



STRATEGIC PLAN 2017 - 2022

MESSAGES FROM DISTRICT LEADERS

Message from the Superintendent

Helping students succeed is our driving force at Natomas Unified, and we've made great progress the past five years – adding new schools, offering new college and career pathways, lowering the dropout rate, increasing the graduation rate, and becoming a leader countywide in the college eligibility rate. Through The Next 5, we've now charted a course to continue that progress over the next five years. The plan provides 28 strategic directions for meeting district goals to prepare all students for a bright future.

The Next 5 reflects the leadership of our Board of Trustees and was crafted from more than 200,000 feedback points gathered from parents, students, staff and Natomas stakeholders through online surveys and 39 campus or community engagement events. I'm truly grateful to all who participated. Let's work together to achieve The Next 5's strategic directions. Every school will gain from that – and every student will benefit.

- Chris Evans, Superintendent

Message from the Board President

With two children of my own, I know how important it is that schools have a long-term plan for providing a high-quality, 21st century education. Natomas Unified's plan, entitled "The Next 5" sets forth our blueprint to prepare students for college and career in coming years by targeting priorities expressed by the community, staff and Trustees. Our children deserve no less than the best, as we pursue goals of increasing academic success, enhancing college and career readiness, engaging families, creating safe and welcoming learning environments, and recruiting, training and retaining high-quality staff. Over the next five years, let's turn these strategic directions into strong actions that help all children, including yours and mine.

- Lisa Kaplan, Board President

BOARD OF TRUSTEES

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B. Teri Burns
Member

Scott Dosick
Member

SUPERINTENDENT

Chris Evans

Vision

All NUSD
students
graduate as
college and
career ready,
productive,
responsible,
and engaged
global citizens

DISTRICT SUCCESSES -- THE PAST FIVE YEARS

Natomas Unified School District Successes

Building on a commitment to excellence and achievement, the Next 5 Strategic Plan will chart NUSD's direction for the next five years. Over the past five years, some of our successes include:

- Increased graduation rates, lowered dropout rates, and increased enrollment to 15,000 students
- Became a Sacramento County leader in the percentage of graduates meeting requirements to enroll in the University of California or California State University systems
- Became the first school district countywide to offer an International Baccalaureate continuum from Transitional Kindergarten through 12th grade
- Expanded Career Technical Education opportunities, including Culinary Arts, Auto Technology, Broadcast Media, and Emergency Medical Technician
- Expanded access to Gifted and Talented Education (GATE)
- Won national recognition by the College Board for Advanced Placement (AP) course access and success
- Launched the academically rigorous AP Capstone Diploma program at Natomas High School
- Received statewide recognition by the California Department of Education for exemplary practices at multiple schools
- Implemented a California Early College Academy, which allows high school students to earn college credits at American River College while attending high school
- Won voter passage of Measure J, a \$129 million school bond directed to fund campus construction, renovation, security and other projects
- Opened the B. Teri Burns Health Clinic at Natomas High School to provide basic care, vaccinations, flu shots, and informational workshops
- Launched an elementary school sports program to promote student engagement, school spirit, health and wellness
- Launched a free, on campus ACT college admissions test program for all eleventh graders with over 90% participation
- Received statewide awards for best practices in Constituent and Customer Services and K-12 Continuum of Social-Emotional Support for students' behavioral and mental health needs

Core Belief

Disparity and disproportionality can and must be eliminated



AP Capstone

CollegeBoard

CollegeBoard

THE GASTON CAPERTON

Opportunity
Honor Roll 2015

RECIPIENT

DEVELOPMENT OF THE STRATEGIC PLAN

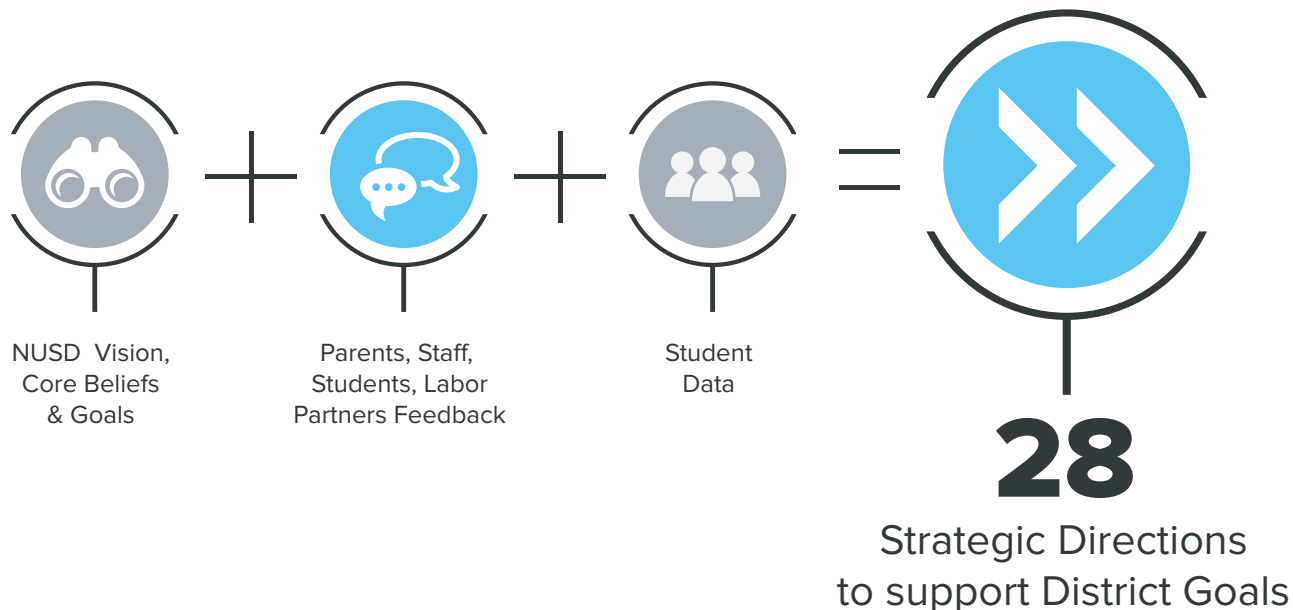
Beginning in December 2016, The Next 5 was introduced to a wide representation of stakeholders throughout the District to engage them in the strategic planning process.

In January 2017, The Next 5 website was unveiled and 5 videos were produced to promote stakeholder engagement around 5 topics:

Vision, Goals & Core Beliefs | Operations | Curriculum & Pathways | Instruction, Assessment and Student Learning | Culture, Climate, Engagement and Communication

Meetings, forums, surveys, focus groups, phone banks and in person interviews were conducted. Stakeholders included teachers, staff, labor partners, underrepresented households, families of foster youth, English learners, parents, students and community members.

The information was summarized into 82 areas, evaluated with emerging trends and student data, then synthesized into 28 strategic directions and presented to NUSD Board of Trustees for feedback and approval.



200,000+ Feedback Points

2,416 Stakeholders Engaged

464 Phone calls made to families of foster youth, English Learners, Hispanic and African American families

39 Stakeholder Engagement Events

6 Surveys (English, Spanish and Punjabi)

5 Videos (English and Spanish)

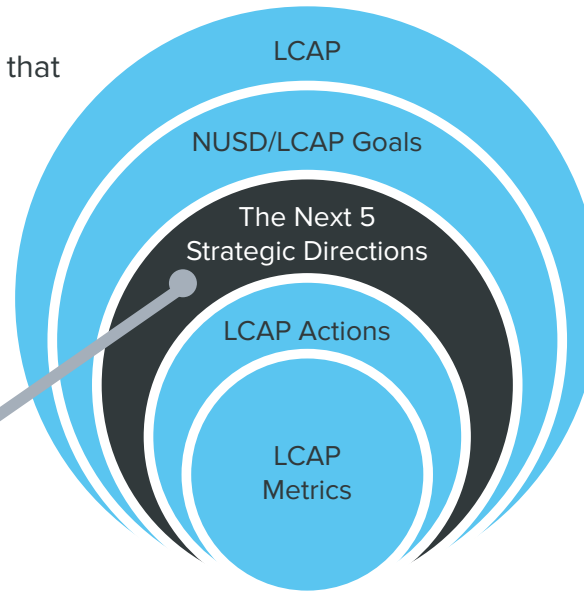
1 Strategic Plan

HOW THE PLAN WILL BE USED

What is the LCAP?

LCAP stands for Local Control and Accountability Plan established by the State Board of Education to ensure that all students learn and succeed, but especially English Learners, foster youth, and low income students. By engaging parents, students, educators, employees and the community, the LCAP spells out the goals, actions, strategy and metrics for improving achievement for all NUSD students.

The Next 5 Strategic Directions will guide LCAP in achieving our District Goals

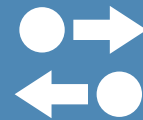


Core Belief

Our
diversity
is a
strength



A **goal** is a broad primary outcome



An **action** is a measurable step we will take



A **strategic direction** is the approach we will take to reach our district goals over the next 5 years



A **metric** is a tool for measuring our progress

“To me, it [the vision] means a lot because it helps parents and students to be involved and **prepared for a better future.**”

- Parent / American Lakes School;
Bannon Creek School; Natomas Middle

“**..NUSD offers programs and services to make the vision a reality.**”

- Community Member / Paso Verde School

“I can honestly say I've been very happy with our school, teachers and class curriculum that my daughter has been exposed to.


The district and school is doing a great job communicating with us.”

- Parent / Witter Ranch Elementary



STRATEGIC DIRECTIONS FOR GOAL 1

INCREASE STUDENT SUCCESS IN ELA, MATH, SCIENCE, LITERACY, AND CIVICS

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- A collage of educational materials. On the left, a model of a DNA double helix is constructed from black rubber bands and colorful lettered blocks (A, C, G, T). Below it, a colorful geometric structure is made of sticks and tape. In the center, a cardboard sign with handwritten text is visible. On the right, a pink paper airplane is shown.
- 1.1 Continue implementing California content standards with rigor and aligned resources
 - 1.2 Examine possibilities to further expand art and world language in schools
 - 1.3 Support principals' and teachers' growth and development in implementing California content standards
 - 1.4 Adjust WIN time to better meet the student intervention and acceleration needs at elementary schools
 - 1.5 Develop expectations to better meet the student intervention needs at the secondary schools
 - 1.6 Continue to utilize multiple mediums to provide academic supports, collaboration time and professional development for teachers
 - 1.7 Refine our system of assessments to include local, state, and national grade level and subject area benchmarks to inform teaching and learning
 - 1.8 Focus on literacy development across grade levels and subject areas

Core Belief

Every student
can learn
and succeed

“NUSD will prepare
you for adult life whether
it be continuing your academic
career or going into the workforce”

- Student / Inderkum High

“Children are being **given the education and tools to be ready for careers and higher education.** As a parent, this is everything I want for my children's education.”

- Parent / Natomas Park Elementary

“I am **proud** to send my
4 kids to NUSD schools.”

- Parent / Natomas Park Elementary





PREPARE STUDENTS TO BE COLLEGE AND CAREER READY

- 2.1 Beginning in elementary school, continue to develop college and career access and readiness for all students
- 2.2 Beginning in elementary school, all staff continue to promote a culture for student, staff and parent/guardians about what college and career access and readiness means
- 2.3 Focus on developing and promoting opportunities for students to participate in civic engagement, and demonstrate the skills that are necessary to be productive, responsible citizens
- 2.4 Continue to promote and refine the pathways and programs at secondary schools and support elementary and K-8 schools to develop college and career focused programs
- 2.5 Continue providing 21st century classroom technology and support the infrastructure for expansion to prepare students for college and career success

“Parent University is an excellent program that provides these **supports and learning opportunities for parents** and families.”

- Parent, Classified Staff / Leroy Green Academy; Two Rivers School

“I feel like I have very good information. My kids are very happy and motivated.”

- Parent / American Lakes School

“I see a very successful next 5 years. I hope to continue working with [the] school district and bringing more information as a parent.”

- Parent / Bannon Creek School

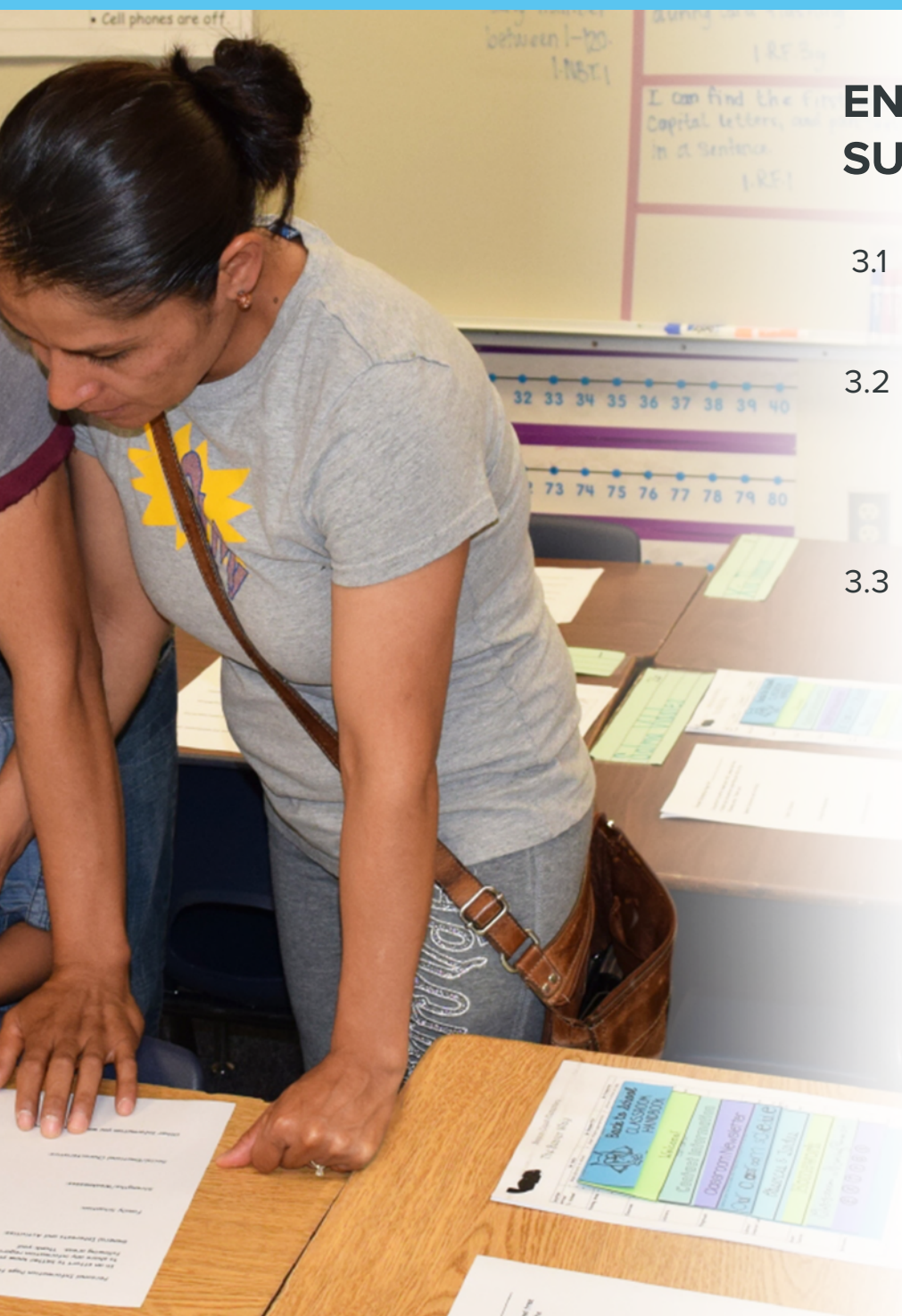


ENGAGE PARENTS AND FAMILIES TO SUPPORT STUDENT SUCCESS IN SCHOOL

- 3.1 NUSD schools will expand and improve promotion of what is unique and successful about their school
- 3.2 Continue using multiple mediums to communicate to parents and families regarding Natomas Unified's progress with connections to the district's vision, goals and core beliefs as often as possible
- 3.3 Improve and expand opportunities to engage and involve parents/guardians in their children's education to increase college and career readiness

*"When staff and school leaders **listen to parent and community concerns**, and attempts to engage the broader community, it makes us all feel connected and committed to working toward a common goal."*

- Parent / Heron School



**“All the high schools feel very safe and supportive.
After school I see that kids do not want to leave,
and love hanging out at school.
That’s a very positive thing!”**

- Certificated Staff / Discovery High

*“My school is very welcoming, no matter what race,
gender, sexuality, culture, **you are welcomed by everyone**
and it’s a very safe environment.”*

- Student / Natomas High

**“Being a diverse school
makes my school a
welcoming school.”**

- Student / Inderkum High

*“I’d say that [the] NUSD culture is very
open in a way that **allows students
to connect with their own culture...**
and others as well.”*

- Student / Inderkum High





CREATE SAFE AND WELCOMING LEARNING ENVIRONMENTS WHERE STUDENTS ATTEND AND ARE CONNECTED TO THEIR SCHOOLS

- 4.1 Refine the continuum of services to increase the consistency of school wide student behavior expectations and outcomes
- 4.2 Support schools as each continues to develop inclusive, engaging, safe and supportive school culture and climate
- 4.3 Promote and refine the award-winning social emotional support program for our students
- 4.4 Improve maintenance and cleaning of facilities through standard operating procedures and efficiencies
- 4.5 Increase the timely repair of district facilities, equipment, and internet access to support the learning environment

Core Belief

Staff must be committed, collaborative, caring, and exemplary

“The culture is supportive, no one is on their own. We work together as a team to get things done. The students could see the effort from the staff and that we all work together as one.”

- Classified staff / Natomas Middle

“...the expectation is that staff is committed to the students in which they serve no matter what and they will do whatever it takes to **make sure that every student learns and succeeds.**”

- NUSD Staff / Jefferson School

“My dept at HAH works together like a well-oiled machine - **we are there to support each other & all staff members.** We are more of a family than co-workers!”

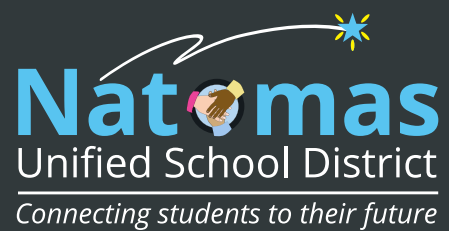
- Parent, Classified staff, Volunteer /
H. Allen Hight Elementary; Leroy Greene Academy



RECRUIT, HIRE, TRAIN, AND RETAIN HIGH QUALITY STAFF WHO ARE COMMITTED, COLLABORATIVE, CARING, AND EXEMPLARY

- 5.1 Expand support and training to all staff to increase performance outcomes in each area of service
- 5.2 Expand site ownership and empowerment to make innovative, responsible and ethical decisions for student success
- 5.3 All staff take responsibility for improving communication and collaboration amongst staff upwards, downwards and across the district to better meet the district's vision, goals and core beliefs
- 5.4 Expand opportunities to staff that invite and encourage them to grow and continuously improve
- 5.5 Expand opportunities to recognize staff for their contributions, success and commitment to Natomas Unified students
- 5.6 Expand recruiting and 'onboarding' processes for a diverse and exemplary staff to provide ongoing support and encourage retention in NUSD
- 5.7 All staff take responsibility for recruiting diverse talent and onboarding new hires for their success in NUSD





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