



2022-2023 A + EDUCATION PARTNERSHIP

Annual Report

GREAT SCHOOLS FOR EVERY CHILD



aplusala.org



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A Letter from Our President



A+ Family,

As we reflect on the last year, we are so grateful to our partners, educators, and families who have supported our work and invested in providing a world-class education for **every** Alabama student.

While significant challenges remain, our students and educators have shown tremendous resilience. According to the 2022 National Assessment of Educational Progress (NAEP), Alabama weathered the pandemic better than most other states. We were one of only three states that made any gains in reading and one of only two states to hold steady in math. Right now, we have the opportunity to continue our progress and make game-changing improvements to our education system.

With your support, we can:

- ✚ Build a statewide coalition of organizations, educators, and families working together to expand access to a high-quality education, especially for students that need it most.
- ✚ Ensure every student has a well-prepared and supported teacher and principal in their school. From this year's passage of legislation investing in principals to the great work of our Alabama Best Practices Center and A+ College Ready programs, educators will have the resources to provide world-class learning experiences for their students.
- ✚ Serve as a trusted advisor to state leaders to promote evidence-based, student centered policies and investments. We will continue to build on the great momentum created by passage of the Alabama Literacy Act, the Alabama Numeracy Act, expansion of computer science education statewide, growth of high-quality charter schools, and investments in Alabama's First Class Pre-K program to ensure that every child has the foundation they need to thrive.

For the first time in a long time, folks across the country are looking to Alabama to learn more about what we are doing in education. We are poised and ready to take on the challenges in front of us. Your investment in our work is a firestarter to ignite the urgently needed work of educational change in Alabama. Thank you for your generosity and support!

Mark E. Dixon, President
A+ Education Partnership





Mission

Driven by our relentless belief in every child, we partner with educators, communities, and policymakers to expand access to a high-quality education so that every student can thrive.



Vision

A world-class education for every Alabama student, regardless of circumstance

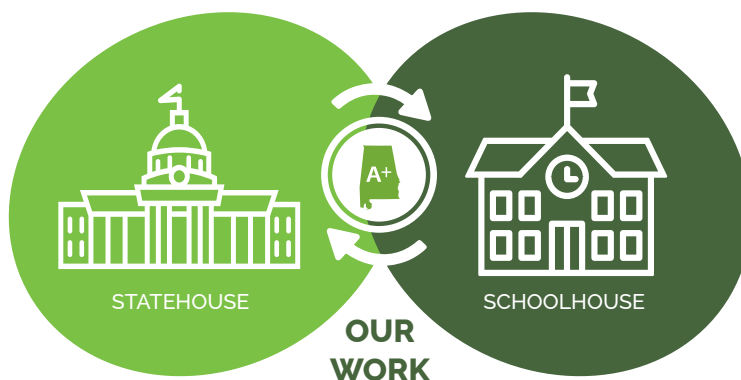


Values

Center Students
Expect Excellence
Act with Urgency
Listen & Learn
Prioritize Equity

The A+ Approach

WITH ONE FOOT IN THE STATEHOUSE AND ONE FOOT
IN THE SCHOOLHOUSE, WE ADVOCATE ON BEHALF
OF ALL ALABAMA PUBLIC SCHOOL STUDENTS.



A+ Education Partnership works with state leaders to advocate for a world-class education for every Alabama student. Our programs work directly in partnership with schools to support students and educators.



Research

Researching the best policy and programmatic choices that will improve outcomes for *all students*



Serve

Serving as a trusted voice and resource for education officials along with advocating for best practices and student-centered policy



Educate

Educating the public on sound education policy while keeping them up-to-date on the day-to-day happenings in the spaces where policy is made

Empower

Empowering teachers and school leaders through high-quality, cutting-edge professional development



Creating Great Schools for Every Child

As we look to the future of A+, our number one priority remains the same: Alabama's students. There has never been a better time to reimagine our education system and enact smart policies and investments that center the needs of our students.

We are working to build an Alabama where...



EVERY CHILD HAS A STRONG START.

The opportunity gap begins *before* students enter kindergarten. Ninety percent of a child's brain is developed between birth and the age of 5. Children need access to high-quality early childhood experiences during this critical period to build a strong foundation for lifelong learning.

✓ 2023 Policy Win:

\$12 million in new funding for expanding access to Alabama's nationally-recognized First Class Pre-K program

Future Opportunities:

Expanding access to high-quality childcare for children from birth through age 3

EVERY CHILD CAN READ.

Being able to read is a fundamental skill necessary for life. Currently, only half of Alabama students can read on grade level, including only 36% of low-income students and 32% of Black students. A+ will continue our efforts to support and fully implement the Alabama Literacy Act, which we helped pass in 2019.

✓ 2023 Policy Win:

Continued investment of \$94.2 million to support implementation of the Alabama Literacy Act

EVERY CHILD CAN DO MATH ON GRADE LEVEL.

Math in Alabama continues to face a crisis, with only 28% of Alabama students showing proficiency (on grade level) on the 2022 ACAP results, including only 16% of low-income students and 11% of Black students. Last year, at the urging of A+, the legislature passed the Alabama Numeracy Act, a comprehensive plan to build a strong foundation for students in grades K-5. A+ is serving on the Elementary Math Task Force, which will be instrumental in the successful implementation of this law.

✓ 2023 Policy Win:

\$25 million in increased funding for a total of \$40 million to support implementation of the Alabama Numeracy Act

Engaging Stakeholders in Education Policy

In order to equip all stakeholders with the information and tools they need to advocate for great schools for every child, we launched the A+ Policy Portal and A+ COVID School Spending Tracker.

The A+ Policy Portal

The Policy Portal provides accessible information on education policy solutions such as literacy, math, Pre-K, principal leadership, school funding, and more.

EVERY SCHOOL HAS A HIGH-IMPACT PRINCIPAL AND EFFECTIVE TEACHERS.

Principals significantly impact the success of students and teachers in their schools. According to research from the Wallace Foundation, highly effective principals and teachers can add up to 3 months of learning in math and reading for all students in a school.

✓ 2023 Policy Win:

A+, along with our partners at CLAS, helped to pass the School Principal Leadership & Mentoring Act to incentivize high-quality professional learning so that every school has a well-prepared and effective principal.

Future Opportunities:

Building pathways for educators to access advanced teacher roles to retain and reward our most effective teachers

EVERY CHILD HAS THE RESOURCES THEY NEED TO BE SUCCESSFUL.

Our schools, especially those serving our most marginalized students in rural and urban high-poverty districts, are not adequately or equitably funded and cannot fully provide the support their students need to succeed. Students also need access to other opportunities, such as high-quality summer and afterschool programs.

✓ 2023 Policy Win:

Funding doubled to \$2.86 million for the Summer and Afterschool grant program to expand access to high-quality, community-based summer and after-school programs

Future Opportunities:

Modernizing Alabama's school funding policy to more adequately and equitably meet the needs of students

EVERY STUDENT HAS ACCESS TO HIGH-QUALITY, TRANSFORMATIVE SCHOOLS.

High-quality public charter schools offer an opportunity to reimagine public education. Eight years after passing a charter law, Alabama has established several innovative charter schools that meet the diverse needs of students and challenge traditional models.

✓ 2023 Policy Win:

A+, along with Alabama Families for Great Schools, advocated for successful legislation to make common sense changes to the charter law to support the development and operations of high-quality charter schools.

EVERY STUDENT IS COLLEGE AND CAREER-READY AND HAS ACCESS TO PATHWAYS TO ECONOMIC MOBILITY.

While 91% Alabama of students graduated from high school in 2022, only 76% were considered college & career ready. Closing this gap by providing access to relevant and challenging coursework is critical to our students' success. A recent Burning Glass analysis reported that only 18% of credentials earned by K-12 students, including those in Alabama, are actually demanded by U.S. employers.

✓ 2023 Policy Wins:

- + A+ helped pass the Alabama Works Act that requires each graduate to earn a college and career readiness indicator starting with the class of 2026, recognizes a process for ensuring workforce credentials are high quality, and codifies ATLAS, the state's longitudinal data system, which will give state leaders more information about the effectiveness of workforce training and education programs.
- + Continued investment in Advanced Placement at \$11.4 million to continue expanding access to rigorous courses statewide
- + Funding doubled to \$6 million to support expansion of high-quality computer science education



The A+ Policy Portal

The A+ COVID School Spending Tracker

The A+ COVID School Spending Tracker shows how all 143 school districts are spending federal COVID relief funds. A+ also created the A+ Advocate Toolkit

for families, educators, and communities to use alongside the Tracker which includes successful strategies for student recovery, and ways to get involved with your district's planning.

Direct Impact in Alabama Schools

A+ Education Partnership holds the unshakeable belief that all students can achieve at high levels when given the right support and excellent instruction. To help make this a reality, we have two programs, the Alabama Best Practices Center and A+ College Ready, that provide cutting-edge professional learning opportunities for educators across the state with the goal of increasing student achievement by supporting classroom instruction.



ALABAMA BEST PRACTICES CENTER



HIGHER achievement
in reading and math

Founded in 1991, the Alabama Best Practices Center provides collaborative professional learning to educators at all levels through three main professional learning networks: the Powerful Conversations Network for teachers, the Key Leaders Network for school and district leaders, and the Instructional Partners Network for instructional coaches. The ABPC's approach to professional learning is proven to increase student achievement in reading and math for participating schools.

Key Leaders Network:

83 school and district leaders
trained from **32** districts,
impacting **15,123** teachers

Powerful Conversations Network:

397 teachers and leaders
trained, impacting
69,127 students

Instructional Partners Network:

103 instructional coaches
and leaders trained, helping
to develop **3,605** educators
in their districts

A+ IS HELPING EDUCATORS ACROSS THE STATE ACHIEVE SUCCESS

Our Programs Accomplish Their Goals By:

- ✦ Centering students to ensure their needs guide our actions
- ✦ Expecting excellence of ourselves, our students, and our schools
- ✦ Prioritizing equity so every student can succeed



A+ COLLEGE READY

In 2007, A+ was awarded a \$13.2 million grant from the National Math and Science Initiative to create A+ College Ready. Now, in partnership with the Alabama State Department of Education, we open the door for students to reach their full academic potential through access to rigorous coursework, including Advanced Placement (AP). This proven program partners with middle and high schools to provide best-in-class educator training, rigorous curricula, and classroom resources to develop a diverse pipeline of students prepared for success in college, career, and life.



COLLEGE
READY

482 schools served since 2009

+ 357%

increase in students of color taking AP courses since 2009

+ 174%

increase in students receiving qualifying scores since 2009

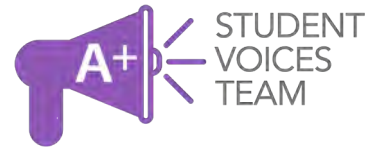
+ 259%

increase in students in poverty taking AP courses since 2009

+ 96%

increase in students meeting the college readiness benchmark in math in our MSTIP Schools

Preparing and Supporting Student Advocates



A+ Student VOICES Team

Students' perspectives should be heard anywhere important policy decisions are made. Founded in 2018, the A+ Student VOICES Team is a student-led leadership program that prepares K-12 students to advocate for ways to improve their education system both within government and their schools. Alabama students learn to collect and gather information and research, develop effective communication skills, grow their knowledge of the governmental process, and more. The goal of this program is to increase student involvement in the policy process, ensuring that decisionmakers have more information to make student-centered policy decisions.

Each year, the students conduct school climate surveys across Alabama. They use these results to help guide their policy agenda.

This year, survey results revealed:

- 1 Students have inconsistent experiences in the quality and availability of support they need within their schools.
- 2 Students want more opportunities to give feedback that will improve their schools.
- 3 The teacher shortage is negatively impacting the level of rigor in the classroom and the way that students feel connected to their teachers.



Meeting Alabama's Leaders

In addition to meeting with state legislators, the state school board, and the House Education Policy Committee, students had the opportunity to attend a private meeting with Governor Kay Ivey to discuss their goals. The group is working to encourage the state to create and codify a student advisory council for all elected officials to consult on education policy decisions.



BUILDING COALITIONS FOR CHANGE

Building an Alabama where every child can thrive will take each of us. It's time to build a broad coalition of stakeholders from across the state to advocate for what's right for students.



Students

Students are the most important stakeholders in education. Every decision our communities and policymakers make must prioritize centering what we know works to improve student learning and their lifelong outcomes. Through our work with the A+ Student VOICES Team, we make space for student voices to be heard and valued by state leaders. It is critical that we work together to ensure that every child can thrive, regardless of circumstance.



Educators

A+ believes that educators are vital contributors to student-centered policymaking. Historically, A+ has partnered with governors to convene educator-led commissions that have empowered teachers to identify problems and recommend solutions. Our Alabama Best Practices Center and A+ College Ready programs continually adapt their training to meet the changing needs of teachers. Through these partnerships, educators' perspectives continually inform our policy recommendations to state leaders.



Families

Families must have a strong voice in the policymaking processes that impact their children's futures. It is imperative that parents and families are both informed about and involved in education reform, because they know the specific needs of their children and the challenges that exist in their schools. A+ works to inform families about smart education policy while working to provide opportunities to engage with their policymakers.



Community Members

A+ serves as an important intermediary between education decision-makers and the public. Our innovative digital communications help break down complex education policy discussions while keeping our community up-to-date on current happenings in education policy statewide. Additionally, we continue to serve as an important connector between the business community and state education leaders, opening the doors for critical partnerships that benefit Alabama's students.

What it Takes

A+ leverages private and public dollars to maximize impact for Alabama students. Through a partnership with the Alabama State Department of Education, A+ manages legislative funding for Advanced Placement, contracts to provide computer science teacher training, and partners with local districts to provide professional development for educators. **Every dollar we receive from our donors generates over sixteen dollars from grants and program fees.**



A+ FINANCIALS

Corporate, Foundation,
& Donor Contributions

\$715,538

Government Grants
& Contracts

\$10,006,559

Program Service Fees

\$1,140,885



Program Services

\$10,033,421

Administrative

\$634,653

6% of Total
Expenditures

\$1



\$16

Every \$1 from donors
Generates \$16 from
grants and program
participants

CHAMPIONS OF EDUCATION

\$50,000+

- + Regions Bank
- + Mike and Gillian Goodrich Foundation
- + Walton Family Foundation
- + W.K. Kellogg Foundation

\$25,000-\$49,999

- + Alabama Power Foundation
- + The Caring Foundation/Blue Cross Blue Shield of Alabama
- + The Daniel Foundation
- + Medical Properties Trust
- + Protective Life Foundation
- + Russell/Fruit of the Loom
- + Vulcan Materials Company

\$10,000-\$24,999

- + Altec, Inc./Styslinger Foundation
- + Charles and Estelle Campbell Foundation
- + EBSCO
- + Gratitude Foundation
- + McKinney Capital
- + Michael Patterson
- + O'Neal Industries, Inc.
- + Robert Meyer Foundation
- + Robins & Morton
- + Royal Cup, Inc.
- + Wells Fargo Foundation

\$5,000-\$9,999

- + The Boeing Company
- + Brasfield & Gorrie, LLC
- + CB&S Bank
- + The Comer Foundation
- + J.K. Lowder Family Foundation
- + New Venture Fund/Seek Common Ground Project
- + ServisFirst Bank
- + Bill and Becky Smith
- + Steward Machine
- + Susan Mott Webb Foundation
- + Bill Tevendale

\$1,000-\$4,999

- + Alabama Civil Justice Foundation
- + Christopher and Mary Boehm
- + Preston Bolt
- + Dave G. Borden
- + Mark E. Dixon
- + Encompass Health
- + Edward M. Friend III
- + T. Michael and Gillian Goodrich
- + Miller Gorrie
- + Holman Head
- + Liz and Tom Hutchins
- + Don and Anna James
- + Bill and Walker Jones
- + Janet Kavinoky
- + Barbara Larson
- + Debbie Long
- + Tom and Susan Lowder
- + Gordon G. and Margret Martin
- + William and Beth McDavid
- + Harris V. Morrisette
- + Montgomery Women for Good
- + Wayne and Cheryl Nelson
- + Claude and Kate Nielsen
- + Tabor and Caroline Novak
- + Robert Powers
- + Will and Carolyn Ratliff
- + Bruce and Emilie Reid/Hobbs Foundation
- + James Rein
- + Deak Rushton
- + J. Scott and Cameron Vowell
- + Mike and Anne Warren
- + Tina R. Watts

\$500-\$999

- + Dawn Barranco
- + Cathy and Rick Gassenheimer
- + Stirling Hutchins
- + Ken Jackson
- + John D. Moorehouse
- + Charles Nash
- + Jerry Powell
- + Ed Richardson
- + John Richey
- + Megan Skipper
- + Teri D. Thompson
- + Arthur F. Toole III
- + Andy Weil

Our Board of Directors



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Bill Smith
Royal Cup Coffee



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Gordon G. Martin
Alabama Power Company



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Michael Patterson
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Aldridge Borden
& Company



Secretary
Barbara Larson
Barbara Larson
Consulting



Carolyn Akers
Mobile Area
Education Foundation



Damon Bailey
Teach for America



Preston Bolt
Hand Arendall, LLC



Janet Kavinoky
Vulcan Materials



Debbie Long
Protective Life
Corporation (retired)



Scott McLain
McLain Commercial
Real Estate



Charles Nash
The University
of Alabama System
(retired)



Jeremiah Newell
ACCEL Academy



Will Ratliff
Collateral
Holdings, Ltd.



Chandra Scott
Alabama Possible



John Turner
Regions Financial
Corporation



Tina Watts
Boeing Alabama



Jim Williams
Public Affairs
Research Council
of Alabama (retired)

MEET THE A+ STAFF

Executive Staff

- + Mark E. Dixon, President
- + Dawn Barranco, CPA, A+ Chief Financial Officer
- + Stoney Beavers, Ph.D., VP ABPC
- + Tammy Dunn, VP for Academic Affairs, A+ CR
- + Teri Thompson, VP for Operations, A+ CR
- + Corinn O'Brien, VP of Policy
- + Megan Skipper, VP of Communications and Strategic Initiatives
- + Caroline Novak, Senior Advisor
- + Dieatra Howie, A+ CR Social Studies Content Director (non-AP)
- + Stirling Hutchins, A+ Development Director
- + Suzette Johnson, ABPC Program Lead
- + Amanda Jordan, A+ CR Spanish Content Specialist (AP)
- + Lee Ann Latta, A+ CR Math Content Director (non-AP)
- + Gina McCarley, A+ CR Computer Science Content Director (non-AP)
- + Kitty Morgan, A+ CR Math Content Director (AP)
- + La'Marla Palmore, A+ CR Administrative & Finance Assistant

Team Members

- + Theresa Black, ABPC Lead Coach
- + Caroline Barnett, A+ Strategic Initiatives and Communications Manager
- + Megan Cole, A+ CR Economics Specialist (AP)
- + Melissa Crook, A+ CR Executive Assistant, Director of Coordinator Support
- + Matt Dean, Ed.D, A+ CR Science Content Director (AP)
- + Katherine Dearing, Data Management Director and Co-Director of Training
- + Charity Gardner, A+ Policy Manager
- + Cathy Gassenheimer, ABPC Senior Consultant
- + Erica Griffin, A+ CR English Content Director (AP)
- + Jenifer Glover, A+ CR Director of Finance
- + Ginger Golson, A+ CR World History Content Specialist (AP)
- + Mallory Harp, A+ CR Science Content Director (non-AP)
- + Dakota Punzel, ABPC Operations Manager
- + Jess Rape, A+ CR 2D Art & Design Content Specialist (AP)
- + John Richey, A+ CR Leadership Consultant
- + Rhonda Rush, A+ CR Social Studies Content Director (AP)
- + Keitha Segrest, ABPC Lead Coach
- + Shannon Thornton, A+ Executive Assistant & Operations Manager
- + Rebecca Thrash, A+ CR Psychology Content Specialist (AP)
- + Pam Walker, A+ CR English Content Director (non-AP)
- + Kim Wallace, A+ CR Co-Director of Training
- + Jackie Walsh, ABPC Primary Consultant
- + Kadie Vincent, A+ CR Manager of Logistics
- + Carol Yarbrough, A+ CR Computer Science Content Director (AP)



Vision

Building an
Alabama where
EVERY CHILD
receives a
world-class
education.

aplusala.org

A+ HEADQUARTERS

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A+ COLLEGE READY OFFICE

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