Strategic Plan
Strategic Plan 2019-2025

Vision – The Commitment

‘Inspiring our learners of today to be purposeful leaders of tomorrow.’

Mission – The Intention

‘In partnership with our community, we will provide a safe, equitable, and innovative culture of learning for each scholar to have a competitive EDGE as a leader.’

Core Values – The Foundation

Equity
We promote inclusive and culturally relevant environments by supporting the social-emotional and intellectual needs of all.

Integrity
We embrace a culture of ethical and transparent decision making and actions.

Respect
We advocate for strong, compassionate relationships that appreciate the unique qualities of our diverse community.

Excellence
We strive for the highest standards in all endeavors by deliberately pursuing continuous growth and innovation.
Focus Area 1.0
Excellence in Academics & Leadership
Leading with a positive growth mindset, all Orange Unified staff emphasizes meaningful, productive interactions and practices that create equitable, high-quality learning opportunities.

Focus Area 2.0
Dedicated & Engaged Communication
Strong and effective communication builds trust and promotes positive relationships. Orange Unified will effectively communicate with schools, students, staff, parents, and the community in a timely, relevant, and consistent way that promotes optimal student outcomes.

Focus Area 3.0
Genuine Wellness & Safety
A safe and respectful environment is essential to student success. By knowing each student’s name, face and story, Orange Unified promotes a culture that nurtures the emotional health, safety, and well-being of students, staff and parents.

Focus Area 4.0
Efficient Utilization of Fiscal Capital
It is imperative for the district to operate efficiently and effectively with the limited resources available to meet the organization’s educational goals and operational needs.
Your Team

Jim Kisel
Principal
Director of K-12

Sabrina Jones
Project Manager

Sam Lim
Associate
Managing Director

Lindsay Hayward
Associate
Educational Program Vision
Firm Overview

54 years in business

400+ employees

50% staff dedicated to education
Facility Master Plan Experience

Irvine USD
Newport-Mesa USD
Huntington Beach UHSD
Capistrano USD
Anaheim ESD
Anaheim UHSD
Orange USD
Fountain Valley SD
Westminster SD
Placentia-Yorba Linda USD
Arcadia USD
La Cañada USD
Wiseburn USD
Los Angeles USD
Temple City USD
Long Beach USD
Sweetwater UHSD
San Marcos USD
San Diego USD
Chino Valley USD
Hesperia USD
Norwalk-La Mirada USD
Downey USD
Paramount USD
Centinela Valley UHSD
Santa Barbara USD
Morgan Hill USD
Lucia Mar USD
Compton USD
Lynwood USD
Colton JUSD
Burbank USD
Azusa USD
Beverly Hills USD
Grossmont UHSD
Centralia SD
Del Mar Union SD
Hawthorne SD
Norris SD
Oxnard SD
Arvin Union SD
San Lorenzo USD
Tamalpais UHSD
Lodi USD
Mt. Diablo USD
Davis JUSD
Fairfield-Suisun USD
Galt JUSD
Lake Tahoe USD
Merced City SD
Modesto City Schools
Tahoe Truckee USD
Western Placer USD
Alameda USD
Burlingame SD
Carmel USD
Dublin USD
Eureka City SD
Fremont USD
Gilroy USD
Milpitas USD
Orinda Union SD
Pleasanton USD
Redwood City SD
Sequoia UHSD

60+ facilities master plans and local bond implementation programs improvements / $6.55B in local bond elections
FMP Process Overview
Schedule

**2019**
- **MAY**: BOE FMP Process
- **JUNE**: FMP #1
- **July**: FMP #2
- **AUG**: FMP #3
- **SEPT**: FMP #4
- **OCT**: FMP #5
- **Nov**: FMP Workshop
- **Dec**: Final FMP Approval

**2020**
- **JAN**: BOE
- **FEB**: Program Goals
- **MAR**: BOE
- **APR**: Draft FMP Workshop
- **May**: Final FMP Approval

**Key**
- FMP
- Facilities Master Plan Committee
- SC
- Steering Committee
- BOE
- Orange USD Board of Trustees
- SLC
- School Site Committees

**Board of Education**
- **4 TOTAL Meetings**
  - Facilities Master Plan Committee (FMPC)
  - Program Goals & Visioning
  - Draft FMP
  - Final FMP Approval

**Facilities Master Plan Committee (FMPC)**
- **5 TOTAL Meetings**
  - (Meets Monthly)
  - During the FMP Planning Process

**School Site Committees (SSC)**
- **20 TOTAL Meetings**
  - 5 Elementary Schools
  - 5 Middle Schools
  - 5 High School
  - 4 District Support Sites
  - 4 Comprehensive / 1 Alt.

**PROPOSED FMP GROUPS MEETINGS**
- **SSC Town Hall / Mtgs**
  - Mtg. #1 - Process Overview & Draft Master Plans
  - Mtg. #2 - 1st Mtg w/ SSC's Representatives

**Site Master Plan Concepts**
- Cost Analysis & Prioritization
- Funding Sources Analysis
- Finalize FMP Documents

**Date** (SC): 08/09/2023
Three Month Outlook

**SEPTEMBER**
**Information Gathering**
- Data Collection
- Interviews with M & O
- Program Focus Groups

**OCTOBER**
**Information Gathering**
- Program Focus Groups

**School Site Engagement**
- Principal Survey & Interviews
- Site Walks
- Online Staff Surveys

**Stakeholder Engagement**
- Facilities Master Plan Committee

**NOVEMBER**
**Demographics Review**

**Program Development**
- Per School Site based on Demographic Projections

**Stakeholder Engagement**
- Educational Visioning
- Facilities Master Plan Committee

**Educational Specifications**
Stakeholder Groups
Stakeholder Groups & Committee Roles

**Steering Committee (SC)**
Guides and coordinates the overall master plan process and ensures that input from a range of stakeholders will be optimized. Through regular meetings, this group is responsible for confirming data prior to presentation and reviewing outcomes from stakeholder committee meetings.

**Facilities Master Plan Committee (FMPC)**
Is comprised of a diverse group of District leadership, school site representatives, civic organizations staff and local community stakeholders. Meetings are intended to develop broad visioning concepts and to review and provide input on the development of the site master plans and the proposed prioritization of projects. Participants on the committee function as communication ambassadors to their representative stakeholder groups.
Stakeholder Groups & Committee Roles

Program Focus Groups

Focus on development of the educational vision of the District and its impact to facilities. Interaction includes an elementary/secondary programs visioning Charrette with certificated and classified staff. Along with one-on-one interviews with program focus areas such as technology, special education, childcare, food service and other specialized departments. Prior to the Charrette a strategy meeting is held with the curriculum directors to establish an appropriate process and participants in the visioning process.
Stakeholder Groups & Committee Roles

School Site Committees (SSC)

Are intended to interact with the planning team to develop and confirm the specific master plan proposals for each school site in the District. Interaction with these stakeholders includes attendance at the community Town Halls by high school attendance area and a follow-up one-on-one meeting with the architect to convey the feedback on the proposed site diagrams.

(SSC) Town Hall Meetings

Are organized by high school attendance area. They will be conducted to encourage participation throughout the District from community members, parents, staff and students. The focus of these meetings is to obtain input about needs at each of the school sites. Mandatory attendance is required by each SSC (at their respective comprehensive high school). The meetings should be open to the public per District discretion for the community at large to learn about the FMP process and master plan goals.
(SSC) 1:1 Principal Follow-Up Meetings

Between the Town Hall and the Principal one-on-one follow-up meeting, each School Site Committee will be tasked with engaging their local community stakeholders as they best see fit to meet the needs of their site. Participants may include, but are not limited to, School Site Counsels, PTAs, teachers, students, parents and site administrators. The feedback received from the stakeholders will be conveyed in a one hour 1:1 meeting with LPA staff at the District Office.

Community Outreach

Working with District’s Public Communications Office to distribute and share digital content created through implementation of the FMP planning process. The goal is to facilitate transparency and develop awareness in the larger community regarding the District’s vision and needs.
Equity

**Good Stewardship Strategies**

- Seek broad range of input
- Explore potential for shared resources
- Be realistic regarding the needs
- Develop priorities for highest needs
- Spend dollars wisely
Solicit Stakeholder Priorities

**SCHOOL SITE COMMITTEES**

**SCHOOL SITE SCOPES-OF-WORK**

01. Modernize / Reconfigure Aging Classrooms
04. Classrooms New Construction
08. MPR, Food Service & Student Dining Improvements
10. Administration & Staff Support
12. Safety, Security & Campus Control
13. Outdoor Learning Environments & Quads

**PRINCIPAL PRIORITIES**

**SCHOOL SITE SCOPES-OF-WORK**

01. Modernize / Reconfigure Aging Classrooms
05. STEM & STEAM Improvements (ES)
12. Safety, Security & Campus Control

**FMP COMMITTEE**

**DISTRICT-WIDE SCOPES-OF-WORK**

01. Modernize / Reconfigure Aging Classrooms
02. Existing Building Systems & Toilets
08. MPR, Food Service & Student Dining Improvements

*Indicates (3) common priorities*

*Indicates (2) common priorities*

**BOARD OF EDUCATION PRIORITIES**
Build Enthusiasm

Understand Individual Stakeholder Concerns
• Ask Questions

Encourage Conversation & Collaboration
• Seek greater understanding

Prioritize the Greatest Needs
• Build Consensus

Implementable ‘Road Map’
• Celebrate a path forward for improvement
ice breaker activity

What is your most vivid memory of school?
Next Steps

• School Site Walks week of 10.21.2019
• FMP Committee Meeting #1 10.23.2019
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