INTRODUCTION

How do we shape a successful future? It takes vision, purpose and a plan. It also takes partnerships among Aurora Public Schools students, families, staff and our community.

Building on previous strategic efforts, APS began a new strategic planning process. To ensure that our new plan reflects the beliefs and goals of our community, we created a 14-member Strategic Planning Team to develop APS 2020. The team consisted of APS staff, Board members, parents, business leaders and community members. As part of the process, we collected feedback through multilingual discussions with APS students, parents, guardians, staff and community members and through online surveys.

This strategic plan represents the diverse voices of our community. We will use this plan to guide everything we do to achieve our vision: Every student shapes a successful future.

Who we are: APS is the sixth largest school district in the state of Colorado with a current P-20 enrollment of more than 40,000 students in 60 schools and over 5,000 staff members. Our students come from more than 130 countries and speak more than 125 languages. The demographic breakdown of our students is:

- Asian: 4.6%
- Black: 18.5%
- Hispanic: 54.5%
- Native American: 0.8%
- Native Hawaiian/ Pacific Islander: 0.6%
- White: 16.6%
- Two or More Races: 4.4%
- Free/Reduced Lunch: 71.3%
- Special Education: 10.4%
- English Language Learners: 35.9%
What we believe: OUR CORE BELIEFS

APS 2020 is based on our community’s core beliefs about education—these are our foundation. We, as a community, believe:

- Every student has unique abilities that we must recognize and engage.
- A district with students at its center provides an adaptable and responsible foundation for learning.
- Student and staff safety is essential to our vision and mission.
- Students, families, staff and community members share the responsibility for student achievement.
- Student achievement and growth are driven by a highly-effective and respected staff working as a team.
- Students take an active and ongoing responsibility for their learning.
- Families are our partners in education.
- Community partnerships provide vital resources and opportunities for students and families.
- All students must have equitable access to learning opportunities, technology and environments that support them in reaching their full potential.
- Diversity is a strength in our community.

Where we are going: VISION

Every student shapes a successful future.

What our purpose is: MISSION

In partnership with our community, we accelerate learning for all students to develop the knowledge, skills and character necessary to shape successful futures.

How we will get there: THREE STRATEGIC GOALS

Every APS student will have:

Goal 1: A plan for his or her future

Within 90 days of entering APS, every student will create a plan that includes goals for academic achievement; graduation; extracurricular and volunteer service learning; work experience; college and/or career.
• The student will continue to develop this plan throughout his or her academic career.

Goal 2: A set of skills to implement his or her plan

APS students will develop the following 21st century skills:

• Critical Thinking (example: problem solving and global and cultural awareness)
• Collaboration (example: communication, interpersonal skills)
• Self-Direction (example: personal and civic responsibility, work ethic, financial literacy, resiliency, adaptability)
• Information Literacy (example: find and use information and information technology)
• Invention (example: creativity and innovation)

Goal 3: Credentials that open doors

In addition to a high school diploma, APS students will also have access to the following credentials:

• College credits
• Industry based certificates
• Workforce training certificates
• Internship/externship completion certificates
• Digital badges
• Advanced Placement credits
• International Baccalaureate Diploma

How we will measure progress: Once APS 2020 is approved, APS staff will develop specific strategies to implement the core beliefs and the three strategic goals to measure and monitor progress.

What we need: YOUR SUPPORT

Our vision cannot be realized alone. All of us—students, families, staff and community members—must work together to ensure that every student shapes a successful future.

APS 2020 is a community effort, with special thanks to:

Board of Education
JulieMarie A. Shepherd, Ph.D., President
Cathy Wildman, Vice-President
Mary W. Lewis, Secretary

Leadership Team
Rico Munn
William Stuart
Adrienne Bradshaw
Strategic Planning Team
Kimberly Ausman, APS Classified Employee’s Council
Jeanette Carmany, Retired Teacher, Community Member
Lisa Grosz, School Executives of Aurora
Kevin Hougen, Aurora Chamber of Commerce
Paul Lhevine, APS Foundation
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Amy Prince, Parent
Roberto Venegas, City of Aurora
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Staff Support
Cheryl Dalton-Cedillo
Georgia Durán, Ed.D.
Collinus Newsome

Feedback Forums
Student Leaders
Aurora Central High School
Aurora West College Preparatory Academy
Gateway High School
Hinkley High School

Parents
Aurora Hills Middle School PTSA
Crawford Elementary School Parent Coffee
District Accountability Advisory Committee
English Language Acquisition Parent Advisory Committee
Hinkley High School Parent Coffee
Side Creek Elementary School PTA
Vista PEAK Preparatory Parent Coffee

Staff

Administrative and Professional Technical Staff
Aurora Education Association
Classified Employee Council
Classified Staff
Division of Equity in Learning
Division of Finance
Licensed Staff
School Leaders
School Executives of Aurora

Community

Asian-Pacific Partnership
Aurora Association of Realtors
Aurora Chamber of Commerce Government Affairs, Education and Energy Committee
Aurora Commission for Seniors
Aurora Community of Faith
Aurora Kiwanis Club
Aurora Gateway Rotary Club
Colorado School & Public Employees Retirement Association
Key Community Response Team
National Association for the Advancement of Colored People
Rotary Club of Aurora

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