

CAMPBELL UNION SCHOOL DISTRICT

SIX-MONTH STRATEGIC OBJECTIVES

September 20, 2016 – March 1, 2017

| 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 March 1, 2017 | Director of Extensions and Director of Instruction | Examine the feasibility of providing low cost or no cost summer programs and after-school enrichment programs at every site and report the findings with recommendations to the Superintendent for action. | | | | |
| 2. By March 1, 2017 | District School Link Services Coordinator and Assistant Supervisor of Child Nutrition (co-leads) and the Wellness Committee | Study and provide recommendations to the Superintendent for action on how to better promote healthy living before, during and after school and during recess and lunch periods (e.g., physical activities, lengthen recess). | | | | |
| 3. By March 1, 2017 | Director of Student Services, working with the Multi-Tiered Systems of Support (MTSS) Team | Facilitate a thorough study of student suspension data and the suspension process at each school, share the findings with all school administrators, and recommend to the Superintendent a professional development training on alternatives to student suspension for school administrators. | | | | |

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

| WHEN | WHO | WHAT | STATUS | | | COMMENTS |
|------------------------|--|---|--------|-----------|---------|----------|
| | | | DONE | ON TARGET | REVISED | |
| 1. By March 1, 2017 | Assistant Superintendent of Instructional Services | Ensure that professional Learning Communities establish outcomes and monitor results to provide plans for personalization and increased student engagement. | | | | |
| 2. By March 1, 2017 | Director of Instructional Technology, working with the Tech Coaches at each site | Increase students' learning opportunities for authentic and relevant experiences in and out of the classroom (e.g., PBL-project based learning, virtual field trips). | | | | |
| 3. By March 1, 2017 | Assistant Superintendent of Instructional Services, working with a cross section of students at all grade levels | Create a system for acquiring and incorporating student feedback towards the schooling experience. | | | | |

THREE-YEAR GOAL: *ENSURE THAT EVERY CAMPBELL UNION SCHOOL DISTRICT SCHOOL IS A PLACE WHERE STUDENTS, PARENTS AND STAFF THRIVE*

| WHEN | WHO | WHAT | STATUS | | | COMMENTS |
|-------------------------------|---|--|--------|--------------|---------|----------|
| | | | DONE | ON TARGET | REVISED | |
| 1. By October 15, 2016 | Marketing and Communication Specialist | Publicize the findings of the School of Choice Surveys in an easy-access format on the schools' and district's websites. | | | | |
| 2. By February 15, 2017 | Superintendent, working with support staff | Develop and present to the Board, staff and community a proposed plan for implementation of the K-8 school at Campbell Middle School, including Transition Team members and the proposed timeline. | | | | |

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 November 1, 2016 | Director of Student Services | Provide training to all school Administrative Assistants to give them access to telephone language interpretation services in order to communicate with parents in their language. | | | | |
| 2. By December 1, 2016 | Superintendent, working with the Board Subcommittee (Danielle Cohen and Richard Nguyen) | Create and present to the Board a plan for creating a "Parent University." | | | | |
| 3. By January 15, 2017 | Marketing and Communication Specialist | Review, update if needed, and share an executive summary of the Communication Plan with internal and external stakeholders, including a process for face-to-face communication between the District Office and the sites. | | | | |
| 4. By March 1, 2017 | Superintendent's Council (Superintendent and Assistant Superintendents) | Audit and update the Student/Parent Handbook to ensure all academic interventions and processes are included and explained, and ensure the handbook is current online, relevant and searchable. | | | | |
| 5. By March 1, 2017 | ELD Coordinator (lead), Director of Curriculum and Instruction and Director of Student Services | Research possible tools to translate for non-English speaking students throughout the school day, report the findings and make recommendation(s) to the Superintendent for action. | | | | |

THREE-YEAR GOAL: *ATTRACT, DEVELOP AND RETAIN HIGH-QUALITY STAFF AT ALL LEVELS*

| WHEN | WHO | WHAT | STATUS | | | COMMENTS |
|----------------------------|--|---|--------|-----------|---------|----------|
| | | | DONE | ON TARGET | REVISED | |
| 1. By November 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. | | | | |
| 2. By December 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. | | | | |
| 3. By December 1, 2016 | Assistant Superintendent of Support Services and Director of Special Education | Create a Special Education Professional Development Training Series and provide at least one training in order to develop and retain special education teachers. | | | | |
| 4. By February 1, 2017 | Marketing and Communication Specialist | Produce a video for staff recruitment. | | | | |
| 5. By March 1, 2017 | Intergovernmental Subcommittee (Board President Danielle Cohen, Board Member Tom Gemetti and the Superintendent) | Place the topic of affordable housing for district staff on all Intergovernmental Subcommittee meeting agendas. | | | | |
| 6. By March 1, 2017 | Associate Superintendent of HR | Analyze current orientation/onboarding practices for all new district employees and report the findings to the Governing Board. | | | | |