



**Strategic Plan
2006-2011**

Introduction

This strategic plan offers a comprehensive framework for the future of the Sonoma Valley Unified School District. The plan will help guide the District and ensure that our students are provided with a rich and rewarding education. The five priority goals will direct us in responding to and influencing changes in our educational environment as well as establishing a strong, sustainable foundation for the future. The continued partnership and support of the entire community will be essential in order to achieve our strategic plan.

Mission Statement

We do what it takes to build pathways to success for every student.

Core Values

Rigor and Access in Curriculum and Instruction

We develop a comprehensive, coherent, rigorous curriculum accessible to all students. Our instructional practices engage all students in their learning and represent the best practices of our profession. We challenge all students to give their best intellectually and ethically.

Respect and Recognition

We demonstrate genuine care and concern for each student. We value mutual respect, consideration and acceptance among all members of our community. There is a commitment to increase student engagement in their learning. Active efforts occur that encourage students to have a voice in their education.

Reflective Learning Community

We work in high performing, collaborative teams that are open to problem solving and remain focused on student achievement. There is a commitment to continuous, effective professional development. We support and encourage teacher leadership. All staff are accountable for student success. Best practice research is accessible and used to guide improvement efforts.

Relevant Environments for Learning

We provide an emotionally and physically safe learning environment that is relevant and accessible to today's students. We recognize that meaningful learning requires student engagement as well as supportive relationships among peers and with adults.

Relationships Connecting Us with Our Extended Community

We recognize and value the importance of collaborative relationships with our extended community of families, residents, public agencies, and community organizations. Engaging everyone is essential to our students' success.



In Sonoma Valley Unified School District we are building a District of excellence and equity in which:

- Students acquire the intellectual, social, emotional and physical strengths that enable them to engage positively in their educational experiences.
- All members of the school community demonstrate understanding, respect and compassion for each other.
- Students are responsible, contributing members of our community and wise stewards of their natural environment.
- Systems are in place to ensure accountability and responsiveness to changing needs, demographics, and interests of students, staff, parents and community.
- The diversity of our community is reflected in the composition of staff and the participation of students, parents, and community in all programs.
- Students from all ethnic and socio-economic groups have access to and successfully participate in rigorous academic programs.
- Programs offered are varied and appeal to a wide range of students, providing multiple, relevant pathways to student success.
- Our environment encourages and welcomes the participation of our parents and community in the education of our students and key decision-making processes.
- Personnel engage in continuous improvement of their work.
- Technology is used to support teaching, learning and the development of effective information systems.

Goals

- **Community**
- **Curriculum, Assessment and Accountability**
 - **Student Success**
 - **Professional Practice**
 - **Communications**
 - **Fiscal Management**



Community

Goal: Develop and implement strategies that will enable our schools to become the preferred schools for all residents of Sonoma Valley while proactively responding to changes in demographics.

Initiatives

- Develop a plan to re-establish, build, and expand programs beyond the core curriculum that are inclusive in a comprehensive educational program.
- Implement strategies, programs, and options to attract and retain students and families.
- Actively recruit, encourage, and utilize our community resources to ensure participation, engagement, and financial support.
- Promote an environment of inclusive participation among members of the diverse and socio-economic groups of our community.
- Identify and implement strategies to promote cultural respect, appreciation, and understanding among all community members.

Curriculum, Assessment, and Accountability

Goal: The District will develop and implement a comprehensive curricular plan with multiple accountability measures for student achievement that will facilitate the successful education of every student.

Initiatives

- Identify essential standards in all subjects for all grade levels and courses. Adopt, modify, or develop periodic subject matter assessments aligned to these standards. Communicate and discuss these with all stakeholders.
- Develop alternative pathways and opportunities to augment existing school programs.
- Institute programs for acceleration and remediation that support student achievement and access to coursework.
- Establish clear and specific targets for academic growth supported by meaningful curriculum and monitored by a student accountability system.
- Activate technology systems to support teaching and learning and provide information regarding student performance that is easily accessible to students, staff and parents.



Student Success

Goal: The District will implement personalized learning systems, strategies, and practices that challenge all students to maximize their performance, stay engaged and excel in learning, and thus have meaningful choices about their future education and careers.

Initiatives

- Assess ways in which a student is hindered in his/her ability to excel in school.
- Help students understand their potential, how they define success, and how it's achieved.
- Establish a prioritized system of intervention that targets students who are underperforming, failing or at risk of failing because of academic, emotional, social or health issues.
- Strengthen the support systems that will help students and parents make informed decisions at all levels about courses, activities, and available options.
- Design and implement more effective transitions from elementary schools to middle schools and middle schools to high schools.
- Develop parent education programs that provide specific details and suggestions on how to support student learning.
- Stop the systemic allowance for underperformance and failure.

Professional Practice

Goal: The District will create a professional development plan to ensure continuous improvement in student achievement, build collaborative learning communities, promote access for all students, foster creativity and encourage innovation.

Initiatives

- Create a district wide staff development plan that will identify and implement "Best Teaching Practices," articulate within and between grade levels and subjects, and encourage excellence, creativity and innovation. This plan should examine current use of District resources and make adjustments where necessary.
- Develop systems that will ensure continuous improvement and adaptation to the changing needs of the community and the global marketplace. These will focus on promoting accelerated programs for advanced students, improving student achievement, ensuring equal access for all students, and narrowing the achievement gaps for under performing student subgroups.
- Build a collaborative learning community of parents, students, community members, teachers, administration, and District staff who share a commitment to improving student academic success.
- Hold the Board and staff accountable for the execution and achievement of the Strategic Plan.
- Institute hiring and retention practices that ensure skilled educators dedicated to continuous improvement and reflect the learning needs as well as the diversity of students.



Communications

To foster supportive relationships that benefit our schools, students, and staff, the District commits to effective communications about our work with every member of our community.

Initiatives

- Develop a communication plan that ensures all members of the community receive timely and accurate information on student achievement and the District's progress toward achieving its strategic goals.
- Ensure recognition and celebration of the successes of the District, schools, educators and students.
- Develop and implement district and site based initiatives that build support of all members of the community for student success.
- Provide clear, timely information to students and parents on the degree to which students are meeting and exceeding standards, as well as participating in school activities.
- Build stronger and reliable internal communication systems.

Fiscal Management

Goal: The District will develop and maintain a balanced budget that optimizes the cost efficiency of its current resource allocation while actively researching and pursuing strategies to increase revenue sources.

Initiatives

- Develop a transparent reporting system that allows the public to evaluate whether the budget aligns with the District's strategic goals.
- Review and evaluate current revenue sources and District assets to optimize their use.
- Research all potential sources of income used in successful school districts.
- Institute a community commitment to support the District with financial resources.
- Develop a plan for maintaining and/or increasing average daily attendance and actively pursuing both grant income and additional tax revenue.
- Evaluate the cost-efficiency of current expenditures on district-wide staffing, employee benefits, supplies, equipment, utilities, and operating expenses.
- Develop a plan for improving the cost-efficiency of current resource allocations and make allowances for extraordinary and cyclical expenditures.
- Provide comprehensive training in financial management, planning, and budgeting for District management.
- Develop a long-range capital plan for building, maintaining, and enhancing District facilities.
- Develop a long-term technology plan that enhances staff and student performance and success that is financially sustainable.



