



ACSD Board

# Community Conversations

12/6/22 (in person) and 12/7/22 (virtual)

# Welcome & Introductions

# ACSD Strategic Plan Timeline Overview

## Phase 1: Dec 2021-Aug 2022

### Advisory Committee on Equity forms

- Composed of diverse community stakeholders the Advisory Committee begins the work of engaging the community, gathering and analyzing data about inequities in our academic and social emotional environment, staff and community experiences, and engagement.

### Community outreach, Diversity, Equity, and Inclusion Survey, and additional data points gathered

- ACSD holds an online school community diversity, equity, and inclusion (DEI) survey and conducts an analysis of annual student data points collected by the district.
- The Advisory Committee creates an open-ended survey and holds group and one-on-one conversations.

### Advisory Committee finalizes and presents 5 recommendations to the ACSD Board

- *Prioritize social emotional needs of students and the entire school community.*
- *Dedicate permanent resources, staffing and attention to equity work throughout the district.*
- *Develop and implement an equity based rubric to help inform decision making and evaluation of programs and practices.*
- *Provide leadership that is accountable and centers responsive practices to recruit, support, and retain staff that reflects the diversity of our school community and focuses on the needs of our learners.*
- *Work to ensure communication is concise and accessible so that all students, families and staff have the information they need to succeed.*





# ACSD Strategic Plan Timeline Overview

## Phase 2: Sept 2022 - Dec 2022

### ACSD Board builds on the work of the Advisory Committee

- The ACSD Board drafts and approves core values and beliefs, refines "equity" definition, revisits mission and vision statements, creates theory of action statements, and identifies 3 Goals for the Strategic Plan:
  - *Everyone will feel safe, welcomed, and included in our schools and the district. Students and families will be able to engage with the school system in valuable ways.*
  - *ACSD will allocate resources to address students' needs across the district in equitable, sustainable, and fiscally responsible ways. ACSD will maintain infrastructure and facilities that support varied learning and successful outcomes for all of our students.*
  - *ACSD's learning environment will inspire a passion for learning and value diverse identities and abilities, while preparing our students to make positive contributions to the community and beyond.*

### ACSD Board invites community engagement

- ACSD board hosts an in person and virtual public meetings to present the work to date and provide opportunity for feedback and ideas for moving forward.





# ACSD Strategic Plan Timeline Overview

## Phase 3 + 4: Jan 2023-June 2023



### Strategic Plan Action Team forms

- Applications to join the Action Team open Nov 30th-Dec16th
- The team will be composed of staff and school community members who have expertise and experience with the goals set by the Board.
- They will develop measurable outcomes, strategies, tasks, and timelines.

### Action Team invites Community Engagement

- The Action Team will invite the public to attend at least one public conversation and create an ongoing online avenue for feedback. They may also convene public panels on issues as determined.
- Once formed, there will be a designated Action Team and/or ACSD staff member to contact at any time for one-on-one conversations.
- Additional updates and opportunities to engage will be sent via email to the entire ACSD community and posted on the Strategic Plan website. <https://www.acsdvt.org/domain/60>



### Strategic Plan is finalized

- Action team drafts Strategic Plan
- Strategic Plan is presented to the ACSD Board for approval



Q & A



# Community Feedback Questions

1. What does meeting the Board's Strategic Plan for Equity goals look like for you?
2. What would make it easier for you to engage with the Board in this process and beyond?



# Opportunities to Engage & Additional Resources:



- Follow progress and updates from the Action Team and past committee meeting notes, zoom recordings and materials: [www.acsdvt.org/domain/60](http://www.acsdvt.org/domain/60)
- **Apply to be on the Action Team**
- Once formed, there will be a designated Action Team and/or ACSD staff member to contact at any time for one-on-one conversations.
- The Action Team will invite the public to attend at least one public conversation and offer one open online avenue for feedback. They may also convene public panels on issues as determined.

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