



PUSD STRATEGIC PLAN

APRIL 2010 – PROPOSED REVISIONS IN ITALICS

OUR VISION FOR 2020

We are the internationally recognized leader in public education. We have marshaled the vast resources and assets of our region to engage students in broad-based, world-class, relevant educational experiences. All students graduate prepared for college and career success and to contribute to our democratic society.

OUR MISSION

Providing a caring, engaging, challenging experience for every student every day.

OUR VALUES

Our students come first. Our decisions are driven by what is best for them. Our policies, programs, and behaviors are based on:

Integrity and Respect

We say what we mean and we do what we say. We meet or exceed professional standards and legal requirements.

Our behaviors, policies, and programs affirm the worth and personal dignity of all students, staff and community members. We foster a climate of civility, collegiality, tolerance and reasoned debate, embracing our diversity as a strength that adds vibrancy and creativity to our perspectives, deliberations and decisions.

Transparency

We encourage diverse input and differing opinions. We make our decisions openly. We make information easily accessible to everyone.

Equity

We believe that every child is entitled to the same, high quality education, no matter what school he or she attends. We also believe that different needs require different levels of resources to enable all children to achieve their full potential.

Accountability

We take responsibility for our actions, decisions and outcomes. We are committed to continuous improvement and use evidence-based approaches to identify improvements that support student success.

Collaboration

We encourage the participation of parents and the entire community in all aspects of PUSD. We actively seek mutually-beneficial partnerships with the people and organizations in our communities and region.

Honoring our Fiscal Responsibility

We maintain the public trust by providing high quality services and by using our resources prudently, efficiently and equitably. Preserving the longer term financial viability of the District is always a key factor in our decisions.



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OUR CULTURE

Pasadena Unified School District shall cultivate a culture where parents, students, and the community are welcomed, valued, and supported. We will collaborate with each other and our partners to achieve academic excellence, pursue continuous personal and professional improvement, and build positive relationships. We will celebrate our strengths and continually embrace opportunities to improve as a community of learners.

STRATEGIC PRIORITIES

PUSD will sustain its focus on improving **student achievement**, incorporating **rigor, relevance and relationships** into learning, and increasing **organizational effectiveness**. We will implement current initiatives effectively; use data to continuously improve performance and align to best practices; operate with a sense of urgency; invest in training to expand the capacity of staff and stakeholders; and partner with families, community and businesses to improve student outcomes.

Powerful Instruction

- Middle and High School Reform
- Closing the achievement gap
- High expectations for all

Outstanding Staff

- Continuous professional development
- Individual accountability and responsibility
- Ongoing coaching and support

Quality Learning Environment

- High-quality facilities
- Safe, orderly and secure schools
- Caring, respectful culture

High-Performing, Accountable Organization

- Fiscal stability
- Comprehensive accountability system
- Effective informational and instructional technology
- Responsive and efficient service

Meaningful Collaboration and Partnerships

- Timely, Accessible Communication
- Focus on Parent and Student Engagement
- Strategic Community Partnerships

Parent Engagement

- *Strong communication and relationships between parents/guardians and schools*
- *Diversified opportunities for parent/guardian involvement*
- *Proactive engagement in students' academic and personal growth.*



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PUSD GRADUATE PROFILE

A shared vision for the range of skills, knowledge, attributes, and preparation a student will develop on their educational journey through the Pasadena public school system.

Skills and Knowledge

- *Strong Academic Skills*
 1. *Students will master basic academic skills in reading, writing, and math*
 2. *Students will have opportunities to take and complete college preparatory courses. High schools will offer A-G classes so that students can successfully satisfy the University of California and California State University entrance qualifications*
 3. *Students will acquire strong verbal and written bilingual skills so they can better compete in the global marketplace*
 4. *Students will possess 21st Century skills necessary to navigate a multidimensional landscape. Students will be equipped with a range of interpersonal, academic, vocational, technological, and entrepreneurial skills that will make them competitive locally and globally.*
- *Life Skills*
 1. *Students will develop financial literacy and basic money management skills*
 2. *Students will possess interpersonal and social skills in order to build positive relationships with peers and adults*
 3. *Students will embrace cultural diversity, seek out opportunities to learn more about cultures from around the world, and will understand their own heritage*
 4. *Students will become lifelong learners and will find joy and satisfaction in learning*
 5. *Students will understand the global economy*
- *Dynamic Critical Thinking and Problem Solving Skills*
 1. *Students will possess self discipline and appreciate the importance of goal setting*
 2. *Students will understand their personal value and become advocates for their future*
 3. *Students will acquire strong organizational skills to support academic and personal growth*
 4. *Students will have the ability to quickly and easily adapt their knowledge and skills to new environments (Cognitive flexibility)*



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Values

- *Internal Values: Values developed by and originating within students. Students will:*
 1. *Possess positive motivation*
 2. *Be responsible for their behavior, actions, and choices*
 3. *Behave with integrity*
 4. *Be internally driven and resilient to overcome challenges*
 5. *Be compassionate and have empathy towards others*
 6. *Possess ethical and moral compasses to guide them*
 7. *Have respect for themselves and others*
 8. *Build self-confidence*

- *External Values: Values representing a student's commitment to his or her community, both local and global. Students will:*
 1. *Volunteer and give back to their community*
 2. *Value and support their family and community*

Opportunities

- *Awareness and appreciation of future potential. Students will:*
 1. *Attend and graduate from college*
 2. *Enter a career, vocation or employment opportunity equipped with the skills to succeed*
 3. *Embrace the goal of academic and professional excellence*
 4. *Travel throughout the world to expand their understanding of themselves and other cultures*
 5. *Pursue their passions and follow a path that supports their passion*

- *Ability to develop new knowledge and skills. Students will:*
 1. *Become independent and self-sufficient throughout their lives*
 2. *Become resilient, resourceful, and willing to take risks to reach their goals*
 3. *Dream about their future and establish goals to achieve success*
 4. *Have a global perspective*

- *Commitment to community. Students will:*
 1. *Seek out opportunities to volunteer and give back*
 2. *Become a contributing member of society*
 3. *Return to the PUSD community to serve as leaders and support their families*

ALL STUDENTS PREPARED FOR COLLEGE AND CAREER