GILROY UNIFIED SCHOOL DISTRICT STRATEGIC PLAN

Where Learners Grow, Leaders Rise, and Futures Begin

On March 5, 2026, the GUSD Board of Education the District's new Strategic Plan, its focus areas and measures of success, including Our Promise, Our Core Values, and Our Commitment. While the Plan will serve as a guiding framework for the next five years, it remains flexible to adapt to the evolving needs of students and the District.

We are grateful to our staff, students, and other community members for their participation in the Plan's development, and look forward to the implementation throughout the District.

What is a Strategic Plan?

A strategic plan serves as a roadmap for the District, enabling it to adapt to new developments and continuously enhance its approach to educating all students. This plan clarifies existing initiatives, and introduces innovative strategies to drive meaningful progress in the coming years.

The foundation of this strategic plan is a set of core values that define the District's direction and priorities. These components– including our core values, commitment and promise– function like a structure, with core values at the foundation, commitment as the pillars, and promise as the ceiling that strengthens the District's commitment to providing high quality education for students, that is future-focused and moves the District forward.

Development of the Strategic Plan:

Phase I: Research and Planning

Setting the Stage

Beginning in October 2024, District leadership and the District's strategic planning consultant, Leadership Associates, began lengthy discussions to learn about the District and related issues, review existing documents and relevant materials to inform the planning process, and develop an overall plan to guide the project, including timelines and assignments.

Phase II: Community Engagement

Listening to Community Voices

In May 2025, the District invited students, staff, parents and guardians, and community members to share their ideas about the future. During a two-day intensive session, and follow-up meetings, participants had the opportunity to give feedback. Including student voices was a top priority so the strategic plan reflects the children who attend our schools. Community input sessions were held in Fall 2025. Following these engagement sessions in November 2025, Leadership Associates prepared a community engagement report that synthesized the feedback, and presented this information to the Board.

Phase III: Plan Development & Refinement

Drafting a Framework and Setting the Direction

Throughout 2026, GUSD staff has worked to develop and refine the framework of the new strategic plan to ensure that the new promise, commitment and core values, accurately represented the goals of the District and aligned with the LCAP. Rollout of the District's Promise, Commitment and Core Values began immediately following Board approval of these items, and while the intricacies of the plan were still evolving.

Phase IV: Plan Adoption

Moving Forward

On March 5, 2026, the Board of Education reviewed the draft of the Strategic Plan, and unanimously approved the final version of the Strategic Plan, its focus areas and measures of success. While the plan will serve as a guiding framework for the next five years, it remains flexible to adapt to the evolving needs of students and the District.

Our Promise:

Where Learners Grow, Leaders Rise, and Futures Begin

In the Gilroy Unified School District, every student is empowered to learn, lead, and thrive. Together with our families, staff, and community, we are committed to creating schools where every learner is known, valued, challenged, and supported to achieve their fullest potential.

Our Core Values:

Our work is grounded in shared values that guide every decision and every interaction.

- Student First – We prioritize student learning, connectedness, and well-being
- Collaboration – We work together with a shared purpose to serve our students and strengthen our community.
- Integrity – We act with honesty, responsibility, and consistency in all we do.
- Accountability – We honor our commitments, own our actions and follow-through to deliver results.
- Respect – We treat every individual with dignity and foster safe supportive relationships.
- Belonging – We embrace diversity, respond to cultural needs, and provide every student with full access to opportunity.

Our Commitment:

The Gilroy Unified School District Strategic Plan is built upon L.E.A.D., a framework developed through the collaborative work of students, staff, families, community members, and district leaders. These four focus areas establish our long-term direction and guide decision-making, resource allocation, and continuous improvement across the district.

LEAD Commitment	Focus Area
Learning for the Future	College & Career Readiness • Future-Ready Learning • Exceptional Educators
Engaging, Safe School Communities	Student Engagement & Attendance • School Climate • Student Wellness • Family & Community Partnerships
Access for All Students	Equitable Access • Multilingual Learners • Expanded Learning Opportunities
Deep, Strong Foundations	Academic Excellence • Data-Driven Continuous Improvement • Resource Stewardship • Organizational Excellence

Each commitment in L.E.A.D. is broken into focus areas and actions.

Focus areas are key priorities that guide efforts and resources to achieve the District's promise. They highlight important areas that need ongoing attention for meaningful progress and improvement.

Actions are specific, measurable steps taken to implement strategies within focus areas, ensuring progress toward the District's goals.

Learning for the Future: We prepare students with the skills, mindsets, and experiences they need for a rapidly changing world.

Students will engage in rigorous, relevant, and innovative learning experiences that prepare them for college, career, leadership, and civic life after graduation.

Focus Area 1	Key Actions	Measures of Success
Expand College, Career, and Civic Readiness	• Expand career-connected learning, dual enrollment, work-based learning, and PK–12 college and career pathways. • Strengthen partnerships with higher education, business, industry, and community organizations. • Prepare every student for postsecondary success through rigorous academic and career opportunities.	• College/Career Indicator • A–G Completion Rate • Career Technical Education Pathway Completion • Dual Enrollment Participation
Deliver Future-Ready Learning	• Integrate technology, digital literacy, and innovative instructional practices into every classroom. • Expand engaging, real-world learning experiences that foster communication, collaboration, creativity, and critical thinking. • Ensure rigorous, standards-aligned instruction through evidence-based practices.	• CAASPP English Language Arts • CAASPP Mathematics • Panorama Survey – Rigorous Expectations

Invest in Exceptional Educators	• Provide high-quality professional learning, coaching, mentoring, and leadership development. • Recruit, retain, and support a highly qualified and diverse workforce. • Strengthen collaborative professional learning systems and instructional leadership.	• Teacher Retention • Professional Learning Participation • Classroom Observation Data • Credentialed Staff Recruitment and Retention
Future Ready Facilities	• Build and maintain state-of-the-art facilities. • Create learning spaces to prepare students for college and career	• Facilities Master Plan • 5-Year Deferred Maintenance Plan

Engaging, Safe School Communities: We create supportive, welcoming environments where every student feels safe, connected, and ready to learn.

Every school will foster a culture of belonging, wellness, safety, and meaningful partnerships that support student success.

Focus Area 2	Key Action	Measures of Success
Foster Safe, Inclusive, and Supportive Schools	• Strengthen restorative practices, PBIS, and Multi-Tiered Systems of Support (MTSS). • Build positive school climates that promote belonging, respect, and student voice. • Ensure consistent behavioral supports that reduce exclusionary discipline.	• Suspension Rate • Expulsion Rate • California School Dashboard Climate Indicator • Panorama School Climate and Belonging Survey
Promote Student Wellness	• Expand school-based mental health, wellness, and social-emotional learning supports. • Strengthen partnerships connecting students and families with community services. • Ensure students receive timely behavioral, emotional, and wellness interventions.	• Chronic Absenteeism • Suspension Rate • Panorama Sense of Belonging • Student Wellness Indicators
Strengthen Family and Community Partnerships	• Increase meaningful family engagement and leadership opportunities. • Expand partnerships connecting families to educational, health, and social services. • Build welcoming school environments that encourage active family participation.	• Family Engagement Survey • Parent Participation • Attendance Improvement • Community Partnership Participation

Improve Student Engagement and Attendance	• Reduce barriers to regular attendance through proactive outreach and intervention. • Strengthen attendance monitoring and early intervention systems. • Promote positive school engagement through restorative practices and family partnerships.	• Chronic Absenteeism • Average Daily Attendance • Attendance Rate
Ensure Student Safety	• Prioritize safety and security measures at all facilities. • Engage community partners to strengthen emergency planning and response • Maintain reliable,and secure technology infrastructure at all schools and facilities	• Technology Plan • School Safety Plans • Perception Surveys • Facilities Inspection Tool

Access for All Students: We provide every student with equitable access to opportunities, enrichment, and support.

Every student will have access to rigorous learning, meaningful opportunities, and the personalized support needed to thrive.

Focus Area 3	Key Actions	Measures of Success
Ensure Equitable Access and Inclusive Learning	• Foster inclusive learning environments where every student has equitable access to rigorous instruction. • Strengthen MTSS to provide timely academic, behavioral, and social-emotional supports. • Coordinate services for multilingual learners, students with disabilities, foster youth, students experiencing homelessness, migrant students, and other underserved student groups.	• Students with Disabilities Dashboard Indicators • English Learner Progress Indicator • CAASPP English Language Arts • CAASPP Mathematics • Suspension Rate
Accelerate Success for Multilingual Learners	• Strengthen literacy and language development through evidence-based instruction. • Expand designated and integrated English Language Development. • Build PK–12 systems that accelerate multilingual learner achievement.	• English Learner Progress Indicator • Reclassification Rate • CAASPP English Language Arts • CAASPP Mathematics
Expand Learning Opportunities	• Increase access to intervention, tutoring, enrichment, summer learning, and advanced coursework. • Expand flexible learning opportunities that support acceleration and graduation.	• Graduation Rate • A–G Completion Rate • Advanced Placement Participation • Credit Recovery Completion

	• Ensure equitable access to academic pathways and extracurricular opportunities.	• College/Career Indicator
Flexible, Creative Learning Spaces	• Design developmentally appropriate learning spaces • Optimize Learning Spaces for CTE program requirements	• Facilities Master Plan • 5 Year Differed Maintenance Plan • CTE Plan

Deep, Strong Foundations: We support students in building the academic and social-emotional skills needed for lifelong success.

We will strengthen the instructional, organizational, and operational systems that ensure every student succeeds today and into the future.

Focus Area 4	Key Actions	Measures of Success
Strengthen Academic Excellence	• Deliver rigorous, standards-aligned instruction supported by high-quality curriculum and instructional materials. • Strengthen literacy, mathematics, science, and language development. • Use evidence-based instructional practices to accelerate learning for every student.	• CAASPP English Language Arts • CAASPP Mathematics • English Learner Progress Indicator • College/Career Indicator
Use Data to Drive Continuous Improvement	• Strengthen assessment, progress monitoring, and Professional Learning Communities. • Use student data to guide instructional decisions and targeted interventions. • Build systems of accountability that promote continuous improvement across all schools.	• CAASPP Growth • Local Benchmark Assessments • Graduation Rate • California School Dashboard Academic Indicators
Build Strong Systems and Steward Resources	• Ensure every student has access to high-quality instructional materials, safe facilities, and effective learning environments. • Maintain and modernize district facilities and infrastructure. • Sustain responsible fiscal stewardship to support long-term student success.	• Williams Instructional Materials Compliance • Facility Inspection Tool (FIT) • Deferred Maintenance Completion • Facility Master Plan Progress
Build Organizational Excellence	• Recruit, retain, and develop exceptional employees.	• Employee Retention • Vacancy Rates

	• Maintain organizational systems that support continuous improvement, compliance, and operational excellence. • Provide ongoing training and support for all employees.	• Professional Development Participation • Staff Evaluation Completion