



## Strategic Plan 2016-2021

### SCUSD Mission

*Students graduate as globally competitive lifelong learners, prepared to succeed in a career and higher education institution of their choice to secure gainful employment and contribute to society.*

### SCUSD Vision

*Every student is a responsible, productive citizen in a diverse and competitive world.*

### SCUSD Core Values

- **Equity:** Commitment to reducing the academic achievement gap by ensuring that all students have equal access to the opportunities, supports and the tools they need to be successful.
- **Achievement:** Students will be provided with a relevant, rigorous and well-rounded curriculum, with the expectation that all will be well prepared for a career and post-secondary education.
- **Integrity:** Communication and interaction among and between students, parents, staff, labor and community partners is defined by mutual respect, trust and support.
- **Accountability:** Commitment to transparency and ongoing review of data will create a culture focused on results and continuous improvement in a fiscally sustainable manner.

### SCUSD Goals

College, Career and Life Ready Graduates  
Safe, Emotionally Healthy and Engaged Students  
Family and Community Empowerment  
Operational Excellence



## College, Career and Life Ready Graduates

SCUSD will challenge and support all students to actively engage in rigorous and relevant curriculum that prepares them for college, career, and a fulfilling life, regardless of zip code, race/ethnicity, ability, language proficiency, and life circumstance.

Action	<i>Proposed Services</i>
<b>Improve and expand the implementation of standards-based curriculum</b> <b>LCAP Actions:</b> <b>1.1A, 1.1B, 1.1C, 1.1D, 1.3A</b> <b>2.2D</b>	<ul style="list-style-type: none"> <li>• <i>Implement high quality, rigorous standards in all areas</i></li> <li>• <i>Increase use of classroom instructional strategies that foster students' social and emotional skills and support a growth mindset, in all areas of academic instruction.</i></li> <li>• <i>Improve assessments to measure student progress</i></li> </ul>
<b>Expand and improve interventions and academic supports for all students in order to close the achievement gap</b> <b>LCAP Actions:</b> <b>1.1F, 1.1 I, 1.1 L, 1.2A, 1.2 B, 1.2 D,</b> <b>2.2 M, 2.2 N</b>	<ul style="list-style-type: none"> <li>• <i>Build systems that lead to positive outcomes for students of color, low income, English Learners, foster and homeless youth, students with disabilities and all underperforming demographic groups.</i></li> <li>• <i>Expand access to Preschool and Early Kindergarten</i></li> <li>• <i>Implement a Multi-Tiered System of Support in order to provide a broad set of solutions for struggling students, and to reduce disproportional representation of subgroups in special education.</i></li> <li>• <i>Offer more options for personalized learning including, but not limited to, tutoring, independent study, credit recovery</i></li> <li>• <i>Offer A-G as the default curriculum to every high school student</i></li> </ul>
<b>Expand the continuum of learning opportunities</b> <b>LCAP Actions:</b> <b>1.1 E, 1.1G, 1.1 J</b>	<ul style="list-style-type: none"> <li>• <i>Replicate effective innovative school designs</i></li> <li>• <i>Expand and improve use of instructional technology</i></li> <li>• <i>Increase options for work-based learning</i></li> <li>• <i>Increase participation in Advanced Placement, dual enrollment, and college partnerships</i></li> </ul>
<b>Hire, support, and retain high quality teachers and leaders, reflective of the diversity of our community, and improve teacher and leader practice</b> <b>LCAP Actions:</b> <b>1.1 B, 1.1 C</b>	<ul style="list-style-type: none"> <li>• <i>Create strategies to recruit and hire more diverse teaching staff</i></li> <li>• <i>Build structures for professional learning and collaboration among networks of teachers and leaders to support specific student subgroup performance and instructional technology application.</i></li> </ul>
<b>Support all students to navigate the path to college and career</b> <b>LCAP Actions:</b> <b>1.1 H, 1.1 I</b>	<ul style="list-style-type: none"> <li>• <i>Implement a comprehensive system to provide students with the tools to succeed in post-secondary endeavors</i></li> <li>• <i>Provide opportunities to expose students to colleges and universities</i></li> <li>• <i>Provide information, services and resources to students and their families to ensure they prepare for and succeed in college</i></li> <li>• <i>Commit to a partnership between SCUSD, Los Rios Community Colleges, CSUS and the City of Sacramento to make education and the completion of a college degree an attainable goal for all students.</i></li> </ul>



## Safe, Emotionally Healthy and Engaged Students

SCUSD will provide supports and opportunities to ensure that every student succeeds, with safe school environments that foster student engagement, promote daily attendance, and remove barriers to learning.

<b>Action</b>	<b>Proposed Services</b>
<p><b>Provide students and staff with culturally relevant social, emotional, and health supports to ensure positive school climates</b>  <b>LCAP Actions:</b>  <b>1.3 A, 2.2 D, 2.2E, 2.2G, 2.2 I, 2.2 K, 2.2 L</b></p>	<ul style="list-style-type: none"> <li>• <i>Ensure a positive school climate at every school using the approach to behavior supports indicated for the school culture and population</i></li> <li>• <i>Increase access to wrap-around health and mental health services</i></li> <li>• <i>Increase use of disaggregated school data on school climate and academics to make data-driven decisions to confront and interrupt inequities</i></li> </ul>
<p><b>Ensure safe, welcoming environments conducive to learning</b>  <b>LCAP Actions:</b>  <b>2.1A, 2.1B, 2.2A, 2.2B, 2.2C</b></p>	<ul style="list-style-type: none"> <li>• <i>Maintain clean, safe and appealing facilities</i></li> <li>• <i>Build, acquire and/or expand facilities sufficiently to meet students' learning needs</i></li> <li>• <i>Provide sufficient staffing, training, and communication to ensure campus safety</i></li> <li>• <i>Promote healthy eating, healthy habits, healthy lifestyles and maximum access to full nutritious school meals for students</i></li> </ul>
<p><b>Provide additional opportunities for high quality learning</b>  <b>LCAP Actions: 1.2 C</b></p>	<ul style="list-style-type: none"> <li>• <i>Increase access to expanded learning programs and summer learning</i></li> <li>• <i>Expand leadership academies for young men and women of color</i></li> <li>• <i>Encourage participation in service learning projects</i></li> </ul>



## Family and Community Empowerment

SCUSD will commit to a welcoming school environment for our community; recognize and align district partnerships; and provide tools and family empowerment opportunities that are linked to supporting student academic achievement and social emotional competencies in order for families to be equal and active partners in their child’s educational success.

<b>Action</b>	<b><i>Proposed Services</i></b>
<b>Increase parent empowerment</b> <b>LCAP Actions:</b> <b>3.1 A, 3.1 B, 3.2 A</b>	<ul style="list-style-type: none"> <li>• <i>Expand workshop capacity for parent learning</i></li> <li>• <i>Increase participation in home visits</i></li> <li>• <i>Provide culturally competent communication to families with translation and accessible language</i></li> <li>• <i>Support and sustain district parent leadership by partnership with committees including, but not limited to, DELAC, CAC, Foster Parent Council and PTA/PTO</i></li> </ul>
<b>Ensure that schools are welcoming to all members of the community</b> <b>LCAP Actions:</b> <b>3.1 A, 3.2 A</b>	<ul style="list-style-type: none"> <li>• <i>Facilitate development of Parent Resource Centers at school sites</i></li> <li>• <i>Train staff on effective models for parent engagement</i></li> <li>• <i>Expand facility availability outside of the school day</i></li> </ul>
<b>Maintain, foster, and strengthen community partnerships</b> <b>LCAP Actions:</b> <b>3.1 A</b>	<ul style="list-style-type: none"> <li>• <i>Align community partners to Strategic Plan</i></li> <li>• <i>Offer parent workshops in the community</i></li> <li>• <i>Partner with higher education institutions to provide enriching experiences for families</i></li> </ul>



## Operational Excellence

SCUSD will be a service-focused organization. We will consistently serve students, families, staff and community with efficient and effective programs, practices, policies and procedures at every point of contact across the district.

<b>Action</b>	<b><i>Proposed Services</i></b>
<b>Commit to the highest standards of customer service</b>	<ul style="list-style-type: none"> <li>• <i>Establish districtwide standards for customer service</i></li> <li>• <i>Provide training in customer service standards</i></li> <li>• <i>Develop a customer service measurement tool for each district department</i></li> </ul>
<b>Hire, support, and retain high quality employees, reflective of the diversity of our community, and continually provide opportunities for professional learning.</b>	<ul style="list-style-type: none"> <li>• <i>Create strategies to recruit more diverse staff</i></li> <li>• <i>Build a structure of support for all SCUSD staff</i></li> <li>• <i>Implement approaches to the bargaining process that foster a collaborative structure for reaching positive outcomes for all parties</i></li> </ul>
<b>Identify and improve systems and practices for all operations and business services</b>	<ul style="list-style-type: none"> <li>• <i>Review district systems and practices to establish high quality standard operating procedures and ensure consistency of practice</i></li> <li>• <i>Provide staff training on those procedures</i></li> <li>• <i>Identify and address inefficiencies</i></li> </ul>
<b>Implement a robust data collection and reporting process</b> <b>LCAP Actions:</b> <b>1.1 B, 1.3A</b>	<ul style="list-style-type: none"> <li>• <i>Develop and use data to ensure all programs, policies, and procedures are implemented effectively and can be measured for impact on student achievement and district operations.</i></li> </ul>