Mission

Inspire, educate, and prepare each student to achieve to high standards, contribute to our community, and thrive in a global society.

Vision

Our students will lead and shape the future.

They will be well-rounded, healthy, and flexible thinkers with a global perspective who can access resources and collaborate. They will demonstrate empathy, pride, and advocacy for self, school, and community while respecting the diversity and worth of others. They will acquire the knowledge, attitudes and skills to adapt to the emerging needs of a changing world.

Core Values

Our core values drive our actions and behavior.

Learning   We believe each student has the ability to learn and achieve to high standards.
Equity   We honor and support each student's right to learn and achieve.
Integrity   We act in good faith, serving others with honesty and dignity. We serve as stewards of the public trust.
Passion   We are passionate about teaching and learning.
Respect   We value differences among people and treat one another with respect.
Diversity   We embrace diversity as an essential asset; we are inclusive and treat our differences as a core strength.
Collaboration   We believe in learning and working together, the value of diverse views, and the power of collective wisdom.

Strategic Priorities	Strategic Goals		Key Performance Outcomes (KPOs) (Outcomes of strategic goals)	
1 - Teaching and Learning Align curriculum, instruction, and assessment to educate, inspire, and prepare each student to graduate, to contribute to our community, and thrive in a global society.	1.1	Each student graduates from high school ready for college, career, and life with 21st century skills	1.1.a	100% of students graduate.
			1.1.b	Students meet or exceed standards by the end of kindergarten.
			1.1.c	Students meet or exceed college, career, and life readiness indicators in grades three through twelve.
			1.1.d	All graduates exit with a post-secondary transition plan for work, career, and/or college, and complete the first steps toward achieving post-secondary goals before graduation.
	1.2	Each student has equitable access to rigorous curriculum content with common learning outcomes and assessments.	1.2.a	Each student has equitable access to rigorous course offerings.
			1.2.b	Common content and outcomes are provided across all like classes.
	1.3	Each student receives relevant, rigorous, personalized, and engaging standards-based instruction.	1.3.a	Rigorous, relevant, and engaging instruction is demonstrated in all classrooms.
			1.3.b	Student satisfaction with learning improves.
			1.3.c	Students receive and apply health and fitness instruction and make informed choices to improve their health and fitness.

Strategic Priorities	Strategic Goals		Key Performance Outcomes (KPOs) (Outcomes of strategic goals)	
1 – Teaching and Learning - continued	1.4	Each student demonstrates cultural proficiency and is prepared to live in and contribute to a world economy.	1.4.a	Our curriculum incorporates arts, language, culture, and history at all levels.
			1.4.b	At graduation, students have skills and knowledge in world languages, the arts, history, culture, economics, civics, geography and social justice.
	1.5	Each school and the district meet or exceed federal and state performance requirements.	1.5.a	State and federal achievement targets are met or exceeded.
2 – Inspiration, Innovation, and Information Foster innovation to serve current and future needs of diverse learners; support innovative approaches to develop, identify, and use information and technology.	2.1	Our culture welcomes and celebrates innovative approaches to learning and operations to inspire students and staff.	2.1.a	Creativity and innovation are integrated into the instructional and operational work of the district.
			2.1.b	Creativity and innovation are celebrated.
	2.2	District-wide systems for managing and communicating information are coordinated, linked, aligned, compatible, and user friendly.	2.2.a	Tools for collaboration, communication, and creativity are available, accessible and widely used.
			2.2.b	Access to systems, information and resources is easy and seamless for the end user.
			2.2.c	Communication and engagement with families, staff, and community strengthens understanding of and support for district strategic priorities.

Strategic Priorities		Strategic Goals		Key Performance Outcomes (KPOs) (Outcomes of strategic goals)
2 – Inspiration, Innovation, and Information - continued	2.3	Staff apply 21st century knowledge and skills to improve professional practice and productivity in support of student learning.	2.3.a	Staff demonstrate communication, collaboration, critical thinking, creativity, citizenship and growth mindset in their work.
3 - People, Structure, and Systems Develop people, structures, and systems to support student learning in a culture of mutual respect and intellectual engagement.	3.1	Our long-range recruitment, placement, and retention plans for certificated, classified, and administrative employees support diversity and future needs.	3.1.a	Our workforce is diverse and reflective of our student population and community.
	3.2	Our culture supports intellectual engagement and mutual respect among all staff, and values the contributions of each employee.	3.2.a	Staff demonstrate the characteristics of high performing teams.

Strategic Priorities		Strategic Goals		Key Performance Outcomes (KPOs) (Outcomes of strategic goals)
3 - People, Structure, and Systems - continued	3.3	Systems supporting professional performance and growth are established and used to support continuous improvement and future needs.	3.3.a	Staff collaborate and engage in continuous improvement processes.
			3.3.b	Employees are highly proficient and skilled.
			3.3.c	Employees have access to relevant education and cross-training.
	3.4	Our district implements systems and best practices to support and sustain school and district safety, security and emergency preparedness.	3.4.a	Our students and staff learn and work in a physically, socially, emotionally, and intellectually safe and secure environment.
			3.4.b	Our facilities are intentionally managed to support safety and security.
			3.4.c	A coherent approach to emergency preparedness exists across the district.
	3.5	Our organization structure, including roles, reporting relationships, decision making processes, and other organization design elements, supports effective service delivery to students and other constituents.	3.5.a	Systems and structures are aligned with the requirements of our mission.

Strategic Priorities	Strategic Goals		Key Performance Outcomes (KPOs) (Outcomes of strategic goals)	
4 – Resource Management Generate, align, and coordinate available resources to serve the best interest of the students. Develop flexibility and adaptability to achieve our mission in a changing economic environment.	4.1	Resources (finances, staffing, technology and facilities) are aligned to student learning, and allocation is based on long-term, broad, cross boundary needs and goals.	4.1.a	Long-term planning in finances, staffing, technology, and facilities are intentionally and systematically driven by student enrollment, learning measures and strategic priorities.
			4.1.b	A minimum fund balance of five percent is maintained in the general fund.
	4.2	Strategic priorities drive programs and practices that generate new resources representing one percent of the total annual general fund budget.	4.2.a	One percent of the annual general fund budget is generated.

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Strategic Priorities		Strategic Goals		Key Performance Outcomes (KPOs) (Outcomes of strategic goals)
5 – Strategic Relationships Develop intentional partnerships and strategic relationships to support student learning.	5.1	Our district-wide strategic relationships contribute directly to achievement of district priorities and goals and improvement of student learning.	5.1.a	Strategic partnerships (family, corporate, community) promote the physical, intellectual, and social emotional health, wellbeing and safety of students and staff in support of learning for all students.
			5.1.b	Strategic partnerships (family, corporate, community) strengthen college and career readiness in support of learning for all students.
			5.1.c	Strategic partnerships (family, corporate, community) advise and support long-term planning in finances, staffing, technology and facilities in support of learning for all students.
			5.1.d	Strategic partnerships (family, corporate, community) support and strengthen the diversity of students and staff in support of equity for all students' access to learning.
	5.2	Our strategic relationships improve the quality and alignment of, and resources for pre-kindergarten through third grade learning opportunities.	5.2.a	All students are ready for kindergarten.
			5.2.b	Strategic partners foster collaboration, communication, common learning and shared practices with the district.
	5.3	Our strategic relationships improve the quality and coherence of K-12 learning opportunities in science, technology, engineering, and math.	5.3.a	Strategic partnerships foster collaboration, communication, common learning and shared practices between the district and its partners.