

## Strategic Priorities - [FINAL] 3E's - Nov 13, 2024

At Santa Rosa City Schools, we are committed to embracing, empowering, and engaging every student to reach their fullest potential. By fostering a school environment centered on acceptance, belonging, and safety, we ensure that all students experience high levels of academic achievement in an equitable and inclusive setting. Our strategic priorities embrace the diversity and individuality of each student by integrating culturally relevant content, anti-racist practices, and meaningful relationships into our curriculum. Through these actions, we empower our students and staff to actively shape an innovative, supportive, and thriving school community. A community where every student is valued, seen, heard, understood, and equipped to be their best and achieve their goals.

At SRCs we're cultivating a community >>>

### Embrace

**Embrace Success for All Students** creating a school environment centered on acceptance, high levels of academic achievement, belonging, safety, and inclusion.

- **Objective:** Develop programs and services that foster cultural awareness, address the historical and cultural contexts of students' identities, promote meaningful relationships and support high levels of academic achievement. These programs will support the academic, social, and emotional growth of all students, ensuring their success in an equitable, welcoming and positive learning environment.
- **Actions:**
  1. **Embrace Students** by integrating their diverse backgrounds into the curriculum ensuring all students an opportunity to connect academic content to their individual identities and experiences to enhance engagement and academic success.
  2. **Embrace Students** by providing culturally conscious and relevant professional development for teachers and staff, equipping them with the tools to support a diverse student body and create a critical thinking environment where all students can thrive.
  3. **Embrace and celebrate students' cultural identities** by creating system-wide learning opportunities that celebrate, uplift, and prioritize diversity, belonging, and inclusion.
  4. **Embrace students with a safe and welcoming school environment** by strengthening support systems that address bullying, emotional well-being, and physical safety, ensuring all students feel valued, secure and empowered to

succeed.

5. **Embrace students with open communication and collaboration** by fostering strong relationships between all students, staff, families, and the community, enhancing a culture of kindness, respect, inclusion, and success throughout the school community.

## Engage

**Engage All Students** fostering active participation, communication, connection, support, and inclusivity across the school community.

- **Objective:** Promote a supportive and culture-affirming school culture where students, staff, and families actively participate in creating a collaborative and inclusive environment where all members feel valued, seen, and heard. This will improve academic outcomes, strengthen school-community relationships, and empower all stakeholders to contribute to a positive school climate.
- **Actions:**
  1. **Engage students** by creating opportunities for active learning that connect content to real-world experiences and concerns, ensuring all students feel invested in their education and prepared for their future.
  2. **Engage students** by providing professional development to teachers and staff focused on fostering meaningful relationships with students and families.
  3. **Engage students** by facilitating open communication channels and providing resources to families that support students' diverse learning needs to enhance collaboration between home and school.
  4. **Engage students** by building strong community partnerships with local organizations, encouraging their participation in school activities that provide real-world learning experiences.
  5. **Engage students** by promoting a culture of care, feedback and accountability through regular surveys, open dialogue, and follow-through on actions to ensure transparency and responsiveness throughout the school community and among all stakeholders.

## Empower

**Empower All Students to be Advocates** for the SRCS community supporting civic engagement, funding, and equitable resource allocation that fosters a sense of safety, values a culture of inclusion, and reimagines a future of innovation. By equipping students, staff, and

families with the tools and opportunities for meaningful participation, the entire community of students, staff, and families feels empowered to actively shape a positive, safe, innovative, and inclusive school environment.

- **Objective:** Nurture a positive, safe, innovative, and inclusive school culture where students, staff, and families are empowered to advocate for equitable resource allocation. This will enhance educational quality, promote civic participation, and build a sense of belonging among all members of the school community.
- **Actions:**
  1. **Empower students** to take ownership of their own learning by presenting culturally relevant content that feels exciting and applicable to the futures that they value and select for themselves.
  2. **Empower students** by encouraging active civic engagement and advocacy.
  3. **Empower students** by implementing strategies to highlight, promote and celebrate positive messaging and innovative practices that foster an inclusive and safe atmosphere for all members of the school community.
  4. **Empower students** by seeking grants and creative funding opportunities to address equity barriers and invest in community conversations about ongoing financial support and culturally responsive approaches to enhance student learning, pedagogical innovation, and the well-being of the school community.
  5. **Empower students** by teaching them the value of advocacy and civic engagement to encourage participation in efforts that support the school, city and wider community.
  6. **Empower students** by fostering a culture of shared responsibility where all stakeholders—students, staff, families, elected officials and the broader community—contribute to shaping school policies that ensure safety, equity, inclusion, and belonging.