



## STRATEGIC PLAN 2018-24

### **MISSION, VISION, AND CORE VALUES**

Our mission and vision articulate why APS exists as an organization and what we aspire to achieve. Our core values are the beliefs and philosophies that frame APS planning and decision-making. These elements serve as the foundation of our work.

#### **MISSION**

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

#### **VISION**

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

#### **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.

### **GOALS, DESIRED OUTCOMES, PERFORMANCE OBJECTIVES, AND STRATEGIES**

The goals of the APS Strategic Plan provide the areas of focus that are the framework for operations and planning. These goals combined with desired outcomes, objectives, and strategies define how we will achieve our mission and vision.

The goals keep our students at the center of everything we do and focus on strengthening their APS experience through an exemplary workforce, operational excellence, and meaningful partnerships.



**GOALS, DESIRED OUTCOMES, PERFORMANCE OBJECTIVES, STRATEGIES**

**Goal: Multiple Pathways to Success for All Students**

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.

**Goal: Healthy, Safe, and Supported Students**

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.

**Goal: Engaged Workforce**

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

**Goal: Operational Excellence**

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

**Goal: Strong and Mutually Supportive Partnerships**

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