

Pacific Grove Unified School District

2015/16 Strategic Plan

BOARD GOAL: Student Learning and Achievement - Overall Educational Program: Every student is performing at or above grade level, engaged in his or her learning, and contributing positively to the community

Strategy One: Develop and implement a comprehensive and standards-based educational program with respect to curriculum, instruction, course offerings, class size, support programs and facilities (P1, P2, P7)

- All students will receive access to core programs in all content areas and student learning will be guided by California academic standards-based curriculum in all content areas, current California teaching standards, and local professional expertise. (P2, P7)
- Technology will be a strong focus used to engage students and instruction will be used to engage students in 21st century learning. (P2)
- The Director of Curriculum will facilitate articulation across all grade levels curriculum via Instructional Leadership Teams (ILTs) and other leadership avenues – core, arts and electives. (P2, P4, P5, P8)
- Teachers will use consistent accountability measures that are aligned with the California State Standards and other California Standards of the Teaching Profession. (P4)
- Teachers will utilize the core targets in the California Standards for Teaching Profession. (P1, P2, P4, P5, P8)
- Students and parents will have a clear educational plan established, including student outcomes, with supplemental support provided to students according to their instructional needs based on assessment data. (P4)
- Programs will be instituted to maximize appropriate college preparation, application and acceptance. (P7)
- Intervention programs will be used District-wide to provide early and ongoing assessments to identify students who are not proficient at grade level and require targeted instruction to meet their individual needs, as aligned with the LCAP. (P4)
- The District will establish and maintain a K-12 visual and performing program open to all students, as possible.

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BOARD GOAL: Credibility, Confidence and Communication Accountability and Integrity: Student, family and community partnerships, relationships and dialog contribute to the success of every student.

Strategy Two: Staff Recruitment, Retention and Professional Development (P1)

- Highly qualified staff, with respect to credentials, training and experience, will teach all courses and programs. (P1)
- The District will create and maintain a recruitment plan to address hiring needs, as aligned with the LCAP. (P1)
- The District will implement a professional development that is data-driven, that matches both the Strategic Plan and the LCAP and implemented through the Single Plan for Student Achievement at each site. (P2)
- Teacher assignments will match appropriate teacher credentials and authorizations. (P1)
- Staff evaluation will be aligned to the strategic plan in the areas of credentialing requirements, professional development, standards-based instruction and assessment. (P1)

Strategy Three: Communications

- Parents and community members will be invited to participate in school site and District committees and programs. (P3)
- Ongoing communication will occur between the schools sites, the District Office, the School Board and the parent community, including regular updates to the School District Profile Overview (P3)
- The District web-site, department and school web-sites, School Messenger, Remind, newsletters and other media will be employed to deliver timely, relevant and accurate information to the PGUSD community. The information will be updated to ensure it is accurate across all media. (P#3)
- District/site/student accomplishments and awards will be publicized community-wide. (P3)
- Parents and students will be informed, via electronic and print media, regarding pupil attendance, chronic absenteeism, drop-out rates, graduations rates, and other data relating to pupil engagement. (P5)

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BOARD GOAL: Credibility, Confidence, Communication Fiscal Solvency, Program, Services and Budget Alignment

Strategy Four: Establish a safe, clean and secure school environment (P6)

- Each campus will (P6):
 - provide a welcoming environment where students and staff may come to school each day feeling safe, respected, proud and can comfortably focus on learning.
 - be free of all forms of violence.
 - provide classrooms that are equipped for successful student learning.
 - promote respectful conversations and encourage students to interact and mix freely.
 - maintain and update a School Safety Plan and Emergency Management Plan
- Teacher/student interactions will reflect mutual respect and facilitate dialog. (P6)
- Facility operation and maintenance schedules will reflect the priorities of the District. (P1)
- Surveys such as Healthy Kids Survey for Students and Parents shall be used to measure sense of school safety and school connectedness. (P6)

Strategy Five: The District budgetary process will reflect the Strategic Plan/LCAP goals

- Funding priorities and significant budget revisions will be connected to the Strategic Plan, Local Control Accountability Plan, Board Goals.
- All program budgets will be routinely reviewed for relevance to core program and strategic plan goals.
- District budget details will be made available to the public, with funding sources and their impact on the General Fund clearly identified in regular, public reports.
- The budget process will allow for innovative and creative ideas/projects as aligned with the Strategic Plan and LCAP.

Definition of Terms:

Local Control Accountability Plan (LCAP) State Priorities as per Education Code 52060 & 52066 fall into three categories:

Conditions of Learning, Pupil Outcomes & Engagement.

LCAP Priorities: (P1) Basic Services, (P2) Implementation of State Standards (Academic Content/Performance standards), (P3) Parental Involvement, (P4) Student Achievement, (P5) Student Engagement, (P6) School Climate, (P7) Access to Courses, (P8) Student Outcomes.