KNOWS
AND
NEED TO KNOWS

Information to Facilitate the Steering Committee's Work

KNOWS

- Difficulty attracting and retaining teachers
- Use community engagement
- What we are doing today
- Gaps in process
- Increase in Arlington population
- Timeline
- RTI consulted
- Committed to diverse ideas/membership
- Revenue decreases because of commercial vacancy rate
- Find data and who to ask
- Attend community forums
- Professional development is not always delivered with curriculum deployment

NEED TO KNOWS

- Increase in Arlington population yet a decrease in APS enrollment
- Decreased revenue – What is the plan? How will this process address the decrease in revenue?
- Blind spots of the previous committee
- Current perception of the plan
- How will we come to consensus
- How is foundations used to inform strategy?
- Data is missing. Strategy to engage parents, other school systems strategic plans with COVID opportunity gaps – which schools have been successful
- Different approaches – constraints by the VDOE

NEED TO KNOWS (cont.)

- Groups/staff focus groups versus forums

- Planning factors impact to strategic plan

- APS strategies success/failure in the past

- Transparency and will people be listened to (will the community inform the plan)?

NEED TO KNOWS

- Tuning – What does it look like and can we see them?

- Exodus of families to private school? Do we have data on this?

- If/where we over complicate or where buracracy is interfering

- How does the steering committee use metrics

STEERING COMMITTEE SWOT/SOAR ANALYSIS

Strengths, Weaknesses, Opportunities, Threats

Aspirations and Results

SWOT/SOAR ANALYSIS

STRENGTHS

- APS Graduation Rate
- Resources devoted to increasing diversity
- Access to technology
- Focus on compensation
- Started with 2% openings (SY 2023-2024)
- Superintendent's public position to support students
- Values alignment between Superintendent and School Board

WEAKNESSES

- Vulnerability (inability) @ Syphax level
- Based on DIBELS data, greater % of Black and Hispanic students disproportionately under achieving
- Trusted adult % decreased while need for mental health services increased
- Disparity among many different aspects relating to students of disability + exceptional gifted students and courses taken/offered
- Decrease in 4th/5th grade (elementary school) on Your Voice Matters survey
- Championing students who do not have an advocate
- Lack of responsiveness and and engagement after initial contract
- Overcrowded class sizes

OPPORTUNITIES

- Facilities – ensuring facilities are in the right areas, size, and modernized for growth

- Planning factors (determining factors)

- Growing industries – fastest growing industries offers students unique educational opportunities

- Best practices – use best practices that are beneficial across the school system
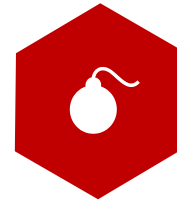
THREATS

- Potential tax revenue shortfall

- Teaching "threat" – shortages, retention, quality (recruiting, retaining, housing prices for teachers)

- Substance abuse in our community

- Wrong about population growth (?)

- Pandemic

- No alignment between technology and future careers

- Mental health

- Competition with neighboring school districts (telework & cheaper house prices)

ASPIRATIONS

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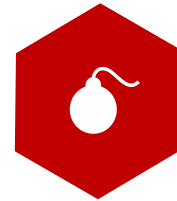
RESULTS

- All students progressing, reduce/remove the opportunity gaps

- Decrease the sense of rush put into teachers that trickles down to students

- Improved communication and collaboration with teachers and talk to each other

- Transparency and ability to pivot based on community needs

- 100% of teachers feel respected, valued, and challenged by principals

- 100% of students feel loved, challenged and respected by their teachers

- 100% of students are reading on grade level by the end of 2nd grade

NEXT STEPS & MEETING EVALUATION

MEETING EVALUATION

PLUS (+)	DELTA (Δ)
• Knows and Need to Know Activity • Switching groups • Name tents – directions • Listened to the group • Time-keeping • Organization • Structure/folders – stay on task and allowed us to get on task • 3rd party conducting some of the work – adds credibility and thoughtfulness & help with bias	• Reminders – add more reminders about meetings • Examples of what is done well (strategic plans) • Actionable – what a good actionable plan looks like • Make aware of what everyone adds to the folders (in Google) • Keep focusing on anonymity so people engaging feel safe to engage and share • In advance of October 14th meeting – historic data about the strategic plan development process and the tuning processes

ISSUE BIN

QUESTIONS (?)	ISSUES (I)

• What efforts will be made to engage those that have left APS for private schools (for surveys)?	• Community Focus Groups
	  • CCPTA & APE are missing from the community focus group contacts
	• Definition for Transparency
	  • Will the community "voice" be apparent in the final strategy? Can we show, through data, & feedback how we arrived at that [strategy]
	  • Easily seen – community can walk the path of decision –making from infancy of idea to implementation
	• Make sure parent-centric groups that are categorized as "community" groups are asked family-centric questions
	• Please make sure data reported for focus groups goes back at least 5 years