Inspire students to think critically, pursue their dreams and change the world.

Long-Term Student Outcomes:
1. Decrease disparities in achievement based on race, ethnicity, culture and identity
2. Increase achievement of English Learners
3. Increase achievement of students receiving special education services
4. Improve kindergarten readiness
5. Increase academic growth in reading and math for all students
6. Prepare all graduates for college, career and life

SPPS Achieves Initiatives and ARP Strategies by Focus Area

**Systemic Equity**

**Objective 1:** Intercept the normalized patterns of unearned privilege/advantage and/or access through policy, procedures, practices and programming

**Strategic Initiatives:**
1.1) Capacity building
1.2) Knowledge creation
1.3) Practice and Activation

**ARP Strategies**

#9: Retaining teachers of color
#28: Recruiting teacher of color
#37: Equity training
#78: Equity Plan

**Positive School and District Culture**

**Objective 2:** Create inclusive school and district cultures

**Strategic Initiatives:**
2.1) District wide social emotional learning & positive behavior intervention and supports

**Family and Community Engagement**

**Objective 6:** Improve stakeholder engagement in district decisions

**Strategic Initiatives:**
6.1) Community engagement

**College and Career Readiness**

**Objective 4:** Increase opportunities for students to envision their future, explore careers and prepare for postsecondary education

**Strategic Initiatives:**
4.1) College & career paths

**ARP Strategies**

#7: CRI
#8: WINN
#44: Job embedded PD
#66: American Indian Curr.
#17: High School Systems
#27: Well Rounded Ed. Materials
#21: Credit recovery
#20: Special ed recovery services
#54: MLL coaching
#2: Autism support
#33: Bilingual Seals
#76: MLL support
#53: Bilingual EA training
#75: Middle school career experience

**Program Evaluation/ Resource Allocation**

**Objective 5:** Allocate resources based on program effectiveness and organizational priorities

**Strategic Initiatives:**
5.1) Program effectiveness
5.2) Priority-based budgeting
5.3) Envision SPPS

**ARP Strategies**

#80: Innovation Office
#CP5: Research analysts
#70: School Allocations
#87: Board Training

**Family and Community Engagement**

**Objective 6:** Improve stakeholder engagement in district decisions

**Strategic Initiatives:**
6.1) Community engagement

**ARP Strategies**

#61: Community Schools
#62: Contact center
#79: Language support
#69: Community partners

**Effective and Culturally Responsive Instruction**

**Objective 3:** Increase our capacity to meet the instructional needs of each learner

**Strategic Initiatives:**
3.1) Culturally resp. inst.
3.2) Well rounded education
3.3) Middle school model
3.4) COVID-19 recovery

**ARP Strategies**

#7: CRI
#8: WINN
#44: Job embedded PD
#66: American Indian Curr.
#17: High School Systems
#27: Well Rounded Ed. Materials
#21: Credit recovery
#20: Special ed recovery services
#54: MLL coaching
#2: Autism support
#33: Bilingual Seals
#76: MLL support
#53: Bilingual EA training
#75: Middle school career experience

**College and Career Readiness**

**Objective 4:** Increase opportunities for students to envision their future, explore careers and prepare for postsecondary education

**Strategic Initiatives:**
4.1) College & career paths

**ARP Strategies**

#4: Check & Connect
#6: Internships
#24: Career path materials
#34: Career integration
#15: Counselors
#66B: Am. Indian Counselor
#13: Extended day for learning +
#31: Flipside
#75: Middle school career experiences

**Family and Community Engagement**

**Objective 6:** Improve stakeholder engagement in district decisions

**Strategic Initiatives:**
6.1) Community engagement

**ARP Strategies**

#61: Community Schools
#62: Contact center
#79: Language support
#69: Community partners