

Strategic Planning Committee Workshop

ACPS

November 12, 2024



Deliver *Ed*
THE IMPLEMENTATION EXPERTS

Today's objectives

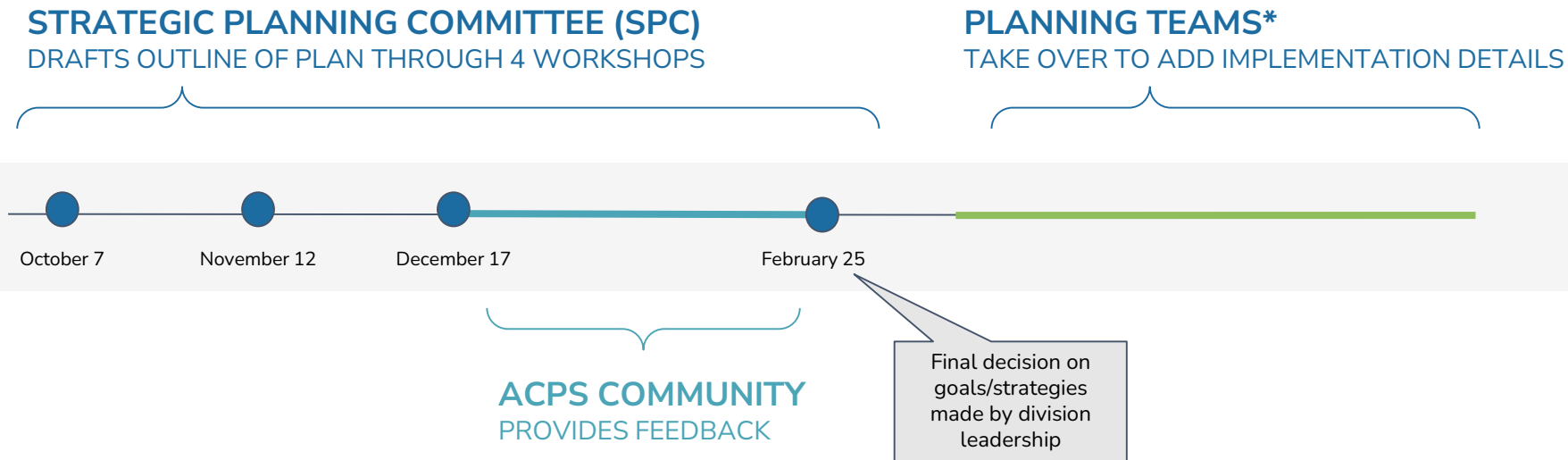
- 1 Welcome, norms, and agenda
- 2 Align on revised goal areas, potential revisions to mission/vision
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Let's review our norms

- Commit to remain **present and engaged** in today's conversation.
- Assume **positive intent** and **take responsibility for impact** (start from the MRI - most respectful interpretation)
- Suspend disbelief! **Entertain all ideas** and look for ways to get to 'yes'
- **Equity of voice** - monitor your airtime and step up or step back
- Have **courage** to speak your truth
- Remain focused on the **collective good** informed by your **individual experience**
- Disagree **without** being disagreeable



Recall: The SPC will inform ACPS's 5-year priorities, leveraging others' input as we go

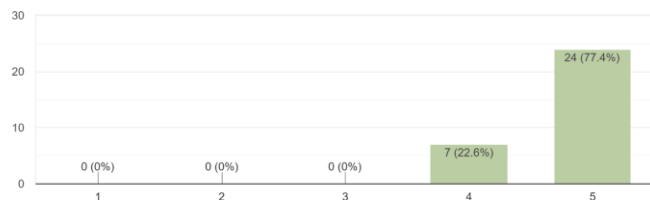


**Teams of key stakeholders led by 3-5 senior division leaders overseeing priority goal areas of the plan*

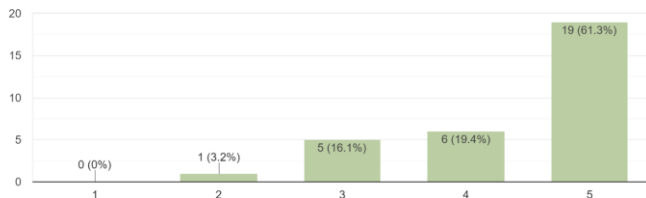
We have structured tonight to build on feedback from last meeting

Feedback from workshop 1 (31 responses)

Please rate your agreement with the following statement: I was present and engaged during tonight's workshop
31 responses



Please rate your agreement with the following statement: I understand how my input will guide the strategic plan development.
31 responses



What we did well / should continue:

- Well organized and engaging activities
- Synthesis of ideas
- Clear objectives and opportunities to discuss
- Mix of activities to get us talking
- Stayed on schedule

What we could improve:

- Having more diverse voices (especially a few more students)
- Facilitators in the various groups
- Diving more deeply into the data and challenges identified
- Closer restrooms :)

*Scheduled a **working dinner** to make best use of limited time; as always feel free to take breaks if/as you need them*

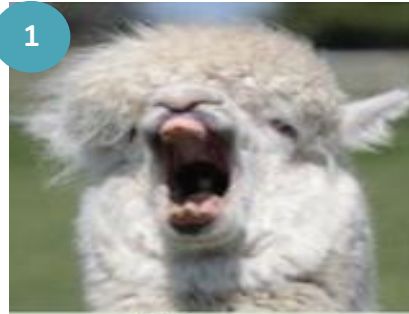
Let's start with a quick check-in



Turn to a shoulder partner and introduce yourself (including **name, role and length of time** in the ACPS community)

Tell them **which number llama best represents your mood** right now

1



Angry

2



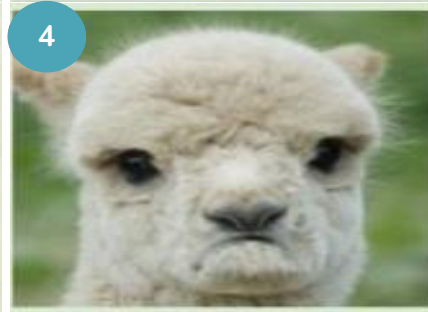
Excited

3



Happy

4



Sad

5



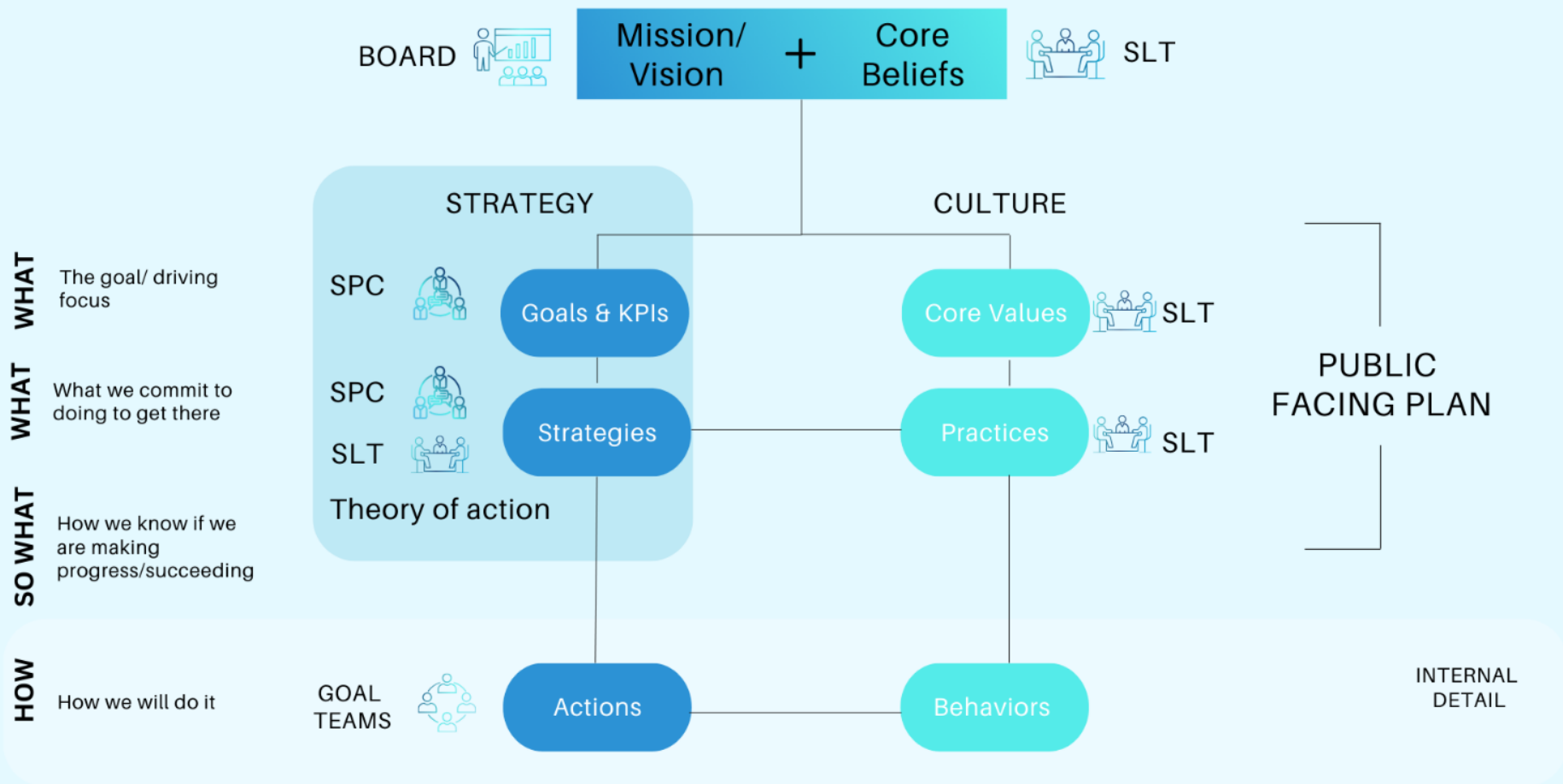
Overwhelmed

6



Bored

ACPS Strategic Plan Content



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We got great feedback on the initial draft goals and used that to revise them

1. Engage and Challenge Every Student, Every Day

2. Hire and Retain a Diverse, Talented Team

3. Cultivate a Safe, Caring, and Inclusive Culture

4. Communicate and Engage with Our ACPS Community

Internal Enabling Conditions:

- Strengthen our division culture with a focus on collaboration and mutual accountability
- Streamline and enhance operational efficiency
- Integrate emerging technology to support innovation

Feedback received:

Likes: simple, concise, touch on key areas, free of jargon, seem like right areas

Suggestions incorporated:

- Focus on “engage” rather than connect with community
- Consider wellness- Shifted to “caring” rather than welcoming to incorporate the idea of caring for the whole child
- Include focus on operational efficiency (added the internal enabling conditions)

Other suggestions that were not directly addressed:

- Specific ideas around recruitment programs (these could show up in strategies down the road)
- Shifting language of goal 1 to be about support (the teaching and learning team emphasized that the feedback we have been getting consistently is that we need to increase the access students have to grade level content, with appropriate support)
- Staff wellness will be part of goal 2

We'd also like to confirm that our mission and vision statements align with where we are hoping to go

Current Mission: To ensure success by inspiring students and addressing barriers to learning.

Current Vision: Empowering all students to thrive in a diverse and ever-changing world.

What do
you like?

What
could be
improved?

Before we dig in, a quick brainstorm



What would you suggest we do to address the following challenge:

Paul is failing his math class

...because he is not turning in assignments

... because he is not coming to class

...because he doesn't have
reliable transportation in the
morning



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Based on a review of data, documents, and this group's input during the first meeting, we have prioritized a set of specific problem statements

1. Engage and Challenge Every Student, Every Day

1. We are not supporting all students to achieve at their full potential (particularly students of color, English Learners, and students with disabilities)

2. Chronic absenteeism remains high

2. Hire and Retain a Diverse, Talented Team

1. We continue to lose staff and leaders at an unacceptably high rate

2. We have trouble filling certain positions

3. Cultivate a Safe, Caring, and Inclusive Culture

1. Not all students feel emotionally and physically safe at school

2. Some families do not feel valued and engaged in our schools

4. Communicate and Engage with Our ACPS Community

1. ACPS does not fully have the community's trust



Today we are going to dig deeply into root causes of these areas so that we can identify appropriate strategies to address them

A few norms for this type of work...

- **Avoid Solutionitis**... the goal is to understand the issue, not solve it (yet)
- **“Yes and”**... the goal is to generate lots of ideas, and not fixate on one
- Embrace **“definitely incomplete; possibly incorrect”**... you can (and should) revisit and revise this list
- **Share the air**... step up, step back, invite others in

Take a moment to consider the power of **“we” instead of “they”**. As you brainstorm causes, ask yourself **“How might we be contributing to the problem?”** and keep asking **“why?”** to drill down to the roots. Thinking in “we” helps move us from blaming others or engaging in deficit thinking, and encourages us to identify forces within our control.

For example, if students have trouble working effectively in groups, it could be because some students disengage and others take over. It could also be because we have not created an environment where all students feel their contributions are valued, or provided students with enough opportunities or scaffolds to work together well.

Source: High Tech High Graduate School of Education

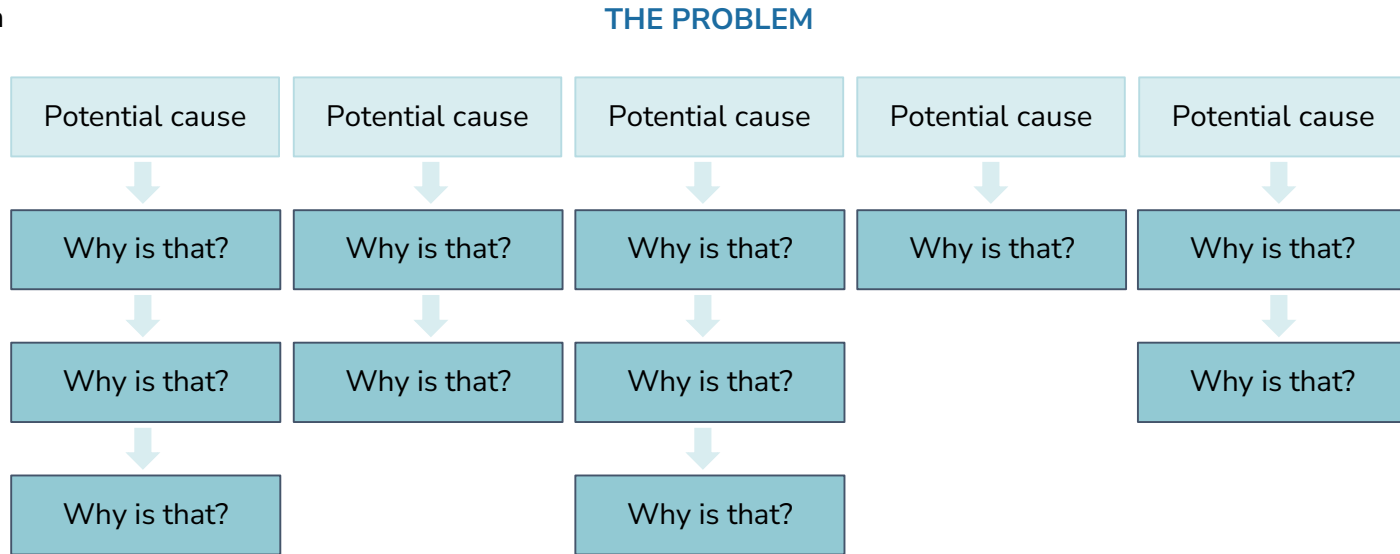
Let's watch a brief video to lay the groundwork for today's conversation



Each group will work through their challenge to dig into *why* the division is experiencing this and what is at the “root” of the challenge

Start with the stated problem

- Brainstorm potential reasons this is happening, writing down the top 5
- Dig into layers of asking “why” → to pull out layers of potential root causes
- Review the table and pick the top 1-2 “rootiest” root causes at the core of the issue



You do not need to fill all boxes in!!!

Quick grab
dinner, then
get into
groups!



Small group root cause analysis

Small group work:

- **Brainstorm potential causes** for your problem
- Dig into layers of “root causes” for each
- Add dots to your top 1-2 “rootiest” root causes
- Note: We will have time for a gallery walk to reflect on the other areas





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Next steps

| WHAT? | WHO? | BY WHEN? |
|--|-------------|---------------------------------|
| Synthesize and share back draft plan architecture (goals, strategies) based on discussions to date & root causes | DeliverEd | December 10 |
| Attend next SPC meeting | All of you! | December 17 (note date change!) |



Exit ticket: Feedback, please!



We crave feedback! We'll use your input to ensure you have strong support going forward.

<https://tinyurl.com/ACPSNov>



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