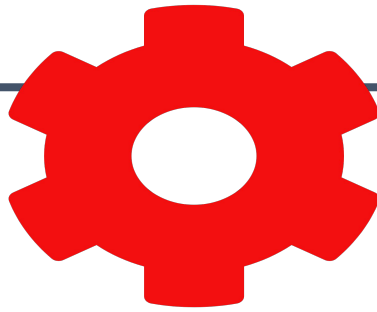

District Board Goals

2021-2022



August 12, 2021

Theme of Our Year

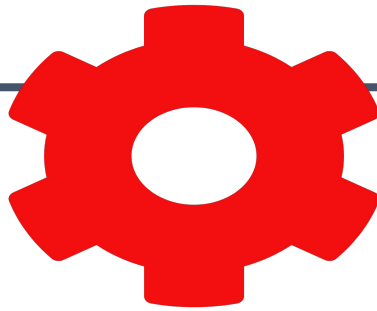


- ❖ Leading Change
 - ❖ Celebrating a Connected Community
 - ❖ Creating Equity
-

LCAP Priority Areas & Metrics

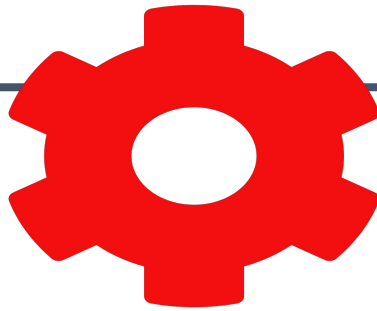
- ❖ Authentic Relationships
 - ❖ Safe & Connected Communities
 - ❖ Inclusive & Relevant Learning for Every Student
 - ❖ Supporting and Empowering Staff
-

—Authentic Relationships



Strong, positive and proactive relationships are critical to student success, engagement and success. We believe that relationships and communication between students, families, staff, teachers, administrators are the foundation of a strong school and district culture.

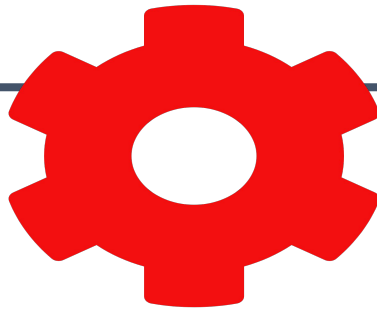
—Authentic Relationships



Goals:

- Increase staff diversity such that it reflects the diversity of the communities we serve
 - Ensure every student has at least one strong relationship with an adult on campus
 - Ensure that there are multiple opportunities for family engagement and effective communication
-

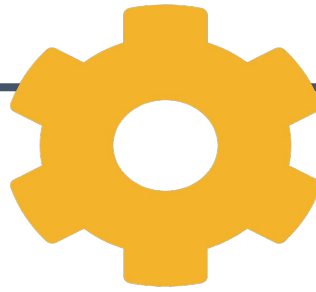
—Authentic Relationships



Metrics:

1. Increase the number of non-White/Multiple race certificated staff so that the faculty will more closely reflect the diversity of our communities.
 2. Increase the percentage of students who respond favorably about their Teacher/Student Relationships in annual Panorama survey
 3. Increase in parents/caregivers accessing school engagement activities as measured by both qualitative and quantitative data.
 4. Increase the percentage of families who who respond favorably that communications inclusive and informative
-

Safe & Connected Communities



We are dedicated as a district to create a culture and community in our schools and across the district that is welcoming, culturally responsive, and supportive. Effective learning environments are created when students, staff and families are emotionally, physically and socially safe.

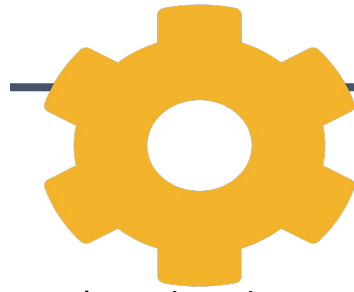
Safe & Connected Communities



Goals:

- Identify & implement a common (evidence-based) framework for effective family-school partnerships so that ALL families are able to engage in a diversity of roles with their respective schools
- Increase student leadership opportunities (formal and informal) so that participation reflects the diversity of our schools
- Create school communities (both virtual and in-person) that are culturally responsive and inclusive that foster a culture of *upstanding*

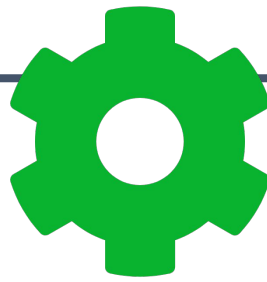
Safe & Connected Communities



Metrics:

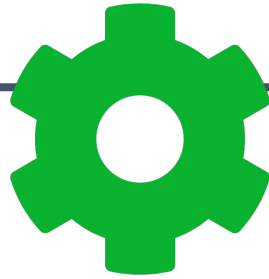
1. Decrease in Suspension rates and maintain or decrease Expulsion rates for all student groups
2. Decrease in Chronic Absenteeism
3. Increase in the number of students who respond positively to the Panorama Survey question, "When there are instances of hate speech [either directed at me or another person] at my school, I see adults respond in a way that makes me feel safe." (indicate baseline)
4. Increase in the number of students who respond positively to the Panorama Survey question, "When there are instances of hate speech [either directed at me or another person] at my school, I see students respond in a way that makes me feel safe." (indicate baseline)
5. Increase in percentage of students (and student groups) participating in school activities (clubs, sports or other extracurricular activities)

Inclusive and Relevant Learning for Every Student



Every SMUHSD student is provided with (academic, social, and emotional) learning experiences that are relevant and inclusive. Students have tiered supports based on their specific needs to ensure that they are able to meet their potential and individual career and college goal.

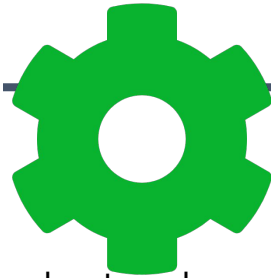
Inclusive & Relevant Learning for Every Student



Goals:

- Ensure learning experiences for all students that are aligned with their identities, lived experiences, and interests in all subject areas.
- Continue to build and implement a strong multi-tiered system of support anchored in culturally relevant and responsive pedagogy, curriculum, instruction, and assessment.
- Improve students' access to coursework aligned to their interests and post-secondary career and academic goals

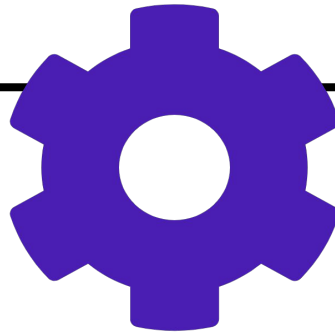
Inclusive & Relevant Learning for Every Student



Metrics:

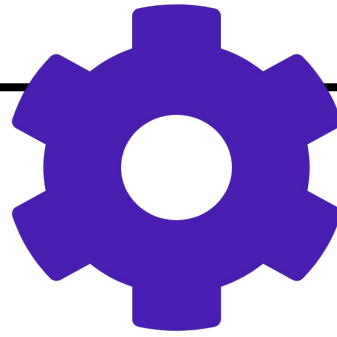
1. Increase in the percentage of students who meet the [College and Career Indicator](#) year over year (62.9% “prepared” in 2019)
2. Increase the percentage of 10th graders on Track for Graduation
3. Increase student performance on State (CAASPP) and Local Academic Assessments
4. Increase the percentage of students accessing at least two college-level courses (through Dual Enrollment, Advanced Placement or International Baccalaureate) by end of senior year
5. Increase % of SMUHSD teachers who meet the **minimum qualifications for Dual Enrollment courses including** Master's Degrees to increase access to DE courses
6. English Learners:
 - Increase the percent of students making one year of growth on ELPAC
 - Increase the percent of ELD students who have been in our schools a full academic year who advance to the next level of ELD or are transitioned into mainstream courses
 - Increase the percentage of EL students who are reclassified each year

Supporting and Empowering Staff



Ensuring that staff have the tools, resources, training and professional learning that promotes positive district culture. Our capacity and collective efficacy as a team ensures our students are served at the highest level.

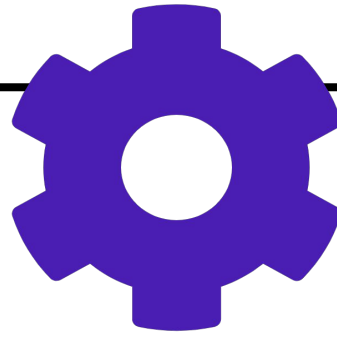
Supporting and Empowering Staff



Goals:

- Train all staff on addressing Hate Speech and racist incidents in classrooms and on campus
 - Teachers will engage in high-quality, personalized/differentiated professional learning aligned to each sites Tier I Common Assurances and District-wide Universal Supports
 - Continue to improve the Instructional Coaching Program and effectively implement the new *SMUHSD Induction Program*.
 - Ensure that faculty of color feel supported and included in school and collegial communities
-

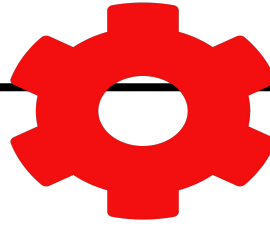
Supporting and Empowering Staff



Metrics:

1. Increase percentage of teachers' reporting satisfaction with professional learning experiences through professional learning survey and annual Panorama survey.
2. Increase percentage of teachers' reporting satisfaction with the Instructional Coaching and/or Induction program.
3. Ensure a high percentage of staff and faculty participate in May Learning Symposium to display learning on Racial Equity topics.
4. Increase in percentage of anti-racist teaching practices as reported through self-assessment survey.
5. Increase staff of color perception of support/inclusion in the school community as measured by Panorama Survey.

Proposed Timeline and Steps



August 12, 2021 - Goals brought to the Board for discussion

August 26 - Goals brought to Board for approval based on input received

September 15 - Superintendent shares personal goals with the Board

By October 1- Principal's and members of District Council complete personal goals tied to district goals

By October 15 - Administrators meet with supervisors to discuss goals for the year

January 2022 - Mid-year progress report of goals to Board

June 2022 - Final report to Board on goals
