

CAMPBELL UNION SCHOOL DISTRICT  
**SIX-MONTH STRATEGIC OBJECTIVES**  
 September 29, 2015 – March 15, 2016

<b>THREE-YEAR GOAL: <i>ADDRESS THE ACADEMIC, SOCIAL AND BEHAVIORAL NEEDS OF ALL STUDENTS</i></b>						
WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. By December 15, 2015	PBIS Coach, working with each school's Site Administrator and PBIS Committee	Support the application of PBIS (Positive Behavior Intervention and Support) standards in all classrooms.	X			The district team worked with site teams regarding implementation practices.
2. By March 1, 2016	Assistant Superintendent of Instructional Services (lead), Director of Special Education and Director of School Services	Offer professional development for teachers and student support staff regarding the use of best practices for meeting students' needs.	X			Saturday PD sessions started on Jan. 9th and will continue through April 23rd. New PD will be planned for the summer and into next year. Training topics have been Differentiation, Dealing With Challenging Students and Setting Effective Learning Targets to Help all Learners. Learning Circles were offered starting in <b>October and have included the above topics as well as Understanding the ELD/ELA Framework and "How English Works" aimed at struggling readers.</b> PD was offered to all Ed. Associates through the SJSU partnership. Our Supervisor of Behavioral and Mental Health has provided PD on Trauma informed instructional practices.

3. By <del>March 15,</del> <del>2016</del> April 20	Director of School Services, working with District and School Administration and teachers	Use the new Student Success Team (SST) process to address the needs of struggling students.			X	The director is in the process of training each site on a coordinated SST process. There are a couple of sites that are scheduled to be trained by the revised date.
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THREE-YEAR GOAL: <b>IMPROVE STUDENTS' ACADEMIC PERFORMANCE, ENGAGEMENT AND INVOLVEMENT</b>						
WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. By January 15, 2016	Director of Instructional Technology	Roll out to all teachers a plan to communicate the technology skills expected at each grade level.	X			Admin were instructed that the tech skills plan was to be presented before Thanksgiving Break. Tech Coaches will provide feedback on this and how it was presented. <b>The Technology Skills Scope and Sequence was shared at all school sites by the January 15th deadline.</b>
2. By January 15, 2016	Director of Instructional Technology	Measure awareness within the teacher community of the STEAM Resource Kits and report the results to the Superintendent.	X			Julie has presented the training for the STEAM resource kits at each site. Dates were reported to Superintendent after the training was completed.
3. <del>By February 1, 2016</del> <b>By May 1, 2016</b>	Superintendent, working with a Board Subcommittee	Create and present to the Board a plan for feedback and direction a plan to create a "Parent University."			X	Board subcommittee members will be identified by Dec. 1. <b>The item fell off of the the Sup's plate. This item be approached once the the new board member is appointed as subcommittee assignments may shift.</b>
4. By March 15, 2016	Director of Instructional Technology	Measure the use and effectiveness of the STEAM Resource Kits by surveying a sample of teachers and students and present the results to the Superintendent and School Board.			X	<b>Because the training for the kits wasn't complete until the end of January, additional time is needed to create a survey that will measure the effectiveness of the resource kits. Teachers need additional time to use them.</b> The library check out system is being used to determine the frequency at which they are checked out. A usage survey has been added to the kits as well as a link to a digital feedback form where teachers will provide data on the effectiveness of the resource kits. <b>After each site presentation, Julie had many teachers signing up for her to come and demo in the classroom. She reported that she was in roughly 8-10 classes at each site.</b>

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

WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
5. By March 15, 2016	PD Task Force, created by the Assistant Superintendent of Instructional Services and composed of teachers and administrators	Develop and distribute to all staff a PD (Professional Development) Plan that will be updated annually and will include a strand or focus on differentiation.	X			It was determined that the CETA board no longer sees a need for a PD committee. Surveys will continue to go out after all PD days to get teacher input on needed PD. <i>We are on-track with planning PD supporting differentiating and challenging students. The offerings were distributed to staff beginning in January.</i>

THREE-YEAR GOAL: <b>ENSURE THAT EVERY CAMPBELL UNION SCHOOL DISTRICT SCHOOL IS A SCHOOL OF CHOICE</b>						
WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. By November 1, 2015	Superintendent and Deputy Superintendent of Business Services	Identify the schools that will pilot the School of Choice Initiative.	X			A review of the SBAC scores and Perception Survey results suggest CMS & Blackford will serve as our pilot schools.
2. <del>By March 15,</del> March 31, 2016	Supervisor of Student Information and Director of Student Services (co-leads), working with the Public Information Officer and the Open Enrollment Committee	Create, administer, analyze and report the findings of a School of Choice Parent Survey targeted to understand parent choices and their primary sources of information about District schools and what it would take for them to choose their neighborhood school.		X		A School of Choice Parent Survey is in draft form and will be finalized by January 1 and administered by February 1. <b>There was a delay in the crafting of the survey due to the workload of an outside consultant. The survey was distributed at the beginning of March. The report will be presented at the March 31 board meeting.</b>
3. By March 15, 2016	Superintendent, Deputy Superintendent and Public Information Officer, with input from students	Develop and distribute to the identified pilot schools a plan to market their school.	X			Superintendent has meetings scheduled with 3 potential candidates. <b>A marketing team has completed the initial plan for CMS and Blackford. We are currently conducting interviews and filming for the remaining sites.</b>
<b>FUTURE:</b> By April 15, 2016	Superintendent, working with Site Administration	Ensure that pilot schools have received their School of Choice Parent Survey results and engaged their school communities in the process of developing a plan to address the survey results.		X		See bullet #2

<b>THREE-YEAR GOAL: <i>ENHANCE STUDENT, PARENT, STAFF, DISTRICT AND COMMUNITY COMMUNICATION, PARTICIPATION AND ENGAGEMENT</i></b>						
<b>WHEN</b>	<b>WHO</b>	<b>WHAT</b>	<b>STATUS</b>			<b>COMMENTS</b>
			DONE	ON TARGET	REVISED	
1. By <del>October 1, 2015</del> <b>December 1, 2015</b>	Public Information Officer	Share the Communication Plan with all stakeholders and employees.	X			We decided to revise the date in order to collect and analyze data from the website survey.
2. By <del>October 15, 2015</del> <b>November 20, 2015</b>	Superintendent	Communicate to parents when they will hear their student's progress on a regular basis (e.g., report cards).	X			Initial parent information regarding iReady and SBAC was distributed. Complete schedule to be published Nov 20.
3. By March 15, 2016	Associate Superintendent of HR, working with the Site Leadership Teams	Develop a consistent process for communicating with a parent if their student is struggling.		X		Multi-Tiered System of Support and SST process being leveraged to support early identification. SST1 with teacher and parent, SST2 with parent and team.

THREE-YEAR GOAL: <b>ATTRACT, DEVELOP AND RETAIN HIGH-QUALITY STAFF AT ALL LEVELS</b>						
WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. By October 15, 2015	Associate Superintendent of HR, working with SJSU	Ensure the beginning of a class for instructional assistants to provide training for effectively supporting the diverse academic and behavioral needs of students to be used as a pipeline for Special Education teachers.	X			The first class was held.
2. By January 1, 2016	Classification Study Team (Associate Superintendent of HR-lead) and CSEA	Conclude and implement the classification study.	X			The study was completed and ratified. We will phase in the implementation.
3. <del>By February 15, 2016</del> By, April 1	Legislative Action Team (Associate Superintendent of HR-lead)	Determine talking points to petition legislators for relief or tax incentives for educators in the Bay Area, including during the meetings with legislators on April 3-4, 2016.			X	We have convened meetings with ACSA and Jim Beall. <b>We are working with our local legislators prior to our Legislative Action Day in April.</b>
4. By March 15, 2016	Staff Wellness Subcommittee, formed by the Associate Superintendent of HR and Monroe Principal	Develop and present to the Wellness Committee a plan to improve staff wellness.		X		We are working with Kaiser to develop a plan. <b>Installed a hydration station at the district office. Encouraging healthy choices. Incorporating walking into staff meetings. Suggesting healthy snack options at all meetings. Ordered spa water containers and sites and departments coordinate with Food services to provide this water. Will continue to work with Wellness Committee to foster staff wellness.</b>