



PROMISE

UNLOCKING POTENTIAL - EMPOWERING LIVES

with

INTEGRITY

PERSEVERANCE - INCLUSIVITY - INNOVATION

EXCELLENCE

LETTER OF INTRODUCTION



On behalf of the Patterson Joint Unified School District School Board of Trustees, it is my pleasure to share our newly adopted Strategic Plan. In fall of 2022, our Board prioritized the development of a new district strategic plan. District Leadership partnered with Dr. Doug Domene of Leadership Associates to facilitate the development of our district's 2023-2028 strategic plan.

Community Input Sessions

In September 2022, Dr. Domene began working with District Cabinet to determine focus areas and prepare for community input sessions designed to gather feedback from a variety of stakeholders.

The community input sessions, which included approximately 40 students, parents, staff, and community partners, gathered over a two day period to review the district's current state and begin identifying potential areas of improvement. This process was both inclusive and collaborative.

District Cabinet members then reviewed the collective recommendations from the community input sessions with a smaller writing team to put together one comprehensive document. This strategic plan document is the final product of our strategic planning efforts.

The Adopted Plan

The Strategic Plan was adopted by the PJUSD Board of Trustees on December 13, 2022. It includes five Focus Areas: Academic Achievement, Student and Staff Safety and Wellness, Facilities and Resources, Communication and Collaboration, and Employee Success and Leadership Development. The approved plan also includes an updated Purpose and Core Values.

Implementing the Plan

In January 2023, the district will initiate a soft-launch of the new strategic plan with a focus on operationalizing the district's new vision. Full implementation of the plan will begin in the 2023-2024 school year.

We are so grateful for the diverse set of backgrounds, experiences, and perspectives that came together to form this Strategic Plan: introducing our **PJUSD Promise**.

Sincerely,
Reyes Gauna, Ed.D
Superintendent





Strategic Name

PJUSD Promise

Purpose Statement

Unlocking Potential - Empowering Lives

Core Values

Integrity

Perseverance

Inclusivity

Innovation

Excellence

Strategic Focus Areas

In this strategic plan, focus areas represent the core elements of work the Patterson Joint Unified School District prioritizes over the course of the next five years.

These focus areas represent areas of need and areas of passion uncovered through current state analysis and community listening sessions which took place in the Fall 2022.

The Strategic Focus Areas are as follows:

Area 1: Academic Achievement

Area 2: Student and Staff Safety and Wellness

Area 3: Facilities and Resources

Area 4: Communications and Collaboration

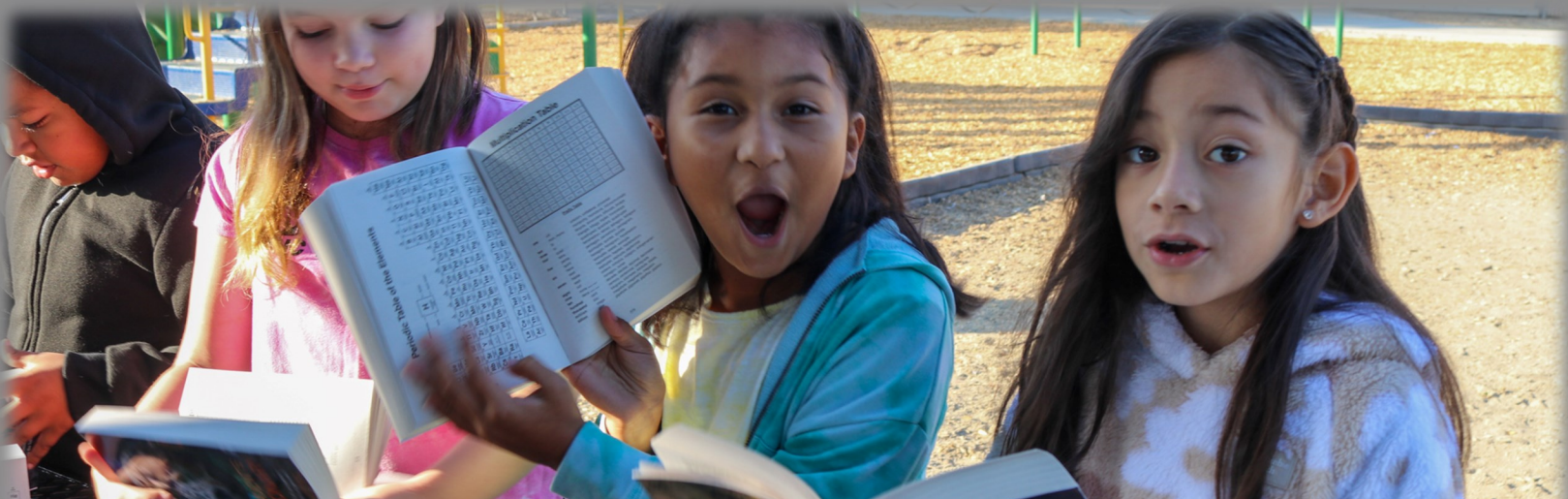
Area 5: Employee Success and Leadership Development

Strategic Initiatives

Each Focus area is assigned four to six key initiatives which describe how the Patterson Joint Unified School District will work to achieve its “Promise” over the next five years.

These initiatives are the summation of the priority initiatives identified during the community listening sessions.





Focus Area 1 Strategies

Academic Achievement

Fostering student achievement is a central focus of the PJUSD Promise. It is our goal to ensure students are supported with rigorous academic experiences that prepare them to be college and/or career ready upon graduation.

1.1 Provide a coherent multi-tiered system of support that focuses on academic success for all students including at-risk subgroups (English Language Learners, students with disabilities, foster youth, homeless youth, and socio-economically disadvantaged students).

1.2 Commit, with fidelity, to utilize benchmarks and assessment tools to monitor student progress, set goals, align curriculum, and reflect to inform practice to meet the specific needs of all students.

1.3 Collaborate in data-driven decision-making teams to determine viable curricula, create common assessments, and analyze results to inform and modify instruction.

1.4 Foster and support common districtwide, equitable grading practices that focus on learning.

1.5 Prepare students to enter college and/or career opportunities upon graduation through rigorous and relevant coursework that fulfills the A-G requirements and all state standards.

1.6 Provide access to CTE programs for all secondary students.





Focus Area 2 Strategies

Student and Staff Safety and Wellness

Safety and wellness are essential components of an environment that is conducive to teaching and learning. PJUSD Promise fosters a culture that promotes the emotional health, safety, and well-being of students and staff. We will cultivate an environment that fosters mutual respect among students, staff, and educational partners.

2.1 Systematically identify evolving security needs, enhance protocols, and allocate resources to enhance safety, including training and clear expectations for campus security.

2.2 Increase behavior support for students with a focus on restorative practices and targeted interventions for bullying.



2.3 Provide comprehensive programs that meet the wellness needs of both students and staff, including timely access and opportunities for those supports.

2.4 Provide culturally relevant and inclusive classrooms to positively impact social emotional well-being, behavior, and attendance for students and staff.

2.5 Review and expand K-12 anti-drug/alcohol curriculum and delivery models with a focus on targeted interventions.

Focus Area 3 Strategies

Facilities and Resources



The PJUSD Promise effectively maximizes resources to support every student's educational journey. We are committed to ensuring excellence in every interaction and providing students and staff with the necessary resources to achieve the district's strategic plan.

3.1 Collaboratively develop the district budget to be aligned to the Strategic Plan and Local Control and Accountability Plan (LCAP) with educational partners.

3.2 Refine the Facilities Master Plan to reflect community growth, in order to create and maintain first-class facilities that support the needs of our students and attract and retain qualified staff.

3.3 Continue to upgrade and maintain safe and clean facilities in a timely manner that supports the educational environment.

3.4 Develop and maintain a formal transportation plan to ensure students attend school daily and have access to enrichment and extracurricular activities.

3.5 Develop an innovative and comprehensive technology master plan ensuring students and staff have access to advanced technology and professional development opportunities.

3.6 Continue to improve nutritious and appealing meal offerings that adhere to or exceed current state and federal guidelines.



Focus Area 4 Strategies

Communication and Collaboration

The PJUSD Promise is to provide effective, meaningful, and concise communication among our schools, parents, staff, and community. Such communication creates and maintains positive relationships both within and outside our district. PJUSD strives to provide its schools, parents, staff, and members of the community with a consistent stream of communication that is transparent and easily accessible to all.

4.1 Establish and implement a cohesive and proactive internal and external strategic communication plan to inform and engage our diverse educational partners.

4.2 Optimize communication efforts to improve and ensure consistency in promoting, messaging, and branding, utilizing both traditional and modern communication platforms.

4.3 Offer comprehensive parent education programs that provide essential tools to address the ever-changing needs of students.

4.4 Maintain effective communication between the district and community to enhance educational partners' voices and support of district efforts.

4.5 Evaluate and update PJUSD websites to ensure that district and educational partners' needs are adequately met.



Focus Area 5 Strategies

Employee Success and Leadership Development

The PJUSD Promise is to provide staff with support and leadership opportunities. We will strive to attract, train, and retain employees as well as develop strategic leaders who embrace the vision and values of our district.

5.1 Develop and implement a comprehensive professional development plan for teachers, support staff, and administrators on district-wide initiatives.

5.2 Continuously evaluate and review effectiveness of educational programs implemented district-wide.

5.3 Provide instructional support at each school site to ensure teacher success and effectiveness through model lessons, non-evaluative feedback and support in lesson development and planning.

5.4 Promote training and leadership opportunities for all staff including underrepresented groups within the district.

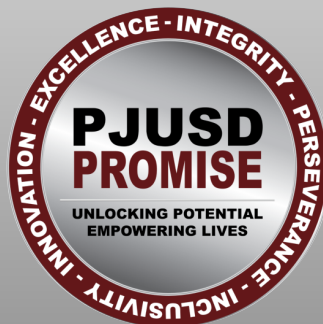
5.5 Review and reinforce the staff code of conduct, staff connections to students, behavioral de-escalation strategies, and child development theory.





Patterson Joint Unified School District is excited to have the support of our students, staff, and community in bringing this Strategic Plan to life. You are an important part of the success of our work. We are committed to collaborating with our educational community to fulfill the strategic initiatives set forth in this document.

That is our PJUSD PROMISE!



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