



## OUR MOTTO



Educating compassionate and creative global citizens.

## OUR MISSION



To provide students with a strong foundation for learning which meets the challenge of the present and of the future through a balanced education which includes academic achievement, personal growth, and social responsibility.

## OUR VISION



Oak Park Unified School District will be a leader in public education, inspiring an inclusive learning community to provide innovation and excellence in academics, the arts, athletics, and activities, with a focus on the whole child.





## OUR CORE VALUES

### **We are committed to:**

- Delivering excellence in academics and extracurricular programming for all students.
- Creating safe and welcoming learning environments for staff and students.
- Celebrating diversity and working to ensure the inclusivity of all staff, students, and families.
- Fostering character development and modeling ethical and compassionate behavior, civility, and service.
- Encouraging civic, social, and environmental responsibility and global stewardship.
- Supporting and encouraging all students to pursue their academic potential with confidence.
- Investing in creativity and problem-solving skills, helping each student build resilience and perseverance.
- Nurturing curiosity, critical thinking, and a love of learning in all students.
- Promoting a supportive work environment that includes high expectations, active participation, opportunities for professional and personal development, open communication, and trust.
- Empowering teachers to be leaders and supporting their innovation.
- Recruiting, retaining, and rewarding professional, talented, and collaborative staff.
- Being fiscally responsible, allocating our limited resources strategically in keeping with our goals and priorities.



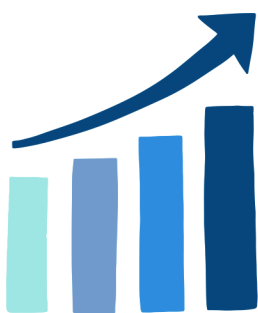


## STRATEGIC PRIORITIES



- Our Students – Student Achievement and Well-being.
- Our Organization – A Culture and Climate of Care.
- Our Resources – Time, Talent, Infrastructure, and Finances.

## LCAP GOALS



1. Strengthen our students' high academic achievement in a Climate of Care by developing and promoting the factors that distinguish Oak Park's model of educating the whole child.
2. Engage all stakeholders more deeply in shared-decision making and improved communication with staff, parents, students, and the community.
3. Continue to expand school safety and student/staff well-being initiatives.
4. Deepen student learning through Nature-based Experiences and Environmental Stewardship in all areas of the instructional program and foster creativity, play, experiential, and inquiry-based learning.

## DISTRICT GOALS



1. Increase academic achievement for all students.
2. Invest in student and staff safety and well-being.
3. Improve engagement with educational partners.
4. Utilizing resources efficiently and responsibly.

*These Goals are organized in the next few pages in a manner that shares the rationale and outlines the What, Why, and How.*

GOAL 1 – Increase academic achievement for all students.	
ACCESS and EQUITY	Encourage and support all students to achieve their full academic potential.
A. Focus on high-quality, standards-based instruction and address learning gaps across all grades:	
1. <i>Identify additional academic assistance opportunities, in-person and online, for all students.</i>	
B. Ensure equitable student access to higher-level academic courses while maintaining high academic standards and student achievement:	
1. <i>Review prerequisites, policies, and practices to enable students to reach their goals.</i> 2. <i>Examine vertical teaming to ensure we share this goal across grades and departments.</i> 3. <i>Review and refine the Multi-Tiered Systems of Support (MTSS) process.</i> 4. <i>Calibration of courses/classes.</i>	
PROFESSIONAL EXCELLENCE	Invest in our talented network of dedicated employees, recognizing our own.
A. Create professional development support services by drawing from our own incredible talent pool to recognize, celebrate and optimize talent toward continuous improvement:	
1. <i>Collaborate with staff to identify needs, create opportunities, and utilize OPUSD talent to develop professional development around district initiatives.</i> 2. <i>Implement strategies to support successful and innovative teaching practices that develop critical thinking, inquiry, and creative problem-solving.</i>	
B. Recruit, maintain, and celebrate staff - who are critical to student success and achievement:	
1. <i>Enhance onboarding practices for all new employees.</i> 2. <i>Develop and implement a formal orientation for new classified employees.</i> 3. <i>Reinforce a culture of continuous improvement and student-centered policies and actions.</i>	
GLOBAL CITIZENS	Nurture a sense of civic responsibility and service to the greater community.
A. Create opportunities for increased social awareness and competency.	
1. <i>Identify lessons that are being effectively implemented in classes and extracurriculars that teach and model civic responsibility so that these may be celebrated and shared.</i> 2. <i>Identify highly effective strategies and programs that can be easily and thoughtfully integrated into OPUSD instruction and student activities.</i>	
B. Work with the Ventura County Resource Conservation District to implement the new Monarch Butterfly Breeding and Migration Habitat grant program effectively; DK-12:	
1. <i>Promote community awareness of the Monarch Butterfly Habitat Grant program project.</i>	
C. Investigate and implement additional outdoor learning opportunities districtwide:	
1. <i>Promote “walking field trips,” with teachers bringing students off campus and utilizing local parks and other public outdoor open spaces to enhance outdoor learning.</i> 2. <i>Continue to identify and develop additional outdoor learning spaces.</i>	



GOAL 2 – Invest in Student and Staff Safety and Well-Being.

STUDENT ENGAGEMENT and CONNECTEDNESS	Foster collaboration and develop relationships to enhance the safety, connectedness, and well-being of our students.
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A. Solicit ongoing student feedback and innovation from our OPHS students:

- 1.Develop a “Student Voices” group at OPHS to incorporate student perspectives into our decision-making process.

B. Increase extracurricular program offerings and participation in all DK-12 schools:

- 1.Provide additional resources to support extracurricular programs.

SUPPORT STUDENTS and STAFF	Emphasize the influence of well-being on the relationship between a teacher or faculty member and their student.
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A. Reinforce a Culture of Valuing and Appreciating OPUSD Employees:

- 1.Continue to expand opportunities to recognize and honor staff.
- 2.Implement welcome-back meetings for all at the beginning of the year.

B. Establish comprehensive Wellness Centers at OPHS & MCMS to increase access to mental health services:

- 1.Provide comprehensive training for wellness counselors.
- 2.Implement a mechanism to provide more social-emotional support to students who need it.
- 3.Implement a system for administrators to ensure frequent and inclusive check-ins and ongoing 1:1 conversations with all staff at their sites.

C. Develop a Comprehensive Counseling Plan for DK-12:

- 1.Increase access to comprehensive social-emotional and behavioral support for students.
- 2.Provide ongoing training for school counselors.

D. Work with community partners and district staff to provide overall wellness training and supports:

- 1.Offer ongoing training from Ventura County Behavioral Health (VCBH/Redleaf Resources).
- 2.Collaborate with our community partners (Ludington Institute, Engage, etc.).

FOCUS on SAFETY	Continue ongoing safety and security focus.
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A. Complete a comprehensive district-wide safety review:

- 1.Identify evolving security needs and protocols, and allocate resources to enhance safety.
- 2.Work with our law enforcement and fire department partners to ensure optimal collaboration on a daily basis.

B. Deliver safety training to all educational partners:

- 1.Provide clear, consistent, and timely communication regarding safety and evacuation plans and protocols to staff, students, and families.



GOAL 3 - Improve Engagement With Educational Partners	
SOLICIT TIMELY FEEDBACK	Create a culture of collaboration between families and schools to build relationships that positively and powerfully impact student success.
A. Increase survey and advisory committee participation of all educational partners:	
1. <i>Redesign student, parent, and staff LCAP survey, including the addition of a school climate section.</i> 2. <i>Identify parent representatives/ambassadors from each school to become well-informed &amp; educate other parents, as well as encourage other parents to become involved in the process.</i>	
TRANSPARENT COMMUNICATION	Provide meaningful communication and engagement opportunities with all educational partners to build strong relationships and trust across the school community.
A. Enhance consistent home-to-school communication districtwide:	
1. <i>Deliver accessible, consistent, and purposeful information for all educational partners to grow an understanding of district efforts.</i> 2. <i>Implement quarterly Principal’s coffee with parents/guardians to understand their concerns and offer them opportunities to voice their opinions.</i>	
B. Review and update school websites:	
1. <i>Set up a team of educational partners to review and revamp website layout and content and work with the District's Website consultant to update school and district websites.</i> 2. <i>Partner with universities/colleges to bring on student interns to assist in this work.</i>	
RESPONSIVE AND ACCOUNTABLE	Implement a cohesive and proactive District and site strategic communication plan to inform and engage our diverse community using a variety of communication platforms.
A. Develop a system to respond in a timely fashion to feedback from families on district and site surveys.	
1. <i>Develop and follow a feedback calendar that will enable sharing an overview of the results and next steps within 30-45 calendar days with educational partners.</i>	
B. Develop and promote parent education workshop series:	
1. <i>Organize math and safety webinars for students and families.</i> 2. <i>Develop a calendar and topics for additional parent education workshops.</i>	
C. Continue Superintendent and Board office hours with staff at all sites to utilize their perspectives in our decision-making.	
1. <i>Develop a calendar of meetings and inform and encourage staff to attend.</i> 2. <i>Ensure that we close the “feedback loop” by informing staff of how we addressed their suggestions and concerns.</i>	



GOAL 4 - Utilizing resources efficiently and responsibly.

FISCAL RESPONSIBILITY	Maintain a sustainable planning and budgeting process collaborating with all groups.
A. Identify and pursue state funds for improving school facilities:	
1.Collaborate with outside consultants to identify additional funding streams.	
B. Maintain fiscal stability and solvency:	
1.Utilize budget reporting periods to make necessary adjustments to programs and expenditures when necessary.	
DISTRICT AWARENESS	Work with educational partners to improve processes, communication, and service for prospective students.
A. Increase enrollment and retain community-based families:	
1.Continue to develop innovative and creative programs that attract local residents. 2.Establish “customer care” norms and training programs for staff positions that regularly interface with families and the community.	
B. Expand the knowledge of the DOC program:	
1.Develop a timeline for messaging current OPUSD families and prospective families about the process and timelines for the DOC program. 2.Invite prospective DOC families to attend ongoing events throughout the district.	
BUILD CAPACITY	Provide professional growth opportunities for all staff.
A. Encourage teachers with current industry experience to pursue CTE credentials:	
1.Inform staff members teaching CTE courses of timely applications and processes.	
B. Increase the use of the “trainer of trainers” model to utilize our employees to deliver training in the district:	
1.Utilize the expertise of our own staff to both lower costs of attending outside training and build the capacity of our employees.	
C. Present professional development opportunities for our staff that promote our Climate of Care:	
1.Collaborate with local wellness community partners and Challenge Success to promote ongoing trends and continue to find ways to expand our climate of care.	
D. Create Leadership opportunities for teachers:	
1.Sites should encourage teachers to take an active role in major administrative events.	