

# Draft ACPS Strategic Plan Summary

*The ACPS 2025-30 Strategic Plan has been drafted to serve as the roadmap for ACPS for the next five years. The plan will help guide decisions, prioritize actions, and align resources to reach our goals.*

## Core Elements of our Plan

Our plan recognizes the importance of both strategy and culture in shaping our division's direction. We are driven by our overall purpose, our "why," which is defined by our **mission and vision** statements. **Our core values** define what we are committed to and how we will behave. **Our goals** articulate *what we need to accomplish* in the next five years to make progress toward that mission and vision. Each goal is measured through a focused set of Key Performance Indicators (KPIs) that are top-level outcomes we will use to track our progress in each goal area. Then, our strategies define *how* we will achieve these goals through a focused set of shifts to the way we work. For more information on KPIs and strategies, see the [full draft strategic plan here](#). Additional information on the plan development process can also be found on the [ACPS 2030 strategic plan web page](#).

## Mission and Vision

Our mission and vision define our purpose and what we are trying to achieve.



### Our Mission

We nurture, educate, and inspire each student for success.



### Our Vision

Each student prepared to thrive in college, career, and life.

## Core Values

In all we do, the ACPS learning community strives to live these core values. We are...



### Welcoming

We take active steps to ensure all stakeholders feel welcomed in schools. We embrace everyone who comes through our doors and respect our differences because we believe our diversity is our greatest strength.



### Equity-Focused

We actively work to remove barriers to educational access.



### Empowering

We inspire each student and staff member to thrive to their best abilities.



### Innovative

We take initiative to solve problems in the classroom and across the system.



### Results-Driven

We set ambitious goals to learn, grow, and achieve at high levels.

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## Our Goals

We are focused on the following areas, in pursuit of our mission and vision:

*Create a safe, caring, and inclusive school environment where students feel connected, supported, and respected.*

**Why:** When students feel secure and connected, they are better able to learn and thrive. However, data show that not all students feel physically or emotionally safe in school. By prioritizing strong relationships, inclusive practices, and clear behavioral supports, we create a foundation for academic success and well-being.

*Engage and challenge each student, every day to achieve academic excellence.*

**Why:** We believe that holding high expectations for all students and supporting them to meet those is essential to their success. Our data show that we are not serving all of our students well, particularly our students from traditionally underserved populations like students of color, low-income students, English Learners, and students with disabilities. Research shows that engaging, rigorous instruction is essential to closing these gaps and helping all students succeed.

*Recruit, develop, and retain a diverse team of talented professionals by fostering a supportive and growth-oriented workplace.*

**Why:** Our staff are the heart of our schools, and their success directly impacts student outcomes. Yet, staff retention remains a challenge, particularly in critical roles. By creating an environment where educators feel supported and empowered, we strengthen our ability to deliver high-quality education for all students.

*Cultivate trust by engaging and communicating clearly with our community to achieve our vision.*

**Why:** We believe that our diverse community is our strength. Our data show that we have room to grow in establishing trust and providing regular opportunities for connection with our community. By prioritizing transparency, empowering families as partners in their children's education, and providing multiple avenues for connection, we ensure that all students receive the collective support they need to succeed.

*Prepare each student for life after high school by providing the guidance, skills, and support they need for college, careers, or other future goals.*

**Why:** Graduation is just the beginning. To thrive in the future, students need a strong academic background, career readiness skills, and guidance on their postsecondary options. Ensuring that each student—especially those historically underserved—has access to high-quality preparation will empower them to pursue meaningful and successful futures.