

PCG Master Tracker

TASK	STATUS
Standards, Curriculum, and Instruction	
Focus professional learning on the adopted Course of Study at the local level.	Complete
Create an Office of Mathematics to oversee K-5 mathematics.	Complete
Aggressively disseminate the new Math standards across the State. Since they represent what Alabama students should know and be able to do in Mathematics at the various grade levels, the most important audience are teachers, local administrators, and parents. Less detailed documents need to be shared across the State with families, community members and other stakeholders.	Complete
Lead the initiative of unpacking the new math standards and use all resources available to train coaches and teachers to implement the standards with fidelity. With the support of regional centers, all schools throughout the state should have access to the support they need to adhere to the more rigorous standards. Data should lead this rollout process with the districts serving the bottom 6% of schools receiving priority.	Complete
Finalize the Science Course of Study.	Complete
Increase the knowledge and application of AMSTI's proficiency scales in all districts.	Complete
Create a School Turnaround Framework for Principal and Teacher Leaders.	Complete
Lead and begin the Numeracy Intervention framework discussion in compliance with ANA.	Complete
Plan for CSI-R identification, processes, and services.	Complete
Update the Governor's Turnaround Support Guide to include external partner services and other supports.	Complete
Implementation of online modules for the Five Dimensions of the AL Teacher Observation Tool (ATOT) – Principals and Teachers.	Complete
Online modules for the AL Core Teaching Standards – Principals and Teacher.	May 2024
Complete phases two and three of the ALEX redesign to increase functionality and interoperability of the online resource repository.	December 2024
Continue to expand capacity to increase ACCESS virtual learning course enrollment.	Complete
Increase synchronous student support for ACCESS virtual learning courses to increase student achievement success outcomes.	May 2024
Assess alignment of curricular materials to the Math Course of Study to inform district adoptions.	Complete
Revise ELA Proficiency Scales to align to the new 2021 ELA ACOS.	Complete
Develop written guidance for districts to understand the philosophy, model and required components of MTSS.	Complete
Given the complexity of MTSS work, consider engaging with a national expert to facilitate framework design and implementation strategy.	Complete
Complete the implementation and training of MTSS/PSTs statewide for all LEAs.	May 2024
Implement "AMSTI for All" plan to maximize impact of student success.	Complete
Design a consistent Department-wide approach as the "way of work" for statewide professional learning to build capacity in districts through a coordinated professional learning approach.	Complete
Develop criteria and guidance for LEAs and classrooms for high quality EL content and Language Instruction.	May 2024

TASK	STATUS
Standards, Curriculum, and Instruction	
Launch the Multi-Tiered Systems of Support (MTSS) decision-making framework statewide as core component to how school districts build the necessary supports to ensure the success of all students.	Complete
Improve local HQIM and textbook adoption processes to support local needs.	Complete
Scale the training of Youth Mental Health First Aid for both the state and district leaders.	May 2024
Refocus the Alabama Reading Initiative (ARI) implementations to maximize impact on K-3 student success.	Complete
Develop the advanced and honors course framework.	Complete
Enhance the abilities of Student-Centered Coaching for school level reading specialists.	Complete
Design a consistent Department-wide approach to statewide professional learning.	Complete
Expand the MTSS pilot schools, implement the Data Analysis Comprehensive Workbook, and evaluate its effectiveness in improving student outcomes.	Complete
Implement Strong Readers/Strong Leaders with MTSS.	Complete
Ensure schools have the right tools, including dashboards, to proactively identify students' strengths and needs based on data and use of evidence-based practices.	Complete
Develop Science Course of Study.	Complete
Complete the implementation and training of the Unified Insights Platform statewide for all LEAs.	Complete
Expand computer science offerings in every school.	Complete
Improve LEAs' access to ARI's Science of Reading best practices through the implementation of regional Spotlight Schools.	Complete
Implement the Inclusive Practices Plan with a focus on integration through MTSS.	May 2024
Draft updated English Language Arts Course of Study.	Complete
Expand AMSTI's Coaching Academy with a tiered support model for follow-up and evaluation.	Complete
Implement a math coaching program for all full and limited support schools.	May 2024
Roll out PowerSchool to all schools and school districts across the state.	Complete
Increase the knowledge and application of AMSTI's proficiency scales in all districts.	Complete
Roll out Schoology.	Complete
Augment PowerSchool roll-out with strategic communications, subject matter guidance, and widespread professional learning to ensure deep adoption and long-term impact.	Complete
Use the Innovation external partners to assist with implementation of evidence-based practices in identified schools with low student achievement in the students with disabilities.	Complete
Launch coordinated professional learning approach to ensure all teachers have the essential tools and training to support standards-based learning.	Complete
Augment PowerSchool roll-out with connecting grade level standards and accountability tools for MTSS schools.	Complete
Hire a statewide English Language Learner administrator to develop a strategic approach to support this population.	Complete
Launch a comprehensive strategy to more effectively support English Language Learners across all grades.	Complete
Rollout a comprehensive framework to more effectively support English Language Learners across all grades.	Complete
Develop a statewide vision for inclusive education for students receiving special education services.	Complete

TASK	STATUS
Standards, Curriculum, and Instruction	
Increase student access to and participation in Advanced Placement, dual enrollment, and other advanced coursework.	Complete
Strengthen the scope, size, and capacity of the School Improvement team to better drive school improvement.	Complete
Coordinate with all sections to create a process for accountability that provides supports for schools and districts that ensures requirements for LEAs.	Complete
Create and implement a practice test for the ACAP Summative Assessment.	Complete
Redefine state intervention practices for chronically underperforming schools and districts.	Complete
Develop data reports and analytic tools that can support local decision-making.	Complete
Create outcomes data reports for ESSER II.	May 2024
Broaden the role of accountability to focus on policy, research, and district guidance to drive the school improvement conversation.	Complete
Refine the current School and District Report Card to improve stakeholder clarity and align with new rules.	Complete
Create outcomes data reports for ARP ESSER.	May 2025
Align all accountability systems to consistently hold schools and districts accountable for student success.	Complete
Develop a fiscal warning system to monitor LEAs' use of federal funds.	Complete
Develop additional analytic reports and visualizations of accountability data for intradepartmental use.	Complete
Develop data reports, policy briefs, and analytics tools that can support local decision-making.	Complete
Redefine state intervention practices for chronically underperforming schools and districts.	Complete
Review impact of adopting a weighted student-based funding model to align to national best practice and promote greater equity across school districts.	Complete
Broaden the role of accountability to focus on policy, research, and district guidance to drive the school improvement conversation.	Complete
Allow districts and schools flexibility to implement practices that best support their community and incubate new ideas.	Complete
Review impact of adopting a weighted student-based funding model to align to national best practice and promote greater equity across school districts.	Complete
Add to compliance monitoring process to emphasize student outcomes of each of the monitoring sections with a lens toward increasing student access and opportunity in addition to compliance. (OCR, special education, federal programs, prevention and support, certification, etc.).	Complete
Refine the current School and District Report Card to improve stakeholder clarity.	Complete
Develop reports and other tools that support a focus on closing gaps in student achievement and opportunities.	Complete
Continue development of ACAP (standards) through internal data review.	Complete
Modernize data and analytics systems, improve analytic capabilities, and place data at the center of all policy discussions in public education.	Complete
Strengthen use of data to provide targeted school improvement support.	Complete
Develop a Teacher Recruitment and Retention Implementation roadmap to develop a multi-year plan, using the Teacher Workforce Task Force Recommendation as a guide.	Complete

TASK	STATUS
Standards, Curriculum, and Instruction	
Develop a Teacher Pipeline and Retention implementation roadmap to develop a multi-year plan to increase Alabama's educator workforce.	Complete
Revise the continuous improvement programs for educator preparation programs in Alabama.	Complete
Overhaul current teacher certification and recertification process to remove inefficient processes, redundancies, and opportunities for human error.	Complete
Revise the Educator Preparation Chapter of the Alabama Administrative Code.	December 2024
Finalize and pilot the new Teacher Evaluation System.	Complete
Implement programs for innovative, non-traditional teacher recruitment, training, and certification pathways.	Complete
Phase one of the Online Application system will be fully functional.	Complete
Develop a comprehensive communications strategy and professional learning approach so all teachers understand new expectations prior to roll-out.	Complete
Finalize, train, and support on-going implementation of the Teacher Growth Tool (ATOT).	Complete
Implementation of a new statewide teacher application system to replace the current Teach in Alabama.	May 2024
Expand the Alabama Teacher Mentoring Program to provide high-quality support for a teacher's first two years.	Complete
Develop administration leadership training (Leadership Academy) to complement the instructional components of the Teacher Growth Tool.	December 2024
Launch creative approaches in teacher education preparation programs, in partnership with institutions of higher education.	Complete
Expand the Alabama Teacher Mentoring Program to provide high-quality support for a teacher's first two years. Include non-traditional teachers.	Complete
Pilot programs for innovative, non-traditional teacher recruitment, training, and certification pathways.	Complete
One Strategy to Action Plan - Incentivize effective educators to teach in high need schools and hard to staff areas.	Complete
Create a system to receive inquiries and complaints from families and other stakeholders to streamline process for callers, ensure consistency of communication, and ensure problem resolution.	Complete
Establish a routine evaluation of our website and contents to ensure it is user friendly and intuitive.	Complete
Create Teacher Attendance Report to meet the resolution passed by the State School Board.	Complete
Create a Strategic Communications Plan that ensures consistent, frequent, and targeted messaging to all constituents.	Complete
Fully deploy and train ALSDE staff to use the identified electronic system for the creation of all memos, contracts, and agreements.	Complete
Hire all key staff for data and strategy unit.	Complete
Implement a new mobile-friendly, easily navigable ALSDE website for the public.	Complete
Institute effective meeting protocols and project management systems across the organization.	Complete
Publish at least one data report related to key data priority area.	Complete
Reorganize the ALSDE to better align the ALSDE to its core functions.	Complete
Implement zero sum budgeting practices to increase departmental responsibility.	Complete

TASK	STATUS
Standards, Curriculum, and Instruction	
Realign the work of Human Resources to make its core focus the professionalization and development of staff.	Complete
Launch intranet to house digital documentation.	Complete
Conduct an in-depth review of the current structures and function of the Child Nutrition Program to ensure efficacy, compliance, and aligned practices.	Complete
Develop an internal and external process that is publicized and adhered to regarding data requests.	Complete
Streamline the routing processes for memos, letters, and contracts to improve internal efficiencies and communication with school districts.	Complete
Launch an annual LEA Satisfaction Survey to assess and improve ALSDE customer service.	Complete
Streamline the routing processes for letters to improve internal efficiencies and communication with school districts.	Complete
Adopt Agency-wide internal document sharing practices to allow for better collaboration amongst staff and with school districts.	Complete
Publish an Annual Strategic Plan Status Report to inform all stakeholders of annual progress.	May 2024
Internally drive the use of MS products to communicate in real-time by section, division, and department.	Complete
Design and build a research and analysis section.	Complete
Streamline the routing processes for contracts to improve internal efficiencies and communication with school districts.	Complete
Develop written policies, procedures, manuals, and guidance to drive internal work and ensure consistent practice.	Complete
Break down the silos between divisions within the department.	Complete
Break down the silo between AMSTI and Instructional Services. While one of the Instructional Services tasks is to develop Courses of Study (standards), there appears to be a lack of communication and collaboration between members of each team.	Complete
Conduct a cost analysis study to determine the long-term feasibility of regional or satellite offices.	Complete
Conduct a feasibility study to determine if the functions of the Regional Inservice Centers can and should be moved in-house to the ALSDE.	Complete
Determine the feasibility of regional or satellite offices.	Complete
Facilitate annual board retreats and other board trainings to set board expectations, priorities, and roles.	Complete
The Chief of Staff should serve as the first point of contact for board inquiries and questions.	Complete
Strengthen two-way communication with the State legislature. Communication should be frequent, meaningful, and led by the State Superintendent.	Complete
Finalize and disseminate the draft Strategic Plan as a Strategy to Action Plan.	Complete
Be explicit on strategic actions on Strategy to Action Plan.	Complete
Set metrics and track progress towards goals on Strategy to Action Plan.	Complete
Provide regular public updates on plan progress of Strategy to Action Plan.	Complete
Expand Chief of Staff role to Full Time employment status.	Complete
Dissolve the current Professional Learning Team. Move these duties to other sections.	Complete
Office of General Counsel: Procure a Case Management System to create a shared database that allows for document sharing, better record keeping, time tracking and trend analysis.	Complete

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Standards, Curriculum, and Instruction	
Office of General Counsel: Log calls received and resolution from school districts, families, and other stakeholders. Conduct regular analysis of issues received by type, district, and outcome to determine areas where Agency guidance, policies or other proactive measures might lessen or eliminate concerns.	Complete
Office of General Counsel: Review Board of Adjustment claim activity over the past 24 months, including frequency of low dollar claims, to determine if policy changes should be made to current practices.	Complete
Office of General Counsel: Analyze type and frequency of legal support provided directly to school districts to determine if many of these activities should be local obligations. Develop written guidance around when legal services should be provided at the state level versus district managed.	Complete
Streamline the purchasing/procurement process to reduce the number of steps and signatures.	Complete
Child Nutrition Program: Conduct an in-depth review of the current structures and function of this program to ensure efficacy, compliance and aligned practices.	Complete
Child Nutrition Program: Review internal operations that adhere to federal regulation. Many recent audit findings, while easily correctable, are due to a lack of oversight within the section.	Complete
Child Nutrition Program: Consider reviewing the expectations of the staff and section leadership. The Child Nutritional Program currently oversees a staff of 37+ and oversees more than 11 programs without an administrator assigned to lead the section. Making changes to roles and responsibilities within the section may ensure more oversight leading to fewer audit findings.	Complete
Child Nutrition Program: Ensure a customer service orientation to all aspects of Child Nutrition program delivery.	Complete
Communications: Elevate calls to appropriate individuals in other units as needed.	Complete
Communications: Conduct trend analysis to identify greatest areas of concern for callers.	Complete
External Communications to Stakeholders: Create a social media strategy to target messages around key reform initiative to engage and educate stakeholders and build community.	Complete
External Communications to Stakeholders: Develop a media relations strategy to ensure calculated deployment of media to tell the ALSDE's story.	Complete
External Communications to Stakeholders: Identify metrics and tracking of these metrics to determine awareness, engagement, and consumers. Web-based applications such as Google Analytics to track website traffic and Hootsuite for social media management can support metric analysis.	Complete
External Communications to Stakeholders: Update logo and Style Guide to communicate a more contemporary, energized message to stakeholders.	Complete
External Communications to Stakeholders: Use presentation (i.e., PowerPoint) and report templates to ensure consistent and professional materials are used.	Complete
Communications to Districts: Develop a streamlined newsletter that can be used to communicate overall messaging and strategy, along with formal guidance.	Complete
Teacher Recruitment and Retention: Develop an implementation roadmap to develop a multi-year plan and ensure accountability to timelines.	Complete
Department of Mental Health: Expand school-based mental health collaboration to increase access to mental health professionals across the state.	Complete

TASK	STATUS
Standards, Curriculum, and Instruction	
Career Readiness and Workforce Readiness: The CTE Director role is currently vacant. This provides an opportunity to broaden role to greater encompass “college, career, and life” readiness.	Complete
Regional In-service Centers: Expect all RICs to align to the 2019 Accountability Standards. They should be posted on every website and RICs should be held accountable to meeting them.	Complete
Regional In-service Centers: Set minimum expectations for all websites. There should be an easily accessible and updated monthly professional development calendar. Expecting educators to spend time searching for professional learning on a RIC website will not encourage them to sign up for learning that they need to support student achievement.	Complete
Regional In-service Centers: Build a stronger collaboration with the ALSDE. The oversight and accountability of the RICs is difficult to understand. Many are unclear as to “who is in charge.” Set expectations for all Regional In-Service Centers and how those expectations will be measured.	Complete
Whole Child Wellness/Prevention and Support Services: Create mission and vision for a comprehensive approach to whole child wellness and align resources and services to that mission.	Complete
Whole Child Wellness/Prevention and Support Services: Develop stronger communication and collaboration between Prevention and Support and other sections such as Special Education and Instructional Services.	Complete
MEGA Conference: Review the goals of the MEGA conference and determine if the current delivery format meets those goals.	Complete
MEGA Conference: All MEGA Conference sessions should explicitly link to the ALSDE’s goals as well as align to the Alabama’s professional learning standards. When educators choose which session(s) to attend, they should clearly know what goal and/or strategy is aligned to the session(s) including a vast array of short professional learning sessions that are limited in their connection to the Department’s initiatives.	Complete
Career Readiness and Workforce Readiness: Require individual career plans for all students in grades 6-12.	Complete
Develop a statewide framework for K-12 career exploration and planning.	Complete
Develop an updated method for CTE Program Review (currently TAPE) with training in Spring 2024 and pilot implementation in Fall 2024.	May 2024
Expand the number of career coaches across the state.	Complete
Target the expansion of career coaches across the state to prioritize the neediest schools.	Complete
Continue expanding dual enrollment opportunities and develop a strategic data tracking plan to ensure effectiveness and inform future decisions.	Complete
Identify competency-based career pathways and credentials for high-demand occupations.	Complete
Develop model standards for all dual enrollment programs.	Complete
Increase and diversify formal CTE Programming in middle grades with a focus on awareness and exploration.	Complete
Launch a statewide communications campaign centered on all early college initiatives, including dual enrollment.	Complete
Expand CTE dual enrollment opportunities for high school students.	Complete
Increase the number of JAG programs across Alabama.	Complete

TASK	STATUS
Standards, Curriculum, and Instruction	
Align all career tech programming to regional labor market information and to high-growth, high-demand, and high-wage sectors.	Complete
Develop a CTE Completer Pathway using ACCESS.	May 2024
Increase apprenticeship and work-based learning opportunities for high school students.	Complete
Draft updated Career and Technical Education Course of Study.	Complete
Create strong partnerships with employers to expose students to high-demand industries.	Complete
Develop and execute quality training for CTE directors and educators related to federal data reporting (CTE Core Indicators, Placement, and other areas according to our state CTE/WIOA plan).	May 2024
Develop and implement CTE programming for awareness and exploration in middle grades.	Complete
Continue to increase and diversify WBL experiences including apprenticeships and provide the corresponding report.	May 2024
Redefine how CCR is used for accountability and as an academic metric.	Complete
Launch competency-based career pathways and credentials aligned to high-demand occupations.	Complete

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