



STRATEGIC PLAN 2020-2025

OUR MISSION

To foster an environment of academic excellence through innovative learning and build tomorrow's socially responsible leaders.

OUR VISION

A diverse community coming together to lay the foundation for unrivaled achievement.
A Mosaic of Minds. All in for All kids.

OUR CORE VALUES

Integrity, Diversity, Unrivaled Achievement, Employee Excellence, Stewardship, Well-Being, Community, Equity

OUR GOALS AND STRATEGIES

As members of Glendale Elementary School District, we share a collective responsibility for the implementation and achievement of these goals.

Goal I: Student Academic Success: Improve student academic success and growth for all students.

Strategies:

- Provide curriculum and instruction with multi-tiered systems of support.
- Use a balanced assessment plan to monitor and adjust systems of support.
- Deliver effective instruction using evidenced-based comprehensive literacy and mathematics blocks with fidelity.
- Provide job-embedded professional development for staff.
- Utilize a professional learning community framework to increase the effectiveness of collaborative teams.

Goal II: Stewardship of Resources: Be responsible stewards of people, time and financial resources.

Strategies:

- Ensure facilities are safe, secure and well-maintained.
- Continually market a communication plan to recruit and retain students and families.
- Ensure solvency and sustainability in medical, dental, workers comp, life insurance, property and liability insurance.
- Secure funding to address facility deficiency needs.
- Increase stakeholders knowledge and understanding of school funding.
- Secure additional and diverse revenue sources, including entitlement grants, bonds, and overrides.
- Ensure solvency and sustainability of maintenance and operations and capital funds.

Goal III: Staff and Student Well-Being: Cultivate a school and work environment that supports learning and social-emotional growth.

Strategies:

- Provide students with social and emotional learning supports they need to learn and thrive.
- Utilize trauma informed practices including self-awareness and self-care strategies.
- Implement positive behavior interventions and support with fidelity including bully prevention and conflict resolution.
- Provide comprehensive wrap-around services to support students, families and staff.

Goal IV: Employee Quality: Attract and retain highly qualified staff that demonstrate GESD shared values.

Strategies:

- Maintain competitive salary and benefits packages.
- Build and maintain a quality applicant pool.
- Engage in authentic staff celebrations.
- Develop a plan to improve staff attendance.
- Implement a comprehensive system of performance evaluation and professional support for all staff.
- Promote a work environment that maintains health and well-being.

Goal V: Family and Community Partnerships: Promote positive interactions between school, homes and the community.

Strategies:

- Provide an environment where all students, staff and families feel emotionally and physically safe.
- Build lasting partnerships with local businesses and families that support academic and social-emotional needs of students and staff.
- Cultivate opportunities for our schools to be the hub of our communities.
- Foster and develop strong community partnerships.
- Engage parents as partners in their child's learning.