



## TAMALPAIS UNION HIGH SCHOOL DISTRICT MISSION STATEMENT

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 a given course or series of courses
- ✓ Develop and use quality assessments to guide instruction
- ✓ 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
- ✓ Strategically evaluate current and future course offerings to ensure alignment with the mission

### Instructional Programs & Practices

- ✓ Expand use of effective instructional delivery models to ensure high levels of learning for all students
- ✓ Develop system wide responses to support the academic success of all students
- ✓ 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
- ✓ Improve HR department communications with all stakeholders
- ✓ Create professional development plans for all staff that align with district mission and strategic priorities
- ✓ Promote and ensure a culture of appreciation, support, and understanding in which all staff members feel valued
- ✓ Assess current administrator evaluation process to ensure a focus on growth and accountability for each leader
- ✓ Implement a staff development program designed to continuously improve upon teaching practices

### Leadership Development

- ✓ Under the leadership of the site principal, establish systems to ensure that site staff work collaboratively to foster and sustain a culture of professionalism, respect, trust, and high expectations
- ✓ Provide sustained and focused coaching and professional development for administrators and teachers
- ✓ Continue to improve the Teacher Leader model in order to support development of guaranteed and viable curriculum, equitable outcomes, and high quality instruction
- ✓ Utilize Teacher Leader evaluation system to ensure growth and accountability of each leader
- ✓ Continue to recruit and hire high quality internal and external candidates for all leadership openings especially at the entry level

### Governance

- ✓ Provide direction and support for the superintendent and administrative team
- ✓ Continue to implement communication plan regarding:
  - The role and work of the governance team
  - How and why the governance team works on behalf of all TUHSD students
- ✓ Implement annual process for reflective board self-evaluation and review of governance protocols and goals for the purpose of continuous improvement
- ✓ Continue policy audit process to review district BPs and ARs through the lens of equity and the mission to begin with review of high impact policies
- ✓ Support mission driven programs and practices through allocation of adequate resources
- ✓ Ensure opportunities for the diverse range of views in the community to inform board deliberations
- ✓ Articulate the mission and strategic priorities of the district focused on student learning and achievement for all students to community, parents, students, and staff

### 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