



# We INSPIRE! Strategic Plan *Governance Team Input Session*



May 1, 2025



# Our Strategic Plan Journey

**PHASE 1:** Organizational Leadership Taking a Stand

MARCH - APRIL 2023

APRIL - JUNE 2023

**PHASE 2:** Engaging the community around the Strategic Goals

**PHASE 2 (cont.):**  
Updating the Community & Board Approval

AUG - OCT 2023

Strategic Plan presented to Board for approval at the Oct. 17, 2023 Board Meeting

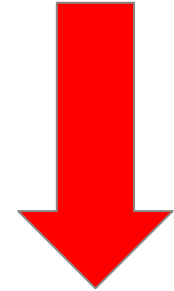
OCT 2023

**PHASE 3:**  
Action Planning

NOV 2023 - JUNE 2024

AUG 2024 - JUNE 2034

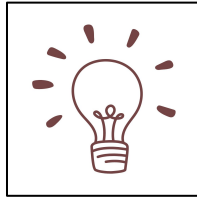
**PHASE 4:**  
Implementation & Progress Monitoring



# Strategic Plan Focus Areas



**Focus Area 1:**  
Student Voice,  
Engagement &  
Well-Being



**Focus Area 2:**  
Professional  
Practice, Learning &  
Innovation

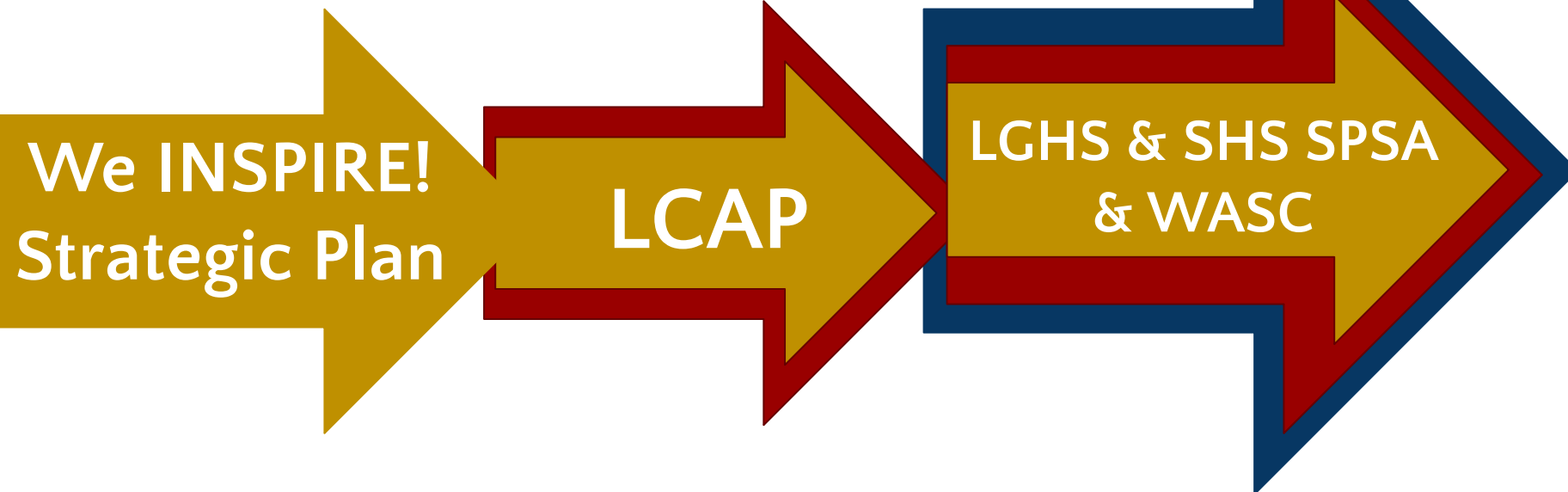


**Focus Area 3:** Culture,  
Leadership &  
Accountability



**Focus Area 4:**  
Strategic  
Family/Community  
Alliances/Leadership

# Continued Alignment

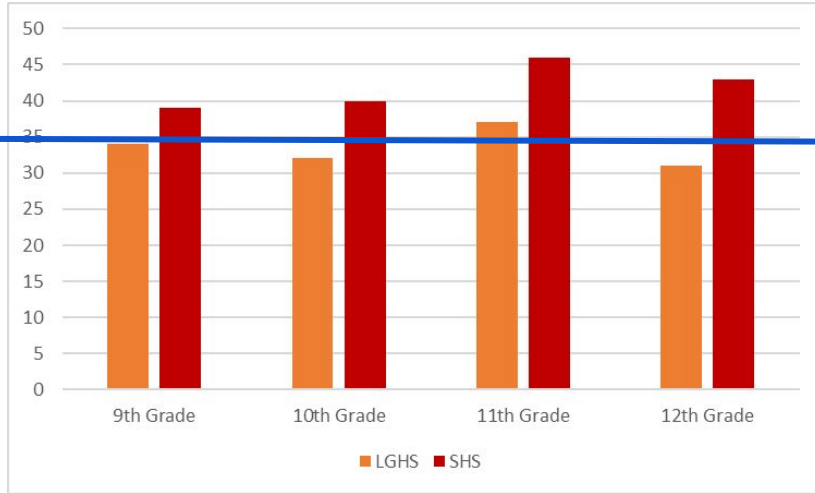


**Goal 1.1:** LGSUHSD will offer opportunities for every student to provide input in order to feel that their voices are heard, respected, and valued.



## Year 1 Tasks/Subtasks:

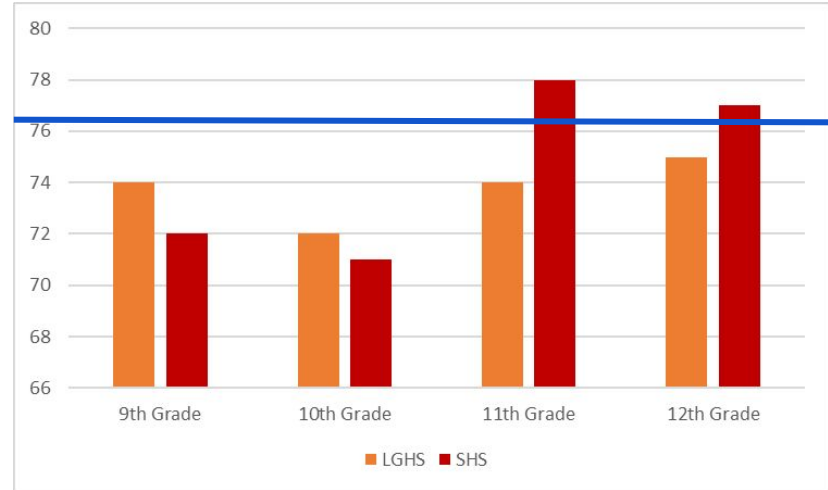
✓ Establish a Superintendent's Student Advisory Committee



% of students demonstrating meaningful participation in school

✓ Establish a Principal's Student Advisory Committee

*Metrics: CA Healthy Kids Survey*



% of students demonstrating school connectedness

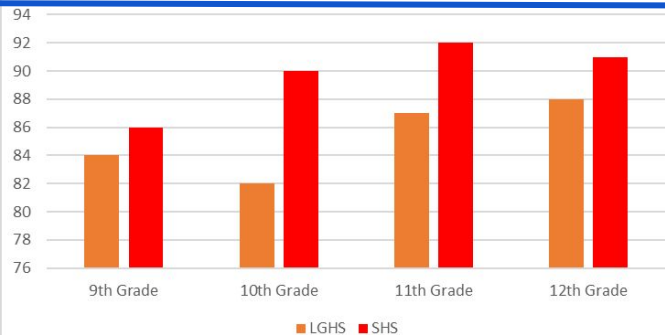
**Goal 1.2:** LGSUHSD will ensure that every student will feel safe and included at school; feel empowered to express their authentic identities; and engage in personal and intellectual pursuits aligned with their distinct values, strengths, and interests.



## Year 1 Tasks/Subtasks:

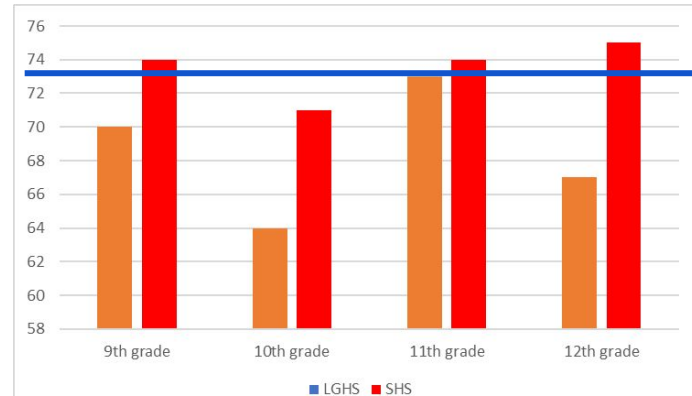
✓ MOSAIC lessons on Values, Strengths and Interests, Authentic Identities & on creating an Upstander Culture

Students Perceived Safety at School (CHKS)



Emotional Safety at School (CHKS)

Metrics: CA Healthy Kids Survey



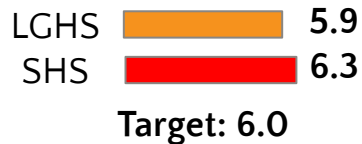
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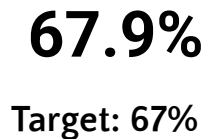
## Year 1 Tasks/Subtasks (continued):

✔ Solicit student feedback on course offerings to ensure that they align with student interests.

Avg # of Courses  
p/student  
*Metric: Aeries*



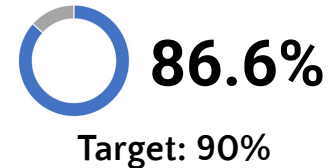
% of students taking  
AP/Honor Classes  
*Metric: Aeries*



CTE Pathway  
Completion  
*Metric: DataQuest*



College-Going  
Rate  
*Metric: DataQuest*



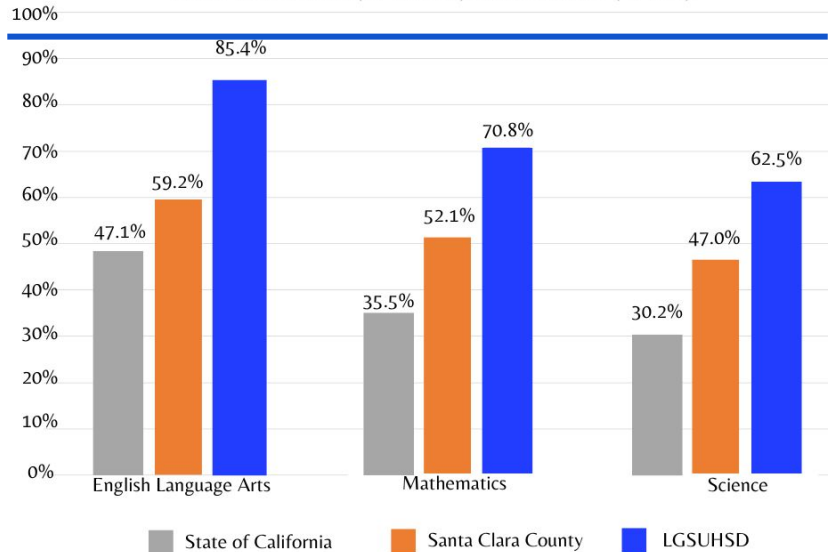
**Goal 1.3:** LGSUHSD will implement Universal Design for Learning (UDL) to build inclusive and equitable learning environments where all students are able to reach proficiency and feel their learning needs are respected and supported.



**Year 1 Task/Subtask:**

✔ Develop a 3-year comprehensive UDL implementation plan leading to majority of teachers being trained by the end of 3 years.

**Metrics: CAASPP Data, Aeries, ELPAC**



% of Students Meeting UC/CSU Requirements



**80.4%**

**Target: 90%**

% of EL who progressed one level+ and./or maintained in ELPAC



**57.5%**

**Target: 80%**

% of Seniors Scoring 3+ on AP exam



**69.5%**

**Target: 70%**

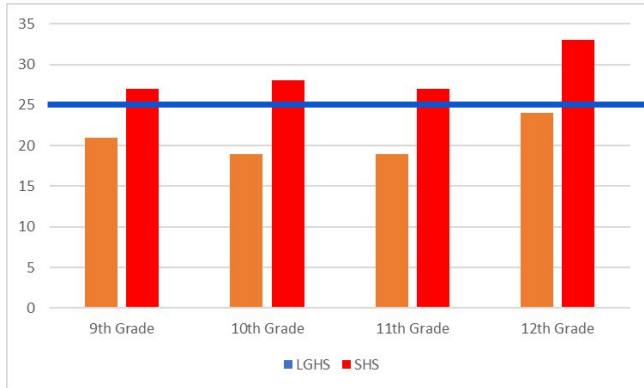
**Goal 1.4:** LGSUHSD will implement a framework for Multi-Tiered Systems of Support (MTSS) to inform instruction and interventions in order to optimize student achievement and support students' academic, social-emotional and behavioral needs.



**Year 1 Tasks/Sub-Tasks:**

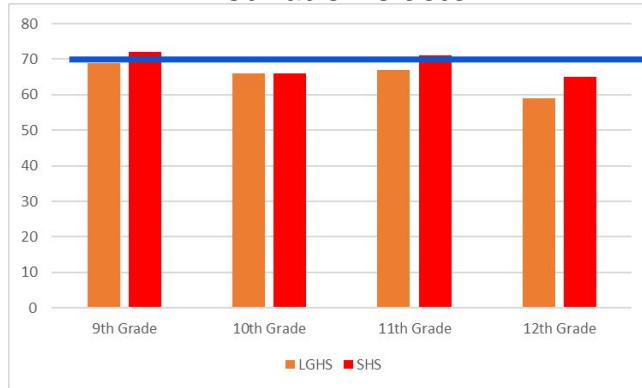
- ✓ Develop a 3-year comprehensive MTSS implementation plan.

% of students reporting low boredom & high value in school



*Metrics: CA Healthy Kids Survey*

% of students reporting “agree” or “strongly agree” in Academic Motivation cluster



High School Graduation Rate



**96.1%**  
Target: 97%

**Goal 2.1:** LGSUHSD will apply a framework of continuous improvement (i.e., plan → do → study → act) to evaluate all major initiatives and programs.

**Year 1 Tasks/SubTasks:**

- ⋯ Develop framework for Continuous Improvement with input from Design Team



**NOT COMPLETED**

**Goal 2.2: LGSUHSD will implement a robust and coherent professional development program for teachers, support staff, and administrators designed to improve the district's capacity to implement the strategic plan.**

## Year 1 Tasks/Sub-Tasks



Identify outcomes for collaborative learning opportunities that are aligned with the strategic plan tasks and/or site/department goals.

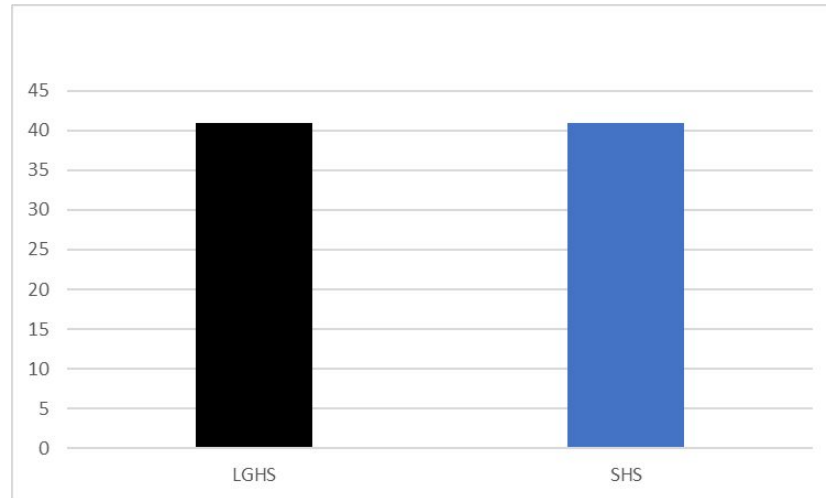


Establish reciprocal observation protocol, including roles of participants and coaches.



Identify how to use current PD time and how to create additional opportunities for collaboration within the school calendar. (Specific PD opportunities for certificated and classified staff).

% of staff reporting that staff collaborate regularly



**Metrics: CALStaff Survey**

**Goal 2.3:** LGSUHSD will adopt and implement consistent grading policies that lead to alignment between grades and student proficiency of course outcomes.

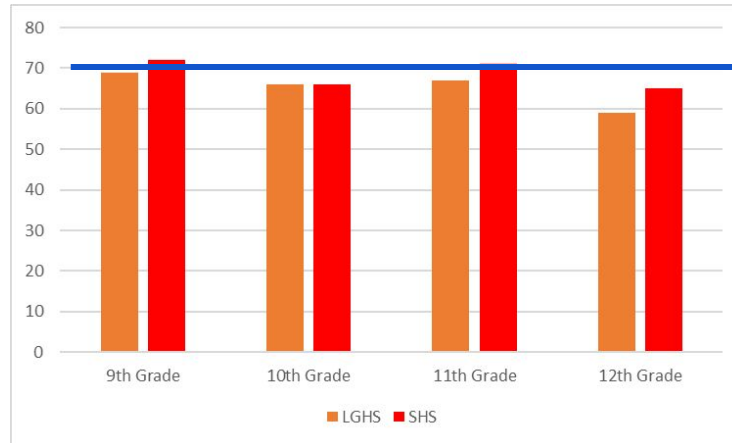
### Year 1 Tasks/Sub-Tasks:



Convene Grading Policies Stakeholder Committee



% of students reporting “agree” or “strongly agree” in Academic Motivation cluster



*Metrics: CA Healthy Kids Survey*

**Goal 2.4:** LGSUHSD will establish an ongoing system of collaborative staff reflection on assessment data and/or student work to inform, calibrate, and refine professional practice to improve student learning.

**Year 1 Tasks/Sub-Tasks:**

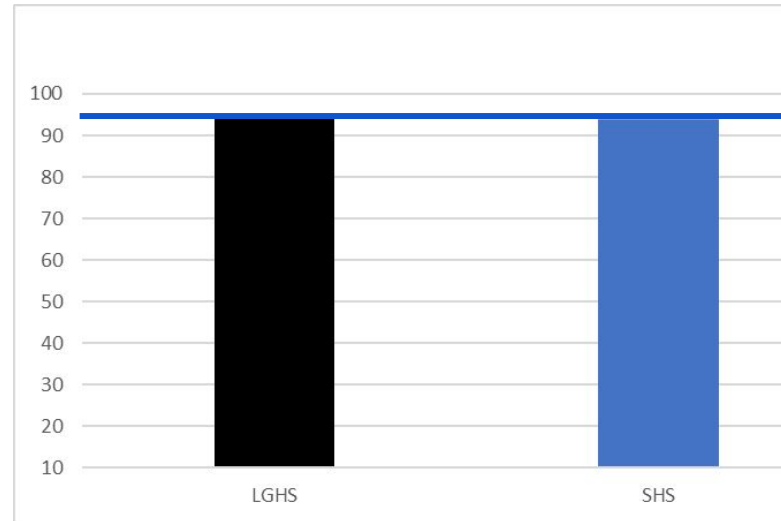


Make use of data systems and resources that will enable teachers to inform, calibrate, and improve professional practice



Create a culture of collaboratively reflecting on data related student achievement and engagement

% of staff reporting that Objective Data is used in Decision Making



**Metrics: CalSCHOOLS Data**

**Goal 3.1:** LGSUHSD will establish and maintain systems for articulation with feeder districts and post-secondary institutions to ensure successful transition to and from high school.

**Year 1 Tasks/Sub-Tasks:**

✓ Establish transition teams that analyze data from feeder schools to create a system of effective articulation support of incoming students.

**Metrics:**

MOUs with LGUSD, LPJUSD, SUSD, West Valley Community College District



**Goal 3.2:** LGSUHSD will establish consistent hiring and onboarding practices to recruit highly qualified staff, promote career exploration opportunities within the district, and expand recognition programs that highlight the accomplishments of current staff members and programs.

### Year 1 Tasks/sub-Tasks

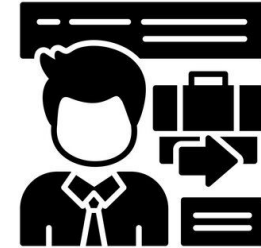
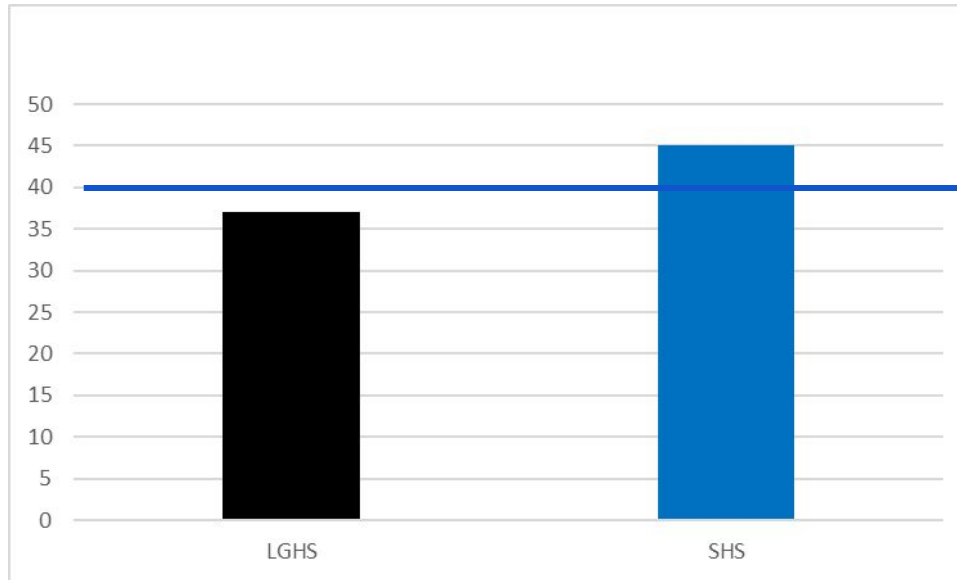
- ✓ Establish consistent hiring practices
- ✓ Implement a comprehensive onboarding process for new employees
- ✓ Develop and maintain recognition programs



**Goal 3.2:** LGSUHSD will establish consistent hiring and onboarding practices to recruit highly qualified staff, promote career exploration opportunities within the district, and expand recognition programs that highlight the accomplishments of current staff members and programs.

### Metrics: CALStaff Survey, Exit Survey

“School promotes trust and collegiality.”



Exit Surveys completed for employees exiting the district



# Goal 3.3: LGSUHSD will transform campuses into Green Ribbon Schools that promote a sustainable environment, nutritious food options, and efficient use of resources.

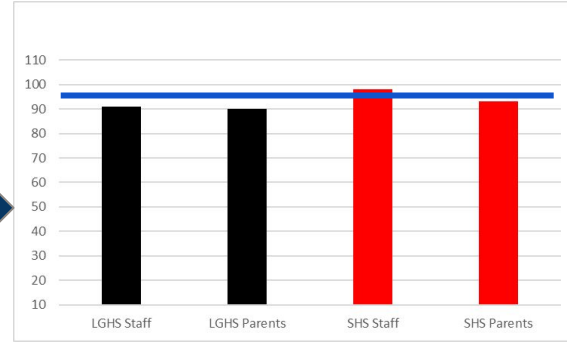
## Year 1 Tasks/sub-Tasks:



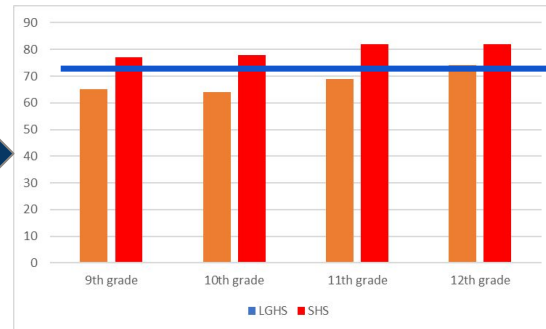
Complete tasks associated with Facilities Master Plan and Deferred Maintenance Plan

Metrics: CALSchls Survey, CA Green Ribbon Schools

% of staff/parents who replied "Agree" or "Strongly Agree" that "This school has clean and well-maintained facilities & properties."



% of students who replied "Agree" or "Strongly Agree" that "My school is usually clean and tidy."



**Goal 3.4:** LGSUHSD will ensure that our financial and technology infrastructure is healthy, service-oriented, and ready to support strategic plan implementation.

**Year 1 Tasks/Sub-Tasks:**

- ✓ Complete tasks associated with Technology Board Policy, Technology Advisory Committee, and Tech Plan
- 🕒 Strategize on community funding to ensure sufficient financial resources

**Metric:** Will add specific question to CALSchls Survey



**Goal 3.5:** LGSUHSD will ensure that all graduating students will attain the Graduate Profile traits.

**Year 1 Tasks/Sub-Tasks:** Graduate Profile

- ⋯ Research existing Graduate Profiles and resources to support work on the Graduate Profile

**NOT COMPLETED**



# Goal 4.1: LGSUHSD will leverage strategic community, business, and school-connected partnerships to identify and coordinate resources that support the successful implementation of the strategic plan goals.

## Year 1 Tasks/Sub-Tasks:

⋯ Develop & maintain a process for engaging with school-connected organizations

✓ Develop & maintain a process for engaging with key community and business partner organizations



Delivered to 17,179 homes within the district



**Goal 4.2:** LGSUHSD will promote family engagement to ensure all parents/guardians feel respected, engaged, and valued by their child's school.

**Year 1 Tasks/sub-Tasks:**



Maintain a Superintendent's Parent Advisory Committee  
(not on Year 1 task, but started in January 2025)



Started in January 2025 - Met in-person January & April



Students applied to join in December 2025  
(all students who applied were accepted)



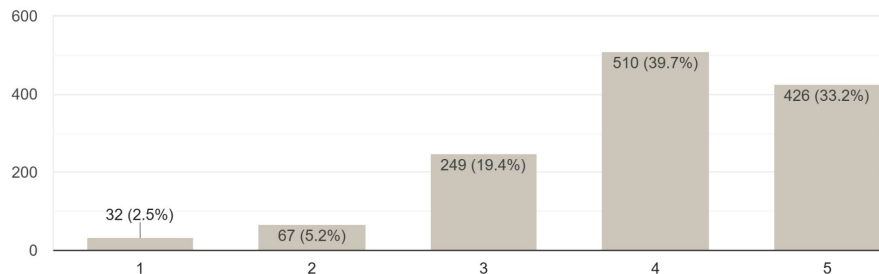
## Goal 4.3: LGSUHSD will implement a comprehensive system for sharing timely, relevant information with and collecting feedback from the community to maintain transparent communication and promote trust.

### Year 1 Tasks/Sub-Tasks:

- ✔ Promote the communication of District effectiveness to all residents

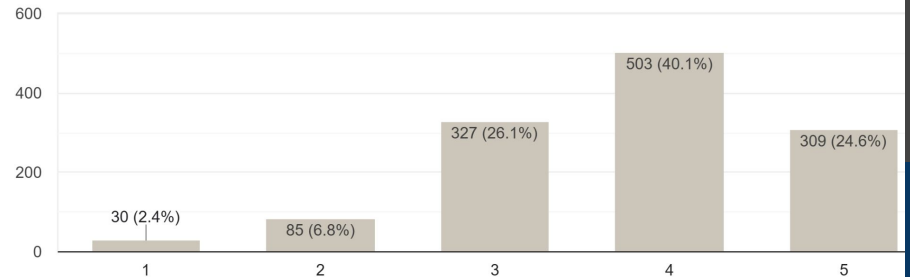
On a scale of 1 (Never) to 5 (Often), how well do you feel the district communicates important information?

1,284 responses



On a scale from 1 (Not at All) to 5 (Absolutely), how well do you feel our district communicates in a way that is thorough, consistent, approachable, and provides you with the information you need?

1,254 responses



**Metrics: annual communications survey**



## Reaching out to Stakeholders

### STUDENTS

- Principal Student Advisory Committee
- Superintendent Student Advisory Committee
- School Site Council

### STAFF

- In-Person Updates at Staff Meetings
- School Site Council

### PARENTS/COMMUNITY

- LCAP/Strategic Plan Update at Board Meeting
- School Site Council
- English Learner Parent Advisory Committee
- Superintendent's Parent Advisory Committee



# Proposed Year 2 Tasks/Sub-Tasks

# Year 2 Tasks/Sub-Tasks



- ★ Superintendent & Principal Student Advisory Committee
- ★ Year 1 MTSS Plan
- ★ Year 1 UDL Implementation



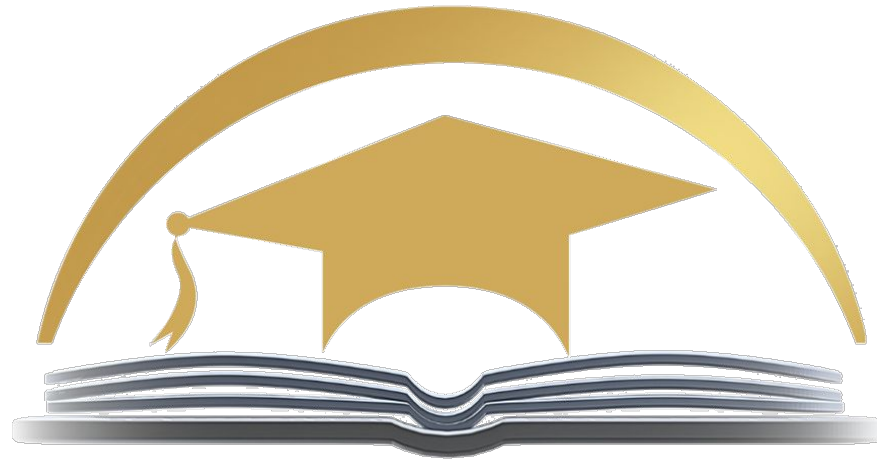
- ★ Complete tasks associated with Facilities Master Plan and Deferred Maintenance Plan
- ★ Implement a comprehensive onboarding process for new employees in order to promote staff retention.
- ★ Evaluate, determine, integrate, and invest in district information systems and how they serve district data analysis needs (for Human Resources Department)



- ★ Implement Essential Learner Outcomes & Assessments
- ★ Gather stakeholder input on grading policies
- ★ Identify outcomes for collaborative learning opportunities
- ★ Establish reciprocal observation protocol, including roles of participants and coaches.



- ★ Develop and incorporate guidelines and processes for supporting school-connected organizations, including regular engagement with groups throughout the year.
- ★ Day after board meeting summary to stakeholders
- ★ Budget summary to community
- ★ Liaison with community organizations (LG & Saratoga)



**We INSPIRE!**  
L G S U H S D

*Thank You!*