

BERRYESSA UNION SCHOOL DISTRICT
STRATEGIC OBJECTIVES
September 24, 2018 – March 15, 2019

THREE-YEAR GOAL: <i>Attract and retain highly qualified staff</i>						
WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. By December 15, 2018	Assistant Superintendent of HR and Assistant Superintendent of Educational Services	Present to the Superintendent a plan to focus on attracting classified paraeducators.				
2. By January 15, 2019	Director of Technology, working with the Assistant Superintendent of HR	Improve the District's Ed Join quality of postings to enhance and promote BUSD recruitment.				
3. By March 15, 2019	Assistant Superintendent of HR and Assistant Superintendent of Educational Services	Actively and creatively recruit Special Education Specialists, specifically at least 5 Speech Pathologists and other specialized staff.				
4. By March 15, 2019, as part of the 2019-2020 budget process	Director of Special Education	Recommend to the Board and Cabinet the appointment of an Academic Coach for Special Education teachers.				

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THREE-YEAR GOAL: <i>Ensure professional development and coaching support for all staff</i>						
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 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 January 1, 2019	Assistant Superintendent of Educational Services and Director of Special Education (co-leads), working with the CSEA President	Develop and begin implementation of a plan for mentoring newly hired classified staff.				
3. By February 1, 2019	Assistant Superintendent of Educational Services, working with the MTSS Committee and Student Voices	Provide overview training for all staff in multi-tiered system of support systems.				
4. By March 1, 2019	Assistant Superintendent of Educational Services and Director of Technology	Provide training for all staff on Google Suite and Infinite Campus upgrades.				
5. By March 15, 2019	Director of Special Education (lead), Assistant Superintendent of Educational Services, Assistant Superintendent of HR and Director of Curriculum Instruction	Provide at least one training opportunity for all staff on student behavior management.				

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THREE-YEAR GOAL: <i>Enhance our safe learning environment</i>						
WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. By January 1, 2019	Director of Maintenance, Operations and Transportation, working with Principals and Director of Modernization	Ensure necessary gates for maintenance vehicles.				
2. By January 15, 2019	Director of Technology and Director of Curriculum	Have 13 Site Tech Leads provide at least one Digital Citizenship training.				
3. By March 1, 2019	Director of Maintenance, Operations and Transportation (lead), Assistant Superintendent of HR and District Safety Committee	Provide emergency preparedness training dates for classified staff unable to attend the site training dates.				
4. By March 1, 2019	Director of Maintenance, Operations and Transportation	Place fences and fire safety-approved gates around at least three additional schools identified as having perimeter weaknesses.				

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THREE-YEAR GOAL: <i>Improve student achievement for all students</i>						
WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. By December 1, 2018	All Site Teachers, meeting in grade level/ department teams	Review student performance data and identify three to five targeted students for intervention, and share with their Principal appropriate differentiated strategies.				
2. By February 15, 2019	Assistant Superintendent of Educational Services (lead), Director of Curriculum and Instruction and Coordinator of Educational Services, with input from the Instructional Coaches	Develop and implement a process for evaluating the use of instructional coaches and their effectiveness in improving students' academic achievements.				
3. By March 15, 2019	Assistant Superintendent of Educational Services (lead), Assistant Superintendent of HR and Principals	Recruit staff and at least 24 students for each Dual Immersion Program (Spanish and Mandarin).				
4. By March 15, 2019	Assistant Superintendent of Educational Services (lead) and Superintendent	Develop a plan of expanded educational opportunities for all students (e.g. electives for middle school students, before and after school programs, summer school) to launch in Fall 2019.				
FUTURE: By July 1, 2019	Superintendent (lead), working with Site Principals and Cabinet	Increase the percentage of students who achieve proficiency in English Language Arts and Math by at least five percentage points.				
FUTURE: By August 2019	Superintendent (lead), Assistant Superintendent of HR and Assistant Superintendent of Educational Services	Implement the BUSD Spanish Dual Immersion Program.				

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

WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. At least monthly	Site Webmasters, with support and monitoring from the Director of Technology	Update the school websites.				
2. By January 15, 2019	Superintendent, working with Voler PR Consultant	Form a BUSD Fundraising Committee to evaluate fundraising needs and recommend updates to Board policy regarding fundraising.				
3. By January 15, 2019	Superintendent and Voler PR Consultant	Develop and begin implementation of a plan to promote existing BUSD programs (e.g., Dual Immersion and Parent Participation Program).				
4. By February 1, 2019	Superintendent, working with the Cabinet	Develop a Community Action Plan to access Silicon Valley resources (e.g., tech companies), including a timeline and measurable results, and present to the Board for action.				
5. By March 15, 2019	Educational Services Coordinator, working with Site Administrators and the Voler PR Consultant	Create and distribute (e.g., social media, website) a common video message about parent involvement.				
FUTURE: By August 20, 2019	Educational Services Coordinator, with School Principals and TK/Kinder Teachers	Hold language-specific orientations for families with incoming kindergartners to increase parent involvement.				

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