

# Strategic Plan Steering Committee

December 21, 2017 - Meeting #5

## Participants

**Co-chairs:** Ted Black and Meredith Purple

**SB Liaison:** Nancy Van Doren

**Attending:** M. Forbes, E. Holmes, K. Jackson-Davis, J. Johnson, W. Kernodle, K. Krider, A. Luqman-Dawson, H. Machado, L. Mancilla, Z. Raof, J. Richards, B. Stokley, M. Swisher, L. Wiggins, T. Natrass, L. Stengle, P. Murphy, K. Mimberg

**Regrets:** L. Ambellu, N. Arandia, J. Flores, M. Fanguy, J. Hernandez, H. Sauve, D. Snow, I. Spencer

**Observers:** none

**Note Checkers:** Linley and Endia

Helena volunteered for meeting #6

**Note:** This meeting was originally scheduled at the Education Center but was moved to Syphax on the day of the meeting. The Ed. Center was closed because of a water main break.

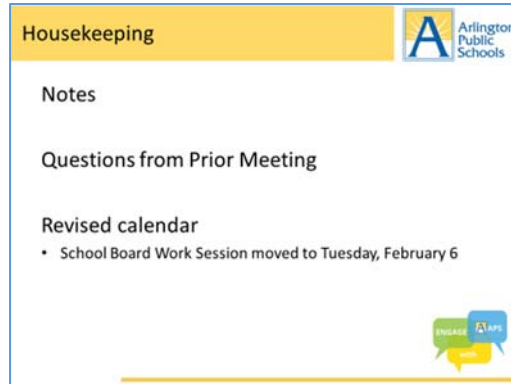
## Welcome

Ted introduced

- SB member Nancy Van Doren,
- Dr. Murphy, and
- Kathy Mimberg the Communications Specialist from P&E who is helping shape the strategic plan messages for community outreach.



The slide has a yellow header with the Arlington Public Schools logo. The agenda items are: Welcome, Core Values Mission and Vision, Public Comment, and Closing. There is a small graphic in the bottom right corner.



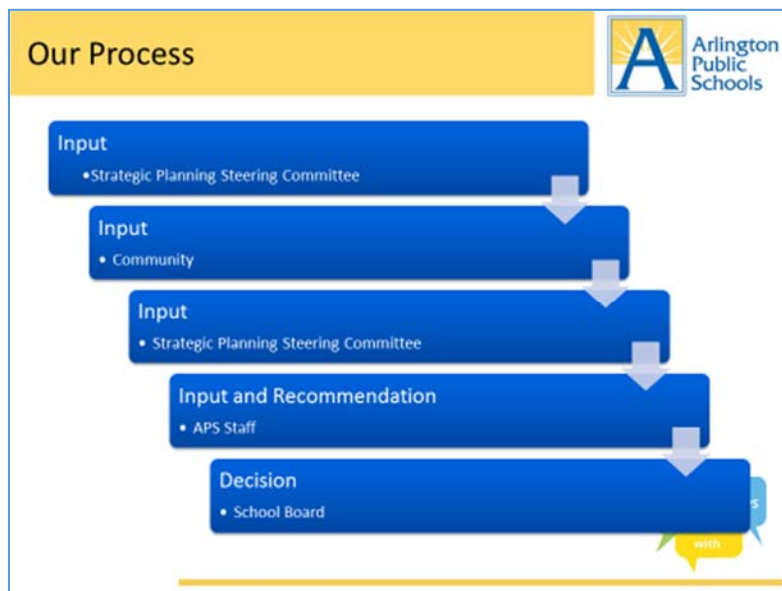
The slide has a yellow header with the Arlington Public Schools logo. The housekeeping items are: Notes, Questions from Prior Meeting, and Revised calendar. Under Revised calendar, it says: School Board Work Session moved to Tuesday, February 6. There is a small graphic in the bottom right corner.

Ted shared

- The School Board rescheduled the work session originally schedule on January 9 to February 6. This will give us more time to have the mission, vision and core values ready for that meeting.
- Originally we planned to gather community input on the Mission and Vision statements in December, but we weren't ready.
- It's been a challenge to get our work done by meeting 2 hours every other week. We need to make some adjustments to how we use our time and best use the strengths of the group.

- Role of the committee is to maintain the focus on the themes and guiding principles for the strategic plan, ensuring it reflects the community’s perspective for APS.
- Meredith will share the a proposed shifting that should help us meet our goals and later in the meeting the chairs will ask for committee input on ways we can adjust to ensure we meet our objectives.

Meredith shared the process we’ve been using.



#### The approach

- Begins with the committee time to provide input.
- The community is then given a chance to provide input.
- The committee ensures our products align with community input.
- Staff is responsible for “polishing” the work of the committee. We don’t need to wordsmith or edit as a group. This work will shape Superintendent’s recommendations.
- The SB makes decisions on adopt of the strategic plan.

In January we will launch the committee’s first community input process. Note the community did weigh in on the Hopes and Aspirations, but that was done while the committee was being formed.

The timeline and steps for developing the Mission, Vision and Core Values is defined in the next slide. On February 6, these will be discussed at the School Board work session.



The committee discussed some of their preferences in this process. Requests include:

- send the data ahead of our meetings.  
Note, staff will set close the survey, and send the result to the committee on Jan. 19, 5 days in advance of the Jan. 24 meeting.
- Consider sending 1 to 2 reminders to complete tasks.
- Provide time for members to process the information

### Core Values

Tara move the group to our tasks for the night. She repeated the purpose of the mission, vision and core values

Committee members were asked to bring six core values to the meeting, based on the list of core values developed in November.

**Mission, Vision, and Core Values**

**Mission:** defines our purpose as Arlington’s public education system

**Vision:** establishes what we aspire to achieve in the future, serving all of our students and our community

**Core Values:** beliefs that frame our planning and decision-making throughout APS


**Core Values**

Beliefs that frame our planning and decision-making throughout APS

The group watched a short video on the golden rule, which demonstrated Marriott’s core value, “treat everyone the way you’d want to be treated.” Link to Golden Rule video <http://goldenrule.marriott.com/>

The core values are the beliefs that will frame APS decision making.

## Core Values



**Excellence:** Each student is entitled to an excellent education that meets his or her individual needs.

**Family and Community Engagement:** Dynamic and supportive partnerships among students, parents, educators, and the community are critical to meet student needs and provide enriching experiences.

**Diversity:** Our diversity is a strength that creates resilient, open, and innovative global citizens.

The next task had:

- Small groups come up with a shared list of core values.
- The core values were charted and then the groups describe/define the meaning.
- Group work was shared with the entire committee.
- Steering committee members
  - used six dots to prioritize their preferred core values.
  - Circled words in the description/definition that captured key ideas.

Before prioritizing the core values, some questions were raised/addressed.

- All groups had equity as one of the core values. If they selected one, they wanted to understand what it meant for the other definitions. Staff will combine all of the equity core values so it was ok to pick just one.
- Can you put a dot a word inside a definition that you'd like to be a core value? Yes,

Chart 1

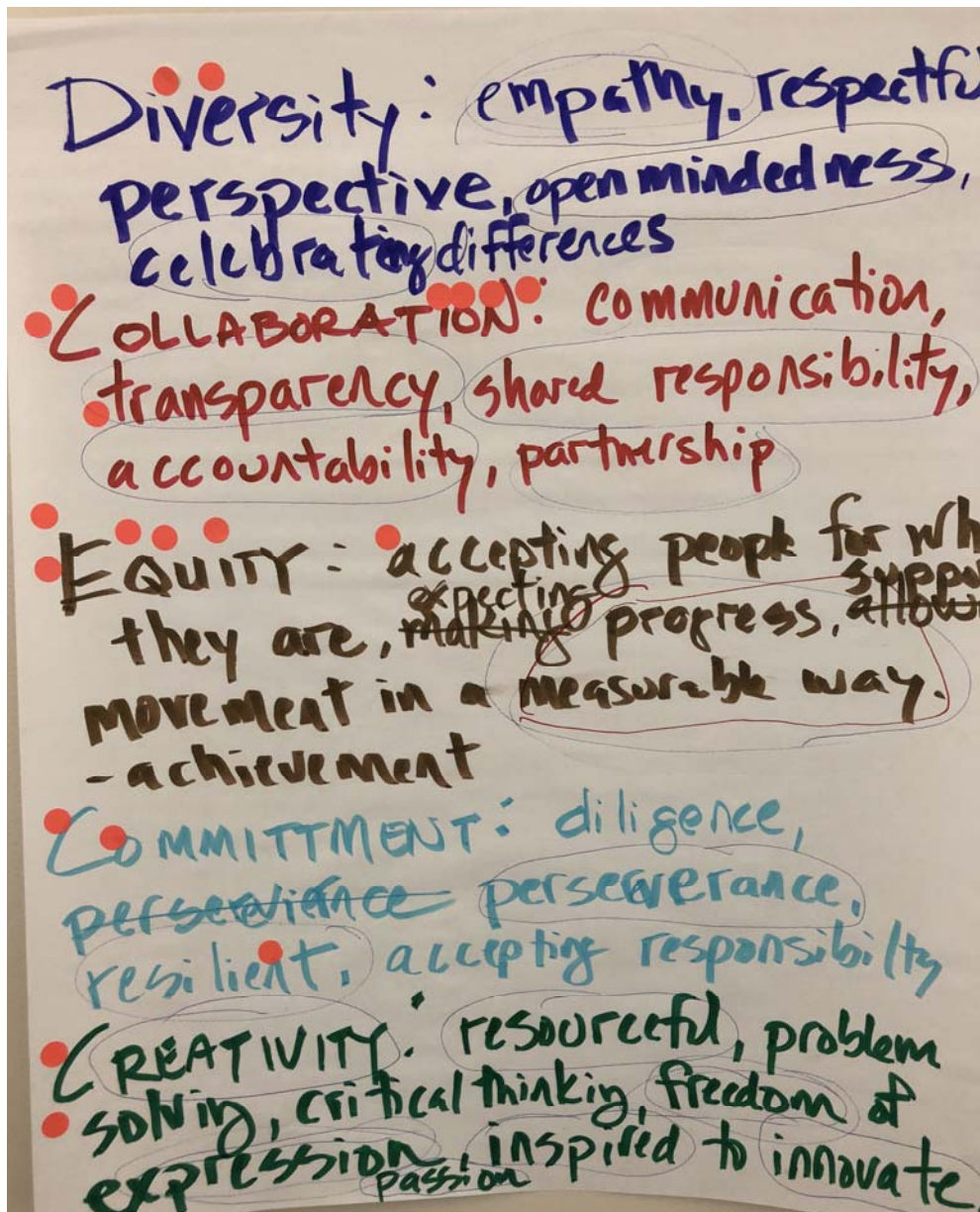


Chart 2

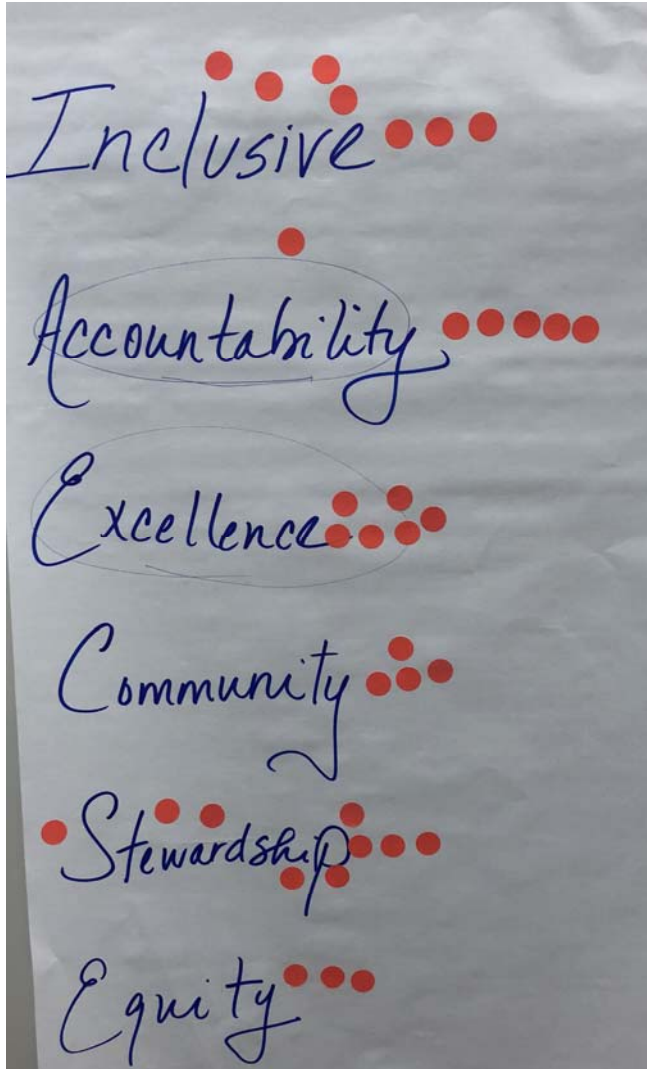




Chart 3A & B

**E**quity - inclusive classrooms where educators reach all students where they are. Inspires them to their own Personal excellence.

**F**lexibility - Openness / willingness to adapt to change that allows for school/principal autonomy.

**G**lobal Citizenry - Connecting to the broader community and the world at large; develop the tolerance and willingness to engage with others

**I**nnovation - Promoting creativity in students, educators and administrators to be thinkers and learners.

**B**oldness - Being willing to take calculated risks including investing / paying for quality.

**E**nvironmental Stewardship - creating safe, healthy, modern and accessible spaces on APS grounds.

Chart 4 A&B

Community

- schools are a community and part of a community.
- family engagement
- Openness
- Learning from community
- Dissolve walls

• Every child can learn

- Curiosity
- Define technology for ourselves
- Independence - post K12

• Safe School environment

- physical - emotional
- social - intellectual

Diversity/Inclusivity/Equity  
Inclusion

- Consciously ~~be~~ consider what is to come & where we are

• Aspire to excellence

- Commit to excellence
  - Social, and emotional, & ~~at~~ academic health.

~~We~~ Beyond the test, we believe in the whole child and the innovation, curiosity, & flexibility it takes to meet their needs.




Summary of core value dots

Core Values	Chart				Total
	#1	#2	#3	#4	
Accepting	1				1
Accountability		6			6
Aspire to Excellence				1	1
Beyond the Test				1	1
Boldness			8		8
Collaboration	6				6
Commitment	2				3
Community		4		5	8
Creativity	2				2
Diversity	2				2
Diversity, Inclusivity, Equity				3	3
Environmental Stewardship			1		1
Equity	5	3	4		12
Every Child Can Learn			0		0
Excellence		6			6
Flexibility			3		3
Global Citizenry			8		8
Inclusive		7			7
Innovation			3		3
Resilient	1				1
Safe/Safe School Environment			3	2	5
Stewardship		9			9
Transparency	1				

Circled words for description/definition	Chart			
	#1	#2	#3 <i>Note, chart did not include definitions</i>	#4
Accessible		1		
Accountability	1		1	
Adapt		1		
Calculated risks		1		
Celebrating	1			
Change		1		
Community				1
Connecting		1		
Consciously consider				1
Curiosity				1
Creativity	1			
Dissolve walls				1
Emotional				1
Empathy	1			
Engage		1		
Equity				1
Excellence		1	1	
Family engagement				1
Flexibility				1
Freedom of expression	1			
Healthy		1		
Inclusive		1	1	1
Innovate	1			1
Intellectual				1
Inspired	1	1		
Modern		1		
Open mindedness/Openness	1	1	1	1
Partnership	1			
Perseverance	1			
Personal excellence		1		
Progress measurable way	1			
Promoting creative thinkers		1		
Resilient	1			
Resourceful	1			
Safe		1	1	1
Shared responsibility	1			
Social				1
Technology				1
Tolerance		1		
Transparency	1			

## Mission and Vision



	Mission	Vision
<b>Answers</b>	Why do we exist?	What do we aspire to achieve? What will the future look like as we fulfill our mission?
<b>Purpose</b>	Informs	Inspires
<b>Activity</b>	Doing	Seeing
<b>Source</b>	Head	Heart
<b>Effect</b>	Clarifies	Challenges
<b>Length</b>	Short	Longer

Tara reminded the committee about the mission and vision statements drafted at the last meeting.

Members were instructed to use the handouts of both the mission and vision to highlight key words they'd like to see when staff prepares the draft mission and vision statements for community input. Staff will take the highlights and work that into two draft mission statements. The two drafts will be sent to the community for feedback.

## Draft Mission Statements

from Dec. 5



1. Culturally empowered individuals: for life, for the community, for the future.
2. Provide innovative, responsive and rigorous learning experiences that empower all students.
3. To support and inspire all students to thrive and evolve into contributing world citizens.
4. To engage every student with the opportunity to thrive.
5. Cultivating passionate, confident, global learners who are motivated to improve themselves and the world around them.



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## Draft Vision Statements

from Dec. 5



1. Arlington schools are inclusive and diverse centers of growth and learning that develop curious, balanced critical thinkers.
2. APS will inspire curiosity, innovation, resilience, self-confidence, caring, and motivation in our students to serve as global citizens.
3. APS attracts and retains dedicated and driven educators that support and facilitate equal access for all students' emotional, mental and academic opportunities through an integrated curriculum to allow students to graduate to diverse opportunities and go on to impact the world beyond them.
4. Our learners find solutions.



The forms were gathered and the preferences will be tallied over the break. Staff will use the ideas to draft mission and vision statements. There may be a quick poll to committee members next week, seeking input on the information that will be pushed out for community input.

Input gathering will begin by January 5.

### Follow-up

Ted returned to the question posed at the start of the meeting. How should we adjust as a committee to meet our goals on the timeline?

#### Suggestions from the group

- Depend more upon staff to take our work and make actionable items.
- Committee's role is to do the homework and review staff work.
- Review dashboard, and the written resources that were previously assigned over the holiday break.
- Survey will go to committee next week to ok draft mission, vision and core value, using staff summaries.
- Open to more meetings?
- Hard working in large group. Can we subdivide some of the tasks, depending upon what they are? This could work well with goals and strategies.
- Would like to know about meetings as far in advance as possible.
- Homework for this last meeting was discreet, easier. Assignment to look at the dashboard was not as helpful.
- With assignments like the dashboard, it would help to provide some questions.
  - What are our strengths?
  - What are our challenges?

- What needs more info?
- Helpful for staff to fill in gaps if there are particular areas or topics that haven't come up. Ex. of financial resources may not be on our radar. Should be a place for staff to introduce goals and strategies.
- Ex. of APS as an employer was helpful to my thinking.
- Part of us being here is the conversation, need to keep that going. It is the value of our work.
- Written work can be done in other ways.

#### Summary

- Discreet defined homework
- Conversation
- Identifying missing pieces
- Staff do the work between meetings
- Committee provides input on the work done by staff
- We share the work out with our stakeholders

At the next meeting, we'll ask if you've shared the survey with your stakeholder groups.

Please review new resources added to the web page.

Dr. Murphy encouraged everyone to enjoy the holiday.

School Board member, Ms. Van Doren, shared that she appreciates the good people around the tables doing the work. She observed the similarities across the work generated at each table. She noted that the School Board is learning to let staff do the work, and this is modeling the same behavior.

#### Public Comment

No public participation, note the meeting was moved on the day of the meeting.

#### Closing

#### Next meeting

**Tuesday, January 9, 2018 from 7:00 to 9:00 p.m.**

**Education Center Rooms 101 A&B, 1426 N. Quincy St.**