

## MDUSD Strategic Plan 2010-2015

### Mission

#### FUNDAMENTAL PURPOSE: WHY DO WE EXIST?

Student learning for all students / educational excellence for all students

“Our responsibility is to prepare every student for success in college, career, and life.”  
(Antioch USD)

MDUSD students will graduate as responsible citizens prepared to succeed in the college or career of their choice.

### Vision

#### COMPELLING FUTURE: WHAT MUST OUR DISTRICT/SCHOOLS BECOME TO ACCOMPLISH OUR PURPOSE?

### Values

#### COLLECTIVE COMMITMENTS: HOW MUST WE BEHAVE TO ACHIEVE OUR VISION?

- Focus on learning and children
- Excellence
- Integrity
- Respect
- Collaboration
- Safety

#### ***We will always...***

- Make decisions based on the best interests of the students,
- Elevate communication to a level that is inclusive and instills trust,
- Behave in an ethical, respectful, responsive manner,
- Seek out reform, innovation, and partnerships to bring academic excellence to our students,
- Recruit and retain the most effective, highly qualified staff available.

# Strategic Initiatives

## 1 Academic Excellence and Learning

**MDUSD will provide a rigorous, relevant, and engaging educational experience to all students. MDUSD will seek out reform and innovation to ensure academic excellence.**

**MDUSD understands that increasing student achievement is a team effort, one that requires a systemic and sustained approach to school improvement and reform. Student success is dependent upon parent, teacher, administrator, support staff, and school success.**

### **Goals / Specific Results**

- 1.1 Provide curricula that reflects high expectations and alignment to content standards.
- 1.2 Ensure focus, consistency, and alignment of our curriculum, instructional strategies, and assessments.
- 1.3 Improve the content, quality, and use of assessments and ensure that data from these assessments drives instruction.
- 1.4 Provide, support, and monitor instruction based on identified best practices.
- 1.5 Examine the district's curricula to ensure career and/or college-ready rigor at each grade level.
- 1.6 Implement programs that support 21<sup>st</sup> century skills, including collaboration, innovation, critical thinking, and communication.
- 1.7 Provide and meet program improvement requirements and support for academically under-performing schools.
- 1.8 Expand autonomy and empowerment for high performing schools.
- 1.9 Support struggling learners by targeted preventions, interventions, resources, and professional development.
- 1.10 Increase the use of technology in the teaching and learning process.
- 1.11 Ensure that the English Language Learner program is responsive to the needs of students and implemented, supported, monitored, and assessed based on student learning and a master plan.
- 1.12 Examine Special Education programs, services, and delivery to ensure high expectations in the least restrictive environment.
- 1.13 Establish clear parameters for allocation of Special Education staff and resources.
- 1.14 Ensure successful transition and articulation among elementary, middle, and high school levels.
- 1.15 Seek innovative community and business partnerships to expand programs and pathways in schools to enhance rigorous, relevant academic opportunities.

## **2 Supportive Family and Community Involvement**

**MDUSD will actively build strong relationships with students, families, and the community to increase trust, shared responsibility, and a positive perception of our district.**

**MDUSD will use multiple methods of communication and engagement to reach all stakeholders and increase opportunities for meaningful community input and participation to advance student achievement and learning in all subject areas.**

### **Goals / Specific Results**

- 2.1 Use multiple, regular methods of communication and engagement to reach all stakeholders.
- 2.2 Ensure that our communications are honest, accurate, thorough, and accessible to the public.
- 2.3 Increase opportunities for meaningful community input and participation.
- 2.4 Cultivate community, business, and higher education partnerships that advance student achievement in all subject areas.
- 2.5 Increase collaboration with cities, businesses, and the community to build a community that supports and values education.
- 2.6 Achieve a positive perception of MDUSD among parents and community members and ensure that parents consider MDUSD a “preferred place” to meet their educational needs.
- 2.7 Engage and involve parents in their children’s education to create shared responsibilities for student success.

## **3 High Quality, Effective Staff**

**The key to MDUSD success is its people, and MDUSD will recruit, develop, support, and retain the most talented staff.**

### **Goals / Specific Results**

- 3.1 Ensure that every classroom has a high-quality, effective educator.
- 3.2 Provide support through high-quality, effective administrators and support staff.
- 3.3 Ensure that our staff has the skills and capacity to achieve our mission.
- 3.4 Increase the retention rate of high-performing teachers, administrators, and support staff.
- 3.5 Increase leadership opportunities for staff.
- 3.6 Provide targeted professional development that supports the Strategic Plan.
- 3.7 Build staff morale and efficacy.

**4****Respectful, Responsive Service and Communication**

**MDUSD district and site staff will be responsive and respectful while providing outstanding service to co-workers, students, parents, and community members.**

**District and site staff will proactively seek opportunities to improve communication and customer service. Every person who interacts with MDUSD should be treated with dignity, respect, and courtesy.**

**Goals / Specific Results**

- 4.1 Assess, adopt, and improve practices that encourage respectful, responsive customer service.
- 4.2 Improve communication, both internally and externally, ensuring that community members, parents, students, and employees receive information, responses to inquiries, and services in a timely, efficient manner.
- 4.3 Improve employee morale by strengthening internal communications.
- 4.4 Ensure that employees consider MDUSD a “preferred place” (culture and climate) to work.
- 4.5 Ensure that parents consider MDUSD a “preferred place” to meet their educational needs.
- 4.6 Diligently monitor and report progress on strategic plan initiatives to gain trust, promote dialogue, and determine success.
- 4.7 Increase the use of technology to improve the effectiveness and efficiency of communication throughout the organization.

## **5 Optimal Operations and Infrastructure**

**MDUSD will implement sound fiscal and human resource policies that maximize resources, generate revenue, provide accountability, and accomplish educational priorities within a balanced budget framework.**

**If students are going to achieve excellence, all school and district operations must be excellent as well. Alignment across the district is critical so MDUSD will clearly align its fiscal and human resources to focus on achieving educational excellence. MDUSD will work in partnership with employees, parents, and the community to be a results-oriented district that involves all school, departments, and community groups.**

### **Goals / Specific Results**

- 5.1 Transform MDUSD into a high-performing, results-oriented organization that involves all schools, departments, and community groups.
- 5.2 Align district-wide initiatives, district and site plans, and expenditures to the MDUSD Strategic Plan and Board goals and policies.
- 5.3 Ensure that our facilities and infrastructure support and enhance student learning.
- 5.4 Place priority on educational needs and programs when making fiscal decisions.
- 5.5 Develop comprehensive short-term and long-term plans that proactively anticipate and address enrollment trends (e.g., decline and/or growth in enrollment, attendance boundary adjustments, possible school closure or repurposing, capacity needs, facilities issues, fiscal impact).
- 5.6 Ensure fiscal stability and accountability through effective stewardship of financial assets, community funding sources, and other activities to improve district resources and build public trust.
- 5.7 Enhance the support for and integration of instructional technology

### **NEXT...**

- 1) Stakeholder Input Sessions**
- 2) Plan Revision and Finalization**
- 3) Implementation Strategies / Action Plans / SMART Goals with Monitoring and Accountability**

## **Vision (from the MDUSD web site)**

Mt. Diablo Unified School District is to be a district in which all students, staff, and community:

- treat each other with dignity and respect
- respect cultural, racial, and economic diversity
- assume responsibility for the educational and individual needs of students
- support each other in achieving meaningful outcomes to enable individuals to experience success
- use technology to access, manage, and communicate information
- collaborate to achieve mutual goals
- encourage students to become responsible citizens in a democratic society

The Mt. Diablo Unified School District is to be a district in which all schools:

- provide effective instruction as the focus of all activity
- provide a safe, secure, nurturing, and stimulating learning environment
- arrange time and space around the needs of the student
- are recognized and supported for their individuality and culture
- support students in achieving meaningful outcomes to prepare them to be successful adults