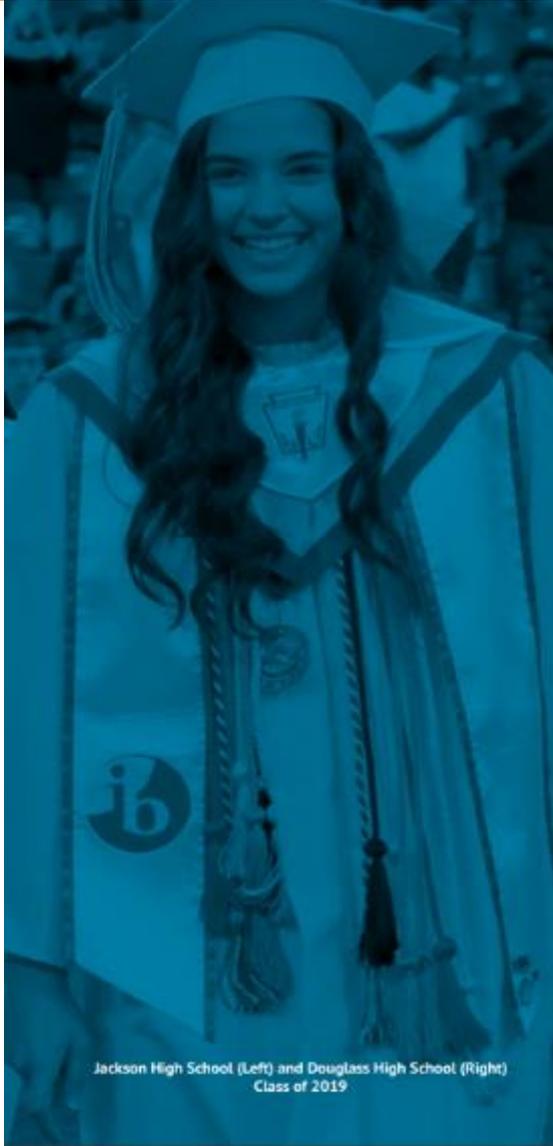


2020-2025 School Mission & Vision Review



Jackson High School (Left) and Douglass High School (Right)
Class of 2019

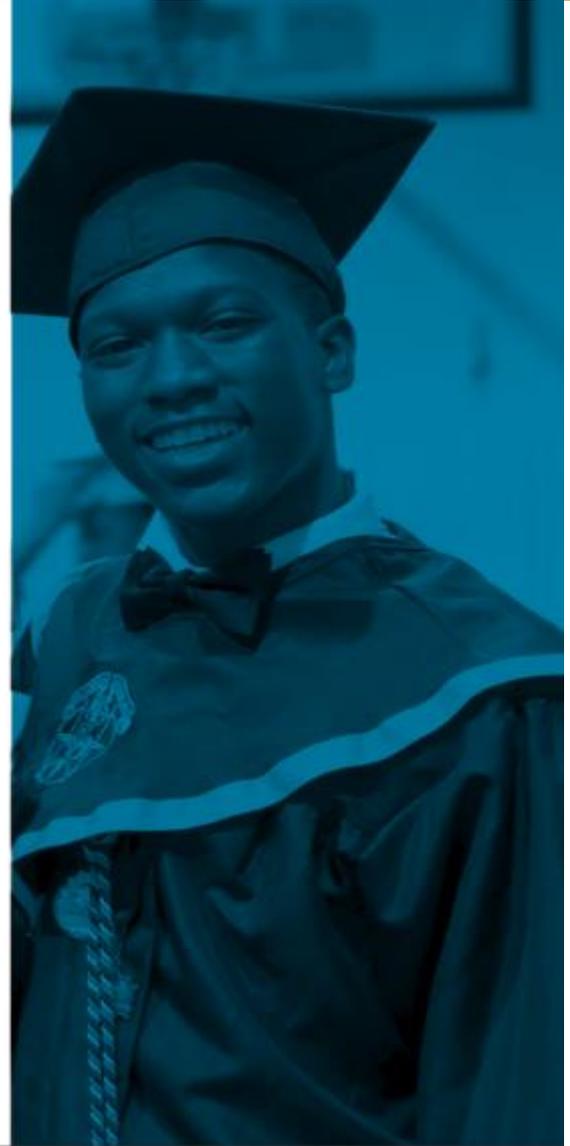
WE ARE APS
BUILDING ON OUR LEGACY



Strategic Plan

ATLANTA
PUBLIC
SCHOOLS

2020-2025



Background

Through a process developed and facilitated by the Chief Engagement Officer and the Office of Strategy & Change, the Atlanta Board of Education approved the 2020-2025 Strategic Plan on March 2, 2020.

The 2020-2025 Strategic Plan includes a revised mission, new goals and priorities focused on improving educational outcomes for all students. In alignment with the Board's April 2019 adoption of Policy BBBB, Equity, this plan places equity at the front and center of the district's work over the next five years.

Engaged Committees +
Internal Employee
Groups

THE ENGAGEMENT PROCESS

1,200
surveys

Hosted 1st
APS Table
Talks for parent
feedback

1,000 engaged
stakeholders attended
community conversations



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Strategic Plan
ATLANTA PUBLIC SCHOOLS
2020-2025



What's New for 2020-2025?

The new strategic plan includes several highlights:

- Revised mission statement (revisions in bold)

Through a caring culture of **equity**, trust, and collaboration, every student will graduate ready for college, career, and life.

- Equity statements that describes the new policy in the context of the strategic plan

Leveraging School Improvement to Advance Equity

We commit to integrating school improvement efforts with effective strategies and interventions to help ensure that all students can reach their full potential.

Ensuring Equitable Funding

We commit to ensuring available funds are distributed equitably and appropriately to provide high-quality programming for all students and close resource gaps.

Increasing Access to Effective Leaders and Teachers

We commit to ensuring all students have access to high-quality leaders and teachers, with a priority on the students with the greatest need.

Partnering with Families and Communities

We commit to partnering respectfully and collaboratively with families and communities to address the needs of all students.

Supporting Special Populations

We commit to implementing targeted strategies to provide support for special populations such as English learners, students with disabilities, and socioeconomically disadvantaged students.

Increasing Access to Advanced Coursework

We commit to increasing access to advanced coursework for historically disadvantaged student groups.

Addressing Disproportionate Discipline Practices

We commit to promote equity in disciplinary practices to avoid disproportionate enforcement or punishment targeting any specific student group.

Integrating Social, Emotional, and Academic Practices

We commit to a comprehensive approach to addressing students' social, emotional, and academic development in order to meet the various needs of all students.

Improving Access to High-Quality Instructional Programming and Materials

We commit to using effective instructional materials in all classrooms so that all students have access to high-quality curricula and robust signature programming.

Expanding Access to Co-Curricular and Extra-Curricular Activities

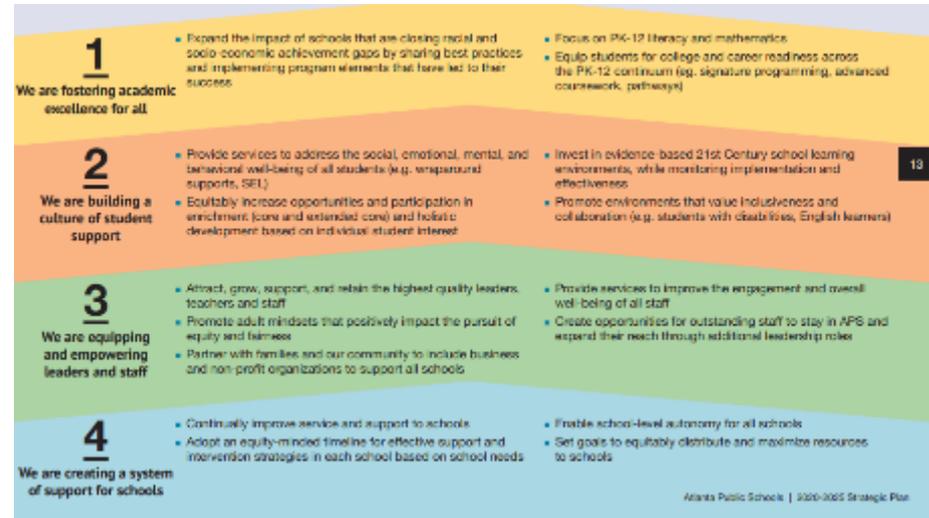
We commit to expanding access to co-curricular and extra-curricular activities to historically disadvantaged student groups according to their interests.

Ensuring Equitable Learning Environments

We commit to providing safe, welcoming, and engaging learning environments for all students.

Promoting a culture of equity: We commit to creating a culture of equity-minded individuals

- New priorities and objectives focused on creating a system that supports schools



- Measurable Goals focused on increasing the percentage and closing the gaps

Increase the Percentage & Close the Gaps of **students proficient or above in English Language Arts**

Increase the Percentage & Close the Gaps of **8th grade students proficient or above in math**

Increase the Percentage & Close the Gaps of **students' scores improving on the SAT/ACT**

Increase the Percentage & Close the Gaps of **students graduating**

APS MISSION

Through a caring culture of equity, trust, and collaboration, every student will graduate ready for college, career, and life.

APS VISION

A high-performing school district where students love to learn, educators inspire, families engage and the community trust the system.



Review Your School's Current Mission

The mission is a high level statement that describes who the organization is, what they are about, or their purpose; it is what you do every day.

Guiding Questions for an Effective Mission:

Does your mission clearly outline what you provide to whom for what benefit?

- *What is the purpose of your school, and what does it hope to accomplish?*
- *How does it go about accomplishing its purpose for being?*
- *Who or what cause do you focus on?*
- *What values or beliefs guide the school?*

Score	4. Exemplary Mission	3. Fully Articulated Mission	2. Developing Mission	1. Undeveloped Mission
	The mission statement is clear, informative, concise and articulates what you provide to whom for what benefit. The mission statement is verifiable and is feasible.	The mission statement articulates your core purpose. The mission statement is verifiable and is feasible.	The mission statement partially describes your core purpose. The mission statement is not verifiable and/or feasible.	The mission statement is unclear, wordy and does not articulate your core purpose. The mission statement is not verifiable and is not feasible.

Example Mission Breakdown

How?

Who? Through a **caring culture of equity, trust, and collaboration,** every student will **graduate ready for college, career, and life.** What?

How?
Who?

Provide a secure and nurturing environment that fosters students' success, to develop interpersonal skills through real-world experiences, to promote the exchange of ideas through multiple mediums, and to engage communities near and afar.

What?

Tips

- Time pressure generates focus
- Discussions get the group involved (keep to 4 to 6 people, then come back together)

1. Storytelling

- What does it look like when we're doing our best work? Describe a time where you were proud of your work.
- Square parts of the story with names or places (Our Cause)
- Circle parts of the story where you are making a difference and taking action (Our Actions)
- Underline parts of the story that describe changes for the better or results from your work (Our Impact)

2. Fill in the Blank

- Our mission is to provide (whom) with (what) for (what benefit)...

Review Your School's Current Vision

The vision is a high level statement that describes what the organization wants to accomplish in the future (typically several years); it is a picture of the future. The vision is inspirational. It's also what you stand for.

Guiding Questions for an Effective Vision:

Does your vision clearly outline where you will be in three to five years?

Is your vision inspirational for stakeholders?

What would the world look like if the mission of the school were achieved?

Score	4. Exemplary Vision	3. Fully Articulated Vision	2. Developing Vision	1. Undeveloped Vision
	The vision statement is clear, concise and articulates what success will look like in the future. The vision statement is verifiable and is feasible. The vision statement is inspirational to stakeholders.	The vision statement articulates what success will look like in the future. The vision statement is verifiable and is feasible.	The vision statement partially describes what success will look like in the future for the organization. The vision statement is not verifiable and/or feasible.	The vision statement is unclear, wordy and does not articulate what success will look like in the future. The vision statement is not verifiable and is not feasible.

Tips

- Encourage imagination through structure
- No “buts”
- Visit your vision, literally and figuratively

1. Visioning Our Future

- Individually, imagine the year 2025. Imagine your school has become everything you’ve hoped for. Allow an image to come to mind.
- Now imagine a reporter from AJC is going to do a story on your school and its legacy.
- What would you show or tell the reporter?

2. Write the School’s “Obituary”

- What would you want written about your school if it ceased to exist or was merged....many, many years from now?
- Write whatever comes to mind. Don’t over-think. Some guiding questions:
 - What did your school impact or change? Why?
 - What did your school value?
 - What were the major accomplishments?
 - What was the school’s legacy?