

ACSD Strategic Plan for Equity Timeline

WINTER 2021

SPRING 2022

SUMMER 2022

FALL 2022

DEC 2022

ADVISORY COMMITTEE

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| <ul style="list-style-type: none"> • Committee forms • Reviews raw data from equity survey • Develops subgroups by topic area | <ul style="list-style-type: none"> • Identify additional stakeholders with a focus on underrepresented communities for engagement conversations | <ul style="list-style-type: none"> • Develop recommendations and present to ACSD Board | <ul style="list-style-type: none"> • Some members continue on to the board's Action Teams |
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BOARD

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| <ul style="list-style-type: none"> • Receives superintendent's overview of Advisory Committee process | <ul style="list-style-type: none"> • Reviews Advisory Committee's recommendations and creates foundational goals, priorities, theory of action (TOA). | <ul style="list-style-type: none"> • Presents strategic plan goals, priorities, and TOA to community for feedback • Votes to approve strategic plan goals, priorities, and TOA. • Gives goals, priorities, and TOA to staff to draft strategic plan and design implementation. | <ul style="list-style-type: none"> • Invites staff to present final strategic plan. |
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ACSD SCHOOL COMMUNITY

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| <ul style="list-style-type: none"> • Take equity survey • Offer feedback to Advisory Committee or ACSD staff • Read emails and visit website to stay informed of Advisory Committee and board work | <ul style="list-style-type: none"> • Submit feedback via form or reach out to ACSD staff, Advisory Committee or board • Engage in stakeholder meetings for students and underrepresented community | <ul style="list-style-type: none"> • Apply to ACSD strategic plan Action Team | <ul style="list-style-type: none"> • Provide feedback to strategic plan Action Teams • Attend community meetings to review board goals and TOA | <ul style="list-style-type: none"> • Follow updates on strategic plan provided by staff and board |
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STAFF/CONSULTANT

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| <ul style="list-style-type: none"> • Design Advisory Committee, call for applications • Staff Advisory Committee • Provide community with updates • Work with Hanover Research on equity survey and data gathering | <ul style="list-style-type: none"> • Support Advisory Committee on community outreach • Work with Hanover Research on data gathering and leadership workshops • Update board and community | <ul style="list-style-type: none"> • Facilitate handoff from Advisory Committee to board • Facilitate board goal and TOA development meeting • Support Action Team recruitment and design process | <ul style="list-style-type: none"> • Presents and consults with the board as needed • Forms and staffs Action Teams to develop strategies and planning steps from board's priorities • Facilitates community meetings • Begins drafting strategic plan | <ul style="list-style-type: none"> • Presents final strategic plan to board • Begins work to design strategic plan implementation |
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Advisory Committee

Role: Parents, students, administrators, and staff who represent the needs of the ACSD community with an emphasis on traditionally underrepresented identities. Responsible for high-level identification of equity issues to address in the strategic plan priorities. Serve as ambassadors to engage the community in the process. Offer recommendations to the board.

Responsibility: Deliberate and analyze the data collected and identify where more data is needed. Invite the community to engage at key points in the process.

Work Product: Draft recommended areas to be considered by the board for the strategic plan goals and TOA.

Board

Role: Oversight and creation of the 2022 strategic plan goals and theory of action (TOA).

Responsibility: Take recommendations from the Advisory Committee and distill recommendations into foundational priorities. Review ACSD mission and vision statements to update and align where necessary with goals and theory of action for strategic plan. Set goals, priorities, and TOA for strategic plan. Engage community through public meetings to seek feedback on goals and TOA before making a final determination.

Work Product: Draft and finalize a mission, vision, and actionable goals for ACSD.

ACSD School Community

Role: Students, ACSD staff, parents and caregivers who participate in surveys, conversations, focus groups, and provide feedback throughout timeline.

Responsibility: Offer feedback and perspectives to help Advisory Committee, board, and Action Teams identify areas of focus, actionable goals, and useful strategies to build an equitable learning experience for all ACSD students, especially underrepresented students.

ACSD Staff

Role: Creation of strategic plan and execution of the strategic plan goals, priorities, and TOA.

Responsibility: Operational planning and on-the-ground support of the Advisory Committee and strategic plan process. Facilitate stages of strategic plan process, coordinate with consultant, provide ACSD information needed to advisory committee and board for deliberations. Design action team process and recruit members. Implement strategies and planning steps and timeline necessary to achieve strategic plan goals. Form a Strategic Plan Action Team to set the mission, vision, and priorities.

Work Product: Create updates for the community and board. Monitor plan to offer needed adjustments along the way to meet goals.