



FourPoint
Education Partners

Alexandria City Public Schools

Board Workshop on Strategic Planning
September 9, 2019

*Cross & Joftus was founded in 2004.
After 13 years, we became FourPoint Education Partners
in November 2017!*

Agenda

The ACPS board will provide specific ideas that will enable FourPoint to draft vision and mission statements for the district. Statements will be finalized at a future meeting.

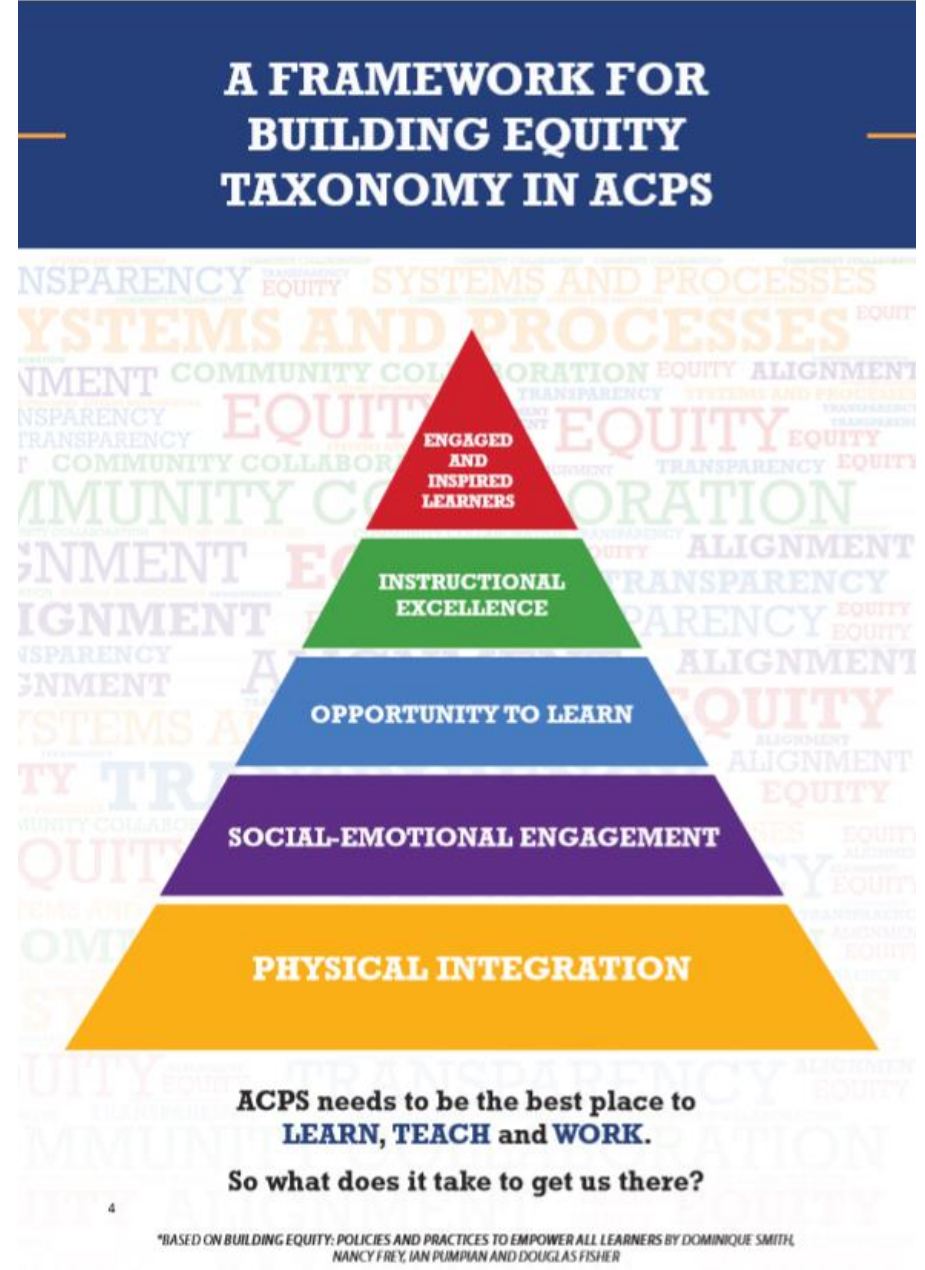
- Making equity a strategic focus
- Define vision and review sample statements
- Brainstorm ideas and themes for vision statement
- Define mission and review samples
- Brainstorm ideas and themes for mission statement
- Discuss ACPS principles and core values

Making Equity a Strategic Focus

The Strategic Planning process provides an opportunity for **ACPS** to build on what is working and to plan for future needs, while promoting...

- *equity & cultural competence*
- *collaboration & transparency*
- *social-emotional development*
- *instructional excellence*

Throughout the process, we will garner an understanding of what equity means to our stakeholders and develop a shared definition of equity.



Developing a Vision Statement

An organization's vision

outlines what an organization would ultimately like to achieve and gives purpose to the existence of the organization. In small groups, discuss the following questions (10 min. in small groups, 10 min. in large group)

- **What would the world look like if the vision of the organization were achieved?**
- **What would the world be like for those you serve on the day your organization achieved everything it set out to do?**

Sample Vision Statements

- **IKEA:** *Our vision is to create a better everyday life for many people.*
- **Nike:** *Bring inspiration and innovation to every athlete in the world.*
- **Alzheimer's Association:** *A world without Alzheimer's disease.*
- **Teach for America:** *One day, all children in this nation will have the opportunity to attain an excellent education.*

Sample Vision Statements

- **Grand Island Public Schools:** *Students are prepared to make positive contributions to society and thrive in an ever-changing world.*
- **Seattle Public Schools:** *Every Seattle Public Schools' student receives a high-quality, world-class education and graduates prepared for college, career, and community.*
- **Palo Alto Unified School District:** *Palo Alto Unified School District's Future Ready Vision is to ignite, illuminate and inspire powerful ideas, boundless imagination, profound inquiry and deep understanding.*

Draft Vision Statements

Current ACPS Vision:

Our students achieve at high levels, are well-rounded, critical thinkers, and have a passion to learn.

ACPS has an engaging and collaborative climate that promotes ethical behavior and values diversity.

ACPS is a vital part of the fabric of our community, and Alexandria residents and businesses take pride in our schools.

In small groups, answer the following questions and be prepared to share with the large group.

1. What do you like about this statement?
2. What ideas would you like to see incorporated?
3. Do you have suggestions for a revised vision statement for ACPS?

Developing a Mission Statement

An organization's mission is its statement of purpose—its reason for existing. It should answer three questions (discussion for 10 minutes):

- **Who is the target client/customer?**
- **What product or service do you provide that client/customer?**
- **What makes your product or service unique, so that the customer would choose you?**

Sample Mission Statements

- **ConAgra:** *One meal, one child at a time*
- **Patagonia:** *To inspire healthier communities by connecting people to real food.*
- **Tesla:** *To accelerate the world's transition to sustainable energy.*
- **Invisible Children:** *To end violence and exploitation facing our world's most isolated and vulnerable communities.*
- **TED:** *Spread ideas.*

Sample Mission Statements

- **Charlotte-Mecklenburg Schools:** *The mission of CMS is to maximize academic achievement by every student in every school*
- **Seattle Public Schools:** *Seattle Public Schools is committed to eliminating opportunity gaps to ensure access and provide excellence in education for every student.*
- **Palo Alto Unified:** *Courageous leadership, empowered teachers, student agency, and inspiring learning spaces = a moonshot in education, every day for every student.*

Draft Mission Statements

Current ACPS Mission:

Every student succeeds: Educating lifelong learners and inspiring civic responsibility.

In small groups, answer the following questions and be prepared to share with the larger group:

1. What do you like about this statement?
2. What words or ideas would you like to see incorporated?
3. Do you have suggestions for a revised mission statement for ACPS?

Developing Core Values

When **an organization's core values** appear as guiding principles, a code of conduct, or a culture code that explains how the organization intends to operate in accordance with those values, a values statement makes a promise.

- **What would it look like when someone demonstrates each value?**
- **What would it look like when they failed to live up to a value?**
- **What would you do as a Board when someone in your organization acted contrary to the values?**
- **Each value should help define your aspirations for your organizational culture.**

Sample Core Values

Volkswagen: *Our values. Responsibility and sustainability.*

We are responsible for people, the economy, society and the environment. Employees at Volkswagen take on responsibility by becoming involved in voluntary work. Sustainable, collaborative and responsible thinking underlies everything we do.

Starbucks: *With our partners, our coffee and our customers at our core, we live these values:*

- *Creating a culture of warmth and belonging, where everyone is welcome.*
- *Acting with courage, challenging the status quo and finding new ways to grow our company and each other.*
- *Being present, connecting with transparency, dignity and respect.*
- *Delivering our very best in all we do, holding ourselves accountable for results.*
- *We are performance driven, through the lens of humanity.*

Sample Core Values

Jefferson County Public Schools – Louisville, KY

- *Caring: All JCPS children are nurtured as if they are our own.*
- *Equity: All students receive an education that gives them what they need to thrive through differentiated supports focused on removing social factors as a predictor of success.*
- *Excellence: Empowering people to lead, create, and innovate is essential to creating a culture of excellence.*
- *Respect: All students, staff, and families are treated with dignity and respect as members of a safe and welcoming learning community.*
- *Individuality: Children learn differently and require personalized approaches to learning.*
- *Diversity: Our diversity is a strength—differences of each are assets of the whole.*
- *Opportunity: Effective teaching is the most powerful tool for engaging and motivating students to reach their full potential.*
- *Creativity: The ability to create, innovate, and solve challenging problems is a critical skill for educators and children to develop and employ in teaching and learning.*
- *Collaboration: Relationships, cooperation, and partnerships among students, staff, families, and community are fundamental to the success of our students.*
- *Stewardship: Adults model integrity, respect, and responsibility through mindful stewardship of talents, resources, and time.*

Sample Core Values

Seattle Public Schools

We believe that the district-wide commitment to these core beliefs is vital at all levels of the organization and will enable students to succeed and become responsible citizens.

- ***Our Students Come First***
 - *We believe it is essential to place the interests of students above all others in every decision we make.*
 - *We believe that the core work of the district is supporting student learning.*
 - *We believe it is our responsibility to do whatever it takes to ensure that every child, regardless of race, gender, socioeconomic status, language proficiency, learning style or disability, achieves to their highest level.*
- ***High-Quality Teaching and Learning are the Keys to Student Success***
 - *We believe high-quality instruction is key to our students' success and is built on a rigorous and relevant curriculum that is aligned to standards, measurable outcomes, positive relationships, appropriate professional development and equitable access to educational opportunities.*
 - *We believe in high expectations for all students and staff built on a culture that respects individual differences and includes fair treatment, honesty, openness and integrity.*
- ***A Safe and Orderly Learning Environment Supports Student Success***
 - *We believe schools are the heart of our communities and are committed to providing healthy and safe school environments.*
- ***A High Performing District includes Effective Leadership, Accountability, Effective Organizational Systems and an Engaged Community***
 - *We believe in demonstrating a commitment to continuous improvement through collaboration and integrated decision making.*
 - *We believe effective leadership is vital at all levels of the organization and will create student success.*
 - *We believe it is our public duty to properly steward district resources through ethical behavior, compliance to the law, transparency of processes and sound fiscal controls.*
 - *We believe in a district, including the central office and support staff, which is dedicated to providing high-quality service in support of teaching and learning.*
 - *We believe community partnerships and family engagement are fundamental to achieving and sustaining student success.*

Core Values

Current ACPS Principles:

- *We Believe In Educational Excellence.*
- *We Believe In High Achievement for All.*
- *We Believe In a Culture of Collaboration.*
- *We Believe In Continuous Improvement and Accountability.*
- *We Believe In Environmental Stewardship.*

In small groups, answer the following questions and be prepared to share with the larger group:

1. What do you like about the current ACPS principles?
2. Are there core values we have not discussed that you would like to see incorporated?

Next Steps

Based on feedback received today, **FourPoint** will draft vision and mission statements for the district for review and finalization.

Thursday, 9/19 – 6:00-8:00pm