



Mountain View  
Whisman  
School District

# Strategic Plan 2027

March 14, 2024





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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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The Dashboard uses 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 weekly during huddle meetings
- 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 - 2023-24

## #1 Effective and consistent instructional practices that meet the needs of all students - 2023-24





Status	Action	Success Criteria: By the end of the year we will ...	Owner
	Review data associated with accelerated courses to determine potential barriers for impacting the enrollment of underrepresented groups in these courses. Research practices in middle school math in surrounding districts including pathways, criteria for placement, curricula, and assessments as a foundation for the work in 2024-25	Have a bulleted list of possible barriers and develop a plan of action through policy or pathway options.	Chief Academic Officer
	Full implementation of Universal Data Cycles and COST processes. Gather feedback on UDC and COST process to revise and refine as needed. Train leaders on SST process and implementation. Examine current practices in academics, social & emotional, and behavior to build upon tiered system of interventions.	Complete data cycles, collect feedback and make a list of improvements for 2024-25	Chief Academic Officer

## #2 Student social emotional health - 2023-24




Status	Action	Success Criteria: By the end of the year we will ...	Owner
	Provide site-based trainings for resource mapping outcomes to support H & W goals	Provide all schools a 30-minute training about the health and wellness resources available to school personnel.	Director of Student Support Services and Special Education
	Begin training differentiated cohorts of teachers on MWSD-focused Social Emotional Developmental Targets & instructional practices. Evaluate and expand use of SE Measurement Tool.	Awareness training for all teachers on SEL Developmental Targets, SEL Competencies, and Transformative Social Emotional Learning. Review SE Measurement Tool results with Principals two times per year.	Director of Student Support Services and Special Education
	Study existing continuum of care alignment with initial MTSS design. Examine readiness for Wellness Center expansion.	Identify schools for developing a wellness center on their campus. Provide a recommendation on next steps.	Director of Student Support Services and Special Education

# Implementation - 2023-24

## #3 Inclusive and welcoming culture - 2023-24






Status	Action	Success Criteria: By the end of the year we will ...	Owner
	Conduct needs assessment via stakeholder feedback on challenges to engagement. Establish a vision for meaningful engagement and determine next steps, including affinity groups if applicable.	Complete needs assessment and identify challenges and opportunities to increase stakeholder feedback.	Director of Federal, State, and Strategic Programs
	Train all site leaders in the data analysis processes and tools necessary to self-evaluate their site using the Equity framework and scorecard. By the end of the year, pilot the scorecard reporting and communication with the broader community.	Finalize Equity Scorecard and train site leaders how to share and use the Scorecard in 2024-25	Director of Equity
	Spring 2024: Set up Communications platform pilot and obtain feedback from stakeholders on testing.	Complete a pilot test of Parent Square with Theuerkauf staff and parents, and determine whether the system meets our needs for full implementation	Public Information Officer
	Research and develop standards for parent understanding of how to support their children with school.	Produce a set of standards for parent understanding of how to support their children with school	Director of Federal, State, and Strategic Programs, PIO

# Implementation - 2023-24

#4 Effective and engaged employees - 2023-24			
Status	Action	Success Criteria: By the end of the year we will ...	Owner
	Engage stakeholder groups in the development of a plan to recruit and hire a more diverse workforce. Provide diversity and equity training to hiring teams.	Produce a series of recommendations for recruiting and hiring a diverse workforce. Train the hiring team on implicit bias in hiring	Chief Human Relations Officer
	Assess MVWSD's current approach to professional development, differentiation, and ongoing staff support. Assess retention rates and exit surveys.	Determine trends in staff retentions and departures and develop plan of action to increase retention and decrease departures	Chief Human Relations Officer
	Conduct an assessment of leadership opportunities for staff	Survey results and numbers of staff who have moved up in MVWSD (classified and certificated) will be collected and reviewed. Identify leadership opportunities for classified and certificated staff and what professional development is needed in order for employees to move up in the organization.	Chief Human Relations Officer

# Implementation - 2023-24

## #5 Equitable distribution of resources that support student success - 2023-24

Status	Action	Success Criteria: By the end of the year we will ...	Owner
	Train staff on identification of facilities standards and work towards standardization.	We will have a working knowledge of the district facilities standards.	Chief Business Officer
	Research and adjust areas of child nutrition found to need support. This includes food quality and labor costs. Continue to hold focus group to discuss parent, student, and staff requests.	Have a cost-neutral program. Complete a student satisfaction survey. Institute a food recovery program.	Chief Business Officer, Director of Food Service
	Research and create a timeline for implementation of 24 hour access with specific programs based on needs.	Create a repository of curriculum, videos, and guidelines posted online for parent and student access.	Chief Business Officer
	Review of CBRS coverage to identify dead zones. Additional distribution of CBRS routers to families	CBRS radios installed at every school campus and 250 users using the network	Chief Business Officer, Director of Technology
	Beginning the flexible learning environments planning process with stakeholders and architects to determine areas of need and growth. Start to plan for future growth.	Finalize the greening index. Board of Trustees to determine next steps of a metric to measure the school environment with stakeholder feedback. Start the process of planning for areas of improvement on campuses with an architect.	Chief Business Officer



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# Next Steps

# Conclusion

- Currently working on LCAP, aligned to SP2027
- Provide updates to Trustees
- Use various data points (i.e. LCAP data) to determine what adjustments, if any, are needed
- SP2027 & LCAP will be updated to reflect any adjustments

The full plan is available on

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