



Anne Arundel County Public Schools Strategic Plan

Steering Committee Meeting #1
October 19, 2023
Central Office

Good Afternoon! As you get settled, enjoy some food, each other's company, and on your name tag please record the following:

Ideal vacation location

What song can you not resist singing along to when you hear it?

Name

Relationship with AACPS

What is one word that describes how you feel about the next strategic plan?

If you had to eat one meal everyday for the rest of your life, what would it be?



Welcome!

Dr. Mark T. Bedell
Superintendent of Schools

Pete Leida

Previously in Public Education:

Educator in Colonial School District (DE) for 25 Years:

Special Education Teacher > Principal > Deputy Superintendent

Currently:

Partnership Manager for Insight Education Group

Focusing on:

Recruitment and Retention

Strategic Planning

Leadership and Coaching

Equity Professional Learning



Good Afternoon! As you get settled, enjoy some food, each other's company, and on your name tag please record the following:

Beach

*Castle on the Hill by Ed
Sheeran*

*Pete Leida
IEG Partnership Manager*

Optimistic!!!

Pizza...it's the perfect food

Insight Education Group



We work with education leaders to develop the strategy and confidence to lead bold change and provide the embedded supports to make change happen.

About Insight



We are **practitioners** with school and district leadership experience and an appreciation for the challenges associated with system-wide improvement initiatives.



We are committed to providing a **partner-driven process** rather than relying on “ready-made” programs.



We appreciate the **challenges, nuances, and opportunities** of implementing small and large-scale systems and initiatives.

Our Core Values

We strive to address **equity every day**, in all that we do.

We are a **team of leaders**.

We are **educators**.

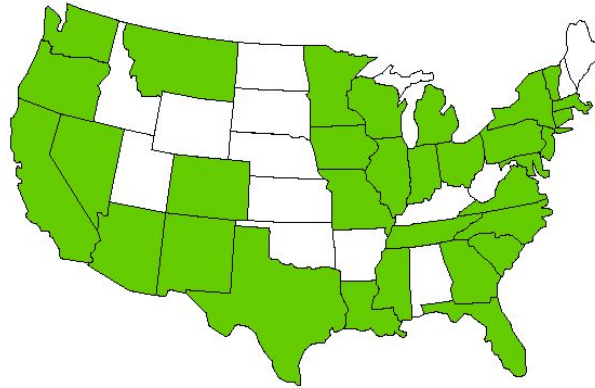
We are **lifelong learners**.

We **thrive** in a **dynamic environment**.

We place a high value on **supporting one another and having fun**.

Where We Work

Jackson Public Schools (Mississippi)
Syracuse City School District (New York)
School District of Palm Beach (Florida)
Guilford County (NC)



ESC NEO Districts (Ohio)
Gainesville School District (Texas)
MSD of Decatur (Indiana)
Roanoke County Public Schools (Virginia)

Our impact by the numbers

30+

States & DC

250K+

Educators

4M+

Students

\$500+M

Grants Won for Districts

Steering Committee Introductions

- Your Name
- Your relationship to Anne Arundel County Public Schools
- •Share with your group the word that describes how you feel about the next strategic plan and why that word comes to mind?

Today's Objectives & Agenda

OBJECTIVES

1. Review the process and timeline for plan completion.
2. Understand the purpose of a strategic plan and the steering committee's role in the development process.
3. Explore and provide feedback on structural and content elements to inform the plan design.
4. Begin to develop foundational language for the plan.

AGENDA

- Welcome/Introductions
- Strategic Plan Overview
- Steering Committee Purpose
- Sample Plan Review
- Core Values
- Next Steps

Meeting Norms

- Engage
- Seek to understand others' views
- Think short-term and long-term
- Share the *'air time'*
- Commit to this time and your colleagues
- When you hear the chime, complete your thought and then bring your attention to the speaker.

Introduction

Strategic Plan and Steering Committee Overview

What is a Strategic Plan?

- A foundation and roadmap for a district's improvement efforts that helps to keep the district *focused, disciplined, and accountable*.
- A *"living document"* that ensures all stakeholders are on the same page.
- An accountability dimension that ensures *alignment* between the priorities and goals at the district level and in schools.



Why Develop a Strategic Plan?

“Leaders must develop a district-wide strategy for improving teaching and learning and then design and manage the entire organization in a coherent way that strengthens and supports the strategy.

When leaders fail to achieve organizational coherence, the system does not work well for anyone - students, teachers, administrators, or parents.”

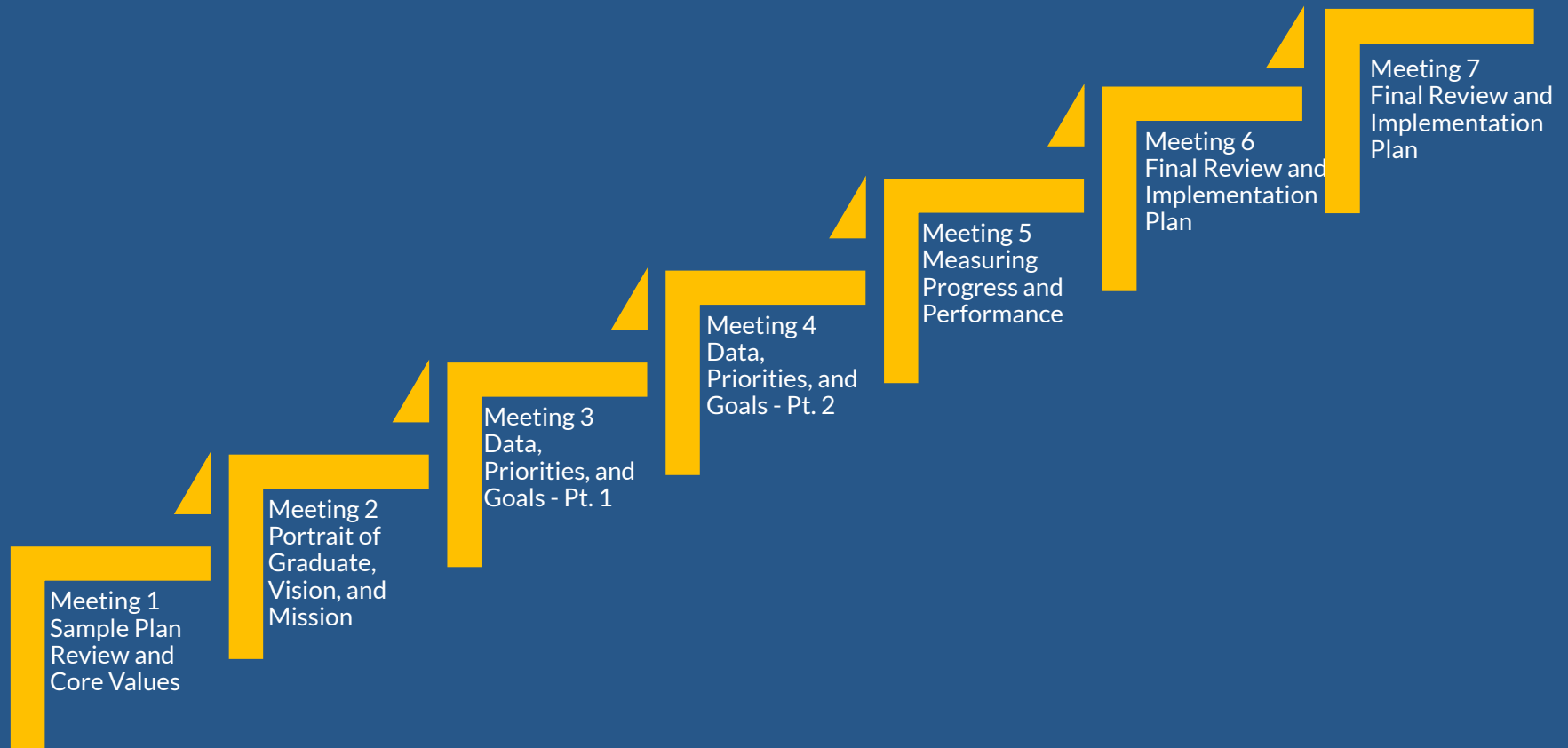
Childress, S., Elmore, R., Grossman, A., & Johnson, S. (Eds.). (2007). *Managing school districts for high performance*. Cambridge: Harvard Education Press.

Steering Committee's Role

What is the
value of a
steering
committee?

- Advise on development of the plan
- Elevate the voices of stakeholders
- Be ambassadors for the project
- Provide thought leadership on the implementation of the plan

Steering Committee Meetings



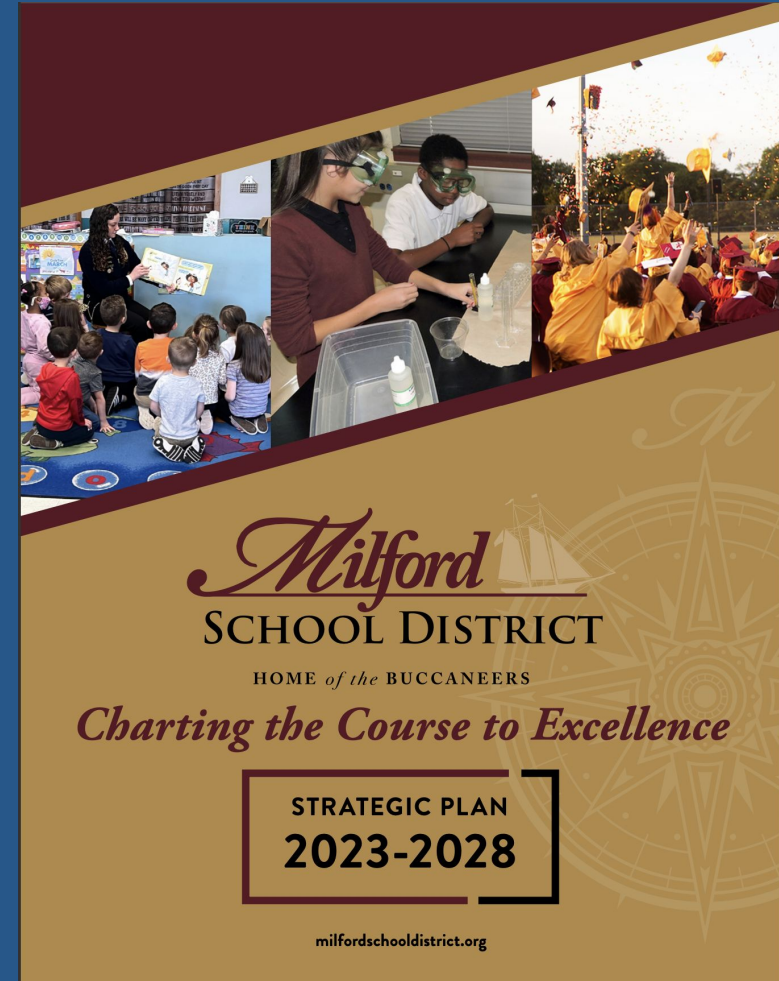
Sample Plan Review

Content and Layout Feedback

Sample Plan Walkthrough

- What resonates with you about the layout of the plan?
- What resonates with you about the content of the plan?

*Milford School
District*



Sample Plan Review

At your table, review your assigned plan(s) and make note of:

- What resonates with you about the layout of each plan?
- What resonates with you about the content of each plan?

Think about the following question:

What aspects of the layout and/or content you reviewed should we replicate and avoid as we develop the AACPS plan?

Sample Plans

<https://bit.ly/InsightSamplePlans>



Foundational Elements

Portrait of a Graduate, Core Values, Vision, and Mission

Foundational Elements of a Plan

Element	Description	Status
Core Values	Set of beliefs that guide the actions, behaviors, and decision making processes of the district.	Draft Today
Portrait of a Graduate	Illustrates the characteristics, traits, and attributes that the community would like AACPS students to have as they enter the world after graduation.	Draft in Meeting 2
Vision	Describes what the district hopes to achieve or be in the future.	Draft in Meeting 2
Mission	Articulates what is unique about who the district is, what the district does, and who the district serves.	Draft in Meeting 2
Priorities	The areas of focus for the district that will serve as drivers of the strategic plan. Goals and strategies will be added next.	Draft in Meeting 3

Core Values

Set of beliefs that guide actions, behaviors, and decision making processes of the district.

What is a core value?

A value is a way of being or belief that we hold **most important**. Living into our values means that we do more than profess our values, we practice them. We walk our talk – we are clear about what we believe and hold important, and **we take care that our intentions, words, thoughts, and behaviors align with those beliefs.**

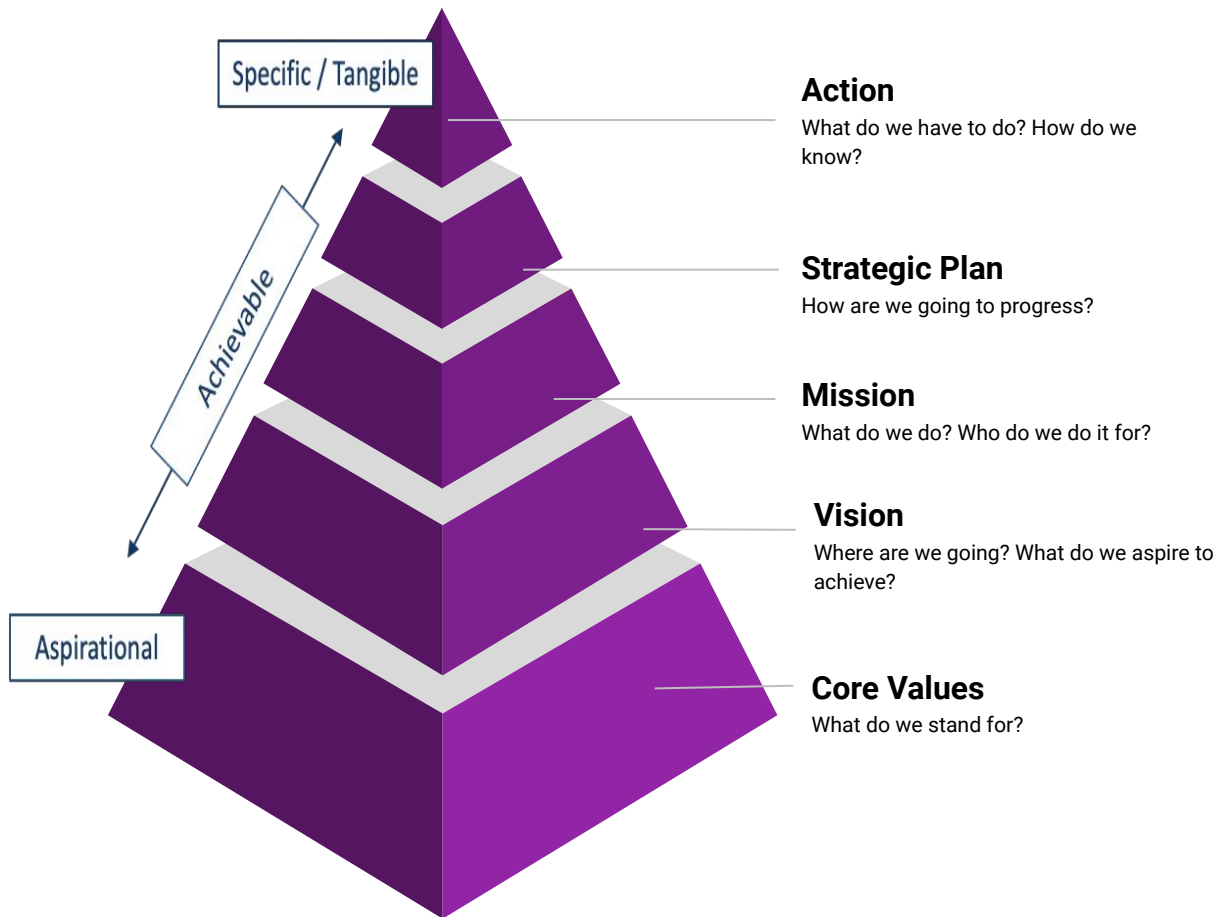
Brené Brown

What is a core value?



Core values direct the behavior and decision-making of an organization's employees.

Core Values as a Foundation



Sample Core Values

Core Values	
At Jackson Public Schools, we believe in the importance of equity, excellence, growth mindset, relationships, relevance, and positive and respectful cultures.	
EQUITY	Our vision of equity, put simply, is "all means all." We ensure equity by celebrating each scholar's individuality, interests, abilities and talents; providing each scholar in each school with equitable access to high-quality instruction, courses, and resources; and holding high expectations for all scholars to graduate college-ready and career-minded. Similarly, we recognize and value the individual abilities, experiences and talents of our staff; providing all staff with equitable access to opportunities for development and growth; and ensuring that such opportunities are provided through clear and transparent processes.
EXCELLENCE	High expectations for our scholars help to prepare them for college and career paths. High expectations from and for all adults foster ownership, consistency, and transparency. Every member of our district performs with an attention to detail and the quality that each task demands in order to achieve great outcomes.
GROWTH MINDSET	Our leaders—scholars and staff—thrive in environments where belief in their abilities is affirmed. Everyone in the organization embraces the ideal that effort and perseverance lead to success.
RELATIONSHIPS	It is essential to develop relationships through mutual respect of culture, social context, and community. This allows us to create a community of safety, trust, productive vulnerability, and genuine connection as we celebrate successes and value opportunities for constructive feedback.
RELEVANCE	Scholars experience relevant education that is engaging, motivating, and inspiring, leading to a lifelong commitment to learning. Our scholars must learn to connect with each other, the larger community, and the 21st-century world, ultimately developing agency to contribute to positive change in Jackson, in Mississippi, and in the world.
POSITIVE AND RESPECTFUL CULTURE	Scholars and staff thrive in learning environments where growth and achievement are the highest priorities and climates are safe, positive, and respectful. These environments engage and excite all scholars, leaving them hungry for more knowledge. All adults contribute to a positive and respectful culture allowing them to experience more productivity, increased retention, and joy at work.

Jackson Public
Schools (MS)

Sample Core Values

Diversity

We believe the different experiences individuals bring to our schools are strengths. Embracing diverse cultures, perspectives and abilities enables students and adults to feel valued and safe, a key prerequisite for learning and growth. We are committed to providing an environment where students and staff from all cultures and backgrounds can succeed.

Empathy

We are committed to developing a culture where our employees identify with and understand the feelings of our students and parents as well as their colleagues.

Integrity

We are committed to creating a school district that acts with honesty and forthrightness, holding ourselves to high academic and ethical standards, and dealing with everyone with respect.

Innovation

We are committed to fostering a work environment where the goal is not to manage innovations, but to become innovative. Problems are identified, ownership of those problems is assumed by the adults in the district and everyone works together as agents of the solution until the problems are solved. We will not stop until obstacles are removed, solutions found, and clear and compelling goals are established.

Equity

We are committed to creating equitable and inclusive schools where adults take ownership for student learning outcomes and make sure students have what they need to succeed in school and in life. We will acknowledge and dismantle systems, processes and mindsets that perpetuate race, poverty, disability and English language status as predictors of achievement. We will align resources to create equitable opportunities for students and employees. We will eradicate achievement gaps.

Guilford County Schools (NC)

Sample Core Values

CORE VALUES

We believe in **developing people.**

We know that we are only as strong as our team and that as each person develops as a learner and a leader, our district becomes stronger. We are committed to investing in the development of our people through coaching, feedback, and training, as well as by fostering an environment that encourages personal development and professional growth. We believe that by supporting the growth of our team members will we all achieve our maximum potential.

We believe in **equity.**

We acknowledge that access to opportunities and success is not – and has not been – the same for all community members and that achieving equity begins by building this awareness in others. We also strive to uncover the causes of those imbalances, remove barriers, and advance equitable opportunities and outcomes for all.

We believe in **keeping students our priority.**

We approach our work with an open, curious mindset, committed to learning and relentlessly focused on our students' needs and interests. We make decisions and measure progress based on how well we are supporting our staff and improving outcomes for our students. Our passion for the success of our students motivates us to do what is needed to accomplish our goals.

We believe in **integrity.**

We strive to do the right thing, recognizing that what is right is not always what is easy. We operate with respect and kindness and are honest, transparent and responsive in our communication and actions. We collaborate openly and hold ourselves and each other accountable.

We believe in **joy.**

We see our work as much more than a job and we are here because we love what we do. We take pride in doing great work and celebrate our collective and individual successes. We cultivate positive relationships, express gratitude, and support and uplift one another.

Waukee
Community
School District
(IA)

Sample Core Values



District of Columbia Public Schools (DC)

Sample Core Values



Alexandria City
Public Schools
(VA)

Core Values Work

Consider what is compelling / not compelling about the examples and the current beliefs in use at the district.

Individually, list words that represent values critical to the district.

As a small group, discuss and combine ideas into key considerations and/or words to elevate. Record those on your recorder packet and on chart paper.

Gallery Walk-What are the common core values from across groups?

The background of the image consists of several diagonal stripes in different colors: a dark blue stripe at the top, a yellow stripe on the left, a green stripe in the middle-left, an orange stripe in the middle-right, and a light blue stripe on the right. The text 'Q&A' is centered horizontally and spans across the green and orange stripes.

Q&A

Next Steps

Stakeholder Survey

- October 20 - November 5
- Students, Staff, Parents, Community

Steering Committee Meeting #2

- November 20, 2023
Broadneck High School
- Focus
 - Remaining Foundational Language
(Portrait of a Graduate, Vision, and Mission)



Thank you for your feedback!



I appreciate...



I wonder...



I wish...

Take a moment to respond to one or more of the stems as you reflect on the session tonight or the strategic planning process.



InsightEducationGroup.com



[@InsightEdGroup](https://twitter.com/InsightEdGroup)



[Fb.com/
insightedgroup](https://fb.com/insightedgroup)



[@insightedgroup](https://www.instagram.com/insightedgroup)



["Insight
Education
Group"](https://www.linkedin.com/company/Insight Education Group)