

Strategic Plan

The Hayward Unified School District (HUSD) serves a diverse, vibrant community in the heart of the East Bay. Our district goal is that students graduate ready for college, a career, and most importantly, life. We are developing a strategic plan that will bring focus, alignment, and coherence to this work. A key purpose of creating this plan is to ensure that our community understands and agrees with the work we need to do to achieve our goal, as well as provide a compelling framework that helps us attract, retain, and support an excellent, diverse workforce of teachers and staff who work on behalf of our students and families.

Mission Statement

We draw from our community's rich diversity in order to create an engaging and equitable educational experience, delivered in a safe and supportive environment.

Vision Statement

Every student realizes their innate potential, becoming a lifelong learner and having a positive impact on their community.

THREE-YEAR STRATEGIC PLAN
([HTTPS://DRIVE.GOOGLE.COM/FILE/D/1YBNQTQASUJFRRQEFQ2SLD7CUBPR29HG/VIEW?USP=SHARING](https://drive.google.com/file/d/1YBNQTQASUJFRRQEFQ2SLD7CUBPR29HG/view?usp=sharing))

Core Values

Equity

We develop systems, policies, and practices that promote opportunity and success regardless of race, language, zip code, or any other factor.

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 English

Well-Supported Staff

We enhance the capacity of every employee to promote equity and model service excellence.

Integrated Partnerships

We form partnerships that align with our priorities and strengthen student support.

Collaborative Leadership

We develop leaders at all levels who creatively tackle our challenges and communicate with integrity and transparency.

Data-Informed Decisions

We use multiple types of data, including stakeholder voice, to inform decisions and monitor progress.

STRATEGIC PLAN 2019-2022 POSTER
 (HTTPS://DRIVE.GOOGLE.COM/FILE/D/1O5WHDFNVOTSBSRGCS9H1XDQPZAVCUQDB/VIEW?USP=SHARING)

The Process

In January, 2019 the Board of Education requested that the district engage in a strategic planning process in order to provide focus and direction to our efforts to improve HUSD. They asked that the plan be driven by community input, developed by community leaders, and focused on actionable goals that can be achieved in three years. The district built on existing practices to collect input for its annual Local Control Accountability Plan (LCAP) to help inform the strategic planning process. We redesigned our stakeholder input process so that over 1500 students, staff, families, and community members shared what they love about our schools, what they wish they could improve, and what their hopes are for the future of HUSD. We also convened a District Advisory Committee (DAC) that consists of Students, Families, Staff, and community leaders to drive the strategic plan development. The



DAC met monthly beginning in February by learning about our Made in Hayward Community Framework as a starting place for our planning. The framework delineates our core values as well as four key areas we believe are important for us to address in order to be a successful district.

Phase I: Listen & Learn	Phase II: Analyze & Reflect
January-March	March - May
• Conversations at every school with staff and parents to identify strengths, areas of need, and hopes for the future. • Meetings with students at our secondary schools to include the student perspective. • Discussions with our labor leaders and key parent leadership groups • Board governance workshop on our major needs	• Convened our District Advisory Committee (DAC) of students, staff, family, and community leaders to review stakeholder input and other data to identify major areas of needs • Identified priority initiatives and actions as well as evidence of progress • Updated our mission and vision based on evolving district context

Phase III: Adopt a Strategic Plan	Phase IV: Communicate, Strategize, Implement & Adjust
June	July and beyond

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Phase III: Adopt a Strategic Plan	Phase IV: Communicate, Strategize, Implement & Adjust
• Present the draft plan to the Board of Education for feedback • Revise the strategic plan based on any feedback • Request the Board of Education adopt HUSD's three year strategic plan	• Communicate the strategic plan to the community • Establish baseline data to support ongoing monitoring and continuous improvement • Strategize how to begin implementation of key priorities and initiatives • Convene a strategic plan steering committee comprised of DAC members and key community leaders • Engage in ongoing monitoring and adjusting the plan as necessary

