

Climate, Culture & Community Engagement

Objective: Foster a positive, inclusive, and connected school community by building trust, promoting transparent and responsive communication, and engaging families and stakeholders as active partners in student success.

Initiative	Action Steps	Measure of Success
Establish effective/responsive communication & transparency	<ul style="list-style-type: none"> • Audit current communication practices to identify gaps and stakeholder needs. • Develop and publish a communication plan with clear expectations for schools and departments. • Ensure ADA compliance and multilingual access across all tools and materials. • Create two-way communication channels for stakeholder feedback and response. • Improve and monitor communications based on engagement metrics and annual stakeholder surveys. 	<ul style="list-style-type: none"> • Audit completed annually; results shared publicly with action steps; 100% of schools participate • Communication plan published on website by 2026; school compliance tracked and reported • All key documents translated; 100% of district messages ADA compliant • Feedback tools embedded on website and parent portal; >75% of families report they know how to share input • 100% of school leaders trained annually; 85%+ of staff report improved clarity in communications • Annual stakeholder communication survey shows 10% improvement in clarity, trust, and responsiveness

Focus Area 1: Climate, Culture & Community Engagement

Initiative	Action Steps	Measure of Success
Cultivate stewardship of available resources	<ul style="list-style-type: none"> • Map current partnerships with businesses, nonprofits, and public agencies to identify gaps and opportunities for collaboration. • Develop a district-wide partnership framework outlining expectations, shared goals, and support structures for long-term collaboration. <ul style="list-style-type: none"> ◦ Launch a “Community Partner Council” to meet quarterly and co-design programs with school leaders based on district priorities. ◦ Create an annual “Community Impact Report” highlighting contributions from partners and return on investment. ◦ Celebrate and recognize community contributors annually at a district event or through regular communications (e.g., newsletters, website). ◦ Launch parent-centered special education and ELL advisory group/council. 	<ul style="list-style-type: none"> • Partnership map completed and updated annually; 100% of schools contribute data • Framework developed by 2026; 100% of active partners onboard with shared expectations • Council established and meets quarterly; at least 10 active community members participate consistently • Annual report published on website; highlighted at board meetings and family events • Recognition program established; 95% of partners report feeling valued by the district • Advisory group established and meets quarterly; representation includes 100% of school levels (Elem-MS-HS)



Focus Area 1: Climate, Culture & Community Engagement

Initiative	Action Steps	Measure of Success
Provide equity, access & diverse learner support	<ul style="list-style-type: none"> • Develop a district-wide Equity & Access Framework that includes clear principles, expectations, and tools for inclusive practices and communication. • Co-design family engagement strategies with diverse communities, including advisory groups for ELL, special education, and marginalized populations. Strengthen inclusive representation in family engagement materials, district visuals, decision-making bodies, and events. • Build and monitor equity dashboards that disaggregate academic, behavioral, and engagement data by subgroup and are used to inform decisions. • Continue to develop district-wide inclusion models for special education students, ensuring access to grade-level curriculum and special education support for skill/knowledge gaps/areas. 	<ul style="list-style-type: none"> • District media reflects all major student/family demographics; annual audit tracks inclusivity • ELL and SPED family groups established at 100% of schools by 2027; at least 3 events co-designed per year • Dashboards launched by 2027; used quarterly by district teams to inform decisions and publicly shared • Inclusion rates for students with disabilities increase by X% over 3 years; all schools demonstrate co-teaching practices
Strengthen School Climate and Culture to Support Belonging and Engagement	<ul style="list-style-type: none"> • Implement a district-wide school climate survey for students, staff, and families to assess experiences of belonging, safety, and connection (administered annually). • Expand student leadership and voice opportunities, including peer mentors, student-led forums, and advisory roles in school improvement. 	<ul style="list-style-type: none"> • ≥80% student/staff/family participation; results published annually and used for action planning • All middle and high schools have active student councils or forums; student participation increases by 15%