



Mountain View  
Whisman  
School District

# Strategic Plan 2027

September 8, 2022





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# MVWSD Dashboard

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- During the 2020-21 school year MVWSD Trustees approved Strategic Plan 2027 (SP2027)
  - One MVWSD, One Team, One Plan
  - Six-year plan to improve student outcomes for all students.
- Board goals, which are set yearly, are linked to desired outcomes embedded in SP2027 and included in administrative evaluations

# MVWSD Dashboard

The Dashboard is an at-a-glance accountability measure to help staff, Trustees and the public monitor

- The progress of yearly SP2027 action items (initiatives)







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# Understanding the Dashboard

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SP2027 goals use battery icons to denote progress

	Completed, possibly ahead of schedule
	Completed (or almost)

	In progress
	Remediation plan in progress

The action items listed are those in “implementation” stage for the current year



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# Monitoring

# Monitoring

- Staff review and discuss the progress toward goals bi-weekly
- In the event that an item is identified as RED, a remediation plan is developed to get the action item back on track
- SP2027 can be adjusted annually to reflect changes District and State priorities





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# Progress

# Strategic Plan 2027 Goal Areas

1

## Instruction

Effective and consistent instructional practices that meet the needs of all students

2

## SEL

Student social-emotional health

3

## Culture

Inclusive and welcoming culture

4

## Employees

Effective and engaged employees




5

## Resources




Equitable distribution of resources that support student success

# Implementation - 2022-23

## #1 Effective and consistent instructional practices that meet the needs of all students - 2022-23







Status	Action	Success Criteria: By the end of the year we will ...	Owner
	Assess cultural awareness and cultural responsiveness of teaching methods of all teachers to inform the development of competences	Identify a set of culturally responsive instructional practices that would serve the needs of our community.	Chief Academic Officer
	Use Equity Framework to collect and analyze data related to underrepresented student groups and systemic barriers negatively impacting these groups in enrolling in accelerated courses or programs.	Identify barriers for underrepresented student groups to advanced coursework.	Chief Academic Officer
	Design and formalize all prongs of the MTSS, including tiers, pre-referral and referral process, forms, procedures and data analysis. Design rollout and implementation for remaining years.	Revise and refine MTSS process and develop Phase 2 rollout/implementation plan for 2023-24	Chief Academic Officer

## #2 Student social emotional health - 2022-23

Status	Action	Success Criteria: By the end of the year we will ...	Owner
	Communicate Health & Wellness (H&W) Goals. Conduct resource mapping to identify site-based Professional Development needs related to H&W goals.	Create Professional Development plan related to H&W goals.	Director of Student Support Services and Special Education
	Disseminate & seek stakeholder feedback on Social Emotional Developmental Targets and define MVWSD-focused targets and instructional practices. Begin roll out of Social Emotional Measurement Tool.	Roll out Social Emotional Measurement Tool (Sown to Grow).	Director of Student Support Services and Special Education
	Analyze data to inform and identify continuum of SEL care. Train District & school site on development of Coordination of Services Team (COST).	Identify Coordination of Services Team (COST) members.	Director of Student Support Services and Special Education



# Implementation - 2022-23

## #3 Inclusive and welcoming culture - 2022-23






Status	Action	Success Criteria: By the end of the year we will ...	Owner
	Continue needs assessment via stakeholder feedback on challenges to engagement. Establish a vision for meaningful engagement and determine the next steps that are within our control.	Conduct a needs assessment with multiple stakeholder groups and identify (1) the current expectations that families have for engagement and (2) the obstacles in the way of engagement.	Director of Federal, State and Strategic Programs
	Conduct needs assessment at all school sites to determine areas of need for student and family-based affinity groups while also engaging with existing affinity groups to collect information on the current structure and function of those groups.	Identify the types of peer support (affinity) groups needed in our district.	Director of Equity
	Engage multiple stakeholder groups in a process to identify and crystalize a set of Equity metrics (framework) along with a reporting mechanism (scorecard) for school sites to use to chart the progress of their work towards more equitable outcomes for student groups.	Identify a set of Equity metrics for an Equity scorecard.	Director of Equity
	Continue to research systems, tools, practices, formats, etc, for audience segmentation. Set up pilots. Obtain feedback from stakeholders on results of research and analysis. Secure and test new products, protocols and pilots. Refine new policies and practices and communicate with stakeholders.	Assess and select a variety of communications vendors for pilot testing with our parents and staff members.	Public Information Officer
	Research examples of community events/projects that engage all stakeholder groups, including current or past traditions at MVWSD schools. Find or build a tool to evaluate events through an equity lens, then evaluate examples using that tool.	Compile a list of existing community events at each school site and analyze them for how well they build community.	Director of Federal, State and Strategic Programs
	Assessment of current Parent University practices; updated Parent University coursework	Analyze survey data from new parent university coursework to inform adjustments for 23-24.	Director of Federal, State and Strategic Programs

# Implementation - 2022-23

## #4 Effective and engaged employees - 2022-23

Status	Action	Success Criteria: By the end of the year we will ...	Owner
	Assess staff and student diversity and current recruiting and hiring practices and explore best practices for recruiting and hiring a diverse workforce.	1.) Review current data to identify how staff diversity reflects student demographics. 2.) Identify best practices in recruiting and hiring a diverse workforce.	Chief Human Resources Officer
	Assess MVWSD's current approach to professional development, differentiation, and ongoing staff support. Assess retention rates and exit surveys.	Use LCAP, stakeholder feedback and research to identify best practices for the delivery of professional development.	Chief Human Resources Officer

## #5 Equitable distribution of resources that support student success - 2022-23

Status	Action	Success Criteria: By the end of the year we will ...	Owner
	Hold meetings with relevant stakeholders to identify resources standards across the District and create documentation	Develop district standard for facilities, technology, and student resources.	Chief Business Officer
	Continue to support access to breakfast and lunch that meet or exceed National School Lunch standards and find ways to improve meal quality while balancing the Child Nutrition Fund.	Create a list of recommendations for a cost-neutral food service program.	Chief Business Officer
	Hold meetings with Ed Services and Technology to determine what additional programs and curriculum could be available for students to access from home or after school. Involve relevant stakeholders in a needs discussion. Start research on possible options.	Create a list for parents for at-home, asynchronous learning opportunities.	Chief Business Officer
	CBRS implemented at all school sites. Initial rollout of CBRS routers to families	CBRS radios installed at every school campus and 250 users using the network	Chief Business Officer, Director of Technology
	Internally start the planning process of flexible learning environments by looking at current conditions and at equity across sites.	N/A	Chief Business Officer





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# Next Steps

# Next Steps

- Approval of Site plans which are aligned to SP2027 / LCAP outcomes
- Provide updates to Trustees (once a trimester)
- Use various data points (i.e. LCAP data) to determine what adjustments, if any, are needed
- Provide end of year summary / reflection (June)
- SP2027 & LCAP will be updated to reflect any adjustments

The full plan is available on

<https://www.mvwsd.org/strategicplan>