

PGUSD 2009/10 Strategic Plan To Implement Board Goals

| Board Goals | Strategies and Measures | Action Plans |
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| <p>Student Learning and Achievement Overall Educational Program</p> <p>Every student is performing at or above grade level, engaged in his or her learning, and contributing positively to the community.</p> | <p><u>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.</u></p> <ul style="list-style-type: none"> • All students will receive access to core programs in all content areas and student learning will be guided by standards-based curriculum in all content areas, current California teaching standards, and local professional expertise. • Teachers will use consistent accountability measures that are aligned with the California State Standards and other standards of the California teaching profession. • Students and parents will have a clear educational plan established, including student outcomes, with supplemental support provided to students identified as having special needs. • Each school will reach an equilibrium with staff in comparison to the number of students, and course offerings will be held steady; an attempt will be made to set classes/programs offered regardless of the number of enrolled students. • Response To Intervention (RTI) programs will be used District-wide to provide services to <i>students with special learning needs</i>, including Special Education students, English Learners, and other students with individualized learning plans. • The District will establish and maintain a K-12 music and arts program open to all students, as possible. | <p><u>Strategy One Action Plans:</u></p> <ul style="list-style-type: none"> • Identify District base (core) program offerings and support programs in all master schedules K-12. • The Director of Curriculum will regularly meet with elementary school staff in order to align curriculum across grade levels Pre-K – Adult.. • Assessments will include critical thinking skills, synthesis evaluation, higher level thinking skills and performance outcomes. • Beginning Fall 2008, alternative bell schedules, that are aligned grades 7-12, will be investigated for potential implementation. Shared faculty and courses will be considered as permitted by credentials and Ed Code. • Teachers will attempt to establish certain common themes in every classroom (i.e., rubrics, critical thinking charts, etc). • The District will begin an evaluation of current K – 12 instructional minutes and investigate potential adjustments. • The District Music Program Coordinator will meet regularly with District staff to build program, recommend music staff assignments, and establish program priorities, which will help guide operational budget decisions. • Students will: <ul style="list-style-type: none"> ○ be included in self-assessment, ○ asked to demonstrate an ability to solve logical and abstract problems, ○ bring information gained outside of the classroom back into the classroom to share and evaluate, ○ be involved in outside classroom activities which apply skills learned at school, ○ work at computer terminals connecting them with people and resources on a global scale. • Lessons will: <ul style="list-style-type: none"> ○ actively engage all students and challenge them to apply and synthesize information, ○ use the Socratic questioning method when appropriate, ○ be presented in multi-sensory/modal learning styles when possible, ○ address individual learning styles via music, drama, arts and other modalities, as appropriate. • Technology: <ul style="list-style-type: none"> ○ will be available during and after school hours. ○ will be integrated into the curriculum and used as a tool to assist independent 21st Century learning. ○ skills will be incorporated into the core curriculum and reflected in final student projects as a learning tool. ○ and other media will be used in classrooms as part of the regular instruction. ○ will be expanded upon as a Board-approved curriculum. ○ Distance learning opportunities will be made available as resources permit. |

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| <p>Credibility, Confidence and Communication - Accountability & Integrity Student, family and community partnerships, relationships and dialog contribute to the success of every student.</p> | <p><u>Strategy Two: Staff Recruitment, Retention and Professional Development</u></p> <ul style="list-style-type: none"> • Qualified staff, with respect to credentials, training and experience, will teach all courses and programs. • The District will create a recruitment plan to address staff turnover. • The District will maintain and implement a professional development plan that matches the strategic plan. • Teacher credential and staff development certificates will reflect the teaching assignments. <p><u>Strategy Three: Communications</u></p> <ul style="list-style-type: none"> • Parents and community members will be invited to participate in school site and District committees and programs. • Ongoing communication will occur between the schools sites, the District Office, the School Board and the parent community. • The District web-site, newsletters and other media will be employed to deliver timely, relevant and accurate information to the PGUSD community. | <p><u>Strategy Two Action Plans:</u></p> <p>Professional Development</p> <ul style="list-style-type: none"> • District staff will regularly meet with site personnel to identify needs for staff development. • Staff will be introduced to new teaching tools, methods and professional practices that match current State teaching standards and best practice. • Staff will be provided the opportunity to become professional experts and <i>trainers</i> in grade levels and content areas. • All staff will be invited to attend <i>outside</i> professional development opportunities/trainings throughout the year. • Complete staff training in the use of revised curriculum and assessments. • Identify ways to encourage all staff to attend professional development opportunities. Priority areas include: <ul style="list-style-type: none"> ○ Music, science, math and technology. ○ Time management. ○ Lesson organization and planning. ○ Job networking about best professional practice. <p>Recruitment and Retention</p> <ul style="list-style-type: none"> • Regularly review the staff instructional background/credentials and expertise to deliver the suggested course offerings and special programs. • All administrative openings and recruitment processes will include site needs assessments facilitated by the District Office staff. • School needs will be reviewed to prioritize new hires. • Open teaching positions will be fully advertised with in out region and will include a competitive compensation package. • Open administrative positions will be fully advertised. <p><u>Strategy Three Action Plans:</u></p> <ul style="list-style-type: none"> • Power School, Connect-Ed and other communication tools, will be used to disseminate current information and collaborative opportunities to the community. • Staff will continue to evaluation and improve the use of Power School. • Staff will be encouraged to include up-to-date information on local and District websites. • Local/site committees and councils will be offered current District information during regular meetings. • There will be an increased frequency of intra-district communication in order to maintain current information. • The Trustees and Superintendent will increase the frequency of site visits and communications. |

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| Credibility, Confidence, Communication, Fiscal Solvency, Program, Services and Budget Alignment | <p><u>Strategy Four: Establish a safe, clean and secure school environment.</u></p> <ul style="list-style-type: none"> • Each campus will: <ul style="list-style-type: none"> ○ 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 <i>hallway conversation</i> and encourage students to interact and mix freely. • Teacher/student interactions will reflect mutual respect and facilitate open dialog. • Facility operational schedules will be aligned to prioritize the District's approved program. <p><u>Strategy Five: The District budgetary process will reflect the Strategic Plan goals.</u></p> <ul style="list-style-type: none"> • Funding priorities and significant budget revisions will be connected to the Strategic Plan and District Goals. • All programs 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. | <p><u>Strategy Four Action Plans:</u></p> <ul style="list-style-type: none"> • A complete student support service program will be offered to all students. • New students to the District will be offered an orientation at their sites in order to help establish a connection to the school's culture and norms. • Custodial and maintenance staff members will be well trained to maintain each campus and facility. • Each campus will maintain a comprehensive Safe School Plan which will be made available to anyone upon request. • Review and develop recommendations for class size and facilities utilization. • Each campus will maintain a <i>facilities use calendar</i> to provide community access to facilities as possible. <p><u>Strategy Five Action Plans:</u></p> <ul style="list-style-type: none"> • The Board will review and update the Strategic Plan on a yearly basis. • Each Fall, the Board will establish a set of program priorities to assist staff in approving expenditure. • All budget requests will be aligned with this Strategic Plan and establish budget priorities • A District Budget and Finance Advisory Committee will be organized to provide a venue for the dissemination and discussion of the District budget. Topics will include: <ul style="list-style-type: none"> ○ Revenue limit vs. basic aid. ○ Strategies for budget communications to sites and the community. ○ System for expenditure prioritization. ○ State budget updates and the effect on PGUSD. • A budget planning meeting is conducted in early Winter. • A user friendly and relevant budget summary will be provided on the website and update regularly. |