

## Our Vision for Student Success

Fresno Unified is committed to preparing college and career ready graduates. To achieve this level of readiness, every student can and must learn at grade level and beyond. We have a deliberate, intentional culture of learning with high expectations where every day, every educator, and every student seeks to learn and strives for growth. We support and challenge each other to stay focused on what matters most: ensuring that in every classroom our students are engaging with relevant, challenging content, taking ownership for their learning, and improving every day.

## Division Theory of Action

<b>If we...</b>	<b>Get the right people in the right work.</b>
By...	<ul style="list-style-type: none"> <li>▪ <b>Knowing our people</b>, their strengths, and development areas to forecast talent for future needs and ensure the organization has a continuous supply of effective individuals and teams</li> <li>▪ Creating and establishing a <b>diverse pipeline of talent</b> with <b>clear pathways for advancement</b></li> <li>▪ Determining and consistently utilizing rigorous, relevant <b>selection criteria</b></li> <li>▪ Setting and holding clear <b>performance expectations</b> for all roles that center on cultivating a positive learning culture and improving student outcomes</li> </ul>
<b>And if we...</b>	<b>Invest all stakeholders in a shared vision of effective instruction that drives our work.</b>
By...	<ul style="list-style-type: none"> <li>▪ <b>Challenging and elevating our expectations</b> for effective instruction that improves student learning</li> <li>▪ <b>Communicating a shared vision</b> for effective instruction with all stakeholders</li> <li>▪ <b>Aligning our policies, systems, structures, processes and practices</b>, including department goals, initiatives and budget decisions, to support progress toward our vision</li> </ul>
<b>And if we...</b>	<b>Establish a diverse, inclusive, accountable community that embraces a culture of learning with high expectations.</b>
By...	<ul style="list-style-type: none"> <li>▪ Creating <b>collaborative teams</b> that work interdependently using cycles of continuous improvement to achieve common goal(s) for student learning</li> <li>▪ <b>Modeling team learning and a growth mindset</b> by giving, receiving and acting on regular, specific and actionable feedback to learn together in order to improve our individual and collective results</li> <li>▪ Operating with <b>integrity and courage</b> by being transparent about challenges, accepting learning as our fundamental purpose, and being willing to examine all practices in light of their impact on learning</li> </ul>
<b>And if we...</b>	<b>Ensure a coherent and effective instructional system to support schools in achieving our shared vision.</b>
By...	<ul style="list-style-type: none"> <li>▪ Providing research based, <b>proven curriculum choices</b> that offer multiple pathways for achieving the vision and attend to students' academic, social and emotional needs</li> <li>▪ Implementing a <b>balanced assessment system and data collection protocols</b> that <b>measure progress</b> toward our shared vision</li> <li>▪ Offering <b>student support services and interventions</b> that ensure success for every student</li> <li>▪ <b>Aligning professional learning experiences</b> to support educators in bringing these systems to life</li> <li>▪ Establishing <b>shared decision making processes</b> to ensure the instructional system reflects school and classroom needs</li> </ul>
<b>Then...</b>	<ul style="list-style-type: none"> <li>▪ <b>We will make sound decisions based on a shared understanding of the kind of classrooms we're trying to build in our system; and</b></li> <li>▪ <b>We will have a deliberate, intentional culture of learning with high expectations where every day, every educator, and every student seeks to learn and strives for growth; and</b></li> <li>▪ <b>We will support and challenge each other to stay focused on what matters most: ensuring that in every classroom our students are tackling relevant, challenging content, taking ownership for their learning, and improving every day; and</b></li> <li>▪ <b>We will prepare college and career ready graduates who have learned at grade level and beyond each year that they attended school in our system.</b></li> </ul>

