



STRATEGIC PLAN

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

OUR CORE BELIEFS

1. School Culture is the foundation of teacher effectiveness and student achievement.
2. In order to create environments where teachers are fully supported in achieving positive student outcomes, school leaders must possess the leadership and management skills needed to interchangeably address instruction, school operations, and the administrative functions of school sites on a daily basis.
3. Great schools cannot exist without development and support for the adults who surround our students.
4. A shared vision for great instruction, adoption of a strong curriculum with support for implementation, and a culture of high expectations are critical levers for school transformation.
5. We believe that school communities and families must work together as equal partners to accelerate student outcomes and support all students to succeed in their choice of college, military, career and life.
6. Resources and support from community partners and the collective action of communities is key to equitably serving schools.
7. We prioritize implementation of strong operational systems at both the district and school-level.
8. We will build a culture of empowering ALL staff and teachers through effective delegation and shared responsibility. We cannot be successful if we wait for the “one expert” on high to drive the system forward.



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**



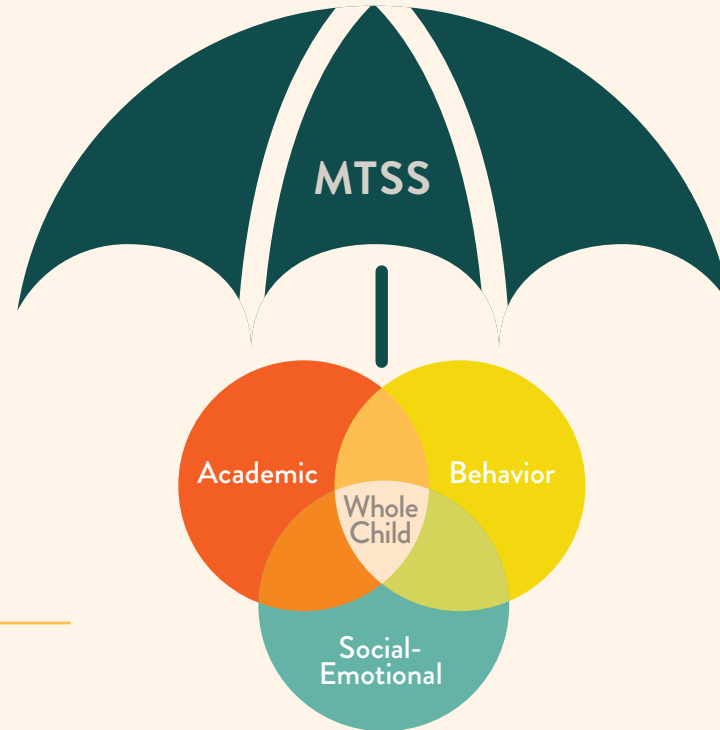
ALIGNING OUR SYSTEM

Our aim to ensure the work we are targeting is aligned across the board. To do this, we will need **clarity, commitment, communication & collaboration** across all levels and departments.



WHAT IS MTSS?

MTSS offers the potential to **create needed systematic change** through intentional design and redesign of services and supports to quickly identify and match to the needs of **all students**, through a **data-based decision-making process**.



MULTI-TIERED SYSTEM OF SUPPORT

Family &
Community
Engagement

Administrative
Leadership

Integrated
Education
Framework

Inclusive Policy
& Practice

LEMON GROVE SCHOOL DISTRICT

STRATEGIC PLAN



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 & 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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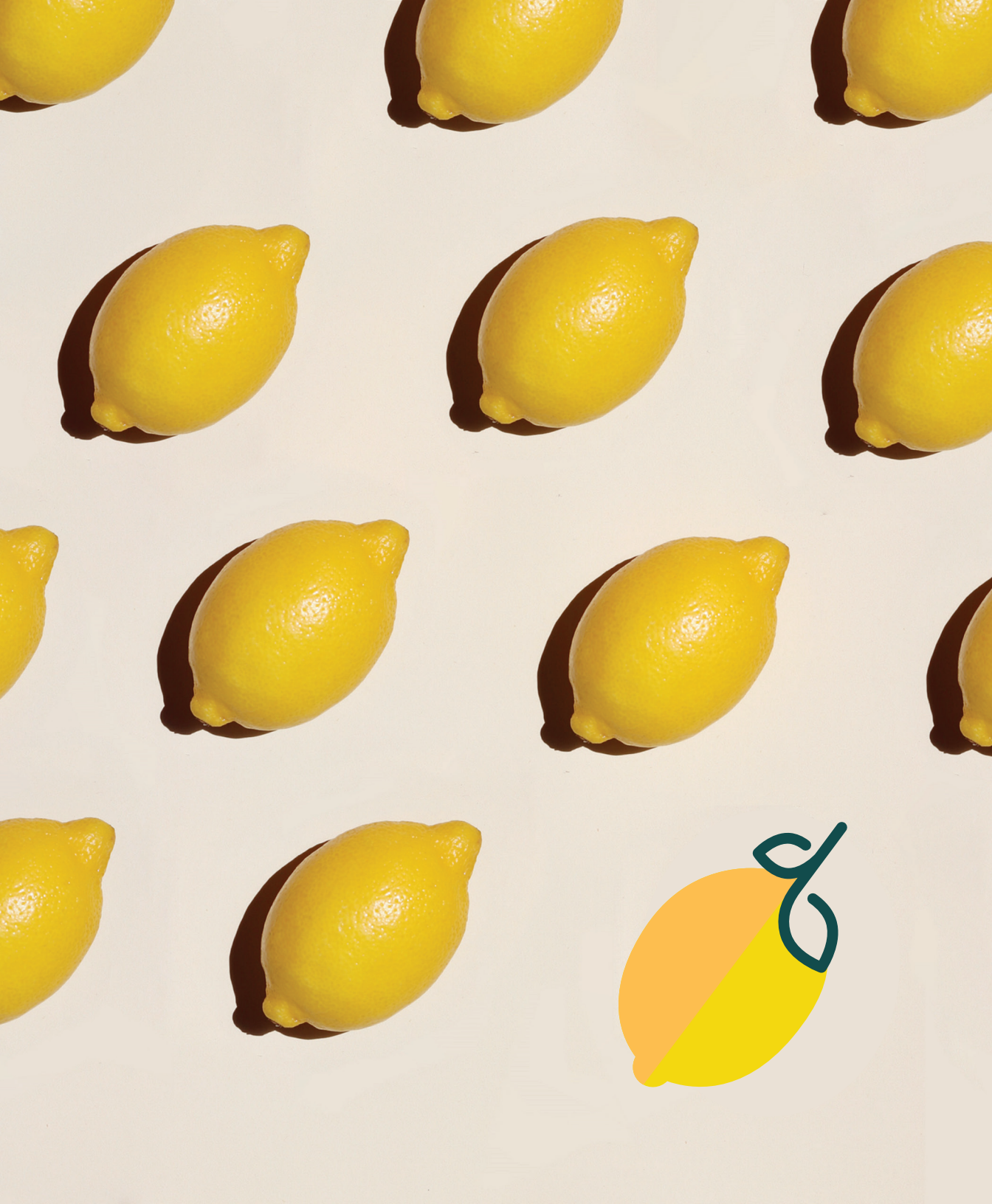
Fostering Staff Growth,
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**“I HAVE NEVER ENCOUNTERED
ANY CHILDREN IN ANY GROUP
WHO ARE NOT GENIUSES. THERE
IS NO MYSTERY ON HOW TO TEACH
THEM. THE FIRST THING YOU DO IS
TREAT THEM LIKE HUMAN BEINGS
AND THE SECOND THING YOU DO
IS LOVE THEM.”**

—DR. ASA HILLIARD



THANK YOU

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