

Pacific Grove Unified School District

2021-22 Strategic Plan

BOARD GOAL: Student Learning and Achievement - Overall Educational Program: every student is proficient or above grade level, engaged in his/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)

- The District will focus on equity and equitable learning opportunities, *especially in light of support and intervention in transition from distance learning to in-person, by using relevant and inclusive curriculum, instruction and assessment*(P1, P6, P7, P8)
- 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)
- All students will be assessed for academic “learning gaps” due to Distance Learning gaps in the Fall 2021, if not sooner, and provided appropriate remedial learning opportunities
- Technology will be integrated in all subject areas, and distributed appropriately to all students, in order to engage students in 21st Century Learning, as detailed in the Educational Technology Plan and supported by site level support (IE: Ninjas) (P2, P4, P5)
- The Director of Curriculum will facilitate articulation across all grade levels via collaborative 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. Teachers and administrators will use the PLC process in conjunction with valid assessment data to identify students learning needs and adjust instruction accordingly. Students are also engaged in their own learning process through goal setting (P2, P4, P5)
- Teachers will utilize the core targets in the California Standards for Teaching Profession as part of regular instruction, program planning and professional development (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 (P2, P3, P4, P5)
- Programs will be instituted to maximize appropriate college preparation, application and acceptance (P5, 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 (P2, P4)

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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 be assigned to all courses and programs (P1)
- The District will create and maintain a recruitment plan that seeks to hire a representation of culturally and linguistically diverse professionals, managed by the Director of Human Resources Department, to address hiring needs, as aligned with the LCAP (P1)
- The District will implement a professional development plan, managed by the Director of Curriculum, 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, P4)
- Staff evaluation will be aligned to the Strategic Plan, LCAP and the Standards of the Teaching Profession in the areas of credentialing requirements, professional development, standards-based instruction and assessment (P1)

Strategy Three: Maintenance of Effective Communications

- Parents and community members will be invited and recruited to participate in school site and District committees and programs, including stakeholder meetings as prescribed in the LCAP (P3, P5), so that all members have means to have their voice included in decision making.
- Translation services, at least for Spanish speaking families, will be provided at meetings and events if needed
- Ongoing communication will be facilitated between the school sites, the District Office, the School Board and the parent community, including monthly updates to the School District Overview, the weekly District newsletter, social media releases, and other communications tools. (P3)
- The District web-site, department and school web-sites, e-newsletters, and other media will be employed to deliver timely, relevant and accurate information to the PGUSD community. (P3, P5)
- District/site/student accomplishments and awards will be publicized community-wide (P3, P5)
- 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 (P3, P5), and conferences will be conducted, as appropriate.

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

Strategy Four: Maintain 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
 - Provide services to address social-emotional and overall wellness needs
- Teacher/student interactions will reflect mutual respect and facilitate respectful 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 (P3, P5, 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.