



DRAFT STRATEGIC PLAN AREAS



EQUITY



ACCOUNTABILITY



CURRICULUM



HUMAN RESOURCES



**FISCAL
MANAGEMENT**



STRATEGIC GOAL 1: ACCESS, EQUITY, AND OPPORTUNITY PRACTICES THAT INCREASE AND IMPROVE ACCESS TO RESOURCES FOR UNDERREPRESENTED STUDENTS AND STUDENTS WITH VARYING LEVELS OF ACADEMIC PREPARATION (M/I/R/A/C/L/E/S).

Strategic Objective 1.1 Ensure all schools have a positive school climate built upon transparent and equitable policies and practices where all members of the school community (students, staff, partners, and family) feel emotionally and physically safe, included, and accepted

Strategic Objective 1.2 Inventory, document, and align education program options that empower students and parents to choose an education program that meets their needs

Strategic Objective 1.3 Create a process for adopting programs aligned to the district policy and framework and monitor program outcomes to support access for all students

Strategic Objective 1.4 Develop process for the distribution of resources (finances, time, staff, appropriate facilities, materials, instructional hardware and software, and academic and other supports) to ensure that all students achieve high academic standards

Strategic Objective 1.5 Ensure access to and monitoring of participation in wrap-around services that include pedagogical, social, emotional, and psychological supports to achieve the high standards of excellence



STRATEGIC GOAL 2: DEVELOP ORGANIZATIONAL AND ACCOUNTABILITY PRACTICES BY DESIGNING AND IMPLEMENTING AN EQUITY-DRIVEN DATA SYSTEM TO EVALUATE THE DISTRICT'S OUTCOMES IN EACH YEAR OF THE STRATEGIC PLAN (M/C/E).

Strategic Objective 2.1 Improve the District's data management, data systems, and the capacity to support districtwide data collection, analysis, and districtwide reporting

Strategic Objective 2.2 Improve transparency of data, enhance student data privacy, education data both at the District level and in the community

Strategic Objective 2.3 Examine various student outcomes disaggregated and analyzed to performance for all identifiable groups of learners, and achievement and performance gaps.

Strategic Objective 2.4 Create annual data analysis system that focuses on Strategic Goal 1 objectives

Strategic Objective 2.5 Create a manual that manages all processes and procedures that address the district practices for continuous improvement



STRATEGIC GOAL 3: ACCESS TO HIGH-QUALITY AND CULTURALLY RELEVANT CURRICULUM MATERIALS THAT IS CHALLENGING, RELEVANT, AND ACADEMICALLY RIGOROUS TO SUPPORT STUDENT SUCCESS (M/I/R/L).

Strategic Objective 3.1 Develop a clear methodology for improving the instructional core that provides equitable instruction to improve student outcomes

Strategic Objective 3.2 Operationalize measuring or evaluating the extent to culturally relevant practices

Strategic Objective 3.3 Ensure the alignment of all materials to grade level standards and student population

Strategic Objective 3.4 Increase access for instruction to, and use of, education data to make informed decisions regarding curriculum materials

Strategic Objective 3.5 Create and catalog annual reports that address the effectiveness of the overall curriculum practices



STRATEGIC GOAL 4: RECRUIT, SELECT, DEVELOP, AND RETAIN HIGHLY EFFECTIVE STAFF AND PARTNERS INVESTED IN THE BEST EDUCATIONAL OPPORTUNITIES AND SUPPORT FOR ALL STUDENTS AND STAFF (M/A).

Strategic Objective 4.1 Design an infrastructure to manage, support, and monitor high-quality professional learning for all employees aligned to Strategic Goal 1 and professional learning provided based on staff specific needs

Strategic Objective 4.2 Develop, implement, and maintain an annual recruitment plan to improve timing, candidate sourcing, the diversity of the workplace, the hiring and interview process, and new-hire orientation, mentoring, and support

Strategic Objective 4.3 Develop a system for examining impact of professional learning opportunities on teaching and learning for students and staff

Strategic Objective 4.4 Design, Implement, and utilize an observation, coaching, and evaluation model that examines the use of racial literacy and social identity within the instructional core and districtwide practices

Strategic Objective 4.5 Ensure that all policies and procedures are managed and updated based on annual data analysis aligned to Strategic Objective 2.5



STRATEGIC GOAL 5: STRATEGIC RESOURCE ALLOCATION PRACTICES THAT ENSURE LONG-TERM FINANCIAL STABILITY AND THE ALLOCATION OF RESOURCES ALIGNED TO EQUITY PRIORITIES (M/S).

Strategic Objective 5.1 Identifying the various programs and offerings and monitor the use of needed supports and services

Strategic Objective 5.2 Develop and maintain formula for resource allocation for students or schools with specific needs

Strategic Objective 5.3 Implement and measure a systematic prioritization process to align programs and practices with available resources

Strategic Objective 5.4 Develop a process to review current programming for return on investments and expanding, adding new programs aligned to the equity practices of the district

Strategic Objective 5.5 Continue to seek additional resources to support district operations