

# Roadmap 2022: Learning Every Day





# Roadmap 2022

The West Contra Costa Unified School District has embarked on a new vision for students and families. It is a vision of our District as a **learning and learner-centered organization** where students acquire the skills and knowledge to succeed in the world.

It is a vision of a **talented and empowered staff**. It is a vision of **school growth from the inside out**. It is a vision of a **healthy and healing culture**. And it is a vision where **families** continue to choose our district's schools year after year.

Roadmap 2022 is an ambitious and **equity-centered plan** focused on **Thriving Employees, Achieving Students, and Engaged Communities**.





# The WCCUSD Graduate

To prepare the WCCUSD Graduate to lead and thrive in the 21st Century, we need to equip our students to be:

Consistently produces high-quality academic and professional products and performances that model reflection and revision, persistence and accountability.

Works in teams to share ideas and responsibilities, solve problems, and achieve shared goals.

**Effective  
Collaborator**

Listens, comprehends, critiques, and communicates effectively by adapting to audience, task, purpose, and discipline. Refines and applies core content knowledge through speaking and writing.

**Skilled  
Communicator**



**21st  
WCCUSD graduate**

Independently seeks and uses resources, including teachers, peers, print and digital references to engage in new learning toward academic, professional, and personal goals.

**Responsible  
World  
Citizen**

Exercises the rights and obligations of citizenship, engages in the local and global community through application of content knowledge and cultural awareness. Seeks to understand other perspectives.

Thinks critically and creatively by making claims, assessing evidence and solutions and draws on multiple perspectives when approaching complex issues and adapting to challenges.





# Destination: Graduate

How will our organization prepare the 21st century graduate? By taking our Roadmap 2022 path:

To prepare graduates of the future our organization will support our students with:

Thriving  
Employees

Achieving  
Students

Engaged  
Communities



21st  
WCCUSD graduate





# By 2022, we will be a District with



80% of 3rd graders read at grade level!  
80% of English Language Learners reclassify after 5 years!  
80% of African-American 6th graders are proficient in Math!  
80% of our graduates are college and career ready!



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



Where 80% of families and students report high levels of satisfaction!







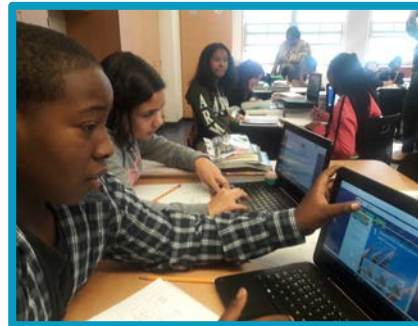
# Our 2022 STUDENT ACHIEVEMENT GOALS!



**80% of  
3rd graders  
are reading  
on grade  
level!**



**80% of  
ELL students  
are reclassified  
in 5 years!**



**80% of  
African-American  
6th graders are  
proficient in  
Math!**



**80% of  
Graduates  
are college  
and career  
ready!**

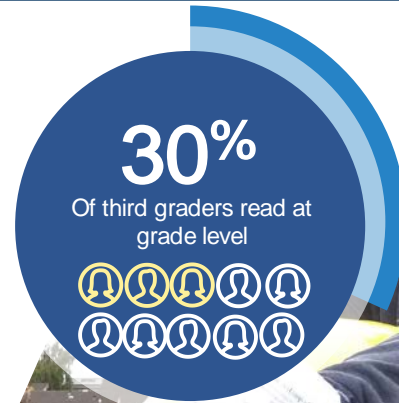
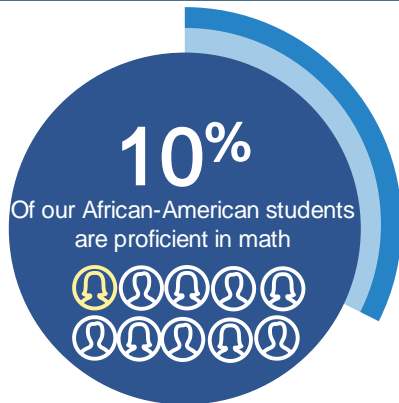


# Roadmap 2022

## Our Challenge

Current data for our third graders, ELLs, African-American 6th grade students, and graduates

- 30 percent of third graders read at grade level
- 30 percent of our English Language Learners reclassify by the sixth grade
- 10 percent of African-American 6th graders are proficient in math
- 40 percent of our graduates are college and career ready





# What we believe: Our 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. Maintain talented staff through compensation, supportive conditions and quality and personalized professional learning.

THEN..

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

3. 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)**







# Nine Areas of focus in 2018-2019 in support of 3 BIG GOALS

## Achieving Students

### 1. Proven Leaders

Develop leaders to foster and cultivate a shared vision, a positive school culture, and a cohesive instructional program

### 2. Effective Teachers

Support teachers to know their craft and plan and deliver engaging, personalized, and innovative instruction to all students.

### 3. Impactful Student Programs

Provide opportunities beyond the core classroom that inspire and motivate students to reach their full potential.

## Thriving Employees

### 4. Competitive Compensation

Offer competitive compensation to attract and retain quality educators.

### 5. Supportive Conditions

Develop school environments where teachers and staff feel valued and empowered and all basic needs are met.

### 6. Increased Capacity

Support staff in its growth and development through quality professional learning based on individual needs.

## Engaged Communities

### 7. Safe and Welcoming Schools

Provide school environments where students, families, and staff feel safe and welcome.

### 8. Positive School Climates

Strengthen school culture through a tiered system of positive and restorative supports.

### 9. Socio-Emotional Services

Support the whole child through effective social and emotional supports as part of a Full Service Community Schools approach.





# Five Major Shifts



To become a top school districts in the state and to hit our goals, we must change the way we work. **We must commit to 5 major SHIFTS.** Shifts from being:

1. **Data scattered to data informed:** *We must commit to a culture of data where we ask questions and have the right tools to answer those questions.*
2. **Educator dominant to learner centered:** *We must know what our learners need at all times and be responsive to those needs.*
3. **District driven with large convenings to site centered with job embedded support :** *We must cultivate agency and accountability among the practitioners around vision, strategies, ownership, and results.*
4. **Resource diffuse to resource targeted:** *We must not be all things to all people but be targeted and disciplined about how we spend.*
5. **Top down evaluative to holistic performance management:** *We must hear from the people who work for and with an employee not just the direct supervisor.*





# 2018-19 Key Activities for Success

## Achieving Students

Where 80% of  
3rd graders are reading at  
grade level!

Where 80% of  
our graduates are college  
ready!

Where 80% of  
ELL students are reclassified  
after 5 years!

Where 80% of African-  
American 6th graders are  
proficient in Math

2018-19

- Early Literacy Focus
  - Assessments, Teaching Academy, Full Day Programs
- Continue Kennedy Family Initiative
- Family School Strategies
- Data & Assessment Reboot

- Deeper support for Mathematics and Common Core Instruction
- Continued Networks of Practice
  - Teachers College, Math Lesson Study, ISP

- Pathway Development and Support
- Secondary School Office

- Pioneer Projects
- 1-to-1 Tablet Initiative

- Tiered Intervention Supports at all schools
- African-American Support Programs

**\*\*While we have identified these key areas for 2018-19, other essential work may surface to help us reach our goals.**





# 2018-19 Key Activities for Success

## Thriving Employees

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

2018-2019

→ New Teacher Support

→ Employee Housing

→ Resource Streamlining

→ "Teach West Contra Costa" and stronger WCCUSD presence in the Bay Area

→ Competitive Compensation

\*\*While we have identified these key areas for 2018-19, other essential work may surface to help us reach our goals.





# 2018-19 Key Activities for Success

## Engaged Communities

Where 80% of families and students report high levels of satisfaction!

2018-2019

→ Positive School Climate Policy and work streams

- Improving Safety and Disaster Preparedness

→ Student, Family/Community experience

- New survey tools to capture student and parent voice
- New extracurricular activities

→ Tiered Intervention Support

→ Quality DLCAP and Community Processes

→ School Development and Redesign

- New Models similar to Mandarin, & K-8
- Wilson Elementary 21st C. design

**\*\*While we have identified these key areas for 2018-19, other essential work may surface to help us reach our goals.**







# 2022 Indicators of success

## Achieving Students

80% of 3rd graders read at grade level!

80% of ELLs reclassify after 5 years!

80% of African American 6th graders are proficient in Math!

80% of our graduates are college and career ready!

## Thriving Employees

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

## Engaged Communities

Where 80% of families and students report high levels of satisfaction!

