

**CAMPBELL UNION SCHOOL DISTRICT  
SIX-MONTH STRATEGIC OBJECTIVES  
March 22, 2016 – September 15, 2016**

| <b>THREE-YEAR GOAL: ADDRESS THE ACADEMIC, SOCIAL AND BEHAVIORAL NEEDS OF ALL STUDENTS</b>                  |   |  |               |           |         |  |
|--|---|--|---------------|-----------|---------|--|
| <b>WHEN</b>  | <b>WHO</b>  | <b>WHAT</b>  | <b>STATUS</b> |           |         | <b>COMMENTS</b>  |
|  |   |  | DONE          | ON TARGET | REVISED |  |
| 1.<br>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.<br>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         |         | The Director convened a Task Force to review recommendations from the initial implementation and adjusted the training to reflect many of the recommendations. |
| 3.<br>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         |         |  |

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

| WHEN                        | WHO  | WHAT   | STATUS |           |         | COMMENTS |
|-----------------------------|--|--|--------|-----------|---------|----------|
|                             |  |  | DONE   | ON TARGET | REVISED |          |
| 1.<br>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         |         |          |
| 2.<br>By September 15, 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         |         |          |
| 3.<br>By September 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         |         |          |

**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.<br>At the <del>April 21,</del><br>May 2016 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.<br>By <del>June 1, 2016</del><br>December 15, 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.<br>By September 15, 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         |         | 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.<br>By May 4 12, 2016                            | Superintendent,<br>working with a Board<br>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 May12 board meeting. |
| 2.<br>By June 1, 2016                              | Public Information<br>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.<br>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.                            |        |           |         |   |
| 4.<br>Beginning in the<br>2016-2017 school<br>year | Site Administrators<br>and the teachers   | Implement the Student Success Team (SST) Level One process to communicate with a parent if their student is struggling.   |        | X         |         |   |
| 5.<br>By September 15,<br>2016                     | Director of School<br>Services and the<br>Community Liaisons,<br>in partnership with<br>parent organizations<br>at their school sites | Plan a school event to increase student and parent engagement.  |        | X         |         |   |

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

| WHEN                           | WHO  | WHAT  | STATUS |           |         | COMMENTS |
|--------------------------------|--|---|--------|-----------|---------|----------|
|                                |  |   | DONE   | ON TARGET | REVISED |          |
| 1.<br>By August 1, 2016        | Wellness Subcommittee<br>(Associate Superintendent<br>of HR-lead, CSEA<br>President and CETA<br>President) | Develop and distribute a list of wellness resources available<br>to Campbell USD employees.   |        | X         |         |          |
| 2.<br>By September 15,<br>2016 | Associate Superintendent<br>of HR, working with the<br>CSEA and CETA<br>Presidents or their<br>designees   | Create, distribute, analyze and share the results of a staff<br>survey with the Board, including recommending specific<br>strategies to improve employees' work experience. |        | X         |         |          |

CAMPBELL UNION SCHOOL DISTRICT  
**SIX-MONTH STRATEGIC OBJECTIVES**  
 March 22, 2016 – September 15, 2016

6-2-16  
Board Update

| <b>THREE-YEAR GOAL: <i>ADDRESS THE ACADEMIC, SOCIAL AND BEHAVIORAL NEEDS OF ALL STUDENTS</i></b>           |   |  |        |           |         |   |
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| 1.<br>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 process was completed prior to the May timeline. We will provide a board update in June, 2016 |
| 2.<br>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.                            |        |           |         |   |
| 3.<br>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. |        |           |         |   |

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| 3.<br>By September 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.                                  |        |           |         |          |

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| 3.<br>By September 15, 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.  |        |           |         |  |



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| 2.<br>By June 1, 2016                              | Public Information<br>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. |        |           |         |   |
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