

Strategic Plan Community Outreach

March-April 2023



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PUSD 2028 STRATEGIC PLAN

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Why Are We Doing This Work?

The world is changing fast and new challenges demand new approaches to strategic planning. We're excited to foster a multifaceted planning process that reflects the rich diversity of our school communities and is inclusive of the voices of our students, teachers, administrators, families, and community members.



Our Approach

Rather than tackle the 2023–2028 Strategic Plan with all its complexities as a single project, we designed a framework organized around five smaller self-managing design teams, each with a charter to focus on specific areas of the plan. The desired outcome is to engender trust, leverage expertise, and build commitments for sustainable improvements.

To oversee that process, a Strategic Planning Steering Committee was formed to:

- **Inform** the desired outcomes of each Design Team
- **Synthesize** output, developing common themes, strategies and outcomes
- **Collaborate** with stakeholders to implement, measure and iterate improvement throughout the lifespan of the plan



Data-Driven Design

It is important to note that the Design Teams have been using the extensive body of data already available in PUSD, such as:

- College/Career Short Student Survey
- Goodwin Survey
- School Experience Survey
- CA Healthy Kids Survey
- LCAP Survey
- Panorama Survey
- Davis Demographic Reports
- Socio-emotional Learning Survey

In some cases, Design Teams have conducted additional targeted surveys and focus groups to make sure all voices are heard, including those we don't hear from too often.



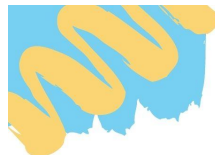
Diversity, Equity & Inclusion Lens

PUSD's adopted Diversity, Equity & Inclusion lens is deeply integrated into the development of the Strategic Plan. We looked at the intentional actions PUSD is engaging in to ensure access and opportunities that are inclusive of our diverse communities to ensure equitable outcomes for all students.



LITMUS TEST (THE LENS)

- Does the impact of the current and/or the proposed action directly encourage the valuing of multiple intersectional identities? How do we know?
- Does the action ensure avenues of success for BIPOC and marginalized students/employees? Is the action at the expense of/ harming BIPOC and marginalized groups?
- Does the action intentionally contribute to the belonging of BIPOC and marginalized groups? How do we know?



DIVERSITY

Intentionally valuing the multiple identities that are represented in our school structure.



EQUITY

Equity is ensuring avenues of success for all students and staff by honoring and supporting individual experiences, talents, skills and needs.

INCLUSION

A space where a person's whole identity is appreciated, celebrated and supported; and all experiences and contributions are valued.

What We've Learned

The Strategic Plan Steering Committee synthesized commonly identified strengths, opportunities, aspirations, and results that encapsulate the root cause, current-state analysis work of all five Design Teams. These are the findings...

STRENGTHS

- PUSD's diverse, multicultural schools, with Board and Leadership embrace of diversity, equity and inclusion lens
- Well-regarded and engaging Signature Programs
- Community schools' initiative is beginning to expand learning opportunities to coordinate a range of services
- Families have pride for their schools and are deeply committed to the relationship

OPPORTUNITIES

- Increased awareness of PUSD programs and schools, and community support attracts and retains students and families
- Focus on schools as community hubs: places where people and services connect. School sites are supported to optimize facility use.
- Opportunities to improve facilities and create flexible, learner-centered environments
- Greater community partnership

ASPIRATIONS

(THAT ADDRESS OUR WEAKNESSES)

- Predictors of disparate student outcomes for all grade levels are removed..
- Teachers and staff feel valued and supported
- Facilities and school sites are not only welcoming but are consistently clean and maintained
- Communication with educational partners is transparent, effective, and meaningful.

RESULTS

(THAT OVERCOME THREATS)

- Increased enrollment is an indicator that PUSD programs are desirable options for all families
- Public perception is framed in positive narratives consistently
- Funding for PUSD programs is sustainable.
- Continuous Improvement practices increase district transparency and accountability.



Vision, Mission & Values



PUSD Mission & Vision (Revised)

Mission

Pasadena Unified prepares students for success in an ever-evolving world. We are committed to cultural responsiveness and academic excellence.

Vision

We will transform education to empower students to succeed.



Our Values (Revised)

Cultural Competency

Our behaviors, policies, and programs affirm the worth and personal dignity of all students, employees and community members. We foster a climate of civility, collegiality, tolerance and reasoned debate, embracing our diversity as a strength that adds vibrancy and creativity to our perspectives, deliberations and decisions.

Equity

We believe that every child is equally entitled to high quality education, and that different needs require different levels of resources to enable all children to achieve their full potential.

Accountability

We take responsibility for our actions, decisions and outcomes. We are committed to continuous improvement and use evidence-based approaches to identify improvements that support student success. We make information accessible and our decisions openly.

Collaboration

We value the participation of parents, students and the community in all aspects of PUSD. We actively seek mutually-beneficial partnership with people and organizations. We encourage diverse input and differing opinions.

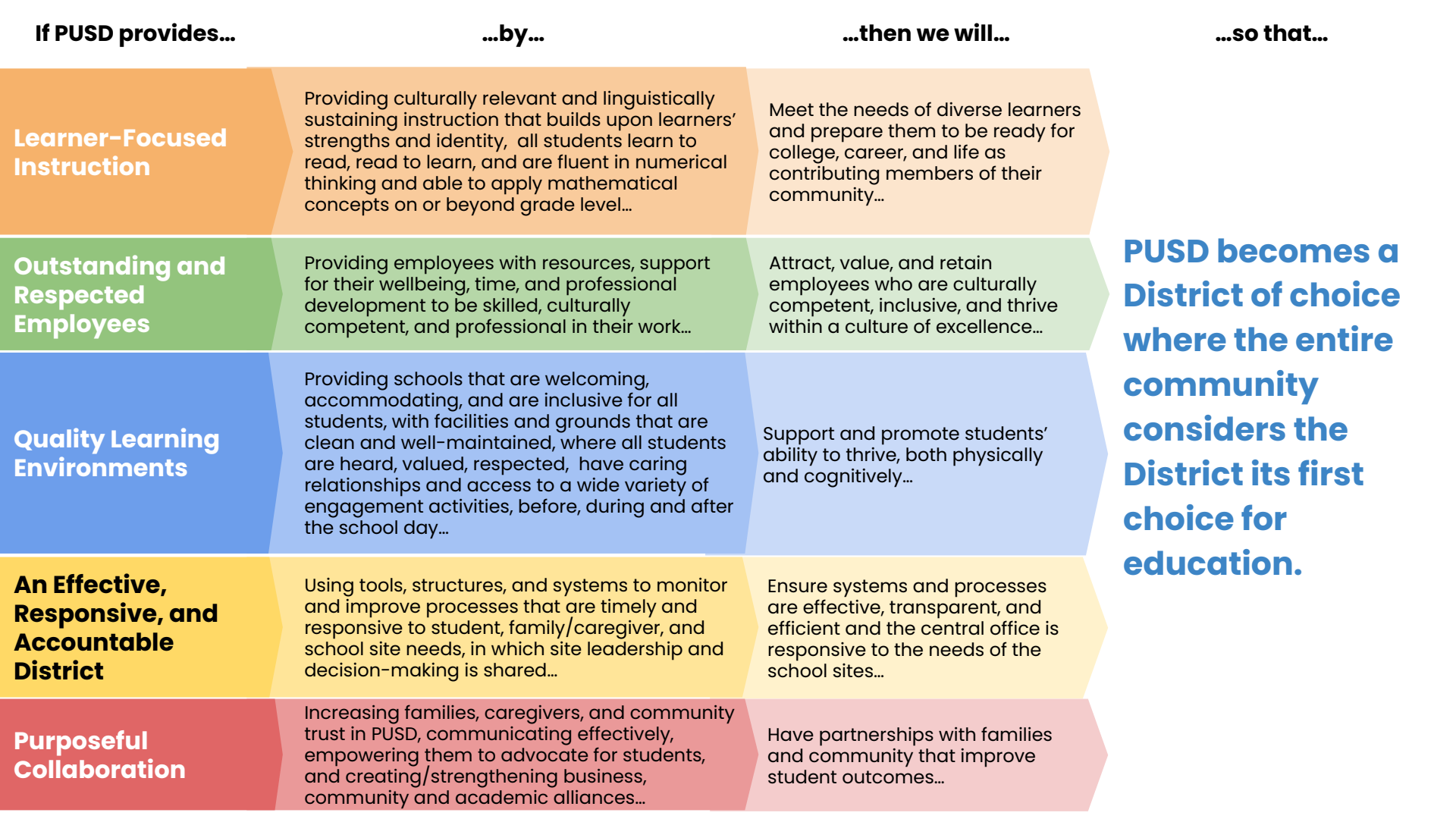
Fiscal Responsibility

We maintain the public trust by providing high quality services and by using our resources prudently, efficiently and equitably. Preserving the longer term financial viability of the district is always a key factor in our decisions.



Theory of Action





Strategic Pillars & Desired Outcomes



Strategic Pillar 1: ***Learner-Focused Instruction***

Desired Outcomes:

- Students experience culturally relevant and linguistically sustaining instruction that builds upon learners' strengths and identity.
- All students learn to read, and read to learn so that they can deeply engage and thrive on or beyond grade level at every step along the PK-12 journey.
- All students are fluent in numerical thinking and able to apply mathematical concepts on or beyond grade level at every step along the PK-12 journey.
- Students' experiences at every step along the PK-12 journey prepares them for success in college/career, and life as contributing members of their community.
- All students, including those from historically marginalized communities, attain equitable outcomes.

Strategic Pillar 2: ***Outstanding and Respected Employees***

Desired Outcomes:

- Employees are skilled, culturally competent, and professional in their work.
- Employees are provided with support for their wellbeing.
- Employees are provided with resources, support, time, and professional development to meet their needs to be successful.
- We attract, value, and retain outstanding and qualified employees.

Strategic Pillar 3: ***Quality Learning Environment***

Desired Outcomes:

- Facilities and grounds are clean and well-maintained.
- All students have access to a wide variety of engagement activities, before, during and after the school day.
- Schools are welcoming, accommodating, and are inclusive for all students.
- Students are heard, valued, respected, and their needs are addressed in a timely manner.
- Restorative practices and caring relationships at each site create safe spaces and connectedness.

Strategic Pillar 4: ***Effective, Responsible and Accountable Organization***

Desired Outcomes:

- Budget and spending information is available and understandable to all educational partners.
- Tools, structures, and systems are used to monitor and improve processes.
- Systems and processes for raising, addressing, and resolving students, caregivers, and school site concerns are timely and responsive.
- Decisions to start new programs or keep existing ones are based on measurable objectives and evaluation.
- Site leadership and decision-making is shared with parents and site staff.

Strategic Pillar 5: ***Purposeful Collaboration***

Desired Outcomes:

- Families, caregivers, and the community have a more positive relationship and increased trust in PUSD.
- Families, caregivers, and communities are empowered to advocate for students.
- Business, community, and academic alliances are optimized to support student achievement.
- District systems and processes attract, value, and retain families.
- Communication is timely and responsive with an appropriate approach for all families.

What Next?

We need your input to ensure that the strategic plan is well received by the public.

Please use the QR Code/link to the right and tell us what you think:

- Are the Strategic Pillars and Desired Outcomes understandable?
- Are we focusing on the right things?
- Were we inclusive enough in our process to get to these strategies?
- What other things would you like the Board to know about?

The survey is designed to be completed within 5 minutes or less, but take your time. We plan to close the survey on April 14 at 5pm PDT.



Thank You

