

Strategic Priorities Work Session

April 25, 2019



Purpose of the Work Session

1. Review timeframe for Horizon 2020 and our next strategic plan.
2. Present and revise ideas for 2019-2020 strategic priorities.

Horizon 2020



Vision

All learners believe in their power to embrace learning, to excel, and to own their future.

Mission

The core purpose of Albemarle County Public Schools is to establish a community of learners and learning, through relationships, relevance and rigor, one student at a time.



Horizon 2020: Core Values

- ▶ Excellence
- ▶ Young People
- ▶ Community
- ▶ Respect



Horizon 2020: Student-Centered Goal

All Albemarle County Public Schools students will graduate having actively mastered the lifelong-learning skills they need to succeed as 21st century learners, workers and citizens.



Horizon 2020: Strategic Objectives

1. Engage Every Student
2. Implement Balanced Assessments
3. Improve Opportunity & Achievement
4. Create & Expand Partnerships
5. Optimize Resources



Horizon 2020: Strategic Priorities (2017-2019)

- Create a culture of high expectations for all.
- Identify and remove practices that perpetuate the achievement gap.
- Ensure that students identify and develop personal interests.

HORIZON 2020 TIMELINE

2013-2019
7-Year Plan





Strategic Priorities

- Reviewed and adopted each biennium during the strategic plan
- Unique position this year: only one year left in the plan
- Recommendation: Keep our current priorities, but make them SMART



What Is a SMART Priority?

SPECIFIC

What do we want to accomplish?

MEASURABLE

How will we know we have accomplished it?

ATTAINABLE

Do we have the ability to accomplish it?

RELEVANT

WIN principle—What's Important Now—Why?

TIME-BOUND

When will we achieve this?

I'm going to
live a healthier
lifestyle.

Is it ... ?



SPECIFIC

What do we want to accomplish?



MEASURABLE

How will we know we have accomplished it?



ATTAINABLE

Do we have the ability to accomplish it?



RELEVANT

WIN principle—What's Important Now—Why?



TIME-BOUND

When will we achieve this?

I'm going to
lose weight.

Is it ... ?



SPECIFIC

What do we want to accomplish?



MEASURABLE

How will we know we have accomplished it?



ATTAINABLE

Do we have the ability to accomplish it?



RELEVANT

WIN principle—What's Important Now—Why?



TIME-BOUND

When will we achieve this?

By cutting carbs
and exercising
30 minutes/day,
four days/week,
I am going to lose
10 pounds by
July 30 so that my
overall health is
improved and I have
more stamina to
play with my kids.

Is it ... ?



SPECIFIC

What do we want to accomplish?



MEASURABLE

How will we know we have accomplished it?



ATTAINABLE

Do we have the ability to accomplish it?



RELEVANT

WIN principle—What's Important Now—Why?



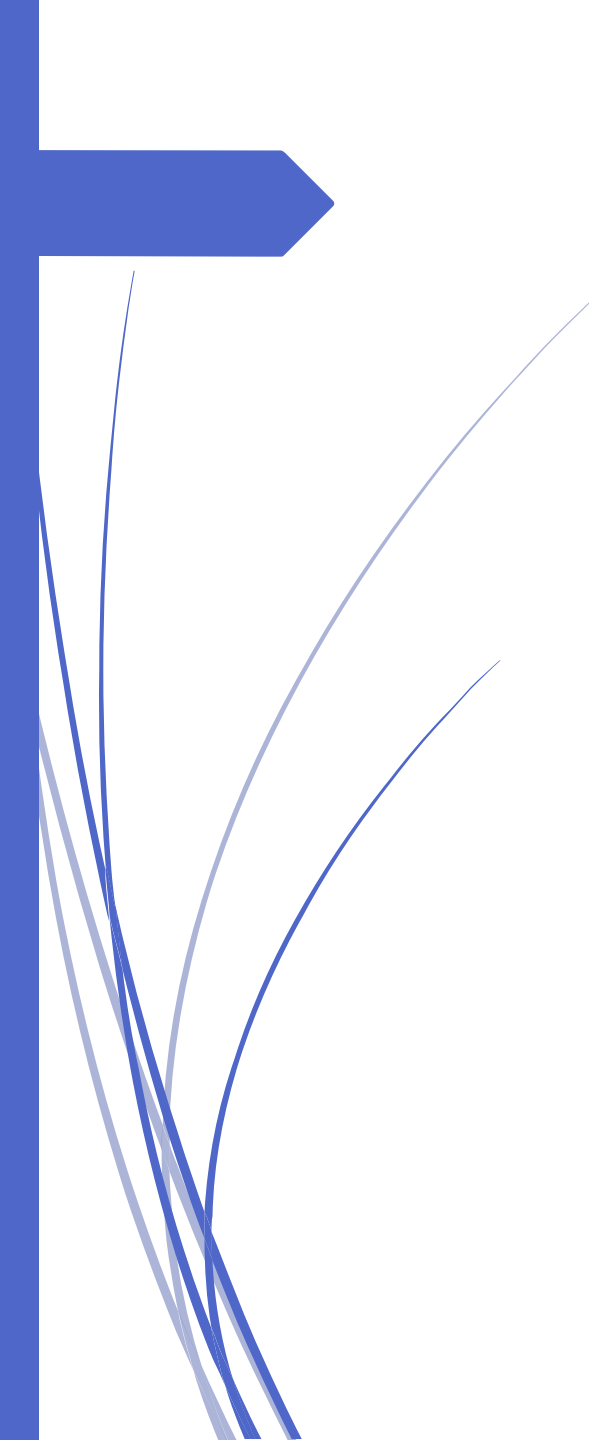
TIME-BOUND

When will we achieve this?



Tonight's Goal

- ▶ Workshop one strategic priority:
Ensure that students identify and develop personal interests.
- ▶ What changes need to be made to turn this into a SMART priority?



Ensure that students identify and develop personal interests.

Is it **SPECIFIC**?

- What exactly do we want to accomplish?

Is it **RELEVANT**?

- Why is it important to accomplish this priority?



[Enter updated priority]

Is it **MEASURABLE**?

- How will we know when it's accomplished?

Is it **ATTAINABLE**?

- Do we have the ability to accomplish it?



[Enter updated priority]



Is it ... **SPECIFIC?** **MEASURABLE?**
ATTAINABLE? **RELEVANT?** **TIME-BOUND?**



Next Steps

- ➔ Board Retreat on June 7
- ➔ SMART workshop for remaining priorities:
 - Create a culture of high expectations for all.
 - Identify and remove practices that perpetuate the achievement gap.