

	Completed, possibly ahead of schedule
	Completed (or almost)

	In progress
	Remediation plan in progress

Updated 4-4-2019

Goal 1: Student Achievement

Status	Action
	Adopt Next Generation Science Standards
	Develop a data triangulation process to determine targeted areas of support for each school
	Evaluate and purchase digital tools
	Implement a 1:1 learning environment in each middle school
	Develop comprehensive formative and benchmarking assessment system
	Create K-8 framework for Response to Instruction (RTI)
	Develop, define and provide professional development in RTI processes
	Form collaborative teams that support RTI
	Create school designs aligned to RTI processes
	Collaborate with multiple stakeholders in Mountain View to develop a comprehensive plan to provide access/availability of early childhood/preK services for all children



Create MVWSD "I'm ready" guide for rising kindergarten parents to help local providers plan for literacy, numeracy and social skills

Goal 2: Achievement Gap

Status	Action
	Implement Sheltered Instruction Observation Protocol (SIOP) across all levels
	Implement an evidence-based early learning language acquisition program for K-3
	Develop a high-quality Dual Language program
	Provide high-quality extended learning opportunities for students
	Implement a coteaching model with special education teachers and general education teachers at all schools
	Create middle school schedules that provide for equitable course offerings to all students
	Partner with community agencies to ensure every child has access to books in his/her home
	Implement district-wide assessment tool (data tool)

Goal 3: Inclusive and Supportive Culture

Status	Action
	Provide professional development to all staff on expectations for internal and external communications
	Host a State of the Schools address
	Staff will communicate with all stakeholders in a culturally responsive manner
	Develop standard operating procedures for internal communications

	Provide customer service training to all staff
	Align all partnerships and plans with District strategic goals
	Each school will develop an annual calendar of local industry field trips and guest speakers
	Provide professional development to all staff on culturally responsive customer service
	Plan and conduct MV Parent U for parents that can be accessed anywhere at any time

Goal 4: Human Capital

Status	Action
	Complete a recruitment and hiring evaluation to determine those practices that yield the greatest return on investment
	Develop a process to analyze retention data, particularly for high priority schools
	Create hiring standards and expectations for all positions
	Conduct a compensation study to compare total compensation packages for MVWSD and surrounding districts
	Create annual statements that reflect the total compensation and incentives for working at MVWSD
	Develop an employee handbook that includes a timeline outlining major events throughout the school year for new staff
	Create well-developed induction procedures
	Provide all teachers with PLC training and support
	Develop a plan to implement coaches throughout the District to facilitate ongoing coaching and training of new initiatives
	Redesign evaluation system of all staff through a comprehensive research analysis of current best practices

	Provide training on evaluation system for all staff
	Develop structure for ongoing, job-embedded feedback into the evaluation process for all staff

Goal 5: Resource Stewardship

Status	Action
	Implement digital purchasing, requisition, and encumbrance process
	Use digital systems to develop real-time, user friendly reports for all stakeholders
	Track capital improvements
	Use a digital maintenance request system
	Conduct FIT assessments annually for short-term goals
	Create a deferred maintenance plan for mid-term goals
	Create Facilities Needs/Master Plan for long-term goals
	Create a technology infrastructure
	Complete an inventory of current resources (books, supplies, furniture, equipment, and technology)
	Work with community agencies to look at increasing the garden to table program
	Support at-risk populations by increasing breakfast, extended and summer meal programs

Board of Trustees Goals *

Status	Action
	During the 2018-19 school year, demonstrate progress towards assuring that 80% of students who are enrolled in the ELL program will reach competency in the English language on par with their peers within a six-year period.
	Develop a plan of action to increase the science and technology offerings at all schools.
	Develop a plan of action, with clear recommendations for improvements and programmatic changes at Mistral.

These goals were developed by the Board of Trustees in collaboration with the Superintendent in February 2018. They are in addition to the Strategic Plan 2021 goals that developed by stakeholders in 2016.