

Coachella Valley Unified School District Pillars of Success

December 4, 2018

Plan for the Future

VISION

Every CVUSD graduate will possess the skill and personal motivation needed to achieve their personal and professional goals.

- 1.0 Safe and Respectful Schools
- 2.0 Effective Instruction and Leadership
- 3.0 Academic Achievement
- 4.0 Community Engagement
- 5.0 Fiscal Solvency and Optimization of Resources

1.0 Safe and Respectful Schools

CVUSD will ensure a safe, positive and respectful school environment and culture for all students and staff

Strategic Initiatives

1.1 Equity Plan

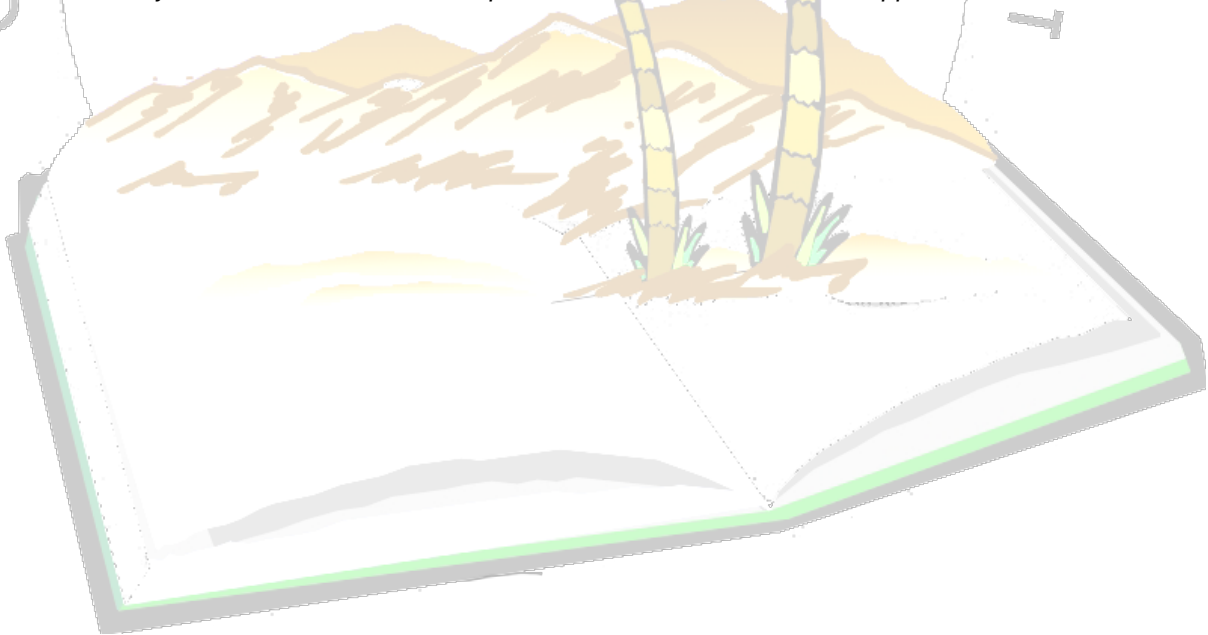
- *Trainings for stakeholders on cultural sensitivity: socioeconomics and student diversity.*

1.2 Establish and implement safety protocols at all school sites with input from school district leadership, public safety agencies, and the community. Safety protocols to include closed campuses, disaster preparedness, suicide prevention/mental health.

1.3 Examine current discipline practices and develop viable alternatives to suspension, as needed, at all school levels such as Restorative Justice, PBIS, and Restorative Practices.

1.4 Further develop student attendance initiatives and incentives with the goal of exceeding an annual 97% ADA rate.

1.5 Develop a comprehensive plan to address student needs through a discipline matrix. This year the district will utilize the Change Center to provide services to students who are in need of additional behavioral therapy. CVUSD will begin the process of developing a community day school for the 2019-2020 school year. Overall, the district will provide better social-emotional supports to our students.

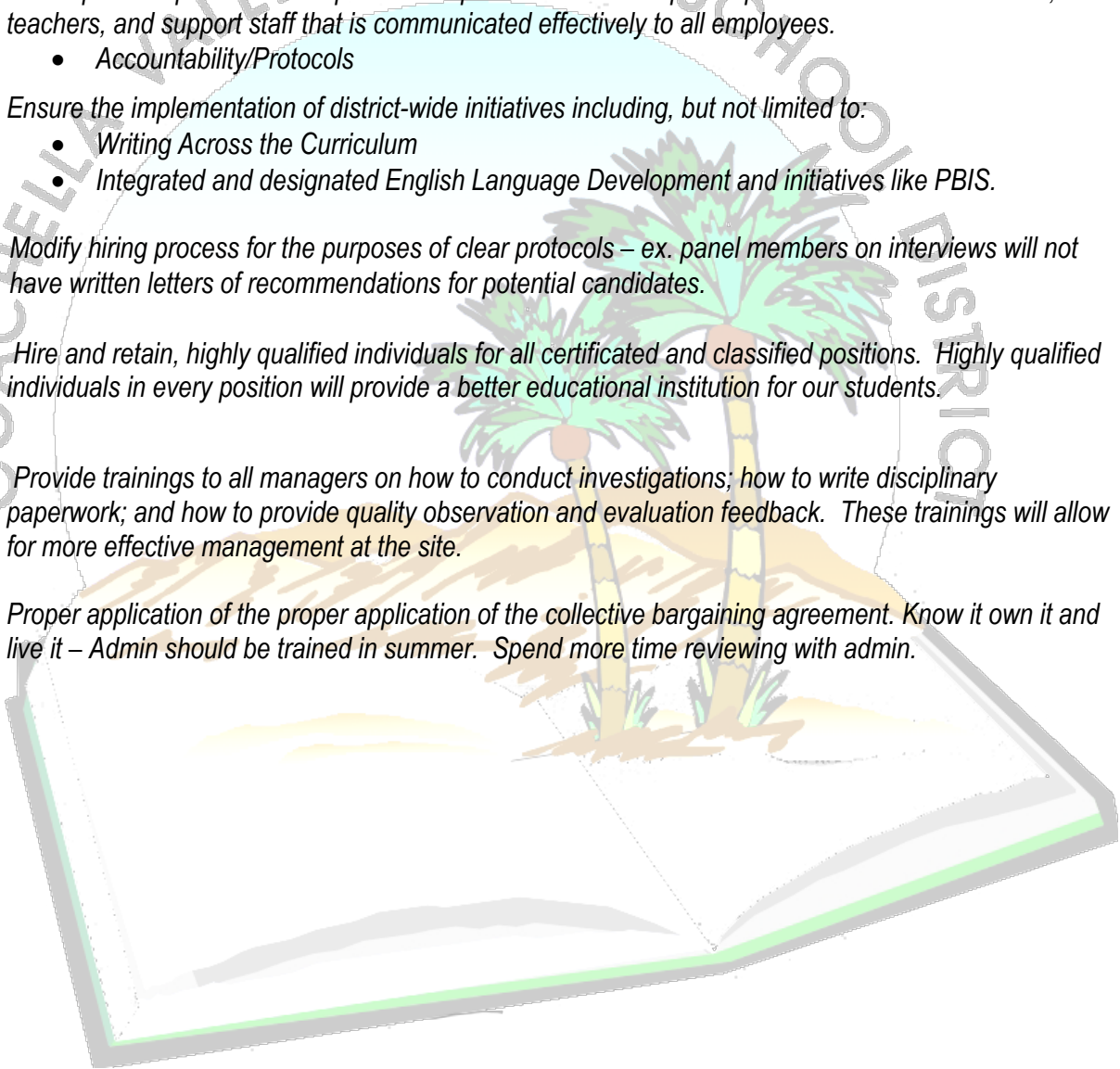


2.0 Effective Instruction and Leadership

CVUSD is committed to the recruitment, hiring, retention and professional development of all teachers and staff members

Strategic Initiatives

- 2.1 *Design and negotiate evaluation tools for all employees that align with current professional standards.*
 - *Provide training to admin staff to conduct honest and effective evaluations.*
 - *Coaching on Speed of Trust and the most effective teaching and learning strategies.*
- 2.2 *Develop and implement a comprehensive professional development plan for instructional leaders, teachers, and support staff that is communicated effectively to all employees.*
 - *Accountability/Protocols*
- 2.3 *Ensure the implementation of district-wide initiatives including, but not limited to:*
 - *Writing Across the Curriculum*
 - *Integrated and designated English Language Development and initiatives like PBIS.*
- 2.4 *Modify hiring process for the purposes of clear protocols – ex. panel members on interviews will not have written letters of recommendations for potential candidates.*
- 2.5 *Hire and retain, highly qualified individuals for all certificated and classified positions. Highly qualified individuals in every position will provide a better educational institution for our students.*
- 2.6 *Provide trainings to all managers on how to conduct investigations; how to write disciplinary paperwork; and how to provide quality observation and evaluation feedback. These trainings will allow for more effective management at the site.*
- 2.7 *Proper application of the proper application of the collective bargaining agreement. Know it own it and live it – Admin should be trained in summer. Spend more time reviewing with admin.*



3.0 Academic Achievement

Our students will be prepared to leave CVUSD with the academic, career and social-emotional skills needed to achieve their personal and professional goals.

Strategic Initiatives

3.1 *Multi-Tiered System of Support (MTSS) aligned to:*

- *Family Engagement*
- *Admin Leadership*
- *Academic Success*
- *Integrated Education Framework*
- *Inclusive Policy & Practice*

3.2 *Expand availability of district-wide alternative educational opportunities in order to ensure all students graduate from high school.*

- *Expand online course offering to allow students to take and complete more credit recovery or currently unavailable courses at the high schools.*
- *Expand career and technical Educational (CTE) opportunities at all comprehensive and alternative secondary schools.*
- *At La Familia provide Alternative Education and other classes as required. Expand Alternative Education School setting.*

3.3 *Enhance and develop a K-12 Dual Immersion model within CVUSD to promote bilingualism and biliteracy.*

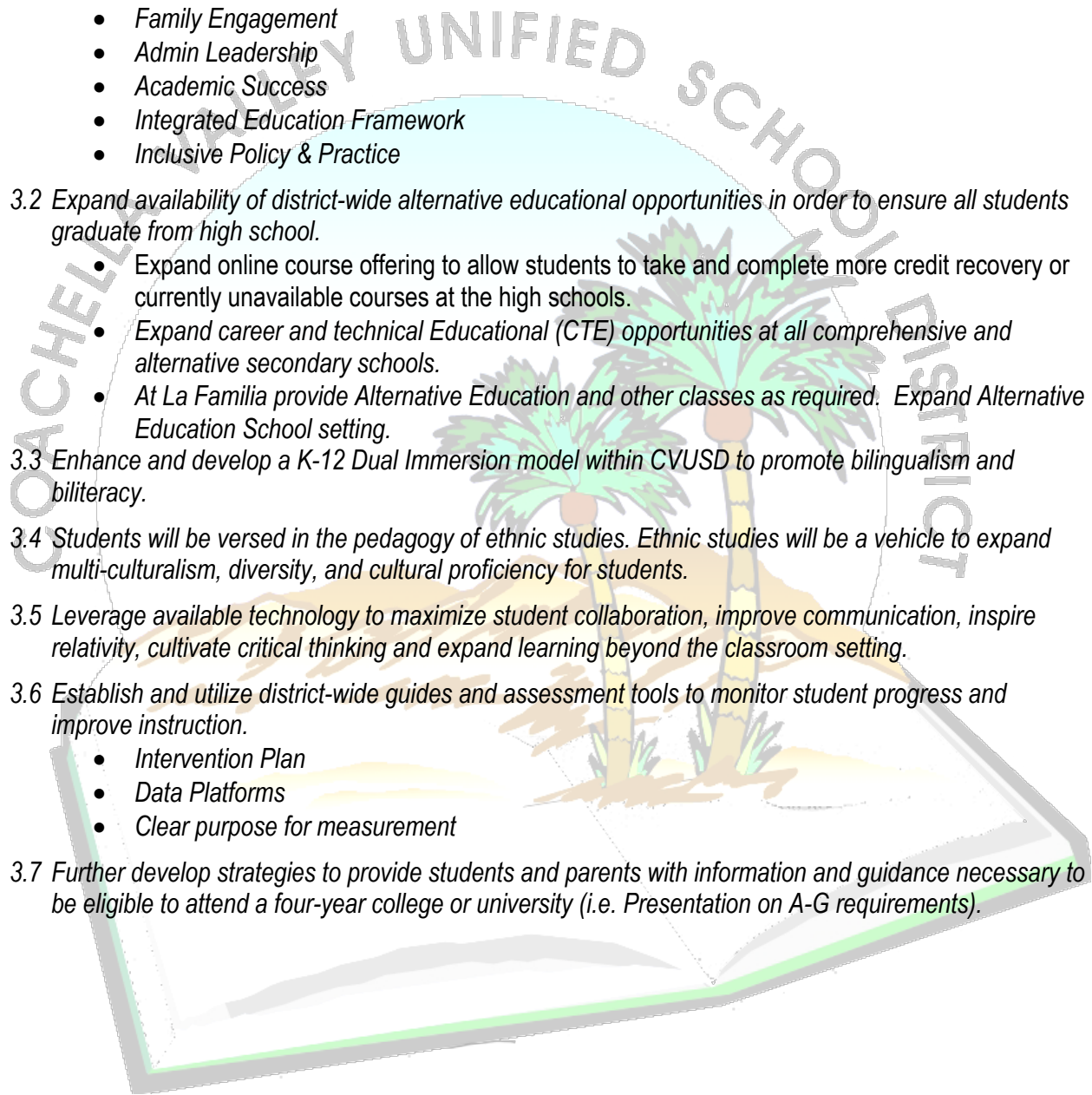
3.4 *Students will be versed in the pedagogy of ethnic studies. Ethnic studies will be a vehicle to expand multi-culturalism, diversity, and cultural proficiency for students.*

3.5 *Leverage available technology to maximize student collaboration, improve communication, inspire relativity, cultivate critical thinking and expand learning beyond the classroom setting.*

3.6 *Establish and utilize district-wide guides and assessment tools to monitor student progress and improve instruction.*

- *Intervention Plan*
- *Data Platforms*
- *Clear purpose for measurement*

3.7 *Further develop strategies to provide students and parents with information and guidance necessary to be eligible to attend a four-year college or university (i.e. Presentation on A-G requirements).*

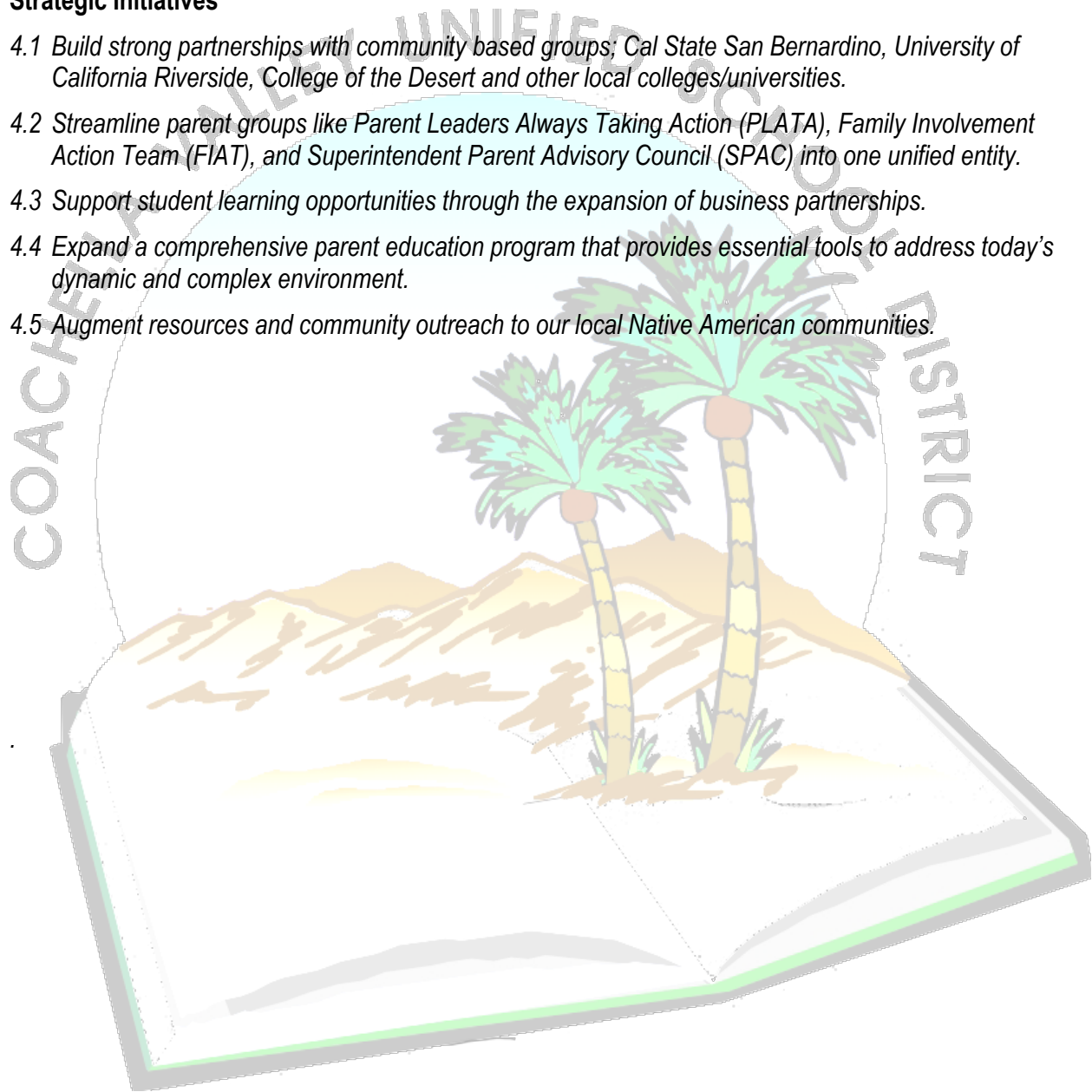


4.0 Community Engagement

Parents and staff will be empowered and become full partners in our students' social, emotional, and academic growth and development

Strategic Initiatives

- 4.1 *Build strong partnerships with community based groups; Cal State San Bernardino, University of California Riverside, College of the Desert and other local colleges/universities.*
- 4.2 *Streamline parent groups like Parent Leaders Always Taking Action (PLATA), Family Involvement Action Team (FIAT), and Superintendent Parent Advisory Council (SPAC) into one unified entity.*
- 4.3 *Support student learning opportunities through the expansion of business partnerships.*
- 4.4 *Expand a comprehensive parent education program that provides essential tools to address today's dynamic and complex environment.*
- 4.5 *Augment resources and community outreach to our local Native American communities.*



5.0 Fiscal Solvency and Optimization of Resources

CVUSD will operate in a fiscally sound, accountable and transparent manner

Strategic Initiatives

- 5.1 *Explore funding and business development opportunities in order to generate additional revenues to support student programs.*
- 5.2 *Cultivate business and community practices in support of district educational programs and opportunities for linked learning and internships.*
- 5.3 *Develop and implement a Use of Facilities Master Plan to promote district facilities and maximize revenue potential.*
- 5.4 *Create a balanced budget as required by State mandates*

