

2030 AADUSD STRATEGIC PLAN

Strategic Plan Goal 1: Student Achievement

Improve student academic, behavioral and social-emotional success for all students in order to graduate from our schools ready to be independently productive and, purposeful leaders in college, career, and life.

LCAP Goal 1: The district will provide a high-quality educational system for all students focusing on high academic rigor with a Multi-Tiered System with a focus on narrowing the achievement gap for all Student Groups (including LI, EL, FY, and HY).

LCAP Goal 4: Ensure that secondary students are on track to graduate from high school, are college and career ready and students experience academic progress and success in a broad course of study keeping the graduation rate 95% or higher.

LCAP goal 5: The district will continue to provide a safe, secure, and drug-free learning environment for our students. Students will have access to standards-aligned material and a safe, secure, and aesthetically pleasing learning environment.

Note: The AADUSD Strategic Plan's Action Item Targets are congruent with the Measurable Outcomes of the adopted 2023-2024 AADUSD Local Control and Accountability Plan.

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Areas of focus: 1.1-1.4

1.1

Provide a coherent multi-tiered system of support that focuses on academic, behavioral and social-emotional success for all students.

Action Items

(Action Items will denote by NS- Not Started; IP- In-Process; or O- Ongoing).

- 1) Progress Monitoring for Behavioral and Social-Emotional Success
 - Implement a system for ongoing progress monitoring of students' behavioral and social-emotional development.
 - Use data to identify students who may need additional support and tailor interventions accordingly.

- 2) Consistent Communication of Student Code of Conduct
 - Clearly communicate the student code of conduct expectations to students, parents, and teachers.
 - Regularly revisit and reinforce behavioral expectations through school-wide campaigns and communication channels.

- 3) Enhancement of Positive Behavior Intervention & Supports (PBIS) framework
 - Strengthen PBIS efforts by providing professional development for staff.
 - Recognize and reward positive behaviors, creating a positive and supportive school culture.

- 4) Professional Development and Parent Education
 - Conduct professional development sessions for teachers to enhance their understanding of MTSS (Multi-Tiered System of Support) and effective strategies.
 - Provide parent education workshops on behavioral and social-emotional support, fostering collaboration between home and school.

- 5) Consistency and Respect Through School-Wide Expectations
 - Establish and communicate consistent school-wide expectations for behavior, fostering a culture of respect.
 - Ensure that these expectations are consistently reinforced by all staff members.

- 6) Social-Emotional Impact of Social Media
 - Integrate discussions about the social-emotional impact of social media into the curriculum.
 - Conduct workshops for students, parents, and teachers on responsible social media use and its potential impact on well-being.

- 7) Defining Expectations for All Staff and Students
 - Clearly define behavioral expectations for all staff and students, ensuring a shared understanding.
 - Implement ongoing training and reinforcement to maintain consistency.

- 8) Cross-Cultural Empathy and Self-Awareness
 - Infuse cross-cultural empathy and self-awareness into the curriculum.

- Provide diversity training for staff and students to promote understanding and appreciation of different cultures.
- 9) Social Skills Development Through Extracurricular Activities
- Incorporate social skills development into extracurricular activities and supplemental curriculum.
 - Offer clubs or programs that specifically focus on building social-emotional skills.
- 10) Ethical and Productive Citizens
- Encourage community service and civic engagement to instill a sense of responsibility and citizenship.
- 11) Support for Socio-Economically Disadvantaged Students
- Establish dedicated support services at both the school site and district office for socio-economically disadvantaged students.
 - Collaborate with community organizations to provide additional resources and assistance.
- 12) Equity and Access (Internet/Technology)
- Ensure equity in internet and technology access for all students.
 - Provide Chromebooks and hotspots to students in need, creating equal opportunities for virtual learning.
- 13) Enhanced Virtual Learning Support/Program
- Develop and enhance virtual learning support programs that cater to diverse learning needs.
 - Provide professional development for teachers to optimize virtual learning environments.
- 14) District-Wide Peer Counseling Program
- Implement a district-wide peer counseling program to foster peer support and mentorship.
 - Train students to provide counseling and guidance to their peers under the supervision of qualified staff.
- 15) Social Emotional Learning (SEL) Support
- Integrate SEL programs into the curriculum to explicitly teach social-emotional skills.
 - Provide additional support for students who may require targeted SEL interventions.

16) Positive Student Attendance

- Implement strategies to promote positive student attendance, including incentives for regular attendance.
- Address barriers to attendance, such as transportation issues or health concerns.

17) Early Intervention and Remediation Resources/Programs

- Identify areas of academic need through regular assessments.
- Implement targeted early intervention and remediation programs, including after-school tutoring and specialized instruction.

18) MTSS (Multi-Tiered System of Support) Implementation Plan

- Develop a clear and detailed implementation plan outlining the timeline, responsibilities, and resources required for each component of the MTSS.

1.2

Utilize district-wide benchmarks and assessment tools to determine students' strengths and needs.

*See LCAP Goal 1, Action Item 3

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1) Develop Clear Learning Objectives

- Clearly define learning objectives and expectations for each grade level and subject area in alignment with state standards.
- Ensure that the learning objectives are measurable and specific, allowing for accurate assessment.

2) Select Benchmark Assessments

- Identify or develop benchmark assessments that align with the established learning objectives.
- Choose assessments that are reliable, valid, and provide a comprehensive overview of students' knowledge and skills.

3) Implement Regular Assessments

- Schedule regular benchmark assessments throughout the school year to track students' progress and growth.
 - Align assessment schedules with key instructional periods to gather timely and relevant data.
- 4) Data Analysis and Reporting
- Establish a systematic process for collecting and analyzing assessment data.
 - Provide teachers and administrators with training on data analysis techniques and interpretation.
 - Generate clear and actionable reports that highlight individual and collective strengths and areas for improvement.
- 5) Individual Student Profiles
- Develop individual student profiles based on assessment results, outlining strengths, weaknesses, and growth areas.
 - Share these profiles with teachers, parents, and students to facilitate targeted support and goal-setting.
- 6) Response to Intervention (RTI) Strategies
- Implement RTI strategies based on assessment data to provide additional support to students who may be struggling.
 - Differentiate instruction to address individual learning needs identified through benchmark assessments.
- 7) Professional Development for Educators
- Offer professional development opportunities for educators on effective assessment practices and data interpretation.
 - Foster a culture of collaborative data analysis, encouraging teachers to share insights and strategies based on assessment results.
- 8) Parental Involvement
- Communicate assessment results to parents in a clear and accessible manner.
 - Provide resources and guidance for parents to support their child's learning based on assessment outcomes.

Prepare and increase awareness of college and career opportunities for students upon graduation through rigorous and relevant coursework.

Action Items

(Action Items will denote by NS- Not Started; IP- In-Process; or O- Ongoing).

1) Heighten College Preparedness through Course Offerings

- Advanced Placement (AP) Courses: Expand the availability of AP courses to challenge students and provide them with a taste of college-level coursework.
- Dual Enrollment Programs: Establish partnerships with local colleges to offer dual enrollment programs, allowing students to earn college credits while still in high school.
- College-Level Electives: Introduce electives that focus on college preparation, covering topics such as academic writing, research skills, and study habits.

2) College/Career Fair Opportunities for Students

- Annual College and Career Fair: Organize an annual fair that brings together colleges, universities, vocational programs, and local businesses to expose students to various post-graduation options.
- Career Speakers Series: Arrange for professionals from diverse fields to speak to students about their careers, sharing insights and advice.

3) Comprehensive Special Education Program

- Individualized Education Plans (IEPs): Ensure that students with special needs have individualized plans that address their unique learning styles and prepare them for post-graduation options.
- Transition Programs: Develop transition programs for special education students that include vocational training and community-based learning experiences.

4) Enhance Career Technical Education (CTE) Lab/Programs:

- State-of-the-Art Labs: Invest in modern CTE labs equipped with up-to-date technology and equipment relevant to current industry standards.
- Industry Partnerships: Establish partnerships with local businesses to provide students with real-world experiences, internships, and mentorship opportunities.

5) Military Opportunities

- Military Information Sessions: Host information sessions led by military representatives to educate students about the various branches, requirements, and benefits of military service.
- ROTC Programs: Explore the possibility of implementing Reserve Officer Training Corps (ROTC) programs to provide students with leadership skills and exposure to military careers.

6) Exposure to Alternative Options Post High School

- Guest Speakers and Panels: Invite professionals, trade school representatives, and military personnel to speak to students about alternative post-high school options.
- Field Trips and Workshops: Organize field trips to vocational schools, trade institutions, and military bases, and conduct workshops on life skills, financial literacy, resume building, and goal setting.

7) Life Skills, Financial Literacy, Resume Building, Goal Setting

- Incorporate Life Skills Courses: Integrate life skills courses into the curriculum covering topics such as time management, communication, and problem-solving.
- Financial Literacy Workshops: Offer workshops on financial literacy, including budgeting, understanding credit, and financial planning.
- Resume Building Workshops: Provide guidance on creating effective resumes, cover letters, and job applications.
- Goal-Setting Programs: Implement goal-setting programs that encourage students to articulate their aspirations and develop actionable plans to achieve them.

1.4

Maintain learning environments that promote critical thinking, collaboration, and problem solving to engage students in their learning.

Action Items

(Action Items will denote by NS- Not Started; IP- In-Process; or O- Ongoing).

1) Promote STEM/STEAM programs

- Curriculum Integration: Integrate STEM/STEAM concepts into the curriculum across subjects, emphasizing interdisciplinary connections.
- Hands-On Projects: Provide hands-on STEM/STEAM projects that encourage experimentation, creativity, and problem-solving.
- STEM/STEAM Clubs and Competitions: Establish clubs and encourage participation in STEM/STEAM competitions to foster a sense of community and friendly competition.

2) Visual and Performing Arts (VAPA) Enhancement

- Access to Resources: Ensure access to resources and facilities for arts education, including art studios, music rooms, and performance spaces.
- Exhibitions and Performances: Showcase student artwork and performances within the school and local community to build pride and appreciation for the arts.

3) Athletic Program Improvement

- Facility Upgrades: Invest in facility upgrades for athletic programs, providing safe and modern spaces for training and competitions.
- Professional Coaching: Bring in professional coaches to enhance the quality of training and mentor student-athletes.
- Inter-School Competitions: Facilitate inter-school competitions that promote sportsmanship and community building among schools.

4) Increase community service opportunities

- Partnerships with Community Organizations: Forge partnerships with local community organizations to create diverse and impactful service opportunities.
- Recognition and Awards: Acknowledge and celebrate student and staff involvement in community service through recognition and awards.

Strategic Plan Goal 2: Effective Instruction and Leadership

Strengthen the quality of instruction and leadership within AADUSD with a focus on meaningful, productive interactions and implement equitable, high-quality data-informed instruction.

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Areas of focus: 2.1-2.5

2.1

Attract and retain well qualified staff that embodies the values of our community

Action Items

(Action Items will denote by NS- Not Started; IP- In-Process; or O- Ongoing).

1) Offer Competitive Salaries and Benefits

- Regular Salary Reviews: Conduct regular reviews of salary structures to ensure they remain competitive with industry standards.
- Comprehensive Benefits Package: Offer a comprehensive benefits package that includes health insurance, retirement plans, and other perks to enhance overall compensation.
- Identify Critical Areas: Determine specific subject areas or positions where there is a shortage of qualified staff.
- Offer Competitive Signing Bonuses: Provide signing bonuses to attract talented individuals to these critical areas.

2) Human Resources/People and Culture to attend college job fairs to maximize exposure

- Engage with Colleges and Universities: Have representatives from HR attend job fairs at colleges and universities to connect with potential candidates.
- Promote District Culture: Showcase the district's values, mission, and commitment to professional development at these events.
- Expand access to district paid professional development in content specific areas/areas of interest

3) Balance workloads stemming from additional needs and requirements

- Tailor Professional Development: Provide district-paid professional development opportunities that align with both content-specific needs and individual interests.
- Promote Lifelong Learning: Emphasize the district's commitment to supporting continuous learning and growth.
- Regular Workload Assessments: Conduct regular assessments of teacher workloads, taking into account district initiatives and professional learning requirements.
- Provide Adequate Resources: Ensure teachers have the necessary resources and support to meet additional needs without excessive burnout.

- Conduct Exit Interviews: Understand the reasons behind staff departures through exit interviews, and use the feedback to make informed improvements.

2.2

Staff Health and Well-Being

Action Items

(Action Items will denote by NS- Not Started; IP- In-Process; or O- Ongoing).

- 1) Support and tools to help manage the daily work load
 - HR/People and Culture System: Centralize employee data and support, and processing while enhancing communication between staff and HR.
 - Regular Check-Ins: Establish regular check-ins between staff and HR to address concerns, provide support, and ensure a transparent flow of information.
 - HR Internal Portal: Create an internal website or portal where staff can access important resources, announcements, and updates. This enhances visibility and ensures everyone has access to essential information.
 - Employee Assistance Programs (EAPs): Implement EAPs to provide confidential support services, including counseling and resources for managing stress and maintaining well-being.
- 2) Building resilience in staff by enhancing human resources visibility, communication and the communication of available resources for staff.
 - Mentorship Programs: Establish mentorship programs to pair experienced staff with those seeking guidance, fostering a supportive environment and building confidence.
- 3) Increase communication and collaboration capacity of school and district office administration in support of all staff
 - Regular Newsletters: Distribute regular newsletters highlighting district-wide achievements, updates, and important information.
 - Open Forums/Staff Meetings: Conduct open forums/meetings to encourage dialogue between administration and staff, providing a platform for open communication.
- 4) Build confidence with individual abilities and within the structure of our district through opportunities of collaboration, professional development, and increased channels of communication

- Professional Development Opportunities: Provide ongoing professional development sessions to enhance skills and knowledge. This could include workshops, webinars, and training sessions.
- Establish a system for recognizing and appreciating staff achievements and contributions. This could include awards, shout-outs in meetings, or a recognition board.
- Implement regular feedback mechanisms, such as surveys or suggestion boxes, to gather insights from staff regarding their experiences, challenges, and suggestions for improvement.

2.3

Providing teachers with proper training to understand data-driven instruction and preparation for testing.

Action Items

(Action Items will denote by NS- Not Started; IP- In-Process; or O- Ongoing).

1) Benchmarks and Assessments

- Understanding Data Sources: Train teachers on how to interpret and utilize various data sources, including formative and summative assessments, to inform instructional decisions.
- Data Analysis Skills: Provide training on data analysis techniques, helping teachers identify trends, patterns, and areas for improvement in student performance.
- Action Planning: Teach educators how to create action plans based on data insights, adjusting teaching strategies to address specific student needs.
- Design Effective Assessments: Provide guidance on designing benchmarks and assessments that align with curriculum standards and learning objectives.
- Interpreting Benchmark Results: Train teachers on interpreting benchmark results to gauge student progress and identify areas requiring additional attention.

2) Accuracy and Availability of Data

- Data Integrity Training: Emphasize the importance of accurate and reliable data collection methods.
- Data Accessibility: Ensure teachers have easy access to the necessary data through user-friendly platforms and systems.

3) Meeting and Exceed State Requirements

- State Standards Alignment: Train teachers to align curriculum, instruction, and assessments with state standards.

- Regulatory Compliance: Provide guidance on staying informed about state testing requirements and compliance.

4) Exam Preparation

- Strategies for Exam Prep: Equip teachers with effective strategies for preparing students for exams, including time management and test-taking skills.
- Reviewing Previous Exams: Analyze past exam results to identify areas of improvement and adjust teaching strategies accordingly.

5) AP Exams, SAT/ACT/PSAT, ASVAB, State Testing, ELPAC, WIAT

- Specialized Exam Training: Offer specialized training for teachers involved in preparing students for Advanced Placement (AP) exams, SAT (Scholastic Aptitude Test), ACT (American College Test), and PSAT (Preliminary Scholastic Aptitude Test).
- Understanding Exam Format: Familiarize teachers with the format, content, and scoring of each exam.
- ASVAB (Armed Services Vocational Aptitude Battery): ASVAB Overview: Provide information about the ASVAB, which is a test used by the military to assess an individual's aptitude for various careers.
- Supporting Military-Bound Students: Train teachers to support students interested in military careers by understanding ASVAB results and providing guidance.
- State Testing K-12: Test Security Protocols: Ensure teachers are aware of and adhere to test security protocols.
- Preparing Students for State Tests: Provide strategies for integrating state test preparation into regular classroom instruction.
- ELPAC (English Language Proficiency Assessments for California): Educate teachers on the purpose and components of the ELPAC, which assesses English language proficiency for English learners in California.
- Differentiated Instruction: Train teachers on strategies for differentiating instruction to meet the needs of English learners.
- WIAT 4 (Wechsler Individual Achievement Test, Fourth Edition): Understanding WIAT 4: Provide training on the administration and interpretation of the WIAT 4, a widely used individual achievement test.
- Using WIAT 4 Data: Guide teachers in using WIAT 4 data to tailor instruction to students' individual learning needs.

2.4

Promote the use of innovative ideas and strategies to engage students in collaborative learning.

Action Items

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Critical thinking opportunities

- Project-Based Learning (PBL): Encourage students to work on real-world projects that require critical thinking. PBL allows them to explore solutions, analyze information, and communicate their findings effectively. This hands-on approach promotes collaboration and problem-solving skills.
- Reaching out to our online students to provide collaboration opportunities in learning, school-wide events, and extracurricular activities.
- Invite guest speakers and industry experts to share their experiences and insights. This provides students with real-world perspectives, prompting critical analysis and discussion. It also exposes them to effective communication styles used in various professional settings.

2.5 Responsibility and Accountability

Action Items

(Action Items will denote by NS- Not Started; IP- In-Process; or O- Ongoing).

1) Teaching to state standards

- Professional Development: Provide ongoing professional development opportunities for teachers to stay updated on state standards and best practices.
- Curriculum Alignment: Ensure that curriculum materials align with state standards, emphasizing the integration of standards into daily lesson plans.
- Regular Assessments: Encourage the use of formative and summative assessments aligned with state standards to gauge student progress.

2) Fulfilling responsibilities associated with extra duties

- Clear Communication: Clearly communicate expectations and responsibilities associated with extra duties to all staff.
- Recognition and Appreciation: Recognize and appreciate the efforts of staff who go above and beyond their regular duties.
- Professional Development Support: Provide relevant training and resources to support staff in fulfilling extra responsibilities effectively.

3) Maintaining accountability of any student goal or achievement through periodic reviews

- Individual Goal Setting: Collaborate with teachers to set individual student goals, ensuring they are specific, measurable, and achievable.

- Regular Progress Reviews: Schedule periodic reviews to assess student progress, with particular attention to those on the borderline of achieving their goals.
- Data-Driven Decision-Making: Use data from these reviews to make informed instructional decisions and provide additional support where needed.

4) Fostering a growth mindset

- Celebrate Effort and Progress: Recognize and celebrate not only achievements but also the effort and progress made by students and educators.
- Regular Feedback Sessions: Establish a culture of regular feedback for educators, providing constructive input on their teaching methods and professional development.
- Reflective Practices: Encourage teachers to engage in reflective practices, fostering a mindset of continuous improvement.
- Leadership Modeling: Leadership should model a growth mindset, demonstrating openness to learning, adaptability, and a positive approach to challenges.
- Leadership Training: Provide leadership training on how to nurture a growth mindset culture within the school or district.
- Student Goal-Setting: Involve students in setting their own learning goals, fostering a sense of ownership and responsibility for their education.
- Recognize Student Efforts: Acknowledge and celebrate student efforts, resilience, and improvements, creating a positive learning environment.

Strategic Plan Goal 3: Community Engagement

Establish and maintain a culture which encourages positive relationships among our students, staff, and parents as well as educational, business, and community partners.

LCAP Goal 2: Eliminate barriers to student success and maximize learning time. All students and families will be engaged, connected and empowered to be active participants in a safe and healthy school climate.

LCAP Goal 3: Involve parents and community members in decision-making at the school and district levels. Provide connections between the community and schools to foster investment in education and provide meaningful transparent communication with all stakeholders. Ensure that parents, students, and teachers feel that our schools are providing a safe positive environment for our students to learn.

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Areas of focus: 3.1-3.2

3.1

Establish and implement a cohesive and proactive internal and external strategic communication plan to inform and engage our diverse community and educational partners that is timely and accurate.

Action Items

(Action Items will denote by NS- Not Started; IP- In-Process; or O- Ongoing).

Internal and External Communication Plan

Diverse Language Communication:

- Identify the primary languages spoken in our community.
- Provide translated materials, including newsletters, important announcements, and website content, in these languages.
- Utilize multilingual staff or translation services to enhance communication.

Website:

- Ensure the district website is user-friendly and regularly updated.
- Include a dedicated section for community announcements, news, and events.
- Optimize the website for mobile devices to enhance accessibility.

Social Media Engagement:

- Be proactive on social media platforms, providing regular updates and engaging content.
- Establish a social media calendar to maintain consistency in posting.
- Encourage two-way communication by responding to comments and messages promptly.

Phone Calls:

- Implement automated phone call systems for urgent announcements.
- Personalize calls for specific language preferences when possible.

Printed Materials and Memos:

- Design and distribute memos for important announcements to include community members and partners.
- Collaborate with local community organizations for distribution.
- Include clear instructions on how community members can sign up for district communication and newsletters.

Newsletter:

- Publish a regular newsletter with highlights, updates, and important information.
- Include features that celebrate the achievements and diversity of the community.
- Offer an option for both digital and printed newsletters.

Consistency, Timeliness, and Accuracy:

- Establish a communication calendar outlining key dates for various communication channels.
- Prioritize timely updates to keep the community informed.
- Ensure accuracy in all communications to build trust.

Consistent Branding and Messaging:

- Develop and adhere to a consistent branding strategy across all communication channels.
- Maintain uniform messaging to reinforce the district's identity.
- Use a recognizable logo and color scheme in all materials.

Survey Transparency:

- Clearly communicate the purpose and objectives of any surveys conducted.
- Share survey data transparently with the community.
- Illustrate how survey results contribute to decision-making processes.

Emphasize Small Community Identity:

- Highlight the unique characteristics and strengths of your small community in communications.
- Feature stories that showcase the individuals and achievements that make the community special.
- Foster a sense of pride and unity through messaging.

3.2

Establish and expand diverse opportunities to promote an inviting, supportive, and safe environment that encourages active participation for all students, staff, and community partners.

Action Items

(Action Items will denote by NS- Not Started; IP- In-Process; or O- Ongoing).

1) Accessibility and Engagement

Open communication channels:

- Establish open lines of communication between students, parents, community members, and district staff.
- Implement user-friendly online platforms, such as a district website and/or portal, for easy access to information and communication.

Expand Opportunities for Educational Partnerships:

- Identify potential educational partners in various industries.
- Collaborate with local businesses, colleges, and community organizations to create diverse opportunities for students.

Shadow Days:

- Continue shadow day programs that allow students to experience various school offerings, educational paths, enrichment activities, and athletic programs.
- Encourage local professionals and community members to participate in shadow day initiatives to share their expertise.

Parent Workshops:

- Host regular parent workshops on topics ranging from academic support to social-emotional well-being.
- Include sessions on navigating the education system, college readiness, and career planning.

Community Involvement in School Events:

- Extend invitations to community members to attend school events, performances, and exhibitions.
- Foster a sense of community pride by showcasing student achievements and talents.

District-Wide Partnerships:

- Establish partnerships with community organizations and educational programs to enhance educational and scholarship opportunities. For example, the Department of Water and Power (DWP), cosmetology programs, Auto Tech programs, etc.
- Collaborate on initiatives that benefit both the district and the community.

2) Positive Relationships and Community Belonging

Cultivate Positive Relationships:

- Promote positive relationships between parents, students, staff, and community members.
- Encourage regular communication and feedback to strengthen connections.

Sense of Community and Belonging:

- Organize events that foster a sense of community and belonging.
- Implement initiatives such as mentorship programs, community service projects, and cultural celebrations.

Enhance Parental Involvement:

- Implement strategies to increase parental involvement in school activities.
- Support Parent-Teacher Student Organizations or similar groups to facilitate collaboration.

Increase Educational Partnership Opportunities:

- Actively reach out to potential educational partners to explore collaboration opportunities.
- Share the district's goals and seek input on how partners can contribute to student success.

Online Community Engagement:

- Develop strategies to engage online families and students.
- Host virtual collaboration opportunities, online workshops, and school-wide events accessible to all.

Strategic Plan Goal 4: Student Safety and Connectedness

Heighten AADUSD’s commitment to fostering a culture that promotes the emotional health, safety, and well-being of students, staff, and parents.

LCAP Goal 2: Eliminate barriers to student success and maximize learning time. All students and families will be engaged, connected and empowered to be active participants in a safe and healthy school climate.

LCAP Goal 3: Involve parents and community members in decision-making at the school and district levels. Provide connections between the community and schools to foster investment in education and provide meaningful transparent communication with all stakeholders. Ensure that parents, students, and teachers feel that our schools are providing a safe positive environment for our students to learn.

LCAP Goal 5: The district will continue to provide a safe, secure, and drug-free learning environment for our students. Students will have access to standards-aligned material and a safe, secure, and aesthetically pleasing learning environment.

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Areas of Focus: 4.1- 4.2

4.1

A safe and respectful environment is essential to student success.

Action Items

(Action Items will denote by NS- Not Started; IP- In-Process; or O- Ongoing)

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1) Physical Safety Measures

Consistent Enforcement of Visitor Management System:

- Implement and consistently enforce a visitor management system.

- Ensure that all visitors sign in, receive identification, and adhere to established protocols.

Single Point of Entry:

- Establish a single point of entry for the school campus.
- Control access points to enhance security and monitor entry effectively.

Professional Development for Campus Safety:

- Provide regular professional development for all staff on campus safety.
- Include training on emergency response procedures, conflict resolution, and situational awareness.

Safety Committees and Protocol Updates:

- Form safety committees at each school to review and update safety protocols regularly.
- Include representatives from various departments to ensure comprehensive input.

Yearly Inventory of Safety Supplies:

- Conduct a yearly inventory of safety supplies at each site.
- Ensure that first aid kits, emergency response equipment, and communication devices are in good condition.

2) Safe Spaces and Weather Considerations

Provide Safe Spaces During Inclement Weather:

- Designate safe spaces for students during extreme weather conditions.
- Provide shaded areas, umbrellas for heat, and open library spaces for students to seek refuge.

3) Crisis Response and Drills

Comprehensive Crisis Response Plan:

- Develop and regularly update a comprehensive crisis response plan.
- Include specific protocols for various scenarios, such as active shooter situations.

Active Shooter Drills:

- Conduct active shooter drills to prepare students and staff for emergency situations.
- Ensure that everyone understands their roles and responsibilities during a crisis.

Collaborative Response Planning:

- Facilitate collaborative planning sessions to ensure students and teachers understand how to work together as a team.
- Develop clear communication strategies and emergency exit plans.

Collaborations with External Agencies:

- Work with the California Highway Patrol (CHP) on the Every 15 Minutes program.
- Prioritize participation in this program every other year to reinforce the importance of responsible decision-making.

4) Student Disciplinary Actions

Consistent Enforcement of Disciplinary Actions:

- Establish and consistently enforce student disciplinary actions.
- Clearly communicate and educate students on behavioral expectations and consequences.

5) Monitoring and Evaluation

Regular Safety Audits:

- Conduct regular safety audits of the campus and facilities.
- Address any identified vulnerabilities and continuously improve safety measures.

Feedback and Reporting Mechanisms:

- Establish anonymous reporting mechanisms for students and staff to report safety concerns.
- Encourage open communication to address issues promptly.

Continuous Improvement and Training:

- Continuously assess the effectiveness of safety measures.
- Provide ongoing training and professional development to keep staff informed about the latest safety protocols and best practices.

Community Education and Involvement:

- Engage with the community to educate parents and guardians about safety protocols.
- Foster a sense of shared responsibility for the safety of students and the school community.

4.2

School Connectedness

Action Items

(Action Items will denote by NS- Not Started; IP- In-Process; or O- Ongoing).

1) Educational Opportunities and Workshops

Heighten Parent and Student Educational Opportunities:

- Offer workshops and seminars for parents and students on various educational topics.
- Cover subjects such as study skills, effective communication, and navigating the education system.

College and Career Workshops:

- Conduct regular workshops focusing on college and career readiness.
- Provide information on college applications, financial aid, and career exploration.

Establish Multiple Platforms for Community Engagement:

- Create dedicated platforms for the community to access essential information and tools. Examples of platforms include a district website, mobile app, and social media channels.

2) Student Surveys and Feedback-

California Healthy Kids Survey (CHKS):

- Administer the California Healthy Kids Survey to gather data on student well-being.
- Use survey results to identify areas for improvement and implement targeted interventions.

Mentorship Programs:

- Establish a Mentorship Program:
- Launch a mentorship program connecting staff, students, or community members with students.
- Focus on academic support, career guidance, and socio-emotional well-being.

3) School Pride and Spirit

Athletic Connectedness:

- Strengthen relationships between high school athletes, middle school athletes, and local community recreational sports.
- Foster collaboration between schools (e.g., High Desert, Vasquez) to build a sense of athletic community.

Promote School Pride:

- Organize events and activities that promote school pride and spirit. Examples include spirit weeks, pep rallies, and competitions to engage students and build a sense of belonging.

4) Online Family Engagement-

Reach Out to Online Families/Students:

- Develop strategies to engage online families and students.

- Provide collaboration opportunities, including virtual learning sessions, online events, and extracurricular activities.

5) Monitoring and Evaluation

Regular Surveys on School Connectedness:

- Conduct regular surveys to assess the level of school connectedness among students, parents, and staff.
- Use feedback to make adjustments and improvements.

Feedback Mechanisms:

- Establish feedback mechanisms for continuous improvement.
- Encourage open communication to address concerns and celebrate successes.

Data-Driven Decision-Making:

- Use data from surveys and feedback mechanisms to inform decision-making.
- Identify trends and areas that require targeted interventions.

6) Community Collaboration

Community Collaboration Platforms:

- Establish platforms for community collaboration, such as town hall meetings or community forums.
- Provide opportunities for dialogue between school leadership, parents, and community members.

Local Business Partnerships:

- Foster partnerships with local businesses to support school events and initiatives.
- Encourage businesses to participate in career workshops or provide resources for school programs.

Strategic Plan Goal 5: Utilization of Fiscal Capital

AADUSD will operate efficiently and effectively with the resources available to support students and meet the district goals and expectations.

LCAP Goal 1: The district will provide a high-quality educational system for all students focusing on high academic rigor with a Multi-Tiered System of Support with a focus on narrowing the achievement gap for all Student Groups (including LI, EL, FY, and HY).

LCAP Goal 5: The district will continue to provide a safe, secure, and drug-free learning environment for our students. Students will have access to standards-aligned material and a safe, secure, and aesthetically pleasing learning environment.

Note: The AADUSD Strategic Plan's Action Item Targets are congruent with the Measurable Outcomes of the adopted 2023-2024 AADUSD Local Control and Accountability Plan.

https://drive.google.com/file/d/1_teVL-wiZw4DLPL2yWukkuEmvDSjMcwN/view?usp=sharing

Areas of focus: 5.1 - 5.2

5.1

Ensure oversight and accountability practices are effectively implemented and monitored to refine instructional programs and practices to ensure their effectiveness.

Action Items

(Action Items will denote by NS- Not Started; IP- In-Process; or O- Ongoing).

1) Oversight and Accountability/Instructional Programs

High School Student Teacher Assistants:

- Explore High school students serving as teacher assistants at Meadowlark.
- Foster relationships between high school and elementary students, creating mentorship opportunities.

Textbooks, Materials, and Technology:

- Regularly update textbooks to align with curriculum standards.
- Ensure an adequate supply of materials and technology resources for all students.
- Upgrade computers and address connectivity issues to enhance the learning experience.

Diverse Educational Experiences:

- Implement specific intervention programs for Response to Intervention (RtI).
- Provide training and follow-up for Universal Design for Learning (UDL) district-wide.

Arts and Athletics:

- Bring back enrichment programs at Meadowlark to expose elementary students to sports.
- Bridge elementary students to High Desert and Vasquez through athletic programs.

2) Funding and Resource Allocation

Athletic Uniform Funding:

- Allocate funding for athletic uniforms for High Desert and Vasquez High School.

- Ensure that students have appropriate and updated uniforms for a positive experience.

Funding for Individual Classes and Senior Activities:

- Allocate funds for individual classes and senior activities to enhance the overall student experience.
- Support the development of well-rounded students through diverse activities.

Athletic Fees and Entry Costs:

- Evaluate and potentially revisit athletic fees to ensure affordability for all students.
- Allocate funds for entry fees, referees, transportation, and first aid supplies for athletic events.

Stipend Amounts:

- Revisit stipend amounts for teachers and staff to ensure fair compensation.
- Consider adjustments based on roles, responsibilities, and market conditions.

3) Monitoring and Evaluation

Regular Program Evaluation:

- Conduct regular evaluations of instructional programs to assess their effectiveness.
- Collect feedback from teachers, students, and parents to identify areas for improvement.

Data-Driven Decision-Making:

- Use data to inform decision-making regarding program effectiveness.
- Analyze academic performance, participation rates, and student outcomes.

Budget Review and Transparency:

- Regularly review the budget to ensure alignment with educational priorities.
- Maintain transparency in budget allocation, allowing stakeholders to understand resource distribution.

4) Collaborative Partnerships

Community and Business Partnerships:

- Collaborate with community businesses to support educational initiatives.
- Explore partnerships that could provide additional resources, mentorship, or internship opportunities.

Parent and Community Engagement:

- Involve parents and the community in decision-making processes.
- Establish regular forums for feedback and collaboration on educational initiatives.

Professional Development:

- Provide ongoing professional development for teachers and staff.
- Ensure that educators are equipped with the latest instructional strategies and technology tools.

5.2

Examine opportunities for modernization

Action Items

(Action Items will denote by NS- Not Started; IP- In-Process; or O- Ongoing).

1) Modernization opportunities

Modernization of Classrooms:

- Conduct a comprehensive assessment of current classroom facilities.
- Prioritize updates to furniture, lighting, and overall aesthetics for an improved learning environment.
- Integrate modern educational technology tools for interactive learning experiences.

Upgrading of Technology Infrastructure:

- Assess and upgrade the existing technology infrastructure.
- Ensure reliable and high-speed internet connectivity throughout all classrooms.
- Invest in up-to-date hardware and software to support modern teaching methods.

Enhance Safety on All Campuses:

- Conduct safety audits to identify areas for improvement.
- Implement security enhancements such as surveillance systems and controlled access points.
- Provide ongoing safety training for staff and students.

Athletic Facilities (Long-Term Plan):

- Develop a long-term plan for upgrading athletic facilities.
- Prioritize projects based on safety, functionality, and the overall student experience.
- Seek community input to align facility improvements with community needs.

Field Maintenance:

- Establish a regular maintenance schedule for athletic fields.
- Address issues such as irrigation, turf quality, and field markings.
- Consider partnerships with local sports organizations for shared use and maintenance.

Expansion of Facilities:

- Evaluate current space utilization and identify areas requiring expansion.
- Consider student enrollment projections and community growth for future planning.
- Collaborate with architects to design and implement necessary expansions.

Equipment Upgrades:

- Develop an inventory of existing equipment across all departments.
- Prioritize equipment upgrades based on functionality, safety, and relevance to current curriculum.
- Explore grants and community partnerships to fund equipment upgrades.

Art & Music:

- Assess the condition of existing art and music facilities.
- Upgrade stage curtains for safety and aesthetic improvements.
- Invest in new pianos and musical instruments for the music program.
- Upgrade sound systems to enhance the quality of performances.

2) Monitoring and Evaluation

Regular Assessments:

- Establish a regular assessment schedule for all modernization projects.
- Gather feedback from students, teachers, and staff to gauge the effectiveness of improvements.

Budget Review:

- Regularly review the budget allocation for modernization projects.
- Ensure that funds are allocated efficiently and that projects align with educational priorities.

Community Engagement:

- Engage with the community to communicate the benefits of modernization.
- Seek input from stakeholders to ensure that modernization efforts meet community expectations.

Long-Term Planning:

- Develop a long-term plan that aligns modernization efforts with the district's overall educational goals.
- Continuously update the plan based on changing needs and advancements in educational technology.

AADUSD GRADUATE PROFILE

Our graduates successfully:

1. completed the academic and vocational coursework necessary to prepare them for higher education and/or a career with growth potential.
2. have been involved in a variety of student activities, and community service and leadership.
3. have participated in activities which prepare them to be active, productive, and socially responsible citizens
4. possess good communication skills and the ability to collaborate with others.
5. gained a clear sense of their College and Career goals and the steps necessary to prepare for their future.
6. prepared to succeed in higher education, career, and citizenship with a strong academic record, a variety of extracurricular experiences, and a clear sense of their career goals.

AADUSD VISION

The AADUSD is a learning community in which students, staff, parents, and community work together to provide powerful learning experiences that ensure all students meet the goals established in our graduate profile. AADUSD has a safe and supportive culture that provides our students with the intellectual and social- emotional support that helps them become life-long and socially responsible learners.

AADUSD MISSION

To provide engaging learning experiences in a safe, supportive culture which prepares all students to become life-long learners and productive, socially responsible citizens.

AADUSD CORE BELIEFS AND VALUES

We believe:

1. all students deserve a high quality education that prepares them for higher education and/or a career path.
2. some students will require more support than others to achieve academic success and that it is our responsibility to provide that support.
3. the principles of equity, inclusion, and diversity must shape our culture.
4. the district will provide meaningful ways for parents and guardians to be engaged in the education of their children.
5. the district will actively partner with other groups and stakeholders to provide the meaningful learning experiences all our students deserve.
6. academic success requires a safe and orderly learning environment and strong social-emotional support systems.

We value:

1. Excellence
2. Equity
3. Integrity
4. Respect

5. Inclusion
6. Empathy
7. Collaboration