

The 2031 Destination



Great Teaching. Every Student Learning.

The strategic plan is designed to translate the district's core traits—Communication, Accountable, Initiative, Resilient, Curious, and Confident—from aspirational ideals into a measurable operational reality by June 2031.

Three Priorities. One Coherent System.

Academic Coherence (Priority 1)

Core Focus:
The System

Key 2031 Metric:
85% core benchmark
attainment /
95% transition proficiency

Primary Elimination:
Eliminating social
promotion

Active Learning (Priority 2)

Core Focus:
The Student Experience

Key 2031 Metric:
90% active engagement
in core classrooms

Primary Elimination:
Eliminating passive
“time-filling” modules

Collective Efficacy (Priority 3)

Core Focus:
The Adult Culture

Key 2031 Metric:
100% voluntary coaching /
Top-quintile efficacy

Primary Elimination:
Eliminating high burnout
(-45% reduction targeted)

The Engine of Continuous Improvement

Priority 3 builds capacity
A safe, high-trust coaching culture equips educators with the skills and resilience needed to transform their classrooms.



Priority 2 transforms the experience.

Empowered teachers implement active learning, shifting the cognitive load to students and driving engagement.

Priority 1 assures the outcome.

Highly engaging instruction within an aligned system guarantees academic proficiency and eliminates systemic gaps.

Priority 1: Academic Assurance

Aligned Tier 1 instruction, essential standards, balanced assessment, and targeted student support.

85%+

Students meeting grade-level benchmarks through Tier 1 core instruction alone.

95%

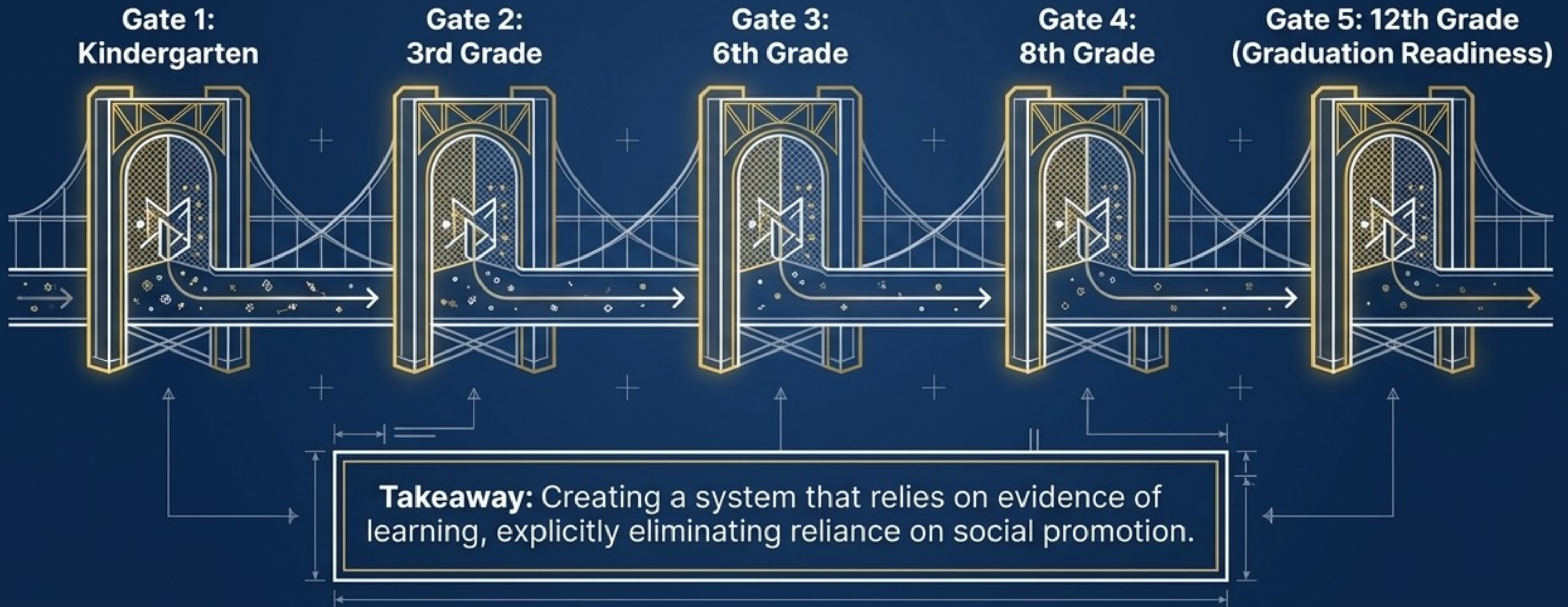
Students demonstrating verified proficiency on essential standards at key transition points.

100%

Schools implementing Targeted Student Support (MTSS) with strict fidelity.

Securing the Transition Points

Verified proficiency at specific academic gates prevents the **compounding** need for **intensive intervention** later in a student's career.



Priority 2: The Student Experience

Highly engaging, student-centered core instruction.

100%

Core classrooms implementing the district Active Learning Framework.

90%

Active student engagement observed during quarterly instructional walkthroughs.

0

Passive, low-value “time-filling” practices remaining in core instruction.

Shifting the Cognitive Load



Eliminate: Passive Compliance

- Passive listening
- Digital time-filling modules
- Low-value worksheets
- Teacher carrying the cognitive load

Target: Active Learning

- Student discourse
- Collaborative problem solving
- Frequent checks for understanding
- Student carrying the cognitive load

Takeaway: The Active Learning Framework defines what *students* should be doing, not just what teachers should be delivering.

Priority 3: Collective Efficacy & Culture

Institutionalizing a safe coaching culture that strengthens retention, wellness, and adult learning.

100%

Voluntary teacher participation in coaching cycles.

Top 20%

All schools scoring in the top quintile nationally on the Collective Teacher Efficacy Index.

-45%

Reduction in teacher-reported burnout metrics.

92%+

Maintained certified staff retention rate.

Trust is the First Milestone

To achieve 100% voluntary participation, the district coaching framework explicitly separates coaching from evaluation.

Evaluation

- Focused on rating
- Focused on compliance
- Tied to employment status

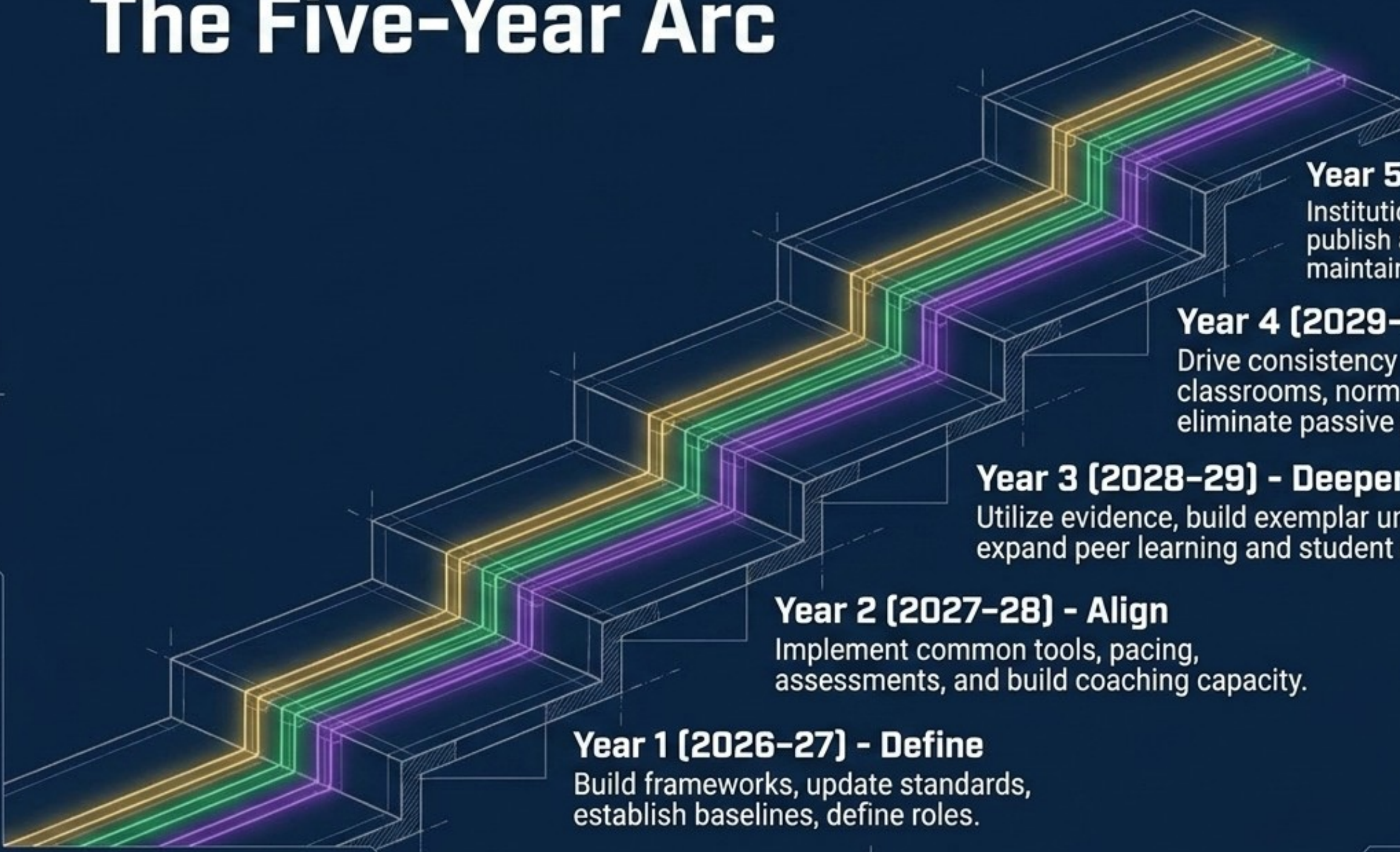
Strict Firewall

Coaching

- Focused on safety
- Peer observation
- Shared problem-solving
- Continuous instructional improvement

Coaching is a support for all,
not remediation for a few.

The Five-Year Arc



Year 1 (2026-27) - Define

Build frameworks, update standards, establish baselines, define roles.

Year 2 (2027-28) - Align

Implement common tools, pacing, assessments, and build coaching capacity.

Year 3 (2028-29) - Deepen

Utilize evidence, build exemplar units, expand peer learning and student discourse.

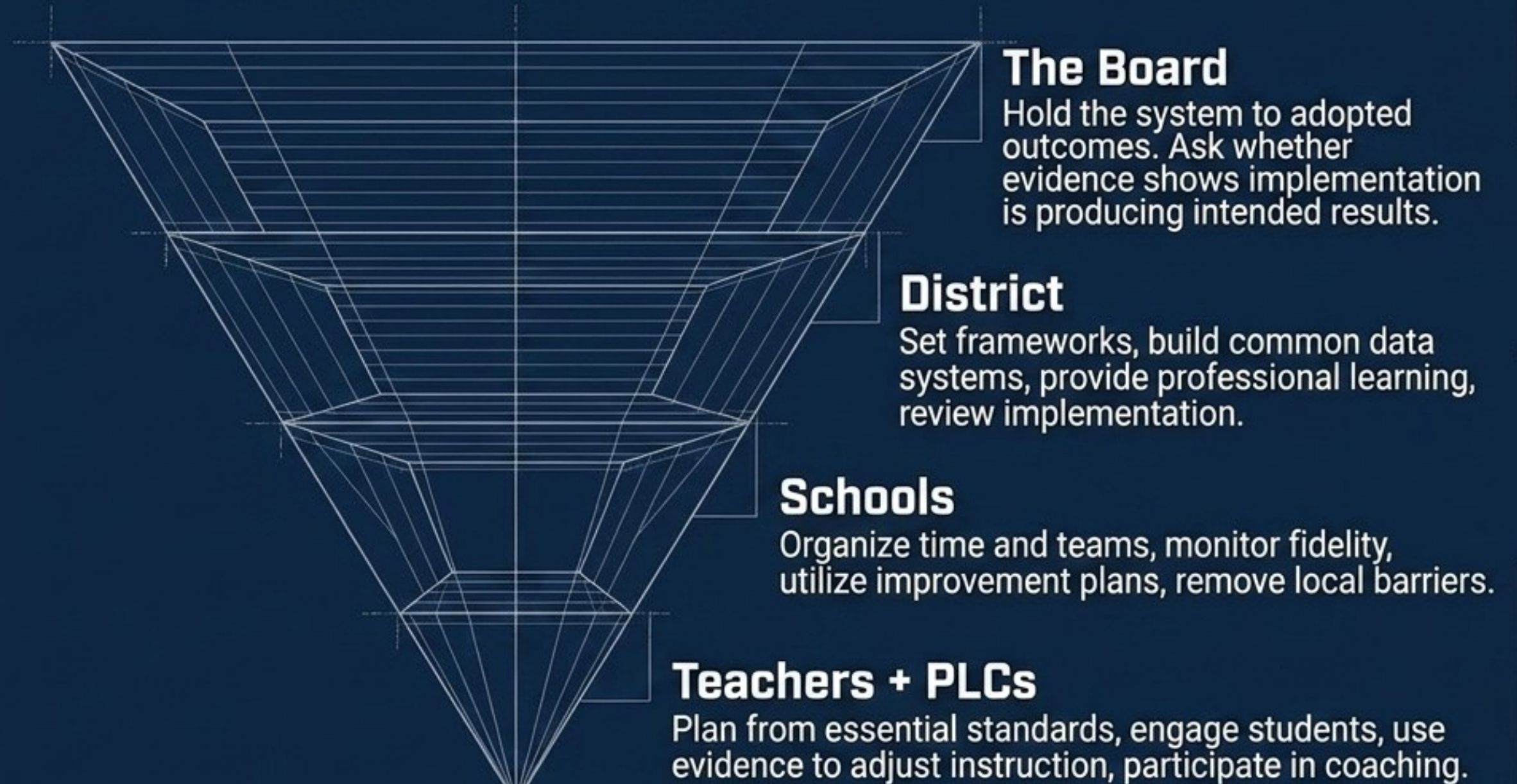
Year 4 (2029-30) - Scale

Drive consistency across all classrooms, normalize coaching, eliminate passive practices.

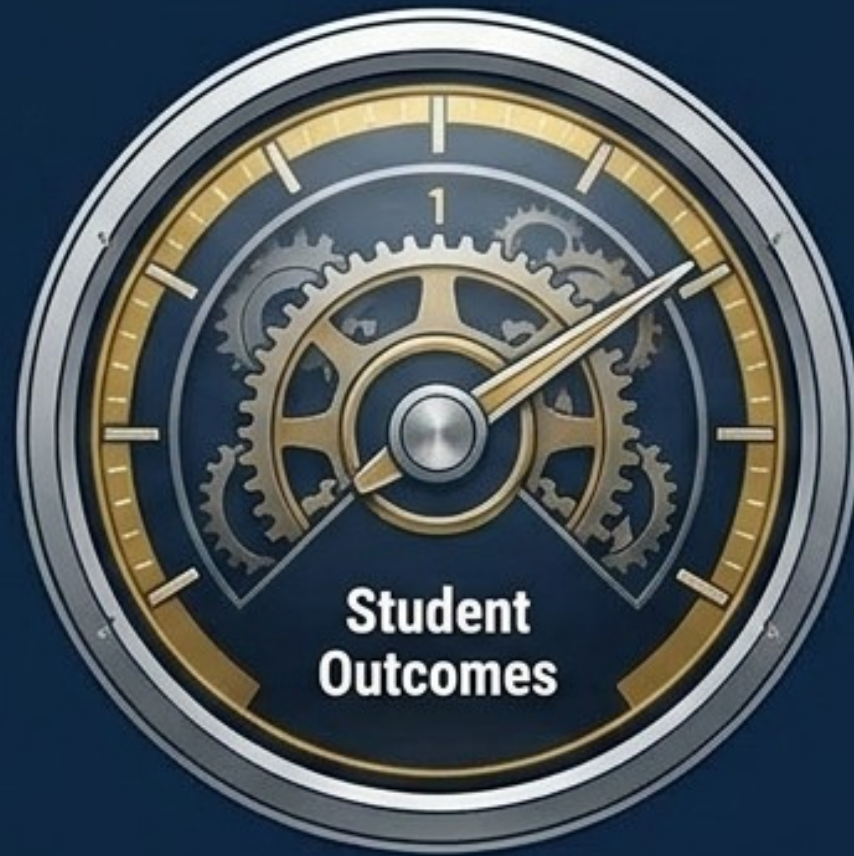
Year 5 (2030-31) - Sustain

Institutionalize annual review cycles, publish academic assurance, maintain high-trust culture.

Distributed Accountability



The Board Governance Scorecard



Monitoring 85% benchmark attainment and 95% transition proficiency.
(Evidence: Screening, state/district assessments).



Monitoring 100% framework implementation and 90% active engagement.
(Evidence: Quarterly walkthrough data).



Monitoring 100% coaching participation, top-quintile efficacy, and retention/wellness.
(Evidence: Climate surveys, retention data).

The Rhythm: Baseline → Annual Targets → Implementation Evidence → Outcome Trend → System Adjustment.

Establishing Clarity for Year 1

1
Are the 2031 outcomes and definitions clear enough to govern against?

2
Do the Year 1 frameworks, baselines, and role expectations establish the right foundation?

3
What evidence and reporting cadence will help the Board monitor progress without managing implementation?

Outcome Sought: Shared clarity on the destination, the first-year foundation, and the monitoring approach.