

Strategic Plan Steering Committee

March 14, 2018- Meeting #9

Participants

Co-chairs: Ted Black and Meredith Purple

SB Liaison: Reid Goldstein

Attending: N. Arandia, M. Fanguy, J. Flores, M. Forbes, E. Holmes, J. Johnson, W. Kernodle, K. Krider, A. Luqman-Dawson, M. Swisher, L. Wiggins, T. Natrass, L. Stengle, P. Murphy

Regrets: K. Jackson-Davis, Z. Raoof, L. Mancilla, J. Richards, D. Snow, B. Stokley, L. Ambellu, J. Hernandez, I. Spencer, H. Sauve, T. Yeats, H. Machado,

Guests: None

Note Checkers: Amina, Meredith and Ted

Welcome

Meredith and Ted welcomed the group and thanked our SB liaison for the meeting, Reid Goldstein, who brought pizza to celebrate PI Day.

Tonight we'll go through the whole strategic plan, the feedback we got on the goals and strategies, and begin to look at some objectives.

Mission, Vision, and Core Values

Meredith shared that at the end of the last meeting we handed out the Mission, Vision and Core Values so we're going to spend some time reviewing the draft (d2).

Drafts came from

- Steering committee's initial draft
- Revisions made during Saturday session,
- Input from community questionnaire and emails, and
- feedback collected at the SB work session.

Mission (5 minutes)

- With a partner, talk about your general reaction to the mission statement. If there are edits, revisions, etc., mark up the mission. We'll take your mark ups and consider them along with the latest input from the SB.

Vision (5 minutes) - Same process as review of mission.

Core Values (5 minutes) - Same process as review of mission and vision. Note the time was expanded to about 15 minutes.

A few things we heard

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

- Mission does not include a definition or goal.
- Mission tries to capture core work for kids to learn and grow.
- Vision – **We aspire to be an inclusive community that empowers every student to dream, explore, and create infinite possibilities.**
 - The last 5 words tried to capture soft skills and academic skills, to prepare students for anything they want to do. That is the idea, but we may need to find a better way to state our intent.
 - Suggestion that infinite possibilities is also a possible tag line. If you come up with a better tagline, send it.
 - Suggestion - An inclusive community that empowers every student to dream, explore and create their future. Tagline “creating futures.”
 - Suggestion – end at thrive. Tagline “thrive”
 - Safe, healthy and supported are key words from the whole child framework. If it’s in other parts of the strategic plan it can be removed from vision.
 - SB had a particular sentence which is reflected in mission with infinite possibilities
 - Suggestion that it still contains jargon (whole child principles) and is long
 - Comment from one member was “I’m worried sometimes these elements aren’t present.”
 - Comment, “I like the words that are now reflected” (setting expectations)
 - Should the statement say infinite or maybe limitless, boundless?
 - Another option, “An inclusive community that empowers every student to dream, explore, and create infinite futures”
 - Dream. . . any student can dream, change to create a future (adding an action)
- Core Values – Note, these are all phrased as values. You should pretend there is “we believe at start of each value”
 - **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.**
 - Paraphrasing, and maybe move to bottom of the core values
 - Global
 - Take out global, works without the word, not a clear way for everyone to calibrate how people interpret the meaning.
 - Usually thinking about these for use of current APS stakeholders. May signal to community values to potential stakeholders looking at how APS aligns with U.S. values.
 - Maybe global can live in collaboration
 - Flush out what global means. It’s the world, not just America, we’re more community partners, leader
 - May not fit in boldness.
 - Practical definition of how we relate to the world as we improve education in APS

- **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.**
 - No comments
- **Excellence: Providing all students with the exemplary education they deserve through authentic learning experiences supports the whole child.**
 - Authentic is “are we preparing students for practical experiences, not just testing, multiple choice exams”. May need to translate into a more universally understood word (real world?)
- **Inclusivity: Valuing people for who they are, nurturing our diversity, and embracing the contributions of all students, families, and staff strengthens our community.**
 - No comments
- **Integrity: Expecting all students, staff, and families to act honestly, ethically, respectfully, and openly builds trust throughout the community.**
 - No comments
- **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.**
 - Suggested - Cutting out whole first line to read “Creating safe, healthy, and environmentally sustainable learning environments to benefits current and future generations and supports civic and community engagement.”
 - Acknowledging that we’re nodding to Arlington County tax payers
- Other ideas will be captured through your written comments on the paper copies
- This does feel better than the mission, vision and core values we reviewed in December.
- If you want to help with writing/fine tuning, let Tara, Ted and Meredith know.

Goals and Strategies: Review Feedback

At the last meeting we worked on goals, now we have feedback. Tonight, we’ll use the community input to revise the goals and strategies.

- At each table, there is a goal. We’ve printed out the community feedback for the goal.
- Your task is to review the information
 - Do you see themes in the feedback that suggest more revisions are needed? If yes, identify what needs to be adjusted.
 - Look at potential objectives (measures). Note, these are not currently written as SMART goals, instead we identify an idea or data source (like the Youth Risk Behavior Survey), that we can use to measure progress.
 - Identify if we’re missing something.
- Questions from the group
 - In the draft objectives, did you go back to last strategic plan to see if we should continue?
 - How will APS manage implementation of the plan, use and adjust as things change? This is coming and we’ll begin to define the process.

- A lot of comments on the goals and strategies appear to come from teaching staff and are related to the current budget cuts. How does the budget align with the strategic plan? Do we define
 - what we aspire to be OR
 - what we have money to aspire to be.
 - Response was to write what we aspire to be. APS will use the plan to help with budget decisions going forward.
- Budget cycle is not fully aligned. We'll begin new strategic plan, and in subsequent budgets, the decision making will align with the new strategic plan.

Pause. It's almost 9:00. To exit this evening you need to submit for your table feedback on your

- goals and strategies.
- objectives

If you are half way through and want to take it home, you can email it to Tara, Lisa, Ted and Meredith until 9 p.m. on Thursday.

Public Comment Period

None.

Closing

Next meeting is Wednesday and it will be more informal. All of the input from tonight and other sources will be put together in a more polished format. We'll ask you to come in, read, write some comments, etc. It's your last chance to weigh in on the plan before the full draft goes out to the community for input on April 2.

Quick check, are we feeling good about what we're seeing? Mostly thumbs up.

One note, a lot of name tags are sitting on the table. Ted and Meredith will try to do some outreach to encourage those who are missing to join us next week.

Next meeting

Wednesday, March 21, 2018

TBD

Not a formal meeting, instead is walk-through review of the draft plan.

Final review before sharing the plan with the community in April.