

Antelope Valley Union High School District



Strategic Plan

2025 - 2029



Dream.
Aspire.
Achieve.

Letter from the Superintendent

The Antelope Valley Union High School District is committed to providing a high-quality, meaningful, and equitable educational experience for every student.

Our goal is to prepare our students for the future by providing them with the skills to develop and nurture a growth mindset in all aspects of their lives.

However, we know there is no one-size-fits-all solution to our students' needs. As a result, we strive to provide every student with the tools and support they need to succeed.

As a district, we have developed the following strategic plan, which is our road map. It defines our priorities and initiatives, guides resource allocation, and inspires excellence across the board.

The strategic planning process was not just a task, but a collective endeavor involving the district's students, families, teachers, staff, leadership, the Governing Board, and educational partners. Together, we engaged in extensive research, analysis, review, and envisioning to chart a deliberate path forward as an educational community and as individuals. This collaborative effort, driven by our shared commitment, is a testament to our collective mission of constructing pathways of success for every student under our care.

At its heart, this plan embodies the belief that unity, shared purpose, and values are the catalysts for providing every student with equitable learning opportunities. The strategic plan also serves as a unifying force, aligning every facet of the district toward fostering a thriving educational environment that empowers every individual to thrive.

In our district, our aspirations drive us, and our circumstances inspire us. The students in the Antelope Valley Union High School District possess incredible qualities of resilience, hard work, and creativity, and it is our unwavering goal to ensure they leave us prepared and equipped for what lies ahead. We are committed to their success and will continue to work tirelessly to see them thrive. If it is good for our students, we will make it happen.

Our future is our students.

Sincerely,

Greg Nehen
Superintendent
Antelope Valley Union High School District

What is the Purpose of a Strategic Plan?



Our Strategic Plan is a blueprint for making our schools a better place for our students to learn, explore, and grow as individuals. Aspects of the plan include goals, areas of focus, and our commitment to cultivating and graduating meaningful contributors to our community and beyond.

In the heart of the Antelope Valley, the Antelope Valley Union High School District (AVUHSD) is a beacon of comprehensive education and universal support. We believe supporting the entire child through social and emotional support is vital to our students. We believe in creating engaging learning experiences that inspire curiosity, creativity, and a love for lifelong learning. We prioritize creating safe, inclusive, supportive learning environments where students feel valued, respected, and empowered to grow. With that in mind, over 18 months, our district underwent a rigorous strategic planning initiative.

This process involved evaluating systems, metrics, strengths, weaknesses, new opportunities, and aspirations. This effort by the district was made to benefit our students, staff, and community. As a result, we are proud to present our 2025 - 2029 Strategic Plan. It reflects the input of thousands of students, teachers and parents.





WHO WE ARE

The Antelope Valley Union High School District serves

21,063

students in Lancaster, Littlerock, Palmdale, Quartz Hill and the surrounding areas.





Our Schools

Comprehensive High Schools

- Antelope Valley High School
- Eastside High School
- Highland High School
- William J. “Pete” Knight High School
- Lancaster High School
- Littlerock High School
- Palmdale High School
- Quartz High School

Alternative High Schools

- Desert Winds High School
- R. Rex Parris High School
- Phoenix High School
- Desert Pathways High School

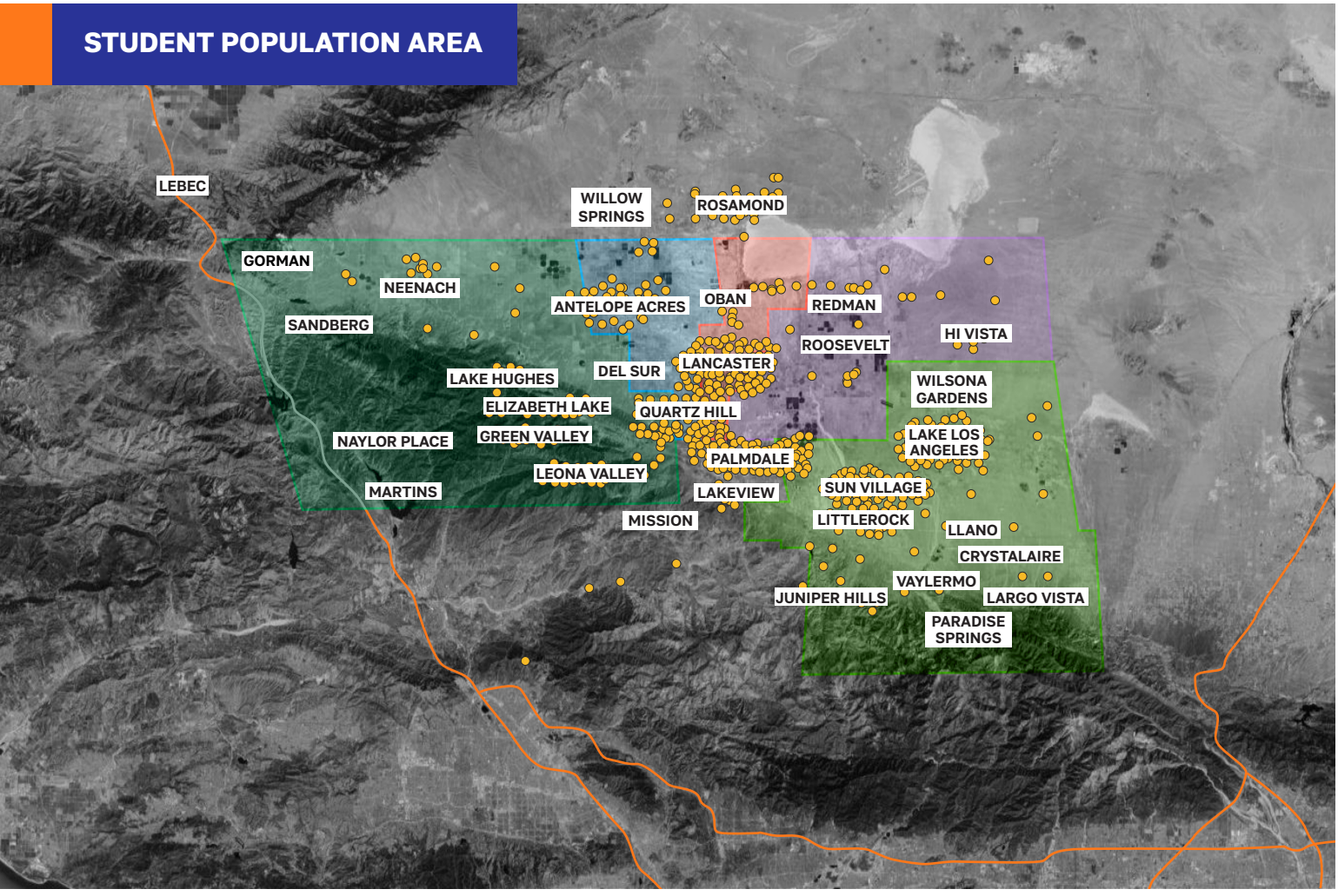
Early College High School

- SOAR High School

Academies of the Antelope Valley

- Knight Prep
- SOAR Prep
- Virtual Academy

STUDENT POPULATION AREA



Our Staff

*Data from 2023-2024 school year.



819 Teachers	**26** Psychologists	**70** Counselors
15 Classified Management (Coordinators, Managers, Directors)		**5** SPED Nurse Technicians (LVNs)
439 Paraprofessionals		**93** Security Staff
56 School Site Administrators	**400** Clerical Support Staff	**16** Educational Social Workers
9 Nurses		**18** Cabinet Members & District Directors
111 Custodial/ Maintenance Staff		**12** District Coordinators
100 Cafeteria Helpers		**6** Mental Health Therapists



Every Student. Every Need. Every Story.

Our Mission

To provide equitable learning opportunities for all students.

Our Vision

We envision all AVUHSD graduates will possess the skills and attributes to make an affirmative contribution to their community and world.

Our Values

As a district, we have a collective responsibility to achieve our vision through a commitment to our values.

Learning

We value the pursuit of knowledge and the quest for skills and scholarship. We believe in the transformative power of knowledge and foster a lifelong openness to dynamic advancement and growth.

Inclusion

We value embracing the whole student and meeting their unique needs while remaining attentive to each student's values, culture, and social and emotional environment.

Equity

We value authentic engagement, an equitable distribution of resources, optimal learning, and the opportunity to grow and thrive.

Integrity

We value being honest, ethical, and morally principled.

Safety

We value emotional, social, and physical safety in our classrooms, offices and across all campuses. Our students and staff remain our top priority.

Innovation

We value the practice of leading the way, testing new ideas, and we embrace modernization without being constrained by what we have done in the past or by what we are doing today.

Antelope Valley Union High School District

OVERALL GOALS

A purposeful strategic plan starts with firm goals that serve as the foundation of our mission. After reviewing and examining our communities' needs and input from our faculty, we established four goals to provide a rigorous academic and experiential learning environment that challenges and empowers students to find their pathway to success. This commitment extends beyond academics to social, emotional, and physical development.

Our Goals Are



Ensure that all students are academically proficient and college or career ready.



Provide a 21st Century learning environment and rigorous curriculum that allows students to have multiple experiences and opportunities for academic, collegiate, professional, and personal growth.



Cultivate a safe and secure, positive school culture that supports all students' personal and academic growth.



Communicate effectively with all educational partners and continue to build relationships in the community that help provide our students with innovative educational opportunities.

How does the strategic plan align with the LCAP?

Every three years, the California Department of Education requires all school districts to develop and implement a Local Control and Accountability Plan (LCAP). This tool is an essential part of our educational process and helps ensure that the share of state funding we receive is allocated appropriately. Our strategic plan aligns with the state's LCAP requirements but also allows us to customize our approach so we can determine what is best for our community and school district. By aligning our strategic plan with our LCAP, we strengthen our ability to deliver targeted and impactful learning that enhances the educational experience and outcomes for all students. The extensive input we collected from students, staff and parents for the LCAP is also reflected in this strategic plan.

Areas of Focus

Our Strategic Plan describes five distinct focus areas that reflect the unique attributes of our community in the Antelope Valley, while aligning with the district's purpose, mission, vision, and Local Control Accountability Plan (LCAP).

By strategically organizing our efforts within these focus areas, we aim to improve student outcomes, encourage community engagement, and continue improving our educational experience.



1. Equitable Learning

In line with AVUHSD's commitment to broader educational equity principles and strategies, our focus areas for equitable learning are designed to ensure that every student can excel academically, personally, and professionally.

Inclusive Curriculum and Instruction

We prioritize inclusive curriculum design and instructional practices that honor students' diverse backgrounds, experiences, and learning styles.

Access to Resources and Opportunities

We provide equitable access to high-quality curriculum and instruction, educational resources, technology, advanced coursework, extracurricular activities, and support services such as counseling, tutoring, and college and career guidance.

Personalized Learning

We promote personalized learning pathways that empower students to explore their interests, strengths, and career goals, offering a range of course options, career pathways, and experiential learning opportunities to engage students and prepare them for success beyond high school.

Culturally Responsive School Climate

We foster a culturally responsive school climate where diversity is celebrated, and all students feel safe, supported, and respected.

Professional Development and Support

We invest in ongoing professional development and support for educators to enhance their skills in culturally responsive teaching, differentiated instruction, assessment practices, and supporting diverse learners.

2. Safety and Wellness

Safety and wellness are paramount priorities within AVUHSD, encompassing several critical components aimed at cultivating a secure and supportive learning environment for both students and staff.

Mental Health Support Services

We recognize the significance of mental health and well-being and provide access to a range of support services including school counselors, mental health professionals, and wellness programs.

Physical Safety Measures

We place a high priority on the physical safety of students and staff by implementing comprehensive safety protocols. This includes emergency preparedness plans, campus security measures, and safety drills to ensure readiness for various scenarios such as lockdowns, evacuations, and natural disasters.

Bullying Prevention and Intervention

We foster a culture of respect and inclusivity by implementing bullying prevention programs, promoting positive behavior expectations and providing training for staff and students on identifying and addressing bullying behaviors promptly and effectively.

Health and Wellness Education

We are incorporating health and wellness education into our curriculum through promoting healthy lifestyle choices, physical fitness, nutrition education, and substance abuse prevention.

Safe Learning Environments

We ensure that all school environments are safe, welcoming, and conducive to learning.

Safety Technology and Infrastructure

We invest in safety technology and infrastructure enhancements, such as security cameras, visitor management systems and communication tools to enhance campus safety and enable rapid response in emergencies.

Collaborative Partnerships

We collaborate with law enforcement agencies, mental health providers, community organizations, and families to strengthen safety initiatives. We share resources and coordinate efforts to comprehensively address safety and wellness needs within our district.





3. Relationships Between School and Community

Strengthening relationships between schools and the community is fundamental for AVUHSD to cultivate a collaborative and supportive educational ecosystem.

Community Engagement Initiatives

We actively engage with the local community to facilitate open dialogue, gather feedback, and involve community members in decision-making processes related to education.

Partnerships with Local Organizations

We form strategic partnerships with local businesses, nonprofit organizations, government agencies, and cultural institutions to enrich educational opportunities for students.

Parent and Family Involvement

We encourage and facilitate parental and family involvement in school activities, governance, and student support.

Cultural and Diversity Celebrations

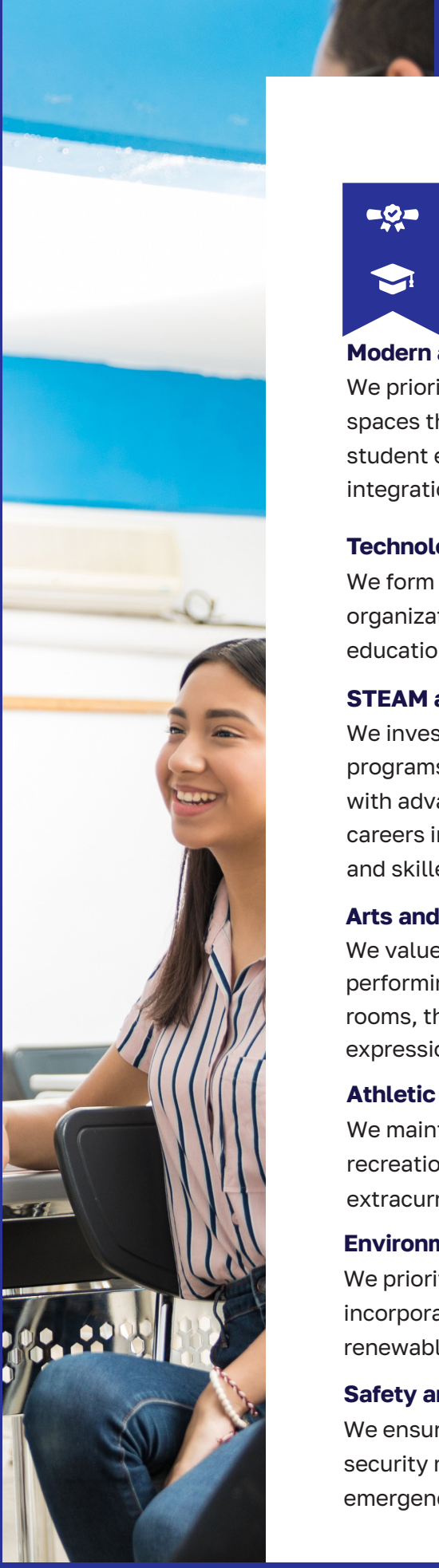
We celebrate diversity and cultural heritage by organizing events, festivals, and activities that showcase the rich cultural tapestry of the community.

Communication and Outreach

We maintain open and transparent communication channels with the community to ensure that stakeholders are informed about school initiatives, events, achievements, and opportunities for engagement.

Resource Sharing and Collaboration

We collaborate with our educational partners and community organizations to share resources, services and expertise including access to health services, mental health support, social services, educational workshops and other community resources that enhance students overall well being and academic success.



4. Modern Facilities that Foster Learning and Pride

Creating facilities that foster learning and pride is essential for AVUHSD to provide students with a conducive and inspiring educational environment.

Modern and Functional Design

We prioritize the design of modern, functional, and innovative learning spaces that support diverse teaching methods, collaborative learning, and student engagement. This includes flexible classroom layouts, technology integration, and sustainable design features.

Technology Integration

We form strategic partnerships with local businesses, nonprofit organizations, government agencies, and cultural institutions to enrich educational opportunities for students.

STEAM and Career Technical Education (CTE) Facilities

We invest in specialized facilities for STEAM education, career technical programs, and vocational training. These facilities are equipped with advanced equipment, labs, and resources to prepare students for careers in fields such as engineering, healthcare, information technology, and skilled trades.

Arts and Performing Arts Spaces

We value arts education and provide dedicated spaces for visual arts, performing arts, music, and theater programs including art studios, music rooms, theaters, and performance venues that inspire creativity, expression, and artistic exploration among students.

Athletic Facilities and Recreation Areas

We maintain high-quality athletic facilities, sports fields, gymnasiums, and recreational areas that support physical fitness, wellness, and extracurricular activities.

Environmental Sustainability

We prioritize environmental sustainability in facility design and operations, incorporating green building practices, energy-efficient systems, renewable resources, and waste reduction initiatives.

Safety and Security Measures

We ensure that facilities are equipped with state-of-the-art safety and security measures, including secure entrances, surveillance systems, emergency response protocols, and safety drills.



5. Communicating District Excellence and Resources

Communicating district excellence and resources is crucial for AVUHSD to showcase its achievements, promote transparency, and ensure that students, families, staff, and educational partners are aware of available resources.

Parent and Community Workshops

We conduct workshops and informational sessions for parents, families, and community members to educate them about district resources, academic offerings, college and career readiness programs, and opportunities for involvement and support.

Collaboration with Educational Partners

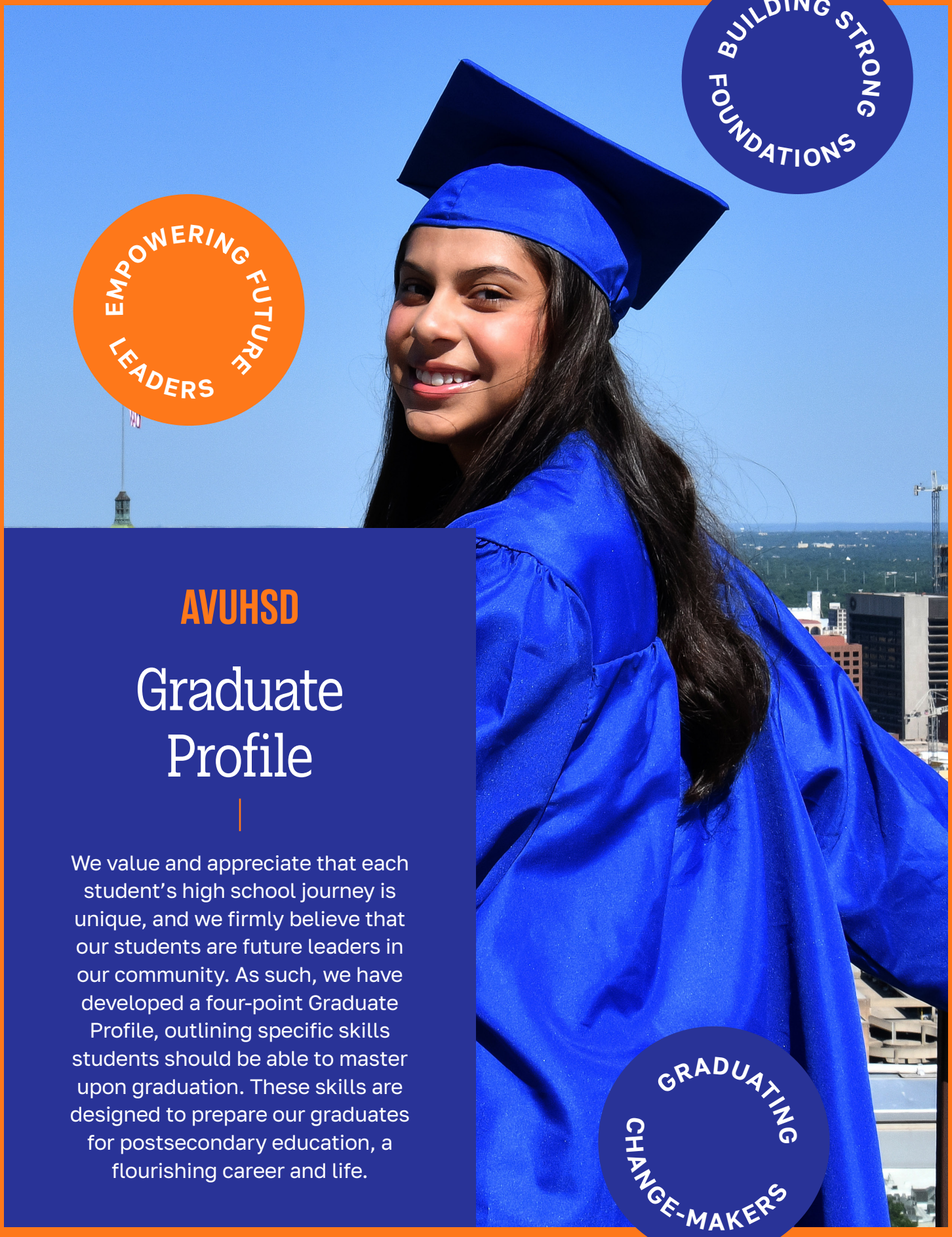
We collaborate with all educational partners, including local businesses, civic organizations, elected officials, and community leaders, to leverage partnerships for communicating district excellence, accessing resources, and promoting educational initiatives that benefit students and the community.

Digital Communication Platforms

We utilize digital communication platforms to enable real-time communication and engagement with students, families and other educational partners.

Community Events and Presentations

We organize community events, forums, and presentations to showcase district excellence, share information about educational programs, and provide updates on strategic initiatives.



AVUHSD

Graduate Profile

We value and appreciate that each student's high school journey is unique, and we firmly believe that our students are future leaders in our community. As such, we have developed a four-point Graduate Profile, outlining specific skills students should be able to master upon graduation. These skills are designed to prepare our graduates for postsecondary education, a flourishing career and life.



We present the Graduate Profile



Creators/Innovators who can

- Generate and transform original ideas.
- Integrate new information to develop alternative solutions.
- Determine the reliability, relevance, and credibility of new methods.



Collaborators who can

- Work with a diverse group of people to achieve a shared goal.
- Adapt to different approaches, ideas, and perspectives of others.
- Identify, analyze, and solve problems to further develop as an active team member.



Communicators who can

- Deliver information and ideas to a variety of audiences.
- Use multiple methods of communication to convey thoughts and ideas.
- Express themselves effectively in academic and social settings.



Contributors who can

- Listen actively to others' perspectives and feedback.
- Improve community through individual and group actions.
- Make responsible and informed decisions on contemporary issues.



Our Commitment to You

The Antelope Valley Union High School District remains steadfast in its commitment to providing an exceptional educational experience that nurtures every student's academic, social, and emotional growth. Through our strategic focus areas, we aim to cultivate a thriving educational ecosystem where students can flourish, educators can excel, and the community can actively engage in shaping the future of our schools and the Antelope Valley. We strive for academic distinction, equity, and inclusiveness, assuring each student is empowered to thrive and unlock their utmost capabilities within a nurturing and enriching environment. With this Strategic Plan as our guide, we will keep the academic well-being of our students always at the forefront of our minds and help them each chart their own pathway to success.