



## Inspired Learners

We are all learners—our students and parents, our staff, our community partners. We will provide welcoming and engaging school environments where all can thrive. We aim to inspire everyone in our educational community to be lifelong learners.

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## Optimized Facilities and Technology

We will optimize and improve our facilities and our technology to provide a learning environment that is safe, secure, accessible and inspires innovation and creativity.

### goals

1. The district's technology infrastructure is stable, secure, and relevant to support learning.
2. The district's facilities are well-maintained, equitable, safe, and conducive to learning.
3. The district fosters energy efficient and environmentally sustainable facilities and practices.

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## A Progressive Workplace

We will attract and retain the best people by promoting and supporting the health and wellness and professional development of our workforce. We will raise awareness of Richmond School District as an employer of choice and the best place to learn and to lead.

### goals

1. Inclusion, equity, and diversity are foundational to employment at every level of the district.
2. Professional learning, leadership and skill development for all staff is promoted, encouraged and supported.
3. Employee health and well-being is valued and supported within a culture of caring.
4. High quality staff with growth potential are recruited and retained in all positions across the district.
5. All staffing allocations are determined equitably, responsibly, and responsively.
6. The district has effective risk management policies and practices in place to ensure safety and stability.

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## A Connected Learning Community

Communication and collaboration are crucial within our district, within our schools, and with our partners and communities. We will model collaboration and put in place the opportunities, tools and techniques needed for our communities to connect and to work together.

### goals

1. External communication practices effectively serve and inform the public.
2. Internal communication practices effectively improve collaboration and productivity.
3. Our students' voices and perspectives are valued, encouraged and embedded.
4. The Richmond School District is an engaged and collaborative community partner.

# Message from the Richmond Board of Education