

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
 March 5, 2018 – September 1, 2018

THREE-YEAR GOAL: <i>Attract and retain highly qualified staff</i>						
WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. By September 1, 2018	Assistant Superintendent of HR and Director of Technology	Present to the Board the results of the effectiveness of using social media to recruit employees.				
2. By September 1, 2018	Assistant Superintendent of Educational Services and the Director of Special Education	Implement a plan to increase the support for Special Education Teachers (e.g., a mentorship program).				
3. By September 1, 2018	Assistant Superintendent of HR and the Assistant Superintendent of Educational Services	Develop and implement a plan to attract and retain Special Education personnel to be fully staffed.				
4. By September 1, 2018	Assistant Superintendent of HR and the Assistant Superintendent of Educational Services	Develop a plan to reduce the unfilled substitute rate for certificated and classified employees by 100%.				

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 July 1, 2018	Assistant Superintendent of Educational Services (lead), working with the MTSS Committee	Develop and implement a plan for appropriate training of all staff to provide a Multi-Tiered System of Support.				
3. By August 1, 2018	Assistant Superintendent of Educational Services (lead) and Director of Technology	Develop a plan for making sure all staff are trained on Google Suite and for providing certificated staff Infinite Campus upgrades training and present to the Superintendent.				
4. By September 1, 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 September 1, 2018	Assistant Superintendent of Educational Services and Director of Special Education (co-leads) and the CSEA President	Develop a plan for mentoring classified staff and present to the Superintendent.				

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

WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. By June 1, 2018	Director of Maintenance, Operations and Transportation, working with the District Safety Committee	Identify and recommend to the Board for consideration at least one additional security and communication measure to make all schools more secure and safer.				
2. By June 1, 2018	Director of Maintenance, Operations and Transportation, working with Principals	Identify school perimeter weaknesses around fences and fire safety-approved gates.				
3. By August 1, 2018	Director of Maintenance, Operations and Transportation	Purchase and install lockdown devices in all schools.				
4. By August 1, 2018	Director of Maintenance, Operations and Transportation and the Bond Director	Report to the Board a plan for direction to replace aging MPR furniture.				
5. By September 1, 2018	Director of Maintenance, Operations and Transportation, working with Custodians	Improve bathroom cleanliness at all schools.				
6. By September 1, 2018	Assistant Superintendent of Educational Services, with the Director of Tech Services and Director of Curriculum and Instruction	Present to the Board a district-wide Digital Citizenship Curriculum and Instruction Program (including social media) for parents, staff and students.				
7. By September 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 (insert targets)*

WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. By July 1, 2018	Superintendent (Lead), Assistant Superintendent of HR and Assistant Superintendent of Educational Services	Implement Dual Immersion Programs in Mandarin and Spanish in the District.				
2. By August 1, 2018	Superintendent and Assistant Superintendent of Educational Services	Plan and implement expanded educational opportunities for all students.				
3. By September 1, 2018	Assistant Superintendent of Educational Services and Director of Curriculum and Instruction	Increase support services/interventions aligned with students' social, emotional and academic needs to close the opportunity and academic gap.				
4. By September 1, 2018	All Site Teachers, meeting in department/grade level teams	After reviewing student performance data and identifying learning needs, will identify, implement and report to the principal appropriate differentiated strategies within all classrooms.				
5. By September 1, 2018	Superintendent, with input from all staff	Increase the percentage of students who achieve proficiency (i.e., a score of 3 or 4) in English Language Arts and Math by at least 5 percentage points.				

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

WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. By May 1, 2018 and at least monthly thereafter	Site Webmasters, with support and monitoring from the Director of Technology	Update the school websites.				
2. By September 1, 2018	Superintendent and Board Member David Cohen	Develop a plan for partnering with Silicon Valley resources and present to the Board for action.				
3. By September 1, 2018	Educational Services Coordinator, working with Site Administrators	Create and distribute at Back-to-School Night a common message about parent involvement.				
4. By September 1, 2018	Educational Services Coordinator, working with School Principals	Hold language-specific orientations for families with incoming kindergarteners to increase parent involvement.				