# SPPS Achieves Strategic Plan

## Long-Term Outcomes

<table>
<thead>
<tr>
<th>Objective</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1</strong></td>
<td>Increase achievement of students receiving special education services</td>
</tr>
<tr>
<td><strong>2</strong></td>
<td>Improve kindergarten readiness</td>
</tr>
<tr>
<td><strong>3</strong></td>
<td>Increase academic growth in reading and math for all students</td>
</tr>
<tr>
<td><strong>4</strong></td>
<td>Prepare all graduates for college, career and life</td>
</tr>
</tbody>
</table>

## Strategic Focus Area

### Positive School and District Culture

**Strategic Focus Area**

- Increase capacity to meet the instructional needs of each learner
- Implement culturally relevant practices within all student learning and programming (Phase 1)
- Ensure all students have access to a well-rounded education (Phase 1)
- Establish a formal instructional leadership program

**Strategic Initiatives**

1a. Implement Positive Behavioral Interventions and Supports (PBIS) at every school, integrating social-emotional learning support (Phase 1)
1b. Ensure every school and district office is friendly and welcoming*
1c. Expand opportunities for student voice*

### Effective and Culturally Relevant Instruction

**Strategic Focus Area**

- Create inclusive school cultures where students are supported to show up as their full selves and thrive as individual learners in a global society

**Strategic Initiatives**

- 3a. Implement culturally relevant practices within all student learning and programming (Phase 1)
- 3b. Ensure all students have access to a well-rounded education (Phase 1)
- 3c. Establish a formal instructional leadership program*

### Program Evaluation/Resource Allocation

**Strategic Focus Area**

- Create a mission-driven culture where staff are supported to thrive and deliver exceptional outcomes

**Strategic Initiatives**

- 2a. Improve culture by using input from students, staff and families (Phase 1)
- 2b. Improve process for employee talent development*
- 2c. Recruit and retain more employees who look like our students*

### College and Career Paths

**Strategic Focus Area**

- Eliminate barriers to learning among a racially, culturally and linguistically diverse population

**Strategic Initiatives**

- 4a. Identify and restructure systems that reinforce academic disparities among student groups*

### Family and Community Engagement

**Strategic Focus Area**

- Increase our capacity to meet the instructional needs of each learner

**Strategic Initiatives**

- 5a. Implement a system for assessing program effectiveness (Phase 1)
- 5b. Determine a districtwide middle school model (Phase 1)
- 5c. Allocate resources more strategically*

### Decrease disparities in achievement based on race, ethnicity, culture and identity

**Strategic Initiatives**

- 6a. Create career-related curriculum and personal learning plans for all PreK-12 students (Phase 1)

### Increase achievement of English Learners

**Strategic Initiatives**

- 7a. Strengthen partnerships that provide college credit, industry certification and job experience to secondary students (Phase 1)
- 7b. Expand high-quality instruction in targeted career fields*

### Improve kindergarten readiness

**Strategic Initiatives**

- 8a. Identify ways to engage the community in district decisions and initiatives (Phase 1)

### Increase academic growth in reading and math for all students

**Strategic Initiatives**

- 9a. Review and revise relationships with external organizations to better meet student needs (Phase 1)

### Prepare all graduates for college, career and life

**Strategic Initiatives**

- 10a. Renew schools as hubs that bring together educators, families and community*
- 10b. Create family and community programs that support students at key points in their personal and academic development*

---

*Additional work in the next phase of the five-year strategic plan

Revised: Oct. 24, 2018