



ANN ARBOR
PUBLIC SCHOOLS

Developing a Focused, Results-Oriented Strategic Plan

Ann Arbor Public Schools

Community Engagement Meeting – October 2026



District Management Group | Helping Schools and Students Thrive

Agenda

Introductions

Strategic Planning Process

Activity: Gathering Insights

Next Steps



District Management Group

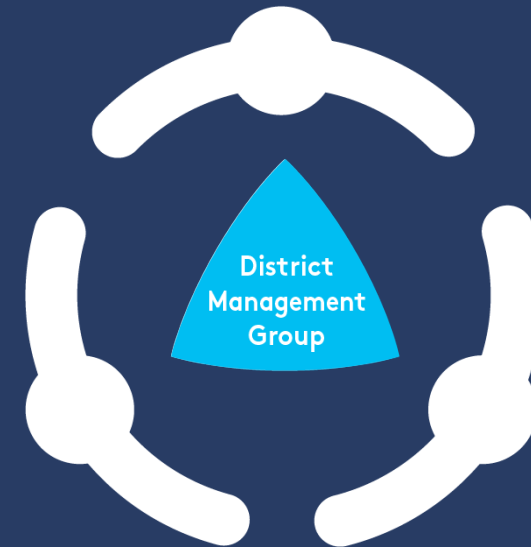
Helping Schools and Students Thrive

Our mission is to achieve **systemic improvement in public education** by combining management techniques and education best practices.

**STUDENT
OUTCOMES**

**RESOURCE
ALLOCATION**

**OPERATIONAL
EFFICIENCY**



We believe that a division must focus on meeting all three of these objectives to achieve lasting results for students.





District Management Group

Helping Schools and Students Thrive

Since 2004, we have partnered with hundreds of school divisions across the U.S. to help bring about transformational, sustainable improvement



35

states



Hundreds

of divisions



Thousands

of school & division leaders



Millions

of students supported



Today's Objectives

- 1 Community members will **understand the strategic planning process** for AAPS.
- 2 Community members will **understand the key components** of an action-oriented strategic plan.
- 3 Community members share input on **what is going well** and **what could be improved** at AAPS.

Agenda

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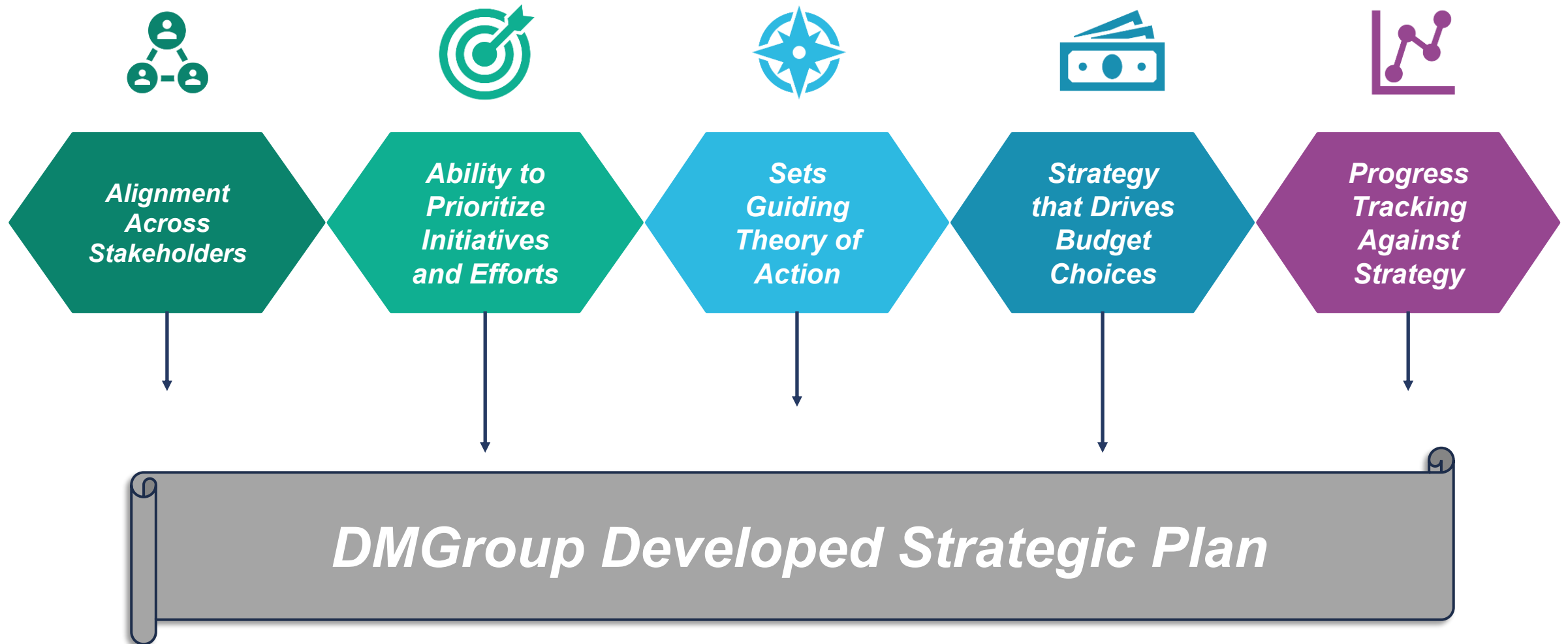
Strategic Planning Process

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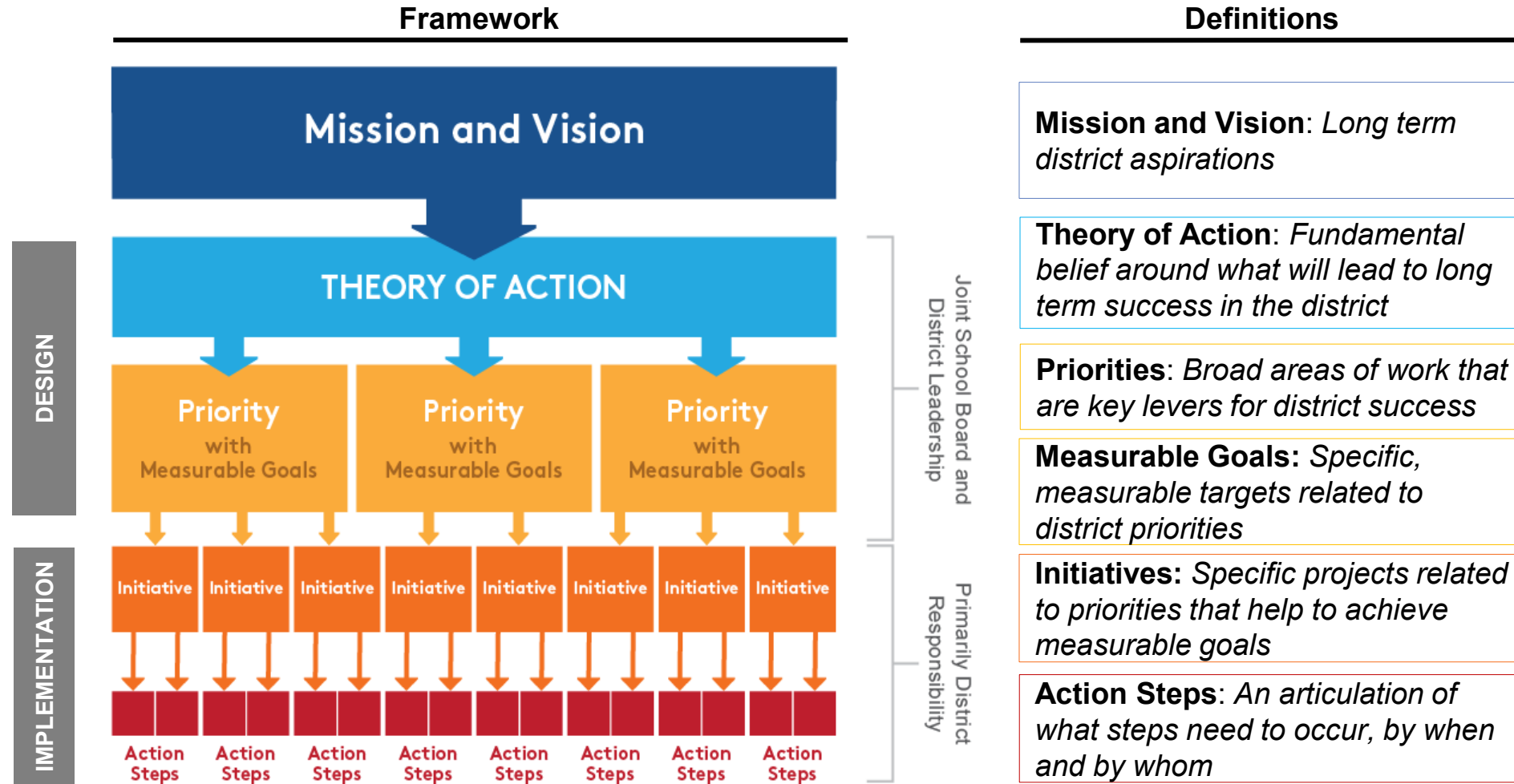
DMGroup's strategic plan helps districts achieve many different objectives.

DMGroup's Approach to Strategic Planning



DMGroup's Strategic Planning Framework demonstrates how the daily work will align to achieve the division's mission and vision.

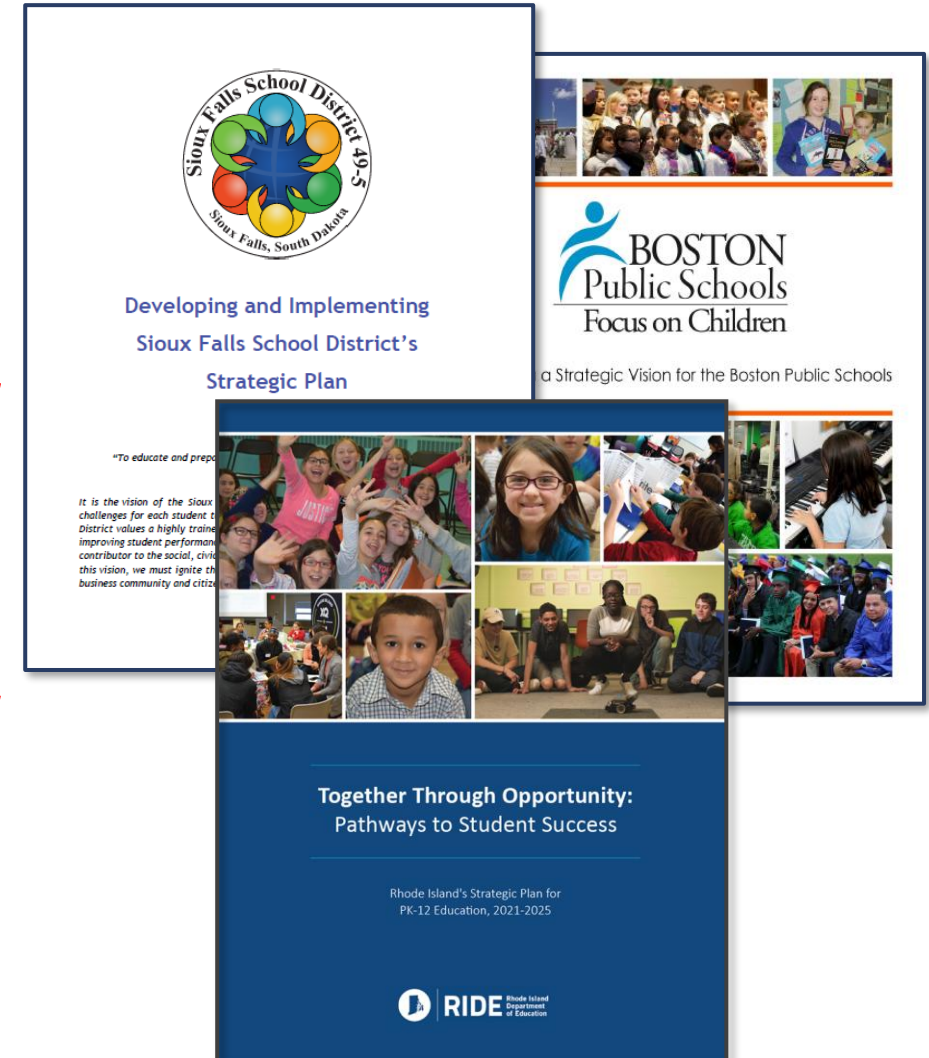
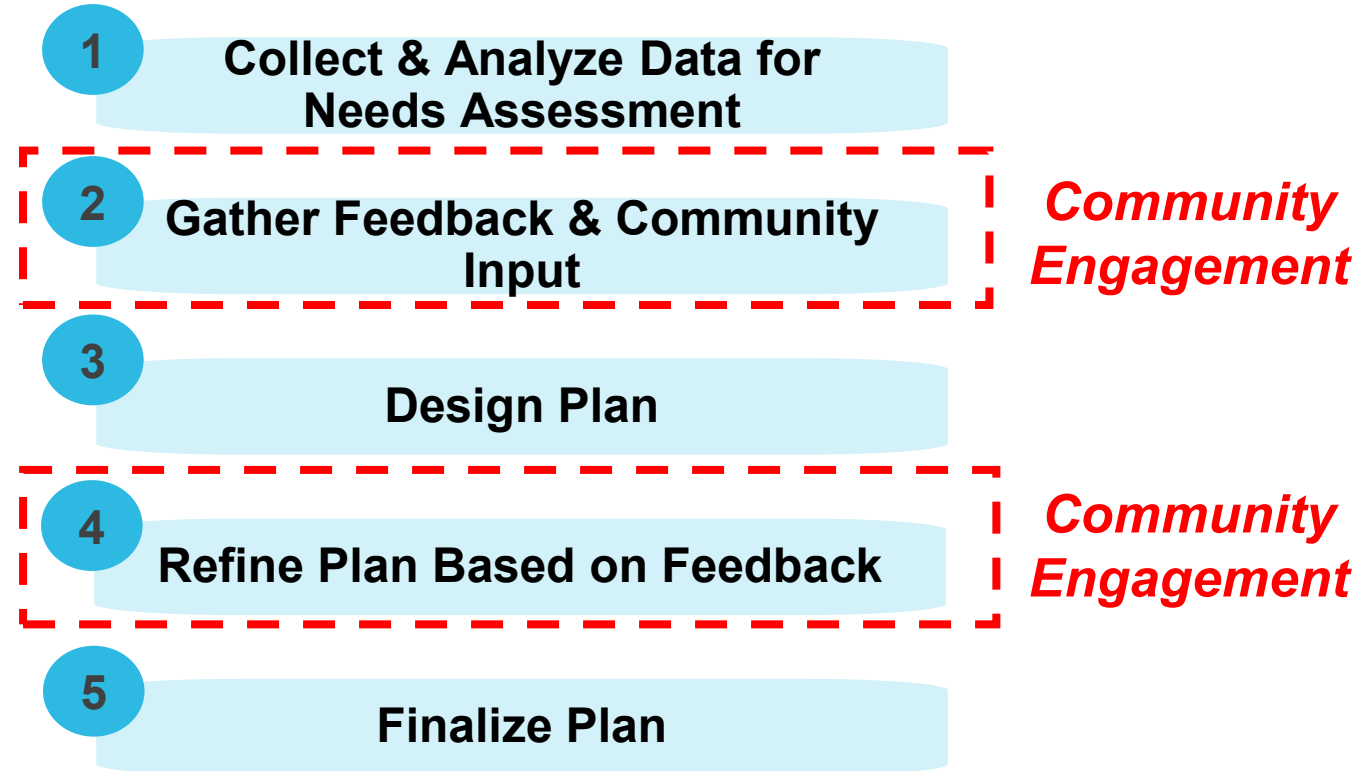
Strategic Planning Framework



Source: District Management Group

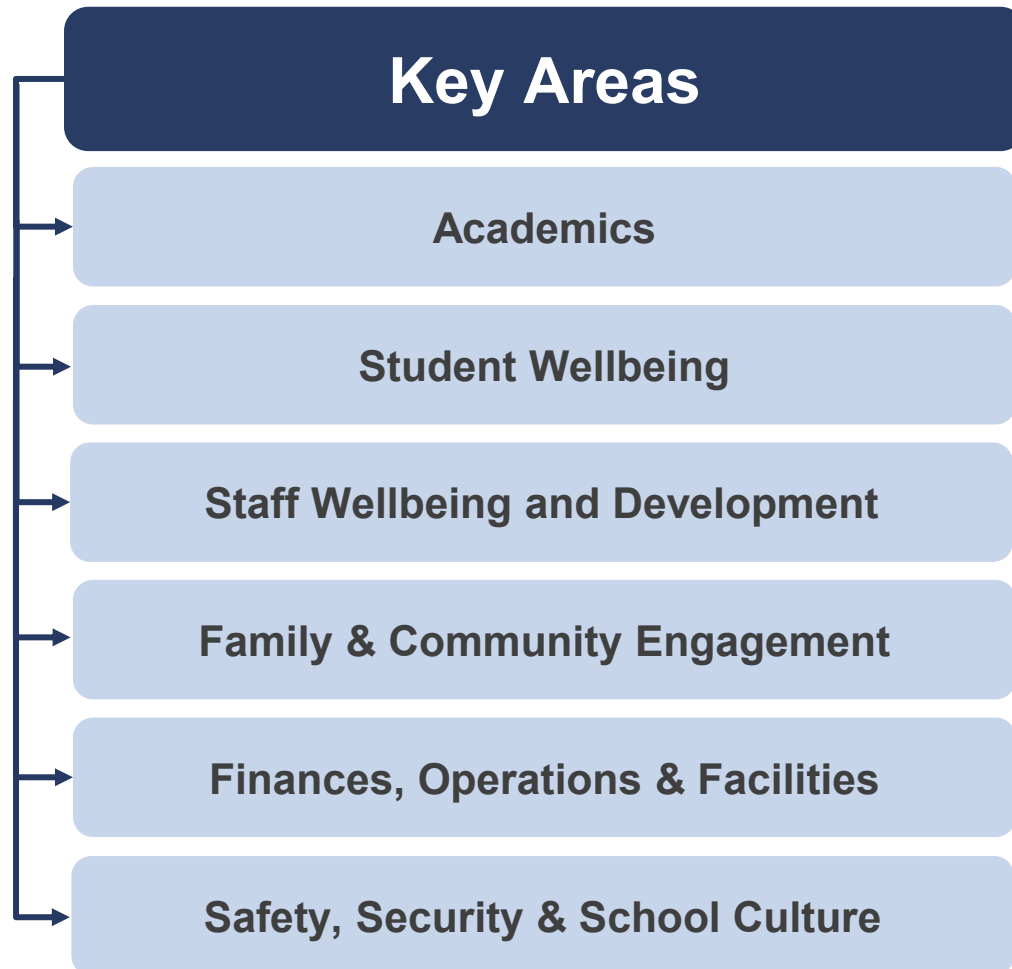
Community feedback will be incorporated throughout the strategic planning process to ensure the plan captures the perspectives of a variety of stakeholders.

Strategic Planning Process



DMGroup gathered feedback from a wide variety of stakeholders in the district and community on six key areas to understand what is going well and what could be areas of improvement.

Community Engagement Overview



Stakeholder Engagements



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There are six key areas that we will be reflecting on today.

Areas for Reflection



Academics



**Finances, Operations, and
Facilities**



Student Wellbeing



**Safety, Security, & School
Culture**



**Staff Wellbeing and
Development**



**Family & Community
Engagement & Communication**

Community members will have multiple opportunities and ways to share their perspectives.

Activity Sequence



In your assigned groups, start by walking around and noting any strengths or challenges you've observed for each of the priority groups.

Activity 1 – Individual Reflection

1

Individual Reflection

1. Move around the room and visit each chart paper.
2. At each chart paper, add sticky notes (1 per idea) with the below:

- 1. Strengths:**

What's working well in this area? What are you proud of?

- 2. Challenges:**

What needs improvement in this area? What is getting in the way of success?

3. Add as many thoughts as you like.



In your assigned groups, discuss any key themes or insights from the chart papers.

Activity 2 – Small Group Discussion

2

Small Group Discussion

1. Move to the chart paper you are most interested in discussing further.
2. Assign a notetaker within each group.
3. Discuss key questions and capture insights.
4. **Prepare to present a summary of your group's key themes and insights.**

- 1. What were the themes: What ideas or words did you see repeated most?**
- 2. What caught your attention or stood out to you?**

Share your small group discussions with the rest of the group.

Discussion Question



Academics

- 1. What ideas or words did you see repeated most?**
- 2. What caught your attention or stood out to you?**

Share your small group discussions with the rest of the group.

Discussion Question



Student Wellbeing

- 1. What ideas or words did you see repeated most?**
- 2. What caught your attention or stood out to you?**

Share your small group discussions with the rest of the group.

Discussion Question



Staff Wellbeing and Development

- 1. What ideas or words did you see repeated most?**
- 2. What caught your attention or stood out to you?**

Share your small group discussions with the rest of the group.

Discussion Question



Finances

- 1. What ideas or words did you see repeated most?**
- 2. What caught your attention or stood out to you?**

Share your small group discussions with the rest of the group.

Discussion Question



Safety, Security & School Culture

- 1. What ideas or words did you see repeated most?**
- 2. What caught your attention or stood out to you?**

Share your small group discussions with the rest of the group.

Discussion Question



Family and Community Engagement & Communication

- 1. What ideas or words did you see repeated most?**
- 2. What caught your attention or stood out to you?**

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Below are the next steps in the strategic planning process.

Next Steps

- AAPS Community to share further insights through community survey – open now through November 2.
- DMGroup to complete needs assessment analysis and diagnostics.
- DMGroup and AAPS to draft the strategic plan and gather second round of community input.
- DMGroup and AAPS to finalize strategic plan for board approval.





District Management Group

Helping Schools and
Students Thrive

If you have any comments or questions about the contents of this document, please contact District Management Group:

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