



Ann Arbor Public Schools Goals and Objectives: 2012-13

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Description of Strategies/Activities

Target Dates

Outcomes and Results

End-of-Year

Strategic Planning

1. Provide leadership and guidance to the development of a calendar of reports to be shared and presented to the Board of Education including, but not limited to:

Human Resources Report; Enrollment and Facilities Report; Capital Funding Plan; Annual Report of Student Achievement; Curriculum Report; Technology Plan; Information Technology Update; Strategic Plan Update; Technology Bond Update; Transportation Working Group Report; Curriculum Review Cycle; Budget Development; Financial Quarterly Reports; Audit Report; All-Day Kindergarten Update; Special Education Update and Program Review Report; Communications Department Report; Elementary World Languages Report; Mitchell/Scarlett Collaboration Report; Pre-School and Head Start; WAY, EB, CTE, and Rising Scholars; University of Michigan Depression Center Collaboration; High School Start Time; Climate Survey Results

First Semester and Second Semester

2. Purchase Data Director to monitor and follow student achievement and provide appropriate Professional Development for its use, in accordance with the Achievement Gap Elimination Plan and the Discipline Gap Elimination Plan.

Summer 2012 and Ongoing

3. In accordance with the AAPS Strategic Plan, research and develop a model for personalized learning plans in order to provide support for students and enable student aspirations.

Summer/First and Second Semesters

4. In accordance with the AAPS Strategic Plan, research and develop the concept of personal curriculum.

Ongoing All Year

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<p>5. In accordance with the AAPS Strategic Plan, begin to research international standards for curriculum and instruction, such as the International Baccalaureate program, that focuses on creativity, problem-solving, and critical thinking for future implementation in a consistent manner.</p>	<p>First and Second Semesters</p>	
<p>6. Focus on an annual administrative work plan regarding the continued implementation of the AAPS Strategic plan.</p>	<p>Ongoing</p>	
<p>7. Engage in advocacy efforts on behalf of the school district.</p>	<p>Ongoing</p>	
<p style="text-align: center;">Description of Strategies/Activities</p>	<p style="text-align: center;">Target Dates</p>	<p style="text-align: center;">End-of-Year Outcomes and Results</p>
<i>Budget, Technology, the Discipline Gap and Accountability</i>		
<p>1. Provide leadership for the development of a multi-year, budget process with a strategic vision of the financial status of the school district.</p>	<p>Summer/First Semester</p>	
<p>2. Develop the AAPS model in 2012-13 for Zero-Based Budgeting (ZBB) for implementation in 2013-14.</p>	<p>First and Second Semester</p>	
<p>3. Provide leadership for the first phase of the implementation of the technology plan designed around the technology bond.</p>	<p>First and Second Semester</p>	
<p>4. Provide leadership for the development of an Action Plan between Operations and Instruction to create a synergistic working relationship and data-sharing component between ITD and Pupils Accounting/ Research Services for data analysis and data interpretation purposes.</p>	<p>First Semester</p>	
<p>5. Continue the implementation of the Discipline Gap Elimination Plan on disproportionality and increased professional development that is focused on behavior management techniques and social and emotional learning.</p>	<p>Ongoing</p>	
<p>6. Develop monthly data analysis of suspension data for review with Executive Cabinet and Building Principals, in accordance with the Discipline Gap Elimination Plan.</p>	<p>Monthly</p>	
<p>7. Implement a consistent district level referral form for discipline, in accordance with the Discipline Gap Elimination Plan.</p>	<p>Ongoing</p>	
<p>8. Utilize progressive sanctions for discipline in a consistent fashion, in accordance with the Discipline Gap Elimination Plan.</p>	<p>Ongoing</p>	
<p>9. Provide professional development on the goals of misbehavior and the strategies to change inappropriate behaviors, in accordance with the Discipline Gap Elimination Plan.</p>	<p>Ongoing</p>	
<p>10. Develop school behavior management plans as part of the school improvement process, in accordance with the Discipline Gap Elimination Plan.</p>	<p>First Semester</p>	

11. Implement the concept of peaceable and respectful schools as a student leadership project with funding from the AAPSEF, in accordance with the Discipline Gap Elimination Plan.	First and Second Semester	
12. Begin to focus on aspects of the Yale Child Development Program with an emphasis on social and emotional development, in accordance with the Discipline Gap Elimination Plan.	Ongoing	
13. Invite Dr. James Comer to the AAPS in accordance with the Discipline Gap Elimination Plan and in conjunction with community partners through the U of M Community Outreach Department and personal contact.	Summer through December	
14. Implement the new anti-bullying policy for AAPS.	Ongoing	
15. Review Medicaid Reimbursement Funds and provide training for staff to enhance generation of funds.	Ongoing	

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<i>Community Outreach</i>		
1. Meet with the PTOC Executive Team on a regular basis and attend various PTO activities and meetings.	Monthly	
2. Attend and participate in AAPSEF Board of Directors Meetings.	Monthly	
3. Attend and participate on UMS Board of Directors Meetings.	Quarterly	
4. Serve on the Dean's Education Advisory Committee at the U of M School of Education.	Ongoing	
5. Develop a Superintendent/Parent/Liaison Committee (SPLC) for direct involvement with representatives of AAPS PTOs.	First Semester	
6. Attend and participate in community events and activities.	Ongoing throughout year	
7. Meet with the AAPAC Executive Board at various junctures during the school year.	Ongoing	
8. Enhance the AAPS involvement with the U of M Community Outreach Department for collaboration on issues such as Rising Scholars and social and emotional development of students.	Summer and Ongoing	
9. Participate on the Washtenaw Alliance for Education (WAE) at the WISD for greater focus using a regionalization model for dialogue and communication.	Monthly	
10. Provide leadership for a Transportation Working Group to bring key community leaders together to study the sustainability of transportation for AAPS, as well as options and alternatives.	Summer and First Semester	

Description of Strategies/Activities	Target Dates	End-of-Year Outcomes and Results
<i>Curriculum, Student Achievement, and Student Growth</i>		
1. Provide leadership for the implementation of the Achievement Gap Elimination Plan.	Ongoing	
2. Monitor the effectiveness of the implementation of NWEA as a measure of student growth and a component of personalized learning.	Fall and Winter	
3. Regroup students after the administration of the NWEA.		
4. Create uninterrupted literacy and math blocks to allow for flexible grouping and regular interventions.	Second Semester	
5. Develop a comprehensive accountability system using the Data Team Process to develop strategies for retrieving, analyzing and distributing data in a timely fashion, in accordance with the Achievement Gap Elimination Plan.	Second Semester	
6. Develop an effective data warehousing system, in accordance with the Achievement Gap Elimination Plan.	First and Second Semesters	
7. Develop an implementation plan for the use of Data Director to monitor student progress and achievement, in accordance with the Achievement Gap Elimination Plan.	Summer and First Semester	
8. Establish a revised Professional Development framework that focuses on consistency and involves school teams.	Summer	
9. Implement All-Day Kindergarten in all AAPS elementary programs to enhance early childhood learning, in accordance with the Achievement Gap Elimination Plan.	First Semester	
10. Review services and programs of SISS, in accordance with the Achievement Gap Elimination Plan.	Ongoing	
11. Implement the Equity Plan Rubric in the Achievement Gap Elimination Plan to bring greater consistency to the district's equity work, in accordance with the Achievement Gap Elimination Plan.	Ongoing	
12. Provide on-going professional development that addresses issues of race and equity, in accordance with the Achievement Gap Elimination Plan.	Ongoing	
13. Conduct an annual climate survey in all schools and compare results using a multi-year analysis of patterns and trends, in accordance with the Achievement Gap Elimination Plan, and present results to the Board of Education.	Second Semester	
14. Enhance collaboration between Pre-School leadership/teachers and elementary school leadership/teachers to focus on transitions for all students, in accordance with the Achievement Gap Elimination Plan.	Ongoing	
15. Develop and implement the concept of a Curriculum Senate to bring instructional leaders together monthly for greater coordination, collaboration, consistency, and communication.	First Semester	
16. Align the Guidance Department with the Division of Instructional Services for collaboration and communication.	Ongoing	
17. Align the Community Education and Recreation Department with the Division of Instructional Services for an enhanced linkage with instructional offerings and greater collaboration with SISS.	Ongoing	
18. Conduct a review of the alternative program at Roberto Clemente as an outgrowth of the Spring 2012 budget process.	First and Second Semesters	
19. Develop a phase-in to shift student 504 Plans from HR/Legal to SISS and Instruction for better alignment of a service delivery model in an instructional framework.	Ongoing	

20. Increase student achievement and student growth at all levels including subgroups on MEAP, MME, EXPLORE, PLAN, ACT, and NWEA.	Ongoing	
21. Develop an action plan to increase the graduation rates at each high school and monitor its implementation.	Ongoing	

Description of Strategies/Activities	Target Dates	End-of-Year Outcomes and Results
<i>Personnel Management</i>		
1. Advertise, interview and fill vacant Principal positions with the best candidates available.	ASAP	
2. Evaluate direct reports at mid-year and at the end-of-the year and review established goals and objectives.	September 2012, January and June 2013	
3. Implement the AAPS Framework for Teaching observation and evaluation process and develop a meaningful framework for AAPS.	Ongoing	
4. Begin to research the development of a potential Leadership Academy for school-based administrators as a professional development opportunity for interested staff.	First and Second Semesters	
5. Meet regularly with Employee Group Leaders.	Quarterly	

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