

Strategic Planning Work Sessions 2025



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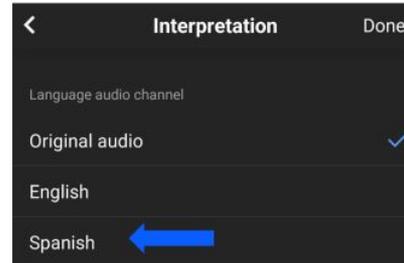
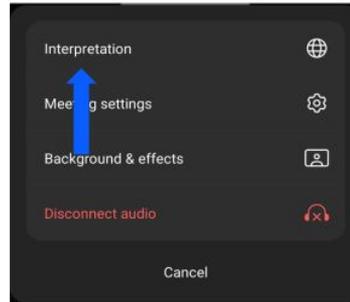
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Agenda

- Welcome
- Strategic Planning Overview
- Recap from “Visions & Values”
- Strategy Development Brainstorm & Group Share

Our Strategic Planning Process



PHASE	DELIVERABLES	DESCRIPTION
1 Assess & Understand	Process, Timeline, and Engagement Plan	Provides a roadmap for how we will develop a strategic plan, with transparency around timelines and ways to engage
	Needs Assessment	Describes the current state of APS by outlining data, successes & challenges, needs & expectations, and uniqueness of the district
2 Strategic Direction	Mission & Vision	Develop a shared agreement on our vision (future state) and mission (purpose)
	Core Values & Profile of a Graduate	Agree on our fundamental behaviors and expectations for staff and students
	Overarching Goals	Develop long-range, measurable goals with targets
3 Strategy Development & Refinement	Theory of Action & Key Drivers/Priorities	Outline key paths and drivers to achieve our goals
	High-level Strategies & Initiatives	Identify and build out the high impact activities and the support processes needed to achieve them
	FY26 Budget Request	Identify funding for the strategies and initiatives
	Implement Annual Facilities Review	Identify any changes to school zones
4 Implementation & Monitoring	Change Management Plan	Develop a plan to ensure all stakeholders understand their role in achieving our strategy
	Detailed Initiative Action Plans	Complete detailed action plans outlining owners, budgets, timelines, and action steps
	Monitoring & Reporting Plan	Outline the monitoring and reporting cadence for the strategic plan

March & April



3/7, 3/13, 3/17, 3/25, 4/3, 4/17, 4/18, 4/11

Our Strategic Plan Components



Mission Why APS exists	Vision A picture of APS' future
Portrait of a Graduate APS' students' knowledge, skills, and abilities	Core Values APS' employees' beliefs guiding how they work

Joint School Board & District Administration Responsibility

Theory of Action APS' belief in what will lead to long-term success		
Priorities Broad Areas of Focus	↔	Strategic Goals Specific and measurable targets related to district Priorities
Strategic Initiatives Specific projects related to Priorities that help to achieve the Strategic Goals		
Key Performance Indicators & Action Steps A plan of what needs to occur, by when, by whom, and toward what goal		

District Administration Responsibility

What should students know or be able to do by the time they leave APS?



Academic Excellence & Critical Thinking

This goal focuses on foundational academic and problem-solving skills:

- Strong literacy, numeracy, and mastery of foundational concepts
- Ability to analyze information, think independently, and make thoughtful decisions
- Critical thinking and problem-solving skills applied to real-world situations
- Effectively communicate learning verbally, in writing, and digitally

Life Skills and Career Readiness

This goal prepares students for life after graduation:

- Development of practical life skills, including financial literacy
- Career and college preparation, ensuring students have a plan for their future
- Exposure to various post-graduation options, including non-technical trades
- Exposure to STEM, AI and modern tools
- Develop skills to collaborate, communicate, manage emotions, and resolve conflicts.
- Build resilience, adaptability, and a sense of civic responsibility to engage positively with their communities



What should APS stop or avoid doing to better support student outcomes?

Inequitable and Inflexible Practices

The district should avoid:

- Implementing harsh discipline policies that disproportionately affect certain student groups
- Ignoring systemic inequities in discipline, special education referrals, and resource allocation
- Overemphasizing college preparation at the expense of career readiness
- Pulling students with special needs out of general education classrooms unnecessarily
- Placing underqualified teachers in struggling schools without proper support
- Restricting access to effective teaching strategies across the district
- Over-testing and teaching to the test

Short-Sighted Decision Making

The district should avoid:

- Introducing too many new programs without giving existing ones time to show results
- Cutting arts programs in favor of focusing solely on STEM
- Over-testing students at the expense of actual learning time
- Focusing on graduation rates over real learning and skill development
- Wasting money on ineffective programs instead of investing in proven strategies
- Making decisions without community input, including hiring leaders
- Waiting for crises instead of taking preventative action
- Thinking the methods of the path will work in the future

Misalignment of Resources and Priorities

The district should avoid:

- Lacking collaboration between schools to share strategies and resources
- Allowing politics to overshadow student success
- Overusing screen time at the expense of hands-on learning
- Implementing frequent half-days that disrupt consistent learning
- Ignoring attendance issues without addressing root causes
- Lacking accountability for all stakeholders, including parents, students, and charter schools
- Keeping ineffective staff instead of prioritizing strong educators
- Thinking of partners as financial resources only



Schools

What must be true of schools to ensure we are meeting our goals?

Family & Community Partnership

What must be true of family and community partnership to ensure we are meeting our goals?

APS Operational & Resource Support

What must be true of our operational and resource support to ensure we are meeting our goals?



Board Goals

Defines Our Success

Examples:

- Academic Excellence & Critical Thinking
- Life Skills & Career Readiness

Teaching & Learning

Defines Our Core Focus

Examples:

- Highly-effective Teachers & Leaders
- High-quality instructional materials with timely support (professional learning, curriculum, assessments)
- Targeted resources for learners with the most opportunities for growth (subgroups)



Schools



1. *Select one “Goal Theme”*

Academic Excellence & Critical Thinking

This goal focuses on foundational academic and problem-solving skills:

- Strong literacy, numeracy, and mastery of foundational concepts
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- Critical thinking and problem-solving skills applied to real-world situations
- Effectively communicate learning verbally, in writing, and digitally

Life Skills and Career Readiness

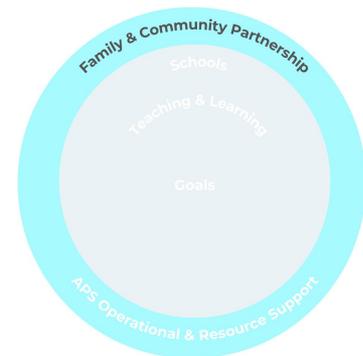
This goal prepares students for life after graduation:

- Development of practical life skills, including financial literacy
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- Exposure to various post-graduation options, including non-technical trades
- Exposure to STEM, AI and modern tools
- Develop skills to collaborate, communicate, manage emotions, and resolve conflicts.
- Build resilience, adaptability, and a sense of civic responsibility to engage positively with their communities

2. *Identify three things that **must be true** of schools to ensure we are meeting that goal?*



Family & Community Partnership



1. *Building on the same “Goal Theme”*

Academic Excellence & Critical Thinking

This goal focuses on foundational academic and problem-solving skills:

- Strong literacy, numeracy, and mastery of foundational concepts
- Ability to analyze information, think independently, and make thoughtful decisions
- Critical thinking and problem-solving skills applied to real-world situations

Life Skills and Career Readiness

This goal prepares students for life after graduation:

- Development of practical life skills, including financial literacy
- Career and college preparation, ensuring students have a plan for their future
- Exposure to various post-graduation options, including non-technical trades
- Exposure to STEM, AI and modern tools
- Develop skills to collaborate, communicate, manage emotions, and resolve conflicts.
- Build resilience, adaptability, and a sense of civic responsibility to engage positively with their communities

2. *Identify three things that **must be true** of family and community partnership to ensure we are meeting that goal?*



APS Operational & Resource Support



1. *Building on the same “Goal Theme”*

Academic Excellence & Critical Thinking

This goal focuses on foundational academic and problem-solving skills:

- Strong literacy, numeracy, and mastery of foundational concepts
- Ability to analyze information, think independently, and make thoughtful decisions
- Critical thinking and problem-solving skills applied to real-world situations

Life Skills and Career Readiness

This goal prepares students for life after graduation:

- Development of practical life skills, including financial literacy
- Career and college preparation, ensuring students have a plan for their future
- Exposure to various post-graduation options, including non-technical trades
- Exposure to STEM, AI and modern tools
- Develop skills to collaborate, communicate, manage emotions, and resolve conflicts.
- Build resilience, adaptability, and a sense of civic responsibility to engage positively with their communities

2. *Identify three things that **must be true** of operational and resource support to ensure we are meeting that goal?*

Next Steps



STRATEGY DIRECTION VALUES & GOALS



February 13, 2025, 6pm: North Atlanta HS, 4111 Northside Pkwy NW*

February 25, 2025, Noon: Virtual* ([Zoom](#))

February 27, 2025, 6:30pm: Hollis Innovation Academy, 225 James P Brawley Dr NW

March 6, 2025, 6pm: South Atlanta HS, 800 Hutchens Rd SE

STRATEGY DEVELOPMENT FOCUS & PRIORITIES

March 7, 2025, Noon: Virtual* ([Zoom](#))

March 13, 2025, 6pm: Jackson HS, 801 Glenwood Ave SE*

March 17, 2025, 6pm: Therrell HS, 3099 Panther Trail SW

March 25, 2025, 6pm: Mays HS, 3450 Benjamin E Mays Dr SW

STRATEGY REFINEMENT STRATEGIES & INITIATIVES

April 3, 2025, 6pm: Harper-Archer ES, 3399 Collier Dr NW*

April 17, 2025, 6pm: Howard MS, 551 John Wesley Dobbs Ave NE

April 18, 2025, Noon: Virtual* ([Zoom](#))

April 22, 2025, 6pm: Carver HS, 55 McDonough Blvd SE

We will also join existing community groups and committees for feedback, including the monthly Spanish-Speaking Family Meetings on March 19 & April 16.

* Spanish Interpretation Provided

