UPLAND HIGH SCHOOL MISSION STATEMENT

Upland High School prepares and inspires all students academically and socially to be responsible and productive members of a changing global society.

UPLAND HIGH SCHOOL CORE VALUES

not in priority order

Upland High School values . . .

Integrity

College and career readiness

Accountability

Acceptance

Respect

Ethical behavior

UPLAND HIGH SCHOOL THREE-YEAR GOALS

2017 – 2020 • not in priority order

Enhance the capacity of staff to support a diverse group of learners

Increase awareness of and preparation for post-secondary opportunities and career readiness

Enhance communication between and among students, staff and parents

Increase campus safety and security
WHAT ARE THE STRENGTHS AND ACCOMPLISHMENTS OF UPLAND HIGH SCHOOL
SINCE THE MAY 2018 STRATEGIC PLANNING RETREAT?

Brainstormed Perceptions:

- Increased the number of campus safety people—it has really helped
- Increased the number of students taking the PSAT
- People wear IT cards
- Student Expectations Assembly is part of the Upland Strong rollout and PBIS
- A-G rate has gone up at least 5%
- The football team just won CIF
- Girls soccer won the State Championship
- Continued co-teaching trainings
- CTE Department got a big grant (approximately $500,000)
- Increase in AP pass test rate
- Better lighting at the school
- New Vietnam Memorial
- 5 Star app has gotten a lot more students involved
- Expanded our weight room facilities to allow more teams to use it
- AVID Alumni Speakers Series
- Allowing Hillside students to walk with UHS
- The tip line is very active
- Increased a lot of digital resources for students
- Starting small groups to help students with mental health and wellness issues
- We have after-school tutoring until 5:00pm
- Aeries intervention tab
- The one lunch seems to be getting better and better
- Co-teachers have common prep
- AVID 9/10 have a common prep
- We have a lot of school clubs that are well-attended
- We have a Health Corps that is helping raise awareness on campus
- About two-thirds of staff went through Capturing Kids Hearts training
- Counseling Department using social media to inform parents of events we have going on
- Chosen speakers have explained experience as special education instructors—have been helpful
- Counseling Department is invested in student well-being
- Health Pathway got significantly updated facilities
- Career Pathways are expanding and developing
- School climate is more positive
- We have some new electives—aerospace, Chinese, American Studies and Computer Science Essentials
- We have some really respected teachers who have taken on the roles of Co-Chairs for WASC
- College Day—the entire freshman class participated in a Career Planning Workshop
- Theater students won State recognition
- CTE Department created a whole host of professional marketing materials
- Aeries communication has been a good way for teachers to communicate with parents
- We have started a NGSS Leadership Team to guide transition to new science standards
- We’re starting the adoption process for new history and social science textbooks
• In the cafeteria, the vending machines have more options
• Teachers’ classrooms are mostly organized by subject
• We use apps to communicate with parents
• Student Services has helped students be accountable by providing expectation assemblies
• Counselors are going to be working with Hatching Results to help us implement the profession’s standards
• Workshop Wednesday Trio for professional learning
• Improved the surveillance lighting system
• Mod-Severe Special Ed Team is collaborating monthly as a group
• College Night returned this year
• Teens have access through Aeries portal
• Added a full-time probation officer
• Teachers are piloting a grade book in Aeries
• Building a Wellness Center
• We’re training all of our math teachers with an outside consultant through DNA Math

WHAT ARE THE EXTERNAL FACTORS/TRENDS THAT WILL/MIGHT HAVE A POSITIVE IMPACT ON UPLAND HIGH SCHOOL IN THE COMING YEAR?

Brainstormed Perceptions:
• Outside businesses partnering with schools to prepare students for the workforce
• Continued grants for the Workability Program
• Dual enrollment
• Partnership with the hospital
• Local business owner gives two scholarships and is planning to give four scholarships
• New housing developments in Upland
• An anonymous benefactor to supports a field trip for AVID students to visit colleges
• A lot more online educational resources available
• Colleges are more amenable to have programs to support struggling students
• Colleges are partnering with the high school to offer opportunities to students
• Technology applications (e.g., Remind) available that help with communication
• Good partnership with the Police Department
• Partnership with County Probation
• California budget surplus
• Restaurant fundraisers
• Highlander Educational Foundation and PTSA support of our school
• Got a shout out from Snoop Dogg on Instagram
• New businesses being created and giving work opportunities for the kids
<table>
<thead>
<tr>
<th>WHEN</th>
<th>WHO</th>
<th>WHAT</th>
</tr>
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<tbody>
<tr>
<td>November 29, 2018</td>
<td>Darlene Connor</td>
<td>Distribute the record to invitees.</td>
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<td>Within 48 hours of</td>
<td>All</td>
<td>Read the retreat record.</td>
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<td>receipt</td>
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<tr>
<td>November 29, 2018</td>
<td>Administrative Team</td>
<td>Review the “Internal Weaknesses/Challenges” list for possible</td>
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<tr>
<td>(Principal Salgado –</td>
<td>(Principal Salgado – lead)</td>
<td>action items.</td>
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<td>lead)</td>
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<td>By November 30, 2018</td>
<td>Principal Pam Salgado</td>
<td>Share and discuss the Strategic Plan with the Superintendent.</td>
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<tr>
<td>By December 3, 2018</td>
<td>Trevor Fogelsong</td>
<td>Place the updated Three-Year Goals and “Strengths” on the website.</td>
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<td>December 12, 2018</td>
<td>Principal Pam Salgado</td>
<td>Share and discuss the updated Strategic Plan with staff face to face.</td>
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<td>January 2019 meeting</td>
<td>Principal Pam Salgado</td>
<td>Share and discuss the Strategic Plan with the PTSA.</td>
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<td>Monthly</td>
<td>Administrative Team</td>
<td>Monitor progress on the goals and objectives and revise objectives</td>
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<tr>
<td>(Principal Salgado –</td>
<td>(Principal Salgado – lead)</td>
<td>(add, amend and/or delete), as needed.</td>
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<td>lead)</td>
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<tr>
<td>Monthly</td>
<td>Darlene Connor</td>
<td>Update on the website and in the shared folder the Strategic Plan</td>
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<tr>
<td>September 12, 2019</td>
<td>Strategic Planning Committee</td>
<td>Monitor progress on the goals and objectives and revise objectives</td>
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<td>(add, amend and/or delete), as needed.</td>
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<td>Strategic Planning Retreat to:</td>
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<td>- More thoroughly assess progress on the goals and objectives.</td>
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<td>- Develop new Strategic Objectives for each of the Three-Year Goals.</td>
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</table>
STRATEGIC PLAN ELEMENTS

“SWOT” ANALYSIS
Assess the organization’s:
- Internal Strengths
- Internal Weaknesses
- External Opportunities
- External Threats

MISSION/PURPOSE STATEMENT
States WHY the organization exists and WHOM it serves

VISION STATEMENT
A vivid, descriptive image of the future—what the organization will BECOME

CORE VALUES
What the organization values, recognizes and rewards—strongly held beliefs that are freely chosen, publicly affirmed, and acted upon with consistency and repetition

THREE YEAR GOALS
WHAT the organization needs to accomplish (consistent with the Mission and moving the organization towards its Vision) – usually limited to 4 or 5 key areas

THREE YEAR KEY PERFORMANCE MEASURES
WHAT success will look like when the goal is achieved

SIX MONTH STRATEGIC OBJECTIVES
HOW the Goals will be addressed: By when, who is accountable to do what for each of the Goals

FOLLOW-UP PROCESS
Regular, timely monitoring of progress on the goals and objectives; includes setting new objectives every six months