



TAMALPAIS UNION HIGH SCHOOL DISTRICT MISSION STATEMENT

November 13, 2013

The Tamalpais Union High School District is dedicated to the development of creative, passionate, and self-motivated learners. Upon graduation, students will be prepared for engaged citizenship and able to contribute individually and collaboratively in order to address the challenges of a dynamic and diverse world. To these ends, all students will demonstrate mastery of core competencies and will be offered meaningful learning experiences to enable them to access and critically analyze information, pose substantive questions, and communicate effectively.

STRATEGIC PRIORITIES

Curriculum & Assessment System

- ✓ Establish district wide curriculum that is coherent from the learner's perspective using the Understanding by Design frameworks
- ✓ Identify what each student should know and be able to do in each department or program and create courses or series of courses that align with established program goals
- ✓ Provide all students with access to an established guaranteed and viable curriculum
- ✓ Develop and use quality assessments that align to proficiency scales and guide instruction in all courses
- ✓ Support the development of cornerstone assessments that measure students' understanding and transfer of knowledge within and across disciplines
- ✓ Ensure student mastery of 21st century skills
- ✓ Create accurate and consistent grading and reporting practices across TUHSD to support all learners in developing content and 21st century skill proficiency
- ✓ Strategically evaluate current and future course offerings to ensure alignment with the mission

Instructional Programs & Practices

- ✓ Develop a system of intervention to support the academic and behavioral success of all students
- ✓ Develop a routine approach to collectively review and respond to student performance while enhancing the district's organizational culture and climate
- ✓ Utilize SMART goals to create short- and long-term system, site, and team plans
- ✓ Support students' emotional and social growth and work towards a community where all students feel safe and valued
- ✓ Guarantee student access to rigorous, relevant, and engaging courses
- ✓ Develop inclusive special education model that meets the needs of identified students

Human Resources

- ✓ Recruit a diverse applicant pool through innovative methods; assess effectiveness of earlier efforts, adjust planning and actions as necessary
- ✓ Improve HR department communications with all stakeholders; focus on two-way communication and soliciting input
- ✓ Promote and ensure a culture of appreciation, support, and understanding in which all staff members feel valued
- ✓ Collaborate with Educational Services department to support implementation of staff development plans

Leadership Development

- ✓ Actively recruit and hire teachers with leadership capacity and values aligned with the district mission
- ✓ Provide sustained and mission-focused coaching, professional, and leadership development for staff
- ✓ Continue to train and support Teacher Leaders as they work to facilitate the review and response to student data in collaborative groups
- ✓ Utilize Teacher Leader evaluation system to ensure growth and accountability of each leader
- ✓ Provide targeted training and support to develop the capacity of individual administrators at all levels and functions

Governance

- ✓ Provide direction and support for the superintendent and administrative team
- ✓ Continue to educate stakeholders regarding the role and work of the governance team
- ✓ Support mission-driven programs and practices through allocation of adequate resources
- ✓ Explore, develop, and implement appropriate opportunities for two-way communication and engagement with stakeholders
- ✓ Ensure smooth transition of the governance team as new members are elected and seated on the Board of Trustees

Community Relations

- ✓ Utilize the most effective means of communication with the district's internal and external stakeholders including websites and social media
- ✓ Develop understanding of the school district in all aspects of its operations by providing an honest, consistent, and comprehensive flow of information about policies, programs, and progress of the schools
- ✓ Actively seek information from the community regarding expectations and aspirations for our schools
- ✓ Bring about community understanding of the need for continuous improvement and what must be done to facilitate that improvement

Finance & Facilities

- ✓ Ensure long-term fiscal health of the district and maintain a balanced budget
- ✓ Continue active leadership role in the county and state to advocate for adequate school funding
- ✓ Develop short-term and long-term plans for the operational impact of increasing enrollment
- ✓ Maximize the remaining bond funds by developing and implementing a plan for the completion of the modernization program
- ✓ Develop and implement a comprehensive post-modernization maintenance plan to ensure safe school environments
- ✓ Develop agreements among school and community organizations for sharing resources and increasing efficiency
- ✓ Develop and implement a process to ensure community and staff awareness of the financial condition of the district