

Strategic Plan

2024-27




Cambrian School District
4115 Jacksol Drive
San Jose, CA 95124
(408) 377-2103



Table of Contents

Mission	1
Vision	1
Guiding Principles	1
Cambrian Graduate Portrait	2
Cambrian Graduate Portrait Enduring Practices	3
Strategic Plan Priorities	3
Priority 1: Student Achievement	4
Priority 2: Educator Excellence	4
Priority 3: Learning Environment	5
Priority 4: Community Engagement	5
Priority 5: Fiscal Responsibility	5



Mission

Cambrian School District is a caring and collaborative community, that develops creative and critical thinkers who communicate effectively, value diversity and are ready to excel in a global society.

Vision

The Cambrian School District will be known for its creativity, innovation, academic excellence and a strong focus on educating the whole child. Our schools will provide a safe, supportive environment for all students. Collaboration of all stakeholders will be at the center of what we do, keeping us focused on a path of continuous improvement.

Our actively engaged students will take control of their education as they are challenged to reach their personal goals and push themselves to new levels of growth and achievement. A rigorous, hands-on curriculum will advance critical thinking and problem solving skills. The application of 21st century skills through a variety of authentic learning opportunities will create students who can adapt to the academic, professional and social demands of the future. Full access to dynamic and sustainable technology will support our e-learners on their diverse educational journeys.

Our amazing team of highly trained educators and classified staff are supported by a collaborative community of parents, volunteers and business partners who share a commitment to meeting the needs of all students. Through strategic, forward-thinking professional development, staff will continuously hone their craft as they develop and deliver a powerful curriculum that engages all students. As the heart and soul of the Cambrian community, our district will explore infinite possibilities for learning as we prepare our students to become global citizens and leaders who rise to the challenges of their exciting, diverse, and ever-changing world.

Guiding Principles

- ❖ Each student is valued and respected.
- ❖ Each student deserves access to an equitable, inclusive, high-quality education in a safe, positive learning environment.
- ❖ Education is relevant to each student's life, giving them meaning, voice, and choice in their learning journey.

Cambrian Graduate Portrait

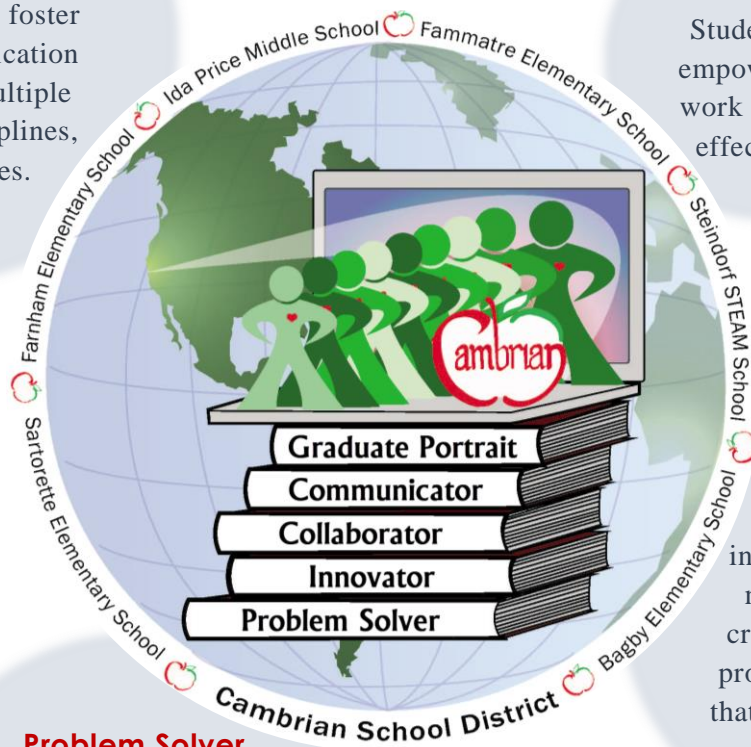
The guiding principles are foundational in shaping the Portrait of a Cambrian School District graduate. They ensure that each student emerges as a global citizen adept with essential skills for the future: communication, collaboration, problem-solving, and innovation. By embedding these values in their educational journey, we ensure that each graduate is academically, emotionally, and socially prepared and equipped to engage with and contribute to the world in meaningful ways.

Communicator

Students will participate in activities that foster strong communication skills across multiple platforms, disciplines, and audiences.

Collaborator

Students are empowered to work together effectively.



Innovator

Students will be inspired to introduce new ideas through creative thinking and problem-solving skills that address community needs.

Problem Solver

Students will participate in a learning environment where students develop into confident, effective critical thinkers.

Cambrian Graduate Portrait Enduring Practices

Communicator	Collaborator	Problem Solver	Innovator
<p>Written Communication</p> <p>Express ideas clearly and effectively through written text.</p> <p>◆ ◆ ◆</p> <p>Oral Communication</p> <p>Articulating thoughts and ideas fluently and persuasively.</p> <p>◆ ◆ ◆</p> <p>Digital Literacy</p> <p>Using digital technologies and tools to access, evaluate, create, and communicate information in various digital contexts.</p>	<p>Empathy</p> <p>Listening and respecting the perspectives of others.</p> <p>◆ ◆ ◆</p> <p>Flexibility</p> <p>Adapting to changing circumstances and trying new approaches.</p> <p>◆ ◆ ◆</p> <p>Self-advocacy</p> <p>Communicating needs and ideas effectively.</p>	<p>Perseverance</p> <p>Sticking with challenges and seeing them through to completion and learning through mistakes.</p> <p>◆ ◆ ◆</p> <p>Risk-taking</p> <p>Stepping outside comfort zones and embracing failure.</p> <p>◆ ◆ ◆</p> <p>Creativity</p> <p>Actively seeking and thinking about information to generate new and innovative solutions.</p>	<p>Love of Learning</p> <p>Continuously seek new knowledge and experiences to expand one's understanding of the world.</p> <p>◆ ◆ ◆</p> <p>Imagination</p> <p>Envision novel solutions or ideas that have not been considered before.</p> <p>◆ ◆ ◆</p> <p>Social Responsibility</p> <p>Instill awareness of the greater needs and giving back to the community.</p>

Strategic Plan Priorities

The five priorities provide areas of focus to ensure Cambrian students become global citizens and leaders who rise to the challenges of the diverse and ever-changing world.



Priority 1: Student Achievement



Priority 2: Educator Excellence



Priority 3: Learning Environment



Priority 4: Community Engagement



Priority 5: Fiscal Responsibility



Priority 1: Student Achievement

Every student has the potential for academic success and personal growth, and our commitment to this priority underscores our dedication to realizing that potential for each individual within our school district.

Key Components:

Personalized Learning: Our focus is implementing customized learning strategies to meet our students' diverse needs and learning styles. By prioritizing individualized instruction and integrating adaptive technologies, we aim to foster deeper engagement and empower students to reach their fullest potential.

High-Quality Instruction: We deliver high-quality instruction characterized by rigor, relevance, and innovation. Our educators continually refine their practices to inspire critical thinking skills and a lifelong love of learning among students.

Data-Informed Decision-Making: We emphasize data-informed decision-making to drive continuous improvement in student achievement. Regularly analyzing student performance data enables us to identify areas for growth and implement targeted interventions effectively.

Equity and Access: We ensure that every student has equitable access to opportunities for academic success, regardless of background or circumstances. Inclusive policies and culturally responsive practices create a supportive learning environment where all students feel valued and empowered.

Priority 1 is aligned with Cambrian's Local Control and Accountability Plan Goal 1 and State Priorities 4 and 8



Priority 2: Educator Excellence

Effective teaching significantly influences student learning outcomes and overall school performance. Educator excellence focuses on attracting, retaining, and developing skilled educators dedicated to meeting the diverse needs of every student.

Key Components:

Recruitment and Retention: We prioritize recruiting and retaining exceptional educators who are passionate about teaching and are reflective of our diverse community. We aim to attract top-tier candidates through targeted recruitment efforts, competitive compensation, and supportive working conditions. We also invest in professional growth opportunities, mentorship programs, and leadership pathways to retain educators and foster a culture of continuous improvement.

Professional Development: We invest in ongoing professional development to enhance instructional effectiveness and adapt to evolving best practices. Through workshops, seminars, and coaching, we provide educators with tools and support to refine their practices, integrate innovative strategies, and meet diverse student needs. By promoting a culture of lifelong learning, we empower educators to stay current and continually improve their practice.

Collaboration: We foster collaboration through professional learning communities (PLCs) where educators engage in shared inquiry and problem-solving to enhance student outcomes to grow, experience, or succeed. We leverage collective expertise and data-driven decision-making to improve teaching and learning by creating a culture of trust and accountability.

Supportive School Leadership: Effective school leadership fosters a positive culture, supports educator growth, and drives improvement. We invest in developing leaders who inspire excellence, foster collaboration, and support staff well-being. By providing leadership development and mentorship, we create environments where educators feel valued and empowered to succeed.

Staff Well-being: We acknowledge and celebrate educator contributions to student success through recognition programs and awards. By honoring exemplary practices and innovative approaches, we cultivate a culture of pride and motivation among staff, reinforcing our commitment to excellence.

Priority 2 is aligned with Cambrian's Local Control and Accountability Plan Goal 2 and State Priorities 1 and 2



Priority 3: Learning Environment

An enriching learning environment is vital for supporting student success. Physical, social, emotional, and cultural factors shape students' educational experiences. The learning environment supports safe, inclusive, and engaging spaces that motivate learning.

Key Components:

Safe and Supportive Climate: We prioritize cultivating a nurturing and respectful climate where every student feels valued and safe. We will foster mutual respect and kindness through proactive measures like SEL and positive behavior interventions, promoting restorative practices, academic success, and well-being.

Inclusive Practices: Our commitment to diversity, equity, and inclusion is reflected in our curriculum design and teaching strategies, ensuring that all students feel seen and respected. We foster empathy by embracing diversity and promoting belonging within our school community.

Engaging Learning Spaces: We believe in creating dynamic, interactive environments that cater to diverse learning styles. Through intentional classroom design and technology integration, we encourage curiosity, creativity, and collaboration among students.

Environmental Sustainability: We instill a sense of environmental responsibility by encouraging eco-friendly practices and integrating sustainability principles into our curriculum. Through initiatives like energy conservation and waste reduction, we empower students to become environmentally conscious citizens.

Priority 3 is aligned with Cambrian's Local Control and Accountability Plan Goal 3 and State Priorities 5 and 6.



Priority 4: Community Engagement

Strong connections between schools, families, and the community positively influence student success and improvement. Community engagement cultivates relationships, encourages communication, and utilizes community resources to support student well-being.

Key Components:

Family and Caregiver Involvement: We prioritize engaging families as partners in education through outreach events and workshops. By fostering trust and shared responsibility, we empower families to support their child's education and actively promote positive outcomes.

Community Partnerships: We value partnerships with organizations to enhance the educational experience. Through collaborations, we enrich the curriculum and provide diverse learning opportunities for students, fostering civic engagement.

School-Community Connections: We strive to maintain ties between schools and the community. We build unity and a sense of belonging among students and families.

Two-Way Communication: We emphasize open communication between schools, families, and the community. Through various channels, we share information and seek feedback to ensure accountability and continuous improvement.

Priority 4 is aligned with Cambrian's Local Control and Accountability Plan Goal 4 and State Priorities 3 and 6.



Priority 5: Fiscal Responsibility

Prudent financial management, efficient resource allocation, and transparent stewardship of taxpayer dollars prioritize all decision-making.

Key Components:

Budget Planning: We develop transparent and responsible budgets aligned with our educational goals through rigorous analysis and stakeholder engagement.

Long-Term Planning: Proactive financial planning ensures stability and sustainability by anticipating challenges and making informed decisions.

Resource Efficiency: We maximize resources by prioritizing investments in programs that directly benefit student achievement and well-being.

Transparency: Open communication and public disclosure to build trust and accountability in financial operations.

Revenue Diversification: We seek stable funding sources to reduce reliance on volatile funding streams ensuring financial resilience.

Priority 5: Fiscal Responsibility is aligned with State Priorities 1 and 7.