



The Arlington Public Schools Strategic Plan guides our work as a school division, providing measurable goals and objectives to assess our progress and to systematically improve student outcomes for all children.

This update to the 2018-24 Strategic Plan is part of the “tuning process” that happens every two years.

To stay up to date and learn more, please visit www.apsva.us/strategic-plan.

OUR MISSION

To ensure all students learn and thrive in safe, healthy, and supportive learning environments

OUR VISION

To be an inclusive community that empowers all students to foster their dreams, explore their possibilities, and create their futures

OUR CORE VALUES

- **Excellence:** Ensure all students receive an exemplary education that is academically challenging and meets their social and emotional needs.
- **Equity:** Eliminate opportunity gaps and achieve excellence by providing access to schools, resources, and learning opportunities according to each student’s unique needs.
- **Inclusivity:** Strengthen our community by valuing people for who they are, nurturing our diversity, and embracing the contributions of all students, families, and staff.
- **Integrity:** Build trust by acting honestly, openly, ethically, and respectfully.
- **Collaboration:** Foster partnerships with families, community, and staff to support the success of our students.
- **Innovation:** Engage in forward-thinking to identify bold ideas that enable us to be responsive to the expectations of our organization and community while cultivating creativity, critical thinking, and resourcefulness in our students.
- **Stewardship:** Manage our resources to honor the community’s investment in our schools; create safe, healthy, and environmentally sustainable learning environments; support civic and community engagement; and serve current and future generations.

OUR GOALS



Ensure that every student is challenged and engaged while providing multiple pathways for student success by broadening opportunities, building support systems and eliminating barriers. APS will eliminate opportunity gaps so all students achieve excellence.



Create an environment that fosters the growth of the whole child. APS will nurture all students’ intellectual, physical, mental, and social-emotional growth in healthy, safe, and supportive learning environments.



Recruit, hire, and invest in a high-quality and diverse workforce to ensure APS is a place where talented individuals choose to work.



Strengthen and improve system-wide operations to meet the needs of Arlington’s growing and changing community.



Develop and support strong connections among schools, families, and the community to broaden opportunities for student learning, development, and growth.

PERFORMANCE OBJECTIVES – How we measure our progress

- 1) By 2024, APS will reduce opportunity gaps for all reporting groups on state assessments
- 2) By 2024, all elementary and middle school students will annually demonstrate growth by a minimum of one level using district assessments and students performing at the advanced level will continue to perform at the advanced level.

- 1) Disproportionally in suspension rates by race/ethnicity, students identified with a disability, and English Learners will be annually reduced and overall suspensions will not increase.
- 2) By 2024, at least 80% of students with disabilities will spend 80% or more of their school day in a general education setting.
- 3) Key findings on the Your Voice Matters survey will show improvements in student social, emotional, and mental Health.

- 1) By 2024, at least 70% of APS staff will respond favorably that opportunities for professional learning meet their needs, as indicated on the Your Voice Matters survey.
- 2) By 2024, APS staff will respond at the 75th percentile or better on staff engagement and climate, as indicated by the Your Voice Matters survey.
- 3) By 2024, all staff participate in training that meets or exceeds industry standards for their position.

- 1) Organizational operations will continuously improve their effectiveness as measured by identified KPIs.

- 1) By 2024, at least 90% of APS families will respond favorably on student and family engagement on the Your Voice Matters survey results.