federal requirements, or other guidelines	No	
3-Year Performance Goal				
By 2026, APS staff will respond at the 85th percentile or better on staff engagement and climate, as indicated by the Your Voice Matters survey. Staff will rate recognition and engagement 10 percent more favorably than the 2022 score of 17%. 65% of staff will rate employee voice favorably.				
Annual Performance Goals				
Annual Performance Goal Year 1 (2023-24)	By 2024, APS staff will respond at the 65th percentile or better on staff engagement and climate, and 45% on voice, as indicated by the Your Voice Matters survey. Staff will rate recognition and engagement 10 percent more favorably than the 2022 score of 17%.			
Annual Performance Goal Year 2 (2024-25)	Over 80 percent of staff will rate APS communications favorably on annual communication survey.			
Annual Performance Goal Year 3 (2025-26)	By 2026, APS staff will respond at the 85th percentile or better on staff engagement and climate, as indicated by the Your Voice Matters survey. Staff will rate recognition and engagement 10 percent more favorably than the 2022 score of 17%.			
Strategic Plan Strategies				
Strategic Plan Strategies- PRIMARY	S-EW-5-Establish intentional and focused recruitment and retention efforts to bolster a diverse workforce.			
Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -				
Action Steps				
Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation	
Action 1 - Provide regular, consistent communications to employees from leadership.	Annually	SCR	Readership Data for Staff Central/Inside APS and Employee Feedback	

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Action 2 - Launch Employee Chats with the Superintendent to ignite employee voice.	2023-24	SCR	Monthly Check in Meetings and Staff Feedback
Action 3 - Strengthen employee recognition programs.	Annually	SCR	Employee Feedback and

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Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -	S-P-3-Partner with advisory committees, nonprofits, and other local organizations to strengthen engagement with all families and provide wrap-around services to students including healthcare, nutrition, academic, and social and emotional supports.		
Action Steps			
Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation
Action 1 - Evaluate current partnerships, create directory and develop structured framework for partnerships, in alignment with Academics.	2023-24	SCR, Academics	Asst. Supt for SCR will receive updates from direct reports during 1:1 and team meetings
Action 2 - Develop new suite of materials and resources for prospective and current partners and volunteers.	2023-24	SCR, Academics	
Action 3 - Recruit new business partners and volunteers to support schools and students academically.	Annually	SCR	
Action 4 - Actively promote and recognize APS volunteers and partners.	Annually	SCR	
Progress Monitoring			
Strategic Plan Measures (Dropdown) - To determine if goal was achieved	M-SS-12- Internship participation data		
Evidence of Progress toward Annual Goal (MOY)	Results of Progress toward Annual Goal (EOY)		
SB Monitoring Report. Monthly SCR and FACE check in meetings to review and evaluate progress leading to data review MOY and EOY.	Data review and reporting. End of Year evaluations of individual workplans. Monthly SCR and FACE check in meetings to review and evaluate progress leading to data review MOY and EOY.		