

Accelerating Achievement and Equity
Curriculum, Instruction, and Innovation
Human Resources
System Accountability and School Improvement
School Administration and Leadership

September 26, 2018

Presenter(s):

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ACTS

Academics, Communications, Technology and Student Achievement

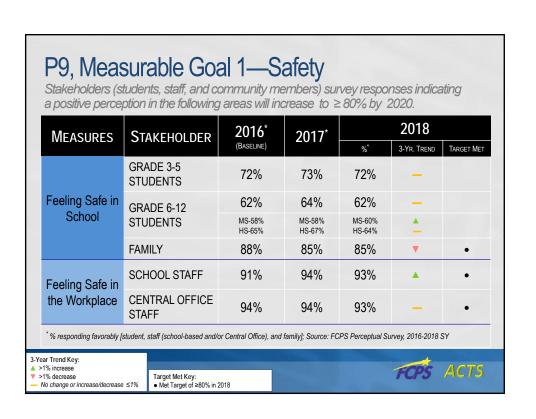
ASPIRATIONAL GOAL 5:

FCPS will promote a culture fostering wellness and civility for students and staff.

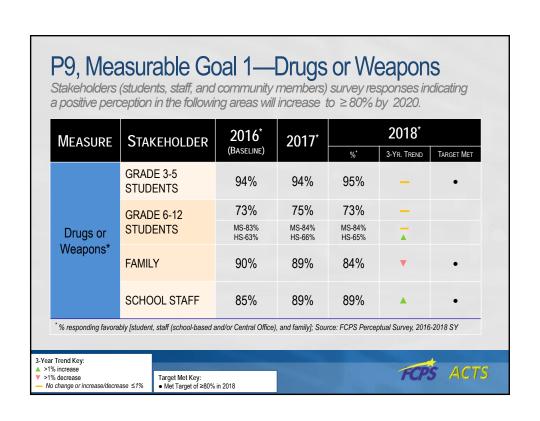
- Priority 9—FCPS will promote and maintain a safe and respectful environment.
- Priority 10—FCPS will foster personal wellbeing and health among students and staff through increased awareness and engagement on these topics.



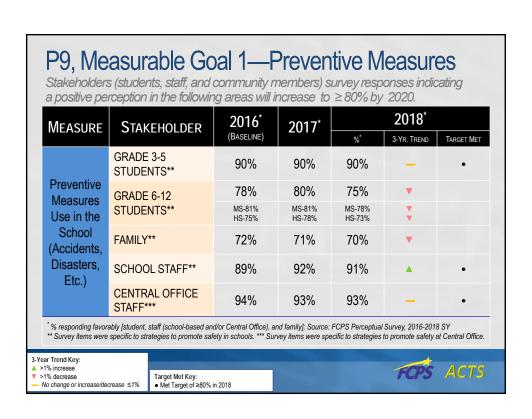
Priority 9: Safe and Respectful Environment Measurable Goal Indicators ACTS



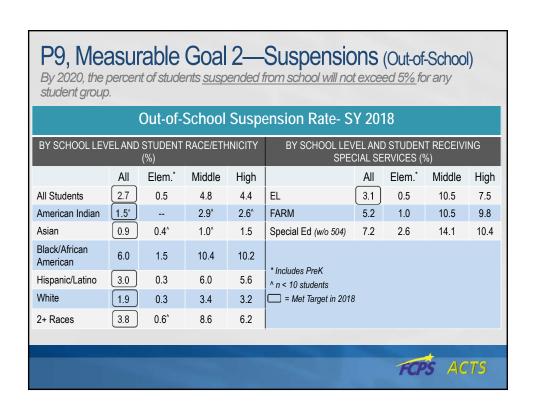
P9, Measurable Goal 1—Respect Stakeholders (students, staff, and community members) survey responses indicating a positive perception in the following areas will increase to ≥ 80% by 2020. 2018 2016 **MEASURE STAKEHOLDER** 2017* (BASELINE) 3-YR. TREND TARGET MET GRADE 3-5 74% 75% 73% STUDENTS** 53% 52% 48% GRADE 6-12 MS-53% MS-56% MS-51% STUDENTS** Respect FAMILY** 79% 80% 76% SCHOOL STAFF** 63% 72% 68% **CENTRAL OFFICE** 69% 72% 68% STAFF*** * % responding favorably [student, staff (school-based and/or Central Office), and family]; Source: FCPS Perceptual Survey, 2016-2018 SY ** Survey items were specific to student-student interactions, support among staff, student-staff interactions, and/or overall positive school environment. *** Items were specific to interactions among Central Office staff and overall positive environment. 3-Year Trend Key: >1% decrease No change or increase/decrease ≤1% Target Met Key: • Met Target of ≥80% in 2018



Measure	STAKEHOLDER 2016* 2017*		2018 [*]			
IVIEASURE	STAKEHOLDEK	(BASELINE)	2017	% [*]	3-YR. TREND	TARGET MET
Bullying/	GRADE 3-5 STUDENTS	69%	71%	69%	-	
	GRADE 6-12	63%	66%	67%	A	
	STUDENTS	MS-59% HS-67%	MS-60% HS-70%	MS-62% HS-70%	A	
Cyberbullying	FAMILY	80%	79%	78%	•	
	SCHOOL STAFF	65%	67%	64%	_	



Stakeholders (s	students, staff, and c eption in the following		members)			dicating
Measure	STAKEHOLDER	2016 [*]	2017*	2018 [*]		
IVIEASURE	STAKEHOLDEK	(BASELINE)	2017	% [*]	3-YR. TREND	TARGET MET
	GRADE 3-5 STUDENTS	83%	83%	84%	_	•
	GRADE 6-12 STUDENTS	51%	55%	55%	A	
Educational Opportunities		MS-63%; HS-40%	MS-66%; HS-47%	MS-66%; HS-46%	A	
Related to	FAMILY	93%	93%	89%	•	•
Safety	SCHOOL STAFF	85%	88%	89%	A	•
	CENTRAL OFFICE STAFF	90%	88%	93%	A	•



					-Suspens not exceed 5% t		•		
		In-Sc	hool Si	ıspen	sion Rate- S'	Y 201	8		
BY SCHC		VEL AND ETHNICIT		Γ	BY SCHOOL LE SI		ND STUDE . SERVICE		IVING
	All	Elem.*	Middle	High		All	Elem.*	Middle	High
All Students	0.9	0.4	2.0	0.7	EL	0.7	0.5	2.5^	0.5
American Indian	0.8		2.9^		FARM	1.5	0.8	3.9	1.2
Asian	0.4	0.4	0.5^	0.3^	Special Ed (w/o 504)	2.7	1.8	5.7	2.1
Black/African American	1.8	1.0	3.9	1.4	* Includes PreK				
Hispanic/Latino	0.8	0.4	1.7	0.9	^ n < 10 students				
White	0.8	0.3	1.8	0.6	= Met Target in 2	2018			
2+ Races	1.2	0.8^	3.0	0.6^					
		_			-		FCF	S AC	CTS

Safe and Respectfo	Challenges	Strategies
 Restorative practices trainings Community forums on school safety Updated policy/regulation and required trainings Preemptive systemic planning Increased impact for students (via Behavior Intervention and Support Team) 	 Student empowerment and voice Social media General communication Impact of community issues in schools 	 Community partnerships-Handle with Care training Required Adverse Childhood Experiences (ACES) training Systemic security measures Cultural proficiency training

Priority 10: Personal Well-Being and Health

Measurable Goal Indicators



P10, Measurable Goal 1—Student Attendance

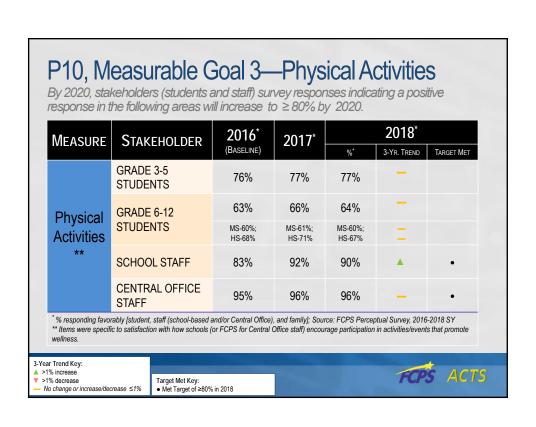
Every school will have a student attendance rate of 96% or higher.

		Attendance I of All School		
School Year	Below 94.0%	94.0%-94.9%	95.0%-95.9%	96.0% or Higher
2016 (baseline)	6%	14%	62%	18%
2017	9%	19%	58%	14%
2018	11%	30%	53%	6%

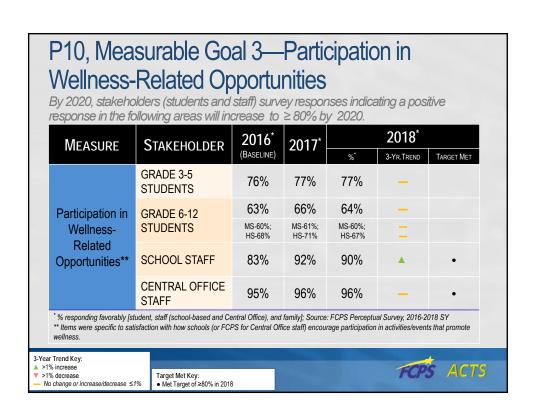
*Percentages were derived from the final state attendance file for the reporting year.



P10, Measurable Goal 1—Staff Attendance Average daily attendance rate of staff will be maintained at a rate of 95% or higher. Staff Attendance Rate 2015 (BASELINE) 2016 2017 2018 95.21% 95.74% 94.36% 94.50%



P10, Measurable Goal 3—Health/Wellness **Educational Resources** By 2020, stakeholders (students and staff) survey responses indicating a positive response in the following areas will increase to ≥80% by 2020. 2018 2016 2017 **STAKEHOLDER MEASURE** (BASELINE) %* 3-YR. TREND TARGET MET **GRADE 3-5** 70% 73% 74% **STUDENTS** 57% 57% 59% GRADE 6-12 Health/Wellness MS-63%; MS-63%; MS-66%; **STUDENTS** Educational HS-51% HS-53% Resources SCHOOL STAFF 86% 90% 90% **CENTRAL OFFICE** 96% 96% 97% **STAFF** * % responding favorably [student, staff (school-based and Central Office), and family]; Source: FCPS Perceptual Survey, 2016-2018 SY ** Items were specific to satisfaction with the availability of educational resources promoting personal well-being and health at schools or Central Office. 3-Year Trend Key: >1% decrease No change or increase /decrease ≤1% Target Met Key: • Met Target of ≥80% in 2018



MEASURE	STAKEHOLDER 2016* 2017*			2018*		
VILAGORE	STAREHOLDER	(BASELINE)	2017	% [*]	3-YR. TREND	TARGET MET
Culture of Wellness**	GRADE 3-5 STUDENTS	75%	76%	75%	-	
	GRADE 6-12	47%	47%	45%	▼	
	STUDENTS	MS-51%; HS-44%	MS-49%; HS-45%	MS-48%; HS-42%	V	
	SCHOOL STAFF	77%	82%	83%	A	•
	CENTRAL OFFICE STAFF	90%	93%	93%	A	

Accomplishments	Challenges	Strategies
Staff participation in Real Appeal Wellness Program Wellness grants-customized for schools Wellness Wagon on-site Refresher training on sexual harassment Strong partnerships with community mental health providers	 Addressing mental health and stress in the workplace Reaching employees not assigned to a specific worksite Responding to the opioid crisis and the Me Too Movement Limited mental health resources, both internal and external Student connection to school 	 Incorporation of wellness goals in School Improvement Plans Focus on mindfulness Expanded Light Duty and Return to Work Program Purposeful deployment of underutilized Employee Assistance Program (EAP) resources Continued systemic focus and deployment with cultur proficiency

