

ST DAVID UNIFIED SCHOOL DISTRICT #21

The District Strategic Plan is comprised of the vision, mission, values, strategic direction and goals for St. David Unified School District. Our Strategic Plan is a dynamic, active document that will guide the decision-making at the school and District level. On an annual basis, our strategic plan will be developed and approved in conjunction with our District's budget. The goals of the Strategic Plan are the focus and driving force of the District with specific plans that outline the goals of the school program and other initiatives and resources that affect supporting the goals.

Input into the District Strategic Plan includes an analysis of student, school and District performance, requirements of state and federal legislation and recommendation, content from recommendation from District and school staff and input from stakeholders.

This District Strategic Plan is designed for the district and the community to understand our efforts to define our success. Our intent will be that everyone in the St. David community and school understands the Strategic Plan, find their role in the plan and work to accomplish the goals of the plan in order to achieve our vision of 100% student success.



VISION, MISSION, VALUES

VISION

100% Student Success

MISSION

All students will be provided with a safe and positive learning environment that challenges and guides each to reach their highest level of growth in:

Academic achievement
Citizenship; and
Personal Development

CORE VALUES

Academic Excellence

- Providing quality curricular programs
- Motivating students to achieve at their highest level.

Personal Development

- Encouraging personal development
- Providing students with a variety of quality elective, extracurricular, service and leadership opportunities.

Strong Families

- Supporting strong families and their role and responsibility in educating students.
- Ensuring every student is a valued member of our school family.

Integrity of Character

- Modeling the following character traits: respect, responsibility, citizenship, trustworthiness, caring and fairness.
- Promoting and expecting the demonstration of such traits by all students.

Our Educational Team

- Valuing highly qualified staff as role models for students.
- Expecting all adults on campus to be professional by displaying enthusiasm for learning and personal, by engaging in a team approach to meeting student needs.

Community Involvement

- Benefitting from partnerships with the entire community.
- Promoting activities which invite their participation and support.

Fiscal Responsibility

- Allocating resources to support our mission and goals
- Meeting legal requirements and adhering to cost-effective management procedures.

STRATEGIC DIRECTIONS - DISTRICT

- Strategic Direction 1 – Student Achievement
- Strategic Direction 2 – Equity in Excellence for All Students
- Strategic Direction 3 – College and Career Readiness and Support
- Strategic Direction 4 – Learning in a Safe Environment
- Strategic Direction 5 – Effective and Efficient Use of Resources
- Strategic Direction 6 – Family and Community Engagement and Support

ACADEMIC STRATEGIC GOALS - DISTRICT

Strategic Goal 1

- Increasing student achievement resulting in improvements for each school's learning gains, grade level proficiency rates, graduation rates and school grade designations of an A or B standing.

Strategic Goal 2

- Ensuring curriculum, instruction and assessment practices are designed and presented using rigor, relevance, student engagement and continuous improvement.

Strategic Goal 3

- Sustaining a healthy, respectful, caring learning environment for students, faculty, staff and the community that will result in overall district improvement that includes student achievement and faculty and staff satisfaction.

Strategic Goal 4

- Providing equity and excellence in education by increasing overall performance and eliminating the gaps in student outcomes by reducing disparity in graduation rates, proficiency scores on assessments, participation and performance in advanced courses, disciplinary infractions and placement in Exceptional Student Services.

Strategic Goal 5

- Achieving the District's mission for College and Career-Readiness for all students by implementing the standards, creating interdisciplinary curriculum, aligning instructional practices, allocating appropriate resources and engaging parents and the community.

Strategic Goal 6

- Sustaining efficient use of resources to improve student achievement.

Strategic Goal 7

Maintaining quality technology and business services to optimize operations, communications and student outcomes.

SCHOOL ACADEMIC GOALS 2019-2022



Goal #1

The School Team will strengthen use of effective lessons in the classroom.

Action Steps:

1. Elementary School teachers will organize and implement learning walks, ghost walks and collaborative plans to support shared teaching resources.
2. Middle/High School teachers will organize and implement learning walks, ghost walks and collaborative plans to support shared teaching resources.



Goal #2

The School Team will use student data to assist in student learning.

Action Steps:

1. Elementary School teachers will develop and sustain a data tracking plan to assess student outcomes.
2. Elementary School teachers will create and implement the usage of Academic Assistance Plans to outline instructional strategies to support remediation of students.
3. Elementary School Teachers will develop and maintain a timeline to monitor student progress.
4. Middle/High School Teachers will develop, implement and maintain weekly formative and/or summative assessments.



Goal #3

The School Team will recognize and celebrate student success.

Action Steps:

1. Elementary School teachers will plan and host quarterly academic achievement assemblies.
2. Elementary School teachers will plan and host PBIS incentive assemblies.
3. Middle School Teachers will plan and host PBIS incentive activities.
4. Middle/High School Teachers will plan and host quarterly academic achievement assemblies.
5. Middle/High School Teachers will plan and host quarterly sports achievement assemblies.

SCHOOL COMMUNICATION GOALS 2019-2022



Goal
#1

The School Leadership team will develop a parent, teacher, student triangulation team.

Action Steps:

1. Elementary School teachers will organize and host bi-quarterly triangulation team meetings to support student learning.
2. Middle/High School teachers will organize and host bi-quarterly triangulation team meetings to support student learning.



Goal
#2

The School Team will use Social Media platforms to communicate student progress and outcomes.

Action Steps:

1. All School teachers will host webpages on St. David website to communicate learning and climate goals.
2. All School teachers will support St. David's Facebook and Instagram accounts to communicate student successes.



The School Team will provide timely, transparent and relevant feedback to parents and guardians.

Goal
#3

Action Steps:

1. All School teachers will respond to parent and guardian communication within 48 hours.
2. All School teachers will randomly select (5) five students weekly to highlight in each class.
3. All School Teachers will create academic and/or climate criteria to identify elementary, middle and high school students of the month.

SCHOOL SAFETY GOALS 2019-2022



**Goal
#1**

The School Leadership team will develop a Social-Emotional Learning curriculum

Action Steps:

1. Elementary School teachers will develop SEL goals and work in conjunction with PBIS to support student positive behavior.
2. Middle/High School teachers will develop SEL goals to support positive student behavior to include, but not limited to:
 - a. HOPE Squad peer support.
 - b. Anti-Bullying Campaign
 - c. Peer mediation



**Goal
#2**

The School Team will practice and implement ALICE protocols.

Action Steps:

1. All School teachers will practice ALICE protocols on a quarterly basis.
2. All School teachers will support St. David's District safety instruments and report incidents as required in a timely manner.



**Goal
#3**

The School Team will utilize the HOPE Squad program and other resources to support student physical, social, emotional and psychological needs.

Action Steps:

1. All School teachers will report to student concerns to the appropriate entity as required by law.
2. All School teachers will support students in a positive manner, providing positive counsel when necessary.
3. All School Teachers will outline their process and procedures for identifying, acknowledging, reporting and support student concerns.

SCHOOL PARENT/COMMUNITY GOALS 2019-2022



Goal
#1

The School Administration team will outline their Open Door Policy.

Action Steps:

1. School Administration will develop a parent meeting calendar that outlines daily parent conferences.
2. School Administration will develop a parent meeting calendar that outlines quarterly parental meetings, to include, but not limited to:
 - a. Donuts for Dads
 - b. Muffins for Moms
 - c. Pastries for Parents
 - d. Family Fun Night
 - e. Movie Nights, etc.



Goal
#2

The School Administration team will outline a parent/community volunteer program

Action Steps:

1. School Administration will develop a parent/community volunteer program and create a list of volunteer opportunities.
2. School Administration will develop a parent/community calendar that outlines daily opportunities and share the list with the parents and the community.