

Draft

**MDUSD Strategic Plan
2012-2015
2/22/2012**

Strategic Initiatives

1 Academic Excellence and Learning

MDUSD will provide a rigorous, relevant, and engaging educational experience to all students, P-Adult. MDUSD will seek out reform, innovation, and partnerships to ensure academic excellence. Student success is a team effort dependent upon parent, teacher, administrator, and support staff.

- 1.1 Ensure that high expectations, equity, and equal access to educational opportunities for every student are embedded through the alignment of curriculum, powerful instructional strategies, and varied assessment practices.
- 1.2 Implement programs that support 21st century skills, including collaboration, innovation, critical thinking, problem solving, communication, social and civic responsibility, and cultural competence.
- 1.3 Empower each school to be proactive, innovative, and responsive in meeting student learning needs.
- 1.4 Infuse the most current technology into the teaching and learning process.
- 1.5 Ensure successful P-16 transition and articulation with adherence to social promotion laws (P-16 = pre-school through post-secondary).
- 1.6 Seek innovative community and business partnerships to expand programs and pathways in schools to enhance rigorous, relevant academic and enrichment opportunities.
- 1.7 Establish equitable behavioral expectations and discipline consequences throughout the district.

2 Supportive Family and Community Involvement

MDUSD will actively build strong, positive relationships with students, families, and the community to foster trust and shared responsibility. MDUSD will use multiple methods of communication with attention paid to cultural differences and linguistic needs in order to engage and reach all stakeholders and increase opportunities for meaningful community input and participation to advance student achievement and learning in all subject areas.

2.1 Be proactive in communication, using multiple, regular methods of communication and engagement to reach all stakeholders.

2.2 Increase opportunities for meaningful community input and participation.

2.3 Promote a culture that fosters active family participation and involvement, reaches out to all communities, and ensures that parents consider MDUSD a preferred place to meet their educational needs.

2.4 Support parents in supporting their children at home academically and socially.

2.5 Cultivate community, business, and higher education partnerships that advance student achievement in all subject areas.

2.6 Collaborate and communicate with cities, businesses, and the community to build public trust and foster positive relationships with our district.

3 High Quality, Effective Staff

MDUSD acknowledges that student success is dependent upon a high quality staff. Therefore, MDUSD will recruit, develop, support, value, and retain the most talented staff.

- 3.1 Ensure that every classroom has a high-quality and culturally competent educator.
- 3.2 Ensure that every school has high quality administrators and support staff.
- 3.3 Support all sites through high-quality, effective district administrators and support staff
- 3.4 Provide targeted professional development that supports the Strategic Plan.
- 3.5 Build staff morale and efficacy, ensuring that staff considers MDUSD a preferred place to work.

4 Respectful, Responsive Service and Communication

MDUSD district and site staff will be responsive and respectful while providing outstanding service to co-workers, students, parents, and community members.

District and site staff will proactively seek opportunities to improve communication and customer service. Every person who interacts with MDUSD should be treated with dignity, respect, courtesy, and cultural sensitivity.

- 4.1 Proactively assess, adopt, and improve practices that encourage respectful, responsive customer service, both internally and externally.
- 4.2 Strengthen communication systems to ensure that community members, parents, students, and employees receive information, responses to inquiries, and services in an open, courteous, and timely manner.
- 4.3 Clarify and expand methods of and access to communication systems for staff, parents, and community/business groups.
- 4.4 Celebrate and consistently communicate successes and innovations to community and staff.
- 4.5 Diligently monitor and report progress on strategic plan initiatives.

5 Optimal Operations and Infrastructure

MDUSD will implement sound fiscal and human resource policies that maximize resources, generate revenue, provide accountability, and accomplish educational priorities within a balanced budget framework. MDUSD will work in partnership with employees, parents, and the community to be a results-oriented district that involves all school, departments, and community groups.

- 5.1 Place priority on educational needs and programs when making fiscal decisions.
- 5.2 Align district-wide initiatives, district and site plans, and expenditures to the MDUSD Strategic Plan, Board goals, and Board Policies.
- 5.3 Ensure that our facilities and infrastructure support and enhance student learning.
- 5.4 Develop and regularly update comprehensive short- and long-term plans that anticipate and address enrollment trends.
- 5.5 Ensure fiscal stability and accountability through effective stewardship of financial assets and funding sources.

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Mission

MDUSD students will graduate as responsible citizens prepared to succeed in the college or career of their choice.

Vision

Mt. Diablo Unified School District is to be a district in which all students, staff, and community:

- treat each other with dignity and respect
- respect cultural, racial, and economic diversity
- assume responsibility for the educational and individual needs of students
- support each other in achieving meaningful outcomes to enable individuals to experience success
- use technology to access, manage, and communicate information
- collaborate to achieve mutual goals
- encourage students to become responsible citizens in a democratic society

The Mt. Diablo Unified School District is to be a district in which all schools:

- provide effective instruction as the focus of all activity
- provide a safe, secure, nurturing, and stimulating learning environment
- arrange time and space around the needs of the student
- are recognized and supported for their individuality and culture
- support students in achieving meaningful outcomes to prepare them to be successful adults

Values

- Focus on children
- Equity
- Excellence
- Integrity
- Respect
- Safety

We will always...

- Make decisions based on the best interests of the students,
- Elevate communication to a level that is inclusive and instills trust,
- Behave in an ethical, respectful, responsive manner,
- Seek out reform, innovation, and partnerships to bring academic excellence to our students,
- Recruit and retain the most effective, highly qualified staff available.