

OUR FUNDAMENTAL ELEMENTS

- VISION/MISSION
- VALUES & BELIEFS
- GUIDING PRINCIPLES
- STRATEGIC INITIATIVES
- THROUGH-LINES

*When you have a vision that is strong enough
and powerful enough, nothing can stand in your way.*

Lewis Havner

*When I use my strength in the service of my vision,
it makes no difference whether or not I am afraid.*

Audre Lorde



OUR VISION, MISSION, & CORE VALUES/BELIEFS

Our Vision

East Side Students Succeeding in School and Beyond: College, Career, Community

Our Mission

To promote and create bold and innovative programs, services, and partnerships that measurably elevate sustainable student success.

Our Core Values & Beliefs

Unlimited Capacity

We believe in the *unlimited capacity* of our students to achieve their goals and dreams.

Collaboration

We believe in the power of *collaboration* to most effectively achieve our goals and objectives.

Equitable Access & Results

We believe in the urgency of realizing *equitable access and results* for all our students.

Inclusiveness

We believe in the strength of *inclusiveness* to expand our impact.

Innovation

We believe in the dynamic potential of *innovation* to create novel solutions and powerful ways of working.



OUR GUIDING PRINCIPLES

Unlimited Capacity

We use an assets-approach in our work, consistently identifying strengths and resources that our students and other stakeholders bring. We build on those assets and strengths to create new capacity and to address needs and challenges.

Collaboration

We work together with our partners for the benefit of all students, publicly supporting one another, communicating transparently, committing time and resources to our mutual success, and respecting our common and individual strengths and needs.

Equitable Access & Results

We consistently use an equity lens in designing, implementing, and evaluating our initiatives. We expand our own capacity and knowledge base about equity, and identify key strategies for dismantling existing inequitable policies and practices that impact our students' success.

Inclusiveness

We actively engage our students, staff, districts, partners, parents, communities and any others who are impacted by our work. We acknowledge that our communities hold vital knowledge and resources often made invisible by mainstream approaches. We respect and build on their cultures, languages, and lived experiences and shape our work so that it is culturally and linguistically sustaining.

Innovation

We take initiative and demonstrate creativity to share ideas that model innovation and create successful outcomes. We leverage and seek additional resources to implement our initiatives. We are willing to consider out-of-the-box solutions and keep an open mind rather than relying only on past ways of doing business.

OUR STRATEGIC INITIATIVES

1. *Organizational Capacity & Sustainability*

Build our organizational capacity to realize our vision and accomplish and sustain the powerful work we have identified through our strategic initiatives, and improve our effectiveness, efficiency, and impact by establishing communication, coordination, funding, staffing, learning, accountability, and other organizational processes and protocols.

2. *Spartan East Side Promise: A Pathway to College Admission*

Increase the East Side student college-going and success rate by supporting the Spartan East Side Promise (SESP), a collaboration between San José State University and East Side Union High School District that offers guaranteed admission to qualified students who attend high school in the East Side Union High School District.

3. *Student Scholarships*

Positively impact East Side students' success in enrolling in and graduating from San José State University by providing targeted student scholarships.

4. *Support to School Programs*

Expand our impact on student success by providing targeted financial and other support to qualified co-curricular programs, student groups, and innovative teachers at East Side schools.

5. *Outreach*

Significantly improve school, student, and family participation in our initiatives by expanding and diversifying our outreach efforts to and communication with East Side districts, schools, students, and families.



OUR THROUGH-LINES

East Side ASPIRES features several through-lines that we expect to see across our initiatives and projects. We believe that these through-lines, or themes, are lines basic hallmarks of a quality education for our East Side students.

PreK-16 Coherence

Parents and students should expect a seamless journey beginning with joyful preschoolers and culminating in college, career, and globally ready graduates with multiple post-secondary options. We will plan, coordinate, and align our initiatives, projects, and practices within grades/subject areas, across grades/subject areas, and across schools/grade spans.

Culturally & Linguistically Sustaining Curriculum, Pedagogy, & Assessment

Parents, students, and staff should expect curriculum, pedagogy, and assessment that are culturally and linguistically sustaining, incorporate rigorous standards, support integrated learning, and build on the strengths and needs of diverse learners. Our initiatives, projects, and practices reflect an asset-orientation for students, staff, and families, and explicitly promote a belief in East Side students' unlimited potential for learning, growth, and high intellectual performance. Our initiatives, projects, and practices strive to incorporate the arts and technology as key components of teaching, learning, and assessment, as well as the development of high levels of multiple literacies, including biliteracy, to prepare students for the globalized 21st century world.

Global Reach

Parents, students, and staff should expect our initiatives, projects, and practices to reflect a global perspective and to prepare East Side students as citizens of the world, able to successfully navigate its complexities and diversity. To the extent possible, our initiatives, projects, and practices support students in developing the agency and the necessary skills to navigate a complex, multifaceted, and interdependent world. They support students in deploying and developing this required global competence as they investigate globally significant issues in the world beyond their immediate environment; frame significant problems and conduct well-crafted and age-appropriate research; recognize perspectives, others' and their own, articulating and explaining such perspectives thoughtfully and respectfully; communicate ideas effectively with diverse audiences, bridging geographic, linguistic, ideological, and cultural barriers; and take action to improve conditions, viewing themselves as players in the world and participating reflectively.

OUR THROUGH-LINES

College & Career Readiness

Parents, students, and staff should expect that all East Side students will graduate prepared for college and careers and with the skills, capacities, and dispositions necessary to thrive in a culturally and linguistically diverse global world. Our initiatives, projects, and practices will be designed for this purpose and will utilize a robust system of indicators that provides a more complete picture of student success, including broader measures of growth and learning that better assess global readiness skills and application of content and literacy skills to real world issues and challenges.

Quality & Engaged Educators

Parents and students should expect expert culturally and linguistically diverse teachers, counselors, and school leaders who are focused on improving East Side student engagement, achievement, and global success through the use of powerful practices, including frequent collegial collaboration and inquiry. Educators participating in our initiatives and projects will be supported to deepen expertise and skill in how to create counter-hegemonic and culturally and linguistically sustaining learning spaces for their students. For their part, staff understand that a key dimension of their role with our initiatives and programs is to advocate for their students and to engage deeply with their students, families, and communities.

Values-Driven, Principles-Based, and Research Informed Programs & Practices

Parents, students, and educators participating in our initiatives and programs should expect that these programs and practices reflect our organizational values and principles, and are supported by the existing research on program effectiveness. Our highest priority programs are those that have been shown to have the highest likelihood of helping our students reach our definition of student success as described in the graduate profile.