

C A M P B E L L   U N I O N   S C H O O L   D I S T R I C T  
**SIX-MONTH STRATEGIC OBJECTIVES**  
 March 22, 2016 – September 15, 2016

THREE-YEAR GOAL: <b>ADDRESS THE ACADEMIC, SOCIAL AND BEHAVIORAL NEEDS OF ALL STUDENTS</b>						
WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. By May 1, 2016	Director of Student Services	Ensure that staff at all schools are trained on the new Student Success Team (SST) process to address the needs of struggling students.	X			The process was completed prior to the May timeline. We will provide a board update in June, 2016
2. By September 15, 2016	Director of Student Services, with input from staff	Implement a plan for evaluating the effectiveness and continuous improvement of the Student Success Team process.				
3. By September 15, 2016, contingent upon receiving the results of the Annual Climate Perception Survey	Each Site Administrator	Convene a student focus group to analyze, discuss and recommend to their Site Council how to address needs identified in the Climate Survey.				

**THREE-YEAR GOAL: *IMPROVE STUDENTS' ACADEMIC PERFORMANCE, ENGAGEMENT AND INVOLVEMENT***

WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. By August 1, 2016	Assistant Superintendent of Instructional Services	Develop and communicate to staff a plan for Year 2 implementation of the Professional Learning Communities, which includes differentiation based on assessment results.				
2. By September 15, 2016	Director of Instructional Technology and Director of Instruction	Create, distribute, analyze and share with students, staff and parents the results of a student and staff survey to monitor STEAM (science, technology, engineering, arts, math) learning experiences.				
3. By September 15, 2016	Associate Superintendent of HR (lead) and Middle School Administrators	Explore the feasibility of increasing access to electives for all students and share the results, including recommendation(s), with the Superintendent and the Board.				

**THREE-YEAR GOAL: *ENSURE THAT EVERY CAMPBELL UNION SCHOOL DISTRICT SCHOOL IS A SCHOOL OF CHOICE***

WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. At the <del>April 21,</del> May 2016 Board meeting	Supervisor of Student Information and Director of Student Services (co-leads), working with the PIO and the Open Enrollment Committee	Reopen the survey, analyze and report to the Board on the School of Choice Parent Survey results.			X	We sent the document to the researchers who designed the instrument for their analysis. We expect the results to be presented at the May 12 meeting.
2. By June 1, 2016	Superintendent, with input from the stakeholders	Develop and distribute to the Board for direction a Comprehensive Stakeholder-Driven Plan for creating schools of choice at the identified pilot sites (Campbell Middle School and Blackford campuses).				
3. By September 15, 2016	Superintendent, working with support staff	Develop and present to the Board, staff and community a proposed timeline for implementation of the School of Choice Plan.				

**THREE-YEAR GOAL: *ENHANCE STUDENT, PARENT, STAFF, DISTRICT AND COMMUNITY COMMUNICATION, PARTICIPATION AND ENGAGEMENT***

WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. By May 4 <b>12</b> , 2016	Superintendent, working with a Board Subcommittee	Create and present to the Board a plan for creating a "Parent University."			X	The subcommittee will meet, develop a model, and present to the board at the May12 board meeting.
2. By June 1, 2016	Public Information Officer	Review, update if needed, and share with all stakeholders the Communication Plan, including a process for face-to-face communication between the District Office and the sites.				
3. By August 1, 2016	PIO	Develop and place online a directory of Campbell Union School District staff, including their area of responsibility, and their contact information.				
4. Beginning in the 2016-2017 school year	Site Administrators and the teachers	Implement the Student Success Team (SST) Level One process to communicate with a parent if their student is struggling.				
5. By September 15, 2016	Director of School Services and the Community Liaisons, in partnership with parent organizations at their school sites	Plan a school event to increase student and parent engagement.				

<b>THREE-YEAR GOAL: <i>ATTRACT, DEVELOP AND RETAIN HIGH-QUALITY STAFF AT ALL LEVELS</i></b>						
<b>WHEN</b>	<b>WHO</b>	<b>WHAT</b>	<b>STATUS</b>			<b>COMMENTS</b>
			DONE	ON TARGET	REVISED	
1. By August 1, 2016	Wellness Subcommittee (Associate Superintendent of HR-lead, CSEA President and CETA President)	Develop and distribute a list of wellness resources available to Campbell USD employees.				
2. By September 15, 2016	Associate Superintendent of HR, working with the CSEA and CETA Presidents or their designees	Create, distribute, analyze and share the results of a staff survey with the Board, including recommending specific strategies to improve employees' work experience.				