

Strategic Plan Steering Committee

February 26, 2018- Meeting #8

Homework/Next Steps

Final Review of Mission, Vision and Core Values

Between now and March 7, use the [google doc](#) to provide one more round of comments/suggestions on the Mission, Vision and Core Values.

Reserve an hour between 4:00 pm on March 12 and our meeting on March 14 to review Community Input on the Goals and Strategies

By 4:00 pm on March 12, Lisa will email the community input. Please review the input ahead of our meeting on March 14.

Participants

Co-chairs: Ted Black and Meredith Purple

SB Liaison: Tannia Talento

Attending: N. Arandia, M. Fanguy, J. Flores, M. Forbes, E. Holmes, K. Jackson-Davis, J. Johnson, W. Kernodle, K. Krider, A. Luqman-Dawson, H. Machado, L. Mancilla, Z. Raoof, J. Richards, D. Snow, B. Stokley, M. Swisher, L. Wiggins, T. Natrass, L. Stengle

Regrets: L. Ambellu, J. Hernandez, I. Spencer, H. Sauve, T. Yeats, P. Murphy

Guests:

- Maggie Cooper, Healthy Community Action Team
- Rosa Briceno, APS Family and Community Engagement

Note Checkers: Michael Swisher, Jennifer Flores

Welcome

Meredith and Ted welcomed the group, noted it was the first meeting in 3 weeks since our full day Saturday meeting on February 10.

Introduced guests from HCAT and FACE (arriving later).

Goals and Strategies - Silent Dialogue

Tara kicked off the first activity of the evening. The group reviewed the 5 draft goals and strategies that took shape on Feb. 10.

At the five tables were the following 5 goals and strategies is printed out on poster paper with room for comment.

1. **Life and Future Ready Students:** Ensure all students are prepared for and excited about their futures through engagement in healthy, safe, and supportive learning environments.

- Integrate health and well-being into program implementation, curriculum, and professional learning
 - Build equity concepts and practices into all levels of school interactions
 - Provide resources to support the social, emotional, and mental health needs of each student
 - Embed critical thinking, creative thinking, collaboration, communication, and citizenship into curriculum and instruction
2. **Multiple Pathways for Learning:** All students experience great learning that is academically challenging and meets the needs of diverse learners, both within and outside of the classroom.
- Deliver innovative, relevant curriculum and learning strategies that are adaptable to the needs of each student
 - Promote forward-thinking assessment and evaluation
 - Address opportunity gaps through research-based initiatives
 - Provide learning opportunities in a variety of settings, times, and formats
 - Build a comprehensive K-12 instructional model that includes a blend of options and neighborhood schools
3. **Strong and Mutually Supportive Partnerships:** Dissolve the walls between school and community to broaden opportunities for student learning, development, and growth.
- Improve and advance communication between schools, families and partner programs
 - Promote new models for collaboration between schools, local/global businesses, and partner programs
 - Strengthen family and community engagement
4. **Engaged Workforce:** APS will invest in staff, teachers, and leaders to ensure we are the place talented educators choose to work and employees are happy, healthy and engaged.
- Invest in recruiting, retaining and advancing high-quality employees who are valued and recognized for their efforts
 - Provide growth and leadership opportunities for all staff by providing meaningful, high-quality, and strategic professional learning opportunities as well as valuable feedback on performance
 - Prioritize the wellness of all staff
5. **Operational Excellence: Strengthen and advance system-wide operations in order to meet the needs of Arlington’s growing community**
- Manage available resources efficiently and effectively
 - Implement the necessary systems and structures to mature operations and provide the flexibility required to support growth
 - Align workforce to desired student outcomes, ensuring sufficient capacity to deliver against core competencies
 - Provide optimal learning environments for all students – safe, equitable, flexible, sustainable, and conducive to learning

For the first 20 minutes, members were asked to bring a writing instrument and to cycle through each of the tables. Without talking, everyone was asked to review the goals and strategies, and to circle, highlight or underline what you like, don't like or don't understand. As others rotate, they were asked to also respond to the comments. This work helped to identify what needs to be adjusted or where we need to provide clarity.

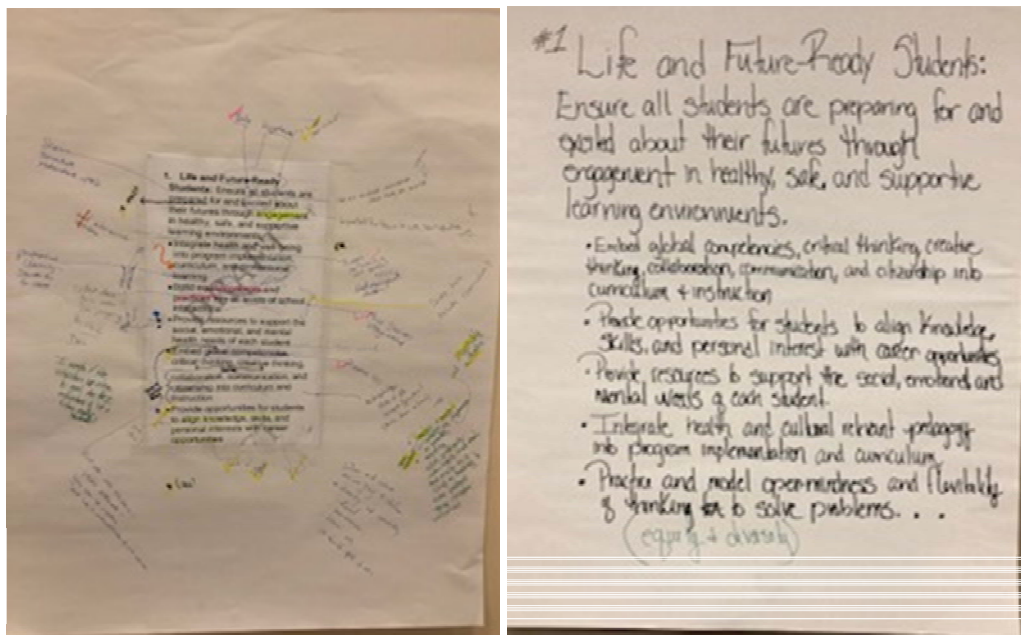
While rotating, Tara asked members to think about which of the goals they wanted to work on in more depth for the next activity.

Goals and Strategies – Refinement

After completing the silent dialogue, Tara directed committee members to move to the table with the goal they wanted to work on. The small groups were instructed to reread the feedback and to develop a clean revision of the goal, addressing the input collected in the silent dialogue.

At the end of this work, each group shared its revision of the goal and strategies.

Goal 1. Life and Future Ready Students



Goal 2. Multiple Pathways for Learning

Multiple Pathways for Learning: All students are engaged in meaningful, student-centered learning experiences that are responsive to their needs.

- Deliver curriculum through innovative and relevant strategies that are adaptable to the needs of each student.
- Purposefully use comprehensive assessment and evaluation tools to inform student instruction.
- Provide learning opportunities in a variety of formats (e.g., project-based, outdoor, etc.)
- Increase meaningful, inclusive learning environments for all students.
- Increase options for PK-12 instructional models beyond and within neighborhood schools.

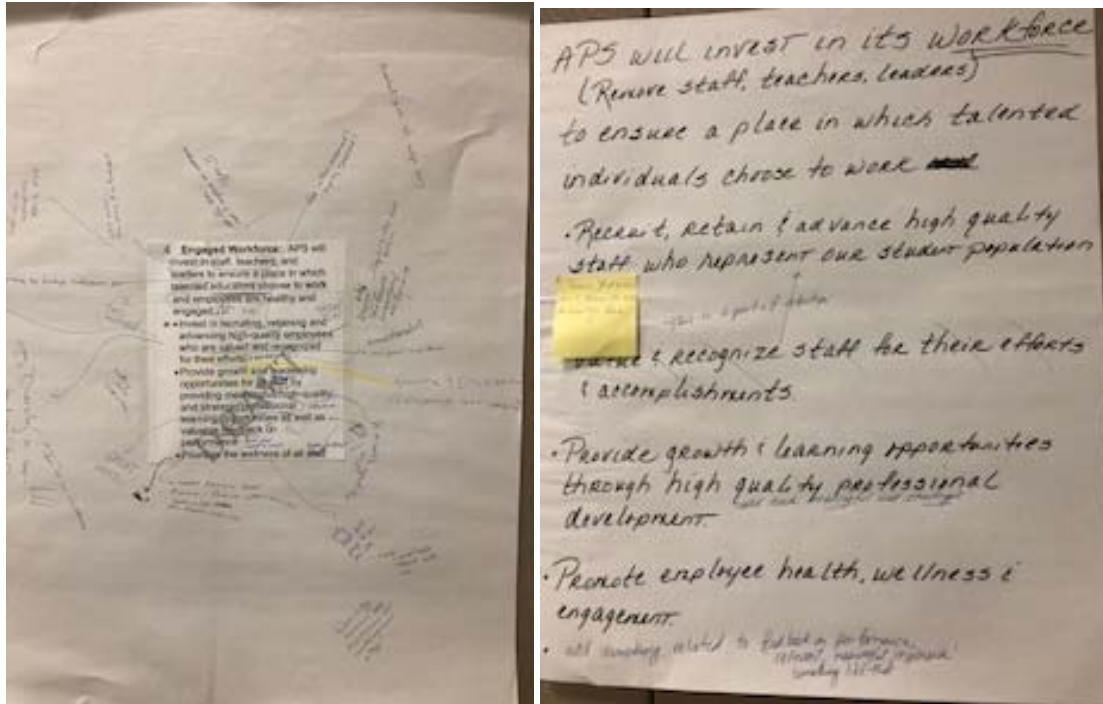
Goal 3. Strong and Mutually Supportive Partnerships

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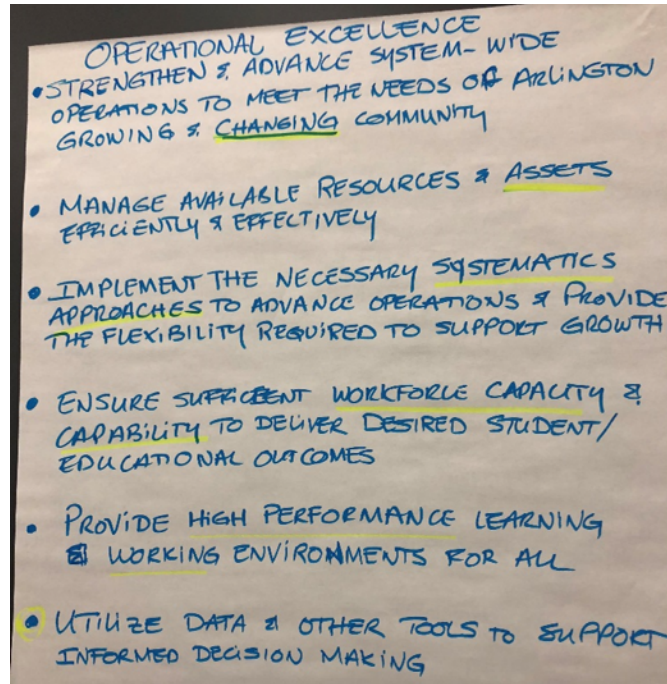
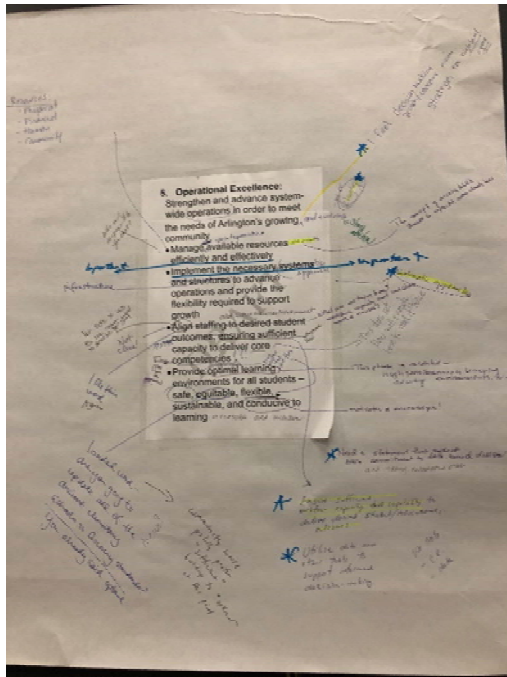
Strengthen engagement between schools, families, and the community to broaden opportunities for student learning, development, and growth.

- Improve and facilitate transparent communications between schools, families, and other organizations.
- Promote new models for collaboration between schools, businesses, and other organizations.
- Empower families to be actively involved in their children's education.

Goal 4. Engaged Workforce



Goal 5. Operational Excellence



After the report out, committee members were asked to repeat the silent dialogue one more time, on the revised goals and strategies. Staff will incorporate the mark ups into the next draft of the goals and strategies.

Tara thanked the group for the work, and commented on the positive energy in the room.

Community Input: Round 2

Meredith thanked the group for the work. She noted that this work is humbling, and she learns something every time we meet. She hopes the community feels the same way when we seek their input on the draft goals and strategies.

All of this input tonight will go into another questionnaire and there is not time for the committee to review the draft. The questionnaire will go out later this week and close by March 9 so we have it the results in time for our next meeting. **NOTE: Lisa plans to extend the timeline to Monday, March 12.**

Ted reiterated that the energy tonight shows that we are working together at a different level. He noted that as we discussed in December, the committee has worked through the issues. Between meetings, we've let staff rework the message (wordsmith). It appears that this process has helped us meet our timeline.

He noted that the last time we sought community input, we received some comments that were hard for the group to process. For this next round of community input, the chairs encouraged the committee

to own the draft goals and strategies. He noted that the group has been through a long iterative process, working through some difficult issues.

We'll all need to remember the following when get the next round of feedback.

- Look for what is constructive in the input.
- Understand that we won't satisfy everyone.
- Don't take any comments personally.
- Remember how the committee has moved through this process. It has been our job to consider lots of issues.
- Feel good about the ideas that we are sharing.
- Remember that we have not forgotten things, instead, we've been intentional about the concepts we've included.

Comments/Suggestions from the committee.

- Last time around we needed to explain some things that were not part of the questionnaire. This time around we need to clearly state
 - These are draft goals and objectives, one part of the strategic plan.
 - In April, we package them with the mission, vision and core values and seek feedback on the strategic plan.
 - An analogy was baking. We're currently getting in put on the goals and strategies (an ingredient). In April we'll seek feedback on the strategic plan (cake).
- SB work session pointed out that the process we're using for this strategic plan is more transparent than our community is used to.
- "I feel like if we can get to what we've done tonight, I can sleep well over the next seven years. We're pushing APS to where we want to go. I'm not worried about what people will say."

Mission, Vision, and Core Values

Ted & Meredith handed out paper copies of the Mission, Vision and Core Values. They're also posted with the notes. Between now and March 7, the work group is asked to use the [google doc](#) to provide one more round of comments/suggestions. This will be added to the draft plan for input on April 2.

Public Comment

Rosa from FACE.

Commended group for the work and our responsiveness to stakeholders. Chairs have been very responsive to our work. FACE submitted comments in writing, which are posted on the input page (under "[other input](#)"). She invited the committee to look at their input and try to make sure your work is aligned with theirs.

Her two main points:

- Suggested changing the word engagement to collaboration
- Some specific language in one of the strategies to address staff getting trained/prepared to work with families

Closing

We will see you guys on the 14th.

Next meeting

Wednesday, March 14, 2018

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