

BERRYESSA UNION SCHOOL DISTRICT

STRATEGIC OBJECTIVES

September 12, 2017 – March 1, 2018

THREE-YEAR GOAL: <i>Attract and retain highly qualified staff</i>						
WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. By March 1, 2018	Assistant Superintendent of Personnel (lead), Director of Special Education and Student Services and the Coordinator of Personnel	Recruit 6 speech language pathologists and 3 school psychologists candidates outside of the county at recruitment fairs.				
2. By March 1, 2018	Assistant Superintendent of Personnel	Develop, distribute, analyze and share with the Superintendent and the Board the results of an anonymous survey of all staff members about the benefits and desires of working in Berryessa to identify ways to retain staff.				
3. By March 1, 2018	Assistant Superintendent of Personnel and Director of Technology Services	Rebrand the Berryessa District by adding a new section to the website that promotes employment in BUSD.				
4. By March 1, 2018	Assistant Superintendent of Personnel and Director of Technology Services	Incorporate social media platforms in our recruitment process in order to attract highly qualified candidates to the District.				

THREE-YEAR GOAL: *Ensure professional development and coaching support for all staff*

WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. Monthly	Assistant Superintendent of Educational Services, working with the Educational Services Team and the Site Principals	Provide professional development and coaching support in all content areas for certificated and classified staff, as appropriate.				
2. By January 1, 2018	Assistant Superintendent of Educational Services, Director of Special Education and CSEA President	Develop a plan for mentoring classified staff and present to the Superintendent.				
3. By January 15, 2018	Assistant Superintendent of Educational Services and Director of Technology	Develop a plan for providing training on Google Suite and Infinite Campus for classified and certificated staff and present to the Superintendent.				
4. By January 15, 2018	Assistant Superintendent of Educational Services (lead), Director of Special Education, Assistant Superintendent of HR and Director of Curriculum and Instruction	Provide targeted certificated, classified and substitute staff with professional development training on working with struggling and at-risk students.				
5. By March 1, 2018	Assistant Superintendent of Educational Services (lead), Director and Coordinator of Educational Services	Develop and implement a plan for appropriate training of all staff to provide a Multi-Tiered System of Support.				

THREE-YEAR GOAL: *Enhance our safe learning environment*

WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. At the November 14, 2017 Board meeting	Assistant Superintendent of Educational Services, with the Director of Tech Services, Ed Tech, Instructional Coach and Social Workers/ Counselors	Develop and design a district-wide Digital Citizenship Curriculum and Instruction Program (including social media) for parents, staff and students, and present to the Superintendent and School Board.				
2. At the November 14, 2017	Director of Maintenance, Operations and Transportation (MOT) and the Safety Committee	Present a Safety Plan, including security and lockdown devices, to the Board for action.				
3. By February 1, 2018 and yearly thereafter	Director of MOT, working with the Safety Committee and Site Administrators	Provide crisis management training for the Leadership Team.				
4. By March 1, 2018	District Safety Committee (Director of MOT-lead), working with Site Administrators	Increase communication (through a variety of media) to make communities surrounding our schools aware of closed campus policies.				

THREE-YEAR GOAL: *Improve student achievement for all students*

WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. By December 1, 2017	All Site Teachers, meeting in department/grade level teams	After reviewing student performance data and identifying student learning needs, will identify and implement appropriate differentiated strategies within general ed classrooms.				
2. By March 1, 2018	Superintendent and Assistant Superintendent of Educational Services	Survey and examine internal capacity of providing expanded educational opportunities and make recommendations to the Board.				
3. By March 1, 2018	Assistant Superintendent of Educational Services and Director of SPED	Develop district-wide Multi-Tiered System of Support (MTSS) Plan for <u>all</u> students and present to the Superintendent.				
4. By March 1, 2018	Assistant Superintendent of Educational Services	Identify and develop a District protocol for aligning student needs with support services/ interventions, and share the protocol with the Principals and staff.				

THREE-YEAR GOAL: *Broaden parent and community engagement and support*

WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. Beginning in September 2017	Assistant Superintendent of Educational Services and Coordinator of Educational Services	Offer at least three parent workshops during the school year.				
2. By October 1, 2017 and monthly thereafter	Site Principals and/or a Site Designee	Update the school's website with important information, including the school's events.				
3. By November 1, 2017	Assistant Superintendent of Educational Services and Director of Special Education	Establish and publicize a list of resources of outside services to assist parent needs.				
4. Beginning in November 2017	Assistant Superintendent of Educational Services and Coordinator of Educational Services	Hold parent mini workshops three times per year in SEAL (Sobrato Early Academic Language) participating schools.				
5. By December 1, 2017	Superintendent and Board Member David Cohen	Develop a plan for partnering with Silicon Valley resources and present to the Board for action.				
6. By March 1, 2018	Superintendent, working with reps of the Berryessa Art and Wine Festival, Berryessa Business Association, Berryessa Citizen Advisory Council and the Berryessa Education Foundation	Develop a broad process for communicating with the greater Berryessa community and present to the School Board for action.				

