



## Los Gatos Union School District

### *Our Community, Our Students, Our Future*

### District Goals 2018 – 2019

#### **Mission Statement**

Los Gatos Union School District educates all children to their unique potential by teaching, modeling, and supporting the skills and attitudes that contribute to their development as globally and socially responsible citizens.

#### **Vision Statement**

All students know their individual learning styles and talents, think creatively and critically, act responsibly, communicate effectively, and apply knowledge in a diverse and ever-changing world.

#### **Core Values**

- ☆ We believe in educating the whole child (academically, socially, emotionally, and physically) through a well-balanced/rounded curriculum.
- ☆ We believe in the importance of schools, parents, and community partnering to support learning.
- ☆ We believe that high expectations for learning and teaching will result in academic excellence.
- ☆ We believe that students learn best in schools that are safe, nurturing, and responsive.
- ☆ We believe that students are best prepared for the future when they know how to learn, problem solve, collaborate, and respond to change.
- ☆ We believe in purposeful collaboration focused on learning.
- ☆ We believe in every child's capacity to learn.
- ☆ We believe that quality teaching is the greatest predictor of student success.
- ☆ We believe in educating students for global citizenship.

#### **Strategic Plan**

<b>LEARNING</b> <i>Engage, Educate &amp; Support the Whole Child</i>	<b>TEACHING</b> <i>Create a Culture of Collaboration &amp; Continuous Improvement</i>	<b>OPERATIONS</b> <i>Ensure Effective &amp; Efficient Operations</i>
<ul style="list-style-type: none"> <li>❖ Provide a balanced educational program focused on academic excellence, love of learning and resiliency</li> <li>❖ Integrate digital literacy and enhance STEAM approaches to student learning</li> <li>❖ Strengthen parent and community partnerships encompassing safety and wellness</li> </ul>	<ul style="list-style-type: none"> <li>❖ Engage in high-quality professional training and development for all</li> <li>❖ Retain and support teachers to ensure a growth mindset for every classroom</li> <li>❖ Promote organizational learning and innovation built on promising practices</li> </ul>	<ul style="list-style-type: none"> <li>❖ Establish a cohesive, sustainable funding model with all partners</li> <li>❖ Plan and maintain facilities that support our educational goals</li> <li>❖ Communicate clearly with all stakeholders</li> </ul>

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*Approved September 20, 2018*

### Goal #1 – Students will meet or exceed rigorous academic standards in all areas, and receive instruction using the district’s adopted standards and instructional materials.

	<i>Yearly Objective</i>	<i>Action Steps</i>	<i>Assigned To</i>	<i>Starting Date</i>	<i>Ending Date</i>
1.1	Implement Phase I of the adopted ELA curriculum.	Establish K-8 student and teacher accounts  Initial Publisher training Tech Publisher training Follow-up Publisher training Site visits/observations CIA checkpoints	Director of Technology  Director of Curriculum and Instruction	August 2018  August 2018 September 2018 October 2018 August 2018 August 2018	September 2018  August 2018 September 2018 October 2018 May 2019 May 2019
1.2	Develop competencies for implementing NGSS.	Select pilot materials when state adopted list is provided Provide NGSS Academy of Science PD for K-5 Teachers  Support school site STEAM initiatives	Director of Curriculum and Instruction  Director of Technology Director of Curriculum and Instruction	November 2018 February 2019  August 2018	June 2019 February 2019  May 2019
1.3	Pilot Middle School Social Science Curriculum	Professional Development on Social Science Framework Pilot Process *Adopt as determined	Director of Curriculum and Instruction	October 2018  January 2019	October 2018  May 2019

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**Goal #2 – Students will receive a balanced educational program to meet the needs of diverse learning styles and abilities with a focus on educating the whole child.**

	<i>Yearly Objective</i>	<i>Action Steps</i>	<i>Assigned To</i>	<i>Starting Date</i>	<i>Ending Date</i>
2.1	Pilot updated and compliant Comprehensive Sexual Education curriculum in Grade 7.	Partner with Cardia Services Board Information Session Parent Nights 7 <sup>th</sup> grade Teacher Meetings Pilot Process	Director of Curriculum and Instruction	August 2018	May 2019
2.2	Encourage Professional Development to increase staff capacity to support student well-being.	Erin's Law Staff Presentations Create and monitor behavior team Counseling Program K-3 Lessons Implementation/accountability to the intervention process	Director of Student Services Asst. Superintendent of Ed Services/HR	January 2019 August 2018 August 2018 August 2018	January 2019 May 2019 September 2019 May 2019
2.3	Promote and Enhance Digital Citizenship.	Increase awareness of Digital Citizenship Curriculum. Share updated Digital Citizenship options with staff. Identify a consistent timeline for the provision of the Digital Citizenship curriculum. Provide training to staff on the Digital Citizenship curriculum as needed. Assess the effectiveness of the Digital Citizenship curriculum.	Director of Technology	August 2018  August 2018 October 2018  January 2019  May 2019	May 2019  November 2018 December 2018  May 2019  May 2019

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<b>Goal #3 – Promote organizational learning and innovation built on promising practices.</b>					
	<i>Yearly Objective</i>	<i>Action Steps</i>	<i>Assigned To</i>	<i>Starting Date</i>	<i>Ending Date</i>
3.1	Build upon the District Professional Development offerings to provide a variety options for staff.	Promote and Enhance Tech Charge	Asst. Superintendent of Ed Services/HR	August 2018	May 2019
		Develop the Student Services Website	Director of Student Services	August 2018	February 2019
		Provide opportunities for outside professional development.	Director of Curriculum and Instruction Director of Technology	August 2018	May 2019
3.2	Leverage teacher expertise to promote innovative practices.	Identify, recruit, and support teachers to present to peers.	Director of Curriculum of Instruction	August 2018	May 2019
		Provide teacher led professional development sessions through district-wide collaborations.		October 2018	March 2019
3.3	Develop a three-year Education Technology Action Plan for the District.	Recruit and assemble the Tech Action Team with representation from stakeholder groups.	Director of Technology	August 2018	September 2018
		Review the current plan.		September 2018 November 2018	November 2018 March 2019
		Identify changes and projections for the three-year plan.		March 2019	April 2019
		Share drafts with stakeholders. Presentation to the School Board for adoption.		May 2019	May 2019

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<b>Goal #4 – Continue to foster a culture of collaboration and continuous improvement.</b>					
	<i>Yearly Objective</i>	<i>Action Steps</i>	<i>Assigned To</i>	<i>Starting Date</i>	<i>Ending Date</i>
4.1	Provide health and wellness opportunities to focus on employee wellbeing.	Biometric Screenings Wellness Challenges/Activities Fitness Class Offering	Asst. Superintendent of Ed Services/HR	August 2018	May 2019
4.2	Maintain open lines of communication with LGETA and LGUCEA to cooperatively achieve contract settlement for the 2018 – 2019 school year	Monthly meetings with LGETA Collaborate with stakeholder groups Base agendas based on mutual interests	Asst. Superintendent of Ed Services/HR	August 2018	May 2019 (or earlier)
4.3	Engage in K-5 Professional Development focusing on balanced literacy.	Provide overview session on balanced literacy practices. Provide release time to hold three Lab Days focused on examining and observing best practices in small group reading instruction.	Director of Curriculum and Instruction	October 2018  October 2018	October 2018  January 2019

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Goal #5 – Strengthen parent and community partnerships encompassing safety and wellness.					
	<i>Yearly Objective</i>	<i>Action Steps</i>	<i>Assigned To</i>	<i>Starting Date</i>	<i>Ending Date</i>
5.1	Provide relevant and timely parent information.	Hold three Delac meetings Survey as appropriate Support site parent meetings as appropriate Provide information to be published in the LGUSD Pride.	Director of Curriculum and Instruction	October 2018 August 2018	May 2019 May 2019
		Explore and develop a District App for parent use.	Director of Technology	August 2018	May 2019
		Erin’s Law Parent Night	Director of Student Services	October 2018	October 2018
5.2	Safe Routes to School – Goal to have active transport rate at 49% by 2020	Extend active transportation education and encouragement efforts throughout school year.	SR2S Coordinator	August 2018	May 2019
		Expand 2 <sup>nd</sup> Grade Pedestrian Education	SR2S Coordinator, Principals	<b>Sept. 2018</b>	June 2019
		Explore coordinating the production of public service announcements with Fisher Video Production Class	SR2S Coordinator Superintendent	<b>Sept. 2018</b>	June 2019
5.3	Develop best practices in safety education and procedures.	Convene safety task force	Director of Maintenance and Operations	August 2018	November 2018
		Complete SB 187 plans		August 2018	February 2019
		Develop training for school incident command structure		August 2018	December 2018
		Offer training to all staff (site and DO)		January 2019	May 2019

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<b>Goal #6 – Ensure effective and efficient operations and facilities.</b>					
	<i>Yearly Objective</i>	<i>Action Steps</i>	<i>Assigned To</i>	<i>Starting Date</i>	<i>Ending Date</i>
6.1	Achieve a contract settlement that is financially stable and sustainable.	Monthly meetings with LGETA Review the budget with the Superintendent and School Board. Provide negotiations updates to the Board in closed sessions. Provide a clear and transparent communication of the budget to employee groups.	Business/CBO Asst. Superintendent of Ed Services/HR	August 2018	May 2019
6.2	Recruit and Retain Substitutes	Train current substitute pool in health and wellness procedures. Actively advertise at all school sites and on the recruitment platform (Edjoin).	Asst. Superintendent of Ed Services/HR Human Resource Analyst	September 2018  September 2018	October 2018  February 2019
6.3	Explore ways to continually improve security measures.	Explore the viability of implementing security cameras at school sites.  Train staff on enhancing cyber-security measures and processes.	Director of Maintenance and Operations Director of Technology  Director of Technology	August 2018  August 2018	January 2019  April 2019
6.4	Implement best practices in business accounting to insure proper accounting checks and balances.	Review Ryland recommendations (and other LGUSD reviews that are relevant)  Produce an organizational business plan for review by the superintendent and board  Implement procedures and complete a year-end assessment	CBO, Superintendent, Asst. Superintendent  CBO  CBO, Superintendent	Sept. 2018  October 2018  January 2019	October 2018  December 2018  June 2019