

NEXT STEPS/FOLLOW-UP PROCESS

WHEN	WHO	WHAT
September 21, 2016	Assistant to the Superintendent	Distribute the retreat record to all invitees.
Within 48 hours of receipt	All recipients	Read the retreat record.
September 28, 2016	Marketing & Communication Specialist	Post "Accomplishments" on the website.
At the October 6, 2016 School Board meeting	School Board	Present the Strategic Plan to the public.
By October 15, 2016	Leadership Team	Share and discuss the Strategic Plan with all staff.
October 17, 2016	Leadership Team (Superintendent - lead)	Review the "Current Internal Weaknesses" list for possible action items.
Monthly	Leadership Team & School Board	Monitor progress on the goals and objectives and revise objectives (add, amend and/or delete), as needed.
Monthly	Assistant to the Superintendent	Prepare and distribute the updated Strategic Plan Monitoring Matrix to all staff.
March 7, 2017 8:30am - 3:30pm	School Board & Council	Strategic Planning Retreat to: <ul style="list-style-type: none"> - more thoroughly assess progress on the Goals and Strategic Objectives. - develop objectives for the next six months.

**CAMPBELL UNION SCHOOL DISTRICT
SIX-MONTH STRATEGIC OBJECTIVES**

September 20, 2016 – March 1, 2017

THREE-YEAR GOAL: <i>ADDRESS THE ACADEMIC, SOCIAL AND BEHAVIORAL NEEDS OF ALL STUDENTS</i>						
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		
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		

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		
2. By March 1, 2017	Director of Instructional Technology, working with the Tech Coaches at each site	Increase students' learning opportunities for authentic and relevant experiences in and out of the classroom (e.g., PBL-project based learning, virtual field trips).		X		
3. By March 1, 2017	Assistant Superintendent of Instructional Services, working with a cross section of students at all grade levels	Create a system for acquiring and incorporating student feedback towards the schooling experience.		X		

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			
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		

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		
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		
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		
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		
5. By March 1, 2017	ELD Coordinator (lead), Director of Curriculum and Instruction and Director of Student Services	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.		X		

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		
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		
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		
4. By February 1, 2017	Marketing and Communication Specialist	Produce a video for staff recruitment.		X		
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		
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		