



2020-25 **DRAFT** STRATEGIC PLAN OVERVIEW

Working Draft for Stakeholder Review as of May 2019

MISSION STATEMENT – WHAT IS OUR PURPOSE?

Our mission is to provide an excellent, equitable education in a safe, supportive environment so all students will succeed and contribute to a diverse and changing society.

CORE VALUES – HOW WILL WE BEHAVE?

- **Conducive Learning:** Ensure class size that is conducive to learning.
- **Student-Centered:** Center everything we do on the student and student learning.
- **Respect:** Embody respect for the diversity and dignity of all.
- **Safe Environment:** Provide a safe learning environment.
- **High Expectations:** Maintain high expectations and educational opportunities to inspire high achievement.
- **Collaborative:** Engage with students, family, staff and community to support student success.
- **Innovative:** Be innovative and adaptive to student needs.
- **Integrity:** Be transparent, trustworthy and professional.

VISION STATEMENT – WHAT DOES SUCCESS LOOK LIKE?

We envision each and every student achieving academic and life success by personalizing the learning process.

Success looks like....

1. **Each and Every Student** – Reaching *every* student through working with *each* individual, one-by-one.
2. **Academic Success** – Improved achievement for all students, closing the achievement gaps, and accelerating learning.
3. **Life Success** – Every student is prepared to contribute to society as a competent, confident, caring and curious citizen.
4. **Personalizing Learning** – Providing flexible and adaptive options, pacing and creative support.

STRATEGIC GOALS – HOW WILL WE SUCCEED?

1. **STUDENT SUCCESS:** Increase academic achievement and social emotional well-being for all students.
2. **EQUITY & INCLUSION:** Provide equitable opportunities and an inclusive environment where all students and staff feel welcome, safe and supported.
3. **COMMUNICATION & ENGAGEMENT:** Ensure students, staff, families and the community are informed, connected and engaged with the District.
4. **WORKFORCE & ORGANIZATIONAL EXCELLENCE:** Create an environment that supports the needs of staff to enable a safe school and organizational climate where students thrive.

STRATEGIC GOALS & DISTRICT OBJECTIVES

1. **STUDENT SUCCESS:** Increase academic achievement and social emotional well-being for all students.
 - **Competency Based Learning:** Define competencies by grade level and content areas, allowing students to advance based upon demonstrated mastery rather than seat time.
 - **CTE:** Expand CTE pathways and access to career and technical education opportunities across the District.
 - **Instructional Excellence:** All teachers are engaged in reflective practices in a cycle of continuous improvement.
 - **Multiple Pathways:** Provide multiple ways to progress through the K-12 system based on student needs and interests.
 - **Personalizing Options:** Utilize the “Core 4” to personalize learning and meet student needs.
 - **Social Emotional Learning:** Support the social emotional needs and character development of all students through a personalized learning model.
 - **Technology in the Classroom:** Ensure technology is embedded within instruction as appropriate to support personalizing learning.

2. **EQUITY & INCLUSION:** Provide equitable opportunities and an inclusive environment where all students and staff feel welcome, safe and supported.
 - **Equity & Access:** Close opportunity gaps while increasing student outcomes/achievement for all.
 - **Diversity/Inclusion:** Create a culture of belonging and inclusion for all.

3. **COMMUNICATION & ENGAGEMENT:** Ensure students, staff, families and the community are informed, connected and engaged with the District.
 - **Effective Communication:** Enable consistent, relevant and inclusive two-way dialogue with internal and external stakeholders.
 - **Family Engagement:** Celebrate and support the diverse ways families engage in partnering for student success.
 - **Community Partnerships:** Engage local stakeholders in contributing to student success.

4. **WORKFORCE & ORGANIZATIONAL EXCELLENCE:** Create an environment that supports the needs of staff to enable a safe school and organizational climate where students thrive.
 - **Workforce Excellence:** Attract, retain and develop excellence in our employees.
 - **Safety & Wellness:** Achieve an environment that promotes social, emotional and physical safety.
 - **Facilities:** Ensure facility plans to address safety, changing needs and fluctuating enrollment.
 - **District Operations/Site Support:** Execute efficiency and best practice in operational support and financial management for schools, students and staff.
 - **Technology Adoption:** Continue to develop capacity for staff to effectively use technology through continual training and support.
 - **IT Infrastructure:** Ensure robust, reliable and relevant technology infrastructure.