

SUSD Mission, Vision, Values & Goals Statement	STEP	TIMELINE	NOTES	BUDGET	WHO'S RESPONSIBLE	FALL 2018 UPDATE	SPRING 2019 UPDATE
**Governance Goals are part of Superintendent's Evaluation							
**Values - Responsibility -We accept responsibility for the achievement of our students; Goals - Our students will continuously learn and achieve success at or above grade level.	A committee will be formed to research, report and develop recommendation as to how SUSD can better serve students: 1) who have behaviors which cause students to be approaching recommended for expulsion; or 2) who have been expelled from our district.	By August 31, 2018, the committee will be formed and have their first meeting. The Board of Trustees will receive updates during the school year as follows: October 2018 and December 2018 board meetings. The committee will give a final report with recommendations to the Board at the February 2019 board meeting. During the February board meeting, the Board will have an opportunity to give direction to the Superintendent as to whether we continue to pursue recommended options. (Revised and approved at the November 13, 2018, Board Meeting)	Members of the committee will include the Superintendent, 2 Board Members (optional) Director of Student Services, Director of Special Education, school psychologist, school counselor, elementary and middle school general education teacher, middle school resource specialist, elementary principal, middle school principal, and middle school assistant principal.	No impact to the budget at this time.	Superintendent	The committee has been formed and has met for an initial meeting. The second meeting is scheduled for the end of the September. A brief presentation will be given to the Board at the October 30, 2018, Board Meeting.	The committee presented recommendations to the Board at the February 12, 2019, Board Meeting. Next steps: The Board asked committee members to bring back a cost analysis for the "Alternative Setting Classroom".
**Values - Responsibility - We accept responsibility for the achievement of our students; Goals - Our students will continuously learn and achieve success at or above grade level.	All administrators new to the district and identified administrators who need additional training in Breakthrough Coaching will receive training and support by the Superintendent and Executive Assistant from July 2018 through February 2019. Check backs by the Superintendent will continue through the end of the school year.	By August 31, 2018, all administrators noted in this goal will receive initial training with continual training on a monthly basis. Ongoing observations by the Superintendent and monthly feedback logs will be collected as evidence of administrators fully participating in the Breakthrough Coaching process. This goal will be completed by the end of February 2019, with continual support through the end of the school.	It is critical that all administrators are in classrooms and visible on the campus in order to support the safety and learning environment for students and staff.	No impact on the budget.	Superintendent	Training has taken place on July 25, 2018, August 21, 2018, and October 17, 2018. Monthly logs are being collected and the superintendent is meeting with administrators to monitor coaching time.	Training has continued on the following date/s: December 12, 2018, with the next training taking place on February 28, 2019, and continuing on until the end of the school year. Monthly logs will be examined at end of the year evaluations.

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Values - Responsibility -We accept responsibility for the achievement of our students; Goals - Our students will continuously learn and achieve success at or above grade level.	Develop and communicate a plan of support for any school performing under the targeted academic thresholds in ELA and Math.	Completed plan will be presented to the Board of Trustees by the last Board meeting in August of 2018.	In keeping with the Professional Learning Community model, all staff members are responsible for all of our students achieving at or above standards/grade level. The plan will be developed, monitored, and analyzed. The Board of Trustees will receive updates throughout the school year regarding the progress of the plan.	Aligned with 2018-2019 budget.	Cabinet	The plan was presented to the Board at the August 28, 2018 board meeting. Cabinet is closely monitoring the targeted schools and ensuring supports are appropriate.	Executive Leadership Members have been supporting identified targeted schools. Support has been given through administrative mentoring/coaching. Collaborative embedded coaching by Solution Tree and Laura Granger. Monitoring of benchmark data, site visits, classroom walkthroughs, etc. have also been implemented and are on-going. Next steps is to compare 2019 data to 2018.
Vision - Purposeful integration of educational technology.	Ongoing reports to the SUSD Board of Trustees regarding the Technology Plan and what is the plan of response for the upcoming 3 months (Where are we going?). What have we accomplished since the last reporting period. How is the plan being implemented to support the classroom with integrating technology in student learning.	Reporting periods: September 2018, November 2018, January 2019, March 2019, May 2019.		Aligned with 2018-2019 budget.	Director of Technology under the direction of the Assistant Superintendent of Educational Services	Presentation was taken to the Board of Trustees at the September 11, 2018, Board Meeting.	We continue to conduct classroom observations and gather data from teacher and student use of technology. Our fall BrightBytes data collection continues to show areas of growth needed in the areas of the 4 Cs (Communication, Collaboration, Critical Thinking, Creativity). Technology components of our adopted state curriculum materials support teachers in integrating technology into the curriculum and help to address the 4Cs. Our technology department and instructional coaches continue to support teachers in their purposeful integration of educational technology.

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Values - Community - We work in the context of the larger community, supporting, and being supported by parents and organizations.	All school sites will participate in a community service project.	By May 2019, school site teams/staff/students/parents shall participate in "Love Your School" or Community project.	It is the intent of the Board to ensure students have the opportunity to experience giving back to their community. This activity is to be student generated; which means, students will develop the idea and facilitate the completion of the project.	Funded through community sponsorship, PTA/PTO, student council, ASB, or site base.	Principals under the direction of the Superintendent	Site Principals have turned in their event information and can be seen on the attached document titled 2018-19 Community Project Goal by Site.	Please see attached document for each sites plan, implementation and/or completion date.

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**Vision- our classroom environments are physically safe, clean, and well-organized.	We will continue to implement and enforce the most effective safety measures for all sites and departments. In addition, we will find ways to communicate our continual focus on safety.	Prior to the 2018-2019 school year all parents and staff will receive communication of what the District has done thus far to increase safety measures and communicate the closed campus procedures for each school site. During Back to School Night, staff, parents and students will receive school site safety information pertaining to their school of attendance. By the end of September the Superintendent will hold a safety summit to inform parents of what has transpired in the area of additional safety to this point in time and additional plans in the future, such as a parent drill to practice where parents will meet to receive communication from the District in the event of a major crisis. By the end of October parents will participate in a safety drill to reinforce the procedure identified during the safety summit meeting, which is parents gathering at the identified location to receive communication during a major crisis.		Aligned with 2018-2019 budget.	Superintendent along with the Incident Command Team	All site administrators addressed safety during their Back to School evening and it is an on-going agenda topic on Site Council, staff meetings. A district wide parent information night (Safety Summit) took place on September 19, 2018, and was held at Somerset Middle School. The Board received an update of the information night at the October 9, 2018, Board Meeting. A parent drill is scheduled for October 30, 2018. A report went to the Board at the October 30, 2018. Board Meeting.	The October drill was completed and the analysis of how the drill went was reported to the Board of Trustees. Next step: Incident Command Team will meet and determine where we are with conducting a review training for district office staff and analyze our findings for how district-wide safety drills and trainings have gone this year. Staff will give a report to the Board at the end of the year.

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**Values - Responsibility -We accept responsibility for the achievement of our students; Goals - Our students will continuously learn and achieve success at or above grade level.	The SUSD Board of Trustees will receive reports throughout the school year from the Special Education Department.	By the September Board Meeting the SUSD Special Education Handbook will be presented to the Board of Trustees as an information item. By the October Board Meeting the Board of Trustees will receive a Special Education report informing the Board of what has been implemented as a result of the outside consultant analysis report for the department. In addition, the Board will receive information regarding how the program is running and the 2018-2019 focus and goals of the Special Education Department, which will also include a plan to include parent input.		Aligned with 2018-2019 budget.	Director of Special Education	At the August Board meeting, the Director of Special Education presented the focus and theme for the special education for the 2018-2019 school year. CORE 4. In October the handbook will be shared and the update on the outside analysis report for the Department will occur.	The Board received a copy of the Special Education Department Handbook. The Board also received a presentation from Dawn Mori as to what has been implemented according to the Special Education Analysis and what next steps are. Additionally, included in the report was the creation of the Parent Advisory group and updates of how the group is going. There will be another Special Education information update to the Board by the end of the year.
Values - We constantly monitor, evaluate, and refine our mutual work.	The SUSD Communication Plan will be reviewed and ensure sections are included to address all departments have templates to communicate district wide on issues that impact students, families and staff.	By the January 2019 Board meeting templates will be shared with the SUSD Board of Trustees as an information item.		None at this time.	The Executive Leadership Team under the direction of the Superintendent	In progress.	Please see attached Communication Plan that was presented to the Board at the January 15, 2019, Regular Board Meeting.
Values - Responsibility -We accept responsibility for the achievement of our students; Goals - Our students will continuously learn and achieve success at or above grade level.	Classrooms will have more science learning opportunities.	By the January 2019 Board meeting a report will be given on how more science learning opportunities have been encouraged and implemented.		None at this time.	Assistant Superintendent for Educational Services	In progress.	Presented to the Board at the January 15, 2019, board meeting. It is anticipated that a team will be formed late Spring 2019 to begin training and planning for the adoption process for 19-20.

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Values - Responsibility -We accept responsibility for the achievement of our students; Goals - Our students will continuously learn and achieve success at or above grade level.	The SUSD staff will conduct a study to gather and present information to the SUSD Board of Trustees on research based material supporting the most effective way to utilize homework and the effect homework has on student success.	By the January 2019 Board meeting staff will present the report to the Board of Trustees.		None at this time.	Assistant Superintendent for Educational Services	In progress.	Presented to the Board at the January 15, 2019, meeting. Follow up will include training for principals on the details of the BP and AR, in order that they may share with their staff.
Vision - Feature a growth mindset and and innovative spirit. Values - Collaboration at all levels.	All Site administrators will have a 5 year professional plan.	By the end of September 2018 all plans will be presented to the Superintendent and part of the administrators evaluation. The Superintendent will support the site administrator by coaching/facilitating experiences and/or opportunities for professional growth and attainment of the goals.		To be determined.	Superintendent	Administrators have developed and turned in their plan. Cabinet has been able to place some administrators on specific committees/teams as an initial support. Cabinet will continue to look for ways to offer site administrators opportunities to fulfill the goals in their plan.	This goal is on-going and opportunities to fulfill the goals continue to be a focus.
Vision - Feature a growth mindset and and innovative spirit. Values - Collaboration at all levels.	The SUSD Board of Trustees will participate in a formal self-evaluation process.	By the end of September 2018 the Board will participate in a Board survey through CSBA. By the end of October 2018 the Board will participate in a retreat lead by the CSBA consultant to work on identify areas of strength and areas of focus. By the end of November 2018 the process will be completed.		Cost to the general budget of approximately \$2,700.	The Board of Trustees	The Board began the process at the Board Retreat on September 13, 2018. The Board participated in a self-evaluation. This goal is in progress for next steps.	The Board is in the process of evaluating the results. The Board has identified three areas to focus on as part of the continuous improvement process.