

**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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