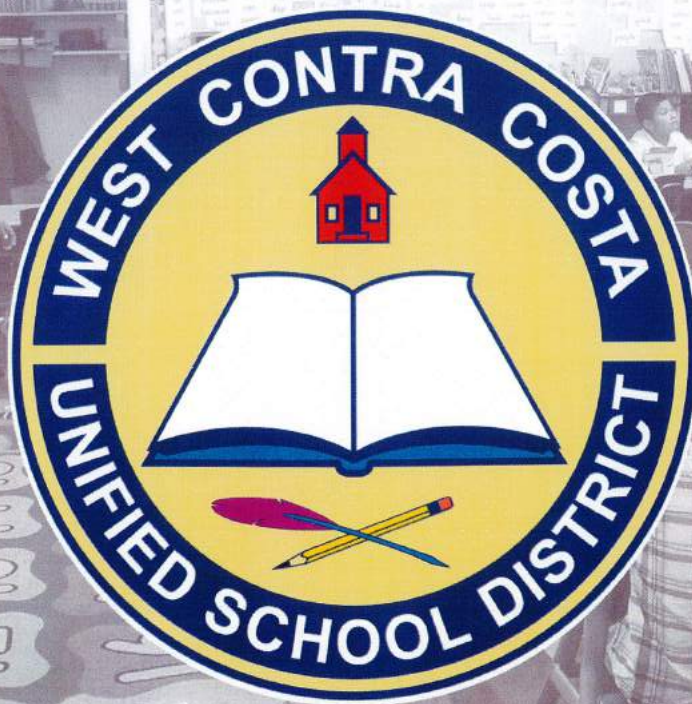


Roadmap 2022: Our path to greatness!





Why a Roadmap?

The Roadmap is our trip planner, where we highlight the destinations, pick out the landmarks and sites, and set a course for success.

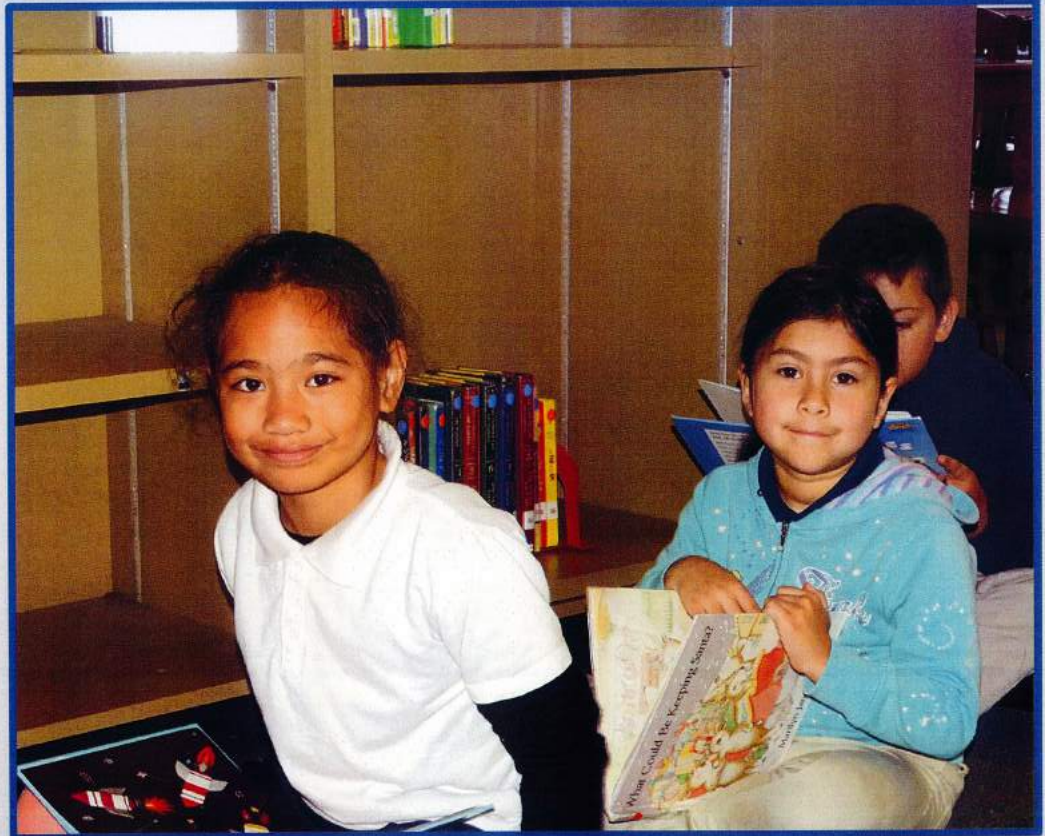
Our LCAP is the detailed day-to-day itinerary.





What if.....

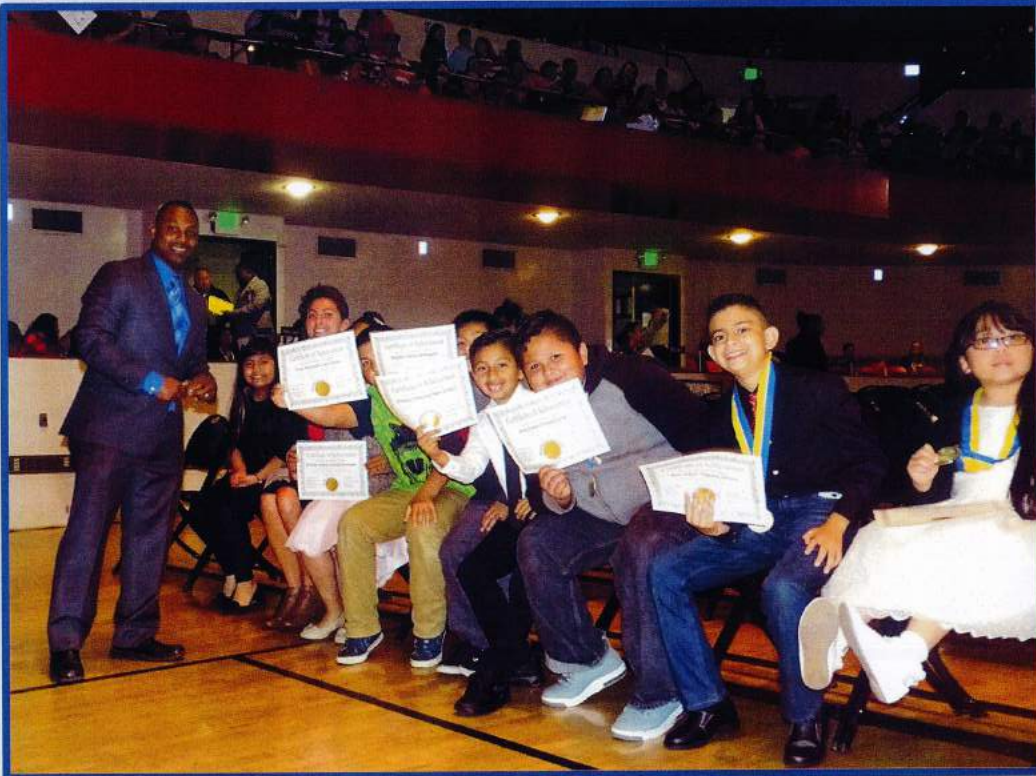
**Every 3rd Grader
read
on grade level?**





What if...

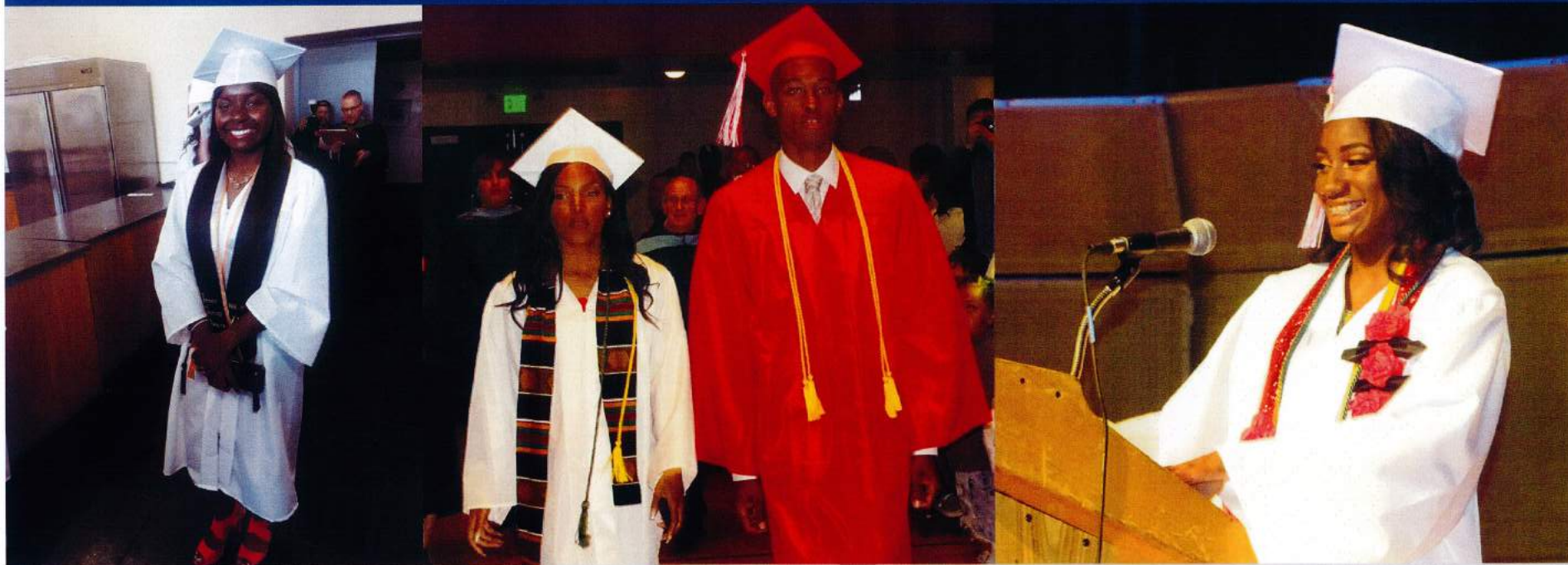
**Every
English Learner
was reclassified
by the end
of 6th grade?**



Roadmap 2022: Learning Every Day!



What if...



Every student that graduated was college ready?



West Contra Costa Unified School District | www.wccusd.net





In 5 years, we will be a District with

Achieving Students

Where 80% of our graduates are college ready!

Engaged Communities

Where parents and student report high levels of satisfaction!

Invested Employees

Where 80% of employees stay with us for at least 5 years!





The Roadmap Drives our LCAP



1 Achieving Students

2 Engaged Communities

3 Invested Employees

1

Improve Student Achievement

2

Improve Teaching, RECRUIT and RETAIN

3

Increase Parent & Community Engagement and Involvement

4

Improve Student Engagement and School Climate Outcomes

5

Provide Basic Services to All Students





Our Challenge

**3 out of 10
3rd Graders
are reading
at grade
level**





Our Challenge

**3 Out of 10
Students**



are reclassified by 6th grade





Our Challenge

**4 out of 10
graduates
are college ready**





The current Data

This data is disappointing and we will need to seriously target our work and our energy if we are to make our goals come true





2017-2018 District Theory of Action

IF WE...

1. Deepen the implementation of quality learning, teaching and leadership practices in our classrooms and schools.



THEN..

We will see student achievement grow for all students throughout the district. **(ACHIEVING STUDENTS)**

2. Create powerful school and District cultures predicated on positivity, trust, inclusion, safety and communication.



THEN..

We will develop healthy students and engaged parents who are invested in their learning every day. **(ENGAGED COMMUNITIES)**

3. Build talented staff through a professional learning system that is personalized, empowering and adaptive.



THEN..

We will recruit, support, and retain knowledgeable and effective people in WCCUSD. **(INVESTED EMPLOYEES)**





How will we get to 80% A-G for all?

CURRENT
STATE

2018

2019

2020

2021

FUTURE

TARGET
STATE



1. Deepen the implementation of quality learning, teaching and leadership practices in our classrooms and schools.





How will we create engaged communities?

CURRENT
STATE

2018

2019

2020

2021

FUTURE

TARGET
STATE



2. Create powerful school and District cultures predicated on positivity, trust, inclusion, safety and communication.





How will we keep our talent here?

CURRENT
STATE

2018

2019

2020

2021

FUTURE

TARGET
STATE



**3. Build talented staff
through a professional
learning system that is
personalized,
empowering and
adaptive.**





Bold Goals are not enough!

A great organization must be anchored to a set of high quality, essential practices each and every day.

**When everyone works together,
students share a common experience,
catapulting their learning forward at
accelerated rates!**





Bringing our theory of Action to life: Aligned Practices



IF WE ...

1. Deepen the implementation of quality learning, teaching and leadership practices in our classrooms and schools ...

AND IF WE ...

- Build Common Core State Standards (CCSS) based “inquiry-driven” units with a clear final product/ performance that is communicated early to students and parents
- Ensure creative and engaging delivery through a focus on student discourse, academic language, personalized technology, hands-on activities and small group time
- Empower students (and parents) by giving timely and clear feedback about areas of strength and areas of growth toward mastery of the CCSS or other related standards

THEN ...

We will see student achievement grow for all students throughout the district.





Bringing our theory of Action to life: Aligned Practices



IF WE ...

2. Create powerful school and District cultures predicated on positivity, trust, inclusion, safety and communication ...

AND IF WE ...

- Adopt a common language and common practices used and understood by all students, staff, and parents across the school community
- Acknowledge effort and learning. Build rituals to celebrate growth and achievement with staff, students, and parents
- Ensure policies and structures (e.g. COST, SST, AASAT) are in place to support positive culture and to build a welcoming community

THEN ...

We will see students and parents engaged in their learning each and every day.





Bringing our theory of Action to life: Aligned Practices



IF WE...

1. Build talented staff through a professional learning system that is personalized, empowering and adaptive ...

AND IF WE....

- Promote a culture of learning, agency, collaboration and constant adaptation
- Engage in collaborative Professional Learning Communities (PLC)/ Instructional leadership Teams (ILT) structures dedicated to inquiry and reflection.
- Collaborate around common assessments, examination of student work, and student's ability to justify and use evidence

THEN...

We will recruit, support, and retain knowledgeable and effective people and programs in WCCUSD.





Our Foundational Cultural Principal



Bringing these practices to life in every school, every day means dramatically transforming the culture and the investments of the district





Our Foundational Cultural Principal



“Autonomy .. Mastery .. Purpose - these are the building blocks of a new way of doing things”

- Daniel Pink





Our Foundational Cultural Principal



Every member of our team **must be highly motivated to do great work.** Our job is to motivate through culture building, capacity development, resource allocation *and* accountability.





INVESTMENTS TO HELP US MEET OUR 2022 OBJECTIVES!

These are investments that are significantly different this year and purposefully aimed at making the dramatic change we need to see in our district.





Six Investments for high impact in 2017-2018

1. SITES

Creating growth through agency for students, teachers and principals while pushing resources closer to the classroom.

2. SCHOOL LEADERS

Prioritizing instructional leadership, providing more support and empowering principals to lead change at sites and develop strong instructional practices.

3. COMMUNITIES OF PRACTICE

Building professional communities around shared problems of practice and learning through the process.



4. LANGUAGE LEARNING

Promoting deeper instruction for English Language Development, Bilingualism, Biliteracy and Global Citizenship.

5. PRIORITIZED SCHOOLS, TEACHERS AND STUDENTS

Supporting high priority schools and learners.

6. A LEARNING ORGANIZATION

Organizing for focus and clarifying priorities.





1. Site Based Investments

We believe our students will be most successful when we give our schools the fundamental supports they need. We are supporting our sites with additional fundamental resources such as:

- Secondary Teachers to Reduce Class Size
- Assistant Principals
- Counselors



Before we move to add any other programs or people, we must ensure that fundamental supports are in place at our schools.



We will also allocate additional LCAP dollars to sites to make the personnel and program decisions they need.





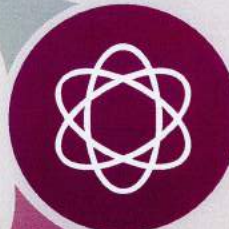
Ensuring Site Success



Additional investments make the most difference when those investments are leveraged inside of a healthy culture.

Powerful school cultures occur when everyone shares, and is committed to, a COMMON VISION around:

- **TEACHING and LEARNING**
- **ADULT CULTURE AND ADULT COLLABORATION**
- **STUDENT CULTURE AND CLIMATE**



There is nothing more important than the **ADULT CULTURE AT THE SCHOOL!**

“Culture eats strategy for breakfast!”





2. Rethinking School Leader Growth & Development

Great school leaders dedicated to student learning





Roadmap 2022: Learning Every Day!



3. Innovative Communities of Practice

Building a culture of Learning and becoming Learner Centered. To understand, enhance, and improve our practices, we believe **in the ideas of continuous learning and practitioner ownership.** Building communities of practice, we take on a collective challenge, implement solutions, and support each other to improve student outcomes

School Based Communities of Practice - Teacher's College Workshop Model (TC), Efficacy, Math Lesson Study and more.

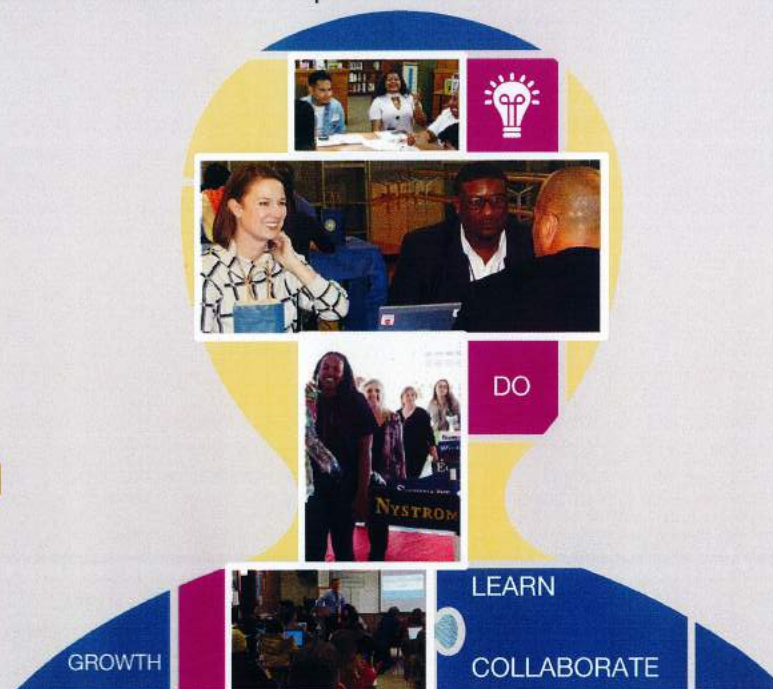
Instructional Coaches

"Learning Leaders"

Principal Career Technical Education (CTE) Pathways

Partners in School Innovation

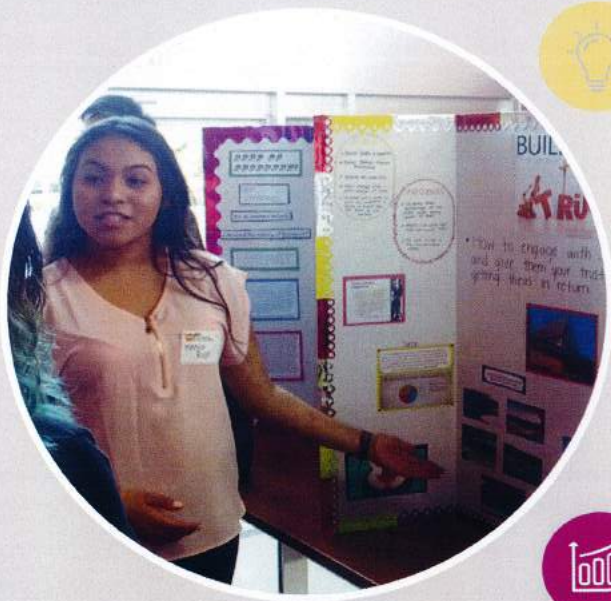
Pioneer Projects





4. Language Learning-ELD, Dual Immersion k-12

Our goal is to provide support and services at all schools to prepare ALL students to go to college and or/careers. We have a new office dedicated to produce academically fluent student with additional resources to deeply understand the needs of each of our 10,000 English Learners, promote mastery of English, and honor home language and promote multilingualism. Services include:



A focus on quality ELA/ELD instruction



Expanded Dual Language Immersion opportunities in K-12



Community Campaign for Reclassification to launch in 17-18



Dedicated resources and supports for Newcomer students



Flexibility in programming for Long Term English Learners





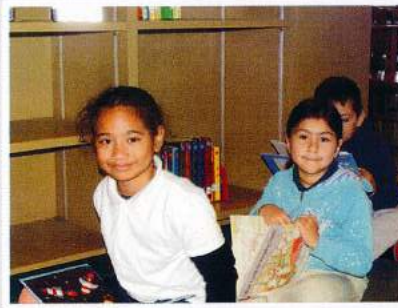
5. Targeted Investments for Equitable Outcomes

Some areas of our organization need even more support to become learner centered. To facilitate that, we need to invest our resources and “thought-energy” even more heavily:



NEW TEACHER SUPPORT INITIATIVE

Provide tailored supports to assist and retain beginning teachers. Invest in housing, pay and school culture to keep our best!



TEACHERS OF EARLY LITERACY PRESCHOOL TO GRADE 3

Building teacher capacity to ensure every 3rd grader is reading on grade level!



AFRICAN AMERICAN STUDENTS AND FAMILIES

A continued deep focus on supporting educational and social-emotional needs!



FEEDER FAMILIES

Additional resources, programs and structure to advance learning in the Kennedy and Richmond Families!





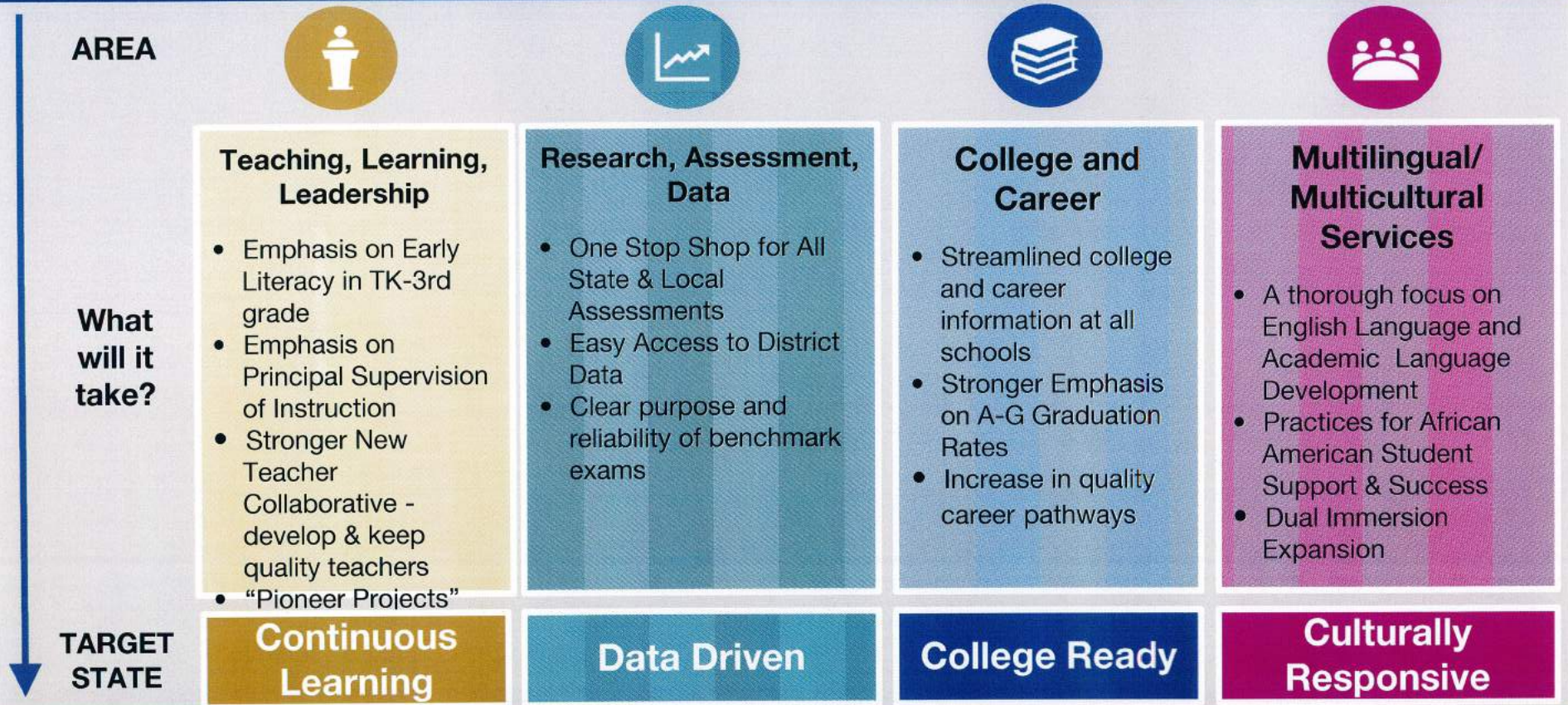
6. A Learner Centered Organization

Each of these help us better understand our learners and what they need





We will have an organized focus on learning





And ... A Firm Commitment to Students & Families



AREA



What
will it
take?

Family, Community & Student Services

- Focus on attendance, restorative discipline and “out of school” experiences
- Dedication to effective and inclusive Special Education environments
- Attention to effective community partnerships with schools
- Support and development of parents as educational advocates

Direct Line (Ombudsperson, Auditor and Communications)

- Direct Line to Superintendent about the financial health and key financial practices of the District
- Direct Line to the Superintendent about pressing parent and community concerns
- Direct Line from the Superintendent to the community for timely and accurate information sharing

TARGET
STATE

Family and Student Friendly

Transparent and Responsive





COMMUNITY CAMPAIGNS To Support our Effort



-
- **How to read at Grade Level by 3rd Grade!**
 - **How to become Reclassified by Grade 6!**
 - **How to Graduate A-G!**
-





INDICATORS of SUCCESS in 2018

Achieving Students

Where 80% of our graduates are college ready!

2018

1. Increase A-G by 5% overall and 8% for African American and Latino students

2. Increase Reclassification by 5%

3. Increase SBAC by 5% overall and 8% for African American and Latino students





INDICATORS of SUCCESS in 2018

Engaged Communities

Where parents and student report high levels of satisfaction!

2018

1. Decrease suspensions overall by 5% and 10% for African American and Latino students

2. Increase Attendance by .5%

3. Increase positive responses to parent engagement & climate by 10%

4. Increase survey participation by 10%





INDICATORS of SUCCESS in 2018

Invested Employees

Where 80% of employees stay with us for at least 5 years!

2018

1. Increase teacher retention rates by 10%

2. Increase Kennedy Family retention rate by 15%

