Roadmap 2022: Learning Every Day
The West Contra Costa Unified School District has embarked on a new vision for students and families. It is a vision of our District as a learning and learner-centered organization where students acquire the skills and knowledge to succeed in the world.

It is a vision of a talented and empowered staff. It is a vision of school growth from the inside out. It is a vision of a healthy and healing culture. And it is a vision where families continue to choose our district’s schools year after year.

Roadmap 2022 is an ambitious and equity-centered plan focused on Thriving Employees, Achieving Students, and Engaged Communities.
To prepare the WCCUSD Graduate to lead and thrive in the 21st Century, we need to equip our students to be:

- **Content Masters**: Consistently produces high-quality academic and professional products and performances that model reflection and revision, persistence and accountability.

- **Effective Collaborator**: Works in teams to share ideas and responsibilities, solve problems, and achieve shared goals.

- **Skilled Communicator**: Listens, comprehends, critiques, and communicates effectively by adapting to audience, task, purpose, and discipline. Refines and applies core content knowledge through speaking and writing.

- **Self-Directed Learner**: Independently seeks and uses resources, including teachers, peers, print and digital references to engage in new learning toward academic, professional, and personal goals.

- **Responsible World Citizen**: Exercises the rights and obligations of citizenship, engages in the local and global community through application of content knowledge and cultural awareness. Seeks to understand other perspectives.

- **Innovative Thinker**: Thinks critically and creatively by making claims, assessing evidence and solutions and draws on multiple perspectives when approaching complex issues and adapting to challenges.
How will our organization prepare the 21st century graduate? By taking our Roadmap 2022 path:

To prepare graduates of the future our organization must support and create:

- Thriving Employees
- Achieving Students
- Engaged Communities

21st WCCUSD graduate
By 2022, we will be a District with

- **Achieving Students**: 80% of 3rd graders read at grade level! 80% of English Language Learners reclassify after 5 years! 80% of African-American 6th graders are proficient in Math! 80% of our graduates are college and career ready!

- **Thriving Employees**: Where 80% of our employees stay with us for at least five years!

- **Engaged Communities**: Where 80% of families and students report high levels of satisfaction!
80% of 3rd graders are reading on grade level!

80% of ELL students are reclassified in 5 years!

80% of African-American 6th graders are proficient in Math!

80% of Graduates are college and career ready!
Our Challenge

Current data for our third graders, ELLs, African-American 6th grade students, and graduates

- 30 percent of third graders read at grade level
- 30 percent of our English Language Learners reclassify by the sixth grade
- 10 percent of African-American 6th graders are proficient in math
- 40 percent of our graduates are college and career ready
<table>
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<tr>
<th>What we believe: Our Theory of Action</th>
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<td><strong>1.</strong> Deepen the implementation of quality learning, teaching and leadership practices in our classrooms and schools.</td>
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<td><strong>Then..</strong></td>
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<td><strong>2.</strong> Maintain talented staff through compensation, supportive conditions and quality and personalized professional learning.</td>
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<td><strong>Then..</strong></td>
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<td><strong>3.</strong> Create powerful school and District cultures predicated on positivity, trust, inclusion, safety and communication.</td>
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**We will see student achievement grow for all students throughout the district. (ACHIEVING STUDENTS)**

**We will recruit, support, and retain knowledgeable and effective people in WCCUSD. (THRIVING EMPLOYEES)**

**We will develop healthy students and engaged parents who are invested in their learning every day. (ENGAGED COMMUNITIES)**
Nine Areas of focus in 2018-2019 in support of 3 BIG GOALS

**Achieving Students**

1. **Proven Leaders**
   Develop leaders to foster and cultivate a shared vision, a positive school culture, and a cohesive instructional program.

2. **Effective Teachers**
   Support teachers to know their craft and plan and deliver engaging, personalized, and innovative instruction to all students.

3. **Impactful Student Programs**
   Provide opportunities beyond the core classroom that inspire and motivate students to reach their full potential.

**Thriving Employees**

4. **Competitive Compensation**
   Offer competitive compensation to attract and retain quality educators.

5. **Supportive Conditions**
   Develop school environments where teachers and staff feel valued and empowered and all basic needs are met.

6. **Increased Capacity**
   Support staff in its growth and development through quality professional learning based on individual needs.

**Engaged Communities**

7. **Safe and Welcoming Schools**
   Provide school environments where students, families, and staff feel safe and welcome.

8. **Positive School Climates**
   Strengthen school culture through a tiered system of positive and restorative supports.

9. **Socio-Emotional Services**
   Support the whole child through effective social and emotional supports as part of a Full Service Community Schools approach.
To become a top school districts in the state and to hit our goals, we must change the way we work. **We must commit to 5 major SHIFTS.** Shifts from being:

1. **Data scattered to data informed:** We must commit to a culture of data where we ask questions and have the right tools to answer those questions.
2. **Educator dominant to learner centered:** We must know what our learners need at all times and be responsive to those needs.
3. **District driven with large convenings to site centered with job embedded support:** We must cultivate agency and accountability among the practitioners around vision, strategies, ownership, and results.
4. **Resource diffuse to resource targeted:** We must not spread resources too thin but be targeted and disciplined about how we spend.
5. **Top down evaluative to holistic performance management:** We must hear from the people who work for and with an employee not just the direct supervisor.
**Achieving Students**

Where 80% of 3rd graders are reading at grade level!

Where 80% of our graduates are college ready!

Where 80% of ELL students are reclassified after 5 years!

Where 80% of African-American 6th graders are proficient in Math

**2018-19 Key Activities for Success**

- **Early Literacy Focus**
  - Assessments, Teaching Academy, Full Day Programs

- **Continued Kennedy Family Initiative**

- **Family School Strategies**

- **Data & Assessment Reboot**

- **Deeper support for Mathematics and Common Core Instruction**

- **Continued Networks of Practice**
  - Teachers College, Math Lesson Study, ISP

- **Pathway Development and Support**

- **Secondary School Office**

- **Pioneer Projects**

- **1-to-1 Tablet Initiative**

- **Tiered Intervention Supports at all schools**

- **African-American Support Programs**

**While we have identified these key areas for 2018-19, other essential work may surface to help us reach our goals.**
2018-19 Key Activities for Success

Thriving Employees
Where 80% of employees stay with us for at least 5 years!

➔ New Teacher Support
➔ Employee Housing
➔ Resource Streamlining
➔ “Teach West Contra Costa” and stronger WCCUSD presence in the Bay Area
➔ Competitive Compensation

**While we have identified these key areas for 2018-19, other essential work may surface to help us reach our goals.**
Engaged Communities

Where 80% of families and students report high levels of satisfaction!

Positive School Climate Policy and work streams
○ Improving Safety and Disaster Preparedness

Student, Family/Community experience
○ New survey tools to capture student and parent voice
○ New extracurricular activities

Tiered Intervention Support

Quality DLCAP and Community Processes

School Development and Redesign
○ New Models similar to Mandarin, & K-8
○ Wilson Elementary 21st C. design

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2022 Indicators of success

Achieving Students
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