

PUSD Strategic Plan Priority --Powerful Instruction- Maximize academic achievement in a personalized 21st century learning environment for every child to graduate college-and-career-ready

Goal 1: All PUSD students will graduate from high school ready for college and career (High expectations/Student Achievement)

	All HS Students LCAP Goal #	Alignment of LCAP Goal with PUSD Strategic Plan	Identified Need and Metric	State Priority	Subgroups To Measure
1	2.5	<ul style="list-style-type: none"> Increase effective college and career counseling for all students ; providing students with information to increase preparedness for college and career 	<p>Need: <u>Many HS students are not exposed to post-secondary options: requirements and/or plans to lay out a "road map"</u></p> <p>Metric : Student and parent feedback , completed post-secondary students plans</p>	Student Achievement	All HS Students
2	2.14	<ul style="list-style-type: none"> Increased opportunities for students to be enrolled in a high school pathway and participate in work-based learning 	<p>Need: Many HS students are not exposed to work based learning.</p> <p>Metric Percentage of HS students who participate in work-based learning.</p>	Student Achievement	All HS Students
3		<ul style="list-style-type: none"> Increased percentage of students who graduate ready for a four-year college (A-G, EAP, AP, etc.) 	<p>Need: <i>Many PUSD students are not college ready. Approximately 40% are UC/CSU eligible. EAP participation is low for math (51% for 2013) compared to 89% for ELA. EAP college ready numbers are lower – 23% in ELA, 44% in Math. Of the AP tests taken by students, only 37% receive a passing (3 or better) score.</i></p> <p>Metric: Percentage of A-G eligibility (courses and grades), EAP participation percentages, EAP college ready percentages, percentage of AP tests with 3 or better</p>	Student Achievement	All HS Students

Goal 2 : All PUSD students will have access to a rigorous and relevant curriculum and high quality instruction (High expectations/Student Achievement/Basics/CCSS)

	LCAP Goal #	Alignment of LCAP Goal with PUSD Strategic Plan	Identified Need and Metric	State Priority	Subgroups to Measure
5	1.2	<ul style="list-style-type: none"> Sufficient Instructional Materials- All students will have sufficient access to standards-aligned instructional materials 	<p>Need: PUSD needs to conduct ongoing needs assessment to identified Common Core aligned instructional materials for all students and to ensure SPED SDC classes have CC aligned materials, currently they have limited if any reading common reading program</p> <p>Metric: Inventory of board adopted curriculum that is Common Core aligned.</p>	Basics	All Students
6	(2.1)	<ul style="list-style-type: none"> Common Core aligned curriculum implemented in all core classrooms 	<p>Need: <i>To further develop PUSD Common Core course curriculum for all core classes. To develop a CC classroom observation tool and teacher evaluation aligned with CC to be adopted.</i></p> <p>Metric: Professional Development Participation, <i>instructional walk-throughs, observation, teacher feedback</i></p>	Common Core Implementation	All Students
7	(2.4, 2.9)	<ul style="list-style-type: none"> Increased number of students who demonstrate grade level proficiency in reading and writing in grades K-8 (<p>Need: <i>(need baseline data!)</i> <i>Need to define measurement tool until have state measure.</i></p> <p>Metric: <i>SBAC, local CCSS assessments /performance tasks</i></p>	Student Achievement	Students K-8
8	2.4	<ul style="list-style-type: none"> Students in K-8 will demonstrate grade level proficiency in math and have their ability to defend their procedural and conceptual understanding 	<p>Need: <i>(need baseline data!)</i> <i>Need to define measurement tool until have state measure.</i></p> <p>Metric: <i>SBAC, local CCSS assessments Do these exist?</i></p>	Student Achievement	Students K-8
9	(2.11)	<ul style="list-style-type: none"> Maintain or increase student enrollment by offering a wide range of innovative, rigorous, engaging programs. 	<p>Need: Only capture approximately 50% of 5 year olds into our Kindergarten program. Overall, only capture 58% of 5-17 year old population in our schools.</p> <p>Metric: Percentage of kinder capture/retention rate Percentage of 5-17 capture/retention rate Enrollment and request in signature and innovative Percentage of students from outside the district</p>	Local goal	All Students
10	(2.13)	<ul style="list-style-type: none"> Increased student access to rigorous courses such as honors, AP and IB 	<p>Need : Students identified as GATE have access to varying GATE activities depending on school of enrollment. Students</p>	Student Achievement	All Students

			<p>have varying access and available options to honors programs as well as AP/IB s depending on what school they attend. Some high schools have far fewer AP classes than others.</p> <p>Metric: Types and options for GATE activities. Percentage of students enrolled in Honors, AP or IB courses. Number of AP courses offered at each high school.</p>		
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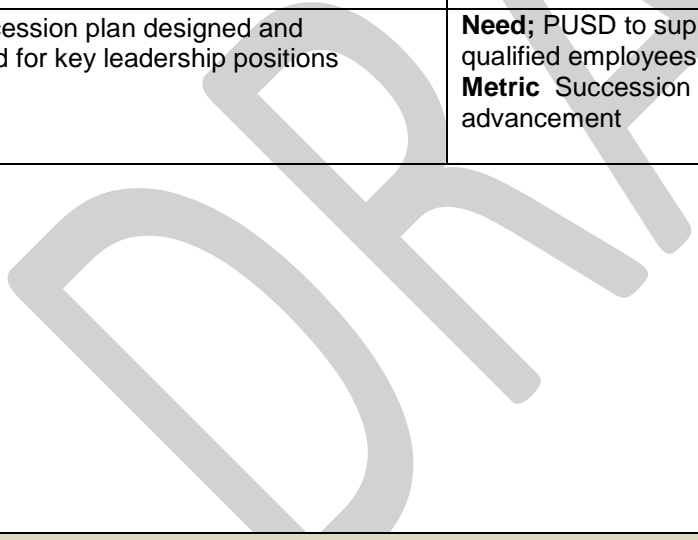
Goal 3: Close all achievement gaps between the student sub-groups
 (Close Achievement Gap/Student Achievement/Course Access)

	LCAP Goal #	Alignment of LCAP Goal with PUSD Strategic Plan	Identified Need and Metric	State Priority	Subgroups to Measure
11	(2.6, 2.7, 2.8)	<ul style="list-style-type: none"> English Learners entering PUSD in early elementary grades will be reclassified by the end of elementary school. Elimination of Long-Term English Learners. End for all elementary students reclassifying in three years 	<p>Need % of ELs move to secondary without being reclassified (need baseline data). Long term English Learners in middle school and high school unable to access curriculum – limits their ability to participate in programs and graduate college ready</p> <p>Metric Reclassification rate where only students eligible for reclassification are in the denominator Increase of 1 level or more on the CELDT per year Percentage of English Learners in secondary who are LTELs</p>	<p>Student Achievement</p> <p>Course Access</p>	English Learners
12	(3.5)	<ul style="list-style-type: none"> Increased services for at-risk students including Foster Youth 	<p>Need : Our Foster Youth students have barriers to success in school that impede success in schools as compared to their peers. PUSD does not have an accurate and reliable method for identifying foster youth. Foster Youth experience delays in enrollment (need baseline data). It can be difficult for foster youth to graduate (need baseline data).</p> <p>Metric: Accurate foster youth student counts. Number of days to enroll. Graduation rate, dropout rate, A-G completion</p>	<p>Student Achievement</p> <p>Course Access</p>	Foster Youth

PUSD Strategic Plan Priority Outstanding Staff-Recruit, develop, retain, and reward a premier workforce

**Goal 4: All PUSD students will have access to highly effective teachers and administrators
(Continuous Professional Development/ On-going Coaching and Support/ Student Achievement/Basics)**

	LCAP Goal #	Alignment of LCAP Goal with PUSD Strategic Plan	Identified Need and Metric	State Priority	Subgroups to Measure
13	(1.1 2.12)	<ul style="list-style-type: none"> Employees provided with quality job embedded professional development to support instruction and build internal capacity for leadership 	<p>Need : To maintain and improve the capacity of all employees to meet the needs of our diverse student population and effectively preparing our students for high level demands of for the 21st century</p> <p>Metric: Professional Development evaluations and feedback, participation rates</p>	Student Achievement Basics	Certificated Classified Teamsters Administrators
14		<ul style="list-style-type: none"> Effective employee evaluations developed and implemented 	<p>Need; PUSD does not have a Common Core aligned evaluation tool for all employees</p> <p>Metric: Developed and implemented evaluation tool</p>	Student Achievement	Certificated Classified Teamsters Administrators
15		<ul style="list-style-type: none"> Quality succession plan designed and implemented for key leadership positions 	<p>Need; PUSD to support internal advancement of highly qualified employees</p> <p>Metric Succession plan, internal employment trends of advancement</p>	Student Achievement	Certificated Classified Teamsters Administrators



PUSD Strategic Plan Priority Meaningful Collaboration and Partnerships – Cultivate partnerships with families, businesses, faith-based groups and community organizations to provide a sustainable system of support and care for every child

Does this go here???

Goal 5: All PUSD students will have access to a safe, orderly, and secure learning environment (Safe, Orderly and Secure Schools/School Climate)

	LCAP Goal #	Description of Goal	Identified Need and Metric	State Priority	Subgroups to Measure
15	(3.4)	<ul style="list-style-type: none"> Reduced number of student suspensions [in and out of school] 	<p>Need: Students who are out of class suffer academically and may be indicator of other issues. Assembly Bill- 1729- alternative to suspension</p> <p>Metric: State Reporting</p>	School Climate	All Students
16	(3.7)	<ul style="list-style-type: none"> Reduced number of student expulsions 	<p>Need: All students need to be in school on a daily basis</p> <p>Metric: District Attendance reports</p>	School Climate	All Students

Goal 6: All facilities will be in good repair for students and staff use (High Quality Facilities/Basics)

	LCAP Goal #	Description of Goal	Identified Need and Metric	State Priority	Subgroups to Measure
17	(1.3, 1.4)	<ul style="list-style-type: none"> All facilities are in good repair and equipped with an infrastructure for 21st century learning 	<p>Need: Have not spent funds on deferred maintenance in 3(?) years. Custodial staff have been cut back in recent years. Work orders take a long time (need baseline data)</p> <p>Metric: Deferred Maintenance Plan, site walk-throughs, work order aging statistics, Williams reporting</p>	Basics	All Students

Goal 7: All PUSD students will have access to learning environments that are caring, respectful and engaging (High Quality Facilities/School Climate)

	LCAP Goal #	Description of Goal	Identified Need and Metric	State Priority	Subgroups to Measure
18	3.1 3.2	Increased student graduation rate as measured by CDE :	<p>Need: Four year graduation rate was 82.3% for 12-13, the highest ever. While 4 year dropout rate has fallen below 10%, the non-completion rate is still over 15% (17.4%).</p> <p>Metric:</p>	Student Engagement	All students 6-12

			Percentage of students who graduate in 4 years Percentage of students who dropout in 4 years Percentage of students who dropout in 5 years. Percentage of middle school dropouts.Metric:		
19	3.3 3.6	<ul style="list-style-type: none"> Increased attendance rates and reduce truancy and chronic absenteeism 	Need: All students need to be in school everyday Metric: CDE Reporting, monthly attendance reports (A2A)	Student Engagement	All Students
20	3.8	<ul style="list-style-type: none"> Increased number of students reporting that they feel connected at our secondary schools 	Need CA Healthy Kids survey results indicated low levels of connectedness as report students Metric:: CA Healthy Kids Survey results, individual student attendance rates, PUSD Client Survey (?)	Student Engagement	All students

PUSD Strategic Plan Priority High-Performing, Accountable Organization – Optimize district performance and accountability by strengthening data use, processes and system

Goal 8: PUSD students and teachers will have access necessary technology resources to support 21st century instruction
 (Effective Informational and Instructional Technology/Responsive and Efficient Services/Basics/Course Access)

	LCAP Goal #	Description of Goal	Identified Need and Metric	State Priority	Subgroups to Measure
21	2.2	<ul style="list-style-type: none"> Increased number of teachers who utilize technology as a tool for instruction to prepare students for the next generation assessments, structures and systems 	Need Technology is a way of life and next generation assessments require use of technology; students must receive instruction using technology as a means of engaging and preparing for new assessments Metric: Professional Development participation <i>instructional walk-throughs, observation, teacher and student feedback</i>	Basics	All Students and Staff

PUSD Strategic Plan Priority Parent Involvement

**Goal 9 : Provide opportunities for parents to participate and engage in the school by creating a welcoming and collaborative relationship
(Parent Engagement/Parent Involvement)**

	LCAP Goal #	Description of Goal	Identified Need and Metric	State Priority	Subgroups to Measure
22	4.2	Increased opportunities for parents and guardians to provide input on parent education topics and during various school functions	Need: There is a correlation between increased student achievement and parent participation in school Metric:	Parent Involvement	All Parents
23	4.3	Increased number of parents/guardians who report feeling included and connected with their school as measured by the district’s client survey	Need: Some parents do not feel welcome or engaged with their school sites (baseline data)? Metric: Percentage of parents who feel welcomed/engaged on client survey Percentage of parents who have parent/teacher conferences. Percentage of parents who attend back to school night	Parent Involvement	All Parents
24	4.4	Increased outreach and communication to parents and guardians	Need: Few parents come forward to be parent leaders and parent leaders are not drawn from all subgroups. Those who do participate in our parent groups often do not receive training on what is expected of them. Metric: Percentage of parents who feel welcomed/engaged on client survey Percentage of parents who have parent/teacher conferences. Percentage of parents who attend back to school night % of parent leaders who receive training	Parent Involvement	All Parents

OTHER PRIORITIES NOT CLEARLY ALIGNED TO LCAP STATE PRIORITIES AND METRICS					
	Meaningful Collaboration and Partnerships – Cultivate partnerships with families, businesses, faith-based groups and community organizations to provide a sustainable system of support and care for every child			Local Goal	
		Description of Goal	Identified Need and Metric	Priority	
		Develop strategic community partnerships (School, City Community Work Plan)	Need: Our students have needs to help them achieve academic success that our K-12 district cannot fill alone. Metric: Finalized governance structure Other metrics to be developed by “Work Plan” leadership	Local Goal	
	High-Performing, Accountable Organization – Optimize district performance and accountability by strengthening data use, processes and systems				
		Strategic Plan Comprehensive accountability system developed and implemented that leads to school performance improvement			
		An effective and transparent financial system that eliminates deficit spending and provides differentiated resources where needed			
27		Effective, transparent and efficient processes and systems designed and implemented that result in responsive and efficient service to school sites			
		Effective informational and technology system implemented		I	