



## LISTENING SESSION TRENDS

We need clear, focused goals across the district office, departments, and school sites

- The overarching strategic plan is very broad and we need more clarity, focus, and metrics
- We want to see and feel ownership and alignment from every level of employees
- Alignment and focus will decrease competing priorities between departments

Metrics are critical! We have a lot of data, but little knowledge on how to use it effectively to improve teaching and learning

- We need to build our data literacy - how do we use our data to better teaching and learning in real time?
- Students, teachers, and families want to know where students are, where they need to improve, and the strategies to grow in real-time, not just at the end of the school year
- We need consistency in data sources and validity

We need consistency in accountability across all levels

- We want to find more consistency and ways to identify talent and grow their capacity
- Supervision, evaluation, and discipline processes need more consistency
- Let's build the understanding and utilization of the CPSELs, CSTPs, and Classified standards

Prioritizing operational excellence, especially customer service, will help us to improve

- We need to make the district easier to access and navigate both for families and employees
- We want to build high quality customer service values in all departments and schools
- High quality customer service should be consistent no matter what connections you have within the system

## MISSION

We nurture and cultivate the interests, intellect, and leadership of our students by providing an excellent, equitable education in a culturally proficient environment.

## VALUES

We Value Learning  
We value Accountability  
We Value Positive Behavior  
We Value People & Our Community

## VISION

Fresno Unified School District:  
Where students, families, and staff are valued and empowered to achieve their greatest potential.

## GOALS

### STUDENT GOALS:

Improve academic performance at challenging levels  
Expand student-centered and real-world learning experiences  
Increase student engagement in their school and community

### STAFF GOALS:

Increase recruitment and retention of staff reflecting the diversity of our community

### FAMILY GOALS:

Increase inclusive opportunities for families to engage in their students' education