

Growing Up

at Tucson Unified

Community Schools and Preschool Programs **STRATEGIC PLAN**



TUCSON UNIFIED
SCHOOL DISTRICT



VISION, MISSION, & VALUES

VISION:

Creating a nurturing environment where all children thrive.

MISSION:

We support each student's success in a diverse and evolving world by providing meaningful learning experiences that encourage empathy, curiosity, creativity, collaboration, and critical thinking.





VALUES:

EXCELLENCE: We foster excellence through relevant, diverse, and intentional educational experiences to develop the full potential of all learners.

We demonstrate this value by

- Creating environments where learners are safe to express their opinions and beliefs.
- Providing collaborative experiences that engage students in authentic problem-based learning.
- Providing developmentally appropriate learning opportunities through exploration, purposeful play, and differentiated instruction.
- Stimulating students to develop and utilize independence, self-management, and executive functioning skills.
- Providing ongoing, differentiated, and evidence-based professional learning for all employees.

INNOVATION: We inspire creativity, curiosity, and critical thinking through dynamic, future-focused global learning experiences.

We demonstrate this value by

- Offering unique, enriching, and future-focused learning experiences at every level.
- Creating opportunities for critical thinking and higher-ordered problem-solving to support confidence and risk-taking.
- Engaging in purposeful play that supports creativity and imagination.
- Providing students with individual freedom to express themselves creatively through meaningful learning experiences.





INTEGRITY: We act with respect and honesty to ensure transparency, equity, and accountability in all we do.

We demonstrate this value by

- Communicating with respect and honesty.
- Acting on the belief that every student, family member, and employee comes with funds of knowledge (assets, valuable experiences).
- Ensuring equitable community representation in a transparent decision-making process.
- Implementing consistent practices, policies, and procedures across the Community Schools & Preschool Programs Department.
- Sharing responsibility for protecting district resources.
- Demonstrating transparency in all financial matters.

DIVERSITY: We champion the inclusion of all individuals by nurturing and celebrating their unique strengths and different points of view.

We demonstrate this value by

- Ensuring equitable access and opportunity to diverse learning experiences regardless of ability, race, language, culture, and backgrounds.
- Differentiating our curriculum to reflect students' experiences, interests, and abilities.
- Providing multiple opportunities to engage students in learning about a variety of cultures and traditions that differ from their own.
- Providing physical environments that are accessible, spacious, and responsive to students' needs.
- Enhancing shared decision-making that embraces different perspectives, beliefs, and experiences.
- Welcoming family participation by creating safe spaces to engage in school and community activities.





CARING COMMUNITY: We cultivate relationships and a sense of belonging within our diverse community by embracing empathy and shared decision-making.

We demonstrate this value by

- Establishing open lines of communication by connecting, valuing, and listening to the voices of students, families, employees, and other community partners.
- Building a culture of trust where learners can grow and flourish in supportive environments.
- Providing meaningful opportunities for participation and collaboration.
- Acknowledging implicit biases and striving to create an accepting community that ensures understanding and respect.



STRATEGIC GOALS & COMMITMENTS

GOAL 1 – STUDENT EXPERIENCE: Provide students with high-quality learning experiences in a welcoming environment where they thrive socially, emotionally, and academically.

We are committed to

- 1.1. Ensuring a safe, inclusive, and nurturing environment that promotes dignity, equity, and respect for all students.
- 1.2. Utilizing developmentally appropriate practices, resources, activities, and environments across all programs to tailor learning experiences to each student's needs and abilities.
- 1.3. Implementing evidence-based social, emotional, and academic learning experiences that encourage purposeful play, critical thinking, and peer collaboration.
- 1.4. Integrating culturally responsive methods and resources that mirror the rich diversity of our students and the local and global communities.





GOAL 2 - PROFESSIONAL GROWTH: Develop, provide, and engage in relevant learning opportunities for professional growth.

We are committed to

- 2.1. Engaging new staff in a comprehensive onboarding process.
- 2.2. Supporting staff with differentiated, engaging, and relevant professional learning opportunities.
- 2.3. Developing the staff's awareness of their social and emotional well-being and its impact on classroom climate.
- 2.4. Engaging in coaching cycles of intentional and relevant dialogue that support each staff member's professional growth.
- 2.5. Building opportunities for staff to contribute, reflect, and apply their knowledge through team collaboration and extended professional learning experiences.

GOAL 3 – COMMUNITY CONNECTIONS: Enhance the lives of our diverse population by building meaningful relationships between students, staff, families, and community partners.

We are committed to

- 3.1. Fostering a culture of listening, compassion, and empathy where all feel a sense of belonging.
- 3.2. Providing opportunities for families, staff, and community partners to engage in the decision-making process.
- 3.3. Connecting with foundations, universities, colleges, and early childhood agencies to recruit a highly qualified and diverse workforce committed to serving all students.
- 3.4. Enhancing our relationships with current and prospective community partners to thrive and evolve as a department.
- 3.5. Utilizing multi-media platforms and community activities to promote all department programs and events.

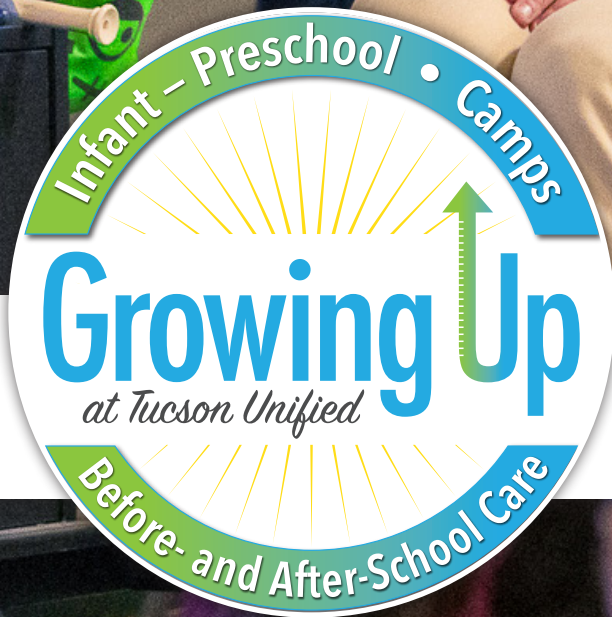




GOAL 4 – DATA-DRIVEN DECISION MAKING: Acquire, prioritize, and apply data to inform decisions that enhance educational excellence.

We are committed to

- 4.1. Utilizing multiple tools to develop, collect, and analyze data.
- 4.2. Ensuring that staff have access to clear and relevant data.
- 4.3. Building the capacity of department staff to use data to inform all decisions and drive improvement.



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