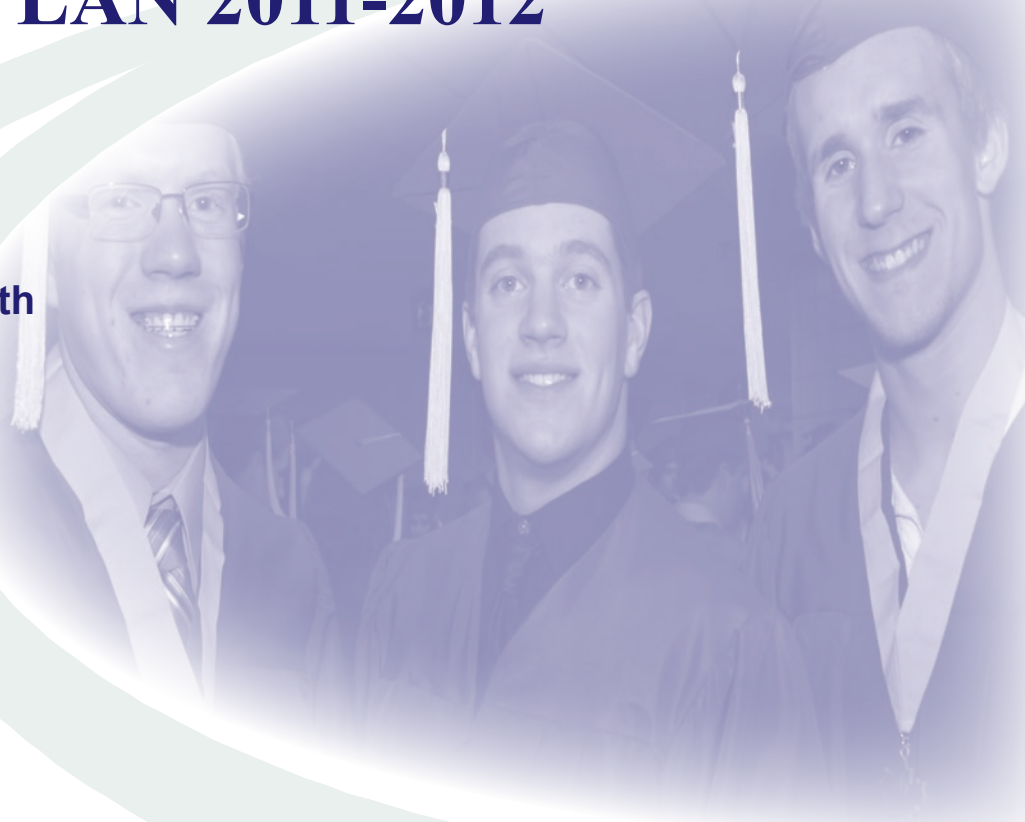


STRATEGIC PLAN 2011-2012

Our Mission

Our mission is to inspire and prepare all students with the confidence, courage, and competence to achieve their dreams; contribute to community; and engage in a lifetime of learning.



Our Core Values

We believe that –

- lifelong learning is essential for the individual and community to thrive;
- everyone has equal intrinsic value;
- trust is essential to sustaining successful relationships and to achieving results;
- better decisions emerge when diverse perspectives are intentionally included in a collaborative process;
- everyone benefits when cultural differences are acknowledged and understood, and individuals are treated respectfully and equitably; and
- everyone can learn more.

Strategic Objectives

By 2012, all students will –

- articulate, plan for, and progress toward their evolving dreams;
- choose to contribute to community in a mutually meaningful way; and
- demonstrate initiative and persistence to continually learn that which is important to them.

Strategies

We will –

- do whatever it takes to guarantee that all employees support, contribute to, and sustain the achievement of our mission and strategic objectives;
- identify and overcome all obstacles to ensure that each student has the competence to achieve the strategic objectives;
- leverage the assets of our system and community to optimize the results of our mission and strategic objectives; and
- develop leadership that will include diverse perspectives of the organization and community to ensure a sustained commitment to our mission and strategic objectives.

Strategies and Priority Work for 2011-2012

Strategy

We will do whatever it takes to guarantee that all employees support, contribute to, and sustain the achievement of our mission and strategic objectives.

Priority Work for 2011-2012

- Employees are ambassadors for the mission.

Strategy

We will identify and overcome all obstacles to ensure that each student has the competence to achieve the strategic objectives.

Priority Work for 2011-2012

- Expand access to pre-K and All-Day Kindergarten;
- Implement Year One of standards-based grading plan;
- Create consistent positive behavior support system at every site.

Strategy

We will leverage the assets of our system and community to optimize the results of our mission and strategic objectives.

Priority Work for 2011-2012

- Students are advocates for our mission and core values.

Strategy

We will develop leadership that will include diverse perspectives of the organization and community to ensure a sustained commitment to our mission and strategic objectives.

Priority Work for 2011-2012

- Leaders model Culturally Responsive Standards of Practice;
- Employees understand Culturally Responsive Standards of Practice;
- Leaders use the tool to help them include variety of perspectives in their work.

Additional priority work recommended by Superintendent

- Develop long-term budget planning process that will complement our annual planning process.