Our **CORE VALUES** What we believe

- Students first
- Results matter
- Flexible continuous improvement
- Data-driven decision making
- Effective leadership
- Parent/community partnership
- Cultural understanding
- Equity
- Quality instruction for everyone
- Rigor and relevance
- Accountability
- Transparency

Our **VISION** What we want to be

We will be an outstanding school district in which all students exhibit high standards of achievement and critical thinking skills, and are socially responsible, contributing members of their community.

Our **MISSION** What we do

In partnership with parents and community, we will provide a comprehensive educational experience that is rigorous, individualized and enables students to contribute to a changing and diverse world.

For more information, visit the Tacoma Public Schools website at [www.tacomaschools.org/strategicplan](http://www.tacomaschools.org/strategicplan)
GOAL 1 Academic Excellence
All students will perform at or above grade level and we will eliminate disparities among all groups.

To determine disparities all data will be broken out by the following groups:
- Ethnicity
- Poverty (Free and Reduced Lunch Rate Participation)
- Mobility (All Groups, TPS Cohort and Continuously Enrolled (CE))
- Gender
- Region
- ELL (English Language Learners)
- SPED (Special Education)

To determine grade level, the following benchmarks will be used:
- Pre-K to 5
  - Each elementary school will complete an annual summary of the building’s Social Emotional Learning Action Plan.
- Grades 6 to 12
  - Each secondary school will report data in pursuit of the district’s School Improvement Plan.

GOAL 2 Partnerships
We will fully engage our parents, community and staff in the education of our children.

Welcoming Environment
- % of registered volunteers (families & community members) in schools
- % of School Climate Survey participation by parents (including % of ethnic diversity of participants)
- % of positive responses for students & families in the School Climate Survey in the question area of diversity
- Staff report % of sustained family and community engagement in their schools (Climate Survey)

Effective Communication
- % of visits & active use by public of school district’s Partnership website & social media tools
- % of positive responses in School Climate Survey for questions regarding communication, broken out by all audiences: students, families, teachers, staff and principals
- % of positive responses to new Community Partners Survey from year to year

Engaged Families and Parents
- % of registered volunteers (families & community members) in schools
- % of School Climate Survey participation by parents (including % of ethnic diversity of participants)
- % of positive responses from students & families in the School Climate Survey

GOAL 3 Early Learning
We will focus on early assessment and intervention at the Pre-K through third grade levels to ensure early academic success.

Data will be broken out in the following manner:
- Ethnicity
- Poverty (Free and Reduced Lunch Rate Participation)
- Mobility (All Groups, TPS Cohort and Continuously Enrolled (CE))
- Gender
- Region
- ELL
- SPED

To create and maintain early learning environments and opportunities that promote academic achievement, the following benchmarks will be used:

Pre-School
- Access: Who is accessing pre-school programs offered through Tacoma Public Schools. % of kids eligible vs. those being served

Kindergarten
- % of kids enrolled in all-day K vs. eligible students. Using the Kindergarten reporting standards (WA-Kids) at the beginning and at the end of the year using a report card standard in literacy, math and social emotional learning.

GOAL 4 Safety
All schools will create and maintain safe learning environments that promote excellent academic achievement.

Data will be broken out in the following manner:
- Ethnicity
- Poverty (Free and Reduced Lunch Rate Participation)
- Region
- ELL
- SPED

To create and maintain safe learning environments that promote academic achievement, the following benchmarks will be used:
- School Environment and Discipline
- Safety and Security Measures

3rd and 5th Grade Students
- % of students not at grade level standard with one or more disciplinary infraction (3 x a year trend data)

3rd through 12th Grade Students
- Complete Climate Survey (once a year)
- Staff
- Complete Climate Survey (once a year)

6th, 8th, 9th and 12th Grade Students
- % of students failing one or more classes with one or more disciplinary infraction (3 x a year trend data)

6th, 8th and 12th Grade Students
- Complete Healthy Youth Survey (every two years)