

LBUSD 2024–2029 STRATEGIC PLAN

Creating a Better Future Together



Long Beach Unified School District's Vision 2035, *Education Reimagined in LBUSD* describes our shared "north star", bringing together our community's aspirations for our students, the adults who work in our district, and the district itself. Our vision includes:

A Graduate Portrait envisions the outcomes for students—the community's aspirations for what graduates need to know, be and be able to do to ensure they thrive in their lives, careers and beyond.

An Adult Portrait articulates the qualities that will help every adult working in the school district support each student's journey towards realizing the graduate portrait.

A System Portrait describes the changes needed in the school district to create the conditions that will enable adults to attain the Adult Portrait and support students in realizing the Graduate Portrait.

Core Values are the enduring beliefs that guide our District's actions in realizing the vision, and the ways in which we behave and treat each other.



2024–2029 Strategic Plan

Creating a Better Future Together, our 2024–2029 Strategic Plan, is the first in a series of multi-year plans outlining the important steps we will take on the road toward realizing our vision. It covers four theme areas which together will set the foundations for achieving our vision. All themes are necessary to help us achieve Vision 2035, especially the graduate portrait, for all students at LBUSD.

1. High-Quality Learning for Students

- Equitable access to high-quality learning experiences

2. Equitable and Liberatory District

- Dismantle systems of oppression by eliminating barriers to equitable access and outcomes
- Elevate and center Black students and families
- Develop a diverse workforce that reflects the community we serve and improves our system's cultural dexterity and inclusiveness

3. Partnering with Community

- Socialize the Vision and Strategic Plan
- Develop a system-wide practice of community engagement

4. Cultivating Transformative Change

- Establish a system-wide project management culture and practice
- Strengthen the sustainability and climate resilience of our school district
- Develop a coherent, system-wide culture and structure of adult learning

Thank you for your engagement and support as we roll up our sleeves to make our plan a reality, and ensure the success of everyone at Long Beach Unified School District.

To learn more about our Strategic Plan, visit: www.lbschools.net/strategicplan

VISION

Graduates of Long Beach Unified School District are future-ready. They are trustworthy, ethical and resilient, and are able to learn, collaborate and adapt to changing circumstances. They act confidently in the service of justice.

MISSION

Our mission is to prepare each student for a successful future by providing rigorous, culturally responsive and culturally sustaining learning experiences and removing barriers to student success in a school system that is equitable, affirming, and forward thinking.

THEORY OF ACTION

If we commit to providing high-quality instruction, and culturally responsive and culturally sustaining experiences, removing systemic barriers to student success, partnering with our community, and embracing liberatory mindsets and practices ... then we will fully support all students, especially our Black students, to thrive in learning, life and career.

CORE VALUES

- Centering Student Needs and Voice
- Authentic Community Engagement and Collaboration
- Culture of Innovation and Creativity
- Diversity and Inclusion
- Environment That Fosters Connection, Respect and Safety
- Equity and Social Justice
- Excellence and Accountability Through Continuous Improvement
- Fostering Joy and Commitment
- Integrity and Responsible Leadership

Strategic Plan Objectives

Strategic Plan objectives describe the high-level indicators of success for the strategic plan. What does success look like at the end of the strategic planning period? Student-centered indicators and other indicators for adults and the system, are aligned to the four themes.

High-Quality Learning for Students

1. Improve Academic Performance in math and literacy for all students and narrow the opportunity gaps for our Black students by demonstrating greater improvement as compared to other student subgroups:

- Increase the percentage of students who are:
 - Proficient in math.
 - Performing on grade level.
 - Completing algebra by 9th grade.
 - Reading at/above grade level by the end of grade 3.
- Decrease the percentage of students who are:
 - 2 or more levels below grade level in literacy and math.

2. Elevate post-secondary success for all students and narrow the opportunity gaps for our Black and multilingual students by demonstrating:

- Increase the percentage of students who are college/career ready based on A-G eligibility, with greater increases for Black students.
- Ensure each student develops a digital portfolio that contains evidence of their knowledge, skills and attributes aligned to the Graduate Portrait and has a post-secondary plan.
- Increase the percentage of multilingual students who are redesignated as Fluent English Proficient after 5 years in LBUSD schools.

3. Other success indicators related to improving learning experiences for students:

- Students, especially Black students, report learning is more engaging and relevant.
- Students, especially Black students, report feeling an increased sense of agency in their learning.
- Black students report an Increased sense of belonging in LBUSD schools and that their identities are being affirmed and valued.
- Increase the number of students, especially Black and Special Education students, who report high degree of access and successful enrollment in a pathway of choice.
- Decrease the disproportionality in exclusionary discipline practices, especially for our Black students.

Equitable and Liberatory District

1. Increase in number of multilingual educators and educators of color in instructional and leadership positions that reflect the communities the school serves.
2. Students and Families report an increased sense of welcome in LBUSD schools and district offices.
3. Black families report an increased sense of belonging in LBUSD schools and that their identities are being affirmed and valued.

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Strategic Plan Objectives (continued)

Cultivating Transformative Change

1. Adults in LBUSD are able to measure growth and meet or exceed the expectations toward the knowledge, skills and attributes described in the Adult Portrait.
2. Increase in number of adults who are using/demonstrating culturally responsive practices as measured by observed instructional and leadership practices and growth along the Adult Portrait continuum.

3. Students report staff are demonstrating the elements of the Adult Portrait.
4. LBUSD has met or exceeded the targets identified in our Climate Resilience and Sustainability Plan.

Partnership with Community

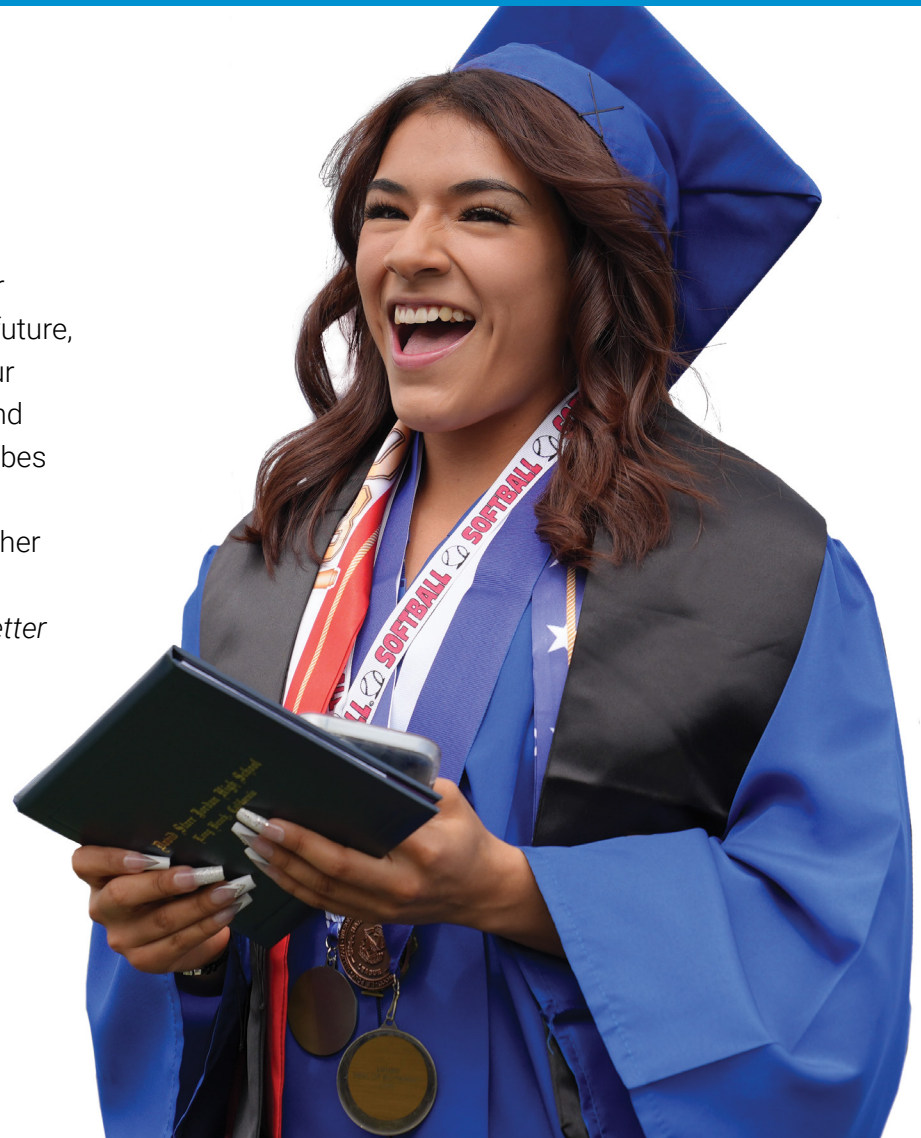
1. Increase in authentic student and family engagement opportunities to provide input, feedback and voice.

2. Evidence that family input, feedback was considered and/or used.
3. LBUSD's vision and plan are referenced by our stakeholders in meetings, in communications, and in our partnership agreements.

Call to Action

Over the next five years, this plan will guide our actions to better prepare our students for the future, to address historical inequity, and transform our district into a liberatory/ equitable, affirming, and forward thinking organization. This plan describes the work of our staff, but we need everyone's support to do this well. We ask everyone, whether a student, family member, staff member, or community member, to join us in *Creating a Better Future Together*.

To learn more about our Strategic Plan, visit: www.lbschools.net/strategicplan



Creating a Better Future Together

THEME 2

Equitable and Liberatory District

Dismantle systems of oppression by eliminating barriers to equitable access and outcomes

Elevate and center Black students and families

Develop a diverse workforce that reflects the community we serve and improves our system's cultural dexterity and inclusiveness



THEME 1

High-Quality Learning for Students

Equitable access to high-quality learning experiences



THEME 4

Cultivating Transformative Change

Establish a system-wide project management culture and practice

Strengthen the sustainability and climate resilience of our school district

Develop a coherent, system-wide culture and structure of adult learning



THEME 3

Partnering with Community

Socialize the Vision and Strategic Plan

Develop a system-wide practice of community engagement