

Strategic Plan Update



Next steps from November 11 Board of Education work session

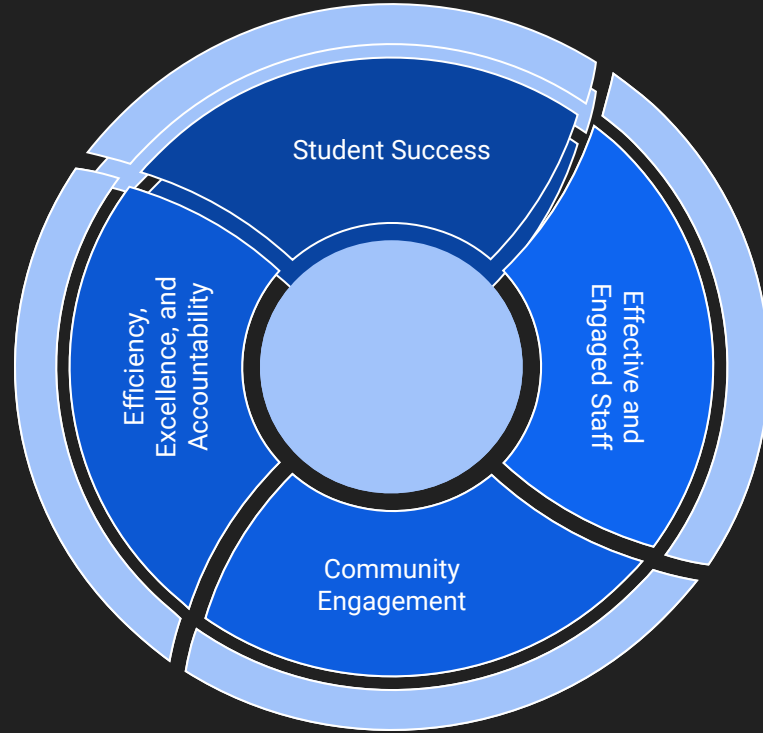


Only suggesting minor changes to categories, aspirations, priorities

Thematic Category	Aspirations	Priorities
<p>1</p> <p>Student Success</p>	<p>We will educate the whole student by providing an enriched, high quality experience that empowers all graduates to be competitive members of the global society.</p>	<p>1. We will implement and support a challenging, standards based curriculum across all content areas.</p> <p>2. We will coordinate our efforts to provide a nurturing and safe learning experience and a flexible approach in meeting the academic, social, and emotional needs of each student.</p>
<p>2</p> <p>Effective and Engaged Staff</p>	<p>We will value, develop and recruit a forward-thinking, highly qualified, and diverse workforce.</p> <p>and retain</p>	<p>3. We will value our collective differences, and develop and recruit a high quality workforce that honors and reflects the diversity of our students.</p> <p>4. We will encourage collaboration and provide differentiated support to all staff members to grow as professionals throughout their career.</p>
<p>3</p> <p>Community Engagement</p>	<p>We will engage in meaningful and effective relationships with all families and the greater community.</p>	<p>5. We will partner with families and the greater community to foster shared ownership and aligned support for our priorities.</p> <p>6. We will support and empower schools to be welcoming centers of family and community engagement.</p>
<p>4</p> <p>Efficiency, Excellence and Accountability</p>	<p>We will advocate for and utilize systems and resources that promote operational excellence, efficiency and accountability.</p>	<p>7. We will allocate resources efficiently, equitably, and transparently to accomplish our priorities.</p> <p>8. We will clearly and effectively communicate our use of resources to the greater community.</p>

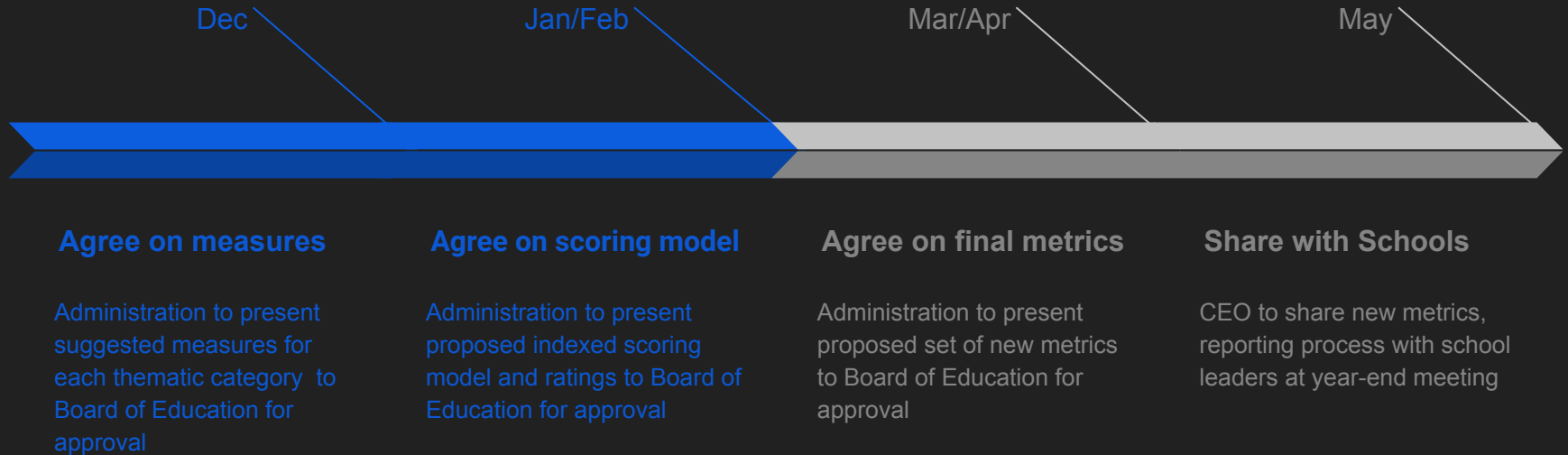


On November 11, we asked the Board of Education to confirm values and “measures that matter” under each thematic category



Desired outcomes for tonight

- Summarize thematic category highlights from November 11 session
- Review suggested measures for each thematic category
- Proposed timeline





What we heard on November 11

Student Success

Address achievement gap more explicitly

Academic, SEL metrics

Early childhood

More flexibility, student choice

Effective, Engaged Staff

Staff that feels valued, respected

Diverse staff that reflects our students

Cultural proficiency

Student voice

Community Engagement

Schools as welcoming, comfortable places

Communication that is accessible and easily understood

Diverse representation on parent committees

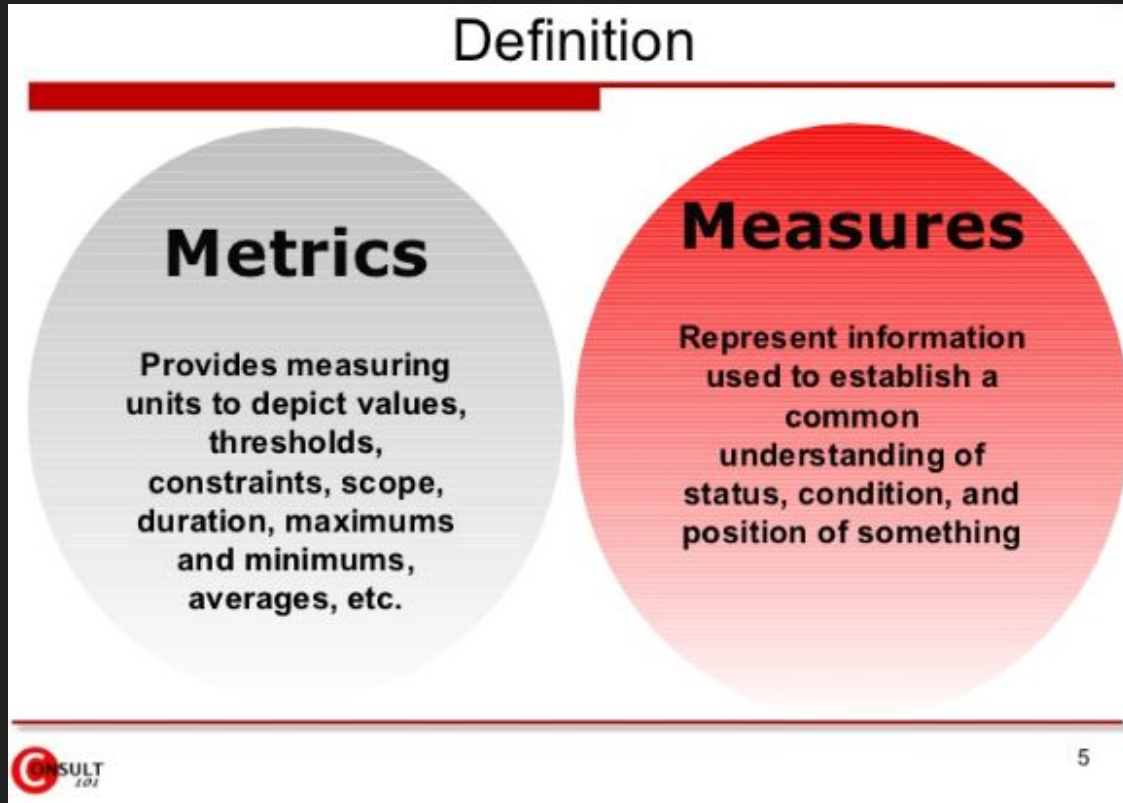
Efficiency, Excellence, Accountability

Equitable access to resources

Transparency

Efficient use of district resources

Measures vs. Metrics





Thematic Category: Student **Success**

Aspiration: We will educate the whole student by providing an enriched, high quality experience that empowers all graduates to be competitive members of the global society.

Priority 1

We will implement and support a challenging, standards-based curriculum across all content areas.

- Academic Proficiency (KIDS, F&P, MAP, Spanish assessment, IAR, SAT, PSAT)
 - Also measured, reported by student group
- Academic Growth (MAP, Spanish assessment, IAR, SAT, PSAT)
 - Also measured, reported by student group



Thematic Category: Student **Success**

Aspiration: We will educate the whole student by providing an enriched, high quality experience that empowers all graduates to be competitive members of the global society.

Priority 2

We will coordinate our efforts to provide a nurturing and safe learning experience and a flexible approach in meeting the academic, social, and emotional needs of each student.

- Culture Index
 - 5essentials, chronic absenteeism, PBIS summative
- Secondary Outcomes
 - 8th graders completing Algebra, freshmen on track, graduation rate, seal of biliteracy, AP enrollment, early college / career credentials, National Clearinghouse data on college persistence, volunteer and extracurricular work



Thematic Category: Effective and Engaged Staff

Aspiration: We will value, develop, and recruit a forward-thinking, highly qualified, and diverse workforce.

Priority 3 **and retain**

We will value our collective differences, and develop and recruit a high quality workforce that honors and reflects the diversity of our students.

- Diverse staff that reflects our student demographics
 - Establish metrics, targets
- Consideration for student voice
 - Establish channel to capture student voice regarding our district, schools, courses and teachers



Thematic Category: Effective and Engaged Staff

Aspiration: We will value, develop, and recruit a forward-thinking, highly qualified, and diverse workforce.

Priority 4

and retain

We will encourage collaboration and provide differentiated support to all staff members to grow as professionals throughout their career.

- Cultural Proficiency
 - Percentage of staff completing established PD
- Employees that feel valued, respected
 - Conduct annual employee engagement survey (Gallup Q12 or other). Publish results with administration reflections.



Thematic Category: Community Engagement

Aspiration: We will engage in meaningful and effective relationships with all families and the greater community.

Priority 5

We will partner with families and the greater community to foster shared ownership and aligned support for our priorities.

- Increase participation of parents in school, district committees
 - Increase diversity
 - Find way to measure non-traditional parent engagement
- Provide tools to increase parent communication, track usage
 - Learning Management System, Infinite Campus parent portal, Class DoJo, others



Thematic Category: Community Engagement

Aspiration: We will engage in meaningful and effective relationships with all families and the greater community.

Priority 6

We will support and empower schools to be welcoming centers of family and community engagement.

- 5essentials results
- Random feedback survey of visitors to building
- Invest in PD opportunities on customer service (ex. Let's Talk workshops)



Thematic Category: Efficiency, Excellence and Accountability

Aspiration: We will advocate for and utilize systems and resources that promote operational excellence, efficiency, and accountability.

Priority 7

We will allocate for and utilize systems and resources that promote operational excellence, efficiency an accountability.

- Equitable access to district resources
 - How to measure?
- Efficient use of district resources
 - Facility utilization rates
 - Revisit boundaries



Thematic Category: Efficiency, Excellence and Accountability

Aspiration: We will advocate for and utilize systems and resources that promote operational excellence, efficiency and accountability.

Priority 8

We will clearly and effectively communicate our use of resources to the greater community.

- Site-based expenditure reporting
- Annual report on how we're spending evidence-based funding \$



Word Cloud Analysis of notes from Nov 11

Community Engagement





Word Cloud Analysis of notes from Nov 11

Efficiency,
Excellence, and
Accountability

