

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: <i>ADDRESS THE ACADEMIC, SOCIAL AND BEHAVIORAL NEEDS OF ALL STUDENTS</i>						
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 initial training is complete.
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.	X	X		The Director convened a Task Force to review recommendations from the initial implementation and adjusted the training to reflect many of the recommendations.
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.	X	X		Each site convened a focus group of diverse students to address specific questions related to Student Wellness.

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.	X	✗		The PLC plan is in place, distributed to the appropriate staff, and monitored by the C&I Department.
2. By September 15 , <u>December</u> , 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.		✗	X	This objective has been revised to allow the new Technology Director time to assess the current STEAM program. The survey will be administered in November.
3. By September <u>November</u> 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.		✗	X	With the change in administrative staff and other changes at one of the middle schools, wanted to allow time for all admin to participate in this process.

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 April 24 <u>May 2016</u> 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		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 4 <u>December 15,</u> 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).			X	The Transition Team will be operational in the fall 2016. The Team anticipates development and distribution of the plan by the winter break.
3. By September 15 <u>December,</u> 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.		X	X	The Transition Team will present the timeline as indicated.

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, 12 October, 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 May 12 October 6 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.	X			The plan was shared with appropriate stakeholders prior to the timeline.
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.	X			The directory is located on the website. We continue to refine the contents based on agreements with our unions.
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.	X	X		The presentation is set for the September 15 Board Meeting.
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.	X	X		A meeting to discuss safe technology use and interaction for the adolescent is scheduled for October 20, 2016.

THREE-YEAR GOAL: <i>ATTRACT, DEVELOP AND RETAIN HIGH-QUALITY STAFF AT ALL LEVELS</i>						
WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. By August 4 <u>September 30</u> , 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.		✗	X	Due to the need for technology to survey all employees, and a change in CSEA leadership, date revised.
2. By September <u>November 15</u> , 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.		✗	X	Needed to adjust this date in order to review survey information.