



# STRATEGIC PLAN TARGETS 2020-2021

## High Quality Instruction

TARGETS	ACTIONS
A.1 Implementation of rigorous curriculum	A.1.1 Provide a rigorous education in every content area to all students no matter their ability level.
	A.1.2 Provide designated and integrated English language development instruction for identified students
	A.1.3 Examine instructional practices in special education, and research effective instructional delivery models for students with special needs
A. 2 Provide Multi-Tiered Systems of Support (MTSS)	A.2.1 Students needing academic assistance will receive targeted support through on-site interventions
	A.2.2 Provide computer enhanced interventions for identified students
	A.2.3 Refine Jr. High and High School Intervention and Enrichment programs offerings
	A.2.4 Refine the SST and MTSS process to ensure consistency across the district
A. 3 Assessment & Accountability	A.3.1 Examine and analyze grade level data through school site leadership teams and Professional Learning Community time
	A.3.2 Develop, refine, and administer common formative assessments
	A.3.3 Provide training in and assistance with, the administration and analysis of formative and summative assessments
A. 4 Physical Education	A.4.1 Provide training PE teachers to assist them in offering a rigorous standards based physical education and health curriculum
	A.4.2 Continue to offer physical education with fully credentialed PE teachers at all levels K-12
A. 5 Visual and Performing Arts	A.5.1 Offer visual and performing arts instruction throughout the district, including rigorous standards-based instruction in Music and Visual Art at the K-6 level
	A.5.2 Offer instruction and opportunities for students in the area of digital arts.



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## Future Ready

TARGETS	ACTIONS
B.1 The 4 Cs <ul style="list-style-type: none"> <li>• Critical Thinking</li> <li>• Collaboration</li> <li>• Creativity and Innovation</li> <li>• Communication</li> </ul>	B.1.1 Provide opportunities for students to express their creativity and innovative ideas in assignment completion, along with opportunities for students to showcase their completed projects and work
	B.1.2 Provide opportunities for students to participate in real-world problem solving, and to present their solutions to a community audience
	B.1.3 Provide opportunities and instruction in coding, robotics, gaming, and animation
	B.1.4 Provide opportunities for students to use a variety of digital communication tools, including video and social/online platforms
B. 2 Character and Citizenship Development	B.2.1 Provide continued support for the implementation of the Positive Behavior Intervention Support (PBIS) Program at all schools in the district
	B.2.2 Provide instruction in digital citizenship content to students at all grade levels
B. 3 CTE and Career Pathways	B.3.1 Develop clearly defined career pathways, including CTE courses where appropriate, at the high school level
	B.3.2 Explore career pathways at the middle school level that align with identified pathways at the high school level
B. 4 Cultural Understanding	B.4.1 Provide training in supporting the needs of foster and homeless youth
	B.4.2 Provide diversity and acceptance training for students and staff
B. 5 Adaptive Learning Spaces	B.5.1 Provide online learning opportunities for students and staff



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## Professional Development & Wellness

TARGETS	ACTIONS
C.1 Professional Learning Communities	C.1.1 Provide time for staff to collaborate in PLC meetings focusing on data analysis, intervention strategies, and the implementation of Tier 1 instruction using adopted standard-based curriculum
	C.1.2 Use digital collaboration tools for teacher collaboration (i.e. Google Suite)
C. 2 Effective Professional Development <ul style="list-style-type: none"> <li>• Cutting-Edge presenters</li> <li>• Flexible times</li> <li>• Coaching</li> <li>• Choice</li> </ul>	C.2.1 Provide participant choice as appropriate during professional development days and offer other voluntary opportunities
	C.2.2 Provide training in lesson design strategies that integrate technology and ensures all students access to the core curriculum, including the embedded digital tools available in curriculum adoptions
	C.2.3 Provide professional development in the implementation of the California State Standards
	C.2.4 Continue to develop and enhance skills needed to successfully implement a learning management system (Google Classroom or Seesaw)
C. 3 Staff Wellness	C.3.1 Provide training and opportunities for staff to access supports provided through our district benefits programs
	C.3.2 Conduct surveys among staff to determine areas of interest for staff, as well as areas where staff needs support
	C.3.3 Develop opportunities for staff to work together to promote physical and mental wellness



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# Whole Child Approach

TARGETS	ACTIONS
D.1 Social Emotional Learning	D.1.1 Provide individual and small group counseling for students whose social emotional needs impact their learning
	D.1.2 Provide training in identifying and overcoming the effects of trauma and stress
D. 2 Positive Behavior Intervention and Supports (PBIS)	D.2.1 Provide continued support for the implementation of the Positive Behavior Intervention Support (PBIS) at all schools in the district
	D.2.2 Collect and analyze suspension data at all schools, looking for trends and areas in need of attention
	D.2.3 Explore alternatives to suspension from school, i.e. Restorative Practices
D. 3 Mindfulness	D.3.1 As part of social-emotional wellness education, integrate strategies for students to be self-aware, empathetic towards others, and learn techniques to calm and focus the mind
D. 4 School Safety	D. 4.1 Complete Site Safety & Security Facility Projects district-wide
	D. 4.2 Conduct training in the use of the Crisis-Go program and develop active shooter and intruder protocols
	D. 4.3 Conduct district-wide disaster response drill



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## Resources

TARGETS	ACTIONS
E.1 Finances	E. 1.1 Pursue ways of expanding financial resources
	E. 1.2 Work to maximize Average Daily Attendance
	E. 1.3 Monitor District Enrollment and take advantage of Charter and Interdistrict transfers
	E. 1.4 Work with an Energy consulting firm to pursue savings
	E. 1.5 Commit Fund Balances for future investments
E. 2 Infrastructure	E. 2.1 Investment of Measure G Funds into our facilities in alignment with the Master Facility Plan
	E. 2.2 Move forward with the executed ground lease for Key Site 17 to fund district deferred maintenance projects
E. 3 Human Resources	E. 3.1 Improve and refine recruitment and selection processes for new staff
	E. 3.2 Provide high quality training, onboarding and support for newly hired certificated and classified employees
	E. 3.3 Develop strategies to attract and retain Highly Qualified Staff
	E. 3.4 Provide and expand awards and recognition of staff
E. 4 Community	E.4.1 Offer events and forums to invite community members into our schools, allowing for an appreciation of our school programs to promote partnerships with local businesses
E. 5 Facilities and Grounds	E. 5.1 Explore ways to address classroom and other program facility needs
	E. 5.2 Develop a comprehensive 5-Year Deferred Maintenance plan