

Beyond the Talk: Taking Action to Educate Every Child Now A Transformative Plan for Ensuring Quality Schools

We know where we stand – our schools are good and they are not good enough. For seven consecutive years San Francisco public schools have delivered a greater percentage of students to proficiency levels than any other large urban district in California. At the same time the district's achievement gap, the discrepancy between the academic proficiency of students by sub-groups, has continued to widen.

The three primary goals in *Beyond the Talk*, SFUSD's new strategic plan, are a reflection of our relentless focus on closing the achievement gap and diminishing the predictive power of demographics:

Access & Equity – we will make social justice a reality by ensuring every student has access to quality teaching and learning.

Achievement – we will ensure that every student graduates from high school ready for college and career and success in the 21st century.

Accountability – we will keep our promises to students and families and enlist everyone in the community to join us.

SFUSD will use a results-oriented approach, foster district-wide strategic alignment, and encourage site-level innovation by developing balanced scorecards throughout the district. The first set of balanced scorecards, to guide the work of the Board of Education and senior leadership, was approved unanimously by San Francisco's Board of Education in May 2008. Over the next year, each school site, district department, and many community institutions will develop scorecards. Learning from what actually works in schools, central office leaders and the school board will realign systems, policies, structures and resources to support site-level innovation.

In addition to the work defined by school communities, three major initiatives within the SFUSD strategic plan will be the key drivers of San Francisco's school, district and community transformation over the next five years.

1. **The Performance Management Initiative:** to increase the personal and professional capacity of every employee in SFUSD and re-design the central office and the district itself.
2. **The Equity-Centered Professional Learning Initiative:** to develop powerful, effective professional learning communities at every school site, using data-based inquiry to improve learning results for our students.
3. **The 21st Century Learning Initiative:** to transform the curriculum in order to truly prepare students for full participation in economic, social and political life.

It is our moral imperative to ensure that every student has a rich and rewarding education experience that will prepare them to be productive world citizens - it is the foundation of democracy and this plan is our call to action. From this point forward you will see our progress every step of the way as we keep our promises to students and families to engage high achieving and joyful learners, and make social justice a reality.

