

# STRATEGIC PLANNING PROCESS, PHASE 2

## VISION, MISSION, VALUES STRATEGIC GOALS, COMMITMENTS

### VISION

Engaging all students in world-class, future-focused learning

### MISSION

We inspire, motivate, and empower all to think critically, act collaboratively, and embrace diversity for a life of intellectual exploration, community engagement, and personal growth.

### VALUES

**EXCELLENCE:** We nurture a growth-minded culture of high expectations, creativity, persistence, and self-discipline.

**INTEGRITY:** We demonstrate honesty, transparency, and reliability through our words and actions.

**EMPATHY:** We welcome all with kindness, love, compassion, and joy.

**TRUST:** We earn the confidence of stakeholders through accountability, openness, and authenticity.

**INCLUSION:** We create an equitable environment where everyone is respected, is treated with dignity, and has a sense of belonging.

**UNITY:** We connect across communities to advance educational opportunities for all.

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## GOAL 1: ACADEMIC EXCELLENCE

*Challenge and inspire students to reach high levels of achievement so they thrive as confident, dynamic, future-ready learners equipped to pursue their passions and ambitions.*

### Commitments:

- 1.1: Provide learning opportunities that ensure all students graduate prepared for relevant and viable postsecondary higher learning and careers.
- 1.2: Cultivate critical and creative thinking by integrating problem-based learning opportunities throughout the curriculum.
- 1.3: Utilize culturally responsive teaching to meet the diverse learning needs of students.
- 1.4: Provide timely and effective differentiated instructional practices that monitor progress, inform teaching practices, and ensure student growth.
- 1.5: Provide high-quality District early childhood opportunities to anchor the PreK-12 continuum of learning.

## GOAL 2: CULTURE AND CLIMATE

*Cultivate positive relationships to build an inclusive, equitable, nurturing environment that creates conditions for highly effective teaching, learning, and leading.*

### Commitments:

- 2.1: Develop and sustain trust-based environments within classrooms, schools, and throughout the district.
  - 2.2: Provide comprehensive multi-tiered systems of support to create and maintain safe, productive learning environments.
  - 2.3: Implement social and emotional learning opportunities continually to promote the wellbeing of all.
  - 2.4: Offer robust extracurricular activities in all schools.
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### GOAL 3: TALENTED AND QUALIFIED PROFESSIONALS

*Attract, hire, develop, support, and retain highly qualified, passionate, and talented professionals.*

#### Commitments:

- 3.1: Utilize robust recruiting and hiring strategies.
- 3.2: Build differentiated professional learning experiences utilizing input from all district staff.
- 3.3: Create pathways for our staff and students to pursue and advance in careers in education.
- 3.4: Support employee agency, innovation, and retention by offering a superior compensation package in an environment where employees feel valued and enjoy contributing.
- 3.5: Develop and implement mentorship programs for all District staff.
- 3.6: Develop, implement, and sustain Professional Learning Communities (PLCs).

### GOAL 4: COMMUNITY ENGAGEMENT AND PARTNERSHIP

*Foster relationships with mentors, volunteers, and business partners to provide real-world opportunities for students that enhance and strengthen our community.*

#### Commitments:

- 4.1: Establish, sustain, and expand mutually beneficial partnerships with our community.
- 4.2: Provide on and off-campus real-world learning experiences in business, higher education, and community partnerships through mentorships, externships, and internships.
- 4.3: Create and expand opportunities for stakeholder collaboration to inform school and district decisions.
- 4.4: Provide service-learning opportunities that foster the growth of positive community relationships and partnerships.

### GOAL 5: OPTIMIZED RESOURCES

*Generate and utilize resources to maximize educational opportunities in order to ensure organizational health.*

#### Commitments:

- 5.1: Align and prioritize district and site budgets with the goals and commitments in the strategic plan.
- 5.2: Prioritize time and resources in order for professionals to meet the goals and commitments in the strategic plan.
- 5.3: Ensure equitable distribution of resources to meet the needs of our students.
- 5.4: Develop and implement a marketing plan that reflects and enhances the SUSD brand.
- 5.5: Optimize digital technology systems to increase efficiency and improve access for all stakeholders.