Feedback on the Vision/Mission/Goals

Online Survey Results (April 1-June 1, 2014)
Who Responded?

3,762 Total Responses

- Parents - 24%
- Students - 2%
- Community - 1%
- Teacher/Certified Staff - 50%
- Non-Teacher/Classified - 14%
- School Administrator - 3%
Who Responded?

• Responses from every cluster
• Of those responding, the school level of the respondent’s oldest child was:
  • 27% of respondents were associated with high schools
  • 15% or respondents were associated with middle schools
  • 23% of respondents were associated with elementary schools
  • 35% had no child in GCPS
Strongly Agree/Agree with Questions Regarding GCPS’ Vision

<table>
<thead>
<tr>
<th>Statement</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>GCPS’ vision reflects my expectations for a premier school system.</td>
<td>89%</td>
</tr>
<tr>
<td>The vision statement underscores that GCPS will do all it can to ensure students are successful.</td>
<td>82%</td>
</tr>
<tr>
<td>The vision clearly articulates what we aspire to be as a system of schools.</td>
<td>88%</td>
</tr>
<tr>
<td>I support the continued use of this vision statement as a foundational component for the district's strategic direction for the future.</td>
<td>83%</td>
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</tbody>
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### Strongly Agree/Agree with Questions Regarding GCPS' Mission

<table>
<thead>
<tr>
<th>Statement</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>The mission statement addresses the most important focus for the school district.</td>
<td>86%</td>
</tr>
<tr>
<td>The mission statement is compelling.</td>
<td>71%</td>
</tr>
<tr>
<td>The mission statement is easy to remember.</td>
<td>60%</td>
</tr>
<tr>
<td>I support the continued use of this mission statement as a foundational component for the district's strategic direction for the future.</td>
<td>78%</td>
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Goal 1:

Gwinnett County Public Schools will ensure a world-class education for all students by focusing on teaching and learning the Academic Knowledge and Skills (AKS) curriculum.

- 87% “strongly agree” or “agree” that this goal is important.
- 88% “strongly agree” or “agree” that achievement of this goal will help support the vision and mission.
Goal 2:

Gwinnett County Public Schools will ensure a safe, secure, and orderly environment for all.

- 96% “strongly agree” or “agree” that this goal is important.
- 96% “strongly agree” or “agree” that achievement of this goal will help support the vision and mission.
Goal 3:

Gwinnett County Public Schools will optimize student achievement through responsible stewardship of its financial resources and the proactive pursuit of all resources necessary to meet current and future demands.

- 93% “strongly agree” or “agree” that this goal is important.
- 91% “strongly agree” or “agree” that achievement of this goal will help support the vision and mission.
Goal 4:

Gwinnett County Public Schools will recruit, employ, develop, and retain a workforce that achieves the mission and goals of the organization.

- 95% “strongly agree” or “agree” that this goal is important.
- 95% “strongly agree” or “agree” that achievement of this goal will help support the vision and mission.
Goal 5:

Gwinnett County Public Schools will meet the continuing and changing demand for essential information through technological systems and processes that support effective performance and desired results.

- 91% “strongly agree” or “agree” that this goal is important.
- 91% “strongly agree” or “agree” that achievement of this goal will help support the vision and mission.
Goal 6:

Gwinnett County Public Schools will provide and manage the system’s facilities and operations in an exemplary manner as determined by programmatic needs and best management practices.

- 91% “strongly agree” or “agree” that this goal is important.
- 89% “strongly agree” or “agree” that achievement of this goal will help support the vision and mission.

![Bar chart showing support for Goal 6]

- Supports V/M
- Important

Legend:
- Strongly Agree
- Agree
- Neither
- Disagree
- Strongly Disagree
Goal 7:

Gwinnett County Public Schools will apply continuous quality improvement strategies and principles as the way the organization does business.

- 87% “strongly agree” or “agree” that this goal is important.
- 86% “strongly agree” or “agree” that achievement of this goal will help support the vision and mission.
Levels of Agreement about Goals

- 83% “strongly agree” or “agree” the goals provide a good way for the school district to demonstrate accountability to the public.
- 76% “strongly agree” or “agree” that the goals are measurable.
- 85% “strongly agree” or “agree” that the seven Strategic Goals address all aspects of the school district that must be addressed.
Suggestions for Changes...

• Define world-class.

In Gwinnett County Public Schools, we define world-class standards as:

"...qualitative and quantitative measures of a product, service, or organization that are acknowledged, accepted, and admired by customers, stakeholders, professional peers, and competitors alike. They distinguish the product, service, or organization as one of the best in its class."

When we say “acknowledged” we mean the standards are commonly held throughout the world to be true and fair measures. They are “accepted”—understood and embraced—as benchmarks others strive to attain. And they are “admired”—as indicators of an organization that exhibits quality and a value-added reputation, and consistently exceeds customer expectations.

Characteristics of a world-class school:

• High academic standards for all students
• Accurate assessments to measure what students know and can do
• Challenging curricula with real-world applications
• Instructional strategies that address the differences in learning styles among students and adults
• Competent and inspired teachers
• Leading-edge technology
• Culture of continuous improvement
• Accountability tools that measure school’s performance
• Support from and for the community it serves
• Capacity for assimilating the diverse ideas, needs, and strengths of its internal and external communities
• Commitment to education and training for all
• Competent and impelled leadership that is based on accepted principles and values
• Innovative approaches to scheduling, staffing, and use of financial resources.

“The Gwinnett County community doesn’t just value quality education—we expect it! And a quality education today equates to a ‘world-class’ education. Our young people will face an increasingly competitive and challenging world as they come of age. We must prepare them for their future and uphold their hopes for a better tomorrow by ensuring they learn the knowledge and skills they need to be productive, responsible citizens. In short, we must provide an education that measures up to world-class standards. After all, our students are world-class, and they deserve nothing less!”

J. Alton Whitehead, CEO/Superintendent
World-Class in GCPS

• **Characteristics of a world-class school:**
  • High academic standards for all students
  • Accurate assessments to measure what students know and can do
  • Challenging curricula with real-world applications
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Suggestions for Changes...

• Update the Vision to make it easier to remember and to reflect more up-to-date language
  • Gwinnett County Public Schools will become a system of world-class schools where students acquire the knowledge and skills to be successful as they continue their education at the postsecondary level and/or enter the workforce.

• Consider:
  • Helping all students achieve their potential
  • Developing creative and critical thinkers; problem-solvers
  • Emphasizing all students
  • Simplifying final phrase to address “college and careers”
Suggestions for Changes...

• Update the “Mission” to make it easier to remember and to reflect more up-to date language
  • The mission of Gwinnett County Public Schools is to pursue excellence in academic knowledge, skills, and behavior for each student, resulting in measured improvement against local, national, and world-class standards.

• Consider:
  • Focusing on meeting the needs of students
  • Addressing life-long learning
  • Committing to do what’s best for kids
  • Decreasing the emphasis on measurement
Ideas for New Goals

• A lot of support for the goals... however, there were a few suggestions.
  • Make the goals more specific and measurable.
  • Address language... make the goals clear and concise.
    • Goal 5: Technology: Gwinnett County Public Schools will meet the continuing and changing demand for essential information through technological systems and processes that support effective performance and desired results.

• Revise Goal 1 to expand beyond learning the AKS.
Ideas for New Goals

• In terms of possible areas for new goals...
  • Address moral character and citizenship.
  • Discipline/student behavior
  • Embracing diversity
  • Recognition of students and staff
  • Communication
  • Community partnerships/parent involvement and shared responsibility
  • Address achievement gaps
  • Creativity, collaboration
  • Student engagement
  • Teacher efficacy and professionalism
Next Steps

• **In terms of “world-class...”**
  • Are the characteristics outlined in the mid-1990s still relevant?
  • Do we need to make adjustments?
  • Better communicate what GCPS means by “world-class”.

• **Share initial data.**

• **Dig deeper into comments that were provided.**

• **Develop timeline for incorporating changes to the vision/mission/goals and sharing revisions with stakeholders.**