

Imagine ...

- The district and community operating with a belief that ALL students can learn and develop to be career and college ready with confidence and trust in the City School District of Albany to deliver on that belief in partnership with students, employees, families and community.
- A comprehensive, consistent and quality district educational program funded by the community investment and managed for sustainability, equity and accountability for performance.
- Early and extended-day opportunities at all schools in partnership with community providers and The Albany Promise, aligned to the daily work and learning in the classrooms, with a shared and clear focus on student learning and readiness at each grade level.
- Greater than 70% of our students ready at each grade level, at each core content area, to a common P-12 Readiness Pathway that is easy to understand with clear and continuous assessments of mastery of Common Core Learning Standards provided to students and families.
- Engaging, safe and welcoming classrooms with integrated use of technology, personalized instruction and cultural relevance to the students, preparing all with the academic and core life skills needed for success in a diverse, connected and global society.
- Elementary schools with additional two hours per day of learning for all students, effectively adding up to three years of learning to the current PK-6 educational design with flexibility, innovation and shared accountability at the school level provided by employees and administration.
- Secondary schools with grade 6-12 alignment of educational programming, high standards for learning, skill development and community service; where greater than 90% of our freshmen graduate by the end of their senior year with college, career and community readiness.
- Secondary schools with clear and compelling choices in areas of study and development, small learning communities supported by facilities design and technology, student services and partnerships with business, community and higher education, in a safe, healthy and welcoming environment where all can learn and thrive.
- Albany High School operating like a college campus, with flexibility in hours, locations, licensure, classroom and distance-based learning, dual crediting with universities, colleges, technical schools and other high schools in clear partnership with higher education, business, government and non-profits.
- A district leadership and culture organized around the needs of the students and the schools operating with clear accountability and autonomy and real partnership and collaboration with our employees and union leadership.

Also imagine a few examples of what will not be here in 3-5 years...

- Predictability of student achievement to student's race, gender and socioeconomic status
- Students being pulled out of classrooms for interventions and specialized services that increase disruptions and limit time for learning
- Highly disruptive student behavior, school courts and detention/dismissal as a common occurrence in our schools
- Week-long winter and spring breaks that disrupt the educational process
- Allocation of staffing to work misaligned to the educational program and not demonstrating value-add to student learning, safety and development

All of this represents real change, across the district and community in our structures and systems, in our preferences and culture, in our relationships and agreements, in our partnership and performance, in our commitment and unity. The challenges can be overcome, the opportunities can be leveraged and the shared vision and outcomes can be achieved for all students and families.
