

**TUSTIN UNIFIED SCHOOL DISTRICT  
GOALS & PRIORITIES  
2022-2023**

1. **Highest Priority Student Achievement**—Continue research-based instructional improvement activities and high-quality professional development with staff leading all schools and subgroups (including special education and English learners) to increase all students' achievement (California Assessment of Student Performance and Progress [CAASPP] scores, graduation rates, college and career readiness, English learner [EL]).
- Priority 1.1: Identify students who experienced a loss of learning due to the challenges of previous school years, and implement systematic interventions, progress monitoring, and opportunities for learning leaps.
- Priority 1.2: Develop history social science learning continuum and EL support materials for newly adopted curriculum and provide professional learning for all teachers.
- Priority 1.3: Leverage Expanded Learning Opportunities and Elementary and Secondary School Emergency Relief (ESSR) funds using the Local Control and Accountability Plan (LCAP) and California Multi-Tiered Systems of Supports (MTSS) framework TK-12 to build increased school-wide academic, social-emotional, and behavioral systems of support.
- Priority 1.4: Develop Units of Study for high school Algebra I, Algebra II, English 9, English 12, World History, US History, Biology, and Chemistry.
- Priority 1.5: Increase EL learners' proficiency levels.
- Priority 1.6: Expand opportunities for students to participate in Career Technical Education (CTE) leadership events, competitions, and work-based learning experiences, including internships.
- Priority 1.7: Expand opportunities for students with impacted schedules to take CTE coursework through Coastline Regional Occupational Program (ROP), asynchronously, or outside the traditional bell schedule. Increase CTE opportunities for students attending Tustin Connect or Hillview High School. Increase the number of students becoming CTE pathway completers or reaching College and Career Readiness on the Dashboard.
- Priority 1.8: Improve the quantity and quality of industry-standard equipment available to grades 6-12 CTE students including Rapid Prototyping equipment and Digital Media Arts equipment at Legacy Magnet Academy, new digital single-lens reflex (DSLR) camera kits for students at each high school, and new iMac technology where needed in media arts classrooms.

- Priority 1:9: Begin a shift to Virtual Desktop Infrastructure (VDI) systems, thereby expanding student access to industry-standard software like SolidWorks for a greater number of CTE students at a more sustainable cost.
- Priority 1:10: Increase the efficacy of the District special education Special Day Classes (SDC) to meet the unique needs of students.
- Priority 1.11: Expand the District's capacity to meet the needs of students receiving special education services in the Least Restrictive Environment (LRE).

**2. Student Wellness & School Safety**—Continue to plan for and support students in the areas of safety, mental and physical health, and access to social supports. Provide ongoing training, resources, and support for the District’s comprehensive school safety plan

Priority 2.1: Implement recommended health and safety protocols to protect students and staff against COVID.

Priority 2.2: Improve response systems and interconnected supports to improve student engagement and wellness with the support of community school specialists and community partners.

Priority 2.3: Continue a TK-12 alignment of academic and social-emotional counseling supports.

Priority 2.4: Develop wellness centers at the Title I middle and high schools. Wellness centers are designed to support the well-being of students and staff. Wellness centers promote the use of calming activities, health and wellness and are a place to access support, take a break, rest, and refocus.

Priority 2.5: Continue implementing comprehensive safety response training for all school staff on Knowledge Saves Lives (intruder training), and “Stop the Bleed” for office personnel, health clerks, and campus supervisors. Work with local law enforcement and experts to analyze school safety plans.

Priority 2.6: Investigate systems to better monitor and secure physical campuses and increase the effectiveness of emergency communications.

**3. Planning for Facilities**—Develop options, plans and agreements to provide adequate, safe, and clean facilities on both a short- and long-term basis for growing staff and student population. Take all necessary steps to secure additional funding to continue modernization/construction projects contained in the District Facilities Needs Assessment Report at various schools. Develop a multi-year strategic plan for the most cost-effective use of schools.

Priority 3.1: Continue to expand outdoor and community Wi-Fi infrastructure across TUSD.

Priority 3.2: Complete construction process for Legacy Magnet Academy gymnasium project by May 2023.

Priority 3.3: Complete construction on Beckman High School CTE building by June 2023 and auxiliary gymnasium construction project by September 2023. Use grant funding to offset construction costs, where applicable.

Priority 3.4: Assess the conditions of school facilities to determine the priority of deferred maintenance projects and prioritize future District facilities projects.

Priority 3.5: Continue construction planning process for new Education Center project. Complete architect selection process, project programming and diagrams, design, Division of the State Architect (DSA) approval, bidding, and establish construction timeline.

Priority 3.6: Pursue state facilities funding for other facilities projects that may qualify for grant and or state funding.

Priority 3.7: Assess every site to determine facilities with the most pressing needs, prioritize the projects, and schedule work to address them in conjunction with deferred maintenance projects.

Priority 3.8: Continue to look at all opportunities to search for funding for future projects. Plan and prepare for application submission for new funding sources offered by the state working in conjunction with other departments such as:

- Learning Recovery Emergency Block Grant
- Arts, Music, and Instructional Materials Discretionary Block Grant
- Expanded Learning Opportunities Program

**4. Sustain an Inclusive, Caring, and Collaborative Culture**—Continue to promote and support a culture of high expectations with a focus on increased collaboration, shared decision making, and mutual respect for all students, staff, and families.

- Priority 4.1: Recruit and retain people who exhibit positive attitudes, genuine caring, and exceptional enthusiasm. Maintain the highest moral and ethical standards for all District employees.
- Priority 4.2: Provide teachers TK-12 with a variety of professional development opportunities through vehicles such as the TUSD Learning Series offerings throughout the school year.
- Priority 4.3: Continue to develop and define District protocols and practices leading to greater organizational efficiency and effectiveness.
- Priority 4.4: Serve and support all stakeholders by providing exceptional customer service.
- Priority 4.5: Expand the number of employees with CTE credentials to replace those lost to retirement in recent years.
- Priority 4.6: Conduct a Leadership Academy for certificated and classified staff to provide professional development to expand the District's leadership strengths, increase technical skills, and develop capacity for current/future positions.
- Priority 4.7: Update and train leaders on effective processes to ensure diverse candidate pools and quality hiring.
- Priority 4.8: Conduct "Learning to Lead in TUSD" professional development series for new principals and assistant principals. Implement Superintendent's Work Group for current site leaders. Conduct "Classified Management" professional development series for new classified management.
- Priority 4.9: Initiate/conduct leadership training focusing on special skills within Maintenance, Operations, and Facilities. Encourage certification where needed to retain and empower current employees. Develop training opportunities for employees wishing to expand knowledge.
- Priority 4.10: Initiate/conduct training in special education leadership for administrators to build the capacity of the District to operate high quality and legally defensible special education programs. Focus on compliance, procedures, program implementation, and performance monitoring for new site-level administrators. Focus on legal defensibility and District-level responsibilities for a new cadre of District-level special education administrators.

**5. Financial Responsibility**—Monitor income, expenditures, and enrollment to maintain District fiscal solvency. Maintain accurate management of cash flow data to ensure positive cash on hand to meet the District’s day-to-day financial obligations to employees and vendors in payroll, benefits, conferences, instructional materials, supplies, construction, and all other purchasing activities.

Priority 5.1: Secure additional grant funding for supplemental programs including CTE, Dual Immersion, Community Schools, and Students at Promise.

Priority 5.2: Monitor student enrollment and attendance rates across the District and take action to reduce the impact of student loss.

- Adjust staffing levels, site budget, and other allocations tied to enrollment.
- Business Services will work with various departments to develop an action plan to mitigate the impact of declining enrollment.

Priority 5.3: Perform ongoing review of student enrollment and increase attendance rates in order to respond in a timely way to shifts that could impact funding.

Priority 5.4: Seek opportunities to effectively safeguard the assets of the District.

- Assess protocols in place to ensure the safeguard of all assets, cameras, security locks, and monitoring processes.

Priority 5.5: Review and assess the impacts of one-time funds, particularly COVID funds, to ensure effective and efficient management, identify one-time and ongoing needs to ensure one-time expenditures do not encroach on ongoing funds. Continue to work with the Executive Cabinet to identify expiration of one-time funds to ensure none are left unspent. Monitor and recommend adjustments for the efficient management of one-time funds received by the District, i.e., COVID funds.

Priority 5.6: Establish and monitor a plan for funding provided in the state budget.

**6. Communication & Parent/Community Partnerships**—Communicate with parents and the community to build a working home/school/community partnership which maximizes student success, builds strong families, and promotes safe schools and homes.

Priority 6.1: Expand internship and work-based learning opportunities for students.

Priority 6.2: Increase District and social media engagement. Provide training to staff.

Priority 6.3: Provide training to site and District staff to increase the effectiveness and usability of District and school websites.

Priority 6.4: Develop Board Policy and Administrative Regulation that govern school and District websites.

Priority 6.5: Develop Board Policy and Administrative Regulation that governs the use of District-sponsored social media.

Priority 6.6: Develop Board Policy and Administrative Regulation that governs the distribution of community flyers.

Priority 6.7: Implement weekly Superintendent's Newsletter for all staff, families, and key communicators.

Priority 6.8: Celebrate student and staff achievement, District priorities, goals and programs through effective marketing and communication strategies. This may include the evaluation, creation and/or elimination of existing tools.