

October 24,  
2013

**AASA**



**East Side Union High School District**  
**Strategic Planning**

# Guiding Questions

How will we transform teaching and learning across the organization?

In order for student outcomes to change, what has to change in the learning environment, learning tasks, and instructional approaches to ensure that every student is successful?

## Vision: Our WHY

Every student graduates prepared for college and career empowered to thrive in a global society.

## Mission: Our HOW

We align decisions to create safe, dynamic and relevant learning environments that inspire critical thinking, problem solving and innovation.

# Core Values

**Equity:** We allocate resources, develop practices and cultivate mindsets to ensure that every student meets or exceeds standards.

**Inclusiveness:** We model personal and professional integrity through processes that are respectful, transparent and proactively engage parents, students, staff and community.

**Commitment to Excellence:** We believe in continuous improvement through a culture of openness, inquiry and collaboration. We honor those who take responsibility, demonstrate creativity and take initiative.

**Diversity:** We see diversity as a valuable asset that enriches our world-view and strengthens our community.

**Professional Capacity:** We believe in and invest in the development of every employee and volunteer in our system.

# Board Priorities

1. Graduation Rate
2. Drop Out Rate
3. A-G Completion Rate
4. College & Career Readiness (5C's)
5. Closing the Achievement Gap

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# Theory of Action

(Improving the quality of instruction)

## VISION - Why

Every student graduates prepared for college and career, empowered to thrive in a global society.

## KPMs

(How will we know?)

## STRATEGIES

(What we must do?)

1. Graduation Rate
2. Dropout Rate
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## CYCLE OF INQUIRY

### PLAN

Clarify purpose and direction

### DO

Align actions at every level

### STUDY

Analyze results

**ACT**  
Reflect and adjust





# Valuing, Leading and Teaching the 21<sup>st</sup> Century Skill Set

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| 21 <sup>st</sup> Century Skills                       | Domains   |
|---|---|
| <b>Critical Thinking &amp; Problem Solving Skills</b> | <b>Analysis</b> - Breaking down a whole into parts that may not be immediately obvious and examining the parts so that the structure of the whole is understood.                  |
|   | <b>Evaluation</b> – Weighing evidence, examining claims, and questioning facts to make judgments based upon criteria.   |
|   | <b>Synthesis</b> – Putting parts together to build understanding of a whole concept or to form new or unique whole.   |
|   | <b>Assess</b> information efficiently and effectively, evaluating information critically and competently, and using information accurately and creatively.                        |
| <b>Creative Thinking Skills</b>                       | <b>Elaboration</b> – Adding details that expand, enrich or embellish.   |
|   | <b>Flexibility</b> – Being open and responsive to new and diverse ideas and strategies and moving freely among them.  |
|   | <b>Fluency</b> – Generating multiple responses to a problem or an idea.   |
|   | <b>Originality</b> – Creating ideas and solutions that are novel or unique to the individual, group or situation.   |
| <b>Communication Skills</b>                           | <b>Articulate</b> thoughts and ideas effectively using oral and written communication skills in diverse environments.   |
|   | <b>Listen</b> effectively to decipher meaning, including knowledge, values, attitudes and intentions.   |
|   | <b>Use</b> communication for a range of purposes (e.g. to inform, instruct, motivate, and persuade).  |
|   | <b>Utilize</b> multiple media and technologies, to communicate as well as know how to judge their effectiveness as well as assess their impact.                                   |
|   | <b>Communicate</b> effectively in diverse environments (including multi-lingual).   |
| <b>Collaboration Skills</b>                           | <b>Demonstrate</b> ability to work effectively and respectfully with diverse teams to reach a group goal.   |
|   | <b>Exercise</b> flexibility and willingness to be helpful in making necessary compromises to accomplish goal.   |
|   | <b>Accept</b> shared responsibility for collaborative work, and value the individual contributions made by each team member.  |
|   | <b>Chooses</b> and uses appropriate tools for the task and applying them to real-world situations in ways that add value results to communication, collaboration, and creativity. |
| <b>Civic Engagement</b>                               | <b>Demonstrate</b> knowledge and understanding of social justice and equity.  |
|   | <b>Ability</b> to handle conflict, be adaptable and appreciate multiple perspectives. Working with others in spite of differences.  |
|   | <b>Develop</b> cross-cultural skills to develop deep understanding and appreciation of different cultures and societies.  |
|   | <b>Character</b> a broad range of educational approaches such as whole child education, service learning, social-emotional learning, and civic education.                         |

# Five Working Groups

5 Objectives – 15 Strategies

Key Actions for each strategy



# **Objective 1: ESUHSD will provide high quality instruction & learning opportunities.**

**Strategy 1.1 (What does it look like?)** Students will develop 21st Century Skills (5 Cs) and Common Core proficiencies in student centered learning environments.

**Strategy 1.2 (How will we know?)** Implement a system of measuring the progress of student development of 21st Century skills and Common Core proficiencies as well as of successful implementation of practices and interventions.

**Strategy 1.3 (How do we support and accelerate?)** Develop and implement interventions to support and accelerate students' development of 21st Century Skills and Common Core proficiencies.

## **Objective 2: ESUHSD will provide Professional Learning Communities to increase social capital.**

**Strategy 2.1 Organize workgroups by initiatives to reach goals**

**Strategy 2.2** Allocate and establish appropriate amount of time for members to meet goals.

**Strategy 2.3** Develop facilitation model and rubric and norms for workgroups.

**Strategy 2.4**

Develop professional development, evaluation and reward criteria and mechanisms to measure and improve workgroups ability to meet goals.

## Objective 3: ESUHSD will provide Innovative Learning Structures.

**Strategy 3.1:** Investigate the flexible schedule model (that will permit block, traditional, and hybrid periods with the interjection of advisory, tutoring, testing out of courses, online, extended days, 24/7 learning, 8-wall model, 5 week seminars, open periods, co-teaching, etc. in a split schedule that is based on 10 week progress)

**Strategy 3.2:** Investigate innovative instructional learning environments that will involve technology use that will allow for us to think more locally/globally to personalize the educational environment.

## **Objective 4 ESUHSD will align resources to the strategic plan and equity policy.**

**Strategy 4.1** Strategically allocate new resources to students showing the greatest need/growth to obtain district's vision.

**Strategy 4.2** Allocate and reallocate our human and other resources to ensure that appropriate resources are going to the students who show the greatest need.

**Strategy 4.3** Implement transparent systems that ensure accountability for central office and site administrators on the expenditure of funds, and /or allocation of resources, and to ensure efficient operations.

**Objective 5: ESUHSD will engage all stakeholders by promoting opportunities that strengthen the skills, competencies, and abilities for students, parents, staff, and community.**

**Strategy 5.1 Empower stakeholders to participate in the learning environment**

**Strategy 5.2 Establish an outreach/ marketing program to promote East Side Union High School District**

**Strategy 5.3 Develop a comprehensive customer service program**



# NEXT STEPS

Strategic Planning

Finalize  
Strategies



*Action Plans*

*How we  
operationalize  
our Vision,  
Mission and  
Core Values*



**SMART  
Goals**

**What  
matters  
gets  
measured.**

# Strategic Planning

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