

Approved
Strategic Plan Framework
2.18.2021

Priority Student Outcomes

- Ensure 3rd grade literacy
- Increase science achievement
- Increase math achievement
- Reduce gaps in achievement among student groups
- Ensure students are prepared to succeed in college and career
- Strengthen student wellness, engagement and safety

Mission

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

Strategic Theme A

Supportive culture where each student is engaged, thrives and values learning

Strategic Theme B

Effective instructional practices

Strategic Theme C

Equitable access to resources to support student learning

Strategic Theme D

Consistency and accountability for key processes affecting student success, balanced with differentiation and innovation

Strategic Theme E

Community engagement

Strategic Theme F

Human capital recruitment, development and retention

Equity, cultural awareness and responsive practices

Strategic Plan

2021-26
May 2021

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Strategic Themes	Objectives	Initiatives
A. Supportive culture where each student is engaged, thrives and values learning	A.1 Expand the opportunity for each student and staff member to experience positive relationships that support students' holistic needs A.2 Create research-based culturally, engaging opportunities where each student feels safe to engage and socially identify	A.1.a Develop shared practices utilizing SEL, restorative practice and culturally responsive tenets A.2.a Enhance Positive Behavioral Interventions and Supports at every school, integrating social-emotional learning support A.2.b Implement culturally relevant policies and programs that allow students to see themselves throughout the learning environment
B. Effective instructional practices	B.1 Increase staff capacity to meet the needs of each learner B.2 Establish personalized learning opportunities for all students	B.1.a Establish clear and vertically aligned instructional models/frameworks that embed culturally responsive instructional practices B.1.b Redesign and fully implement a comprehensive multi-disciplinary, system-wide Multi-Tiered System of Support B.2.a Ensure instructional practices meet the needs of each diverse learner through the use of Universal Design for Learning B.2.b Ensure instructional practices optimize personalized learning and center on student choice, exploration, contribution, and self-assessment B.2.c Establish consistent grading and assessment practices across all schools and grade levels to reflect student learning that indicates mastery
C. Equitable access to resources to support student learning	C.1 Ensure access to standards-aligned adopted curriculum and differentiated core instruction for each student C.2 Expand student learning options	C.1.a Identify and remove barriers to authentic learning and high expectations for our diverse learners C.1.b Establish district-wide expectations for instructional time, master schedules and course offerings C.1.c Ensure classroom technology is standardized across the district and professional learning provided C.2.a Expand participation in high-quality early learning through kindergarten C.2.b Ensure flexible learning opportunities and choice programs are accessible for all students

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Strategic Themes	Objectives	Initiatives
D. Consistency and accountability for key processes affecting student success, balanced with differentiation and innovation	D.1 Ensure accountability for common district practices and structures D.2 Increase effective innovative programs and practices D.3 Ensure consistent practices that promote the physical, emotional, and identity safety of students and staff	D.1.a Define the essential practices and structures that support student success and will be held in common across the district D.1.b Develop and implement a process for monitoring effectiveness of essential practices D.2.a Define necessary parameters for innovation targeted toward student success D.2.b Foster a culture that promotes, supports, and sustains innovative practices D.3.a Define, align, implement, and monitor clear expectations and standards for safety
E. Community engagement	E.1 Increase the opportunities for authentic partnerships to better meet the needs of students E.2 Improve the transparency, consistency, and accessibility of system-wide two-way communication E.3 Develop an atmosphere of mutual respect and trust based on culturally responsive relationships with families	E.1.a Secure parent and community support of the academic and social/emotional development of all students E.2.a Increase transparency and two-way communication with all stakeholders throughout the district and community E.2.b Develop and implement culturally responsive outreach programs where schools visit the community E.3.a Embed cultural competence, equity, and accessibility within all community engagement practices E.3.b Develop and implement culturally responsive customer service practices for all staff interactions with students and families
F. Human capital recruitment, development and retention	F.1 Enhance and expand recruitment and retention of a high-quality and diverse workforce F.2. Promote a culture of learning and well-being for each employee group	F.1.a Design and implement an effective recruitment and retention plan with an emphasis on diversity and inclusion for each employee group F.2.a Cultivate a culture of excellence that includes career pathways and continuous growth for each employee group F.2.b Ensure an inclusive work environment that promotes wellness, a sense of belonging, engagement, and support F.2.c Cultivate a culture of high expectations, systems thinking, and shared accountability