



2021-2022 through 2025-2026 District Strategic Plan Update

DECEMBER 13, 2021

This presentation includes recommendations related to the district's 2021-2026 Strategic Plan.

School Climate – Goals

- ▶ We will maintain a safe and secure environment focused on the social and emotional growth and development of all students as measured by:
 - ▶ the **percentage of parents, students, and teachers satisfied with the social and physical environment** on the annual State Department of Education Report Card Opinion Survey increasing from 88.78% to 89% (parents), 84.03% to 84.6% (students), and 92.35% to 94.1% (teachers) by 2026

School Climate – Strategies

- ▶ We will maintain a safe and secure environment focused on the social and emotional growth and development of all students.
 - ▶ We will **partner and engage with families** in order to better understand and address the safety, social, and emotional needs of our students.
 - ▶ We will implement research-based practices to ensure the **social and emotional development** of our students.
 - ▶ We will promote a safe and secure environment through the establishment, teaching, and reinforcement of **school-wide expectations**.
 - ▶ We will promote a safe and secure environment through our **bullying prevention and intervention** programs and practices.
 - ▶ We will provide a safe and secure environment for students through the development and implementation of **school safety** procedures.
 - ▶ We will provide a safe, secure, and equitable **physical environment** for all students by monitoring, maintaining, and improving district-owned **facilities**.

Student Achievement – Goals

- ▶ We will provide challenging curricula focused on the academic development and college and career readiness of all students as measured by:
 - ▶ students in grades 2-8 will have a **Median Student Growth Percentile** of 55 or above on MAP Growth Math and 56 or above on MAP Growth Reading by 2026
 - ▶ the **graduation rate** will increase from 90.06% to 91.16% by 2026
 - ▶ the percentage of students who are **college or career ready** will meet or exceed 78% through 2026

Student Achievement – Strategies

- ▶ We will provide challenging curricula focused on the academic development and college and career readiness of all students.
 - ▶ We will provide challenging curricula and implement researched-based instructional practices to ensure the academic development and college or career readiness of **all students**.
 - ▶ We will provide challenging curricula and implement researched-based instructional practices to ensure the academic development and college or career readiness of **multilingual learners**.
 - ▶ We will provide challenging curricula and implement researched-based instructional practices to ensure the academic development and college or career readiness of **students with disabilities**.
 - ▶ We will provide challenging **Career and Technical Education** curricula and opportunities to ensure graduates are **career ready**.
 - ▶ We will provide meaningful opportunities for **adult learners** to become college or career ready.
 - ▶ We will offer and support differentiated opportunities for challenging curricula through **magnet and choice** programs.

Teacher/Admin Quality – Goals

- ▶ We will recruit, retain, and develop a highly effective, diverse staff as measured by:
 - ▶ the annual **teacher retention rate** increasing from 90.24% to 91.3%
 - ▶ the percentage of teachers who are **satisfied with current working conditions** increasing from 90.95% to 92% on the annual State Department of Education Survey
 - ▶ the percentage of teachers who agree that there **are relevant professional development opportunities** offered at their school increasing from 92.23% to 93% on the annual State Department of Education Survey

Teacher/Admin Quality – Strategies

- ▶ We will recruit, retain, and develop a highly effective, diverse staff.
 - ▶ We will provide an equitable learning environment which ensures the development of all students by **retaining a highly effective faculty and staff.**
 - ▶ We will improve our ability to offer diverse and equitable learning environments by **retaining and sustaining faculty, staff, and administrators who come from populations that are traditionally underrepresented in our classrooms and schools.**
 - ▶ We will provide an equitable learning environment which ensures the development of all students by **recruiting a highly effective faculty and staff.**
 - ▶ We will improve our ability to offer diverse and equitable learning environments by **recruiting faculty, staff, and administrators who are representative of the students and communities we serve.**
 - ▶ We will improve our ability to offer a learning environment which ensures the development of all students by **providing ongoing support to teacher candidates entering the profession through alternative certification programs.**
 - ▶ We will provide an equitable learning environment which ensures the development of all students by **continuing and expanding our professional development programs** with an emphasis on **choice** offerings for faculty and staff.

Gifted and Talented – Goals

- ▶ We will provide challenging curricula focused on the academic development of students in gifted programs and provide equitable opportunities for participation in gifted programs as measured by:
 - ▶ students in grades 2-8 in the Initial Achievement Band of 90th percentile or above will have a **Median Student Growth Percentile** of 58 or above on MAP Growth Math and 55 or above on MAP Growth Reading by 2026
 - ▶ the **Advanced Placement passage rate** will meet or exceed 68% through 2026
 - ▶ the **proportion of students who are coded as Black or African American, Hispanic or Latino, or Two or More Races** who participate in AGP, Honors, AP, IB, and Dual Enrollment courses will increase from 17.1% to 27.1% (grades 3-5), 35.7% to 45.7% (grades 6-8), and 49.1% to 59.1% (grades 9-12) by 2026

Gifted and Talented – Strategies

- ▶ We will provide **challenging curricula focused on the academic development of students in gifted programs** and provide equitable opportunities for participation in gifted programs.
 - ▶ We will **provide a challenging and accelerated curriculum** to gifted and talented students in order to ensure their academic development.
 - ▶ We will ensure an equitable learning environment and the academic development of all students by **improving support to students who are taking AGP, Honors, AP, IB, or Dual Enrollment courses for the first time.**
 - ▶ We will improve our ability to provide a learning environment which ensures the development of all students by **providing professional development opportunities on the needs of gifted learners to all teachers.**
 - ▶ We will improve our ability to provide a learning environment which ensures the development of all students by **providing opportunities for collaboration between teachers at different schools.**

Gifted and Talented – Strategies

- ▶ We will provide challenging curricula focused on the academic development of students in gifted programs and **provide equitable opportunities for participation in gifted programs.**
 - ▶ We will improve our ability to provide an equitable learning environment which ensures the development of all students **by using district criteria for local identification to place academically talented students in AGP courses.**
 - ▶ We will improve our ability to provide an equitable learning environment which ensures the development of all students by **providing parent education about academic opportunities and supports** needed for high achieving students.
 - ▶ We will improve our ability to provide an equitable learning environment which ensures the development of all students by **increasing communication regarding opportunities for students and the importance of taking AGP, Honors, AP, IB, and Dual Enrollment courses.**
 - ▶ We will improve our ability to provide an equitable learning environment which ensures the development of all students by **providing access to experiential learning opportunities for all students** in order to improve student engagement.

Next Steps

- ▶ District administrators are developing **action plans** associated with each strategy.
 - ▶ These plans will include action steps, timelines, person(s) responsible, estimated costs, funding sources, and indicators of implementation.
 - ▶ Drafts will be completed by December 15.
- ▶ School administrators are working with stakeholder groups to **finalize goals, strategies, and action plans.**
 - ▶ School action plans will be completed by January 31.