

CAMPBELL UNION SCHOOL DISTRICT  
**SIX-MONTH STRATEGIC OBJECTIVES**  
 20 January 2015 through 1 August 2015

<b>THREE-YEAR GOAL: ADDRESS THE ACADEMIC, SOCIAL AND EMOTIONAL NEEDS OF ALL STUDENTS</b>						
WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. June 1, 2015	Assistant Superintendent of Instructional Services, Director of Student Services and the Director of SPED	Identify supports in place and areas of growth needed by site for academic and behavioral levels of support to the District.	X			<ul style="list-style-type: none"> <li>• An SST overview was given at the DLT on 3/23/15 by Jennifer Baker (counselor) and Erick Brown (AP at Castlemont)</li> <li>• Rtl/SST Task Force was convened on 5/7/15</li> <li>• Task Force will reconvene on 6/4/15</li> <li>• Subcommittee work will begin, some to take place over summer:               <ul style="list-style-type: none"> <li>○ SST forms and procedures</li> <li>○ Interventions</li> <li>○ PD</li> </ul> </li> </ul>
2. August 1, 2015	Assistant Superintendent of Instructional Services, working with the Principal Advisory Committee and the District Positive Behavior Intervention Support	Use the needs assessment and determine targeted Professional Development for areas of growth in academic and behavioral multi-level tiers of support to present to the Board in September 2015.	X			Needs assessment is being conducted at the sites in terms of SST forms and procedures, interventions, and PD. Results will be shared on 6/4/15.
3. Dec 1, 2015 <del>August 1, 2015</del>	Assistant Superintendent of Instructional Services – lead, PAC and District PBIS Team	Use needs assessment to develop a Staffing and Resources Plan to present to the Board in September 2015.			X	Task Force and Subcommittees will develop binder of resources and a Staffing and Resources Plan to bring to the Board in December of 2015.

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

WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. June 1, 2015	Assistant Superintendent of Instructional Services, with input from the STEAM Coordinator and Committee	Create a STEAM framework that identifies existing and needed resources and professional development for teachers to enhance their academic lessons.	X			The STEAM TOSA has developed a 3-year framework for providing STEAM resources and units across the district. The first of these newly developed project-based units, will be shared with the district teachers in the fall of 2015.
2. July 1, 2015	Assistant Superintendent of Instructional Services	Develop a 3-year plan for providing professional development and resources for differentiation strategies	X			The Task Force named in Goal #1 will provide input into this plan. In addition, the focus on PLC work will provide training and support in the differentiation needed by students, based on evidence. Each Learning Circle and district training will address differentiation through UDL planning.
3. Sept 2015 <del>August 1, 2015</del>	Superintendent and Director of Instructional Services	Develop and distribute to all Pre-K-8 teachers a comprehensive Pre-K-8 Technology Skills Plan			X	Director of Technology is working on this.

**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. Aug 30, 2015 <del>April 30, 2015</del>	Open Enrollment Committee, Superintendent -- lead, Associate Superintendent, Board Member Juliet Tiffany-Morales, Elementary and Middle School Principals, a parent, and Director of Student Services	Define what "schools of choice" means for CUSD.  <u>School of Choice Definition</u>  A School of Choice is safe, inviting and stimulating; it is a carefully crafted learning environment designed to open minds and inspire innovation; it is a gathering place where school communities of staff, parents and community members gather together to meet the needs of students; it is a launching pad where innovative, individualized instruction ignites imagination, fuels curiosity, supports talent, and encourages the pursuit of dreams unique to every student.	X			We have completed the process of solicitation for input from various stakeholder groups, to define what "schools of choice" means for CUSD.
2. October 2015 <del>Sept 30, 2015</del> <del>August 1, 2015</del>	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 survey targeted to understand parent choices and their primary sources of information about District schools and what it would take for you to choose your neighborhood school.			X	Date extended to allow for arrival of new Director of School Services.
FUTURE OBJECTIVE	Open Enrollment Committee with District/school staff input and participation	Develop an Action Plan to address results of the Open Enrollment survey.				We will begin this process during the 2015-16 school year.

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

WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. May 1, 2015	Public Information Officer	Conduct a survey of existing communication methods with all stakeholders to identify what communication modes to target in District Communication Plan.	X			We have reviewed recent survey information to extrapolate trends from participant responses. A new survey is being crafted to triangulate both formal and informal survey results.
2. July 1, 2015	Deputy Superintendent of Administration, working with the Technology Department	Roll out all upgraded school websites and train at least one site person to update.	X			The Tech department is presenting the new web design to various groups. A survey revealed users demand accurate information, fewer clicks to get to pertinent information and better organization of the content.
3. August 1, 2015	Superintendent and Public Information Officer	Develop and begin implementation of an updated Communication Plan (including modes identified in survey).	X			Marla and I have reviewed a number of communication plans that include multiple modes of communication. We will use the survey results to determine the design that best reflects the wishes of the stakeholders.

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

WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. September 2015 <del>June 1, 2015</del>	Extensions Director, working with a subcommittee	Create, distribute, analyze and share the results with all CUSD staff a needs assessment survey on Professional Development for all staff.			X	We are awaiting the results of the joint CUSD/CETA Professional Development survey distributed this month. Results will be available in early May.
2. August 1, 2015	Associate Superintendent, in collaboration with the Technology Department	Create an onboarding orientation video for new employees.	X			The storyboard and initial videotaping are underway. The first take will be completed by the end of May and additional revisions will be completed by the end of June.
3. September 2015 <del>August 1, 2015</del>	Superintendent, working with a subcommittee from the Wellness Committee	Create and distribute to all staff, a plan to bolster staff wellness and connectivity.			X	The Committee will identify the components of the staff plan at the upcoming next meeting. The subcommittee will then craft the plan in July.