

**CAMPBELL UNION SCHOOL DISTRICT
SIX-MONTH STRATEGIC OBJECTIVES
September 20, 2016 – March 1, 2017**

THREE-YEAR GOAL: ADDRESS THE ACADEMIC, SOCIAL AND BEHAVIORAL NEEDS OF ALL STUDENTS						
WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. By March 1, 2017	Director of Extensions and Director of Instruction	Examine the feasibility of providing low cost or no cost summer programs and after-school enrichment programs at every site and report the findings with recommendations to the Superintendent for action.		X		IS Administrators met to discuss budget for summer academy on 11.2, Director to look into Summer Academy as well as Dual Immersion program at SO. Director Extensions looking into City of SJ Safe Summer Grant if offered again to possibly provide summer camp at ROS as well ASES summer programs at summer academy site and possibly other ASES site. Summer Enrichment camp to be at site that hosts CampbellCare Summer Camp for extended care option. After school enrichment currently offered at every elementary site, fee based to cover fees of providers.

2. By March 1, 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., physical activities, lengthen recess).		X		
3. By March 1, 2017	Director of Student Services, working with the Multi-Tiered Systems of Support (MTSS) Team	Facilitate a thorough study of student suspension data and the suspension process at each school, share the findings with all school administrators, and recommend to the Superintendent a professional development training on alternatives to student suspension for school administrators.		X		Director of School Services is compiling data and researching alternatives to suspension. In addition, a team will be convened to design a discipline matrix.

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

WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. By March 1, 2017	Assistant Superintendent of Instructional Services	Ensure that professional Learning Communities establish outcomes and monitor results to provide plans for personalization and increased student engagement.		X		All Site Administrators and Leadership teams have been given instructions and a protocol for determining essential standards. The process was rolled out to all Instructional Leadership Teams at a meeting on 10/11. Individual School site teams will go through the process and bring back their essential standards at the January Common Core Leadership team meeting. We have changed our District Leadership Team meetings to include an Administrator PLC which will look at artifacts collected at PLC meetings which will account for monitoring progress to ensure personalization based on student needs. This will be an ongoing process throughout the year.

<p>2. By March 1, 2017</p>	<p>Director of Instructional Technology, working with the Tech Coaches at each site</p>	<p>Increase students' learning opportunities for authentic and relevant experiences in and out of the classroom (e.g., PBL-project based learning, virtual field trips).</p>		<p>X</p>	<p>Held a learning event with Rosemary's fifth grade on 11/4 in our PLC. Created a science workshop experience, ½ day event. 3rd grade Rosemary PBL unit on Voting - included computer science - coding a voting button with Raspberry Pi, worked with Math tech coach Ordered 30 piece Google Expedition VR kit - coaches will create some exploration lessons and travel the units to various classrooms</p>
<p>3. By March 1, 2017</p>	<p>Assistant Superintendent of Instructional Services, working with a cross section of students at all grade levels</p>	<p>Create a system for acquiring and incorporating student feedback towards the schooling experience.</p>		<p>X</p>	<p>Standardized questions are being created and all IS team members will talk to a focus group of students that represent all district schools and sub-groups. We will begin this work starting in January. From our responses we will determine some goals for next steps.</p>

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

WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. By October 15, 2016	Marketing and Communication Specialist	Publicize the findings of the School of Choice Surveys in an easy-access format on the schools' and district's websites.	X			Oct: Emailed choice results information to school principals. Completed overhaul of Strategic Plan webpage. Added "Special Reports" button to jump to section that includes the Choice survey results. Emailed choice survey info to all CUSD employees; Posted article on district and school website newsfeeds. Nov: Survey story sent to all families as part of weekly e-news
2. By February 15, 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 Transition Team members and the proposed timeline.		X		CMS K-8 Transformation Team assembled. Study Session meeting scheduled for 11/29

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

WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. By November 1, 2016	Director of Student Services	Provide training to all school Administrative Assistants to give them access to telephone language interpretation services in order to communicate with parents in their language.		X	X	scheduled for December 14 administrative assistants meeting
2. By December 1, 2016	Superintendent, working with the Board Subcommittee (Danielle Cohen and Richard Nguyen)	Create and present to the Board a plan for creating a "Parent University."		X		Superintendent & Board members scheduled to meet on Nov 16
3. By January 15, 2017	Marketing and Communication Specialist	Review, update if needed, and share an executive summary of the Communication Plan with internal and external stakeholders, including a process for face-to-face communication between the District Office and the sites.		X		Executive summary in progress
4. By March 1, 2017	Superintendent's Council (Superintendent and Assistant Superintendents)	Audit and update the Student/Parent Handbook to ensure all academic interventions and processes are included and explained, and ensure the handbook is current online, relevant and searchable.		X		Council compiles updated information from CSBA, ACSA, and our attorneys throughout the year. We will begin the process in January as that is when many new laws take effect.

<p>5. By March 1, 2017</p>	<p>ELD Coordinator (lead), Director of Curriculum and Instruction and Director of Student Services</p>	<p>Research possible tools to translate for non-English speaking students throughout the school day, report the findings and make recommendation(s) to the Superintendent for action.</p>		<p>X</p>	<p>Reach out to Core Group (Edna and Rosanna) to review the steps and provide feedback. Send on 10/16 and request feedback by 10/24. Denise will reach out to Veronica Gutierrez to help in researching options for the suggested list. Denise will reach out by 11/30. Each Core Member will research options and will reach out to others on any suggestions they may have to add to the suggested list. - Each member will add to the document by 1/15/17. Core Members will share the information to Eric by 2/1 to see if any more suggestions are needed or if any additional work is needed. Final document will be shared with Eric on 3/1.</p>
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THREE-YEAR GOAL: *ATTRACT, DEVELOP AND RETAIN HIGH-QUALITY STAFF AT ALL LEVELS*

WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. By November 15, 2016	Associate Superintendent of HR, working with the CSEA and CETA Presidents or their designees	Create, distribute, analyze and share the results of a staff survey with the Board, including recommending specific strategies to improve employees' work experience.		✗	X	Met with Labor Union President, determined survey questions. Survey will be sent out by 11/10/16. Analysis will be done and shared with the Board in January.
2. By December 1, 2016	Wellness Subcommittee (Associate Superintendent of HR-lead, CSEA President and CETA President)	Develop and distribute a list of wellness resources available to Campbell USD employees.		X		Included some resources in the employee blog. Once the survey analysis is completed, we will identify areas to focus on to support employee wellness.
3. By December 1, 2016	Assistant Superintendent of Support Services and Director of Special Education	Create a Special Education Professional Development Training Series and provide at least one training in order to develop and retain special education teachers.	X	✗		Completed. We have six trainings scheduled. We already completed one training to support/retain new teachers.
4. By February 1, 2017	Marketing and Communication Specialist	Produce a video for staff recruitment.		X		In progress
5. By March 1, 2017	Intergovernmental Subcommittee (Board President Danielle Cohen, Board Member Tom Gemetti and the Superintendent)	Place the topic of affordable housing for district staff on all Intergovernmental Subcommittee meeting agendas.		X		We have begun the process with the city of Campbell and will continue the process as we meet with other entities.

6. By March 1, 2017	Associate Superintendent of HR	Analyze current orientation/onboarding practices for all new district employees and report the findings to the Governing Board.		X		We are collecting information to prepare for the presentation.
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