



Envision 2030 Strategic Plan

VISION

To be a world-class school system

MISSION

To ensure each student achieves his/her
HIGHEST PERSONAL POTENTIAL

VALUES

BELIEF IN STUDENTS

We believe in individualized instruction designed to meet the academic, social, and emotional needs of each learner.

EXCELLENCE

We are committed to continuously improving the learning and working environment in order to deliver a superior education.

INTEGRITY

We are honest, fair, and open in all of our interactions.

HIGH EXPECTATIONS

We establish challenging goals for our students and employees.

ACCOUNTABILITY

We take responsibility for our actions and their results.

PROFESSIONALISM

We demonstrate our passion for our profession by maintaining expertise in our field and holding ourselves to the highest possible standard of conduct.

PRIORITIES



Preparing ALL Students for Life after Graduation



Enhancing a Safe Learning and Workplace Culture



Recruiting, Developing, and Retaining Highly Effective Staff



Strengthening Student, Family, and Community Partnerships



Improving Internal Operating Systems



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Strategic Priority: Preparing ALL Students for Life after Graduation



- **Objective 1: Increase the percent of students who are achieving in all academic subject areas across all student groups**
 - KPI 1.1: Increase the percent of students earning a level 3 or above in ELA, Math, Science, and Social Studies
- **Objective 2: Increase the graduation rate across all student groups**
 - KPI 2.1: Increase the percent of students earning a diploma for graduation
- **Objective 3: Increase College and Career Acceleration Pathway participation and performance across all student groups**
 - KPI 3.1: Increase the percent of students graduating with at least one college or career acceleration credit

Strategic Priority: Enhancing a Safe Learning and Workplace Culture



- **Objective 4: Increase positive perceptions of school and workplace culture**
 - KPI 4.1: Increase the percent of students that report a positive school culture
 - KPI 4.2: Increase the percent of employees that report a positive workplace culture to include "speak up, listen up"
- **Objective 5: Promote a safe learning and working environment**
 - KPI 5.1: Increase the percent of students and employees that report a safe learning/working environment
 - KPI 5.2: Decrease incidents of student crime, violence, and disruption

Strategic Priority: Recruiting, Developing, and Retaining Highly Effective Staff



- **Objective 6: Increase employee recruitment and retention**
 - KPI 6.1: Reduce employee turnover for each employee segment
 - KPI 6.2: Increase the percent of employees that report the perception of being valued by the organization
- **Objective 7: Increase the diversity and development of employees**
 - KPI 7.1: Increase the diversity of employees for each employee segment
 - KPI 7.2: Increase the percent of employees that report having received meaningful feedback and the opportunity to learn and grow

Strategic Priority: Strengthening Student, Family, and Community Partnerships



- **Objective 8: Increase student voice, choice, and ownership of learning experiences**
 - KPI 8.1: Increase the percent of students reporting positive responses to questions that focus on student voice, choice, and student ownership of learning in the classroom
- **Objective 9: Increase family engagement and partnership**
 - KPI 9.1: Increase the percent of families that report positive responses to being welcomed as a partner in their child's school
 - KPI 9.2: Increase the percent of families that report positive response towards the District's approach to communications
- **Objective 10: Increase the number of engaged community partners**
 - KPI 10.1: Increase the number of engaged community partnerships

Strategic Priority: Improving Internal Operating Systems



- **Objective 11: Provide a high quality customer experience**
 - KPI 11.1: Increase the percent of customers that report positive responses on the departmental customer feedback surveys
- **Objective 12: Ensure operational effectiveness**
 - KPI 12.1: Increase the percent of departments that achieve their primary annual performance metric target
- **Objective 13: Increase operational efficiency**
 - KPI 13.1: Increase the number of defined impact measures to improve cost effectiveness of services and value for expended funds