

Strategic Plan Steering Committee

January 24, 2018- Meeting #7

Next Steps:

- Complete the doodle poll, let us know which dates work for a full day steering committee meeting. <https://doodle.com/poll/7292igxfnz5v3usu>. Please respond by Friday, Feb. 2 at noon.
- Review the notes from the meeting on January 24 and provide substantive changes or updates to the discussion. Remember that we are summarizing the key points from the meeting and use bullets to add information. Use the google form for your edits, and please respond by Friday, Feb. 2. Also, use the google form for ongoing committee drafts and input, as you continue to think about our work.
<https://docs.google.com/document/d/11ChmQBW2PiaaUO4niOfHCSI5e2v3izCS2NXcMMDpyOI/edit?usp=sharing>
- Review the attached comments that have gone to the chairs or to engage@apsva.us

Participants

Co-chairs: Ted Black and Meredith Purple

SB Liaison: Barbara Kanninen

Attending: L. Ambellu, M. Fanguy, M. Forbes, E. Holmes, K. Jackson-Davis, , J. Johnson K. Krider, H. Machado, L. Mancilla, , D. Snow, I. Spencer, M. Swisher, T. Natrass, L. Stengle

Regrets: N. Arandia, J. Flores, W. Kernodle, J. Hernandez, A. Luqman-Dawson, Z. Raoof, J. Richards and B. Stokley, H. Sauve, L. Wiggins

Guest participants:

- Heidi Harper, Tremendousness (worked on 3-5 year plan)
- Tina Kuklenski-Miller, ACI Chair

Observers: None

Note Checkers: Ted, Meredith

Welcome

Meredith and Ted welcomed the group.

Housekeeping

The chairs provided a refresher on process, where we are and doing. Dec. 21. Agreement input/output for committee

- 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
- Homework on Mission, Vision & Goals – community input

Comments/Questions from Group

- Concern we're remotely working on own versions, worried that we'll get a hodgepodge. How do we avoid mashing?
- Worried about time
- We can add additional meetings if needed, but we're honoring the input from the Dec. meeting.
- May need to have a deeper conversation
- People frustrated with process for surveys
- Don't believe we've worked through the vision.
- Need direction from the School Board on what they're expecting.

Question to the committee - What do you think about the values? Are you comfortable with them?

- Need to revisit it all.
- Need to accept 2 things
 - This is very raw.
 - Get past the criticism and focus on the constructive input from the community.
 - Some statements didn't provide ideas
- National context is impacting the feedback.
- Where is it we are trying to go?
- We are a diverse community, how do we move forward?
- This isn't Arlington enough, what does that mean?
- Questions about specific words were helpful
- Figuring out world's problem is not our job.

The work was adjusted to reflect the input from the group.

Mission, Vision, and Core Values

Tara reminded the group that we gave the community the mission, vision and core values in pieces, and alone they don't meet all the needs. Our task is to join these as a package that makes sure we have all pieces.

The committee was asked to compare the community input to the mission, vision and core values. We're not going to get total agreement. We've done a lot of research over the fall. We need to define what is most important in our role of representing the community. We need you to identify what's right, what needs work, and what we share with the SB because they'll want to weigh in as well.

The group had a long discussion:

- Do we have wiggle room to add descriptors that might help convey the meaning of some of our words?
- If it becomes too long, people won't remember it, and it's harder to galvanize
- If you can provide something that people remember, everyone across APS could live by mission.
- Core value for ingenuity has too many words that are jargon
- How does the mission, vision and core valued trickle down into our daily work?
- What are the key things we focus on?

- I don't see the point in getting people excited about their jobs, I see it as being how we run the schools
- Distinction, looking at two words. Mission can be a paragraph. Tag line is the "empower kids", etc.
- Some people did not see their issue expressly identified in the statements. There were conversations in the committee early on about this. We need to be careful in identifying some interests and not including others.
- Each of us belong to different organizations, and bring our own interests. That's what we see in the comments. As long as we wrestle with the "what in it for me", we'll struggle. Instead, we need to consider what we want for the whole. May need to look at this as a third party so we're considering the whole
- Our mission needs to be about education and the kids.
- Most staff will say they come to work for the kids.
- Expect the school system to educate students
- Concerns that we're reinventing.
- Do we have community feedback on the current core values, mission and vision?
- Is the mission and vision short statement really different than current statement?
- We haven't wholesale rewritten our values, I think the same ideas are there. Suggests the same things still matter to APS.
- Coming to the same place is not a bad thing.
- Feedback at one community meeting was to revise plan more frequently
- Building a story. Any plan is a reflection on the current plan. Reflects on what's working, what's not. Discussion at last meeting with APS leadership identified what's working and what's not, so that's where we may need to make adjustments. We're building upon previous work, not blowing everything up.
- Got rid of integrity, accountability, added ingenuity in the Core Values.
- Stewardship (Core Value)
- Accountability (Core Value) – people felt a lot of anger and disappointment

Barbara K. shared

- Interesting, SB had same conversations when we we're writing the charge for the steering committee.
- Members were in different places.
- If we handed them to you, you would not have owned them like we see reflected in the conversation tonight.

If you want to pull up the current Mission, Vision and Core Values and compare to what we have.

The draft mission, vision and core values were shared with the group. Time was provided to work on this in small groups at the tables. Looking for suggestions to improve the wording/ideas.

Each table shared top 3 things

1. APS recognizes that the education of our students is . . . grab from group
2. We didn't come up with anything. We continue with the idea of **improving the world around us**. Scrap the mission, purpose is 100% graduation. That made me see 100% graduation as a

goal, but not a mission. Putting it in that context, helps us to think more about what we want. Consider switching mission with purpose as you work through the mission

3. Focused on vision. **Provide all students with a foundation to achieve nothing less than their full potential.** Like current mission, but not vision. Product is kids.

Please note, we need you to check the languages from the work at your table. The statement from the table closest to the screen is incomplete, other may need work.

Goals and Strategies were not covered

Public Comment

No public participation.

Closing

What did we not cover tonight?

- Goals
- We're going to move this work to the next meeting
- We'll come back with dates when we can block times for longer discussion
 - o Look for a doddle poll
 - o Will include weekday, weekend, etc.
- What we did with the goals was put them into big buckets
 - o We'll email list to you
 - o How to read, ex. Teaching and learning is a bucket. All the comments that fit in that bucket apply to T&L. Columns don't mean anything.
- Next time we'll determine if these are the buckets.
- Conversation tonight set the stage for members to be more open in sharing their opinions.

Some APS schools have their own mission and vision and you may want to review

Thank you for allowing this change.

Next meeting is SB work session on Feb. 6.

Next meeting

Wednesday, February 14

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