



VISION 20/20

**Strategic
Planning Process**
for Eugene School District 4J

www.4J.lane.edu/4Jvision2020

November 2016



- 1. Public process**
- 2. Stakeholder committee's draft vision and goals**
- 3. Developed draft strategic plan framework**
- 4. Next steps**





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PUBLIC PROCESS





Public process

- **Community input** on values and priorities
 - 2,000+ responses to community survey in March
 - 2 community meetings for initial input
 - Meetings with stakeholder groups, e.g. Student Advisory Committee, Cultural & Educational Alliance
- **Stakeholder committee:** 56 members, 4 meetings
 - Teachers, classified staff and administrators
 - Parents from all regions, all school levels, varied programs, and varied student needs.
 - State and local organizations
 - Business leaders
- **Community feedback** meetings throughout process



2,027

survey responses in English and Spanish

parents • teachers • staff • students • community



56

participants in stakeholder committee

parents, teachers and staff from all regions, all school levels, and varied student needs • state and local organizations • business leaders



5

community update and feedback
meetings throughout spring 2016

3

community update and feedback
meetings this fall

Developing Draft Vision and Steps



Committee's Draft Vision and Five Bold Steps





Stakeholder Committee's Framework

Vision:

Every student connected to community and empowered to succeed

Five Bold Steps

- Equitable practices for student success
- Broad, diverse program options and multiple pathways
- Communicate and connect community and schools
- Prepared, professional, passionate personnel
- Secure adequate & sustainable funding

Additional Vision Themes / Beliefs

- Engaged Community Support • Effective and Efficient
- Personalized Pathways to Success • Healthy Kids • Equity





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STRATEGIC PLAN





Strategic Plan

- **Vision:** A brief snapshot of what our district wants to be and achieve in the future
- **Goals:** Five goal areas to improve students' success and district's effectiveness
- **Objectives:** Specific steps to make progress toward goals
- **Key Performance Indicators:** Key ways to measure that progress is being made
- *Beyond this framework overview:*
 - **Key Tactics:** steps to achieve objectives
 - **Action Plans:** More detailed work plans that support these steps





4J'S LONGSTANDING CORE VALUES:

Excellence • Equity • Choice





DRAFT VISION:

**Every student
connected to community
and empowered to succeed**





DRAFT STRATEGIC PLAN FRAMEWORK:

Five Bold Steps: Strategic Plan Goal Areas

- Educational Excellence with Equitable Access and Outcomes for Every Student
- Multiple Pathways to Student Success
- Communication and Connection With Community
- Diverse World-Class Workforce
- Stable, Sustainable Stewardship





GOAL I: Educational Excellence with Equitable Access and Outcomes for Every Student

Provide all students with a high-quality, well-rounded educational experience that is rigorous, culturally responsive, healthful and engaging.





Goal I: Educational Excellence with Equitable Access & Outcomes for Every Student

Objective 1: Support student learning with rigorous, relevant, consistent curriculum and clear expectations for teaching and learning.

Objective 2: Provide instructional supports and systems to meet the needs of all students.

Objective 3: Support struggling learners with interventions, resources and training.

Objective 4: Streamline assessment system to provide effective, efficient, meaningful assessments to inform instruction and maximize time for learning.



Goal I & II Key Performance Indicators

- Graduation & completion rates (4 & 5 year)
- 40-40-20 progress (postsecondary success indicators)
- Suspension & expulsion rates
- Attendance data
- 3rd grade reading
- 9th grade on track to graduate
- Opportunity and achievement gaps in all indicators



GOAL II: Multiple Pathways to Student Success

Provide multiple pathways to student success, including instructional and career pathways to engage all students for post-graduate readiness.





GOAL II: Multiple Pathways to Student Success

Objective 1: Provide rigorous academic programs in both neighborhood and alternative (magnet) schools.

Objective 2: Provide equitable educational opportunities at all comprehensive secondary schools.

Objective 3: Provide strong and varied career and technical education programs.

Objective 4: Support student engagement in alternative educational settings.



Goal I & II Key Performance Indicators

- Graduation & completion rates (4 & 5 year)
- 40-40-20 progress (postsecondary success indicators)
- Suspension & expulsion rates
- Attendance data
- 3rd grade reading
- 9th grade on track to graduate
- Opportunity and achievement gaps in all indicators



GOAL III: Communication and Connection with Community

Foster proactive and positive communication, engagement and partnerships with stakeholders.





GOAL III: Communication and Connection with Community

Objective 1: Implement a comprehensive communication strategy that provides timely, family-centered, two-way communication.

Objective 2: Strengthen connections between our schools and our community.

Objective 3: Support active school–family communication and engagement.

Objective 4: Provide multiple pathways to engagement.



Goal III Key Performance Indicators

- Parent satisfaction with school communication, engagement and transparency (survey)
- Community satisfaction with district communication, engagement and transparency (survey)



GOAL IV: Diverse World-Class Workforce

Ensure that every classroom has a high-quality, effective teacher, supported by high-quality, effective administrators and support staff.





GOAL IV: Diverse World-Class Workforce

Objective 1: Attract, hire and retain high-quality, passionate and diverse staff.

Objective 2: Elevate the professional capacity of our workforce to meet the needs of today's learners.



Goal IV Key Performance Indicators

- Staff retention rates
- Staff diversity compared with student diversity



GOAL V: **Stable, Sustainable Stewardship**

Provide effective, efficient, and equitable stewardship of district resources to best support our instructional mission.





GOAL V: Stable, Sustainable Stewardship

Objective 1: Optimize efficiencies and improve effectiveness.

Objective 2: Provide transparent, accountable financial management.

Objective 3: Allocate resources in an equitable manner to meet every student's needs.

Objective 4: Develop a sustainable budget aligned to district goals, strategies and objectives.

Objective 5: Provide safe, secure, sustainable learning spaces that meet educational needs.

Objective 6: Optimize technology to meet instructional and operational needs.



Goal V Key Performance Indicators

- Reserve levels (per board policy)
- Class sizes and staffing ratios
- Access and use of technology devices
- District progress on long-range facilities plan



Next Steps

- Present draft plan to staff, students, community and school board for feedback (*in progress*)
- Develop detailed action plans to achieve objectives (*in progress*)
- Present strategic plan framework for school board approval
- Finalize the plan
- Share the plan
- Work the plan





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