



Greenfield Unified School District

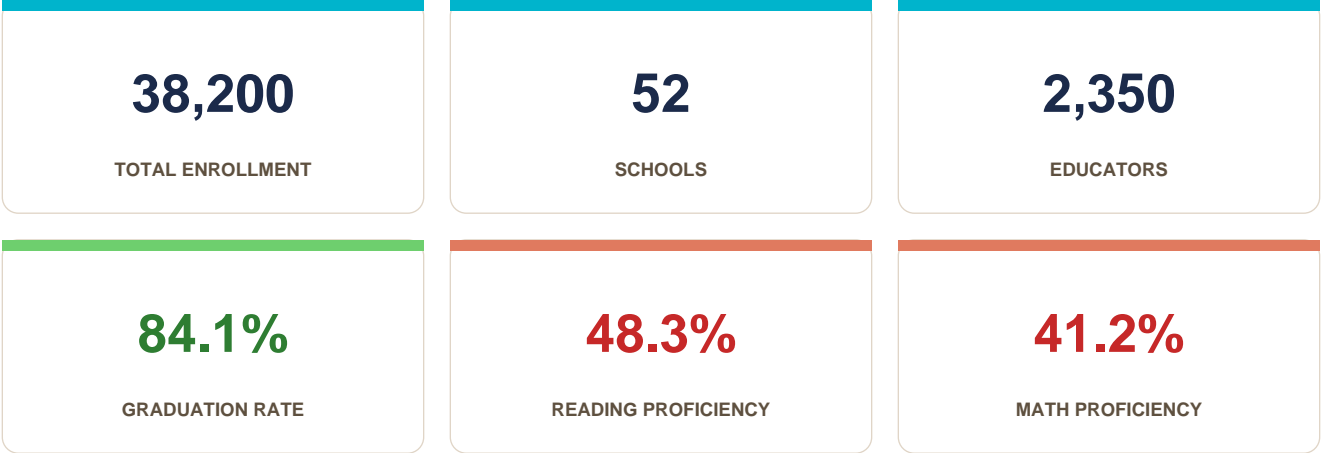
Strategic Plan 2026–2029

A comprehensive four-year strategic plan focused on academic excellence, equity, workforce development, and community partnership.

Sample Strategic Plan | Generated by Strategic District

Executive Summary

Greenfield Unified is committed to providing equitable, high-quality education that prepares all students for success in college, career, and community. This strategic plan outlines our comprehensive approach to increase student achievement, close equity gaps, strengthen our workforce, and deepen community partnerships across all schools.



Vision, Mission & Core Values

VISION STATEMENT

Every Greenfield student will graduate college, career, and community-ready, possessing the academic knowledge, critical thinking skills, and character to thrive in a diverse, dynamic world.

MISSION STATEMENT

Greenfield Unified School District empowers all students through rigorous, culturally responsive instruction and meaningful partnerships with families and community. We cultivate equity, excellence, and innovation in everything we do.

Core Values

EQUITY

We believe every student deserves access to world-class education and the resources needed to succeed, regardless of background or circumstance.

EXCELLENCE

We pursue the highest standards of teaching and learning, celebrating diverse achievements and pushing all students toward their full potential.

COLLABORATION

We work together across schools, departments, and with families and community partners to create conditions where all students thrive.

INNOVATION

We embrace emerging practices, leverage technology thoughtfully, and continuously adapt to meet the evolving needs of our students and communities.

Strategic Domains

Four interconnected domains guide our strategic priorities and ensure systemic alignment toward student success.



Strategic Goals

Goal 1: Increase Reading and Math Proficiency Across All Grades

HIGH PRIORITY

Increase reading proficiency from 48.3% to 62% and math proficiency from 41.2% to 55% by end of 2029.

Target: +13.7% reading proficiency | +13.8% math proficiency

Metric	2026	2027	2028	2029
Reading Proficiency	48.3%	52.7%	57.4%	62.0%
Math Proficiency	41.2%	45.1%	50.0%	55.0%
Graduation Rate	84.1%	85.6%	87.3%	89.0%

Goal 2: Close Opportunity and Achievement Gaps

HIGH PRIORITY

Eliminate disparities in access to rigorous coursework, college-going rates, and achievement across all student subgroups through targeted resource allocation and support.

Target: Reduce proficiency gap from 22% to 10% by 2029

Goal 3: Expand Career Readiness and Workforce Pathways

MEDIUM PRIORITY

Ensure every student graduates with work-ready skills and a clear pathway to career or post-secondary success through STEM programs, career and technical education, and industry partnerships.

Target: Increase CTE enrollment by 50%, STEM engagement by 40%

Goal 4: Attract, Develop, and Retain Highly Effective Educators

MEDIUM PRIORITY

Build a system of recruitment, professional learning, and support that attracts and retains excellent teachers and leaders committed to student success and continuous improvement.

Target: Improve teacher retention to 88% (from 79%); reduce vacancy rate

Goal 5: Strengthen Community Partnerships and Family Engagement

STANDARD PRIORITY

Deepen authentic relationships with families, community organizations, and local employers to co-create conditions for student success and demonstrate our shared commitment to equity.

Target: Increase family engagement participation by 45%

Department Alignment Matrix

Every department within our central office is strategically aligned to support the four domains, ensuring cohesive implementation and resource coordination.

Department	Primary Focus	Strategic Alignment
Instruction & Curriculum	Curriculum design, standards alignment, instructional coaching, professional development	Academic Excellence Equity
Student Services & Support	Student interventions, counseling, special education, English learner support, discipline	Equity & Belonging Academic Excellence
Career & Technical Education	Pathway development, industry partnerships, work-based learning, credential programs	Workforce Development Academic Excellence
Human Resources	Recruitment, compensation, retention, professional development, performance management	Workforce Development Academic Excellence
Family & Community Engagement	Partnership development, family outreach, community communications, volunteer coordination	Community & Culture Equity & Belonging
Data & Accountability	Data systems, assessment design, progress monitoring, accountability reporting	Academic Excellence All Domains

Action Initiatives

Strategic initiatives that will drive measurable progress toward our goals and shift the dial on student outcomes.

Literacy Excellence Initiative

Implement comprehensive literacy instruction using evidence-based approaches. Provide intensive coaching to teachers and reading specialists in every school.

Q1 2026 - Q4 2029 (Ongoing)

Equity Audit & Resource Reallocation

Conduct comprehensive equity audit across all schools. Reallocate resources and investments to high-need schools serving the most marginalized students.

Q1 2026 - Q3 2026

Career Pathway Expansion

Build and expand STEM and CTE pathways. Develop partnerships with industry and higher education. Create paid internships and work-based learning.

Q2 2026 - Q4 2027

Teacher Pipeline & Support

Launch targeted recruitment campaign in partnership with universities. Increase starting salaries. Create mentoring and leadership development pipelines.

Q1 2026 - Q4 2029 (Ongoing)

Family & Community Hub Network

Establish family engagement centers in every school cluster. Offer translation services, adult education, and culturally responsive family programming.

Q2 2026 - Q2 2027

Data-Driven Decision Making System

Build new data dashboards and tools for real-time decision making at school and district levels. Train all leaders in data literacy and inquiry cycles.

Q3 2026 - Q1 2027

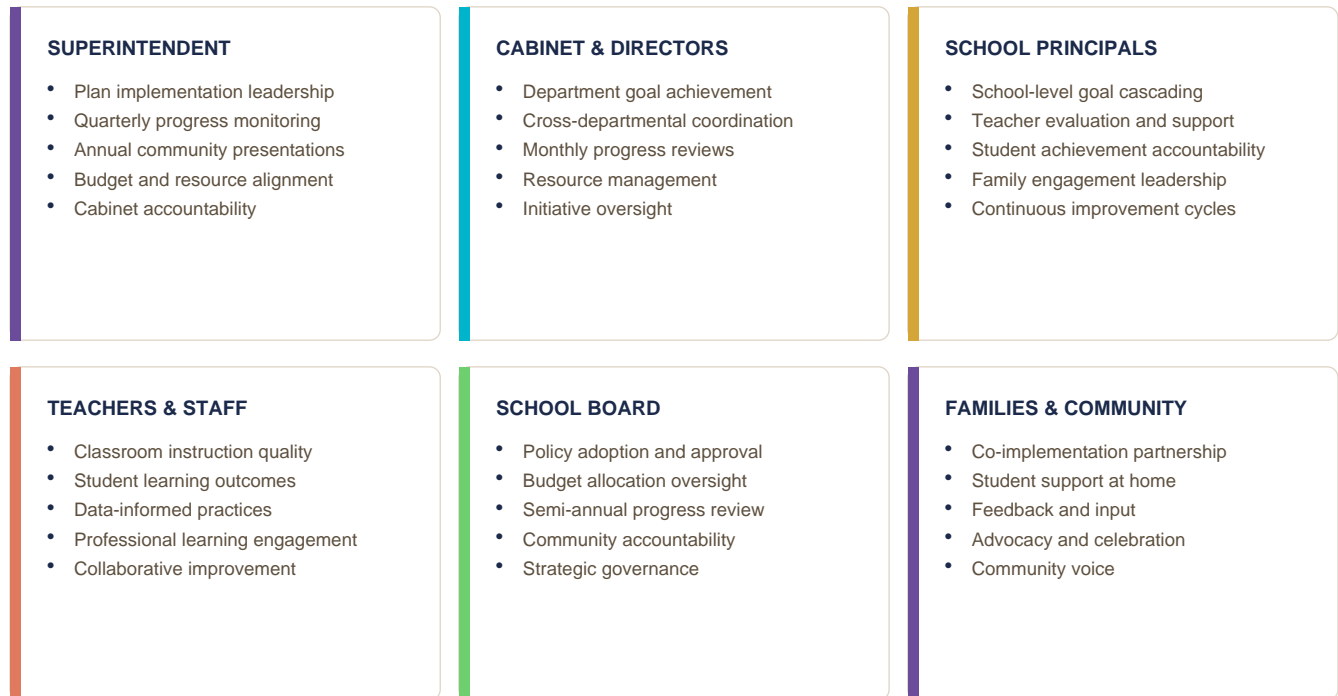
Implementation Timeline

Key milestones and deliverables organized by year across the four-year strategic plan.



Accountability & Governance

Clear roles, responsibilities, and accountability structures ensure transparent implementation and shared ownership at all levels.



Progress Monitoring & Continuous Improvement

The district monitors progress through multiple mechanisms designed to ensure accountability, transparency, and continuous learning.

Monthly Dashboard Reviews

Cabinet teams review data dashboards on all strategic goals, identify implementation barriers, and adjust tactics.

Quarterly Community Updates

Board and community briefings on progress toward goals, wins achieved, and priorities for next quarter.

Semi-Annual Data Reports

Comprehensive analysis of student achievement, equity metrics, teacher quality, and leading indicators of progress.

Mid-Cycle Evaluation (2028)

Comprehensive review of plan effectiveness, impact of initiatives, and strategic refinement based on evidence.

Flexibility & Responsiveness

The district remains adaptive and responsive to emerging needs and evidence. The plan is a living document subject to continuous learning.



This strategic plan was generated using Strategic District, a professional strategic planning platform for PK-12 public education, charters, and private schools.

strategicdistrict.com