

# Strategic Plan for Success

## OUR VISION:

To be America's benchmark  
for excellence in education

## OUR MISSION:

To be a quality educational system providing  
the resources for ALL students to reach their  
potential in mind, body and spirit

*Decision-making in Clovis  
Unified is shaped by a  
process of strategic  
planning that defines the  
vision, mission and  
non-negotiable beliefs of  
our school district.*

## CORE VALUES

In Clovis Unified we hold ourselves accountable to a set of core values that we consider non-negotiables. These values are expressed in the following key phrases and words, many of which came from our founding Superintendent Floyd "Doc" Buchanan.

### STUDENTS

Educate the whole child in mind, body and spirit.  
Base all decisions on what is best for students' academic, social and emotional well-being.  
Commit to a safe and inclusive learning environment for ALL students.  
Believe every child can learn and we can teach ALL children.  
Students are at the center of every decision.

### EMPLOYEES

Foster a climate of trust and respect through relationships and communication.  
Collaborate and empower all employees in the decision-making process at every level of the District.  
Be accountable to high standards, both individually and collectively.  
Surround students with the very best role models and mentors who are reflective of our student community.  
Support life-long learning by providing ongoing professional development for all employees.

### COMMUNITY

Great schools build great communities and great communities build great schools.  
Engage with parents and the community to support ALL students.  
Value the cultural perspectives of our community.  
Be accessible to parents and the community as we continue to grow.  
Decision making includes perspectives from parents, students, staff and community.

### SCHOOLS AND FACILITIES

Provide safe, student-centered, world-class schools.  
Build state-of-the-art facilities that promote student success.  
Maintain quality campuses that create community pride.  
Design learning environments that serve ALL students now and in the future.  
We are stewards of our community's resources.

This school district does not discriminate on the basis of race, color, national origin, age, religion, political affiliation, gender, mental or physical disability, sexual orientation, parental or marital status or any other basis.





# OUR AIMS

## AIM I:

### Maximize Achievement for ALL Students

*The District will provide a high-quality educational system for ALL students focusing on mind, body and spirit by using engaging instruction, rigorous curriculum and systematic academic-emotional intervention to ensure college and career readiness.*

**FOCUS ON LEARNING:** Align curriculum, instruction and assessment to meet the academic needs of every student.

**PROFESSIONAL LEARNING COMMUNITIES (PLC):** Optimize the PLC process to develop and support a collaborative culture and by identifying best practices and research-based strategies to maximize the success of all students and staff.

**COLLEGE AND CAREER READINESS:** Effectively implement the California State Standards to ensure college and career readiness including technology, relevance and rigor for ALL students.

**MULTI-TIERED SYSTEMS OF SUPPORT:** Ensure multiple systems of support are in place to meet the unique academic and socio-emotional needs of each student.

**EDUCATE THE WHOLE CHILD:** Provide curricular and co-curricular programs to develop the mind, body and spirit of every student.



## AIM II:

### Operate with Increasing Efficiency and Effectiveness

*The District will actively seek innovative methods to operate with efficiency and effectiveness in all areas of operation.*

**COMMUNICATION:** Maximize means of direct and timely communication and transparency with all stakeholders.

**SAFETY:** Provide a safe environment for staff, students and community.

**UTILIZATION OF TIME:** Optimize systems and workflow to maximize time management.

**FISCAL MANAGEMENT:** Demonstrate fiscal responsibility.

**INNOVATION AND AGILITY:** Promote continuous improvement, innovation and entrepreneurial spirit.

## AIM III:

### Hire, Develop, Sustain and Value a High-Quality, Diverse Workforce

*The District will provide a collaborative learning and working environment that effectively recruits, trains and retains an exceptional workforce reflecting the diversity of our community and fostering the culture and traditions of Clovis Unified School District.*

**WORKFORCE DEVELOPMENT:** Recruit, hire and retain the best and brightest employees through training of the District's core values, high standards and traditions.

**COLLABORATIVE ENVIRONMENT:** Foster a professional climate and culture that values, empowers and connects employees to an inclusive and transparent organization.

**CONTINUOUS LEARNING:** Promote a culture of professional learning, mentoring, training and support for all employees.

**RECOGNIZE EXCELLENCE:** Recognize and celebrate exceptional individual and team work District wide.

*You can't hit the target if you aren't pointed in the right direction. Our aims do just that, point us in the right direction needed to achieve our mission and vision. Over the course of the next three years, Clovis Unified will focus specifically on these three aims.*