

AP Testing/AVID Coordinator Performance Impact Analysis

I. Proposed Action.

Create a coordinator position to coordinate AP testing and support AVID expansion efforts. AVID has significantly expanded districtwide over the past 5 years due to adherence to AVID expansion commitments per the USP. The scope of work associated with AP Testing has significantly expanded due to increased numbers of students taking AP exams and College Board's changes and requirements.

II. Issues.

ALEs opportunities have expanded so a new position is required to focus on AP and AVID. The number of students taking AP exams has increased significantly since 2017 when 1,183 students took at least one AP exam ([Appx V-6 - AP Test Scores and Participation](#)). In June 2024, ALE administered 3,785 exams for 2,047 students. College Board has recently changed administration requirements due to changes such as hybrid testing which requires additional planning and support by ALE.

In addition to growth in AP, AVID Expansion has continued as outlined in the ALE Status Report ([Case 4:74-cv-00090-DCB Document 2520-1, Pages 47-48](#)). There were 12 AVID sites in SY2017-18 and there are currently 24 AVID sites throughout the district. In addition to AVID contracted sites, there are several districtwide initiatives supported significantly by AVID such as Honors Teacher Training Certification, Freshmen Academy AVID integration (9 high schools), Teacher Development Academy, WICOR integration, and AVID Enrichment courses at 9 K-6 sites.

III. Objectives.

To create a coordinator position to support growth in AVID and Advanced Placement programs. This position will support both educator and student success in these programs.

IV. USP Program Background.

ALE has worked towards AVID Expansion as articulated in the [ALE Status Report, pages 47-48](#):

- long term goal of expanding AVID in one of its forms to every school in the District.
- The District currently plans to add a school-wide elementary school AVID program in SY2021-22, and then a middle school elective program in SY2022-23.
- District anticipates it will then add an additional school-wide AVID program at the elementary level or an elective class at the high school level during

SY24-25, and add an additional AVID program every year or every other year until all schools in the District have implemented AVID in one of its forms

ALE has also worked to expand and support AP courses and exam opportunities for all students as outlined in the ALE Policy Manual ([Case 4:74-cv-00090-DCB Document 2573-1, Pages 26 and 31](#))

- AP courses in Tucson Unified are open access, meaning they are available to all students who would like to enroll in them.
- The ALE department continually works to improve access by finding ways to remove barriers and expand programs
- ALE Director reviews course offerings at each school to look for ways to expand AACs

Due to the successful implementation of these commitments, both AVID and AP have grown throughout the years.

V. Impact Analysis: Impact on Protected Classes (AA, LatinX, including EL students).

A. Impact on Effectiveness of USP Program or Activity

Overall, this change will positively impact the AVID Program and AP opportunities for students; no additional funding is needed. This position will support sites and students with the growth we've seen in ALEs.

B. Impact on Other District Programs or Obligations under the USP

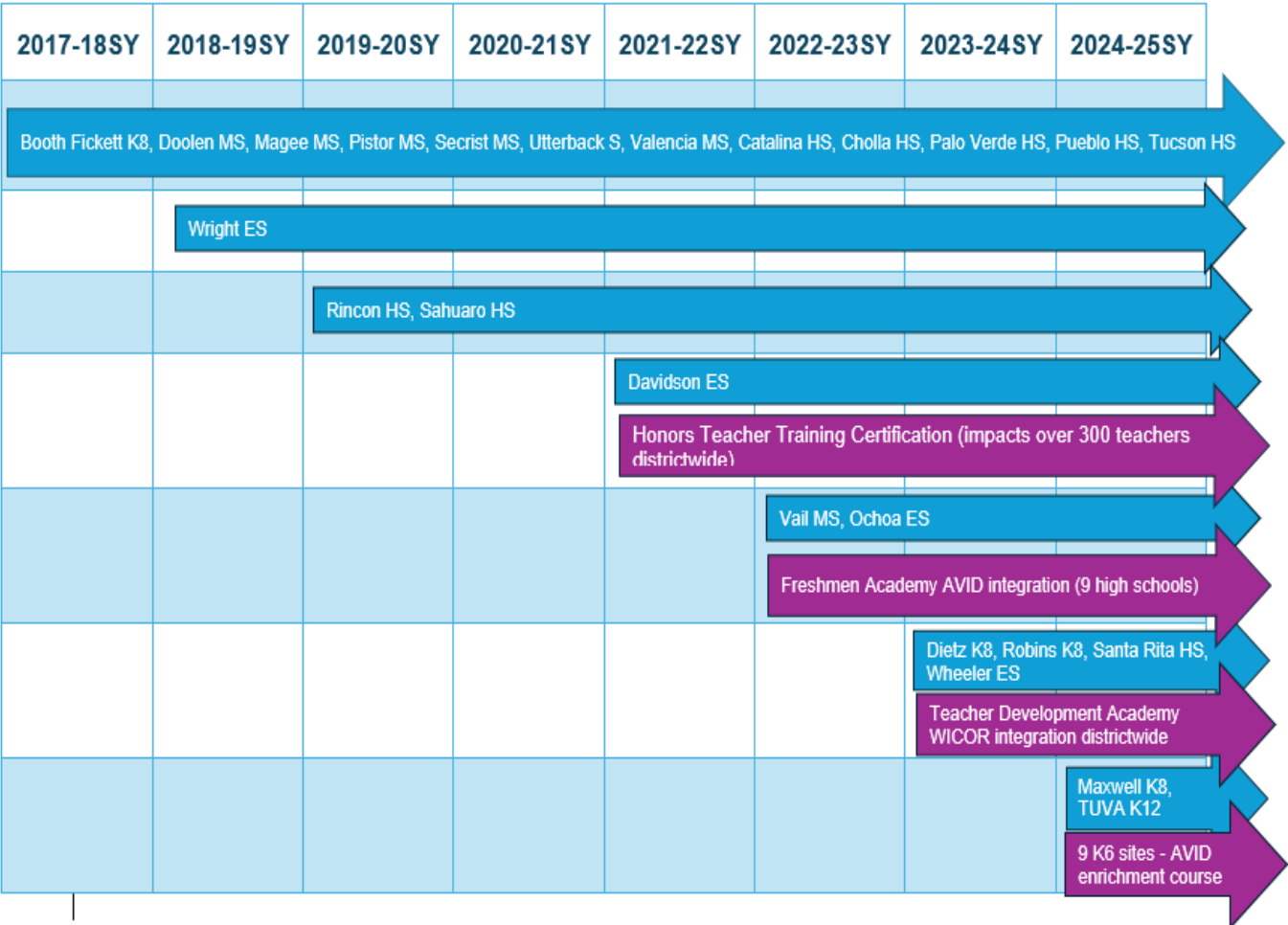
1. Compliance – No adverse impact
2. Student Assignment – No adverse impact
3. Transportation – No adverse impact
4. Admin/Certified staff – Potential positive impact as this position will support sites and teachers within these respective programs
5. Quality of Education – Positive impact for AVID and AP programs by helping these programs run more efficiently
6. Discipline – No adverse impact
7. Family and Community Engagement – No adverse impact
8. Extracurricular Activities– No adverse impact
9. Facilities and Technology– No adverse impact
10. Accountability and Transparency– No adverse impact

C. Data Sources

The number of students taking AP exams has increased significantly since 2017 when 1,183 students took at least one AP exam ([Appx V-6 - AP Test Scores and Participation](#)). In June 2024, ALE administered 3,785 exams for 2,047 students. College Board has recently changed administration

requirements due to changes such as hybrid testing which requires additional planning and support by ALE.

In 2016-17SY, there were 1,320 students enrolled in an AVID class; in the 2023-24SY, there were over 2,600 participating ([Annual Report, page 50, Table 5.4: 100th-Day Multi-Year Comparison of AVID Enrollment by Ethnicity](#)). While the number of students in the AVID elective classes has increased, the number of AVID sites (in blue) and AVID districtwide initiatives (in purple) has also increased significantly as illustrated in the graphic below:



D. Assumptions

Assumption is that the trend is growth, this trend will continue with increased support to match the growth. With coordinated efforts in AP and AVID, this will ensure greater access and success for our students.

E. Research Based Sources

Does not apply in this situation.

VI. Conclusion.

It is necessary to create a coordinator position to coordinate AP testing and support AVID expansion efforts. AVID has significantly expanded districtwide over the past 5 years due to adherence to AVID expansion commitments per the USP. The scope of work associated with AP Testing has significantly expanded as well, due to increased numbers of students taking AP exams and College Board's changes and requirements.

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