2024-2029 Strategic Plan Steering Committee

Meeting #3
December 14, 2023
Meade Middle School

ANNE ARUNDEL
COUNTY PUBLIC SCHOOLS

Good Evening!
As you get settled, enjoy some food, each other's company, and share with your partner your 'adventure rating' and the most adventurous thing you have done.

What is your all-time favorite book?

What is your all-time favorite movie?

Name

Relationship with AACPS

Given the choice of anyone, alive or dead, who would you like to have lunch with and where?

On a scale of 1 to 5, how adventurous are you? 1-Not Adventurous/5-Very Adventurous

Welcome!

Dr. Mark T. Bedell

Superintendent of Schools

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

Where the Wild
Things Are

Shawshank Redemption

Pete Leida

IEG Partnership Manager

Julia Louis-Dreyfus
Outdoor Cafe in NYC

4...used to be a 5

Objectives

1. Review takeaways from Meeting #2

2. Revisit and refine Core Values, Portrait of a Graduate, and Vision.

3. Review ideas about district mission and develop draft statements.

4. Begin to identify district priorities.

Agenda

- Welcome/Introductions

- Meeting #2 Review

- Core Values, Portrait of a Graduate, and Vision

- Develop Mission Statements

- Identify District Priorities

- 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 or see hands raised, complete your thought and then bring your attention to the group.

Take a minute to reflect on the norms. Which norm might you struggle with the most during today's session?
Circle that norm on your participant guide.

Steering Committee Meeting #2 Review

Meeting #2

Objectives

1. Review takeaways from Meeting #1

2. Refine and offer feedback on core values.

3. Examine stakeholder feedback to elevate considerations for Portrait of a Graduate categories and possible Vision statements.

4. Brainstorm ideas for district mission.

Agenda

- Welcome/Introductions

- Meeting #1 Review

- Core Values

- Portrait of a Graduate

- Vision

- Mission

- Next Steps

Refine Core Values

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

Core Value Rank Order

Equity	36	Resilience	6
Safety	28	Achievement	5
Belonging	22	Joy	4
Innovation	22	Collaboration	4
Integrity	21	Empathy	3
Respect	17	Accountability	2
Relationships	10	Inclusion	1
Empowerment	7	Connection	1
Diversity	6	Social Justice	0

Meeting #1 Core Values Brainstorming

Equity - 6   Collaboration - 2
Joy - 5   Resilience - 2
Belonging - 5   Inclusion - 2
Innovative - 5   Safety - 2
Relationship - 4   Empowerment - 2
Integrity - 3   Respect - 2
Diversity - 3   Social justice - 2

Core Value Drafting

Step 1: Individually, list your top 6 core values in priority order.

Step 2: As a group, list your top 6 core values in priority order.

Step 3: Select one of the core values from your list and write a brief description as a group using 'We believe…' as a stem. After adding to the 'Recorder Packet', add it to your chart paper.

Top 6 Core Values
Draft Descriptions

Equity

   A. We believe celebrating diversity and fostering an inclusive learning environment where all voices are heard and valued benefits not only students, staff, and families, but the community as a whole.

   B. We believe in providing all students with the resources and support they need, closing achievement gaps, and ensuring equitable access to opportunities.

Safety

   A. We believe every student has the right to a safe and secure learning environment where their physical and emotional well being are prioritized, fostering a culture of trust and resilience in our school community.

   B. We believe in creating safe and secure learning environments where all individuals feel physically and emotionally protected.

Belonging

   A. We believe building strong relationships between students, staff, and families cultivates a sense of community.

   B. We believe in fostering an environment where all students, staff, and families feel connected, supported, and valued.

Top 6 Core Values
Draft Descriptions

Innovation

   A. We believe rethinking traditional approaches to education creates a culture of curiosity, creativity, and collaboration where students are empowered to become independent thinkers and problem solvers.

   B. We believe in empowering our educators to develop engaging learning experiences that spark curiosity and best serve the needs of our students.

Integrity

   A. We believe a focus on honesty, transparency, and accountability fosters trust and a sense of responsibility among our school community.

   B. We believe in holding ourselves accountable, ensuring fairness and responsible behavior within the school district, and engaging in open, honest communication with our community.

Respect

   A. We believe working together to create a positive and welcoming school culture can help our students - and all members of our school community - to thrive.

   B. We believe in treating all individuals with dignity and courtesy, regardless of their background, beliefs, or abilities.

Core Values Considerations

As a group, reflect on the Core Values and accompanying draft descriptions. Consider the following in your conversations:
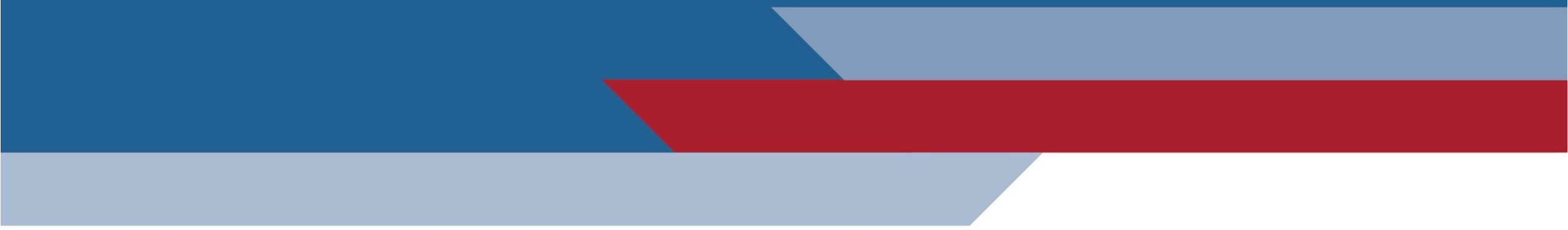
- Where is there overlap between the Core Values and/or descriptions?
- What might be missing?
- What key words and phrases are essential to keep?

Task

In the 'Reporter Packet', add any final considerations for the district.

Draft 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.

Portrait of a Graduate Rank Order

Ability to Acquire New Skills & Knowledge	34	Able to Build & Nurture Relationships	5
Teamwork, Collaboration, and Relationship-Building	32	Growth Mindset / Resilience	4
Critical & Strategic Global Thinking / Problem Solving + Analytical Skills	24	Growth Mindset	4
Creativity & Innovation	17	Critical Thinking	3
Empathy	15	Resilience	3
Financial Literacy & Life Skills	15	Self-Awareness & Personal Well-Being	3
Adaptability / Adaptability & Flexibility	13	Strong Math & Reading Skills	3
Confident or Confident & Empowered to Make Change	6	Ability to Withstand Peer Pressure	2
Effective Communication	5	Understanding	2

What characteristics, skills, or competencies do you believe are essential for the future success of AACPS graduates?

Adult / Student Response Comparison

Adults	Students
Financial Literacy and Life Skills (3950)	Ability to Acquire New Skills and Knowledge (6337)
Ability to Acquire New Skills and Knowledge (3616)	Teamwork, Collaboration, and Relationship-Building (5503)
Teamwork, Collaboration, and Relationship-Building (3265)	Creativity and Innovation (5409)
Strong Math and Reading Skills (3242)	Leadership (4907)
Critical & Strategic Global Thinking/Problem Solving (2996)	Adaptability (4171)
Growth Mindset and Resilience (2634)	Self-Awareness and Personal Well-Being (4026)
Empathy (2231)	Flexibility (3954)
Adaptability (2209)	Empathy (3820)
Technological Skills (2192)	Growth Mindset and Resilience (3708)
Self-Awareness and Personal Well-Being (2130)	Financial Literacy and Life Skills (3486)
Creativity and Innovation (1991)	Strong Math and Reading Skills (2706)
Leadership (1587)	Critical & Strategic Global Thinking/Problem Solving (2603)
Self-Regulation (1545)	Technological Skills (2234)
Communication Across Various Modalities (1541)	Communication Across Various Modalities (1689)
Flexibility (782)	Self-Regulation (1384)

Portrait of a Graduate

Based on the lists that you initially generated, coupled with the survey results. *What are the top 6 characteristics, traits, or competencies that you believe are most important for AACPS graduates to embody as they enter adulthood?*

Discuss in your groups and add to the 'Reporter Packet' when you come to consensus.

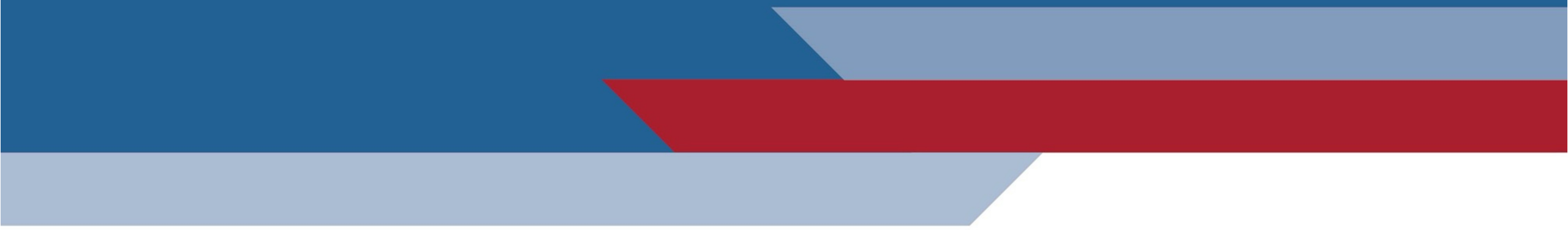# Top 6 Portrait of a Graduate Descriptors

1. Ability to Acquire New Skills & Knowledge

2. Teamwork, Collaboration, and Relationship-Building

3. Critical & Strategic Global Thinking / Problem Solving + Analytical Skills

4. Creativity & Innovation

5. Empathy

6. Financial Literacy & Life Skills

Portrait of a Graduate

As a team, draft a statement for the 'Descriptors' that you have been assigned. The statement should be no longer than a sentence and serve as a means of explaining the term in both aspirational and informational terms that will resonate with the community.

Vision

Describes what the district hopes to achieve or be in the future.

It should be both inspirational and aspirational.

"My hope and dream for
Anne Arundel County Public Schools is…"
What did adults say?

Academic Excellence: Desire for top academic performance nationally and statewide, emphasizing literacy, math skills, and a 100% graduation rate.

Safety and Well-being: Strong emphasis on safety, aiming for zero violence incidents, and providing secure learning environments. Implementation of sensory stimulation classrooms to address behavioral issues and comprehensive mental health support for students and staff.

Curriculum Focus: Ensure that fundamentals such as reading, math, science, and history are well covered and that students are engaged in deep exploration of meaningful and relevant content.

Preparation for Responsible Adulthood: Focus on preparing students for responsible adulthood, emphasizing practical life skills, individual growth, and implementing financial literacy and global readiness into the curriculum. Additional emphasis on critical thinking, preparing students for real-world challenges, and recognizing the importance of developing productive citizens with ethical values. Empowering students to take charge of their future, thrive academically, and pursue their dreams / chosen paths.

Teacher Support: Recognition of the importance of fair pay, benefits, and support for teachers, along with respecting and valuing them as professionals.

Individualized Learning / Student-centered Education: Tailoring education to individual needs, promoting empathy, and recognizing individual growth as a measure of success. Prioritization of meeting the needs of students and fostering a love for learning. Desire for adaptive and nurturing environments tailored to unique learners.

Equal Opportunities and Access: Hope for an environment where every child has an equal chance to thrive, with access to top opportunities

Parental Involvement: More involvement from parents, improved communication, and active engagement of and by parents in the education process.

Community Engagement: Desire for schools to be supportive, engaged, and welcoming environments. Envisioning schools as centers of communities, providing essential services.

Continuous Improvement: Desire for ongoing enhancements and growth in education quality, including a reduction in class sizes for better learning experiences.

Inclusivity and Equity: Striving for equity, inclusivity, and equal treatment for all students, ensuring diverse learning options and fostering an inclusive community.

"My hope and dream for Anne Arundel County Public Schools is…"

What did students say?

Academic Success: Focus on academic success and high graduation rates. Support students in reaching their full potential and accomplishing their goals. Provide flexibility in learning and encourage success and achievement for all students.

High Quality, Individualized Education: Desire for education that empowers students to reach their full potential, fosters a love for lifelong learning, and provides the necessary skills for success in college and/or career. Engaging and inclusive learning environments, where different learning styles are accommodated, and classes are interesting and relevant. More class options and opportunities.

Comprehensive Career and Life Preparation: Hope to learn better education skills, including strategies to prevent feeling overwhelmed. Revision of the curriculum to better prepare students for real-world challenges with an emphasis on practical education such as financial literacy, job preparation, and skills for adult life.

Improved Learning Environment: Better student-teacher involvement, more engaging teaching methods, and an emphasis on better technology and interactive learning. Creating a learning environment that caters to the needs of all students, including advanced classes and proper guidance.

Enhanced School Environment: Ensuring all students learn in clean and well-maintained facilities. Better school facilities, including cleaner bathrooms, improved lunch options, and upgraded buildings. Desire for more resources, such as better technology, advanced learning tools, and improved internet connectivity.

Student Involvement and Empowerment: Advocacy for a greater student empowerment. Desire for respectful and meaningful communication with students, avoiding collective punishment, and promoting student voices in decision-making processes.

Safety and Well-Being: Desire for safer schools, free from threats and violence with fewer incidents of bullying, and better mental health support. Provide an environment where everyone feels secure and respected.

Focus on Mental Health: Prioritization of student mental health, well-being, and stress management. Safe and supportive environment that addresses mental health issues and provides resources to help.

Inclusive Environment: Desire for a safe and discrimination-free environment. Promotion of acceptance, understanding, and inclusion. Want everyone to receive the education they deserve and need. Emphasis on the importance of inclusivity and equal treatment.

Access to Resources and Opportunities: Desire for more opportunities, whether it's in the form of extracurricular activities, field trips, or access to resources that help them succeed in various areas, including academics and future careers. Emphasis on allocating adequate resources to support struggling students and provide opportunities for advanced students. Emphasis on providing equal education opportunities and resources for all students.

Steering Committee Drafts & Ideas

Draft Statements

- Building a strong Educational Foundation to empower students in achieving their life goals.

- At AACPS, we value and trust educators to empower scholars to seek positive change.

- Equipping our students with the skills to travel their own path to personal success.

- Schools should prepare students with relevant life skills that create individual success and a better world.

- Educating with excellence, fostering innovation, and inspiring a future of limitless possibilities.

- Students who take relevant, rigorous academic courses thrive in the "real world".

- Through equal opportunities and access…(sentence starter)

Key Themes from all feedback / notes

- **Educator value and support**: Recognizing the important role of educators and fostering a supportive environment for their success.

- **Student empowerment and accountability:** Equipping students with the skills and knowledge needed to achieve their own goals while fostering a sense of responsibility.

- **Holistic well-being:** Focusing on mental health, safety, belonging, and social-emotional development alongside academic success.

- **Personalized and equitable access:** Providing individualized learning experiences and ensuring all students have access to resources and opportunities to succeed.

- **Future-ready skills:** Preparing students for college, career, and lifelong success through comprehensive life skills development.

Vision Statement Drafts

1. Empowering confident learners to thrive in all aspects of life and make a positive impact in their communities.

2. Building confident and responsible through individualized learning, comprehensive preparation, and a supportive community.

3. Equipping all students for personal success with equitable access, dedicated educators, and a focus on well-being and future-ready skills

4. Preparing individual learners to thrive in a safe, inclusive environment while fostering academic excellence and empowering responsible citizens for future success.

5. Together, we equip students with personalized learning, future-ready skills, and a passion for lifelong success.

Vision Statement Reflection

As a group, reflect on the draft Vision statements. Consider the following in your conversations:
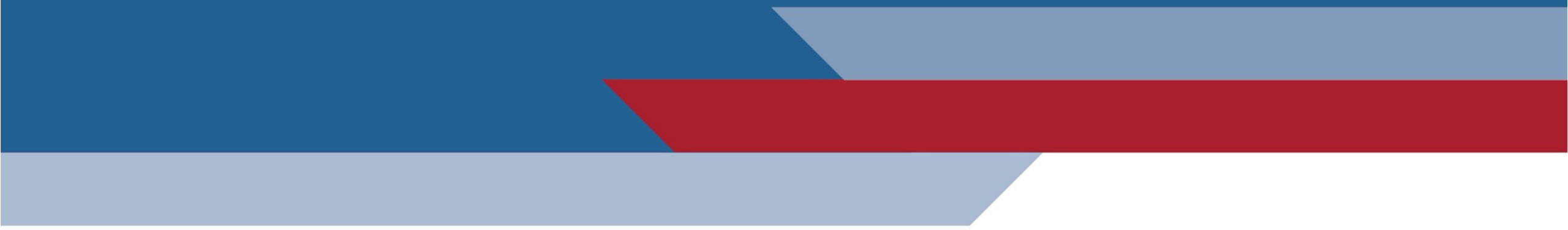
- Is there a draft statement you like more than the others? Why?
- What might be missing from these drafts?
- Are there any key words or phrases that you don't want to lose?

Task

In the 'Reporter Packet', add any final considerations for the district.

Mission

Articulates what is unique about who the district is, what the district does, and who the district serves.

Mission Statement

| Describes what is unique about **who we are** | Describes what is unique about **who we serve** | Describes what is unique about **what we do** |

Mission Statement Survey Responses

Who we are	AACPS is: • A team of collaborative, dedicated employees, including state and nationally recognized teachers and staff. • A strong community committed to creating a positive learning environment for all students. • A large and diverse district made up of smaller, diverse communities - urban, rural, suburban - with varying backgrounds and beliefs.

Mission Statement Survey Responses

What we do	AACPS: • Educates not just students, but also families, staff, and the community. • Strives to empower every member of its community to reach their full potential. • Prioritizes strong partnerships with the community. • Provides employees with ongoing professional development opportunities. • Offers a variety of innovative academic programs that provide students with choices, such as magnet and specialty programs, CTE and AP courses, and programs that integrate technology. • Maintains a strong commitment to diversity and inclusion. • Works to make a large school system feel personable by offering signature programs, fostering joy in learning, and prioritizing school safety.

Mission Statement Survey Responses

Who we serve	AACPS: ● A truly unique and diverse population of students and families. ● Diverse ethnicities, races, languages, socioeconomic backgrounds, and geographical origins. ● A growing Latino population. ● Diverse experiences and abilities. ● A geographically diverse county, including urban, suburban, and rural communities.

Mission Statement Drafting

As a group, draft a mission statement using the information gained from the survey.

The mission statement should be aspirational, inspirational, and align with the vision statement. Mission statements vary in length from a single sentence to three sentences.

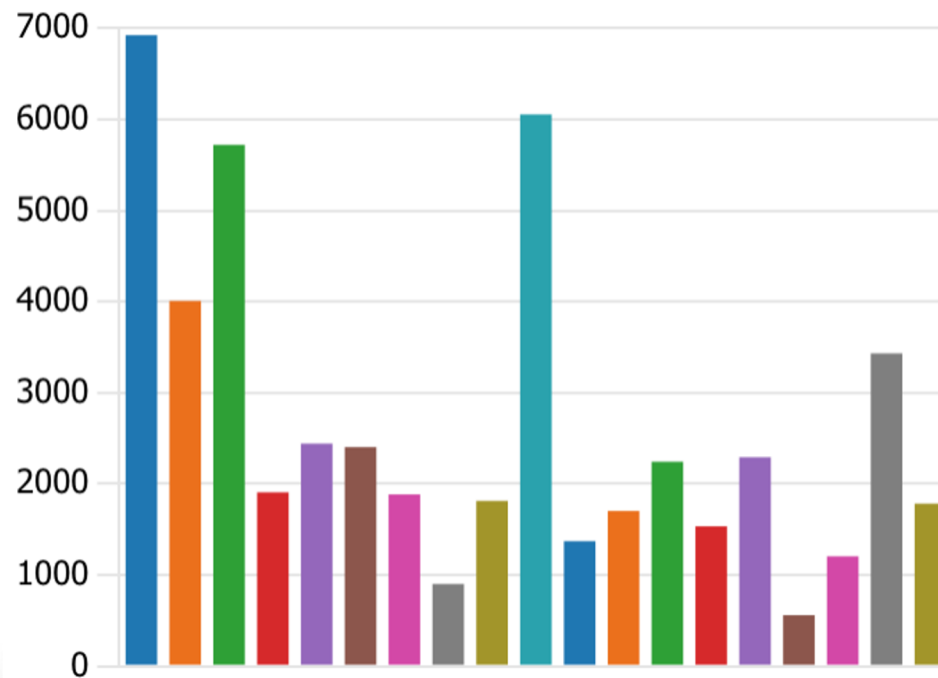Add your Mission statement to your chart paper.

Priorities

The areas of focus for the district that will serve as drivers of the strategic plan. Goals and strategies will be added next.

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Student Priorities

13,364 Responses (6-12)

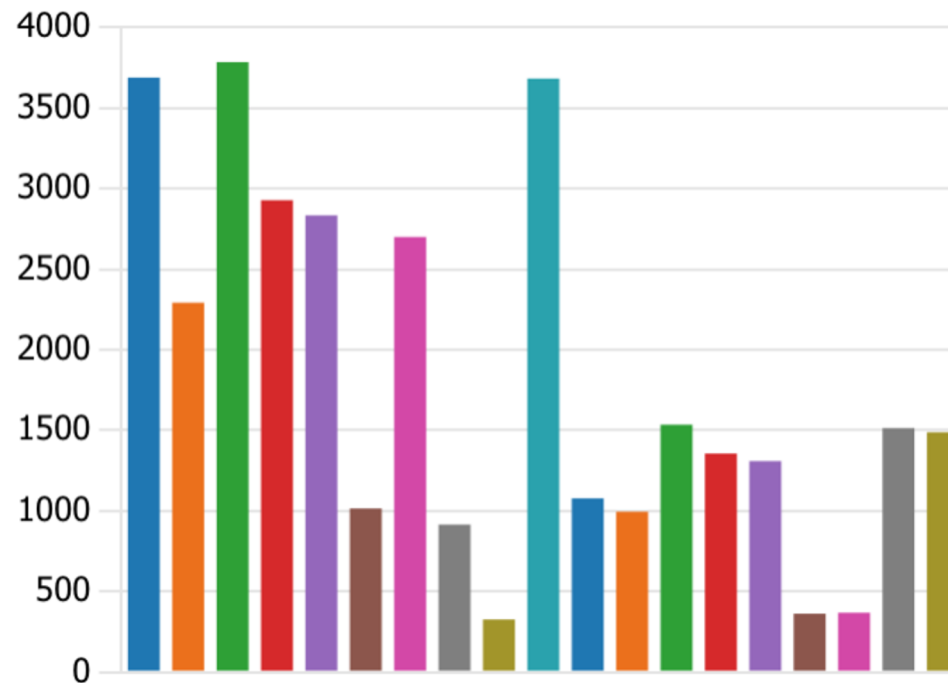| Legend	Value
Mental health/social emotional ...	6925
Educational equity for all students	4008
High school readiness, college/c...	5721
Academic outcomes (student pe...	1907
Academic outcomes (student pe...	2442
Academic outcomes (student pe...	2404
Employee recruitment and reten...	1884
Opportunities for parent engag...	901
Opportunities for community/b...	1813
School safety and security	6055
Professional and career develop...	1371
Investments in technology and ...	1703
Maximizing school facilities to e...	2243
Age and maintenance of school ...	1534
School operations (e.g., scheduli...	2292
Effective and transparent fiscal p...	559
Portrait of a graduate – characte...	1205
Expanding school choice, career...	3432
Expanding Career and Technical ...	1783

TOP TEN

1. Mental health/social emotional wellness
2. School safety and security
3. High school readiness, college/career readiness, graduation, and post-graduate success
4. Educational equity for all students
5. Expanding school choice, career programs, and access to advanced coursework
6. Academic outcomes (student performance) in math
7. Academic outcomes (stdt performance) in other areas
8. School operations
9. Maximizing school facilities to enhance the student learning experience
10. Academic outcomes (student performance) in English/reading

Adult Priorities

7,911 Responses (6-12)

Legend:

- Mental health/social emotional ... — 3689
- Educational equity for all students — 2292
- High school readiness, college/c... — 3785
- Academic outcomes (student pe... — 2928
- Academic outcomes (student pe... — 2834
- Academic outcomes (student pe... — 1015
- Employee recruitment and reten... — 2700
- Opportunities for parent engag... — 915
- Opportunities for community/b... — 326
- School safety and security — 3683
- Professional and career develop... — 1078
- Investments in technology and ... — 995
- Maximizing school facilities to e... — 1535
- Age and maintenance of school ... — 1356
- School operations (e.g., scheduli... — 1309
- Effective and transparent fiscal p... — 362
- Portrait of a graduate – characte... — 368
- Expanding school choice, career... — 1514
- Expanding Career and Technical ... — 1488

TOP TEN

1. High school readiness, college/career readiness, graduation, and post-graduate success
2. Mental health/social emotional wellness
3. School safety and security
4. Academic outcomes (student performance) in reading
5. Academic outcomes (student performance) in math
6. Employee recruitment / retention
7. Educational equity for all students
8. Maximizing school facilities to enhance the student learning experience
9. Expanding school choice, career programs, and access to advanced coursework
10. Expanding Career and Technical Education (CTE) opportunities

Top 6th to 12th Student Priorities and Adult Priorities

STUDENTS' TOP TEN

1. Mental health/social emotional wellness
2. School safety and security
3. High school readiness, college/career readiness, graduation, and post-graduate success
4. Educational equity for all students
5. Expanding school choice, career programs, and access to advanced coursework
6. Academic outcomes (student performance) in math
7. Academic outcomes (stdt performance) in other areas
8. School operations
9. Maximizing school facilities to enhance the student learning experience
10. Academic outcomes (student performance) in English/reading

ADULTS' TOP TEN

1. High school readiness, college/career readiness, graduation, and post-graduate success
2. Mental health/social emotional wellness
3. School safety and security
4. Academic outcomes (student performance) in reading
5. Academic outcomes (student performance) in math
6. Employee recruitment / retention
7. Educational equity for all students
8. Maximizing school facilities to enhance the student learning experience
9. Expanding school choice, career programs, and access to advanced coursework
10. Expanding Career and Technical Education (CTE) opportunities

Small Group Reflection on Priorities

Individually, list your top 5 priorities in ranked order.

As a group, list your agreed upon top 5 priorities in ranked order.

Then, identify the types of data that would help you better understand the needs within each priority area. List on the 'Recorder Packet' and add to chart paper.

Next Steps

Refine Foundational Language

Focus Groups

Steering Committee Meeting #4

- Tuesday, February 6, 2024
  Crofton High School

- Focus
  - Review Focus Group Feedback
  - Refine Priorities
  - Review Data
  - Alignment w/Blue Print

Focus Groups

In-Person

January 23rd-Principals Meeting

January 24th and 25th-All 7 Regions

- HS Student, Staff, Parents

Virtual

January 24th and 25th

- HS Students, Staff, Parents

Goal

To gather feedback on the following:

- Core Values
- Portrait
- Vision
- Mission
- Priorities

Thank you for your feedback!

I appreciate…   I wish…   I wonder…

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

Questions?

Anne Arundel County Public Schools