

LONG BEACH UNIFIED SCHOOL DISTRICT

College & Career **GRADUATE PROFILE**

All students will attain proficiency in the core content areas and graduate from high school prepared for post-secondary and career options. Students will grow into life long and self-directed learners and will become proficient in new areas through research and inquiry. Above and beyond academic proficiency and meeting graduation requirements, students will become:

Ethical Decision Maker

Graduates will display personal and professional integrity by demonstrating leadership, effective decision-making, and ethical personal and professional management skills.



Adaptable and Productive Citizen

Graduates will act as a productive citizen by demonstrating responsibility and flexibility in fulfilling personal, professional, and community expectations.



Effective Communicator and Collaborator

Graduates will demonstrate leadership qualities through the ability to effectively communicate, collaborate, innovate, and think creatively.



Critical and Innovative Problem Solver

Graduates will understand the nature of problems, create innovative solutions, and make informed decisions by using critical and creative thinking, logical reasoning, analysis, inquiry, and problem-solving techniques.



College and Career-Ready Scholar

Graduates will develop and manage a personal education and career plan, and demonstrate application of academic and technical competencies to a chosen career field.



Superintendent's Goals:
Building the Capacity of LBUSD to Operate in a Virtual Environment & to Design the Future

September 2020 - June 2021
Dr. Jill A. Baker

Vision

Every student a responsible, productive citizen in a diverse and competitive world.

and Beliefs

Teamwork

The organization works collaboratively and creatively to ensure student success in a supportive environment.

Safety

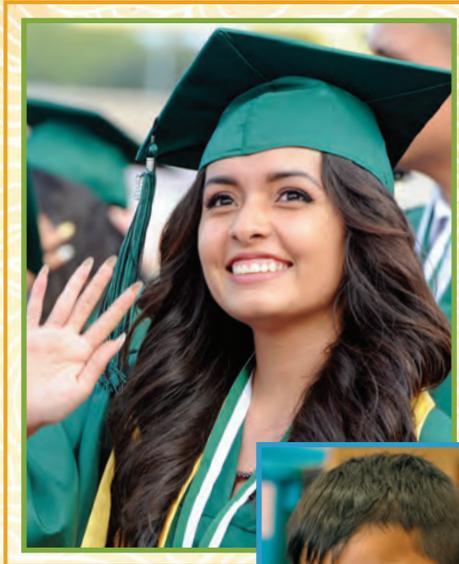
Schools and work sites are safe and secure for students, parents and staff.

Effectiveness and Efficiency

Financial and human resources are managed effectively and prioritized to meet goals and expectations.

Continuous Improvement

Staff, parents and students collaboratively evaluate progress using multiple, reliable measures, and make changes when needed.



Strategic Plan 2017-2022



Mission

To support the personal and intellectual success of every student, every day.

Shared Values

Success of All Students

All staff members are focused on student success.

High Expectations

Expectations for students, parents and staff are clearly defined, understood and shared.

Respect and Integrity

Communications and interactions among and between stakeholders are defined by mutual respect, trust and support.

www.lbschools.net

Long Beach Unified School District



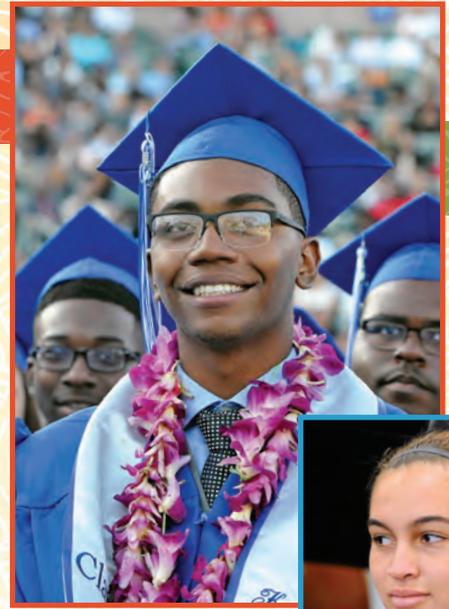
1515 Hughes Way • Long Beach, CA 90810



Goal One:

Ensure equitable opportunities for every student.

- Provide high-quality academic programs, from preschool to high school, that meet the needs of every student and accelerate the closing of the achievement gap.
- Provide personalized professional development to employees that is built on a shared framework.
- Maintain safe, clean and inviting schools and facilities that support student learning and employee growth.



Goal Two:

Provide a safe, welcoming, respectful and rigorous learning environment for every member of the school community.

- Cultivate an atmosphere where every student feels physically safe, emotionally supported and academically challenged.
- Promote positive and respectful relationships with students, parents, employees and other members of the school community.
- Provide opportunities for employees to develop meaningful relationships that positively impact their ability to serve students and grow professionally.



Goal Three:

Promote academic growth for every student.

- Increase the number of students who meet or exceed standards in English Language Arts and Mathematics.
- Improve the high school graduation rate on an annual basis.
- Reduce the absenteeism, suspension, expulsion and dropout rates on an annual basis.



Goal Four:

Establish college and career readiness for every student.

- Increase high school, college and career readiness for every student.
- Promote the development of social-emotional skills in every student.
- Increase the number of high school pathway programs that address the core components of Linked Learning.

Goal Five:

Support effective communication throughout the district.

- Maintain regular two-way communication with stakeholders regarding student progress and other important issues.
- Implement multiple avenues of communication to keep stakeholders actively engaged.
- Develop open lines of communication with stakeholders to ensure that diverse points of view are understood and taken into consideration.



What is the purpose of coherence building?
Why does it matter?

-Coherence Framework: a model for developing skills and competencies within a group with the long-term goal of building internal capacity and responsibility to improve student achievement

-"Coherence is not simply "alignment." Rather, "coherence consists of the shared depth of understanding about the purpose and nature of the work."

-"There is only one way to achieve greater coherence, and that is through purposeful action and interaction, working on capacity, clarity, precision of practice, transparency, monitoring of progress, and continuous correction. All of this requires the right mixture of "pressure and support": the press for progress within supportive and focused cultures."

-Coherence (Fullan), page 2

Year 1 Goals: Building Coherence



What is the purpose of alignment?
Why does it matter?

-Across an organization, alignment or systemness ensures that there is clarity of purpose (northstar), goals and initiatives that the entire organization is working to achieve.

-The alignment of standards, curricula, instruction and assessment ensures that what students are expected to learn is supported by the curricula and instructional practices and assessed to determine the degree to which students learned.

Year 1 Goals: Alignment

Goal One:

Ensure equitable opportunities for every student.

2020-2021 Initiatives

- Excellence & Equity: Policy & Practices
- Excellence & Equity: School Supervision
- Excellence & Equity: Student Engagement
- Excellence & Equity: Business Practices

2020-2021 Metrics

- Develop baseline metrics for Strategic Plan
- Learning Continuity & Attendance Plan implementation and monitoring
- Advisory Committee data & recommendations

2020-2021 Key Actions

- Develop recommendation for board policy on equity based on stakeholder and student input
- Engage in a study of district curriculum to assess cultural relevance and anti-racist stance
- Develop an anti-bias, anti-racist adult learning plan
- Continue principal supervision practices and school accountability processes that center equity
- Study and determine areas of need related to the overrepresentation of African American students in Special Education

Goal Two:

Provide a safe, welcoming, respectful and rigorous learning environment for every member of the school community.

2020-2021 Initiatives

- Excellence & Equity: Policy & Practices
- Excellence & Equity: School Supervision
- Excellence & Equity: Student Engagement
- Excellence & Equity: Social Emotional Learning
- Excellence & Equity: Curriculum

2020-2021 Metrics

- Develop baseline metrics for Strategic Plan
- Social emotional learning data from five CASEL areas (CORE & district surveys)
- Advisory Committee data & recommendations

2020-2021 Key Actions

- Establish a districtwide approach to social-emotional learning and prepare a professional development plan to support the approach
- Expand Restorative Justice and restorative approaches to student discipline
- Study and determine areas of need based on district suspension data
- Develop an anti-bias, anti-racist adult learning plan

Goal Three:

Promote academic growth for every student.

2020-2021 Initiatives

- Excellence & Equity: Policy & Practices
- Excellence & Equity: School Supervision
- Excellence & Equity: Student Engagement
- Excellence & Equity: Social Emotional Learning
- Excellence & Equity: Leadership Development

2020-2021 Metrics

- District formative and interim assessments
- Social emotional learning data from five CASEL areas
- Workforce diversity baseline demographics

2020-2021 Key Actions

- Develop a long range plan to increase workforce diversity and cultural competence
- Continue to refine leadership development programs to center equity leadership
- Develop a dual immersion school model and professional development plan
- Develop an anti-bias, anti-racist adult learning plan

Goal Four:

Establish college and career readiness for every student.

2020-2021 Initiatives

- Excellence & Equity: Policy & Practices
- Excellence & Equity: School Supervision
- Excellence & Equity: Student Engagement

2020-2021 Metrics

- Develop Pathway baseline data disaggregated by race and gender
- Assess High School Choice process and needs disaggregated by race and gender.
- Review College Promise results to determine next steps

2020-2021 Key Actions

- Assess opportunities for growth in high school pathways and incentivize pathway certification
- Develop a cross-departmental technology implementation plan (instructional, business)
- Study Urban Math Collaborative model to determine potential for districtwide implementation

Goal Five:

Support effective communication throughout the district.

2020-2021 Initiatives

- Excellence & Equity: Communication
- Excellence & Equity: Stakeholder Engagement

2020-2021 Metrics

- Qualitative data and recommendations from communication audit
- Superintendent & Board of Education - self-assessment (initial, end of year) and goals
- Technology audit and recommendations
- Stakeholder surveys

2020-2021 Key Actions

- Develop a district communication plan based on a professional communication audit
- Develop systems for communication between the Superintendent and Board of Education, a board development plan and new board member on-boarding plan
- Develop a community engagement plan
- Develop a budget engagement process

Superintendent's Year 1 Goals

Goal 1: Develop and implement a process for monitoring student engagement and learning in a virtual environment

Goal 2: Oversee a budget engagement process, including the effective monitoring of the Learning Continuity and Attendance Plan, and a process for addressing budget shortfalls

Goal 3: Establish the foundation of an excellence and equity agenda, resulting in recommendations for policy, initiatives and laying the foundation for revising the district's Strategic Plan

Goal 4: Develop and implement a districtwide communication plan

Goal 5: Develop a technology infrastructure plan to address instructional and operational use of technology

Goal 6: Develop and implement a Board development plan to include effective governance, communication structures, professional development and support for on-boarding