

**STRATEGIC PLAN
2024-2029**

**PRIORITY OUTCOMES
FOR ALL STUDENTS**

1. Students are prepared for success in life
2. Students experience equitable, high-quality learning environments
3. Students benefit from community resources
4. Disparities in African American student outcomes are eliminated
5. Students are safe and socially, emotionally, and physically healthy
6. Students are engaged in their learning and school community

THEME A

Improve quality and relevance of academic experiences

OBJECTIVES & INITIATIVES

1. Expand relatable and culturally relevant instruction and curriculum

1a. Develop curricula for all disciplines, incorporating instructional frameworks, assessments, and unit maps aligned with culturally relevant best practices. **(YEAR 1)**

2. Elevate student-centered options and opportunities

2a. Create a system to elevate student voice and student-centered pathways. **(YEAR 2)**

3. Enhance and integrate preparation for future pathways

3a. Strengthen and expand college and career pathway opportunities through expanded partnerships with local businesses, colleges and universities, and community. **(YEAR 1)**

4. Deepen staff capacity to support successful learning experiences for all students

4a. Design diverse, dynamic, high-quality learning opportunities aligned with adult learning principles. **(YEAR 1)**

THEME B

Create safe, engaging and inclusive school environments

OBJECTIVES & INITIATIVES

1. Cultivate school cultures of hope, well-being and belonging

1a. Implement research-based school and classroom practices that create positive, student-centered cultures where thinking is valued, visible, and promoted. **(YEAR 1)**

2. Expand programs that promote students' interests and self expression

2a. Develop diverse course offerings, learning opportunities, and extracurricular activities that align student interests and promote self-expression. **(YEAR 2)**

3. Advance inclusionary practices that prioritize students who have been historically marginalized including African Americans, students with disabilities, and English Language Learners.

3a. Strengthen educators' capacity to cultivate inclusive learning environments focused on cultural competencies, disability awareness, and English Language Learner support. **(YEAR 2)**

4. Ensure student safety and support positive student behavior

4a. Expand resources to increase the use of MTSS-Behavior strategies to foster proactive, empathetic learning environments. **(YEAR 1)**

4b. Expand both internal and external safety protocols to ensure safety for students and staff. **(YEAR 1)**

THEME C

Optimize resources for equitable student experiences

OBJECTIVES & INITIATIVES

1. Redesign schools to ensure access to quality curricular and extra-curricular experiences

1a. Transition to a structure of foundational PK-5 schools, developmentally responsive 6-8 middle schools, and 9-12 high schools. **(YEAR 2)**

1b. Implement district-wide grade level requirements for minimum program offerings, including extra-curricular opportunities across all schools. **(YEAR 1)**

2. Consolidate schools to maximize resources

2a. Analyze existing specialized programming and magnets to establish a way to provide equitable offerings district-wide when consolidating schools. **(YEAR 1)**

2b. Assess district-wide facility and program costs, establishing financial protocols for consolidation recommendations that support academic excellence and financial sustainability. **(YEAR 3)**

2c. Develop standardized, student-centered metrics and a rubric to evaluate the building portfolio, identifying schools for continued use or closure during district consolidation. **(YEAR 3)**

3. Improve building conditions, infrastructure, and learning spaces

3a. Define Educational Specifications for the physical needs of the District's educational program including learning spaces, specialized staff, support spaces and support features for buildings. **(YEAR 2)**

3b. Create a sustainable, adaptable multi-year Facilities Master Plan addressing building usage, priority improvements, goals, and projected enrollments, supported by the District's Capital Plan. **(YEAR 2)**

THEME D

Prioritize community outreach and access

OBJECTIVES & INITIATIVES

1. Strengthen aligned partnerships that expand access to community resources

1a. Implement Community Hubs by fostering collaborative partnerships with external stakeholders to provide immediate and accessible services to students and families beyond the traditional school setting. **(YEAR 2)**

1b. Define expectations for district- and school-level partnerships, including ways organizations can partner with Pittsburgh Public Schools and a clear process for aligning with the District's work. **(YEAR 2)**

2. Strengthen systems for families to productively engage with their schools and support their students

2a. Establish a Community Ambassador Network of empowered individuals within each school community to serve as liaisons between the District, schools, families, and the broader community. **(YEAR 2)**

