



Los Gatos Union School District Goals 2019-2020

DRAFT

Pending Board Approval June 11, 2019

Mission Statement

Los Gatos Union School District educates all children to their unique potential by teaching, modeling, and supporting the skills and attitudes that contribute to their development as globally and socially responsible citizens.

Vision Statement

All students know their individual learning styles and talents, think creatively and critically, act responsibly, communicate effectively, and apply knowledge in a diverse and ever-changing world.

Core Values

- ☆ We believe in educating the whole child (academically, socially, emotionally, and physically) through a well-balanced/rounded curriculum.
- ☆ We believe in the importance of schools, parents, and community partnering to support learning.
- ☆ We believe that high expectations for learning and teaching will result in academic excellence.
- ☆ We believe that students learn best in schools that are safe, nurturing, and responsive.
- ☆ We believe that students are best prepared for the future when they know how to learn, problem solve, collaborate, and respond to change.
- ☆ We believe in purposeful collaboration focused on learning.
- ☆ We believe in every child's capacity to learn.
- ☆ We believe that quality teaching is the greatest predictor of student success.
- ☆ We believe in educating students for global citizenship.

Strategic Plan

LEARNING <i>Engage, Educate & Support the Whole Child</i>	TEACHING <i>Create a Culture of Collaboration & Continuous Improvement</i>	OPERATIONS <i>Ensure Effective & Efficient Operations</i>
<ul style="list-style-type: none">❖ Provide a balanced educational program focused on academic excellence, love of learning and resiliency❖ Integrate digital literacy and enhance STEAM approaches to student learning❖ Strengthen parent and community partnerships encompassing safety and wellness	<ul style="list-style-type: none">❖ Engage in high-quality professional training and development for all❖ Retain and support teachers to ensure a growth mindset for every classroom❖ Promote organizational learning and innovation built on promising practices	<ul style="list-style-type: none">❖ Establish a cohesive, sustainable funding model with all partners❖ Plan and maintain facilities that support our educational goals❖ Communicate clearly with all stakeholders

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Goal #1 – Students will meet or exceed rigorous academic standards in all areas, and receive instruction using the district’s adopted standards and instructional materials.					
	2019-2020				
	Yearly Objective	Action Steps	Assigned To	Start Date	End Date
1.1	Pilot TK/K-8 new curriculum materials.	<u>NGSS</u> Publisher Training 1 Publisher Training 2 Provide Cal Academy of Science follow-up professional development Integration with Technology Resources (access to digital resources) Pilot 2 new curriculum choices *Adopt as determined <u>Social Science Middle School</u> Pilot 2 new curriculum choices * Adopt as determined	Director of Curriculum & Instruction Director of Curriculum & Instruction Director of Curriculum & Instruction Director of Technology Director of Curriculum & Instruction Director of Curriculum & Instruction	Sept. 2019 Jan. 2020 Oct. 2019 Sept. 2019 Oct. 2019 May 2020 Sept. 2019	Sept. 2019 Jan. 2020 Oct. 2019 May 2020 May 2020 Mar. 2020

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Goal #1 – Students will meet or exceed rigorous academic standards in all areas, and receive instruction using the district’s adopted standards and instructional materials. (continued)					
	2019-2020				
	<i>Yearly Objective</i>	<i>Action Steps</i>	<i>Assigned To</i>	<i>Start Date</i>	<i>End Date</i>
1.2	Implement ELA curriculum support and balanced literacy.	Provide professional development in literacy (ex: conferring, read aloud)	Director of Curriculum & Instruction	Aug. 2019	May 2020
		Provide planning/collaboration opportunity for teacher teams	Director of Curriculum & Instruction	Aug. 2019	May 2020
1.3	Support the Principal Kid-by-Kid Initiative to monitor specific student growth across subgroups.	Meet with elementary principals every other month to review student data.	Asst. Superintendent, Director of Curriculum & Instruction, and Director of Student Services	Sept. 2019	May 2020
		Conduct an EL Kid-by-Kid – sites to be determined by largest EL population. (TK-8)	Director of Curriculum & Instruction	Oct. 2019	Jan. 2020
		Conduct Special Education Kid-by-Kid. (TK-8)	Director of Student Services	Nov. 2019	Mar. 2020
		Complete the State Performance Indicator Review process for Special Education in the area of Math.	Director of Student Services	Aug. 2019	Jan. 2020

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Goal #2 – Students will receive a balanced educational program to meet the needs of diverse learning styles and abilities with a focus on educating the whole child.					
	<i>2019-2020</i>				
	<i>Yearly Objective</i>	<i>Action Steps</i>	<i>Assigned To</i>	<i>Start Date</i>	<i>End Date</i>
2.1	Continue pilot of updated and compliant Comprehensive Sexual Education curriculum in Grade 7.	Reflect on May 2019 Pilot to determine the next steps.	Director of Curriculum & Instruction	Sept. 2019	May 2020

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Goal #2 – Students will receive a balanced educational program to meet the needs of diverse learning styles and abilities with a focus on educating the whole child. (continued)

2019-2020					
	Yearly Objective	Action Steps	Assigned To	Start Date	End Date
2.2	Encourage Professional Development to increase staff capacity to support student well-being.	Erin's Law Staff Presentations Year 2	Director Student Services and Asst. Superintendent	Oct. 2019	Oct. 2019
		Increase inclusion strategy feedback.	Director Student Services and Asst. Superintendent	Aug. 2019	May 2020
	Increase support for student wellbeing through development and expansion of Wellness Committee	Provide counseling push-in lesson K-5	Director Student Services and Asst. Superintendent	Sept. 2019	May 2020
		Working with parent committee, create annual parent and student survey, adjust menus quarterly and assess improvement in student participation.	Chief Business Official	Oct. 2019	May 2020
		Work with site staff to find areas of collaboration between lunch program and educational program including recycling, harvest of the month, nutrition and healthy choices.	Chief Business Official	Oct. 2019	May 2020
2.3	Create a technology scope and sequence for TK/K-8	Provide professional development	Director of Technology	Aug. 2019	May 2020
		Seek stakeholder input	Director of Technology	Aug. 2019	May 2020
		Integrate Digital Citizenship	Director of Technology	Aug. 2019	May 2020
		Scope and Sequence Grade Level PD (including ISTE standards and SAMR model)	Director of Technology	Apr. 2019	Apr. 2020

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Goal #3 – Promote organizational learning and innovation built on promising practices.					
2019-2020					
	<i>Yearly Objective</i>	<i>Action Steps</i>	<i>Assigned To</i>	<i>Start Date</i>	<i>End Date</i>
3.1	Build upon the District Professional Development offerings to provide a variety of options for staff.	Provide opportunities for both internal and external professional development expertise.	Asst. Superintendent of Ed Services/HR	Aug. 2019	May 2020
		New/Refreshed Technology training	Director of Curriculum & Instruction and Director of Technology	Sept. 2019	Sept. 2019
		Curriculum and Technology Integration PD (including SAMR model)	Director of Curriculum & Instruction and Director of Technology	Oct. 2019	Oct. 2019
		Continue Lab Day Model with current PD topics	Director of Curriculum & Instruction	Sept. 2019	May 2020

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Goal #3 – Promote organizational learning and innovation built on promising practices. (continued)					
<i>2019-2020</i>					
	<i>Yearly Objective</i>	<i>Action Steps</i>	<i>Assigned To</i>	<i>Start Date</i>	<i>End Date</i>
3.2	Develop a five-year Technology Action Plan aligned with the Strategic Plan goals.	Convene the Tech Action Team with representation from stakeholder groups.	Director of Technology	Jan. 2020	May 2020
		Identify plan elements.	Director of Technology	Jan. 2020	May 2020
		Integrate infrastructure needs and costs.	Director of Technology	Jan. 2020	May 2020
		Share drafts with stakeholders.	Director of Technology	Mar. 2020	May 2020
		Presentation to the School Board for adoption.	Director of Technology	May 2020	May 2020

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Goal #4 – Continue to foster a culture of collaboration and continuous improvement.					
	2019-2020				
	<i>Yearly Objective</i>	<i>Action Steps</i>	<i>Assigned To</i>	<i>Start Date</i>	<i>End Date</i>
4.1	Provide health and wellness opportunities to focus on employee wellbeing.	Wellness Challenges/Activities	Asst. Superintendent of Ed Services/HR	Aug. 2019	May 2020
		Fitness Class Offering	Asst. Superintendent of Ed Services/HR	Aug. 2019	May 2020
4.2	Maintain open lines of communication with LGETA and LGUCEA .	Monthly meetings with LGETA	Asst. Superintendent of Ed Services/HR	July 2019	May 2020
		Collaborate with stakeholder groups to garner input for LCAP.	Asst. Superintendent of Ed Services/HR	July 2019	May 2020
		Base agendas based on mutual interests	Asst. Superintendent of Ed Services/HR	July 2019	May 2020

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Goal #4 – Continue to foster a culture of collaboration and continuous improvement. (continued)					
	2019-2020				
	Yearly Objective	Action Steps	Assigned To	Start Date	End Date
	See Goal 1.2 for 2019-2020				

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Goal #5 – Strengthen parent and community partnerships encompassing safety and wellness.					
	2019-2020				
	<i>Yearly Objective</i>	<i>Action Steps</i>	<i>Assigned To</i>	<i>Start Date</i>	<i>End Date</i>
5.1	Provide relevant and timely parent information.	Continue regular Delac meetings.	Director of Curriculum and Instruction	Oct. 2019	May 2020
		Survey as appropriate.	Director of Curriculum and Instruction	Aug. 2019	May 2020
		Support site parent meetings as appropriate.	Director of Curriculum and Instruction	Aug. 2019	May 2020
		Provide information to be published in the LGUSD Pride.	Director of Curriculum and Instruction	Aug. 2019	May 2020
		Revisit potential of a District App for parent use.	Director of Technology	Nov. 2019	Mar. 2020
		Erin's Law Parent Night Year 2	Director of Student Services	Oct. 2019	Oct. 2019

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Goal #5 – Strengthen parent and community partnerships encompassing safety and wellness. (continued)					
	2019-2020				
	<i>Yearly Objective</i>	<i>Action Steps</i>	<i>Assigned To</i>	<i>Start Date</i>	<i>End Date</i>
5.2	Safe Routes to School – Goal to have active transportation rate at 49% by 2020 Note: To be assessed during Fall 2020 data collection.	Extend active transportation encouragement throughout the school year.	SR2S Coordinator	Aug. 2018	Aug. 2020
		Roll out updated 2 nd Grade Pedestrian Education curriculum.	SR2S Coordinator and Principals	Aug. 2019	June 2020
		Explore expanding the production of public service announcements with Fisher Video Production Class.	SR2S Coordinator Superintendent	Aug. 2018	June 2020

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Goal #5 – Strengthen parent and community partnerships encompassing safety and wellness. (continued)					
	2019-2020				
	<i>Yearly Objective</i>	<i>Action Steps</i>	<i>Assigned To</i>	<i>Start Date</i>	<i>End Date</i>
5.3	Explore ways to continually improve security measures.	<p>Convene safety task force and present updates at board meetings.</p> <p>Develop District-wide safety committee including key community stakeholders.</p> <p>Support principals in developing site safety committees.</p> <ul style="list-style-type: none"> - Provide agendas, materials and due dates <p>Develop training for emergency drill and intruder drill.</p> <ul style="list-style-type: none"> - Complete annual safety plan and safety drill <p>Complete District-wide safety assessment</p> <ul style="list-style-type: none"> - Hire auditor & complete audit - Review recommendations & create plan to implement - Communicate to stakeholders <p>Complete review and updating of emergency preparedness containers and develop an annual checklist of dates and training procedures for emergency preparedness drills</p>	<p>Director of Maintenance & Operations</p> <p>Director of Maintenance & Operations</p> <p>Director of Maintenance & Operations</p> <p>Director of Maintenance & Operations</p> <p>Director of Maintenance & Operations</p> <p>Chief Business Official</p>	<p>Aug. 2019</p> <p>Aug. 2019</p> <p>Aug. 2019</p> <p></p> <p>Aug. 2019</p> <p>Sept. 2019</p> <p></p>	<p>May 2020</p> <p>May 2020</p> <p>May 2020</p> <p>Feb. 2020</p> <p></p> <p>Sept. 2019</p> <p>May 2020</p> <p>Ongoing</p>

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Goal #6 – Ensure effective and efficient operations and facilities.					
	2019-2020				
	<i>Yearly Objective</i>	<i>Action Steps</i>	<i>Assigned To</i>	<i>Start Date</i>	<i>End Date</i>
6.1	Achieve a contract settlement that is financially stable and sustainable.	<p>Monthly meetings with LGETA Review the budget with the Superintendent and School Board. Provide negotiations updates to the Board in closed sessions. Provide a clear and transparent communication of the budget to employee groups.</p> <p>Work with FAC to train and educate community members on budget and scenario impact. Support model development with various assumptions and determine size and depth of funding needs. Change expenses to meet Strategic Plan.</p> <p>Develop an accurate and timely year end projection and adopted budget that provides a clear baseline for negotiations and strategic planning.</p> <p>Clearly analyze financial impact of strategic initiatives including contract settlement to develop a balanced and sustainable budget.</p>	<p>Chief Business Official Asst. Superintendent</p> <p>Chief Business Official</p> <p>Chief Business Official</p> <p>Chief Business Official</p>	<p>Sept. 2019</p> <p>May 2019</p> <p>May 2019</p>	<p>May 2020</p> <p>May 2020</p> <p>May 2020</p>
6.2	Recruit and Retain Guest Teachers	<p>Train current guest teachers in health and wellness procedures.</p> <p>Actively advertise at all school sites and on the recruitment platform (Edjoin).</p>	<p>Asst. Superintendent of Ed Services/HR</p> <p>Human Resource Analyst</p>	<p>Aug. 2019</p> <p>Aug. 2019</p>	<p>Sept. 2019</p> <p>May 2020</p>

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Goal #6 – Ensure effective and efficient operations and facilities. <i>(continued)</i>					
	2019-2020				
	<i>Yearly Objective</i>	<i>Action Steps</i>	<i>Assigned To</i>	<i>Start Date</i>	<i>End Date</i>
6.3	Explore ways to continually improve security measures.	Enhance cyber-security measures and processes.	Director of Technology	Aug. 2019	May 2020
		Continue site staff meeting presentations.	Asst. Superintendent and Director Technology	Oct. 2019	Jan. 2020

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Goal #6 – Ensure effective and efficient operations and facilities. (continued)					
	2019-2020				
	Yearly Objective	Action Steps	Assigned To	Start Date	End Date
6.4	Implement best practices in business accounting to ensure proper accounting checks and balances.	<p>Continue with implementing and training on expense reimbursement procedures and travel policies.</p> <p>Begin regular budget review with all departments to educate and support department needs and adherence to budgeted plan.</p> <p>Continue check and balances in daily operations. Review and update procedures to automate tasks and ensure adhering to best practices.</p>	<p>Chief Business Official</p> <p>Chief Business Official</p> <p>Chief Business Official</p>	<p>Sept. 2019</p> <p>May 2019</p> <p>Ongoing</p>	<p></p> <p>May 2020</p> <p>Ongoing</p>

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SP Goals – Create a five year Strategic Plan that reflects the input and values of the education community.

2019-2020					
	<i>Yearly Objective</i>	<i>Action Steps</i>	<i>Assigned To</i>	<i>Starting Date</i>	<i>Ending Date</i>
1.1	Conduct a transparent and thorough community engagement and input process.	A) Conduct a strategic plan survey of staff, students, parents, and community groups to determine future priorities.	Superintendent and executive leadership team.	9-15-19	9-30-19
		B) Conduct strategic plan Focus Groups with key staff, student, parent, and community groups to determine key themes/trends.	Superintendent and executive leadership team.	9-3-19	10-31-19
1.2	Create a Graduate Profile of the desired skills/attributes of a successful LGUSD student.	A) The entire LGUSD staff will provide input into prioritizing Graduate Profile attributes at a staff development day.	Administrators, teacher leaders, and LGUSD staff	8-13-19	9-30-19
		B) Conduct a survey into what the staff and community believe are important skills for the LGUSD Graduate Profile.	Superintendent and executive cabinet	9-15-19	9-30-19
		C) An advisory committee will meet to compile staff feedback and review survey results and draft an LGUSD Graduate Profile.	Administrators and Graduate Profile Advisory Committee (GPAC)	8-20-19	10-20-19
		D) The board will adopt the Graduate Profile as part of the strategic plan.		1-1-20	3-31-20
1.3	The strategic plan steering committee will draft a 2020-2025 Strategic Plan.	A) The steering committee (SC) will analyze survey data and look for common themes/trends in Focus Group feedback.	Strategic Plan Steering Committee (SC)	11-1-19	12-31-19
		B) The SC will draft five year Objectives, Strategies, and Indicators of Success.			
		C) The SC will draft a new Vision, Mission, and Points of Pride.	SC sub-committee		

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SP Goals – Create a five year Strategic Plan that reflects the input and values of the education community. (continued)

2019-2020					
	<i>Yearly Objective</i>	<i>Action Steps</i>	<i>Assigned To</i>	<i>Starting Date</i>	<i>Ending Date</i>
1.4	The board will review and adopt the draft strategic plan objectives.	<p>A) The CBO will provide a concurrent cost analysis of objectives that runs through the strategic plan process. FAC will run the finance model as needed to project needed funding for the strategic plan.</p> <p>B) The board will review and adopt a new five year strategic plan:</p> <ul style="list-style-type: none"> ▪ Vision ▪ Mission ▪ Graduate Profile ▪ Points of Pride ▪ Five Year Objectives ▪ Strategies ▪ Indicators of Success 	<p>CBO</p> <p>FAC Long Term Planning reps</p> <p>Superintendent, executive leadership team, and Board of Trustees</p>	<p>9-1-19</p> <p>1-1-20</p>	<p>2-28-20</p> <p>3-31-20</p>
1.5	A 2020-2021 Action Plan will be developed and implemented based on the new strategic plan.	<p>A) The Admin Team will develop 2020-2021 Action Plans for the newly adopted strategic plan.</p> <p>B) The Board of Trustees will adopt the 2020-2021 Strategic Plan Action Plans.</p> <p>C) School site plans will reflect the vision and objectives of the strategic plan.</p>	<p>Admin Team</p> <p>Board of Trustees</p> <p>Principals</p>	<p>3-1-20</p> <p>5-21-20</p> <p>3-1-20</p>	<p>4-30-20</p> <p>5-21-20</p> <p>6-15-20</p>