



STRATEGIC PLAN

Lemon Grove Learners are diverse, unique, resilient,
inquisitive, compassionate, and limitless.

MISSION

- The Lemon Grove Learner is diverse, unique, resilient, inquisitive, compassionate, and limitless.
- We believe that caring relationships based on integrity, honesty, and respect for diversity are essential to learning.
- When our Lemon Grove Learners leave Lemon Grove School District they will know and be able to recognize their significance and potential, and they will use their 21st-century learning experiences to thrive as tomorrow's leaders, workers, and democratic citizens.

VISION

**LEMON GROVE LEARNERS
ARE TOMORROW'S LEADERS,
WORKERS, AND CITIZENS**



LEMON GROVE SCHOOL DISTRICT

STRATEGIC PLAN

**Fostering Equitable
Achievement for
All Students through
Multi-tiered Systems
of Support**



PRIORITY ONE

Fostering Student Growth,
Leadership & Achievement

PRIORITY TWO

Fostering Staff Growth,
Leadership & Collective Efficacy

PRIORITY THREE

Fostering School Community
and Connectedness

PRIORITY FOUR

Fostering Operational Systems
that Support Effective Schools

FOSTERING STUDENT GROWTH, LEADERSHIP & ACHIEVEMENT

- Adopt & implement culturally relevant, standards-based curriculum
- Ensure Effective Data Analysis & Improvement for Equity
 - *Develop an assessment continuum with identified lead & lag metrics and monitor the performance of all students as well as targeted student groups (AA, EL, Sped)*
- Implement culturally relevant & engaging lesson planning & delivery
 - *Anti-racist instructional practices that affirm Black, Latinx, Indigenous, Asian & students of color*
 - *Inclusive practices & placement for students in Special Education*
 - *Inclusive, linguistically sustaining practices & programs for developing multilinguals*
- Provide relevant, effective professional development for all instructional staff
 - *Certificated & classified professional learning opportunities*



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FOSTERING STAFF GROWTH, LEADERSHIP & COLLECTIVE EFFICACY

- Recruit and hire a diverse and talented workforce
- Implement effective professional development for all instructional staff
 - *Coaching for principals and teachers*
 - *Professional Learning Communities (PLCs) at every level of the system*
 - *Job-specific training for classified staff*
- Expand teacher leadership opportunities
 - *JEDI teams (Justice, Equity, Diversity, Inclusion)*
 - *Stipend positions (Parent & Family Engagement, Tech Lead, Testing Coord.)*
- Expand classified leadership opportunities
 - *Example: District Lead BIA & District Lead Media Specialist*

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FOSTERING SCHOOL COMMUNITY & CONNECTEDNESS

- Implement an effective, authentic Social Emotional Learning (SEL) program across all schools that includes adult SEL training, SEL staff and student survey data, and well-implemented SEL curriculum
- Implement a strong Restorative Practices system and Positive Behavior Intervention Systems (PBIS) across the district for all students, staff and leaders, including Restorative Practices staff training
- Safe, inclusive schools that foster a sense of belonging & connectedness for all
 - *Celebrating culture and identity with school events, family engagement and instructional practices*
 - *Fostering student leadership and voice in their school programs*
 - *Coordinated community engagement supports and services on site*
 - *Family centers and family engagement teams at every school site*
 - *Parent advisory committees and parent education workshops*



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FOSTERING OPERATIONAL SYSTEMS THAT SUPPORT EFFECTIVE SCHOOLS

- Develop School Site Facilities Plans with processes for school site leadership to identify facilities-related priorities and improvements. Develop an equitable method for prioritizing operational and facilities needs district wide.
- Work with school leaders to utilize technology systems for tracking and addressing instructional goals to support the 21st century learner.
- Coach school leaders on developing, interpreting and monitoring school site budgets. Provide support and advice on how to link school site budget allocation decisions to District Strategic Priorities.
- Transition 80% of student meal options to include fresh vegetables and fruits, freshly prepared meals, and exceed minimum USDA nutrition requirements whenever possible.



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