Strategic Priorities
Work Session

April 25, 2019
Purpose of the Work Session

1. Review timeframe for Horizon 2020 and our next strategic plan.

Horizon 2020

Vision
All learners believe in their power to embrace learning, to excel, and to own their future.

Mission
The core purpose of Albemarle County Public Schools is to establish a community of learners and learning, through relationships, relevance and rigor, one student at a time.
Horizon 2020: Core Values

- Excellence
- Young People
- Community
- Respect
Horizon 2020: Student-Centered Goal

All Albemarle County Public Schools students will graduate having actively mastered the lifelong-learning skills they need to succeed as 21st century learners, workers and citizens.
Horizon 2020: Strategic Objectives

1. Engage Every Student
2. Implement Balanced Assessments
3. Improve Opportunity & Achievement
4. Create & Expand Partnerships
5. Optimize Resources
Horizon 2020: Strategic Priorities (2017-2019)

- Create a culture of high expectations for all.
- Identify and remove practices that perpetuate the achievement gap.
- Ensure that students identify and develop personal interests.
HORIZON 2020 TIMELINE

2013-2019
7-Year Plan

- **2013**
  - July: Adoption of Horizon 2020

- **2015**
  - July: New strategic priorities

- **2017**
  - July: New strategic priorities

- **2019**
  - April: New strategic priorities
  - July: Begin planning process for next strategic plan

- **2020**
  - April: Begin implementation of new plan
  - July: Present new plan to board for adoption
Strategic Priorities

- Reviewed and adopted each biennium during the strategic plan
- Unique position this year: only one year left in the plan
- Recommendation: Keep our current priorities, but make them SMART
What Is a SMART Priority?

**SPECIFIC**
What do we want to accomplish?

**MEASURABLE**
How will we know we have accomplished it?

**ATTAINABLE**
Do we have the ability to accomplish it?

**RELEVANT**
WIN principle—What’s Important Now—Why?

**TIME-BOUND**
When will we achieve this?
I’m going to live a healthier lifestyle.

Is it ... ?

- **SPECIFIC**
  *What do we want to accomplish?*

- **MEASURABLE**
  *How will we know we have accomplished it?*

- **ATTAINABLE**
  *Do we have the ability to accomplish it?*

- **RELEVANT**
  *WIN principle—What’s Important Now—Why?*

- **TIME-BOUND**
  *When will we achieve this?*
I’m going to lose weight.

Is it ...?

- **SPECIFIC**
  What do we want to accomplish?

- **MEASURABLE**
  How will we know we have accomplished it?

- **ATTAINABLE**
  Do we have the ability to accomplish it?

- **RELEVANT**
  WIN principle—What’s Important Now—Why?

- **TIME-BOUND**
  When will we achieve this?
By cutting carbs and exercising 30 minutes/day, four days/week, I am going to lose 10 pounds by July 30 so that my overall health is improved and I have more stamina to play with my kids.

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Is it ... ?

- SPECIFIC
  What do we want to accomplish?

- MEASURABLE
  How will we know we have accomplished it?

- ATTAINABLE
  Do we have the ability to accomplish it?

- RELEVANT
  WIN principle—What’s Important Now—Why?

- TIME-BOUND
  When will we achieve this?
Tonight’s Goal

- Workshop one strategic priority: Ensure that students identify and develop personal interests.
- What changes need to be made to turn this into a SMART priority?
Ensure that students identify and develop personal interests.

Is it **SPECIFIC?**

- What exactly do we want to accomplish?

Is it **RELEVANT?**

- Why is it important to accomplish this priority?
[Enter updated priority]

Is it **MEASURABLE**?
- How will we know when it’s accomplished?

Is it **ATTAINABLE**?
- Do we have the ability to accomplish it?
[Enter updated priority]

Is it ... **SPECIFIC**? **MEASURABLE**? **ATTAINABLE**? **RELEVANT**? **TIME-BOUND**?
Next Steps

- Board Retreat on June 7
- SMART workshop for remaining priorities:
  - Create a culture of high expectations for all.
  - Identify and remove practices that perpetuate the achievement gap.