

Santa Clara Unified School District

INNOVATING FOR EQUITY & EXCELLENCE

STRATEGIC PLAN 2021–2026



In the 2019–2020 school year, Santa Clara Unified School District developed and the Board of Trustees approved a community-driven vision called Vision 2035. This vision established long-term aspirations that fundamentally shift our promise to students regarding what they will know and be able to do, how adults will be supported to grow, and how our systems will transform to make learning more relevant, engaging, flexible, and equitable. These aspirations are outlined in our Graduate Portrait, Adult Portrait, and System Portrait.

This strategic plan begins our journey toward the vision, building from the strong foundation built under the 2015–2020 strategic plan, *Rising Above in Silicon Valley!*

Our Vision

Graduates of Santa Clara Unified School District are resilient, future-ready, lifelong learners who think critically, solve problems collaboratively, and are prepared to thrive in a global society.

Our Mission

The mission of Santa Clara Unified School District is to provide equitable, engaging, and innovative educational experiences so that each student thrives in a global society.

Our Theory of Action

If we consistently put student learning first, live our core values, implement our strategic priorities, and disrupt inequitable practices...

Then we will be an equity-centered organization that is responsive, resilient, and prepares students for a global society.



LEARNING EXPERIENCES AND SUPPORTS FOR STUDENTS

Our students graduate better prepared for life and career through learning experiences that are inclusive, relevant to the real world, reflect student interests, and clearly identify what students need to know aligned to our Graduate Portrait. Students are also enabled to thrive with responsive supports and multiple pathways to graduation.

Success Indicators Include

- ✦ The capacity for students to self-assess and demonstrate mastery on all elements/prioritized elements of the Graduate Portrait using a developmentally appropriate continuum
- ✦ Growth in the number of students on track for the Graduate Portrait milestones as expressed by the continuum
- ✦ Level of academic proficiency as determined by state standardized assessments
- ✦ Graduation rates particularly for key populations
- ✦ Breadth and level of student access to CTE
- ✦ Proportionate student growth by subgroup on college and career indicators
- ✦ Reduction in disproportionate referrals for suspension, expulsion, and special education services for key populations
- ✦ Increase in student reports of self-efficacy and decrease in reports of emotional distress as measured on student wellness surveys

SUPPORTS FOR ADULTS

All adults working at Santa Clara Unified School District are guided in developing the competencies of the Adult Portrait, and benefit from enhanced wellness and mental health supports. Additionally, professional learning systems provide individualized pathways for growth.

Success Indicators Include

- ✦ The capacity for all adults to self-assess and demonstrate mastery on the competencies/prioritized competencies of the Adult Portrait
- ✦ Staff accessing the professional learning pathways
- ✦ Recruitment and retention of a diverse and high-quality staff
- ✦ Culturally responsive and sustaining ideas or solutions are evident throughout our work
- ✦ Increase in adult reports of a supportive and inviting work environment

SYSTEMS TRANSFORMATION

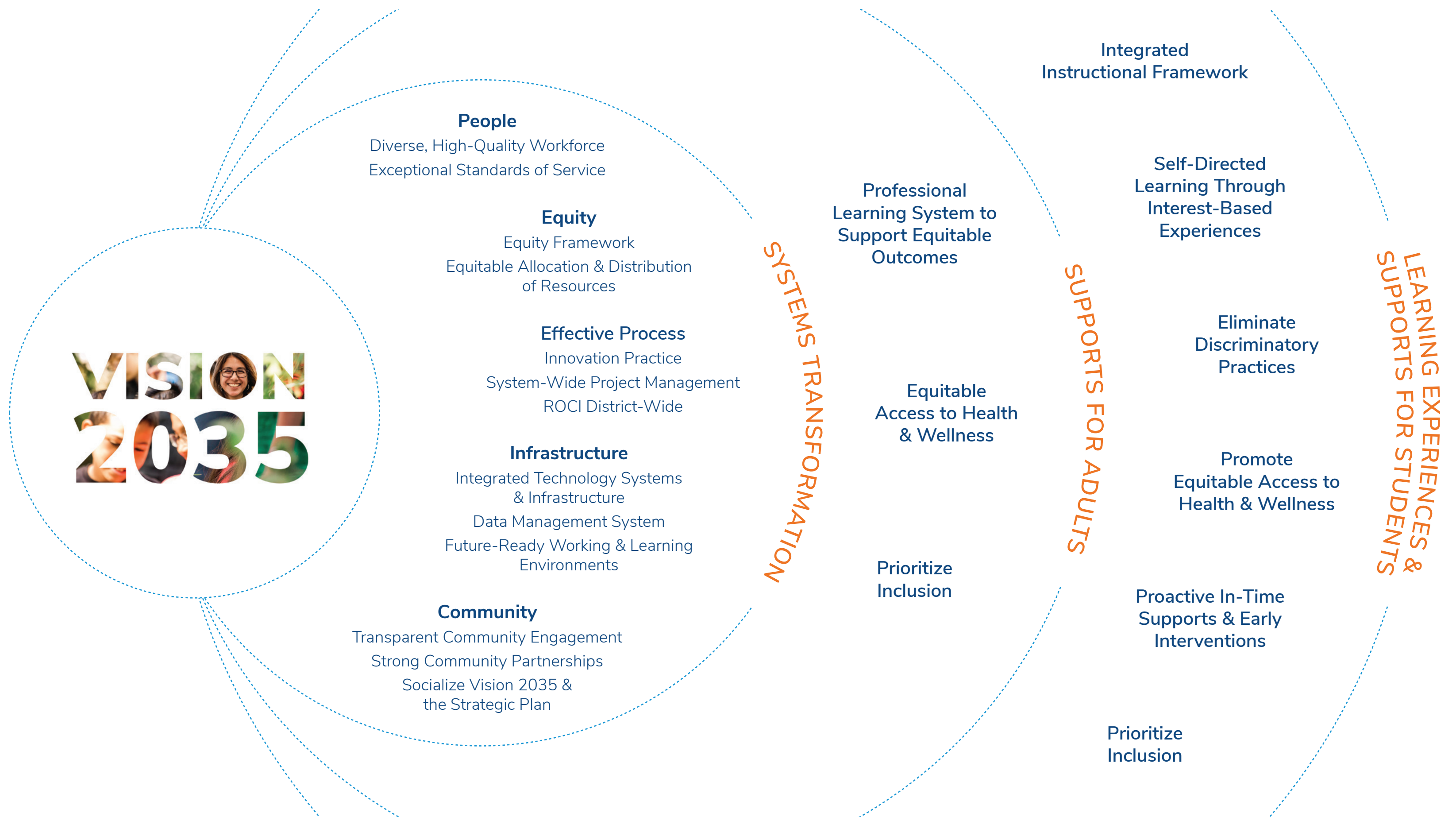
Our system is proactive in meeting the needs of our school community, and our workforce is becoming more diverse. Our efforts to help everyone understand and support our vision helps them see how they contribute to realizing our vision, and therefore our students' success.

Success Indicators Include

- ✦ Strategic Plan implementation goals are on track
- ✦ Demonstration of a coherent, aligned, data informed, continuous improvement framework that leads to improved outcomes for all students
- ✦ Multi-tiered System of Support implementation
- ✦ Our vision and plan are referenced by our stakeholders in meetings, in communications, and in our partnership agreements

To follow our progress with the Strategic Plan, visit www.santaclarausd.org/StrategicPlan.

STRATEGIC PLAN OVERVIEW



Our strategic plan is organized into three themes: Learning Experiences and Supports for Students; Supports for Adults; System Transformation. The plan describes our first steps in making Vision 2035 a reality and “ripples out” from the vision, showing how the changes we will make to our system support our adults to support our students.



CALL TO ACTION

This Strategic Plan is our first step towards making our vision for Santa Clara Unified School District come true. Over the next five years, this plan will guide our actions and charge us to better prepare our students for the future, to address historical inequity, and transform our district into a responsive, innovative, future-ready organization. This plan describes the work of our staff, but we need everyone's support to do this well. We ask every member of our community, whether a student, family member, staff member, or community member, to lean in to the changes, and join us in innovating for equity and excellence.