



Priority Outcomes Grounded in Equity

- Improve achievement for students of color
- All students are ready for school
- Every child reading at or above grade level by the end of third grade
- Academic and social-emotional growth in middle grades
- Student engagement in school and learning
- Student support from families to learn and achieve
- Clear path and readiness for career, college and life

Themes	Objectives	Initiatives (those in progress are in bold)
Strategic Theme A: Academic Achievement	<ol style="list-style-type: none"> 1. Enhance cultural relevance of curriculum for students 2. Enhance an equitable learning system from early childhood to adults 3. Increase responsiveness to individual student needs 4. Deepen preparation for life, college and career 	<ol style="list-style-type: none"> 1a. Implement culturally responsive teaching and culturally relevant instructional resources 1b. Implementation of phases of Science of Reading (SOR) PreK-12 grades 2a. Implement a blended learning instructional framework throughout RAS 2b. Transform grading practices to incorporate standards-based grading 2c. Implement a redesigned middle school model district-wide 3a. Establish classroom systems that productively address student behavior 4a. Increase opportunities for applied career experiences 4b. Integrate career exploration within the PK-12 curriculum 4c. Define the essential characteristics of the future graduate in collaboration with our community, and align learning opportunities for all students
Strategic Theme B: Student Engagement and Wellness	<ol style="list-style-type: none"> 1. Improve student-staff connection 2. Increase student access to school opportunities, programs, and activities 3. Increase support for student social, emotional, and mental wellness 4. Strengthen practices around student, staff, and school safety 	<ol style="list-style-type: none"> 1a. Implement a system to ensure every student has a positive relationship with at least one adult at school 1b. Identify and implement student voice at the building and district level 2a. Remove barriers to student access and participation 2b. Create programming and activities that are responsive to parent and student interests and needs 3a. Build staff and student skills and develop resources to provide support and strategies that are responsive to individual needs 3b. Create and develop student wellness spaces in each building 4a. Train staff and students on policies regarding protocols on staff and student interactions
Strategic Theme C: Collaboration and Partnerships	<ol style="list-style-type: none"> 1. Strengthen mutual communication and responsiveness with all stakeholders 2. Expand equitable inclusion and influence of student, family, staff, and community voice 3. Maximize our partnerships and embrace our diverse community 	<ol style="list-style-type: none"> 1a. Inform and engage stakeholders through targeted and responsive communication 1b. Improve communication with multilingual families, communities - at all levels (classroom, school, district) 2a. Increase opportunities for families and community members to influence school culture and climate and improve student outcomes 3a. Develop strategic partnerships that meet the needs of students, staff, and families
Strategic Theme D: Staff Investment and Impact	<ol style="list-style-type: none"> 1. Enhance hiring and retention to support student success 2. Cultivate the district culture to be inclusive, supportive, and welcoming 3. Increase consistency and accountability for common district practices 4. Provide high quality professional development opportunities 	<ol style="list-style-type: none"> 1a. Enhance the diversity, efficiency and effectiveness of hiring 1b. Create retention practices for all staff to reduce turnover and build a stronger workplace culture 2a. Develop and strengthen onboarding and mentorship programs with each employee group 2b. Establish an employee culture that is anti-racist, welcoming, and grounded in mutual respect for each other 3a. Create a robust evaluation system, with documentation, that includes feedback to strengthen performance of each staff member 3b. Create a common and comprehensive vetting process to align, implement, and evaluate district initiatives