

A Message from Superintendent Hoernemann

Whew! As we race toward the mid-year point, it is important to take stock of our direction. Our 12 schools are well on a path of excellence that is guided by a road map known as the ACSC Strategic Plan 2012. Everything we do is guided by this plan.

Last fall the Board of School Trustees began the process of updating the 2008 Strategic Plan. Each Board member took one goal from the 2008 Strategic Plan and worked closely with community members, staff members, and students to review and revise the plan. Approximately 100 members of the community were invited to participate in the process and more than 50 assisted. After a series of meetings and thoughtful dialogue, participants came to closure about what the new goals should be. However, the Board decided it would be best to defer final approval until after a new superintendent could be hired.

The involvement from the community was phenomenal and key in helping shape the goals to reflect the community we serve. In August the Board approved the ACSC Strategic Plan.

Strategic Plan 2012

1. Improve student achievement district-wide through individual student growth.
2. Establish a climate and culture that embraces all children, families, employees and citizens of the Avon Community.
3. Enhance communications at all levels to build stronger, richer and more authentic relationships.
4. Support strategic initiatives through district-wide professional development.
5. Develop ongoing methods to maximize school district revenue and manage resources efficiently in support of this strategic plan.

Sometimes strategic plans seem abstract. As I meet with our employees I ask them to reflect on these questions which help me keep the Strategic Plan very practical.

1. Do I constantly strive for excellence in my position? How do I personally add value to our schools' achievement?
2. Where am I on my cultural competence journey? Do I have the skills and willingness to form relationships across difference?
3. Am I communicating and celebrating my success and the success of my colleagues? How can I increase communication with my stakeholders?
4. What do I need to do to grow professionally?
5. How am I efficient with time, materials, and resources in my position? What innovative ideas can I offer about generating revenue or conserving resources?

We hope you'll help us "keep it real" by embracing this Strategic Plan and assisting us in implementation. We welcome your input.

As always, feel free to email me at mehoernemann@avon-schools.org.

Sincerely,

Margaret Hoernemann
Superintendent