

Los Gatos Union School District Goals 2011-2012
Strategic Initiative # 1 – Improving Student Achievement (SA)

Strategic Focus #1.1 - Students will meet or exceed rigorous academic standards in all areas.					
Strategic Goal(s)		Success Indicators/ Measurable Outcomes:	Key Drivers:	Mid-Year Progress January 15, 2012	End-of-Year Progress May 15, 2012
SA 1.1.1	Utilize best practices to maximize proficiency in English Language Arts and Mathematics for all students	<ul style="list-style-type: none"> • School Site Action Plans completed by 12/15/11 for Board approval • Committee Action Plans completed by 12/1/11 for Superintendent approval 	<ul style="list-style-type: none"> • K-8 Principals • Asst. Supt. C & I <p>Committees:</p> <ul style="list-style-type: none"> • EL Specialists • Literacy Specialists • ELA PLC • Math PLC 		

Strategic Focus #1.2 - Students will receive instruction using the district's adopted standards and instructional materials.					
Strategic Goal(s)		Success Indicators/ Measurable Outcomes:	Key Drivers:	Mid-Year Progress January 15, 2012	End-of-Year Progress May 15, 2012
SA 1.2.1	Create K-8 math philosophy and seek Board approval	<ul style="list-style-type: none"> • K-8 adopted math philosophy by 5/15/12 	<ul style="list-style-type: none"> • Asst. Supt. C & I • Math PLC • K-8 Principals 		
SA 1.2.2	Create K-8 curriculum maps for math to align essential standards with Common Core Standards, assessments and technology	<ul style="list-style-type: none"> • K-8 Math Curriculum Maps completed by 5/15/12 	<ul style="list-style-type: none"> • Asst. Supt. C & I • K-8 Principals • Math PLC 		
SA 1.2.3	Align benchmark assessments with curriculum maps for each grade	<ul style="list-style-type: none"> • Math benchmark assessments aligned to curriculum guides by 5/15/12 	<ul style="list-style-type: none"> • Asst. Supt. C & I • Math PLC 		
SA 1.2.4	Draft K-8 curriculum maps for ELA to align essential standards with Common Core Standards, assessments and technology	<ul style="list-style-type: none"> • Draft K-8 ELA Curriculum Maps completed by 5/15/12 	<ul style="list-style-type: none"> • Asst. Supt. C & I • ELA PLC • EL Specialists • Literacy Specialists 		

Los Gatos Union School District Goals 2011-2012
Strategic Initiative # 1 – Improving Student Achievement (SA)

<i>Strategic Focus #1.3 - Students will receive and educational program differentiated to meet their diverse learning styles and abilities.</i>					
<i>Strategic Goal(s)</i>		<i>Success Indicators/ Measurable Outcomes:</i>	<i>Key Drivers:</i>	<i>Mid-Year Progress January 15, 2012</i>	<i>End-of-Year Progress May 15, 2012</i>
SA 1.3.1	Continue to build collaborative and high-performing teams for all academic areas with a focus on differentiated learning	<ul style="list-style-type: none"> • School Site Action Plans completed by 12/15/11 for Board approval 	<ul style="list-style-type: none"> • K-8 Principals • K-8 Teachers • GATE Committee 		
SA 1.3.2	Continue to improve GATE identification process and refine long-term plan to increase student access	<ul style="list-style-type: none"> • Revised plan and identification process and assessment by 1/30/12 for Board approval for implementation into the 2011-12 school year 	<ul style="list-style-type: none"> • GATE Committee 		

Los Gatos Union School District Goals 2011-2012
Strategic Initiative #2 – Developing the Whole Child with a Well-Rounded Curriculum (WC)

Strategic Focus #2.1 - Students will benefit from programs offered in partnership with parents and the community.					
Strategic Goal(s)		Success Indicators/ Measurable Outcomes:	Key Drivers:	Mid-Year Progress January 15, 2012	End-of-Year Progress May 15, 2012
WC 2.1.1	Partner with LGEF to identify highest priority funding needs for K-8 programs	<ul style="list-style-type: none"> • Approved grants for 2012-13 	<ul style="list-style-type: none"> • Superintendent • Asst. Supt.-C & I • Asst. Supt.-Admin • Asst. Supt. CBO • K-8 Principals 		
WC 2.1.2	Continue parent/teacher survey	<ul style="list-style-type: none"> • Implementation plan by 12/15/11 to include improved communication and participation response rate • Revised and completed survey by January 31, 2012 	<ul style="list-style-type: none"> • Asst. Supt.-C & I • CLC Committee 		

Strategic Focus #2.2 - Students will receive a broad based education that includes the visual and performing arts and physical education.					
Strategic Goal(s)		Success Indicators/ Measurable Outcomes:	Key Drivers:	Mid-Year Progress January 15, 2012	End-of-Year Progress May 15, 2012
WC 2.2.1	Draft curriculum maps for all visual arts programs (music, art, dance) to include scope and sequence for each grade and assessments	<ul style="list-style-type: none"> • K-8 Curriculum Maps for Music, Art, Dance completed by 5/15/12 	<ul style="list-style-type: none"> • Asst. Supt.-C & I • K-8 Principals • Music, art, dance teachers 		

Los Gatos Union School District Goals 2011-2012
Strategic Initiative #2 – Developing the Whole Child with a Well-Rounded Curriculum (WC)

<i>Strategic Focus #2.3 - Students will develop the interpersonal skills to become resilient, self-advocates, and learn to resolve conflicts.</i>					
<i>Strategic Goal(s)</i>		<i>Success Indicators/ Measurable Outcomes:</i>	<i>Key Drivers:</i>	<i>Mid-Year Progress January 15, 2012</i>	<i>End-of-Year Progress May 15, 2012</i>
WC 2.3.1	Catalog current programs and practices at school sites that foster the attainment of developmental assets and social/emotional literacy	• School Site Action Plans completed by 12/15/11 for Board approval	• K-8 Principals • K-8 Teachers		
WC 2.3.2	Develop action plans to promote positive school climate that foster the attainment of developmental assets and social/emotional literacy (e.g. 2 nd Step, Project Cornerstone)	• School Site Action Plans completed by 12/15/11 for Board approval	• K-8 Principals • K-8 Teachers		

Los Gatos Union School District Goals 2011-2012 - DRAFT
Strategic Initiative #3 – Teaching 21st Century Skills (TS)

Strategic Focus #3.1 - Students will develop 21st century skills that include: critical thinking and problem solving; adaptability and agility; initiative; effective oral/written communication; accessing and analyzing information; intellectual curiosity and imagination; creativity and innovation; student collaboration and leadership.

<i>Strategic Goal(s)</i>		<i>Success Indicators/ Measurable Outcomes:</i>	<i>Key Drivers:</i>	<i>Mid-Year Progress January 15, 2012</i>	<i>End-of-Year Progress May 15, 2012</i>
TS 3.1.1	Catalog current programs and practices by grade that foster the attainment of 21 st Century Skills curricula	<ul style="list-style-type: none"> • K-8 Technology Integration Map by grade/school completed by 5/15/12 	<ul style="list-style-type: none"> • Dir. of Technology • Asst. Supt.-C & I • 21st Century PLC 		

Strategic Goal #3.2 - Students will have an opportunity to learn through inquiry-based instruction.

<i>Strategies to Achieve Goal</i>		<i>Success Indicators/ Measurable Outcomes:</i>	<i>Key Drivers:</i>	<i>Mid-Year Progress January 15, 2012</i>	<i>End-of-Year Progress May 15, 2012</i>
TS 3.2.1	Develop a strand of inquiry-based instruction for science.	<ul style="list-style-type: none"> • K-8 Science Curriculum Map completed by 5/15/12 	<ul style="list-style-type: none"> • Asst. Supt.-C & I • Science Mentor • MS Science Teachers 		

Strategic Goal #3.3 - Students will employ and integrate current technology resources in mastering the district curriculum.

<i>Strategies to Achieve Goal</i>		<i>Success Indicators/ Measurable Outcomes:</i>	<i>Key Drivers:</i>	<i>Mid-Year Progress January 15, 2012</i>	<i>End-of-Year Progress May 15, 2012</i>
TS 3.3.1	Catalog current technology resources by grade and develop a bridge plan for replenishment and long-term plan for sustainability and Board approval	<ul style="list-style-type: none"> • Bridge Plan for Board approval by January 15, 2012, 2012 • Long-term plan for Board approval due 5/12/12 	<ul style="list-style-type: none"> • Dir. of Technology • Asst. Supt.-C & I • 21st Century PLC • K-8 Principals 		

Los Gatos Union School District Goals 2011-2012 - DRAFT
Strategic Initiative #4 – Collaborating in the Professional Community (CL)

Strategic Focus #4.1 - Student will benefit from a teaching and learning community that uses best practices for enhancing student achievement, including but not limited to: vision, mission and values at the district and schools; focus on student learning; collaboration; continuous inquiry; focus on results.					
Strategic Goal(s)		Success Indicators/ Measurable Outcomes:	Key Drivers:	Mid-Year Progress January 15, 2012	End-of-Year Progress May 15, 2012
CL 4.1.1	Develop school site plans aligned with the District Plan	<ul style="list-style-type: none"> • School Site Action Plans completed by 12/15/11 for Board approval 	<ul style="list-style-type: none"> • K-8 Principals • K-8 Teachers 		
CL 4.1.2	Focus on data to improve student outcome	<ul style="list-style-type: none"> • School Site Action Plans completed by 12/15/11 for Board approval 	<ul style="list-style-type: none"> • K-8 Principals • K-8 Teachers 		
CL 4.1.3	Develop district plan for teacher leadership on committees	<ul style="list-style-type: none"> • District Committee calendar and actions plans completed by 12/1/11 for Superintendent approval 	<ul style="list-style-type: none"> • Asst. Supt.-C & I • Asst. Supt.-CBO • Dir. of Technology • All District Committees 		
CL 4.1.4	Develop long-term professional development calendar to include curriculum mapping, PLCs, technology integration and assessments.	<ul style="list-style-type: none"> • Long-term professional development plan by 1/15/12 for budget planning for the 2012-13 school year. • Revised plan to be approved no later than 5/15/12 	<ul style="list-style-type: none"> • Asst. Supt.-C & I • CLC <p><u>Seek input:</u></p> <ul style="list-style-type: none"> • Superintendent • Asst. Supt.-C & I • Asst. Supt.-Admin • Asst. Supt. CBO • K-8 Principals 		

Los Gatos Union School District
Strategic Initiative #4 – Collaborating in the Professional Community (CL)

<i>Strategic Focus #4.2 - Students will work toward a common set of expectations from teachers across the district that work in collaborative teams focused on issues that directly impact student learning.</i>					
<i>Strategic Goal(s)</i>		<i>Success Indicators/ Measurable Outcomes:</i>	<i>Key Drivers:</i>	<i>Mid-Year Progress January 15, 2012</i>	<i>End-of-Year Progress May 15, 2012</i>
CL 4.2.1	Define annual expectations for collaboration time across the district.	<ul style="list-style-type: none"> • School Site Action Plans completed by 12/15/11 for Board approval 	<ul style="list-style-type: none"> • K-8 Principals • K-8 Teachers 		

Los Gatos Union School District Goals 2011-2012 - DRAFT
Strategic Initiative #5 – Improving District Operations (DO)

<i>Strategic Focus #5.1 – The Los Gatos Union School District will promote a culture of highly effective work teams that recognizes, develops, and supports the highest quality of staff that is knowledgeable, skillful and innovative.</i>					
<i>Strategic Goal(s)</i>		<i>Success Indicators/ Measurable Outcomes:</i>	<i>Key Drivers:</i>	<i>Mid-Year Progress January 15, 2012</i>	<i>End-of-Year Progress May 15, 2012</i>
DO 5.1.1	Continue employee recognition programs.	<ul style="list-style-type: none"> • Fall-Recognition of Tenure positions • Spring– Distinguished Certificated/ Classified Employee; Teacher of the Year 	<ul style="list-style-type: none"> • Asst. Supt.-Admin • Superintendent • Asst. Supt.-CBO • Asst. Supt.-C & I 		
DO 5.1.2	Improve payroll and position control systems.	<ul style="list-style-type: none"> • Clearly defined roles and responsibilities, and signature authority by 1/15/12 	<ul style="list-style-type: none"> • Superintendent • Asst. Supt.-Admin • Asst. Supt.-CBO 		
DO 5.1.3	Continue to develop induction program for classified and certificated staff.	<ul style="list-style-type: none"> • Create Talking Points for employees regarding earning of units/hours by January 15, 2012, 2012 	<ul style="list-style-type: none"> • Asst. Supt.-Admin 		
DO 5.1.4	Develop and implement a more rigorous performance evaluation systems for all employees with the purpose of developing and retaining a high skilled and high performing workforce	<ul style="list-style-type: none"> • Design, develop with involvement from key stakeholders a performance evaluation with a plan for implementation in 2012-13. To be communicated with the Board by 6/1/12 	<ul style="list-style-type: none"> • Asst. Supt.–C & I • Asst. Supt.-Admin • Evaluation Committee 		

**Los Gatos Union School District Goals 2011-2012 - DRAFT
Strategic Initiative #5 – Improving District Operations (DO)**

Strategic Focus #5.2 - The Los Gatos Union School District will secure long-term financial stability.					
Strategic Goal(s)		Success Indicators/ Measurable Outcomes:	Key Drivers:	Mid-Year Progress January 15, 2012, 2012	End-of-Year Progress May 15, 2012
DO 5.2.1	Create a long-term financial plan in collaboration with BAC.	<ul style="list-style-type: none"> • 2012-13 year-end budget aligned with strategic plan 	<ul style="list-style-type: none"> • Asst. Supt.-CBO • Superintendent • BAC 		
DO 5.2.2	Monitor implementation of the strategic plan and allocate resources aligned with the plan.	<ul style="list-style-type: none"> • Report mid-year and end-year progress to Board • 2012-13 year-end budget aligned with strategic plan initiatives 	<ul style="list-style-type: none"> • Superintendent • Asst. Supt.-CBO • Asst. Supt.-C & I • Asst. Supt.-Admin • Dir of Technology • Dir of M & O 		

Strategic Focus #5.3 – The Los Gatos Union School District will provide and maintain safe and modern facilities that incorporate a long-term facility master plan.					
Strategic Goal(s)		Success Indicators/ Measurable Outcomes:	Key Drivers:	Mid-Year Progress January 15, 2012	End-of-Year Progress May 15, 2012
DO 5.3.1	Monitor district’s Master Plan and modernize Lexington.	<ul style="list-style-type: none"> • LEX –shovel ready June 2012 • LVM on schedule & on budget • Bond series B/C issued as required 	<ul style="list-style-type: none"> • Asst. Supt.-CBO • Superintendent • CBOC 		
DO 5.3.2	Update comprehensive district-wide emergency plan to include training for staff	<ul style="list-style-type: none"> • Updated plans by 11/10/12 • District-wide training 11/10/12 • Status report for FY 12/13 to Board by 5/15/12 	<ul style="list-style-type: none"> • Asst. Supt.-CBO • Dir. of M & O • Superintendent • K-8 Principals 		
DO 5.3.3	Schools are clean, safe and well-maintained to optimize the student learning environment	<ul style="list-style-type: none"> • Measure E updates quarterly 	<ul style="list-style-type: none"> • Asst. Supt. -CBO • Dir. of M & O 		

**Los Gatos Union School District Goals 2011-2012 - DRAFT
Strategic Initiative #5 – Improving District Operations (DO)**

Strategic Focus #5.4 – The Los Gatos Union School District will use data to inform the development and deployment of action plans with specific goals and measurable outcomes.

<i>Strategic Goal(s)</i>		<i>Success Indicators/ Measurable Outcomes:</i>	<i>Key Drivers:</i>	<i>Mid-Year Progress January 15, 2012</i>	<i>End-of-Year Progress May 15, 2012</i>
DO 5.4.1	Monitor implementation of the strategic plan and School Site Action Plans	<ul style="list-style-type: none"> • Report mid-year and end-year progress to Board 	<ul style="list-style-type: none"> • Superintendent 		

Strategic Focus #5.5 – The Los Gatos Union School District will continue to build partnership and refine communication systems to proactively inform and effectively communicate with all constituents to support the academic and social development of students.

<i>Strategic Goal(s)</i>		<i>Success Indicators/ Measurable Outcomes:</i>	<i>Key Drivers:</i>	<i>Mid-Year Progress January 15, 2012</i>	<i>End-of-Year Progress May 15, 2012</i>
DO 5.5.1	Develop financial communication plan to ensure communication between constituents in the district	<ul style="list-style-type: none"> • Completed district communication plan by 1/15/12 • BAC Focus groups held to solicit feedback about school funding messaging 	<ul style="list-style-type: none"> • Superintendent • Asst. Supt.-CBO • All Constituents 		
DO 5.5.2	Continue to ongoing communication and build partnerships between the Town of Los Gatos, Planning Commission	<ul style="list-style-type: none"> • Attend monthly/quarterly meetings at the Town 	<ul style="list-style-type: none"> • Superintendent • Asst. Supt.-CBO 		