

# APS Strategic Plan Steering Committee

January 24, 2018



# Agenda



Welcome

Revisit Mission, Vision, and Core Values (15 minutes)

Goals (45 minutes)

Strategies (45 minutes)

Public Comment (10 minutes)

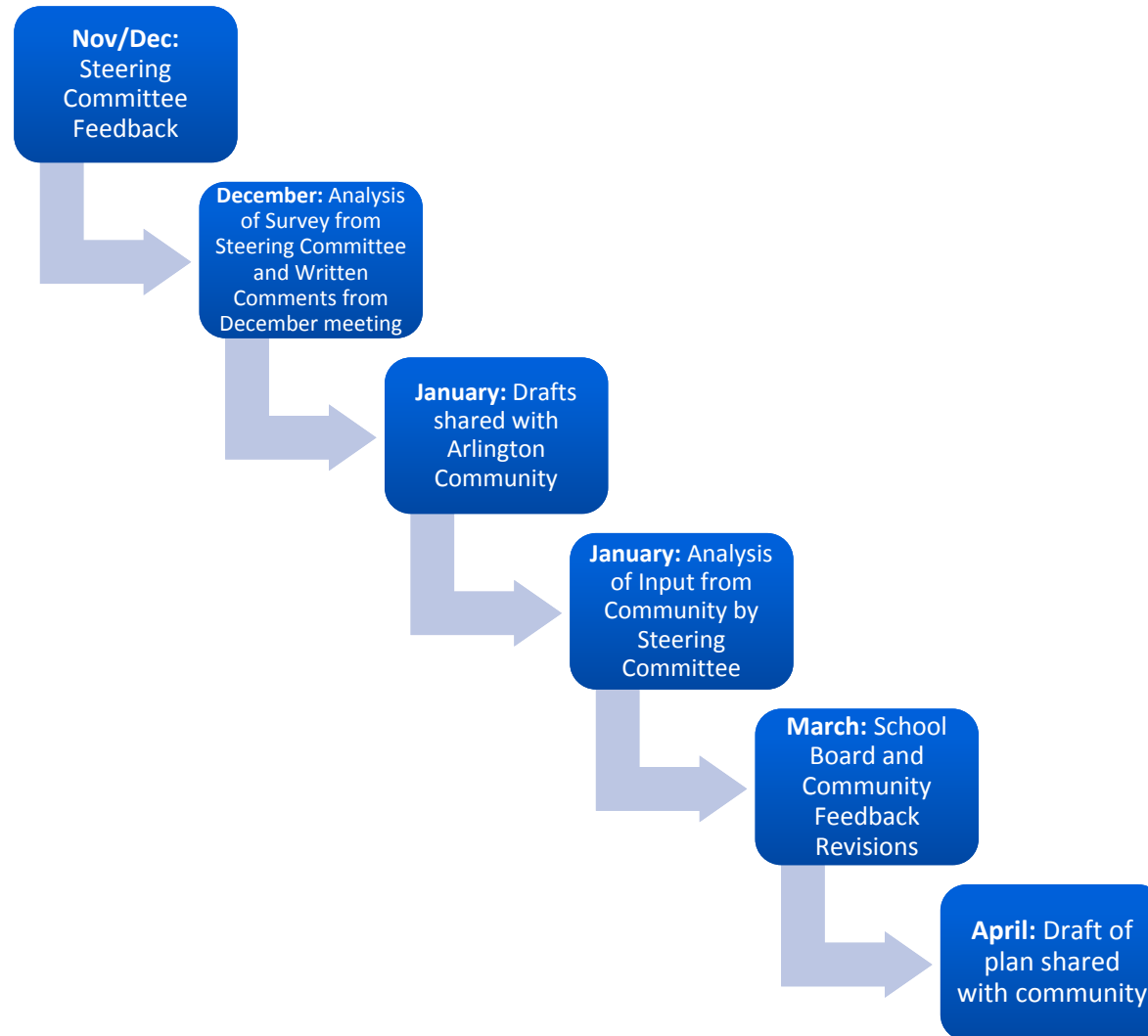
Closing



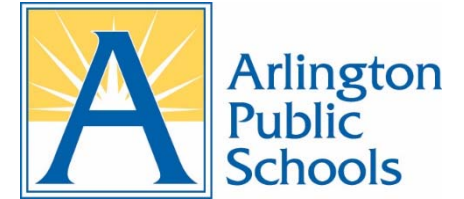
# Housekeeping



## Mission, Vision, and Core Values Process



# Strategic Plan: Core Components



**Mission:** defines our purpose

**Vision:** establishes what we aspire to achieve

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

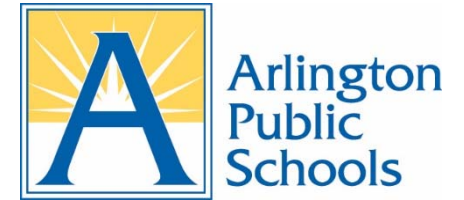
**Goals:** articulate key ideas where we will focus our work and resources

**Strategies:** describe the steps we intend to take to achieve the goals

**Objectives:** timelines and measurable actions used to achieve each strategy



# Strategic Plan: Core Components

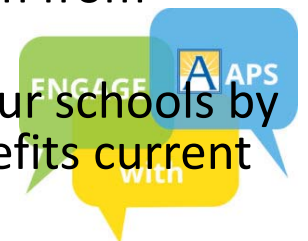


**Mission:** Cultivate global learners who challenge themselves and improve the world around them

**Vision:** Preparing curious students who thrive within and beyond the classroom

## Core Values:

- **Excellence:** Every student deserves an excellent education that meets his or her social, emotional, and academic needs.
- **Inclusivity:** Valuing people for who they are, nurturing our diversity, and embracing the contributions of all students, families, and staff in safe learning environments strengthens our community.
- **Ingenuity:** Engaging in global and forward-thinking ideas creates opportunities for all learners to build curiosity, creativity, problem-solving, resourcefulness, and innovation.
- **Partnership:** Robust partnerships with staff, students, families, and the community are essential to the success of our students as they learn from community expertise and real world interaction.
- **Stewardship:** Making the most of our community's investment in our schools by creating safe, healthy, and environmentally sustainable spaces benefits current and future students, staff, families, and community members.



# Strategic Plan: Core Components



**Goal:** Human Capital – APS will invest in teachers, leaders, and staff to ensure we are the place talented educators choose to work

## Strategies:

- ***Recruit and retain high quality employees who are valued, respected, and rewarded for their efforts***
- Provide growth and leadership opportunities for all staff by providing meaningful, high-quality, and strategic professional development as well as valuable feedback on performance

## Objectives:

- Employees will benefit from competitive compensation packages
- Recruit, hire, and retain employees to ensure a talented workforce
  - Retention of workforce
  - Staff satisfaction survey
  - Number of vacancies on first day of school
  - Exit survey data



Mission, Vision, and Core Values

Suggested Revisions?

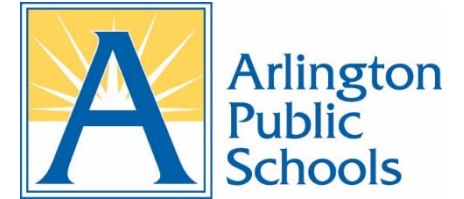


# Goals





# Goals: 2016 Reflection



- Success for all students
- Personalized learning
- Diversity and Choice
- Empowering staff
- Infrastructure and Resource Planning



# Goals: 2018 Committee Feedback



- Teaching and Learning
- Whole Child
- Staff
- Operational Excellence
- Community Partnerships



# Goals: Crosswalk and Analysis



Steering Committee Goals	Summer 2016 Reflection
Whole Child	
Staff	Empowering staff
Operational Excellence	Infrastructure and Resource Planning
Community Partnerships	
Teaching and Learning	Success for all students Personalized learning (a strategy?)
	Diversity and Choice



# Strategies



# Public Comment



# Closing

