

# Exceptional<sup>+</sup>



ANN ARBOR PUBLIC SCHOOLS

## Community Conversation: Strategic Plan

*Planning Process Update*

BOARD OF EDUCATION  
November 8, 2017



# Phase I – Preliminary Planning

Spring – Summer – Fall 2017

## Planning for district priorities

- ◆ Cabinet Team
  - 3 days of facilitated process meetings & focused development work
- ◆ Principals/District Leadership Group
- ◆ Board of Education
  - August Retreat
  - Executive Committee
  - Planning Committee Meetings (Oct/Nov)
  - Regular Meeting of the Board – Nov 8, 2017

# Community Conversation

*Everything good in life – a cool business,  
a great romance, a powerful social movement –  
begins with a conversation.*

*Talking with each other, one to one, is human  
beings' most powerful form of attunement.  
Conversations help us understand and connect  
with others in ways no other species can.*

*- Daniel Pink  
To Sell is Human*

## Community Conversation

The intention of dialogue is to reach new understanding and, in doing so, to form a totally new basis from which to think and act.

In dialogue, one not only solves problems, one *dissolves* them. We do not merely try to reach agreement, we try to create a context from which many new agreements might come.

And we seek to uncover a base of shared meaning that can greatly help coordinate and align our actions with our values.

- William Isaacs

*Dialogue: The Art of Thinking Together*

## CONVERSATIONAL LEADERSHIP: CREATING ARCHITECTURES FOR ENGAGEMENT



To design effective architectures for engagement, a conversational leader will consciously use six key processes.

*Hurley & Brown, 2009*

# Community Conversation Questions

- ◆ *As we think about the future, what do we want for our children in this Ann Arbor community?*
- ◆ *What do you value in the AAPS that you want to be sure to hold on to?*
- ◆ *Where do you see opportunities for improvement?*
- ◆ *What else do you want us to know?*

# Phase II – Community Conversation

## Fall & Winter 2017/2018

### Launch community input process November 2017

- ◆ Use **World Café Process** at community meetings
- ◆ Learn more about World Café
  - World Café Design Principles
  - World Café Method
  - Conversational Leadership

## Phase II – Community Conversation

### Fall & Winter 2017/2018

## Community Engagement Process

### ◆ World Café Engagement

use format in face-to-face meetings

- **Leadership Meetings** – teachers, principals, instructional council, employee leadership groups
- **Meet with Staff** – in every school & in departments
- **Community Tour** – Visit Schools & Community Centers
- Meetings with **Strategic Community Groups**

### ◆ ThoughtExchange Online Conversation



# Phase III – Community Feedback on Draft Strategic Plan

Spring 2018

## **Community Engagement Process to Refine**

- ◆ ThoughtExchange Community Engagement Process
- ◆ World Café Engagement w/Strategic Community Groups
- ◆ Community Tour for Public Feedback (March/April 2018)

## Phase IV – Board of Education Approval & Publication

April-June 2018

- ◆ Create Draft Report from what we've heard  
*ThoughtExchange & World Café Engagement Processes*
- ◆ Receive summative input and recommendations from Board
- ◆ Publish Final Strategic Plan to Board of Education  
**Target date: June - Sept, 2018**
- ◆ Publish video & share Strategic Plan with Ann Arbor community

## Phase V – Next Step

Summer/Fall 2018

*How will we know we are achieving our goals?*

- ◆ District teams develop team plans & metrics to measure progress toward goals
- ◆ District Divisions/Departments develop team plans and corresponding metrics
- ◆ Publish initial set/baseline District metrics (Fall 2018)

# #A2gether!

**ANN ARBOR PUBLIC SCHOOLS**

**These are OUR Ann Arbor Public Schools**

**Our story of welcome, embrace, celebration,  
achievement and success for every child,**

**Our story will be written together, and it begins today.**

**We are all together for children,**

**We are all together for each other,**

**We are A2gether!**