



**LIVERMORE**  
VALLEY JOINT UNIFIED  
SCHOOL DISTRICT



# LIVERMORE LINK

*Connections fuel success*



**2025 - 2030**

*STRATEGIC PLAN*



# CORE VALUES

Our core values define who we are and serve as the guiding principles for every action we take, every decision we make, and the mindset we bring to our work.



## INTEGRITY

We cultivate relationships built on honesty and ethics, ensuring the well-being of our students, our staff, and the community we serve.



## INNOVATION

We champion creativity, experimentation, and the courage to challenge norms to drive progress and growth.



## COLLABORATION

We promote a culture of respect and trust by actively listening, valuing diverse perspectives, and working together to create meaningful outcomes.



## INCLUSION

We foster a diverse, equitable, and inclusive learning community where everyone feels valued, respected, and empowered to succeed.

# FOCUS AREAS

*Achieving our mission and vision requires the identification of key areas of focus that are fundamental to the continuous and sustainable growth of our students and staff.*

*Strategic initiatives were developed for the five focus areas outlined below, providing a roadmap for what our priorities will be in each area over the next five years.*

## 1 Academic Achievement

## 2 Student Wellness & Safety

## 3 Communications & Engagement

## 4 Leadership Development & Employee Success

## 5 Fiscal & Facility Resources



# FOCUS AREA 1

## Academic Achievement - All Learners

*LVJUSD's core purpose is to foster student achievement by creating a supportive and effective learning environment for every student. We expect all students to demonstrate continued and improved academic achievement through an array of educational opportunities preparing them for college and career readiness.*

### High-Quality Instruction & Curriculum Development

- 1.1 Develop and implement a cohesive, vertically aligned district-wide approach to instruction for all core subject areas by creating and implementing a 10-year curriculum adoption plan.
- 1.2 Design and implement a long-term, targeted professional development plan that aligns with district priorities, builds educator capacity, enhances student engagement, and ensures the sustainability of key programs and initiatives.
- 1.3 Implement district-wide assessment tools for all core subjects to monitor student progress to inform and drive instruction.

### Equitable Learning & Student Support

- 1.4 Strengthen a district-wide Multi-Tiered System of Supports (MTSS) to ensure aligned academic and behavioral support for all students.

### College, Career & Future Readiness

- 1.5 Expand and align college and career readiness opportunities TK–12 to prepare students for postsecondary success and increase awareness of available pathways.



# FOCUS AREA 1

## Academic Achievement - Special Education

### High-Quality Instruction & Curriculum Development

- 1.6 Design and implement a long-term, targeted professional development plan that aligns with district priorities, builds educator capacity, enhances student engagement, and ensures the sustainability of key programs and initiatives for each area related to special education programming.
- 1.7 Develop and implement a cohesive, district-wide approach to instruction for all special education programming by creating and implementing a 10-year curriculum adoption plan.
- 1.8 Implement district-wide assessment tools for all special education programs in order to monitor student progress to inform instruction and student goals.

### Equitable Learning & Student Support

- 1.9 Establish a continuum of services for all levels of need for Special Education students, Preschool - Adult Transition.
- 1.10 Increase communication to families regarding student progress beyond the IEP meeting.

### College, Career & Future Readiness

- 1.11 Expand opportunities for students on an alternate diploma or certificate of completion track to gain skills in self-advocacy, independent living, and career readiness.



# FOCUS AREA 2

## Student Wellness & Safety

*LVJUSD provides a safe and supportive educational environment where students and staff can thrive. We continuously refine our practices and systems to strengthen safety and belonging for all members of our learning community.*

### School Climate & Belonging

- 2.1 Enhance opportunities for students and families to build meaningful connections and foster a sense of safety and belonging during key transition periods (entry, 5th to 6th, and 8th to 9th grades) and throughout their TK-12 experience.
- 2.2 Create inclusive learning environments that are culturally responsive and developmentally appropriate in order to support the needs of the whole child.

### Student Well-Being & Support Systems

- 2.3 Promote the development of the Collaborative for Academic, Social, and Emotional Learning (CASEL) standards.
- 2.4 Ensure safe, supportive learning environments by strengthening behaviorsupport systems, crisis response, and discipline practices across all campuses.

### Safety & Attendance

- 2.5 Implement research-based strategies to systematically address chronic absenteeism.
- 2.6 Examine and refine district-wide safety and emergency preparedness to support a secure and effective learning environment for all students and staff.



# FOCUS AREA 3

## Communications & Engagement

*LVJUSD is committed to cultivating strong, lasting connections between schools, families, staff, and the broader community. Through equitable and transparent communication, we will provide consistent messaging and ensure easy access to information. These efforts will promote a culture of shared responsibility and active participation, aimed at improving student outcomes.*

### Effective Communication & Information Sharing

- 3.1 Create and implement a district communication plan that aligns with district priorities to ensure transparency and equity of access to district updates and information.

### Shared Engagement: Students, Staff, Families & Community

- 3.2 Develop clear and consistent communication strategies to ensure all families, including underrepresented groups, have access to necessary resources and information, strengthening connections and promoting equitable support to enhance student outcomes.
- 3.3 Increase educational engagement by connecting students, families, and staff with inclusive and meaningful participation opportunities.
- 3.4 Strengthen and expand community partnerships that provide resources and opportunities to link students' current and future successes.

### Meaningful Connections

- 3.5 Create opportunities for positive connections between schools, families, staff, and the broader community by creating inclusive environments that cultivate trust and promote a shared responsibility for student success.



# FOCUS AREA 4

## Leadership Development & Employee Success

*LVJUSD is dedicated to building strong connections across our district - between staff, teams, and leadership. We strive to create a workplace where employees feel supported, have opportunities to grow, and are encouraged to lead from within. By improving how we recruit, retain, and support our staff, we build links that fuel long-term success for our organization.*

### Build a Culture of Care and Connection

- 4.1 Foster a positive and collaborative workplace culture that supports and prioritizes employee well-being and celebrates staff contributions.
- 4.2 Enhance consistent communication and collaboration with employee groups and staff to address individual needs and foster a supportive environment.

### Expand Leadership Development, Continuous Learning, and Capacity

- 4.3 Strengthen leadership and site capacity by supporting all employee groups through meaningful recognition, clear expectations, and systems that promote wellness, stability, and collaboration within an inclusive workplace.
- 4.4 Develop future leadership within LVJUSD to establish a strong internal pipeline, ensuring long-term success and empowerment.

### Enhance Recruitment, Retention and Employee Engagement

- 4.5 Improve recruitment, retention and employee engagement to attract and retain high-quality employees at all levels.
- 4.6 Streamline human resource processes and improve efficiency and operational effectiveness through modernized systems and clear, consistent policies.



# FOCUS AREA 5

## Fiscal & Facility Resources

*LVJUSD cultivates ongoing communication and long-term planning to maximize educational opportunities through strategic resource allocation. Effective use of fiscal resources is a critical measure of our school district's performance and vital to student achievement and staff retention.*

### Revenue & Financial Planning

- 5.1 Align fiscal resources with student achievement goals to ensure that financial decisions directly support academic outcomes.
- 5.2 Maintain fiscal solvency and ensure transparency in financial practices across the district.
- 5.3 Expand opportunities to maximize revenue streams that align with long-term district initiatives and support fiscal solvency.

### Facilities Planning & Maintenance

- 5.4 Create long-term maintenance and facilities plans to improve facilities across district campuses to provide equity in educational programs across Livermore schools.

### Communication - School Finance & Community Education

- 5.5 Develop a continuous education and communication plan to inform stakeholders about the district's financial needs and priorities.





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