ABC Unified School District

Strategic Plan 2019-2022
Schools for 21st Century Learners
Message from the Superintendent

The ABC Unified School District Strategic Plan provides a focus and guidance for planning over the next three years. This Strategic Plan builds on previous phases and charts a visionary course to improve student achievement.

The Strategic Plan for 2019-22 updates the five Strategic Directions. Each of these Directions provide a comprehensive theme for an important component of our school district. Further, each Strategic Plan Direction highlights specific strategies that we will be working on as part of our continuous improvement plan.

The ABC Strategic Plan is evaluated every year through multiple assessments and survey results guided by the Superintendent and Board of Education. The evaluation process is reported publicly annually by the Strategic Plan Board Advisory Committee. This Committee is comprised of parents, teachers, administrators, employee group representatives, and a Board liaison.

The Strategic Plan is our commitment to making a long term, collective investment in our students and their future. We look forward to your ongoing support and participation as we embark on this journey.

Sincerely,
Dr. Mary Sieu
Superintendent
MISSION
The Mission of ABC Unified School District is to develop a community of lifelong learners, creative thinkers, and responsible individuals, by providing innovative and high quality educational programs in a safe and supportive environment.

VISION
● We believe students in ABC should be as well educated as any in the world.
● We believe all students have the capacity to be high achievers.
● We believe people are the cornerstone of our District and students are the reason we are here.

STRATEGIC PLAN DIRECTIONS
• Academic Achievement for All
• Professional Growth for Employees
• Family and Community Engagement
• System to Support Student Success
• Effective Resource Management
District Strategic Plan Framework
The District Strategic Plan Directions for 2019-2022 were designed to build on the accomplishments of the past. The Strategic Plan highlights five major areas of focus.

These include:
1. Academic Achievement for All
2. Professional Growth for Employees
3. Family and Community Engagement
4. System to Support Student Success
5. Effective Resource Management
District Strategic Plan Framework

The Strategic Plan is formatted to highlight the overall Direction followed by several goals. Schools and departments in the District work on specific strategies to meet these goals. The goals are used to guide us in our dialogue with staff, parents, and community members. Specific targets will be determined by each school and department in response to the five general directions.

The Strategic Plan is intended to be a roadmap that will guide the actions and decision-making of schools and the District over the next three years. The District believes it is important to have a strong coherent Strategic Plan but recognizes that consistent, quality implementation is even more important. District resource allocation decisions, particularly those related to budget, will be aligned with the plan priorities.

The District will avoid taking a “one size fits all” approach and recognize that different schools may require different strategies and resources. District leadership will continue to engage staff at all levels in planning and decision-making related to their work.

The District develops and publishes an Annual Report that includes both student achievement outcomes and the Strategic Plan implementation measures. Updates will be provided to the Board throughout the year.
The same evaluation process used in the earlier phases will be used in Phase V. It incorporates a “multiple measures” approach to assess the District’s effort in meeting the goals. The key to our success depends on the involvement of the entire school community in achieving our goals.
Academic Achievement for All
Provide all students with equitable access to rigorous curriculum with aligned instructional materials and assessments
1.1 Increase student preparedness for college and career opportunities

- Use data to improve instruction in the State standards, and implement effective instructional practices and curriculum
- Implement State Content Standards and the adopted curriculum
- Integrate technology to support student learning, personalization, and creativity
1.2 Increase the academic progress of English Learners

- Use formative and summative assessments to address the instructional and language needs of English learners

- Provide professional learning in designated and integrated English Language Development (ELD) instruction in all content areas

- Enhance ELD instruction through supplemental online programs, interventions and extended learning opportunities
1.3 Use a multi-tiered system of support to address the academic needs of students

- Provide academic support for students during the instructional day
- Offer extended learning time through after school programs, Saturday Academies and Summer School
- Provide learning opportunities to prepare students for entry in and successful completion of advanced coursework
1.4 Increase access to rigorous coursework for students who are English Learners, Foster Youth, low income, and/or Homeless

- Increase the percentage of students who complete “A-G” subject requirements in four years

- Increase student enrollment and successful completion of Advanced Placement (AP) courses

- Increase student enrollment and successful completion of advanced math courses
1.5 Provide Career Technical Education (CTE) pathways to increase opportunities for college and career readiness

- Align high school course offerings to post secondary coursework
- Increase the opportunities for industry recognized certifications
- Create business partnerships to increase opportunities for work-based learning experiences
- Offer professional learning for CTE teachers, counselors and administrators
Professional Growth for Employees
Recruit, support and retain effective professionals at all levels of the organization
2.1 Provide teachers and school leaders with high quality professional learning to increase student achievement in all subjects

- Analyze data to provide customized professional learning
- Train TIP Teacher Leaders to provide professional learning in technology integration
- Use new media platforms to provide professional learning opportunities through video, television, podcast, and online streaming
2.2 Strengthen school and district leadership capacity and professional growth opportunities

- Implement LEAD (Leaders. Emerge. Aspire. Develop) for teachers interested in school/district leadership
- Implement the Principal Leadership Development Academy for aspiring principals
- Develop a leadership academy to support the professional growth of school counselors, deans and assistant principals
2.3 Diversify the District’s approach to recruit, hire, and retain highly qualified candidates

- Formalize the process used to access qualified teacher candidates from higher education

- Explore a broader range of job search engines/forums inclusive of industry professionals

- Increase diversity within schools by recruiting candidates who are underrepresented

- Provide additional coaching support for continuing and new employees
2.4 Promote a culture of ongoing professional learning opportunities for classified employees

- Expand professional learning opportunities in partnership with the ABC California School Employees Association - PAL 2 Advisory Council

- Explore professional learning opportunities in partnership with American Federation of State, County and Municipal Employees (AFSCME)
Family and Community Engagement

Build a district culture based on high expectations for all students
3.1 Engage family and community partnerships in creating and improving the learning conditions for students

- Collaborate with Adult School and PTA to provide workshops in college and career preparedness and student well-being

- Promote parent/guardian participation in the Community Advisory Committee (CAC) to support students with disabilities

- Use DELAC and the English Learner LCAP Parent Advisory Committee to inform and engage parents/guardians in decisions affecting English Learners’ progress

- Provide opportunity for parents/guardians and students to engage in developing and monitoring the Local Control Accountability Plan (LCAP)

- Use Head Start Policy Committee meetings and State Preschool Parent Cafés to engage parents in decisions affecting student learning and family connectedness
3.2 Promote ongoing and open communication among our key stakeholders

- Enhance communications to key stakeholders through weekly Monday Message, bimonthly District Digest, monthly columns in local community papers, social media and community forums

- Engage staff to participate in community organizations so they can share District information
System to Support Student Success
Ensure a safe, caring, nurturing, and culturally responsive environment for all students
4.1 Promote a district culture that is committed to embracing diversity

● Provide welcoming school environments that encourage student, family, parent/guardian and community engagement

● Promote the use of culturally responsive strategies aimed at improved communication

● Support equitable practices and policies that create positive learning conditions for all students
4.2 Provide mental health and counseling opportunities in collaboration with district and community partnerships

- Expand services provided through partnerships with local community mental health agencies and service providers
- Provide social-emotional supports through mental health professionals and interns
- Expand partnership opportunities with USC School of Social Work and other universities
- Coordinate services provided by district and community mental health professionals for students with disabilities
4.3 Implement a coherent and equitable system for positive student academic and behavioral outcomes

- Use a multi-tiered support system to improve student academic and/or social emotional progress

- Provide staff development in sustaining the systems, principles and practices of Positive Behavior Interventions and Supports (PBIS)

- Provide support and training in other means of correction as an alternative to suspension and expulsion in student discipline cases
4.4 Maintain a district culture committed to a safe and secure learning environment for all

- Ensure participation in CyberSmart Month during October at all schools

- Provide peer conflict and bully prevention education for students, school staff, parents and community members

- Increase partnership opportunities for parents/guardians and community involvement in maintaining safe and secure schools

- Implement strategies to promote safe play and appropriate student interactions before, during, and after school

- Use district and/or community resources to promote a culture of staff wellness
Effective Resource Management
Operate an effective and efficient organization
5.1 Optimize resources to align to district goals

- Utilize district assets to enhance revenue
- Collaborate with employee groups regarding the budget
- Partner with public/private agencies to expand available resources
- Apply for grants to enhance District programs
- Increase student attendance and participation in the free and reduced price meals program
5.2 Foster prudent management of fiscal resources

- Maintain a technology infrastructure to support the evolving needs of 21st Century teaching and learning

- Ensure equitable allocation of technology resources for infrastructure, devices, professional learning, and technical support

- Maintain a proper and prudent reserve
5.3 Ensure safe and state of the arts facilities

• Utilize various media outlets to communicate serious incidents related to safety

• Ensure compliance with the Comprehensive Safe School Plans

• Utilize innovative technologies to ensure safe schools and facilities

• Collaborate with district resource officers and local law enforcement agencies to provide safety trainings

• Effectively manage and implement the Bond Program and obtain state matching funds, if available
ABC Unified School District