

Strategic Plan Steering Committee

November 17, 2017 - Meeting #2

Participants

Co-chairs: Ted Black and Meredith Purple

SB Liaison: James Lander

Attending: L. Ambellu, N. Arandia, M. Fanguy, J. Flores, M. Forbes, J. Hernandez, E. Holmes, K. Jackson-Davis, J. Johnson, W. Kernodle, , A. Luqman-Dawson, , L. Mancilla, , J. Richards, H. Sauve, D. Snow, I. Spencer, M. Swisher, T. Natrass, L. Stengle, P. Murphy

Regrets: K. Krider, H. Machado, Z. Raof, B. Stokley, L. Wiggins, T. Yeatts

The slide is titled "Agenda" and features the Arlington Public Schools logo in the top right corner. The agenda items listed are: Welcome and Introductions, Mission and Vision, Hopes and Aspirations, Dream: What's Possible, and Closing. In the bottom right corner, there is a small graphic with the word "ENGAGE" and the APS logo.

Welcome and Introductions

Ted Black shared the importance of the working agreements as we work together as a community to build the strategic plan for APS.

Meredith Purple shared the housekeeping. For this meeting the note checkers are Maurine Fanguy and Michael Swisher.

The slide is titled "Working Agreements" and features the Arlington Public Schools logo in the top right corner. It lists several bullet points: Assume positive intentions, Allow everyone's voice to be heard, Focus on the work, Promote a sense of inquiry, Pay attention to self and others, Collaboration will formulate the milestones for creating the strategic plan, Consensus will be the goal (with sub-points: Acceptable rather than the perfect, Best intentions rather than winning a point), and School Board makes the final decision. In the bottom right corner, there is a small graphic with the word "ENGAGE" and the APS logo.

The slide is titled "Housekeeping" and features the Arlington Public Schools logo in the top right corner. It lists "Notes" with a sub-point "Notes Checkers". It also lists "Questions from Prior Meeting" with sub-points: Accessibility, Community Outreach (Civic Associations, School Ambassadors), and Out of School Time Council, Sat. Nov. 4. In the bottom right corner, there is a small graphic with the word "ENGAGE" and the APS logo.

Notes from the last meeting are posted on the website. If you believe they need adjustments, please contact Lisa.

Since last meeting – outreach

- Alternative methods of participating in the Hopes & Aspiration exercise directed individuals to contact Amy Ramirez
- Civic Associations were invited to participate
- We need to see if we can post it on next door for the entire county. Contact S&CR about how to post on all next door list serves. *Lisa has sent a request to S&CR*
- Ambassador meeting.
- Out of School Time Council
- Chairs working on a communication plan with staff that will be shared at the next meeting.

Question

- Input from other sources, how do we honor that contribution while staying focused?
- Will figure out how to share, while providing context.

Outcomes

By the end of our process, participants will:

- Use our current data to provide clarity and focus for APS
- Define the ideal state of the district
- Develop a wide-range of goals, strategies, and objectives to reach the ideal state

Going from **What If...** to **Results**

Reminder of where we are and what we’re working towards

What other sources will we review?

Will we look at early childhood/preschool?

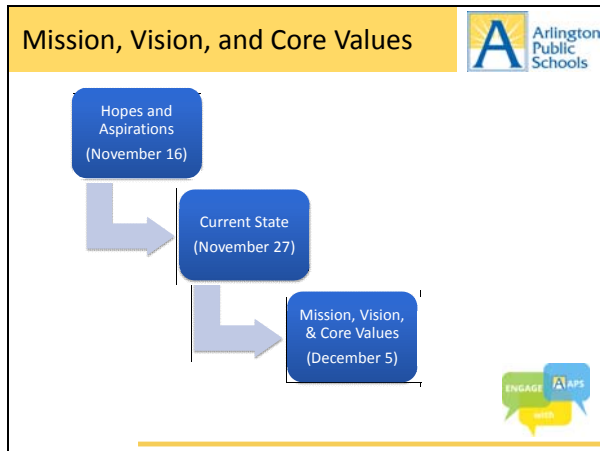
Tonight moving from design to construction.

We’re living in the define state.

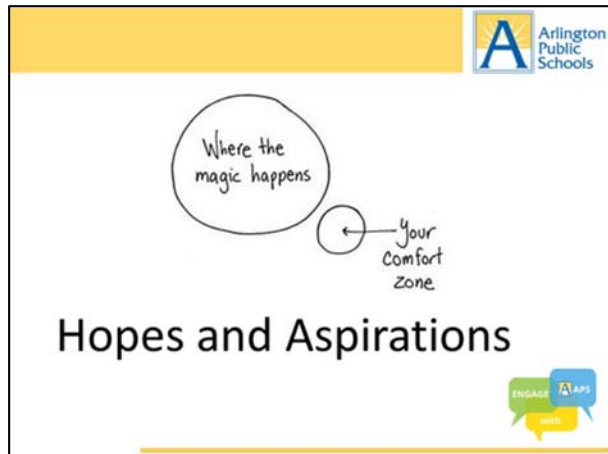
Design Thinking

DESIGN			CONSTRUCT	
Understand: Ends in <i>INSIGHT</i>	Create: Ends in <i>IDEAS</i>		Deliver: Ends in <i>REALITY</i>	
Define	Ideate	Scale	Adopt	Implement
What is our current state?	How do we reach our vision?	What is most important in reaching our vision?		What action steps will be taken to implement the strategies?
What is happening locally? At the State? Nationally?	Key ideas?			What are the results?
Mission Vision Core Values	Goals Strategies Objectives	Goals Strategies Objectives	Strategic Plan	Action Steps Results

What are some of the key elements of the mission and vision statements? Current state is our next meeting. Starting Mission & Vision tonight.



Hopes and Aspirations




The data in the google drive was shared with the group and we shared the approach used to categorize the input



- Identify possible categories after initial review.
- Added new categories and revised initial categories as themes were identified. This helped provide clarity for interpretation of input.
- It was not always clear what individuals wrote, so this is an attempt to interpret.
- Some comments may be captured in the wrong categories.
- Some stickies were not included because they were not legible (not a lot, but some).


- Some individuals put multiple thoughts on post its, and sometimes these were separated into multiple responses.
- Categories do not convey positive or negative input, and a review will show the mix.
- There are a lot of comments identified under “other”.

Groups spend about 30 minutes looking through the responses to begin to identify themes from the data collected.

Mission 

Why do we exist? What defines our purpose?


Mission 

In your group, review the *Hopes and Aspirations* responses.

Use the information from the responses to answer:

Why do we exist? What defines our purpose?

Limit each individual idea to one sentence or phrase.



Groups then went on a gallery walk to identify what each group pulled as themes from the input.

EXIST: PURPOSE (CONNECTION)

- TO DEVELOP STUDENTS INTO GLOBAL CITIZENS : TO STRENGTHEN THEIR CONNECTION BETWEEN THEMSELVES AND THEIR ENVIRONMENT
(EMPATHY, COMMUNITY, CHARACTER, CITIZENSHIP, LANGUAGE, UNDERSTANDING, CONNECTION, COMMUNICATION)
- TO PROVIDE STUDENTS w/ DIVERSE OPPORTUNITIES AND LEARNING ENVIRONMENTS : STUDENTS WILL EMPATHIZE WITH & LEARN FROM OTHERS
(GROWTH MINDSET, DIVERSITY, CREATIVITY, COMMUNITY, CRITICAL THINKING)
- TO BE A VEHICLE TO ASSIST EACH STUDENT TO HAVE A VOICE OR PLATFORM : CREATE A STUDENT'S CONFIDENCE AND SELF-IDENTITY TO GUIDE THEM TO THEIR PERSONAL PATH
(ENGAGED: VOICE, ACHIEVEMENT, COMMUNITY, SELF, CONFIDENCE HELP PROMOTE OTHERS)
- TO CULTIVATE INNOVATIVE THINKERS THROUGH RIGOROUS CLASSROOM INSTRUCTION AND ASSIGNMENTS : BECOME CREATIVE PROBLEM SOLVERS AND ELEVATE IMAGINATION, CREATIVE THINKING, TEAMWORK
(CHALLENGED, ENGAGEMENT, FOCUS ON ACADEMICS, 1:1)
- TO CREATE SAFE AND NURTURING ENVIRONMENT FOR STUDENTS STAFF & PARENTS (STAKEHOLDERS) : COMFORT, RESPECT AND SENSE OF SECURITY IN OUR LEARNING ENVIRONMENTS.
(SAFE, HEALTHY)

- To Reach the students full potential
- Emotionally well
- To help students function post K-12 world
- to exist within the community
- to understand relevance
- to support not just the whole child but the **WHOLE FAMILY**

Why do we exist?

- To challenge all children.
- To prepare ^{children to be} independent.
- To have happy well adjusted children.
- To create opportunities for every child to thrive.

- TO CREATE PEOPLE WHO CAN FUNCTION IN SOCIETY
- TO DEVELOP STUDENTS WHO CAN PRESENT THEIR THOUGHTS COMFORTABLY (ORAL, WRITTEN)
- DEVELOP CONFIDENCE IN STUDENTS
- CHALLENGE STUDENTS
- KNOW YOURSELF
- DEVELOP ABILITY TO GET ALONG W/ OTHERS

Mission: Gallery Walk



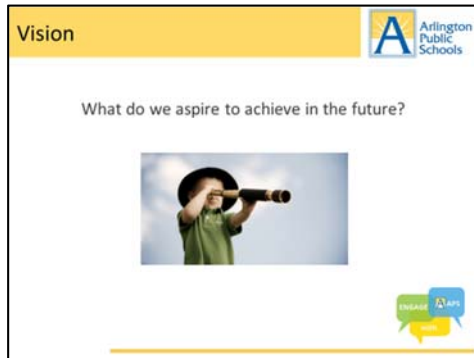
<https://drive.google.com/drive/folders/164lDa0j9XhcuVQEbh-GqyKCG2Hyrjtxj?usp=sharing>

Questions/Comments

- Distinction between what we do and how we get there.
- A lot focus on how we get there. We'll need to include this in strategies.

Next steps, we'll keep and bring back the summaries to post on the wall.

Dream: What's Possible



The group watched a Ted Talk on “The Myth of Average: Todd Rose at TEDxSonomaCounty

<http://www.youtube.com/watch?v=4eBmyttcfU4>

The groups then discussed why this concept is important to our work.

Why is this included in visioning?

Discussion

- One size does not fit all.
- There is an average for every industry and we compare.
- The way we measure, we think students are going to learn the same way

If they learn differently, what does that mean for the design of schools?

- We need to challenge ourselves to think beyond what we do today and consider what is possible.
- We need to design to the edges.

Another video clip shows a robot “Masonry Construction Robot laying Bricks on a construction site”

https://www.youtube.com/watch?v=G_Pj2GI6-xc

- How many of us know that robots can lay bricks?
- Jobs are changing and work will look different for our students.
- Six years in our current world is a long time and the world will be different over that time.

Dream: What's Possible



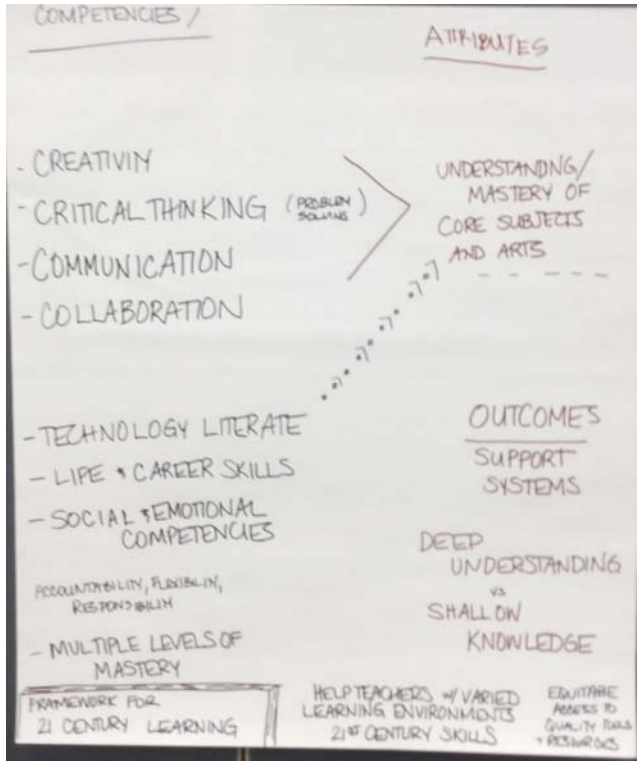
Competencies and Attributes

- In your group, review the assigned resources.
- Jot down the phrases or sentences that stand out to you.
- After your group is finished, share what you wrote and why.

Then...

- Circle those words in the phrases and sentences that are most impactful.
- List any competencies or attributes from your assigned resource that you believe APS students would need.

- INTERNATIONAL
FROM AROUND WORLD / GLOBAL VIEW
- COMMUNICATION
- ABILITY TO PRESENT SELF
- MULTIDISCIPLINARY
- BASED ON STANDARDS
(OF LANG NOT KNOWLEDGE)
- CARING - IMPROVE THE WORLD AROUND YOU
 - ↳ P.D. FOCUSED ON THIS FOR TEACHERS
DOESN'T REALLY EXIST OR IS TRAZE
- INITIATIVE - STUDENT SEEKS OUT OPPORTUNITIES, EXPERIENCES, SUPPORT



- learner centered
- public responsibility
- managing the responsibility of choice (learner agency)
- competency based, relevant, contextualized
- personalized, socially embedded

- | | |
|--|--|
| <p><u>Competencies</u></p> <ul style="list-style-type: none"> ▫ Resiliency ▫ Agency (Knowing how to create change) ▫ Self-determined ▫ Cultivate curiosity | <p><u>Competencies or Attributes</u></p> <ul style="list-style-type: none"> ▫ Flexible ▫ Global Thinking ▫ Adaptive ▫ Respecting & Understanding Cultural Differences. Valuing differences ▫ Purposeful use of technology. Mindful use of it. ▫ Being able to collaborate and work in a virtual world. |
|--|--|

Accessing Materials for the Next Meeting

Lisa will send an email tomorrow with the links for the next meeting.

Questions were asked about the interpretation of the results on the current strategic plan. There is no analysis of the results.

Worried about a plan that is put on the shelf.

Measuring too much is a problem.

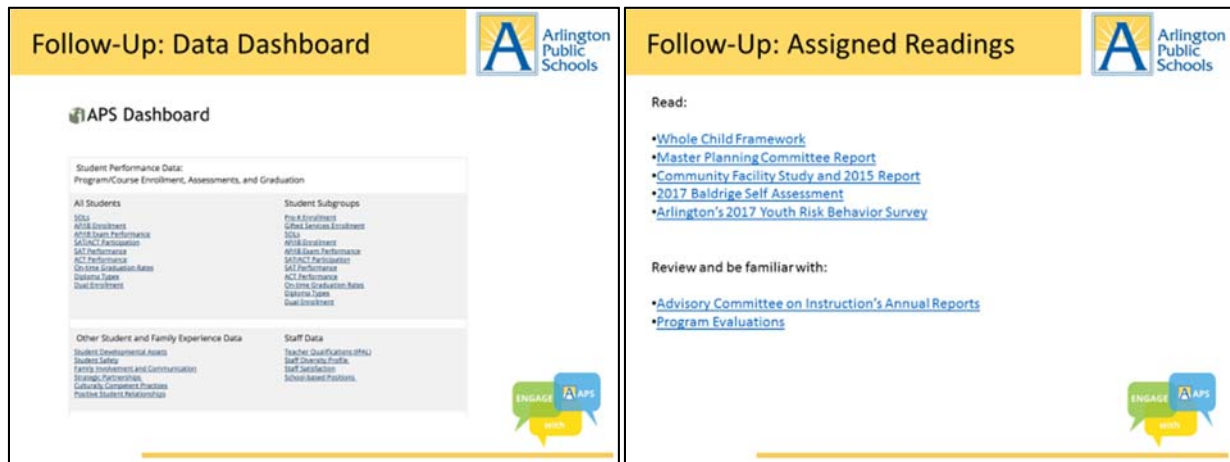
High performing organizations set a plan, make adjustments and develop a new plan when needed.

Would like to see this plan be relevant, so that teachers, students and others use it regularly.

School Board and staff use this to guide work. Dashboard was an attempt to measure. What are the yardsticks so that everyone can use this as a living tool?

How much of the previous strategic plan informed the current strategic plan? It is Important to have connectivity from where we've been to where we're going.

We're going to look at this to see if there are things that are still important. Where is the progress? Are we measuring the right things?



Next steps

- We'll spend a significant portion of time looking at this data.
- A link to the current strategic plan is posted at the top of the resource web page.

Follow-Up Plan

No Public to Comment