

ANN ARBOR PUBLIC SCHOOLS  
LEAD. CARE. INSPIRE.

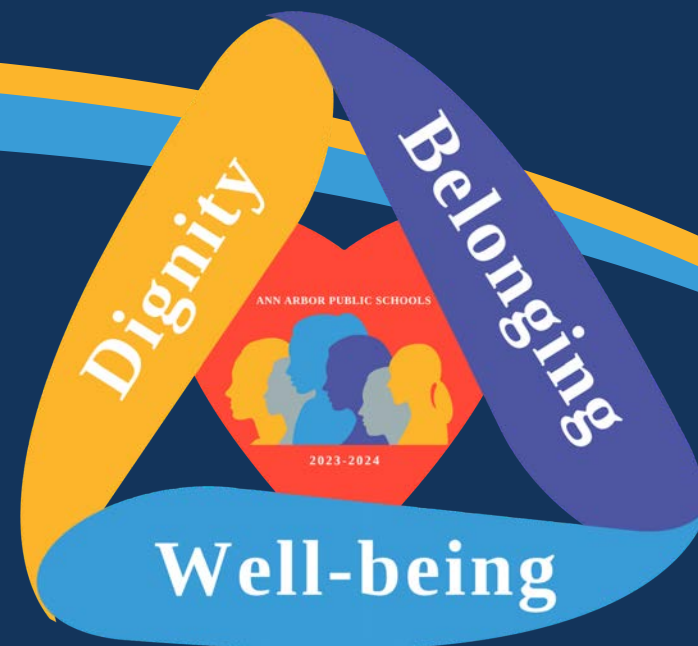


# Ann Arbor Public Schools Strategic Equity Plan 2023

## AAPS Dignity, Belonging & Well-being Focus Statement 2023-24

Through our intentional actions each day, we work together to ensure a culture of dignity so our students learn, grow and thrive within an environment of belonging; we model and cultivate well-being for every child as the essential foundation of quality learning experiences as we nurture students to achieve excellence and equity in education.

The AAPS Strategic Equity Plan is built on a foundation of dignity, belonging and well-being.





## Dignity

“Dignity is the precursor to cultural responsiveness and any other equity methodology ever conceived - past, present or future.”

~ Cobb & Krownapple

Belonging Through a Culture of Dignity

## Belonging

“...positive school climates are aligned with an increased sense of dignity, belonging, and well-being for everyone: students, families, staff and administration. In these inclusive environments, access is high, belonging is unconditional, and everyone feels included.”

~ Cobb & Krownapple,

Belonging Through a Culture of Dignity

## Well-Being

The health and well-being of children are closely tied to academic success. Schools that are responsive to the needs of the whole child, including physical and emotional health, are places where students are healthy, safe, engaged, supported, and challenged.



# Core Beliefs

- Dignity is our common heritage and birthright as human beings.
- Dignity is the innate equal worth of human beings, as humans.
- Dignity stands above differences.
- Every person has dignity
- While respect is earned, all humans are born with dignity.
- The dispositions of dignity include: listening, empathy, openness, and patience.

To achieve a culture of dignity, we will embody the **indicators of belonging**:

- We will begin by listening,
- We will take action to know our students by name, strength, culture, story and need,
- We will listen closely to the experiences of students and act affirmatively on what we learn, so that all in our schools feel validated, appreciated, accepted, and treated fairly.

- Well-being is the foundation for learning.
- Well-being involves individual mental, physical, emotional, and occupational health.
- Well-being applies to the whole school community - students, staff, families, and community.
- Well-being includes individual, family, environmental, social and political influences.
- Historic and ongoing inequities can significantly impact well-being for many in our classrooms and school communities.
- We have the power to transform school environments by cultivating well-being among students and staff through relationships, practices, and policies.
- Well-being is essential for staff to thrive as people and as professionals.





# Ann Arbor Public Schools Strategic Equity Framework Focus Areas

Culture of Dignity

Community Engagement

## ✦ A Foundation of Dignity

A culture of dignity, and the recognition of the dignity of every student is central to equity work. In the AAPS, we will nurture a climate of belonging through shaping and maintaining a culture of dignity for every student, staff & family member.

## ✦ Academic Learning, Growth, and Achievement

All students learn, grow and achieve at high levels.

## ✦ Well-Being: Social-Emotional, Mental and Physical Health

School environments and practices support the social-emotional, mental and physical well-being of students and staff.

## ✦ Safety and Security

All students are safe and secure at school; systems are in place to address safety concerns.

## ✦ Design District Systems for Equity, Access and Opportunity

Align district procedures, regulations, practices and policies to the responsibility of ensuring equity throughout the organization.

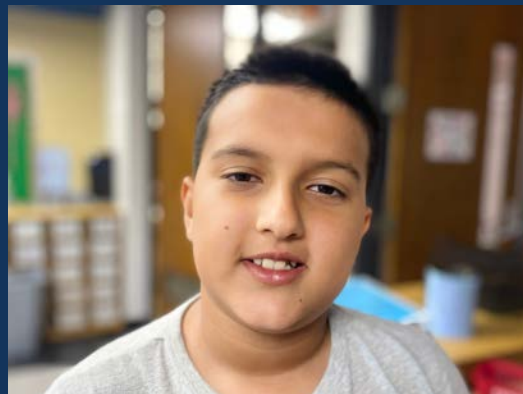
## ✦ Courageous Equity-Centered Leadership

Leaders demonstrate courageous actions necessary to remove inequities and barriers to ensure optimal learning and growth.

## ✦ Student, Family and Community Partnership

Cultivate partnerships between schools, families and the community to establish a strong network of support, connections, resources and opportunities for every student.

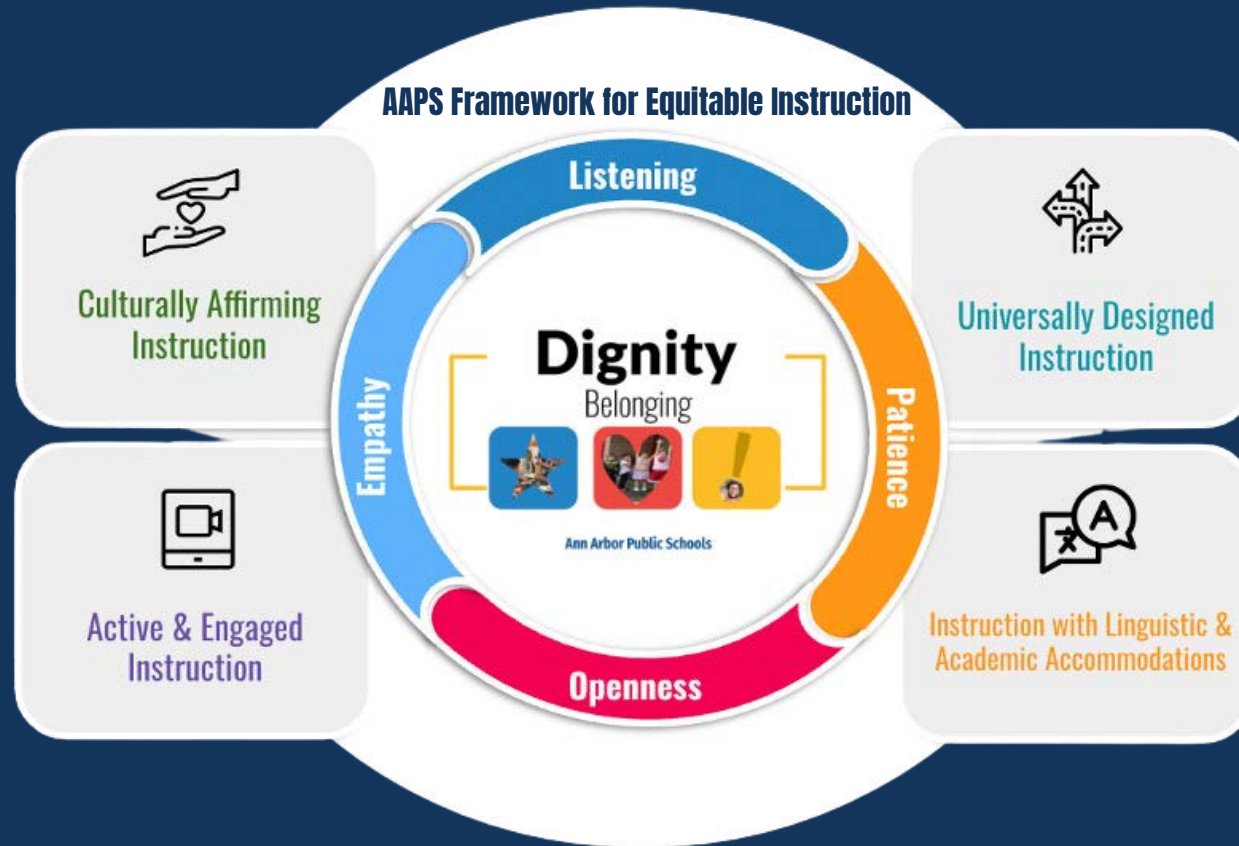
## Outcomes/Accountability Measures



# Ann Arbor Public Schools

## Academic Learning, Growth, and Achievement

All students learn, grow and achieve at high levels.



More detailed information at: [AAPS Framework for Equitable Instruction 3.0](#)



# Ann Arbor Public Schools

## Organizational Disciplines and Practices

### Theory of Growth and Change

We progress in our Strategic Equity Plan implementation across three key pathways of work in the AAPS:

- ▶ transformation of culture
- ▶ shift of classroom, school and organizational practice
- ▶ redesign of systems to honor dignity, belonging and well-being



### High-Performing Team

*Talented, Diverse, Committed to Equity*

### Talented, Diverse, Committed and High-Performing Team

- The AAPS attracts, develops, supports & retains talented, effective individuals who are deeply committed to the mission of equity and the success of every student and serve as members of diverse, representative teams to ensure a high-performing and resilient organization.
- As high-performing team members, AAPS employees consistently support and develop each other to improve equity-driven practice within and across the organization.
- Team members achieve at the top of their professional groups.



### Fiscal Responsibility

*Effective Stewards of Resources  
Transparent and Equitable*

### Fiscal Responsibility

- Financial decisions ensure fiscal responsibility, effectively balancing the short, mid-range and long term needs to keep the district financially strong and viable.
- Regular, consistent, monthly public financial reporting supports strong fiscal oversight and communication.
- Ensure equity-based financial practices so that those with the greatest need are served.



### Communication

*Timely, Accurate, and Informative*

### Communication

- Information and Updates: In the AAPS, we are committed to timely, accurate sharing of critical information with students, staff, parents and community, sharing consistent updated news and information.
- Tell the Story: We work to tell the story, work and achievements of our students, staff, and schools, shining the spotlight on the AAPS, and sharing the happenings in our school communities.
- Website: Maintain A2Schools.org district website including pages for departments, Board of Education, and staff resources and oversee websites for all of the neighborhood schools.
- Media Relations: Coordinate relations with local and national media organizations.



### Updated School Buildings, Campuses and Infrastructure

*Healthy Optimal Learning Environments  
Designed for the Future*

### Updated School Buildings, Campuses and Infrastructure

- Ensure healthy optimal learning environments for students and staff.



### Environmental Sustainability

*Environmental Education Experiences  
Environmentally Sustainable Existence*

### Environmental Sustainability

- The AAPS is committed to care for the environment, to model and achieve an environmentally sustainable existence, with every decision and in every area of the organization, including Policy 8000s.
- The AAPS values a decades long tradition of top-quality environmental education programming.
- In all decisions we embody and live the value of care for the earth and the environment. Individual, team and district decisions are consistent with care for the earth.





# Ann Arbor Public Schools

## Core Values Drive the Process of Community Engagement

Meaningful engagement begins with authentic listening and open, honest dialogue. It's a process of doing with, rather than doing for, our community members.

Community engagement uses many strategies to be as accessible as possible - hearing all voices - meeting people where they are and hearing their experiences, thoughts and concerns.

Community engagement is a continuous, long-term and systemic process involving ongoing relationship-building with individuals, groups, and organizations.

Community engagement is goal-directed, and input is used as an important component of district planning and decision efforts.

