

Three-Year Strategic Goals (2025–2028)

Goal 1: Ensure High Levels of Academic Rigor and Student Achievement

Rationale:

Academic excellence is central to the district’s mission. By focusing on rigorous instruction and equitable opportunities, the district ensures that all students—regardless of background—are prepared for postsecondary education, careers, and engaged citizenship.

Three-Year Commitment:

- **Year 1:** Establish baseline performance data and identify gaps in access to rigorous coursework.
- **Year 2:** Demonstrate measurable improvement/growth in literacy, math, and participation in rigorous learning opportunities with a reduction in achievement gaps year over year.
- **Year 3:** Sustain gains and ensure equitable access to rigorous coursework across student populations.

Board Oversight/Measures:

Annual review of student achievement data; curriculum and program access reports; survey feedback from students and families.

Goal 2: Foster Safe, Healthy, and Inclusive School Environments

Rationale:

Safe, inclusive schools provide the foundation for learning. Physical safety, emotional wellbeing, and belonging are prerequisites for student success.

Three-Year Commitment:

- **Year 1:** Collect baseline school climate and safety data; review policies for alignment.
- **Year 2:** Implement targeted improvements with at least 5-10% improvement in survey indicators.
- **Year 3:** Demonstrate sustained improvements in belonging, safety, and wellbeing, with narrowed subgroup gaps.

Board Oversight/Measures:

Annual climate survey results; reports on discipline, attendance, and safety initiatives; updates on wellness and mental health supports.

Goal 3: Practice Responsible Stewardship of Resources to Reflect Equity, Access, and Opportunity

Rationale:

The district’s budget is a moral document. Resources must directly support the mission of equity and opportunity while maintaining accountability to taxpayers.

Three-Year Commitment:

- **Years 1 - 3:**
- Explicitly link budget priorities to board goals; create transparent financial dashboards.

- Demonstrate efficiencies and resource reallocation that expand opportunities for underrepresented groups.
- Maintain fiscal sustainability, reduce disparities in access, and demonstrate strong community trust through stable budget support.

Board Oversight/Measures:

Budget hearings and presentations; equity-focused allocation reports; multi-year financial projections.

Goal 4: Deepen Community Engagement and Strategic Partnerships

Rationale:

Students thrive when schools and communities pull in the same direction. Partnerships expand opportunities, strengthen trust, and connect learning to real-world pathways.

Three-Year Commitment:

- **Year 1:** Establish baseline engagement measures, launch/refresh advisory councils, and other partnerships.
- **Year 2:** Increase student access to partnership-supported opportunities and close participation gaps year over year.
- **Year 3:** Demonstrate measurable gains in postsecondary readiness and community trust year over year.

Board Oversight/Measures:

Annual partnership and engagement reports; surveys on trust and communication; postsecondary transition indicators