

B E R R Y E S S A U N I O N S C H O O L D I S T R I C T

STRATEGIC OBJECTIVES
September 23, 2019 – March 1, 2020

THREE-YEAR GOAL: <i>Attract and retain highly qualified staff</i>						
WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. By January 15, 2020	Director of Special Education and Assistant Superintendent of Ed Services, working with identified Special Education Teachers	Develop and implement a plan to provide resources to help support special education instruction.				
2. By March 1, 2020	Assistant Superintendent of HR	Reach out to at least four local universities to build relationships and recruit interns to work with Berryessa USD for potential future hire upon becoming credentialed.				
3. By March 1, 2020	Assistant Superintendent of HR, working with HR staff	Identify four dates and attend at least one Farmers Market to recruit certificated and classified staff.				
4. By March 1, 2020	Assistant Superintendent of Ed Services (lead), Teacher Juanita Rodriguez, Principal Andrew Derrick, Assistant Superintendent of HR and CSEA President Debbie Narvaes	Plan and implement a midyear gathering of all staff to increase team building and morale.				
FUTURE: By May 1, 2020	Assistant Superintendent of HR	Register for and attend at least four job fairs.				

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

WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. By the 15 th of each month	Assistant Superintendent of Educational Services, working with the Educational Services Team, Director of Maintenance, Operations and Transportation and Site Principals	Provide professional development and support in all content areas for certificated and classified staff as appropriate and report attendance numbers to the Superintendent.				
2. By November 15, 2019	Superintendent, working with the Cabinet and CSEA President	Implement a Mentoring Program in which newly hired classified staff are connected with an experienced counterpart.				
3. By November 15, 2019	Assistant Superintendent of Ed Services and Director of Curriculum and Instruction, working with a Professional Development Steering Committee (Parisa Nunez, Radna Bala, Debbie Narvaes, Joe Herman, TOSA Rep, at least two teachers)	Provide input on learning needs of District Staff for professional development.				
4. By November 15, 2019 and by the end of every other month	Assistant Superintendent of Business Services (lead), working with the Assistant Superintendents of HR and of Ed Services and CSEA	Provide a separate SOS meeting for secretaries and for clerks, with a joint meeting every quarter.				

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

WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. By December 1, 2019	Director of Technology (lead), Director of Maintenance, Operations and Transportation (MOT) and Director of Modernization	Provide training to School Office Staff regarding how to access to security cameras and recordings at their site.				
2. By January 5, 2020	Director of MOT and Director of Modernization	Complete placing fences and/or safety approved gates around Cherrywood, Majestic Way, Noble and Toyon.				
3. At the January 14, 2020 Board meeting	Director of MOT	Consult with three outside school districts to identify best practices (e.g., traffic issues, prevention of fights and school security) and present the results and recommendations to the Superintendent and Board.				
4. By March 1, 2020	Director of MOT (lead), Director of Modernization and Director of Technology	Complete the evaluation of blind spots of middle schools, identify location, and purchase and install security cameras where needed.				
5. By March 1, 2020	Director of MOT and Director of Technology, working with Voler	Create and post on the District website a safety video showing protocols/training in action for community awareness.				

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

WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. By January 15, 2020	Assistant Superintendent of Ed Services, working with all Site Administrators	Develop a model to expand educational opportunities for all students (e.g., after school, before/after school homework help, electives, school programs) and present to the Superintendent.				
2. By March 1, 2020	Director of Special Education (lead), Assistant Superintendent of Ed Services and Director of Curriculum and Instruction	Recommend at least two supplemental curriculum options for special education preschool to fifth grade students in ELA and Math.				
3. By March 1, 2020	Superintendent (lead), Assistant Superintendent of HR and Assistant Superintendent of Ed Services	Update and distribute the parent interest survey to the community to explore the option for implementing additional District language programs (e.g., Spanish, Vietnamese) and share the results with the Board.				
4. By March 1, 2020	Assistant Superintendent of Ed Services	Increase administration of District benchmark assessments in English Language Arts and math to 90% participation.				
5. By March 1, 2020	Assistant Superintendent of Ed Services (lead), Director of Special Education, Middle School Principals and Middle School Special Education Teachers	Compare data from each middle school to review the most effective special education instructional model (co-teaching vs. other teaching models) and present the results, with a recommendation, to the Superintendent.				

THREE-YEAR GOAL: <i>Broaden parent and community engagement and support</i>						
WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. By February 1, 2020	Assistant Superintendent of Business Services (lead), Board Member David Cohen and Parent Sean McCullough	Create and present to the Superintendent instructions that schools can distribute to families on how to apply for matching donations from their employers.				
2. By March 1, 2020	Fundraising Committee (Assistant Superintendent of Business Services-lead)	Evaluate fundraising needs and recommend to the Superintendent, if needed, updates to Board policy regarding fundraising and fundraising ideas to share across District sites.				
3. By March 1, 2020	Superintendent, working with PR consultant Voler	Double the Newsletter readership.				
4. By March 1, 2020	Superintendent (lead), Director of Technology, working with Voler	Evaluate parent communication channels and recommend to the Board a Social Media Plan.				