

ALUM ROCK UNION
ELEMENTARY SCHOOL DISTRICT

# STRATEGIC PLAN
# VISION 2030

# Strategic Plan Development

## The Process

This plan is developed and implemented through 6 strategic phases, each with specific goals and objectives. Through this process, the strategic plan that reflects input from all our educational partners.

### 1 Educational Partner Engagement

Through surveys and focus groups, educational partners, certificated and classified staff, families, and students shared their perspectives about what is working well, areas for strengthening, and key opportunities for the district.

### 2 Data Review

A Baseline Systems Study was conducted using district data (including state test scores, absenteeism, special education identification, etc.), student work samples, student shadowing, classroom observations, LCAP input session results, and feedback from community input sessions.

### 3 Draft Strategic Plan

An initial draft of the strategic plan was developed, informed by key insights from educational partners. This first draft focused on determining the priority goals, sub-goals for each priority goal, and metrics and progress indicators for each priority goal.

### 4 Educational Partner Feedback

The draft strategic plan priority goals and subgoals was shared with educational partners advisory groups for feedback and to gather suggestions for specific actions the district should consider taking to advance each sub-goal.

### 5 Finalize Strategic Plan

Based on educational partner feedback, the plan was revised and expanded to include recommended actions and additional detail throughout. The plan is being presented to the Board of Trustees in for adoption.

### 6 Cascade Strategic Plan

Following the adoption of the strategic plan by the Board of Trustees, district departments will establish and school sites will align their plans and SPSAs with the strategic plan.

# Driven by Community Input

## Our Plan Incorporates Input Across All Educational Partners

This strategic plan and subsequent actions are informed from a number of sources and feedback provided by staff, families, students, and community partners through:

### *School Site & Districtwide Sessions*

- **Districtwide LCAP Listening Sessions**
- **School Staff LCAP Listening Sessions**
- **Student LCAP Listening Session**
- **School Parent LCAP Listening Sessions**

### *Districtwide Surveys*

- **Districtwide Panorama Survey**
- **Special Education Survey**
- **End of Year Staff Survey**

### *District Advisory & Community Input Committees*

- **District Advisory Council Listening Session**
- **District English Learner Advisory Council (DELAC) Listening Session**
- **Superintendents' Parent Advisory Resource Council (SPARC) Listening Session**
- **SOMOS Mayfair Listening Session**

### ARUSD Baseline Systems Study

- ***Student Work Samples***
- ***Surveys:*** Including Panorama Surveys and other surveys taken by all educational partners
- ***Artifacts:*** Documents used including bell schedules, staff rosters, survey results, professional development plans, handbooks, special programs, and other curricular materials
- ***Guided Site Walks:*** Principals guided the research team around campus and through classrooms in a non-evaluative visit, focusing on the student experience with school systems and peers
- ***Student Profiles for Guided Site Walks:*** 6-8 student profiles per grade level were collected including students achieving at different grade levels from each student group

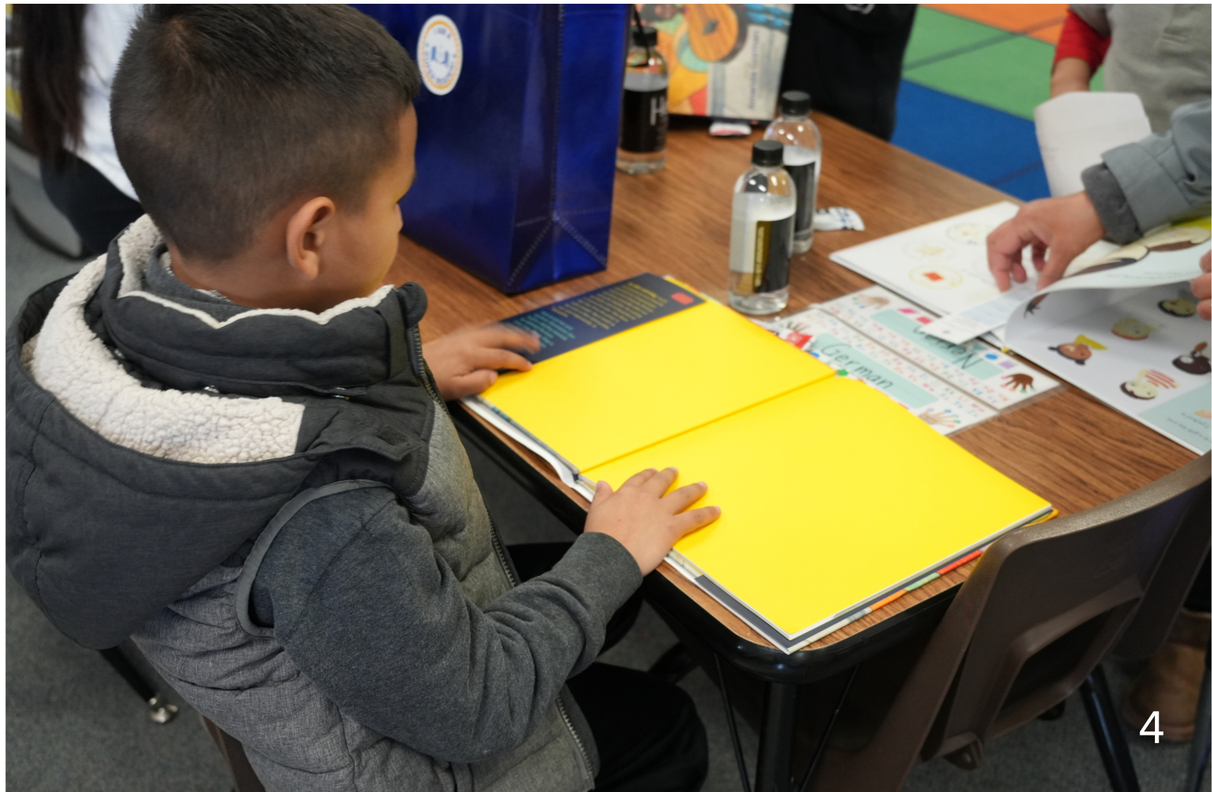
# ARUSD's Baseline Systems Study

Concurrently with the development of the strategic plan, ARUSD conducted a Baseline Systems Study to analyze the systems influencing student outcomes across demographic groups. The most pivotal questions we asked was:

***"What systems, within the control of our school and district, best explain patterns of student achievement in our context?"***

## Acting on the Results of the Study

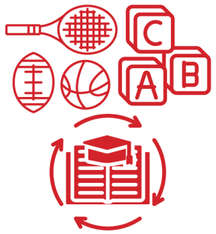
Aligned to the strategic plan, the results of the Baseline Systems Study will provide us with information to develop a teacher-driven action plan for improvement. The Baseline Systems Study is an opportunity for Alum Rock to comprehensively review our students' educational experience and hone in on the practices that work for our students.



# Our Priority Goals

## This plan is centered on 3 priority goals, 13 subgoals, and 54 recommended actions to reach them.

Throughout the strategic plan we outline each priority goal, our subgoals, and recommended actions under each subgoal. We also highlight the metrics we use to measure our progress.




### 1. ACADEMIC ACCELERATION & PROGRAMMING



### 2. STUDENT SUPPORT & WELLNESS

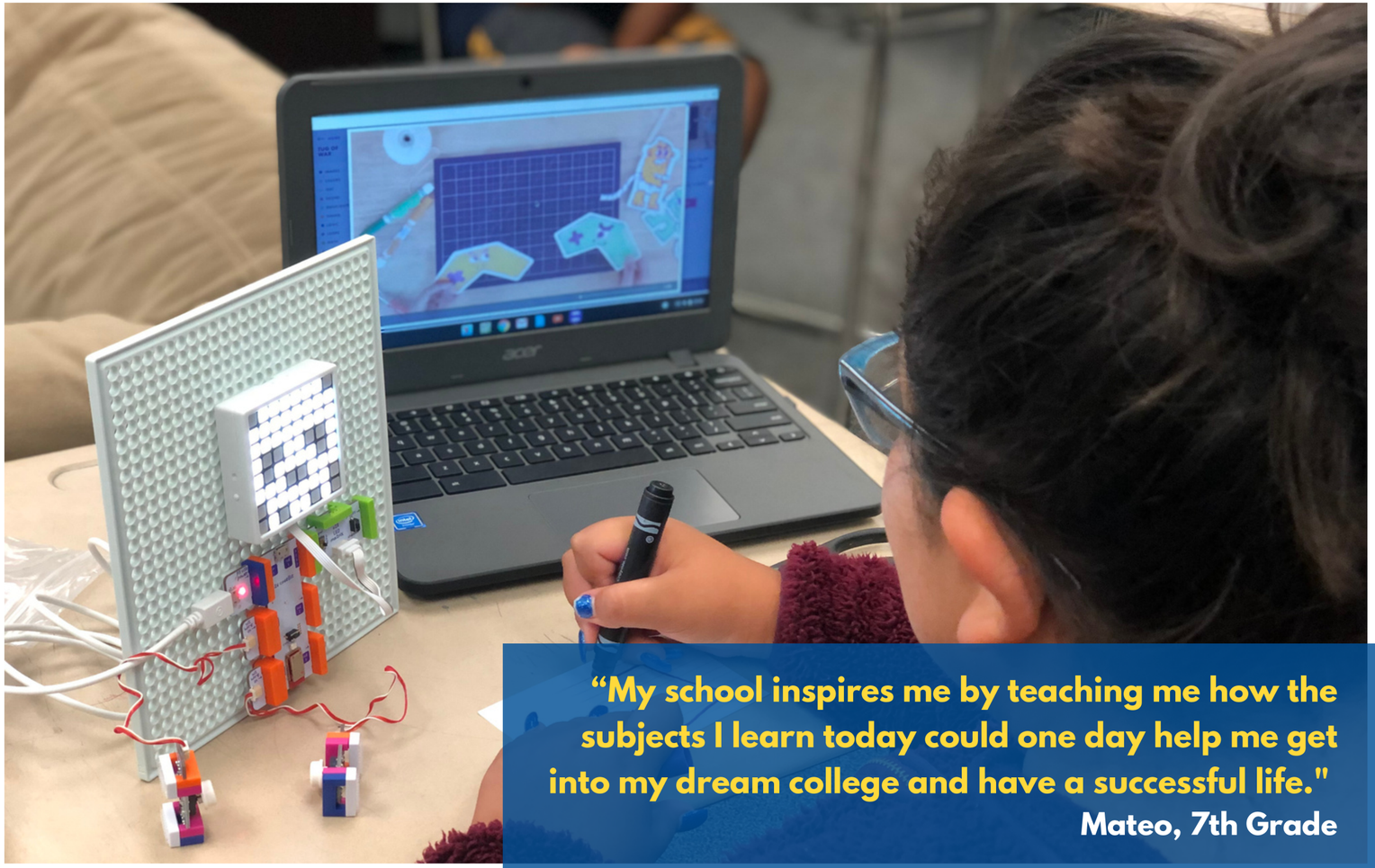


### 3. STUDENT, FAMILY, & STAFF ENGAGEMENT

# Priority Goal 1

## ACADEMIC ACCELERATION & PROGRAMMING

Our students and families deserve academic environments that accelerates student academic growth.



**"My school inspires me by teaching me how the subjects I learn today could one day help me get into my dream college and have a successful life."**

**Mateo, 7th Grade**

# Priority Goal 2

## STUDENT SUPPORT & WELLNESS

Our students and families deserve welcoming school environments where we can attend to their needs.



**"They always support us. They always make me feel loved. They will listen to you when you need someone to listen to you."**
**Anonymous Panorama Survey Participant**

# Priority Goal 3

## STUDENT, FAMILY, & STAFF ENGAGEMENT

Our students, families, and staff deserve welcoming school environments where everyone belongs.




**"At school I get a supportive environment where I can learn, grow, and explore my passions while being surrounded by teachers and classmates who encourage me to do my best."**
**- Thao, 8th Grade**

# Measuring Our Progress

Our students benefit from how we measure our progress.
Here's an overview of the metrics we're using on the plan

## Key Indicators

**SBAC Results (ELA & Math)**

**CAST Results (Science)**

**Panorama Education Survey Results**

- Climate and Support for Academic Learning
- Safety
- Sense of Belonging

**Suspension Rate**

**Chronic Absenteeism**

**Wellness Center Student Visit Data**

# Next Steps

## Where do we go from here?

The priority goals, subgoals, and recommended actions outlined in this plan chart the path forward for ARUSD. It is our strategic actions that will make our district even more welcoming and prepares even more of our students for their future. Together we can make Vision 2030 a reality. Here's what you can expect in the next steps and next phase at ARUSD.

### 01 Baseline Systems Study Results

***Summer 2025***

The Baseline Systems Study will comprehensively review our students' educational experience and hone in on the practices that work for our students. The results will provide us with information and data to develop our teacher-driven action plan for improvement.

### 02 Setting Universal Course Expectations

***Starting 2025-2026 School Year***

From our Baseline Systems Study, we will develop a teacher-driven plan for action and develop Universal Course Expectations to identify key standards every student must master at each grade level.

### 03 Develop Internal Implementation Plans

***Starting 2025-2026 School Year***

As we move forward on the Baseline Systems Study, departments at the district level will work to develop internal implementation plans to implement the actions identified throughout this strategic plan.

### 04 Annual Evaluation & Updates

***Annual Updates to Strategic Plan***

As we approach 2030, ARUSD will provide annual districtwide updates on the progress towards our goals, along with evaluations of our progress on the metrics identified throughout this strategic plan.

# Questions?