

**APS Strategic Plan Draft  
March 13, 2018**

**MISSION**

Every day, we work together to ensure all students learn, grow, and thrive in safe, healthy, and supportive learning environments.

**VISION**

We aspire to be an inclusive community that empowers every student to dream, explore, and create infinite possibilities.

**CORE VALUES**

- **Boldness:** Engaging in global, innovative, and forward-thinking ideas and processes enables us to be responsive to the expectations of our community and organization while cultivating creativity, critical-thinking, and resourcefulness in our students.
- **Collaboration:** Partnering with staff, students, families, and the community are essential to the success of our students as they learn from shared expertise and real world interaction.
- **Excellence:** Providing all students with the exemplary education they deserve through authentic learning experiences supports the whole child.
- **Inclusivity:** Valuing people for who they are, nurturing our diversity, and embracing the contributions of all students, families, and staff strengthens our community.
- **Integrity:** Expecting all students, staff, and families to act honestly, ethically, respectfully, and openly builds trust throughout the community.
- **Stewardship:** Making the most of our community's investment in our schools by creating safe, healthy, and environmentally sustainable learning environments benefits current and future generations and supports civic and community engagement.

## **GOALS & STRATEGIES**

- 1. Life, Career, and College 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 cultural relevancy, equity, and global competency practices into all levels of school interactions
  - Provide resources to support the social, emotional, and mental health needs of each student
  - Embed global competencies, critical thinking, creative thinking, collaboration, communication, and citizenship into curriculum and instruction
  - Provide opportunities for students to align knowledge, skills, and personal interests with career opportunities
  
- 2. Multiple Pathways for Learning:** All students are challenged and 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
  - Implement comprehensive and purposeful assessment and evaluation tools to inform student instruction
  - Address opportunity gaps through research-based initiatives
  - Provide learning opportunities in a variety of settings, times, and formats
  - Increase meaningful inclusive learning environments for students
  - Increase high-quality options for PreK-12 instructional models within and beyond neighborhood schools
  
- 3. Strong and Mutually Supportive Partnerships:** Strengthen connections between schools and the community to broaden opportunities for student learning, development, and growth.
  - Facilitate transparent communication between schools, families, businesses, and other organizations
  - Implement new models for collaboration between schools, businesses, and other organizations
  - Empower and support families to be actively engaged in their children's education
  - Provide training for staff on strategies for increased family and community engagement
  
- 4. Engaged Workforce:** APS will invest in its workforce to ensure a place in which talented individuals choose to work
  - Recruit, retain and advance high-quality employees who mirror our student population
  - Provide growth and leadership opportunities for all staff by providing meaningful, high-quality, and strategic professional learning opportunities

- Strengthen the performance management system in order to provide valuable feedback to all employees
  - Promote employee health, wellness, and engagement
- 5. Operational Excellence:** Strengthen and advance system-wide operations in order to meet the needs of Arlington's growing and changing community
- Manage available resources and assets efficiently and effectively
  - Implement the necessary systematic approaches to advance operations and provide the flexibility required to support growth
  - Ensure sufficient workforce capacity and capability to deliver desired outcomes
  - Provide high performance learning and working environments
  - Utilize and publish data to support informed and transparent decision-making

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