MEASURING WHAT MATTERS

A COMBINED QUALITY PROFILE FOR ALEXANDRIA CITY PUBLIC SCHOOLS AND UPDATE ON PROGRESS TOWARDS THE GOALS OF THE ACPS 2020 STRATEGIC PLAN

Ensuring Every Student Succeeds

FALL 2019
FROM THE
SUPERINTENDENT OF SCHOOLS

This year — the 65th anniversary of Brown v. Board of Education — has given us pause to look at the value we place on diversity and how far we have come in terms of equity and inclusion. If we are to see success for all our students, equity simply has to be at the core of everything we do.

But it is not simple to achieve equity in a school division like ours, which, like so many others, has not developed and grown on equitable principles and practices from the early days.

The work of equity needs to permeate every aspect of our work starting from the ground up, by assessing the learning environments at our schools and providing all students with the social and emotional support they need. We need to take a look at how our specialized programs and learning pathways are implemented so that we eliminate all vestiges of modern-day segregation. All of our students need to be engaged in a rigorous and challenging curriculum.

All of this work is inspired by our goal to have engaged learners. ACPS is extremely fortunate and unique to have students from 114 countries who speak 119 different languages, as well as broad socio-economic diversity. We want our students to have the opportunities they need to grow into engaged global citizens who will be leaders of their generation. We need to prepare students to be competent decision-makers who graduate with 21st century skills.

It will take a community to make ACPS the best place to teach, work and learn. But once we get there, the entire community will reap the rewards and the city of Alexandria will be a beacon in which to live, work, learn and play.
2019 IN NUMBERS

ACPS HAS 15,737 STUDENTS FROM 114 COUNTRIES WHO SPEAK 119 DIFFERENT LANGUAGES

ACPS students are:

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hispanic</td>
<td>36%</td>
</tr>
<tr>
<td>White</td>
<td>28.5%</td>
</tr>
<tr>
<td>Black</td>
<td>27%</td>
</tr>
<tr>
<td>Asian</td>
<td>5%</td>
</tr>
</tbody>
</table>

77% of teachers have advanced degrees

61.5% of all students are eligible for free or reduced price meals

31% of students require English Learners (EL) services

DID YOU KNOW?

TWO T.C. WILLIAMS STUDENTS, NATALIA CRUZ AND VICTOR VASSALLO, SCORED IN THE TOP 2.5% ON THE PSAT/NMSQT AMONG ALL HISPANIC AND LATINO TEST-TAKERS.

15% of the Class of 2019 plan to head directly into the workforce or industry programs

27% of the Class of 2019 received English Learner services during their time with ACPS

80% of the Class of 2019 are heading to college

I was able to become friends with people from all over the world in my four years at T.C. That is something that I will honestly carry with me my entire life.

~ Sean Walsh
Class of 2019 graduate

IN NUMBERS 2019

15% of the Class of 2019 plan to head directly into the workforce or industry programs

27% of the Class of 2019 received English Learner services during their time with ACPS

80% of the Class of 2019 are heading to college

I was able to become friends with people from all over the world in my four years at T.C. That is something that I will honestly carry with me my entire life.

~ Sean Walsh
Class of 2019 graduate

DID YOU KNOW?

TWO T.C. WILLIAMS STUDENTS, NATALIA CRUZ AND VICTOR VASSALLO, SCORED IN THE TOP 2.5% ON THE PSAT/NMSQT AMONG ALL HISPANIC AND LATINO TEST-TAKERS.
RECORD APs

Record numbers of students at T.C. Williams High School scored top grades in Advanced Placement (AP) tests this past year. ACPS is one of only two public school divisions in the state to be recognized by the College Board for this achievement.

T.C. Williams made the College Board’s 9th Annual AP District Honor Roll for expanding enrollment opportunities for all students, while simultaneously achieving significant gains in AP test scores. This increase in access was seen across all students, including those who historically have not enrolled in AP-level courses.

NATIONAL MERIT

Alexander Schlegel, who is heading into the field of physics, won the National Merit Harvey Mudd College Scholarship.

TOP AP SCORER

2018 Valedictorian Jackson du Pont, currently studying at Yale University, was recognized by the College Board for being one of 111 students in the world to earn every point possible on the AP Research Exam he took at T.C. Williams in 2018. His research project was titled “Reaching Rapprochement: The Future of Cooperation between the United States and Iran.”

DID YOU KNOW?

Two ACPS students placed third in the U.S. from more than 300,000 entrants at the National PTA’s Reflections arts contest. Charles Barrett Elementary first grader Riley Zwiselsberger’s photo, “Heroes All Around Me” won in the Photography category while T.C. Williams junior Jonathan Morgan Petrini won the Music Composition category with his piece, “Kaleidoscope.”
This summer, the Virginia Board of Education recognized Patrick Henry K-8 School and James K. Polk Elementary School for exemplary academic performance. Alexandria City Public Schools has two of the 52 highest academically-performing schools in the commonwealth. These awards are aligned with the Virginia Board of Education’s revised accreditation standards and replace the Virginia Index of Performance recognition program.

They recognize consistent gains in academic achievement, successful efforts to reduce absenteeism and dropout rates and the academic growth of each student over a school year.

Francis C. Hammond Middle School and George Washington Middle School were awarded 2019 Board of Education Continuous Improvement Awards for student academic growth.

Lyles-Crouch Traditional Academy was honored for the tenth straight year by the Governor of Virginia and the Virginia Board of Education with a 2019 Board of Education Excellence Award for exceptionally high achievement. Year after year, the students at Lyles-Crouch — an official Core Knowledge School of Distinction since 2006 — have scored in the 90th percentile or higher on state exams. As a result, the school has consistently exceeded performance benchmarks and has been ranked as among the highest achieving schools in the nation.
In FY 2018 the City Appropriation was below the Superintendent’s Proposed by $2,087,932. In FY 2019 the City Appropriation matched the Superintendent’s Proposed. In FY 2020 the City Appropriation exceeded the Superintendent’s Proposed by $77,605.

**DID YOU KNOW?**
The budget for the 2019-20 school year included funding to update secondary math textbooks and create a cycle of textbook renewal to ensure consistent delivery of instruction to all students.

**OUR BUDGET THIS YEAR**

**DID YOU KNOW?**
This year, the budget adds positions in targeted areas to ensure schools have the supports necessary to meet the needs of all students, following the direct involvement of principals.

**DID YOU KNOW?**
88% of the total Operating Budget is staffing costs.
ACPS has begun the process to develop the next strategic plan for 2025.

**WHY STRATEGIC PLANNING?**

**PROVIDES A FOCUS**
- Formalizes the mission, vision, core values, goals, and objectives
- Enables stakeholders to voice and set shared priorities and a path to improvement

**ENGAGES THE COMMUNITY**
- Process involves engaging community in feedback sessions
- Helps the team develop a more targeted strategic plan
- Builds community support

**HELPS CREATE EFFICIENCY AND SAVES MONEY**
- Districts that implement strategic plans ultimately create efficiency that can translate to financial savings.

**MAKING EQUITY A STRATEGIC FOCUS**
This is our opportunity to build on what is working and to plan for future needs, while promoting...

- **Equity & Cultural Competence**
- **Collaboration & Transparency**
- **Social-emotional Development**
- **Instructional Excellence**

---

**Building Equity Taxonomy**

- **Engaged & Inspired Learners**
- **Instructional Excellence**
- **Opportunity to Learn**
- **Social-Emotional Engagement**
- **Physical Integration**

---

Stay connected with the 2025 process via the ACPS website at: www.acps.k12.va.us/2025updates.
THE HIGH SCHOOL PROJECT

What we are embarking on is a new day, it is innovation,” Superintendent Dr. Gregory C. Hutchings said, adding that future high schools need to give students multiple pathways to get a diploma.

ACPS needs to build capacity to teach an additional 1,600 students for a total of 5,000 students. The goal is to deliver expanded high school programming and space for occupancy beginning in 2023.

TWO POSSIBLE MODELS

One High School Model: “Connected High School Network”

- King Street Home Campus, Redeveloped Minnie Howard Campus and Multiple Satellite Campuses
- Co-located Programs and/or Specialty Programs at Satellite Campuses
- Distinct identities
- Full range of academic, extracurricular and community services
- Separate programs and services
- Two separate Alexandria locations

Two Comprehensive High Schools

- T.C. Williams High School
  - Second High School
  - T.C. Williams High School

PLANNING PROCESS

Currently, parallel planning activities in educational programming design and site evaluations are underway:

Educational Programming Design:
The Educational Design Team, made up of ACPS teachers, staff and students, is responsible for recommending programming that appeals to students’ career interests, provides real-life learning experiences, and moves toward more project-based teaching and learning. Industry Advisory Boards, comprised of experts in different fields, are providing guidance on specific qualifications, certifications, skills, experiences and coursework.

Site Evaluations:
ACPS and experts are evaluating sites, land and building opportunities, and potential impacts. Work will also continue around costs, logistics, support, and implementation across the entire project.

Project Timeline:
We expect the design phase to start in 2020 and plan to deliver expanded learning space for students beginning in 2023.
Strong results are due to an amplified focus on ensuring all students get the needed support (programs such as Advancement Via Individual Determination [AVID] provide support for students who may be the first in their family to go to college) and the start of a concerted focus on equity (including an equity audit and equity training) to ensure all students have access to higher level courses and a rigorous curriculum.

**PORTraits of Our Graduates**

Our T.C. Williams High School Class of 2019 graduates come from a wide variety of backgrounds and have diverse goals. Each student has succeeded in their own way, and we are proud to call them Titans.

**Abby Warden** is joining the U.S. Marine Corps. She credits the T.C. Williams band for helping build the values of selflessness and camaraderie she seeks in the Marines.

**Jasselene Paz** is headed to Yale University after taking 14 AP courses. While at T.C. Williams, she continued to give back to her community by tutoring students at Casa Chirilagua in Arlandria after school.

**Adriana Torres Elias** will be heading into the health field after attending Northern Virginia Community College. “A lot of physicians have helped my dad, so I would like to change people’s lives, even a little bit,” she said.

**Philip Reese**, who is part of the T.C. Career Prep Program that helps students with disabilities gain job skills, is currently working with Marriott Hotels and learning how to travel to and from work independently.

**Deion Sanchez-Viafara** is headed to Virginia Commonwealth University to study Biomedical Engineering and French. He played golf and clarinet at T.C. Williams.

**Ja’Nae Corbin** received scholarship offers totaling $42,000 in a single day at the Alfred Street Baptist Church Historically Black Colleges and Universities Festival. She is heading to Virginia State this fall.
This past school year, ACPS opened three new schools: Ferdinand T. Day Elementary School, The Early Childhood Center and the new Patrick Henry K-8 School building.

This year, ACPS has conducted targeted assessments of all its facilities. The results will lead to the creation of a long-term maintenance plan for ensuring all schools are comfortable, safe and dry. ACPS reports out each quarter on the condition of its facilities and the progress of the work being done on them. Going forward, these quarterly updates will be posted on the ACPS website so that the progress can be easily tracked by anyone impacted by the project.

ACPS will receive $36.8 million for capital projects for FY 2020. The School Board’s total FY 2020-2029 Capital Improvement Program (CIP) Budget includes $479.5 million. This provides funding for The High School Project, the modernization of three elementary schools, an additional school in the out-years of the CIP to accommodate expected enrollment growth, and a modernization of the transportation facility.

ACPS will be using the old Patrick Henry School building as temporary swing space while the Douglas MacArthur Elementary School building is modernized.
YOUNG COMPOSERS

Students at John Adams Elementary School turned composers when they performed their own original music at a public concert to celebrate Black History Month. The compositions for chorus, fiddle, bucket band and glockenspiel were the result of a “Creative Connections” workshop, part of the Alexandria Symphony Orchestra Sympatico music program at the school.

SPELLING BEE BUZZ

Alexandria had its first participant in the Scripps National Spelling Bee. Matthew Maury Elementary School fourth grader Olivia Coleman participated in the 92nd annual contest, making it through to round 2.

GAME CHANGER

Chess has been a game changer for students at Samuel W. Tucker Elementary School who attend an after-school enrichment program at Brent Place Apartments. K-5 student residents and ACPS teachers come together at the end of the day for tutoring and mentoring in a friendly atmosphere.

DID YOU KNOW?

The Kick Coffee Shop at T.C. Williams High School serves up hot beverages and smiles each morning. It provides students with disabilities an on-site opportunity to get practical experience in a general education setting prior to joining the greater community workforce.
The Students with Disabilities Evaluation Report provided ACPS with critical insights into areas of ACPS programming and services for students with disabilities.

The report found that “ACPS has a solid foundation on which to build”; however, without “…focus, a strong vision, an appropriate allocation of resources, mandated professional development, and clear, non-negotiable, accountability measures…” the division’s services for students with disabilities will stagnate.

In November, ACPS put together an action plan to ensure every student identified with a disability receives the quality services they need to succeed.

TALENTED AND GIFTED EVALUATION UPDATE

In the 2019-20 school year, ACPS will be making some adjustments to the delivery of TAG services.

These include:
• Introduction of new ways to identify students as TAG;
• Adjustment of the timing of the screening process to reduce the number of students placed in new classes in the middle of the school year;
• Adjustment of placements to cluster students based on General Intellectual Aptitude and Young Scholar identification in classes with select teachers;
• Strengthening of professional development options, including creating a local gifted endorsement; and
• Redesign of middle school offerings to align with high school programming.

CHANGES TO RECRUITMENT

This school year, ACPS conducted an audit of Human Resources to ensure we have practices in place that allow us to hire and retain the best staff across the region.

We have already adjusted our practices to use early contracts more often to hire teachers; raised the profile of working at ACPS because of its location, diverse workplace, competitive salaries and growth options; and upped recruitment efforts in high needs areas through a targeted marketing campaign.

We have increased health care options including access to a Health Savings Account. We have also launched a campaign to bring ACPS graduates back to work for our schools with a guaranteed contract at college graduation for those who meet hiring requirements.

NOA

When Noa Hottin arrived in Alexandria at the age of six, he hadn’t spoken at school for three years. Blind since birth and selectively mute, he was back in his home country able to speak French and Thai, but struggling to speak or connect in braille in his native tongue.

Fast forward three years and Noa Hottin is a national braille champion, defeating 50 other finalists from 27 states across the U.S. and Canada to place first in his age group.
T.C. Williams High School senior Ana Humphrey won first place and $250,000 in the nation’s most prestigious science competition for her research into exoplanets.

Ana, who surpassed more than 2,000 other students in the Regeneron Science Talent Search, is the first Hispanic student to receive the award in 20 years.

Ana was awarded first place for her mathematical model to determine the possible locations of exoplanets — planets outside our solar system — that may have been missed by NASA’s Kepler Space Telescope.

The judges said that Ana’s research could aid mankind’s understanding of the formation of planets and inform our search for life in outer space.

George Washington Middle School seventh-grade student Ronal Velasquez was hailed as a hero after using the skills he learned in Family and Consumer Sciences class to take action when his home caught on fire.

ACPS understands that when school and community partners align and coordinate efforts, we create a seamless web of supports, improve outcomes for students/staff and generate new opportunities that strengthen our family, school and community. ACPS currently has:

- **7,632** active community volunteers
- **$400,000** increase in grant funding this year to a total of **$1.58 million**
- **160** community partners
- **50** partnerships with colleges and universities for internships, observations, and student teaching
Growing up in El Salvador, T.C. Williams junior Kevin Cartagena recalls his brother and cousin repeatedly breaking his toy cars. Although annoying as that was, somehow Kevin didn’t mind too much because he found he had a knack for putting things back together. Years later, Kevin is now working on real cars. Just two years ago, Kevin left El Salvador with his father, stepmother and three stepsisters, leaving his mom and brothers behind. Like many at the T.C. Williams International Academy, Kevin is adjusting to a new home environment, learning a new language, adapting to a new culture, and making new friends. Through the International Academy’s internship program Kevin was connected with the Wiygul Automotive Clinic. Now thanks to the program, he’s building on that natural childhood talent for fixing things and is aiming to become a mechanic.

Back in her home country of Afghanistan, T.C. Williams senior Shafiqa Omarkhail would watch with envy as her younger brothers went off to elementary school — an opportunity not available to her or her sisters. It was not until she moved to the U.S., three years ago at age 16, that she was finally able to begin a formal education. Now, Shafiqa is on her way to becoming a nurse.

T.C. Williams won the regional championship in the We the People Competition for the fourth time since the school began competing in 2013. Many of the 48 students on the team are new to the United States.
School Resource Officers Gary Argueta and Johnny Larios run an award-winning after-school drop-in soccer session to help strengthen their connections with students.

The T.C. Williams Army Junior Reserve Officer Training Corps (JROTC) program has provided cadet Hannah Yee with leadership skills. Hannah will be sworn into the U.S. Army and is looking forward to serving her country.

Governor’s Health Sciences Academy at T.C. Williams High School

ACPS and The George Washington University teamed up to launch the Governor’s Health Sciences Academy — the first public-private partnership of its kind in Virginia. The Academy enables 100 students a year to earn up to 18 college credits from The George Washington University School of Medicine and Health Sciences before they graduate from T.C. Williams.

Layla Janah joined the International Academy at T.C. Williams two years ago when she arrived in the U.S from Morocco with her mom. Not understanding a word of English was a challenge and she immersed herself in American movies, including The Help — a movie about segregation in the deep south — as a way of not only learning English but also of trying to understand the struggles others faced because they were different. In November Layla volunteered as an election page who answered voters questions, provided interpretation for Arabic and French speakers and guided them to use their voices at the ballot box.
April Rodgers, a physical education teacher who helped open Ferdinand T. Day Elementary School and brought the circus to ACPS, was named 2019 ACPS Teacher of the Year.

Twelve years ago, Rodgers brought the concept of the circus to physical education classes in ACPS, teaching it at John Adams and James K. Polk elementary schools and now to the 450 students at Ferdinand T. Day Elementary School. She purposefully integrates circus content to keep students active, socially and emotionally engaged, and to instill a sense of confidence in them.

As a founding staff member of Ferdinand T. Day, Rodgers played a key role in bringing the new school to life. She was instrumental in creating school-wide master schedules and in the planning and organizing of the school’s dedication ceremony.

Rodgers also collaborates with teachers to integrate cross-curricular content into her PE classes. Students can often be found skip counting while simultaneously improving their cardiovascular endurance by jumping on a trampoline or conquering a prepositional obstacle course while working on upper-body muscular endurance, core strength and balance.

Rodgers is described as an innovator, advocate and leader by her principal, colleagues and students.
WE LOVE OUR STAFF!

LOUIS KOKONIS
Math teacher Louis Kokonis celebrated **six decades with ACPS**. When Mr. Kokonis started teaching, students spent evenings at Tops Drive-In sitting in winged, turquoise Ford Fairlanes. Now, at 86 years of age, more than twice the age of his fellow teachers, he’s still going strong with no plan to retire anytime soon.

RENE PASCHAL
Samuel W. Tucker Elementary School’s Rene Paschal was named **2019 ACPS Principal of the Year**. Paschal has 36 years in education and has been a teacher, counselor, assistant principal and principal.

JAMES HARRISON
Beloved T.C. Building Engineer James Harrison was named ACPS’ first **Outstanding Support Staff Member of the Year**. The recognition honors support staff members who exemplify excellence in their work.

KIMBERLY WILSON
Kimberly Wilson was named **2019 Virginia Career and Technical Education (CTE) Teacher of the Year** for inspiring others to love the work of education.

DID YOU KNOW?
ACPS saw 18 teachers qualify as National Board Certified Teachers, demonstrating that they have reached the top level in their professional career.
In 2019, The Scholarship Fund of Alexandria awarded more than $460,000 in scholarships to more than 170 T.C. Williams students and a further $550,000 to T.C. Williams alumni to continue to support them through their college years.

The College and Career Wing at T.C. Williams High School was updated and renamed the Jack Taylor College and Career Wing in honor of 25 years of generous donations to help T.C. Williams students pay for college.

AVID MARKS TEN YEARS

“AVID was life changing for me. If it wasn't for AVID, I don't think that I would be where I am. Early on, I didn't really believe in myself, but AVID helped me see that I really did have potential. When you are first generation and you don't know the way and you don't know the process to go to college — having that support and having teachers who genuinely care, want you to succeed, and push you and give you that boost of confidence that you need makes a huge difference.”

~ Ana Blanco, Class of 2014 graduate

AVID is a school-wide college readiness system and elective for select secondary students that was first implemented in ACPS in 2008. It addresses equity and increases access to college pathways for students who are typically underrepresented in four-year colleges.
My dreams were delayed but not denied. The journey is not easy, but if I can do it, anybody can do it.

A turbulent home life. A witness to domestic violence. Incessant hunger. An incarcerated father. Homelessness. Vivid memories of winter nights sleeping in his mother’s car or sleeping in a shelter. ACPS student Kevin Perry’s life at home was brutal and chaotic.

Teachers and counselors saw Perry was in trouble early on. He was a bright kid, but the odds were heavily stacked against him, and they feared he wouldn’t make it. Kevin discovered basketball in second grade which helped him escape home life for a while and gave him the time to focus on himself.

Kevin’s school years were tough for him and his four sisters. Their mother worked multiple jobs to bring in money but their poverty was evident at school. He recalls being mocked by classmates for being dirty and smelly — clean laundry was a luxury. He and his sisters sometimes slept on the floor, or the five of them shared one air mattress.

Kevin didn’t give up. His goal was to break the curse of poverty. He dreamed of going to college.

“I’m a firm believer in that if you work hard you can do anything you put your mind to.”

Kevin, a Class of 2014 graduate, became the first member of his family to attend college. With support from his coaches, mentors, and the community, he enrolled in Ferrum College and received a 4.0 GPA. He was later accepted into his dream school, Delaware State University, where he excelled in accounting.

“The reason I chose accounting is because I’ve never seen a black accountant — not in my community. I wanted to teach my community the importance of financial literacy.”

Kevin went on to become the face of Delaware State University and role model for students everywhere. He studied abroad in South Korea, interned for Fortune 500 companies, and completed his master’s degree. He has recently accepted a job offer for his dream job, working for a leading financial firm.
GET CONNECTED TO ACPS

Make sure your school has your updated contact information for you, including email and text.

Sign up for school newsletters and emergency alerts at [www.acps.k12.va.us/lists](http://www.acps.k12.va.us/lists).

Follow ACPS on Twitter and Facebook at [@ACPSk12](http://www.acps.k12.va.us/socialmedia).

Follow our schools on social media: [www.acps.k12.va.us/socialmedia](http://www.acps.k12.va.us/socialmedia).

Watch School Board meetings on ACPS-TV: Cable channel 71 and streamed on the ACPS website at [www.acps.k12.va.us/acpstv](http://www.acps.k12.va.us/acpstv).

Download the ACPS mobile app for school lunch menus, upcoming events and the latest news. Visit [m.acps.k12.va.us](http://m.acps.k12.va.us) to download the app for iPhone or Android.

ALEXANDRIA CITY SCHOOL BOARD

<table>
<thead>
<tr>
<th>DISTRICT A</th>
<th>DISTRICT B</th>
<th>DISTRICT C</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jacinta Greene</td>
<td>Cindy M. Anderson (Chair)</td>
<td>Meagan L. Alderton</td>
</tr>
<tr>
<td>Michelle Rief</td>
<td>Margaret Lorber</td>
<td>Ramee A. Gentry</td>
</tr>
<tr>
<td>Christopher A. Suarez</td>
<td>Veronica R. Nolan (Vice Chair)</td>
<td>Heather Thornton</td>
</tr>
</tbody>
</table>