

CAMPBELL UNION SCHOOL DISTRICT
SIX-MONTH STRATEGIC OBJECTIVES
March 7, 2017 – September 1, 2017

Item 10.5

| THREE-YEAR GOAL: <i>ADDRESS THE ACADEMIC, SOCIAL AND BEHAVIORAL NEEDS OF ALL STUDENTS</i> | | | | | | |
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| WHEN | WHO | WHAT | STATUS | | | COMMENTS |
| | | | DONE | ON TARGET | REVISED | |
| 1. By August 15, 2017 | Director of Student Services, working with the Assistant Principals | Revise the current discipline matrix to align practices across the District and present to the full administration the adjusted discipline matrix for implementation. | | X | | 4.20 The discipline committee has reviewed the current matrix along with 7 different matrices from school districts in CA. The committee's next working meeting is May 9th. The committee will be working on drafting 3 matrices: K-3rd, 4th-5th, 6th-8th. The matrices will be shared with all admin for feedback. The work around the matrices will coincide with PBIS best practices. |
| 2. By August 15, 2017 | Director of Extensions and Director of Instruction | Examine the feasibility of providing low-cost or no-cost after-school enrichment programs at every site and report the finds with recommendations to the Superintendent for action. | | X | | 4.20 Due to the costs of out-side contractor fees, employee rates it is not feasible to provide no-cost after school enrichment classes. Director of Extensions will continue to look for ways to provide low-cost options at the sites. Director of Extensions will also provide after school enrichment options at all school sites as was done during the 16-17 school year. |

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| 3. By August September 15, 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., healthy a la carte options, lengthen recess). | | | X | 4.20 The former District SLS coordinator resigned, we have filled the position, but she does not begin full time until 8.2.17 |
| 4. By September 1, 2017 | Director of Special Education and Assistant Superintendent of Support Services, working with the Inclusion Committee | Investigate of the feasibility (advantages of disadvantages) of expanding the full inclusion model beyond preschool, and make a recommendation to the Superintendent for action. | | x | | 4.20 The Director of Special Education is currently visiting all of the SpEd programs and assessing the continuum of placement options for TK-8 grade for all IEP students. Currently, we have a preschool teacher position open and would like to expand the preschool inclusion for our Mild/Moderate students. Next steps are to survey the teachers and staff, identify stakeholders for a inclusion taskforce. |
| 5. By September 1, 2017 | Assistant Superintendent of Support Services and Assistant Superintendent of Instruction | Identify the behavioral and learning needs of students with non-identified academic, social and behavioral challenges, determine the gaps in services, and recommend to the Superintendent additional support (e.g., professional development) to address the gaps. | | x | | 4.20 A district-wide MTSS request for funding has been written that if received will provide \$25,000 per school for three years to provide Universal Design for Learning teacher training as well as training in how to establish effective MTSS systems within the district. A UDL course has been set up for all Equity TOSAs beginning in the fall. The SST process will be refined at a DLT meeting |

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| | | | | | | before the end of the year and we will discuss the steps needed for students who don't qualify for services and how we can provide additional support for non-identified learning needs for students. |

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

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| 1. By May 15, 2017 | Assistant Superintendent of Instruction | Complete the first cycle of gathering student feedback by convening at least one student focus group at every school (including discussing how students feel about homework) and present the focus group outcomes to the Superintendent and Council. | | X | | 4.20 District TOSAs will develop a homework survey and will do focus groups at each school site by the end of the school year. Additionally, the perception survey for students was re-written to ask questions that give us real feedback that we can use for improvement. That survey will be done in May. |
| 2. By August 1, 2017 | Director of Instructional Services, in collaboration with the Essential Standards Team of Teachers | Identify, communicate and publish the District's Essential Standards for every grade level in English Language Arts and math. | | X | | 4.20 Teacher teams have been recruited and dates have been determined to look at the essential standard list from each site. Those will be made into one district list. Additionally, Kami is working with the Technology Teacher leaders to determine web literacy standards aligned to our district scope and sequence that will be a part of the document. The final document will be put together this summer and rolled out to all teachers at the beginning of the year on one of the professional development days. |

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| 3. By September 1, 2017 | Director of Instructional Technology, in collaboration with the Essential Standards Team | Develop and publish a list of recommended project-based learning and STEAM-based learning experiences tied to Essential Standards in English Language Arts and math. | | X | | 4.20 The team is in the process of developing inquiry units based on three areas: design thinking, robotics/computer science/ passion projects along with STEAM projects that align with Benchmark units. All units will be aligned with essential standards once they are identified. |

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

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| | | | DONE | ON TARGET | REVISED | |
| 1. By June 1, 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 Transformation Team members and the proposed timeline. | | X | | 4.20 Recommendation for grade level transition presented to Board |
| 2. By September 1, 2017 | Director of Student Services and the Superintendent, working with each school's PBIS Team and at least two student representatives | Establish a conflict resolution process for use by students and teachers when there is a conflict. | | X | | 4.20 Researching conflict resolution programs/recommendations with SCCOE |

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

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| 1. By June 1, 2017 | Director of Student Services | Report to the Board on the use of Language Interpretive Services and its effectiveness and the need for follow up. | | X | | 4.20 The 8 schools with the highest language needs have all been trained. We will be seeking feedback from sites as they use the services |
| 2. By June 1, 2017 Sept - Nov 2017 | Deputy Superintendent of Administrative Services | Coordinate training for school organizations (e.g., School Site Councils, PTAs, ELAC, ASB) on their legal and financial processes and responsibilities. | | | X | 4.20 Since the members of these group change every year, training should be at the start of the year. All training will be planned between Sept-Nov. |
| 3. By August 1, 2017 | Director of Student Services and the Marketing and Communication Specialist | Compile a list of community resources for parents and families and make it available in multiple formats. | | X | | 4.20 Currently compiling information, such as identifying community liaisons, current community partnerships, available resource, and the process for ensuring web content remains current/reliable. |

| THREE-YEAR GOAL: <i>ATTRACT, DEVELOP AND RETAIN HIGH-QUALITY STAFF AT ALL LEVELS</i> | | | | | | |
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| 1. By June 15, 2017 | Staff Wellness Committee (CSEA President, CETA President and Associate Superintendent of HR) | Investigate and make a recommendation to the Superintendent and his Council on a Staff Wellness Program. | | X | | 4.20 Scheduling a meeting with the presidents to determine our committee |
| 2. By September 1, 2017 | Associate Superintendent of HR | Develop and present to the Council a plan for an online resource library that includes instructional videos of key components of job responsibilities in each department. | | X | | 4.20 Conducting a study of the various trainings currently provided for new staff orientation. Will work with Supervisors and Department leads to determine potential videos |