

CUSD Strategic Plan

OUR VISION

CUSD strives to be America's benchmark for excellence in education.

OUR MISSION

The mission of the Clovis Unified School District is to be a quality educational system providing the opportunity for all students to reach their potential in mind, body and spirit.

OUR AIMS

<u>AIM I:</u> Meet Every Student's Academic Needs	<u>AIM II:</u> Raise Academic Expectations for All Students	<u>AIM III:</u> Operate with increasing efficiency and effectiveness.	<u>AIM IV:</u> Maintain a quality workforce.
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OUR BELIEFS

- ✦ All children can learn and we can teach all children.
- ✦ Everyone is a reader and a teacher of reading.
- ✦ Our values must be more than words.
- ✦ Hard work promotes achievement.
- ✦ It's people, not programs.
- ✦ United as Americans, we value our diversity and our differences.
- ✦ We hold ourselves accountable to achieve high standards.
- ✦ Success is an individual journey of continuous achievement.
- ✦ Education is a partnership between the school, the family and the community.

OUR VALUES

- ✦ Trustworthiness
- ✦ Respect
- ✦ Responsibility
- ✦ Fairness
- ✦ Caring
- ✦ Citizenship

OUR PRINCIPLES

- ✦ Visionary leadership
- ✦ Learning-centered education
- ✦ Organizational and personal learning
- ✦ Valuing faculty and staff as partners
- ✦ Agility
- ✦ Focus on the future
- ✦ Managing for innovation
- ✦ Management by fact
- ✦ Public responsibility and citizenship
- ✦ Focus on results and creating value
- ✦ Systems perspective
- ✦ Stakeholder involvement

Aim I: Meet Every Student's Academic Needs

Goal 1:

Excellent diagnosis of student deficiencies, skills, knowledge and strengths including the opportunity to initiate and receive parent input, understanding students' past performance and utilizing the appropriate diagnostic assessment tools.

Goal 2:

All CUSD teachers are expected to facilitate classrooms that provide appropriate instruction for every student.

Goal 3:

Establish protocol to help District leaders know what teachers need to best facilitate classrooms that provide appropriate instruction for every student.

Goal 4:

Professional development activities for teachers, utilizing the Professional Learning Communities framework.

Goal 5:

Evaluate K-8 project-based learning in context with career technical education.

Benchmark 1A:

All schools will use a common diagnostic screening and placement assessment for K, Algebra I, and common assessments for PLC's.

Benchmark 1B:

A District taskforce will create a uniform TGLE process.

Benchmark 2A:

Teachers will appropriately diagnose every students' current academic performance in concert with parents to determine individual student need.

Benchmark 3A:

School site principals and District leaders will identify professional development needs of all teachers and site leadership.

Benchmark 4A:

District staff will implement a District-wide PLC professional development initiative.

Benchmark 4B:

Ensure that teachers differentiate instruction to meet the diverse learning needs of students.

Benchmark 4C:

District staff will implement a District-wide Response to Intervention professional development and implementation initiative.

Benchmark 4D:

District staff and/or area staff will establish vertical articulation in ELA, Math, Science, and Social Science.

Benchmark 5A:

Research viability and seek funding opportunities for a middle grades CTE/project-based learning program.

Benchmark 5B:

Provide on-going support for existing CTE programs.

Aim II:

Raise Academic Expectations for All Students

Goal 6:
Steps to excellence.

Goal 7:
Create a college-going culture.

Benchmark 6A:
Set performance goals for percentage of students scoring "Advanced" in the following areas:
Reading (K-2)
English Language Arts (2-8)
Mathematics (2-5)

Benchmark 6B:
Set goals for increased student achievement as follows:
Algebra I by grade 8- "C" or better
Algebra II by grade 11- "C" or better
At least one AP Exam- Score of 3
Minimum SAT score- 1700
Minimum ACT score- 25

Benchmark 7A:
Prepare all high school students for a minimum score of 1700 on SAT and 25 on ACT.
Require PSAT for 10th graders District-wide.
Offer vendor facilitated preparation courses.
Evaluate counseling programs for participation in SAT/ACT assessments.
Engage College Board with CUSD counselors and administrators.
Increase the number of merit scholars in CUSD.

Benchmark 7B:
Ensure that results are not predictable for any group of students, set advanced rather than proficient standards. Raising the bar to high levels with the expectation that many students will far exceed this high bar.

Aim III:

Operate with Increasing Efficiency and Effectiveness

Goal 8:

Implement business practices and systems to efficiently and effectively manage the District's support services and operations.

Goal 9:

Meet the multiple project and bidding timeline needs of the District to save money in paperwork processes.

Goal 10:

Maintain excellence, efficiency, safety and on-time performance when transporting children to and from school and District activities.

Goal 11:

Integrate technologies and data, as well as people and processes through unified automation, workflow and communications systems.

Goal 12:

Make improved decisions by accessing appropriate data.

Goal 13:

Support the interaction of students and teachers by maintaining cleanliness, repair and operation of facilities.

Goal 14:

Support the highest quality learning environments by maintaining schedules, providing high quality and cost effective construction projects.

Goal 15:

Improve the efficiency by which parents and students purchase school services such as Campus Catering meals, student store merchandise and event tickets.

Goal 16:

Provide appropriate training for employees to operate with increasing efficiency and effectiveness.

Goal 17:

Implement a comprehensive one-to-one position control system.

Goal 18:

Market and expand menu choices at all grade levels with the goal of serving 10% more school lunches to students.

Goal 19:

Create a bread production operation to provide students with the best quality homemade baked products.

Goal 20:

Increase student attendance throughout the District by providing uniform attendance and discipline practices.

Aim IV: Maintain a Quality Workforce

Goal 21:

The District will provide a positive learning and working environment for students and staff by effectively recruiting, training, and retaining the very best and brightest workforce, which fosters the culture and traditions of CUSD.

Benchmark 21A:

Develop a CUSD Leadership Academy to serve as a comprehensive training program for the District's aspiring, beginning, and veteran administrators.

Benchmark 21B:

Create and implement the Employee Compensation Committee to serve as a District standing committee to review compensation related data and make recommendations to the Administration and Governing Board.

Benchmark 21C:

Develop a new Teacher Transfer process that is transparent to the District's teachers and ensures that each school is staffed with qualified and effective teachers.

Benchmark 21D:

Gather feedback from classified employees regarding the quality of their work environment and to serve as a foundation for developing an action plan for the District's continuous improvement.

Benchmark 21E:

Update the classified and certificated employee evaluation forms to accurately reflect District and State standards for work performance.