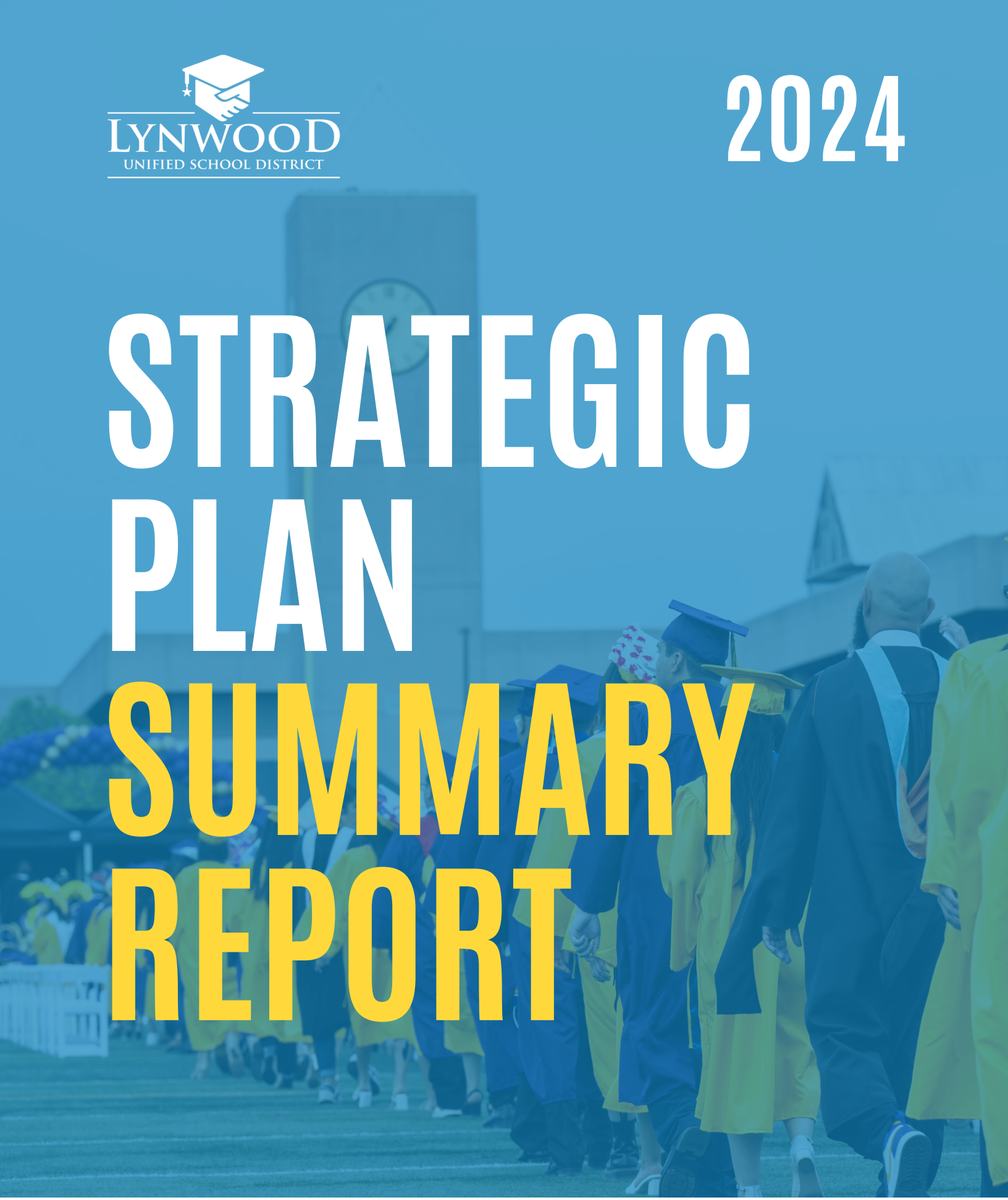
LYNWOOD
UNIFIED SCHOOL DISTRICT

2024

STRATEGIC PLAN SUMMARY REPORT



Created for LUSD by

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INTRODUCTION

TO LUSD'S STRATEGIC PLAN 2024



Gudiel R. Crosthwaite, Ph.D.
Superintendent
Lynwood Unified School District

Dear Members of the Community,

It is with great pride and optimism that I present to you the strategic planning summary report that outlines our roadmap for the future of education within our district. This plan is the culmination of extensive research, community consultation, and the dedicated efforts of our educators and staff, all united by a common vision—to unlock the full potential of every student who walks through our doors.

At the heart of our strategy are four key tenets: Unlocking Brilliance, Cultivating Talent, Uplifting Community, and Modeling Excellence. These principles are not just lofty ideals but actionable frameworks that will guide our district to new heights of achievement.

"Unlocking Brilliance" is our commitment to personalized education, ensuring that each student's unique abilities are discovered and nurtured. "Cultivating Talent" speaks to our dedication to professional development, attracting, and retaining the brightest educators who are the cornerstone of our students' success. "Uplifting Community" reflects our dual role as educators and community members, acknowledging that a thriving school district is the heartbeat of a healthy community. Lastly, "Modeling Excellence" is our promise to set the standard for urban education, creating a beacon of success that other districts can aspire to.

This strategic plan is not just a document; it is a declaration of our dedication to the future—a future where our schools are the launchpads for a lifetime of achievement and contribution. I look forward to working with each of you to make this vision a reality for our students, our community, and the generations to come.

Sincerely,

Gudiel R. Crosthwaite, Ph.D.
Superintendent of Schools

EQUITY, ACCESS AND JUSTICE

A MESSAGE FROM LUSD'S BOARD OF EDUCATION

Dear Students, Educators, Families, and Community Members,



Today marks a significant milestone for our district as we proudly unveil our new strategic plan, a visionary blueprint for the future of education in Lynwood. This plan is more than a set of goals; it is a commitment to each and every one of our students, affirming our unwavering dedication to *equity, access, and justice* in education.

At the heart of our plan is the belief that every student deserves the opportunity to thrive in an environment that fosters innovation and inclusivity. We are setting in motion initiatives that not only enhance learning and teaching experiences but also ensure that these opportunities are accessible to all, regardless of background or circumstance.

Our focus on equity will see us breaking down barriers and creating pathways for success that were previously unimaginable. We are committed to reimagining how we educate, making sure that our methods and materials reflect the diverse tapestry of cultures and identities that enrich our district.

In this journey towards a brighter educational future, we invite you, our community, to join us. Your voice and participation are essential as we strive to create a district where every student can find their path to success, and where every educator feels empowered to inspire.

Together, let's build a future where innovation, inclusivity, and excellence are not just ideals, but realities for every student in our district.

With Gratitude and Commitment,

Alfonso Morales, Esq.
President

LUSD BOARD OF EDUCATION



Alfonso Morales, Esq.
President



Gary Hardie, Jr., Ed.D.
Vice-President



Alma Carina Castro, Ed.D.
Clerk



Maria G. Lopez
Member



Julian Del Real-Calleros
Member

THE PROCESS

To ensure a wide representation of voices and perspectives, the strategic planning team engaged ***10 different types of stakeholders over 18 months:*** **the b**oard of directors, leadership team, staff, students, families, community members, labor unions, community organizations, elected officials, and businesses.



Community-wide surveys (English and Spanish)



Visits to 18 campuses and site leadership



Parent focus groups (English and Spanish)



Outreach efforts to elected officials and businesses

612 people engaged

THE STRATEGIC PLANNING JOURNEY

Spanning 18 months and dozens of distinct activities, this comprehensive planning process included important milestones such as the elaboration of key driving questions, values tensions explorations, the crafting of a strategy map, and the creation of a Portrait of a LUSD Graduate to guide planning in the years to come.





THE FOUR KEY TENETS

Combined, all inputs have led the planning team to arrive at four key organizational priorities (or tenets) to help LUSD deliver on its mission over the coming years. Because they are *comprehensive* but *concise*, *student-centric*, *inspirational*, and *equity-minded*, the four tenets can provide direction for a *multi-year approach* to planning while remaining *flexible* to adapt to new circumstances and future needs.

1

Unlocking Brilliance

Igniting the potential in change-makers with the skills, tools and resources to lead in a world without boundaries.

FOCUS ON STUDENTS

2

Cultivating Talent

Empowering passionate adults to be stewards of possibility, equity and social justice.

FOCUS ON STAFF

3

Uplifting Community

Being the catalyst for multigenerational change rooted in community values.

FOCUS ON COMMUNITY

4

Modeling Excellence

Being a model for urban education.

FOCUS ON OPERATIONS

FOCUS ON STUDENTS:

UNLOCKING BRILLIANCE

The first tenet in the Lynwood Strategic Plan focuses on the growth of our students, as it is our main focus. Our ultimate goal for this strategic priority is to ignite the potential in our change-makers with the skills, tools, and resources they need to lead in a world without boundaries.

KEY QUESTIONS THAT GUIDE OUR THINKING IN THIS AREA

- How do we prepare students for a future that doesn't yet exist?
- What is the relationship between college and career?
- How do we help students develop great character?



THE PORTRAIT OF A GRADUATE

is a tool developed by the Lynwood community that highlights the **skills and knowledge**, **characteristics**, and **habits and behaviors** a LUSD student should possess upon graduation.

A forward-thinking document, the *Portrait of a Graduate* helps the Lynwood community stay focused on what matters most: preparing students for a rapidly evolving world that requires *effective communicators*, *mindful collaborators*, *empowered citizens* who are *self-aware* and *self-directed innovative problem-solvers*.



SELECTED GOALS FROM THIS AREA

There are 23 metrics in the "Unlocking Brilliance" section of the Lynwood Strategic Plan. Here are a selected few:

- A-G completion rates *(a series of high school courses designed to help prepare students for college)* will increase by 20% over the next three years.
- The number of Lynwood Unified students receiving college credit while enrolled at LUSD will grow by 20% over the next 5 years.
- We will increase the number of students receiving the Seal of Civic Engagement by 20% every year for the next three years.
- By 2025, 100% of LUSD students will have received digital literacy and social media awareness training before they graduate from the district.

For all of LUSD's goals, reference the strategic plan through the link at the end of this report.

FOCUS ON STAFF:

CULTIVATING TALENT

The second tenet in our Strategic Plan focuses on Lynwood's most important asset: our staff. They have a profound impact on the educational journey of our children. Their collaborative efforts lay the groundwork for academic excellence, providing the resources and guidance necessary for every student to thrive. They are not just educators; they are mentors and advocates for the emotional and social well-being of our students, ensuring they are equipped with the skills to navigate the future confidently.

KEY QUESTIONS THAT GUIDE OUR THINKING IN THIS AREA

- How do we best prepare to support staff to meet the challenges we face in educating students?
- How do we best attract and retain the next generation of LUSD staff?
- How do we establish strong feedback loops to inform our talent efforts?

SELECTED GOALS FROM THIS AREA

There are 13 metrics in the "Cultivating Talent" section of the Lynwood Strategic Plan. Here are a selected few:

- 90% of teachers, school leaders, and classified employees represent student racial and ethnic identities.
- LUSD employee compensation packages rank within the top 25% of comparable districts in Los Angeles County.
- 100% of employees are receiving timely feedback through evaluation processes.
- 80% of new hires indicate they are satisfied or highly satisfied with their onboarding experience, as demonstrated by post-onboarding surveys or interviews.

For all of LUSD's goals, reference the strategic plan through the link at the end of this report.

The Lynwood Unified School District is ripe with talent, like the 2022-23 Teacher of the Year Award recipients you see below.



FOCUS ON COMMUNITY:

UPLIFTING COMMUNITY

The third tenet in Lynwood's Strategic Plan focuses on community. As a school district, we are a central force in shaping the local community, just as we are shaped by it. This symbiotic relationship fosters a resilient and vibrant community where education is both a reflection of and an engine for collective growth and well-being. As such, our commitment goes beyond teaching; it's about creating a community where students and families can learn, grow, and succeed.

KEY QUESTIONS THAT GUIDE OUR THINKING IN THIS AREA

- To what extent do we want to embrace our role as a leader in the city?
- How do we spur general economic development in our city to benefit our students?
- What impact can we have on the city of Lynwood?
- How do we get everyone to support our vision for the future and mobilize for children?

SELECTED GOALS FROM THIS AREA

There are 12 metrics in the "Uplifting Community" section of the Lynwood Strategic Plan. Here are a selected few:

- All of our schools will officially become community schools. *
- 75% of parents and caregivers indicate they are "Satisfied" or "Highly Satisfied" in an annual survey, interviews, or focus groups.
- LUSD will support and help communicate the Lynwood Fiber City project in the community.

For all of LUSD's goals, reference the strategic plan through the link at the end of this report.

* *"A community school is any school serving pre-Kindergarten through high school students using a "whole-child" approach, with "an integrated focus on academics, health and social services, youth and community development, and community engagement."*

California Community Schools Framework (CDE)



FOCUS ON OPERATIONS:

MODELING EXCELLENCE

The fourth tenet in LUSD's Strategic Plan revolves around modeling excellence. By constantly seeking out best practices and fostering an environment of continuous improvement, we work tirelessly so our schools may serve as beacons of academic rigor and personal growth, inspiring students to reach their highest potential and preparing them for success beyond our classrooms. Because we know the challenges of the modern world require collaboration, we also strive to serve as a model of urban education and share our lessons learned with others.



The team at Lynwood Unified is seeking to transform urban education through innovative approaches, passion, and continuous learning and improvement. Above, a part of the team is pictured at an admin retreat on July of 2023.

SELECTED GOALS FROM THIS AREA

There are 17 metrics in the "Modeling Excellence" section of the Lynwood Strategic Plan. Here are a selected few:

- 75% of parents/caregivers would recommend LUSD to family/friends
- One LUSD school will be recognized as a Blue Ribbon school by 2028.
- LUSD will generate annual reductions in operational costs through optimized, innovative processes powered by technology.

For all of LUSD's goals, reference the strategic plan through the link at the end of this report.

KEY QUESTIONS THAT GUIDE OUR THINKING IN THIS AREA

- How can we be a model for urban education?
- How do we align resources to what students need?
- What is the right balance between site autonomy and uniformity for our schools?

LYNWOOD
UNIFIED SCHOOL DISTRICT

OUR STRATEGIC PLAN IS AN ONGOING JOURNEY

We invite you to join us in the journey toward a better tomorrow for all.

You can access a full copy of our strategic planning goals and metrics via the web link or QR code below.

We constantly seek feedback that can help us become a model for urban public education. Make your voice heard and contact us with your suggestions for improvement!

SCAN ME

bit.ly/LUSDStrategicPlan

Contact

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