

# 2024-2029 Strategic Plan Steering Committee

Meeting #5  
February 26, 2024  
Southern High School

Enjoy dinner, music, and the  
company of your colleagues!

We will begin shortly.

# Welcome!

Dr. Mark T. Bedell

Superintendent of Schools

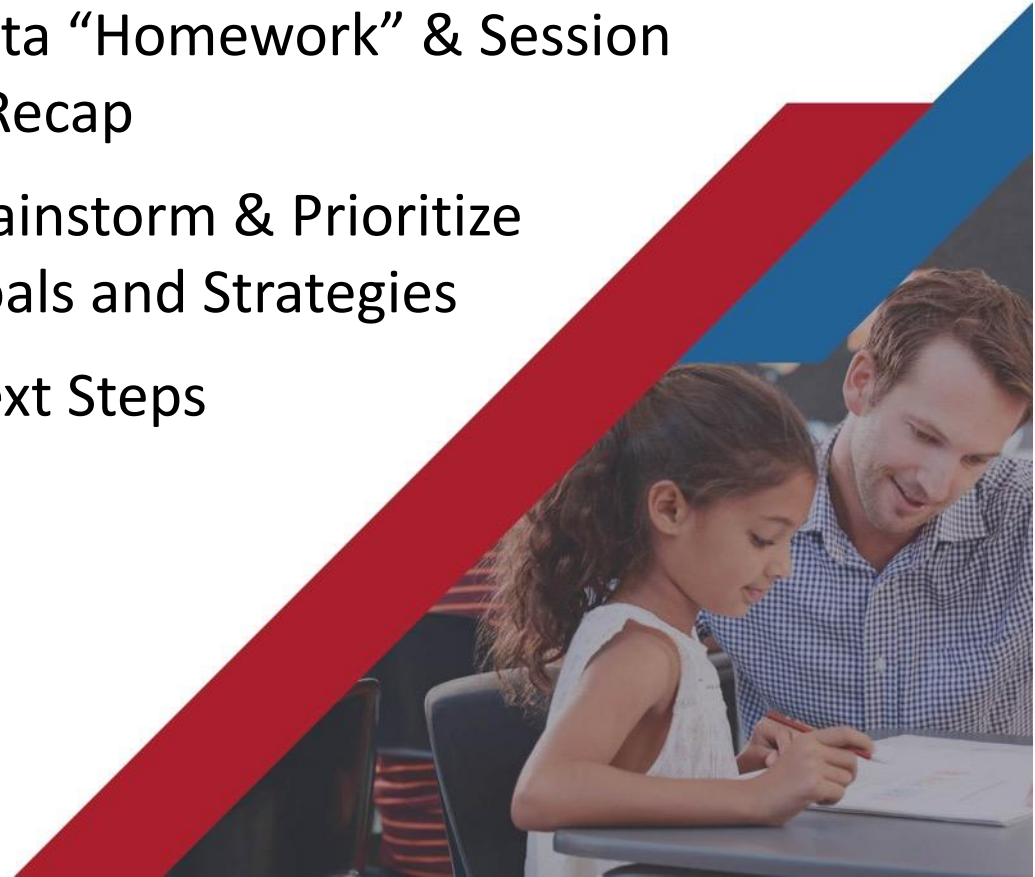


# Objectives

1. Identify main insights and trends from the data review.
2. Explore goals and desired outcomes based on the data, survey and focus group feedback, and representative experience.
3. Discuss and evaluate potential strategies for achieving the defined goals.

# Agenda

- Welcome/Introductions
- Data “Homework” & Session 4 Recap
- Brainstorm & Prioritize Goals and Strategies
- 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.



# Session #4 Recap

## Session #4 Goals

1. Review Core Values, Portrait of a Graduate, Vision and Mission (foundational language) refinement process.
2. Examine focus group feedback and offer final suggestions on foundational language.
3. Begin to identify district priorities.



# Meeting Feedback



**I appreciate...**

- The process and structure of the sessions. Members valued the clear organization, dedicated time for each step, and the opportunity to collaborate and reach consensus. They also enjoyed interacting with diverse perspectives and working in small groups that are different each time.
- The positive aspects of the meeting experience. Participants appreciated the facilitator's guidance, the peaceful and collaborative atmosphere, the chance to learn about the process, and the opportunity to share data and opinions openly.



**I wonder...**

- If the final product will keep pace with rapid changes, truly preparing our kids for the next two decades. I also wonder how student involvement at this level might alter the responses and overall approach.
- How this entire initiative will turn out compared to past efforts. I wonder where AACPS would be today if a similar program had existed 20 years ago.
- If we truly represent all students as effectively as we believe. I wonder if there's more to be done in developing goals, considering it seems like a majority of this work hasn't been touched.
- What the final product will actually look like and when we can expect concrete action steps or goals to be created.



**I wish...**

- We could continue this collaborative process, fostering buy-in and understanding among a wider audience.
- Clearer communication about the final editing process, ensuring major themes are captured.
- There was more time for discussions and more large group discussion/sharing of ideas and questions.
- We could share more broadly the steering committee work with the broader community so they have an understanding of how this is coming together.

# Get to know your table partners

Introduce yourself to your partners and share your response to one of the following questions:

*It's that time of year again for Girl Scout cookies! What's your 'go to' Girl Scout cookie? OR Not a fan of Girl Scout cookies...what's your favorite all-time 'store bought' cookie?*



# Data Review

[Link to Data Slides](https://bit.ly/AACPSSCData1)

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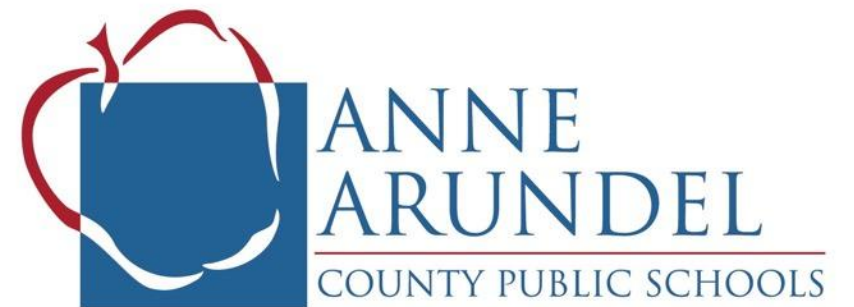


# Key Takeaways

- What trends do you see in the data?
- What strengths do you notice?
- What opportunities for improvement exist?
- How should those be addressed in the goals and strategies of the plan?

# Priorities

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



# Reminder:

## Top 6th-12th Grade Student Priorities + Top Adult Priorities

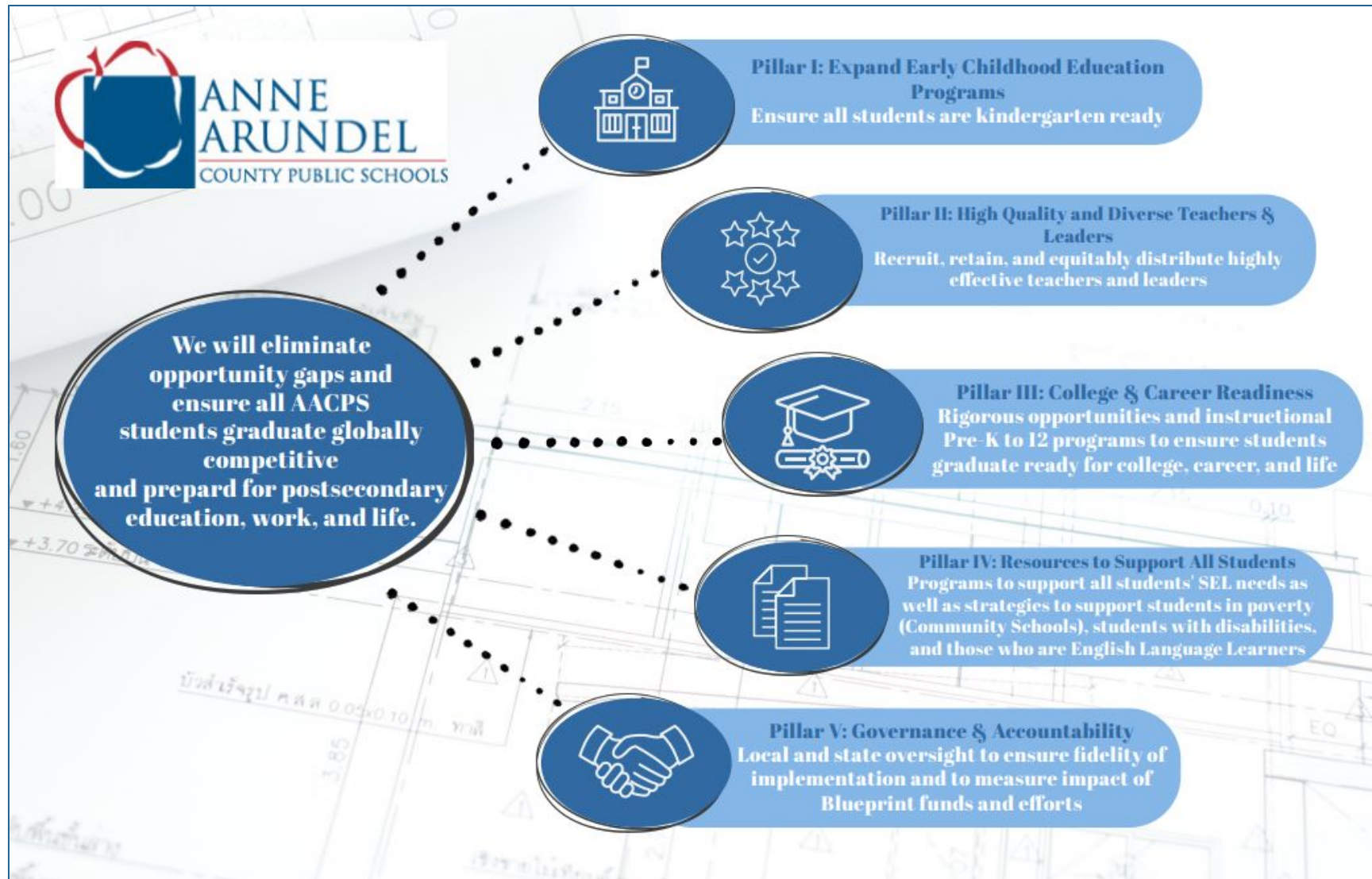
### STUDENTS' TOP TEN

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

# Blueprint Pillars to Consider



# Priority Planning

Priority	Description	Components	Blueprint Alignment
Academics	Ensuring that all students are exposed to high academic expectations, rigorous curriculum, etc...	Accelerate learning (close gaps) Math/Reading Critical thinking	Pillar 1 Pillar 3
Recruitment and Retention	Ensuring a diverse and highly effective staff at all levels and positions.	Vacancies TAs More / different recruitment efforts Diversity Effectiveness / Quality Prof. Learning	Pillar 2
Safety and Well Being	Ensuring mental, physical, and behavioral health as well as social-emotional wellness of all students and staff.	Supports Partnerships SEL Belonging	Pillar 4
Facilities / Operations	Ensuring the safety, security, and upkeep of all district facilities and the efficient and equitable management / allocation of district resources.	Building security (structural and staff) Facilities well-equipped to serve their purpose (e.g. special centers) Access Spending	Pillar 4 (?)
Readiness	Ensuring that all students are prepared for the transitions within AACPS (PK-12) and from AACPS to adulthood.	Aligned curriculum Advanced coursework CTE - more CCR PK to K; 3rd grade; ES to MS; MS to HS; HS grad; post-grad plan	Pillar 1 Pillar 3

Equity will be included as an explicit throughline / commitment

Engagement will be included in the plan embedded in and/or separate from the priorities

Priority	Table Lead(s) & Notetaker(s)
Academics	Nicole Howard – Director of Curriculum & Assessments Nuria Williams – Director of School Performance
Recruitment and Retention	Jessica Cuches – Chief Human Resource Officer Kathryn Feuerherd – Recruitment Manager Heidi Oliver - Assistant Superintendent for Professional Growth & Development
Safety and Well-Being	Ryan Voegtlin – Director of Student Services Shirley Jackson-Avery – Coordinator, School Counseling Lauren Ward Allen – Acting Director of Safe & Orderly Schools Wade Blair – Special Assistant, Safe & Orderly Schools
Facilities / Operations	Bill Heiser – Chief Operations Officer Kyly Ruef – Director of Facilities Doyle Batten – Supervisor of School Security
Readiness	Jazmine Lawhorn – Director of School Performance Michele Batten – Assistant Superintendent for Curriculum & Instruction

At each table, you will have time to share ideas on:

- Key goals and related strategies of the priority
- How equity is visible and/or what equity connections are important to consider within the priority
- How stakeholders can be engaged around the priority, goals, and/or strategies
- The urgency of the priority



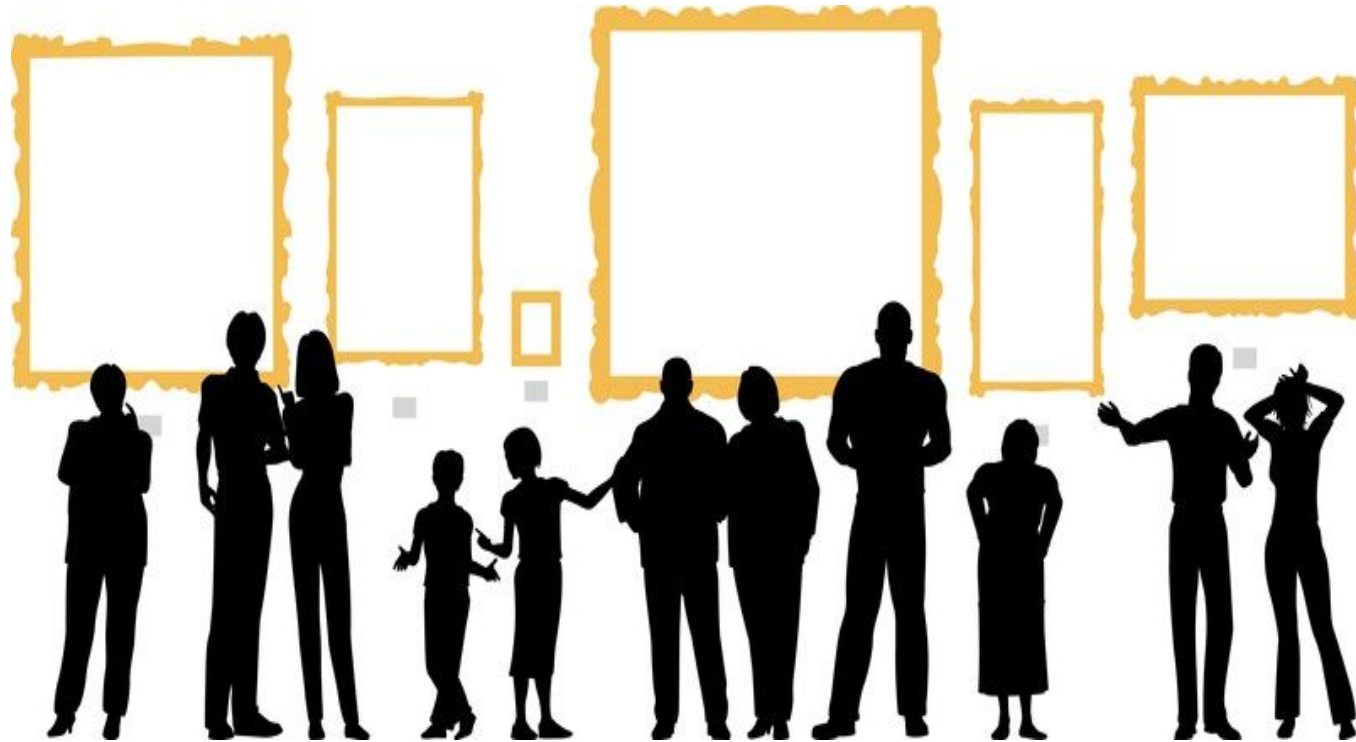
# Protocol

## Five Rounds (25m each round)

- (2m) Table lead shares overview of the priority
- (5m) Table brainstorms a list of goals for that priority
  - Example: Increase the number of students that graduate from AACPS having been accepted into a post-secondary program and/or graduate with a professional certification.
- (3m): Table identifies top 3 goals
- (5m): Table brainstorms a list of activities/strategies to help the district achieve each of the top 3 goals
- (3m): Table identifies top 3 activities/strategies for each goal
- (5m): Table brainstorms ideas for equity commitment, engagement opportunities, urgency statement
- (2m): Transition
  - After rounds 1 & 2: Table leads move 1 table to the right (clockwise; Table 1 to Table 2, etc.)
  - After rounds 3 & 4: Table members move 1 table to the left (counterclockwise; Table 1 to Table 5, etc.)

**After round 5: Table leads prepare to share out. Through discussion with the members of the final round, identify a top goal(s) or strategy(ies) and add that to the chart paper.**

# Gallery Walk



As you view the posters,  
what ideas excite you  
most?



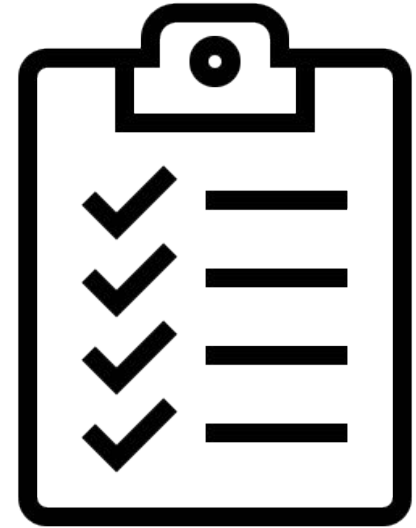
# Next Steps

## **Steering Committee Meeting #6**

- Tuesday, March 12, 2024  
Glen Burnie High School

## **Content Updates**

- Final drafts of foundational elements to the executive leadership team.
- Initial drafts of goals and strategies based on tonight's session.



# 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?