



DRAFT SPS Strategic Plan

Mission

Seattle Public Schools is committed to ensuring equitable access, eliminating opportunity gaps, and excellence in education for every student.

Vision

Every Seattle Public Schools' student receives a high-quality, world-class education and graduates prepared for college, career, and community.

Theory of Action

WHEN WE FOCUS on ensuring racial equity in our educational system, unapologetically address the needs of students of color who are furthest from educational justice, and work to undo the legacies of racism in our educational system...

BY:

- Allocating resources strategically through a racial equity framework
- Delivering high-quality, standards-aligned instruction across all abilities and services
- Creating healthy, supportive, culturally responsive environments from the classroom to central office
- Directly and consistently working in partnership with families and communities who represent students of color who are furthest from educational justice; and
- Making clear commitments and delivering on them

THEN we will eliminate opportunity and achievement gaps and every student will receive a high-quality, world-class education.

Priority: High-Quality Instruction and Learning Experiences

Educate the whole child through high-quality instruction and learning experiences that accelerate growth for students of color who are furthest from educational justice, with an intentional focus on African American males.

We will appreciate and serve the academic, social, emotional, and behavioral strengths and needs of students, including providing high-quality, culturally responsive instruction, curriculum, and social-emotional learning supports that are delivered by educators who set high expectations so that students graduate college, career, and community ready.

Goals

- Students of color who are furthest from educational justice will feel safe and welcome in school
- Students of color who are furthest from educational justice will read at grade level by 3rd grade
- Students of color who are furthest from educational justice will be proficient in mathematics in 5th grade and 7th grade
- Students of color who are furthest from educational justice will finish 9th grade on track for on-time graduation
- Students of color who are furthest from educational justice will graduate college and career ready



Priority: Predictable and Consistent Operational Systems

Develop operational systems that provide a predictable, consistent, high-quality experience for students and families that allows them to focus on learning.

We will operate central office functions in a service-oriented, high-quality, cost-effective manner. We will ensure that every operational team establishes and consistently meets high service levels that provide students and families the information and daily experience that allows them to experience a safe and productive day of learning.

Goals

- All operational functions will improve performance in support of student learning

Priority: Culturally Responsive Workforce

Develop a culturally responsive workforce so teachers, leaders, and staff effectively support students and families.

We will recruit a diverse workforce using proven local and national best practices, focus on the retention of educators of color, and continue to nurture culturally responsive mindsets and capabilities with all team members so there is a warm, welcoming environment in every classroom, school, and throughout central office.

Goals

- The cultural responsiveness of staff will increase
- The diversity of staff and leadership at schools and central office will increase

Priority: Inclusive and Authentic Engagement

Conduct inclusive and authentic engagement that incorporates the experiences and perspective of students, families, and communities who are furthest from educational justice.

We will proactively and consistently work in partnership *with* communities (not *for* communities) in identifying needs, determining solutions, and supporting implementation of the initiatives that will best meet the needs of students of color who are furthest from educational justice. We will use culturally appropriate ways to engage with communities so we build trusting relationships and elevate the voices of those who can help us meet the needs of students of color who are furthest from educational justice.

Goals

- Students of color who are furthest from educational justice will have more voice and leadership in school and district initiatives
- Families and communities who represent students of color who are furthest from educational justice will have more voice in school and district initiatives