












	Completed, possibly ahead of schedule
	Completed (or almost)



	In progress
	Remediation plan in progress

Updated 5-30-2018










Goal 1: Student Achievement

Status	Action
	Develop a data triangulation process to determine targeted areas of support for each school
	Evaluate and purchase digital tools
	Implement a 1:1 learning environment in each middle school
	Develop comprehensive formative and benchmarking assessment system
	Create K-8 framework for Response to Instruction (RTI)
	Develop, define and provide professional development in RTI processes
	Form collaborative teams that support RTI
	Create school designs aligned to RTI processes
	Collaborate with multiple stakeholders in Mountain View to develop a comprehensive plan to provide access/availability of early childhood/preK services for all children
	Create MVWSD "I'm ready" guide for rising kindergarten parents to help local providers plan for literacy, numeracy and social skills



Goal 2: Achievement Gap









Status	Action
	Implement Sheltered Instruction Observation Protocol (SIOP) across all levels.
	Implement district-wide assessment tool (data tool)

Goal 3: Inclusive and Supportive Culture









Status	Action
	Provide professional development to all staff on expectations for internal and external communications
	Host a State of the Schools address
	Staff will communicate with all stakeholders in a culturally responsive manner
	Develop standard operating procedures for internal communications
	Provide customer service training to all staff
	Align all partnerships and plans with District strategic goals
	Each school will develop an annual calendar of local industry field trips and guest speakers
	Provide professional development to all staff on culturally responsive customer service
	Plan and conduct MV Parent U for parents that can be accessed anywhere at any time

Goal 4: Human Capital







Status	Action
	Complete a recruitment and hiring evaluation to determine those practices that yield the greatest return on investment
	Develop a process to analyze retention data, particularly for high priority schools

	Create hiring standards and expectations for all positions
	Conduct a compensation study to compare total compensation packages for MVWSD and surrounding districts
	Create annual statements that reflect the total compensation and incentives for working at MVWSD
	Provide all teachers with PLC training and support
	Develop a plan to implement coaches throughout the District to facilitate ongoing coaching and training of new initiatives
	Redesign evaluation system of all staff through a comprehensive research analysis of current best practices
	Provide training on evaluation system for all staff
	Develop structure for ongoing, job-embedded feedback into the evaluation process for all staff

Goal 5: Resource Stewardship

Status	Action
	Use digital systems to develop real-time, user friendly reports for all stakeholders
	Track capital improvements
	Use a digital maintenance request system
	Create a deferred maintenance plan for mid-term goals
	Create a technology infrastructure
	Complete an inventory of current resources (books, supplies, furniture, equipment, and technology)
	Work with community agencies to look at increasing the garden to table program
	Support at-risk populations by increasing breakfast, extended and summer meal programs

Board of Trustees Goals *

Status	Action
	During the 2017-18 school year, revise the ELL program to ensure that a minimum of 80% of students who are enrolled in the program will reach competency in the English language on par with their peers within a six-year period.
	By the end of the 2017-18 school year, expand the Response to Instruction (RTI) program so that it serves all students in all elementary schools.
	By the end of the 2017-18 school year, modify the middle school schedule to ensure that all students will have an opportunity to engage in an elective program.
	By the end of the 2017-18 school year, complete the capital projects underway in the middle schools in the District within budget allocations.
	During the 2017-18 school year, develop a three-year budget projection that will result in a projected 2020-21 budget without an actual deficit.
	During the 2017-18 school year, initiate planning to ensure the successful opening of Slater School for the 2019-20 school year.

These goals were developed by the Board of Trustees in collaboration with the Superintendent in January 2017. They are in addition to the Strategic Plan 2021 goals that developed by stakeholders in 2016.