



VISION

DRAFT VISION Developed by Steering Committee	RECOMMENDATION Developed by Steering Committee	RECOMMENDATION Superintendent
<p>Our students have the foundations needed to be prepared, global citizens, and college or career ready.</p>	<p>APS provides a world-class education where every student develops the skills and knowledge to be responsible global citizens and graduates college or career ready.</p>	<p>APS provides a world-class education where every student develops the skills and knowledge to become successful, college- or career-ready graduates and responsible global citizens.</p>
<p>Rationale</p> <ul style="list-style-type: none"> • Reorganized to reflect feedback suggesting we start with the ambitious outcomes sought for students • Added “world class education” reflecting the consistent feedback related to educational or academic excellence • Added “every student” to reference feedback reflecting the desire for equitable student outcomes • Added “graduate” to reflect feedback of this expectation for every student that enters APS • Added “skills and knowledge” based on feedback to add clarity to the word “foundations” • Replaced “prepared” with “responsible” based on feedback to improve clarity on expected outcome • Retained “global citizens” reflecting the feedback in community and parent/family focus groups on global citizenship and competency 		<p>Rationale</p> <p><i>Same as Steering Committee recommendation with minor revision to improve clarity</i></p> <ul style="list-style-type: none"> • Added “become successful”



MISSION

DRAFT MISSION Developed by Steering Committee	PROPOSED REVISIONS Developed by Steering Committee	RECOMMENDATION Superintendent
Ensure all students learn and thrive in safe, supportive, and high-quality schools.	APS will ensure all students learn, thrive, and excel in high-quality, safe, and supportive schools.	APS will ensure all students learn and excel in high-quality, safe, and supportive schools.
Rationale <ul style="list-style-type: none"> Reflects feedback to include language that elevates academic excellence 		Rationale <i>Same as Steering Committee recommendation with minor revision</i> <ul style="list-style-type: none"> Removed “thrive” based on similar meaning to “excel”



CORE VALUES

DRAFT CORE VALUES Developed by Steering Committee	RECOMMENDATION Developed by Steering Committee	RECOMMENDATION Superintendent
<p>EXCELLENCE Ensuring all students receive an exemplary and innovative education that is rigorous and high-quality.</p>	<p>EXCELLENCE We believe all students will receive a high-quality education through rigorous, evidence-based, and innovative instruction.</p>	<p>EXCELLENCE <i>Same as Steering Committee recommendation with no changes</i></p>
<p>Rationale</p> <ul style="list-style-type: none"> • Added “We believe” to the beginning of each to reflect feedback that suggested the draft values were written more like goals. • Reorganized to reflect feedback to emphasize excellence in education and feedback that connects excellence to the implementation of evidence-based instructional practices • Retains the word innovation, reorganizes the order to follow “evidence-based” acknowledging the steering committee’s preference for its inclusion and reflecting mixed feedback 		<p>Rationale <i>N/A - No changes</i></p>



CORE VALUES

<p>STEWARDSHIP Managing the resources in a fiscally responsible manor to honor the community's investment in our schools; create safe, healthy, and environmentally sustainable learning environments; support civic and community engagement; and serve current and future generations.</p>	<p>STEWARDSHIP We believe the fiscally responsible and transparent management of APS resources honors the community's investment in our schools and provides safe, effective, and <u>environmentally sustainable</u> learning environments.</p>	<p>STEWARDSHIP <i>Same as Steering Committee recommendation with no changes</i></p>
<p>Rationale</p> <ul style="list-style-type: none"> • Added "We believe" to the beginning of each to reflect feedback that suggested the values were written more like goals. • Revised for clarity • Added "transparent" to reflect feedback from community related to transparency in district operations and to be consistent with "relationships" core value • Revised to reflect feedback to simplify and shorten statements and to eliminate potential redundancy • Added "effective" to reflect steering committee's feedback on importance of effective learning environments 		<p>Rationale <i>N/A - No changes</i></p>



CORE VALUES

<p>EQUITY AND INCLUSION Serve and support our diverse community to ensure all students, teaching staff, and families are served by fostering inclusion, and universal access to opportunities, and eliminating educational gaps.</p>	<p>EQUITY AND INCLUSION We believe in raising achievement for all students, eliminating gaps, providing universal access to opportunities, and fostering inclusion for our diverse community.</p>	<p>EQUITY AND INCLUSION We believe in raising achievement for all students, eliminating gaps, providing equitable access to opportunities, and fostering intentional inclusion for our diverse community.</p>
<p>Rationale</p> <ul style="list-style-type: none"> • Added “We believe” to the beginning of each to reflect feedback that suggested the values were written more like goals • Organizes the statements to reflect a definition of equity (actions – first) that is achieved through inclusion (practices) • Revised to reflect focus on students • Added “Raising achievement for all students” to convey belief that all students are challenged and make progress 		<p>Rationale <i>Same as Steering Committee recommendation with minor revision</i></p> <ul style="list-style-type: none"> • Changed “universal” to “equitable” to more accurately describe the intent of providing access based on the individual needs of each student • Added “intentional” before the word inclusion to strengthen commitment to ensuring inclusion.



CORE VALUES

<p>RELATIONSHIPS Promote meaningful relationships between students, families, teaching staff, school administration, central administration, and community based on trust, transparency, and mutual respect.</p>	<p>RELATIONSHIPS We believe mutual respect and transparent communication between students, families, school and division staff, and our community builds trusting relationships.</p>	<p>RELATIONSHIPS <i>Same as Steering Committee recommendation with no changes</i></p>
<p>Rationale</p> <ul style="list-style-type: none"> • Added “We believe” to the beginning of each to reflect feedback that suggested the values were written more like goals • Reflects feedback suggesting we elevate the importance of all staff to support improved student learning and outcomes • Reorganized trust and transparency to add clarity, reflect focus on building trusting relationships, and substitute for “meaningful” which lacks specificity • Added “communication” based on feedback regarding importance of communication in building relationships 		<p>Rationale <i>N/A - No changes</i></p>



CORE VALUES

<p>WHOLE CHILD (STUDENT) Meeting the social, emotional, and physical needs of students and staff to create a positive and inclusive community.</p>	<p>WHOLE STUDENT We believe that addressing the social, emotional, and physical needs of all students fosters academic excellence and an inclusive community.</p>	<p>WHOLE STUDENT <i>Same as Steering Committee recommendation with no changes</i></p>
<p>Rationale</p> <ul style="list-style-type: none"> • Added “We believe” to the beginning of each to reflect feedback that suggested the values were written more like goals • Replaces “child” with “student” to include all developmental levels • Responds to feedback that suggests that the only focus should be on students given title of core value and incorporates support for the value by adding that satisfying these needs is a precursor to learning • Added “academic excellence” to reflect overall feedback to emphasize excellence in education 		<p>Rationale</p> <p><i>N/A - No changes</i></p>



CORE VALUES

<p>VALUING STAFF -N/A -Newly proposed Core Value</p>	<p>VALUING STAFF We believe the engagement, satisfaction, development, and well-being of our staff enables the success of our students and benefits our community.</p>	<p>VALUING STAFF Same as Steering Committee recommendation with no changes</p>
<p>Rationale</p> <ul style="list-style-type: none"> • Added “We believe” to the beginning of each to reflect feedback that suggested the values were written more like goals • Added this core value to reflect the consistent feedback to ensure that staff are respected, supported and that their well-being is a consideration in decisions and enables the success of our students 		<p>Rationale N/A - No changes</p>
<p>INTEGRITY -Was not included in initial draft -Is a Core Value in current APS Strategic Plan</p>	<p>INTEGRITY We believe in building trust by acting honestly, openly, ethically, and respectfully.</p>	<p>INTEGRITY We build trust by acting honestly, openly, ethically, and respectfully.</p>
<p>Rationale</p> <ul style="list-style-type: none"> • Added “We believe” to the beginning of each to reflect feedback that suggested the values were written more like goals • This value is being restored in the recommendation based on the misunderstanding at the October 14, 2023 Steering Committee meeting 		<p>Rationale Same as Steering Committee recommendation with minor revision</p> <ul style="list-style-type: none"> • Reworded to make more clear and concise which reflects School Board and community feedback



PRIORITIES

DRAFT PRIORITY Developed by Steering Committee	RECOMMENDATION Developed by Steering Committee	RECOMMENDATION Superintendent
<p>STUDENT GROWTH AND SUCCESS APS will provide optimal instruction and build support systems to close opportunity and achievement gaps and ensure all students achieve excellence.</p>	<p>STUDENT GROWTH AND SUCCESS <i>APS will ensure</i> each student achieves academic excellence through high-quality instruction and systems of support to eliminate opportunity and achievement gaps.</p>	<p>STUDENT ACADEMIC GROWTH AND SUCCESS <i>Same as Steering Committee recommendation with no changes except addition of "Academic" to title</i></p>
<p>Rationale</p> <ul style="list-style-type: none"> • Adds consistent language placing responsibility for these goals on the school division • Reflects feedback to prioritize academic excellence • Reflects feedback that "optimal" is vague to replace with high-quality (which is consistently used throughout) • Replaced "close" with "eliminate" based on feedback and for consistency 		<p>Rationale</p> <ul style="list-style-type: none"> • "Academic" added to title to reinforce prioritization and focus of priority on academic excellence.



PRIORITIES

<p>STUDENT WELL BEING In partnership with families and students, create an inclusive, safe, and supportive learning environment that fosters all students’ intellectual, physical, mental, and social-emotional growth and well-being.</p>	<p>STUDENT WELL BEING In partnership with families, staff, and students, APS will create inclusive, safe, and supportive learning environments that foster all students’ intellectual, physical, mental, social-emotional growth and well-being.</p>	<p>STUDENT WELL BEING <i>Same as Steering Committee recommendation with no changes</i></p>
<p>Rationale</p> <ul style="list-style-type: none"> • Adds consistent language placing responsibility for these goals on the school division • Added “staff” to reflect important role staff play as a partner in fostering student well-being 		<p>Rationale <i>N/A - No changes</i></p>
<p>STUDENT CENTERED WORKFORCE Support and invest in a culture that attracts and retains skilled, talented, and effective staff.</p>	<p>STUDENT CENTERED WORKFORCE APS will support and invest in a culture that attracts and retains skilled, talented, and effective staff committed to student success and well-being.</p>	<p>STUDENT CENTERED WORKFORCE <i>Same as Steering Committee recommendation with no changes</i></p>
<p>Rationale</p> <ul style="list-style-type: none"> • Adds consistent language placing responsibility for these goals on the school division • Added “committed to student success and well-being” to reflect feedback to connect workforce with student outcomes 		<p>Rationale <i>N/A - No changes</i></p>



PRIORITIES

<p>OPERATIONAL EXCELLENCE Implement efficient and effective system-wide operations to support Arlington’s community, student, and staff success.</p>	<p>OPERATIONAL EXCELLENCE <i>APS will plan and</i> implement efficient and effective system-wide operations to support <i>student, staff, and our community’s</i> success.</p>	<p>OPERATIONAL EXCELLENCE APS will plan and implement efficient, effective, and sustainable system-wide operations to support the success of our students, staff, and community</p>
<p>Rationale</p> <ul style="list-style-type: none"> • Adds consistent language placing responsibility for these goals on the school division • Reflects steering committee charge and feedback to prioritize students 		<p>Rationale <i>Same as Steering Committee recommendation with minor revision</i></p> <ul style="list-style-type: none"> • Added “sustainable” based on School Board feedback and for consistency as term is included in the Core Belief: Stewardship which aligns with the Operational Excellence priority • Moved “success” following support to improve clarity
<p>PARTNERSHIPS Strengthen and develop partnerships built on trust that support students.</p>	<p>STUDENT, FAMILY, & COMMUNITY PARTNERSHIPS <i>APS will</i> strengthen and develop partnerships built on trust <i>with students, families, and the community</i> to support <i>student learning</i>.</p>	<p>STUDENT, FAMILY, & COMMUNITY PARTNERSHIPS APS will strengthen and develop partnerships built on trust with students, families, community members, organizations, and local government to support student learning.</p>



PRIORITIES

<p>Rationale</p> <ul style="list-style-type: none">• Adds consistent language placing responsibility for these goals on the school division• Reflects feedback to add clarity to what “partnerships” APS is referring• Reflects feedback to add specificity to what partnerships are established/ strengthened to support.		<p>Rationale</p> <p><i>Same as Steering Committee recommendation with minor revision</i></p> <ul style="list-style-type: none">• Added “members, organizations, and local government” to be more inclusive and explicit about the partnerships we seek to strengthen