San Leandro Unified School District
2012-2013 District Goals

Learning by Doing Together

Guiding Principles

The District will:

- Be bold and innovative in its thinking
- Ensure *all* students are college and/or career ready
- Maintain a focus on equity and closing the achievement gaps: racial, English learners, socioeconomic, special needs, and gender
- Hold ourselves accountable for improved student learning using data to monitor progress
- Provide learning environments that are free from all forms of harassment

Goal #1:
Educate the Whole Student:
Ensure the academic, physical, social and emotional well-being of every student

A. Expect and provide academic excellence and rigorous curriculum for all students meeting the needs of our lowest and highest performing students

1. Implement Program Improvement Year 3 Corrective Action Plan
2. Implement Focus on Mathematics Achievement
3. Continue Focus on English Language Arts
4. Implement Focus on English Learners
5. Ensure the Academic Tiered Intervention infrastructure is monitored and supported for success
6. Identify programs and services for K-8 high achieving students and develop programs/services where gaps are identified

B. Focus on educational equity and accelerate the learning for the lowest performing students – closing the achievement gaps and ensuring that all subgroups demonstrate progress

1. Continue to examine and address issues of racial and linguistic inequities across the system
2. Implement Professional Learning Communities
3. Strengthen Tier II Programs and Services
4. Monitor Program Implementation

5. Unify Special Education and General Education

C. Address the social, emotional, and physical needs and well-being of all students so that they thrive in our schools and community

1. Develop and implement a district wide Behavioral Tiered Intervention System
2. Strengthen our Attendance Campaign and Monitoring
3. Ensure students are healthy
4. School-based Health Center
5. Continue to work with the Food Services Department to improve the quality, appeal, healthfulness, and efficiency of our Food Service dept. and the options offered to our students.

D. Create safe, secure, and inclusive schools

1. Ensure all sites have reviewed and updated their School Safety Plans
2. Implement Gang Intervention Specialist program at Bancroft, Muir and SLHS; implement Season of Service, Period of Peace at Muir and SLHS, and Anti-Bullying training of trainers at Bancroft.
3. Revise and update Health and Safety high school course
4. Create welcoming, inclusive school communities
5. Continue facilitating the Safe Schools Committee with identified goals and action steps to address staff development, curriculum development, parent alliances, and support for student clubs
6. Provide Special Education crisis prevention training (CPI) for new staff
7. Provide Special Education voluntary topical monthly staff development
8. Student Support Services Director will conduct and provide support at monthly secondary site leadership meetings to address:
9. Attend city/district emergency preparedness sessions, ensure disaster/fire drills are in place

E. Hold-ourselves accountable to use data to monitor program effectiveness and to make daily instructional decisions

1. Assessment Systems
2. Ensure CALPADS has on-time certification; continue to educate sites on system of entering data
3. Conduct regular walk-throughs to collect data regarding program implementation and effectiveness and provide feedback to sites

F. Provide focused professional development for site administrators, teachers and support staff that is aligned with District goals

1. Principals
2. Teachers

3. Support Staff

Goal #2: Ensure the Financial Stability and Efficiency of the District

A. Maintain the fiscal solvency of the district and align all fiscal decisions with our budget planning incorporating new and changing information

1. Educational Services Dept.
2. Business & Operations Dept.

B. Work with community stakeholders and the Board to pass a 2012 parcel tax to support programs

C. Focus on cost savings measures

1. Explore and begin implementing possible solar and/or sustainability projects in the District.
2. Explore grant opportunities that are aligned with District goals
3. Provide support to and encourage community support for our foundations:
4. Continue to implement uniformity in the procurement of maintenance and custodial products and supplies used throughout the District which will allow bulk ordering to ensure a better negotiating strategy to reduce product costs.
5. Support the Energy Education Specialist to implement the cost saving energy plan throughout the district
6. Obtain board approval for the surplus and possible sale through Bay Area Air Quality Management Board or InterSchola of eight aging maintenance vehicles

D. Continue to address safety issues and effectiveness across the District

1. Continue to monitor and improve Risk management for the District
2. Survey all play structures and fall zones for safety and functionality

E. Continue to identify operational issues that are fragmented and inefficient and develop and implement new protocols to create operational coherence across the District

1. Provide staff with more training on how to be efficient with using technology such as email, phone system, internet access, Teleparent and further strive for the paperless office
2. Establish a work order system to better track tech related issues, keep staff informed of progress on resolutions and increase

efficiency and response time to resolve issues
3. Research and possibly implement an email archiving solution to ease the storage burden on our email server and satisfy federal regulation requirements on ediscovery
4. Coordinate with the City for improved efficiencies, explore joint use opportunities, communication marketing opportunities

F. Focus on the Strategic and effective promotion and use of the AEC

1. Expand the theater audience base and hence increase the theater's revenue
2. Install a new ticketing system at the theater and the launch of a new website which will allow us to sell more tickets to all events
3. Expand student involvement in theater creation and operations

Goal #3: Provide Effective and Timely Communication and Community Engagement

A. Provide accurate and timely communications to internal and external stakeholders

1. Provide focused Board Presentations on student achievement: (see draft BOE Presentation calendar)
2. Realistically identify communication priorities, including more effective maintenance of website and use of social media such as Facebook and Twitter, and address the inadequacies that currently exist
3. Work with the sites to improve site websites (may not be realistic for 12/13)
4. Work further to train personnel and streamline the use of Agenda Online to communicate with the community regarding all aspects of Board Meetings
5. Aeries Browser Interface (ABI)
6. Implement a more effective spam filtering solution to increase accuracy in spam identification while reducing false-positives
7. Work with HR to better communicate new staff hires and departures to the Information Technology Department so that email and login account creation can be streamlined
8. Establish email protocols
9. Publish regular communications in the SL Times and other media groups
10. Attend speaking engagements/give presentations as suggested by the community, the Board, or as needed to build support for the schools

11. Focus on providing updated information through the District website by means of email alerts and Teleparent calls to ensure accurate and timely communication
12. Continue to publish the Teacher Educational Services Update Weekly and the Superintendent's Weekly Bulletin
13. Monitor the Administrator and Office Manager shared "L" Drive
14. Implement process for ongoing Board Policy mandated updates and revisions

B. Work with SLED to develop a Volunteer in the Schools Program

C. Strengthen customer service at the District Office and at all school sites

1. Create Welcoming Schools
2. Continue to work on safe schools efforts
3. Calendar Board committees ahead of time
4. Develop Teacher shared drive on the website
5. Update the Teacher resources on the website (pacing calendars, assessment calendar, etc.)
6. Hold district management meetings to address system issues which effect multiple departments.

D. Leverage engagement and parent resources between sites and across the District

1. Continue parent Committees
2. Provide parent trainings for all sites (High expectations, PIQE, etc.
3. Implement work of the Alameda Mental Health Collaborative Parent/Family Behavioral Health
4. Provide Monthly Special Education Parent Workshops
5. Host Latino & African American Achievement Nights

E. Focus on strengthening city and business community partnerships and relationships

1. Implement Community Schools Planning Grant for city, county, district collaboration on building a full service community school at SLHS and Lincoln
2. Work with City regarding School-based Health Center initiative
3. Implement Wilma Chan's Youth Employment Partnership and Adopt a School Programs

F. Enhance our communication plan that regularly promotes positive information and activities about the schools and the District

1. Work with the Communications Committee to develop a branding and marketing plan to strengthen the public image of the schools.
2. Be more proactive in posting positive information on the District website and sending Twitter messages

G. Business Service to work with Human Resources department to improve and strengthen communication and coordination of activities; clarify roles and responsibilities related to joint activities and shared tasks

Goal #4: Human Resources
Recruit and Support Outstanding Employees

A. Attract and retain high quality teachers, administrators, and classified staff

1. Provide on-going support and coaching for site administrators as appropriate. Examples include:
2. Establish a culture of accountability

B. Strengthen practices that support hiring staff that are reflective of the diversity of our students and families

1. Incorporate procedures and practices into our hiring process that help ensure that candidates will reflect and be responsive to our diverse student and family populations
2. Seek non-traditional recruiting strategies to attract a diverse pool of teachers, administrators

C. Systematize criteria for excellence in the hiring and interviewing process

1. Revise and update our recruitment and hiring binders
2. Work to develop a list of criteria to define excellence
3. Further develop our interview questions to ensure that they promote the selection of culturally competent staff

D. Improve our personnel evaluation process to support the development of exceptional professionals

1. Organize evaluation calibration sessions and professional development for site administrators.
2. Meet with site principals to review evaluation procedures and protocols.
3. Monitor state and federal initiatives, legal decisions, and research on teacher evaluation initiatives. Pursue changes to our procedures as appropriate

E. Develop systems to support and recognize our employees

1. Continue to refine and improve our awards and celebrations for employees and community members
2. Establish a support structure for our new administrators.
3. Develop templates to make it easier for administrators to provide accurate, effective, and constructive feedback to support our employees
4. Identify training needs for employees required to take district tests for positions (i.e. CSEA members) and consider offering classes through the Adult School which fill the need but are not offered at this time.

F. Work with all bargaining groups to make decisions that are in the overall best interest of students

1. Continue to actively pursue ways to maintain positive working relationships with bargaining units.

Goal #5: Ensure Safe and Well Maintained Facilities

The District will continue to:

A. Maintain and improve our existing facilities including implementing a preventative maintenance plan

1. Continue to raise public awareness and celebrate our successes in facilities and construction projects
2. Be vigilant in examining our infrastructure systems
3. Support the Maintenance & Operations department and its efforts by
4. Monitor school sites and address on-going safety concerns (prevention, training, and response)

B. Continue to efficiently implement Measure B and Measure B savings facility projects

1. Assure completion of 2012-2013 projects

C. Continue to efficiently implement Measure B savings facility projects

1. Start the planning, design and bid process with the goal of construction in the summer of 2013:

D. Efficiently implement Measure M facility projects

1. Pacific Sports Complex and Burrell Field

2. SLHS Swim Center & Fields
3. Elementary School Exterior Athletic Improvements
4. Muir Middle School Fields
5. Bancroft Par Course

E. Implement environmentally sustainable measures

1. Implement environmentally economic sustainable measures
2. Introduce energy conservation strategies at all opportunities during project planning
3. Support the District's goals for green and sustainable building where economically feasible
4. Continue to communicate goals to designers as has been done for all projects so far
5. Determine and implement the daily use of products that are green to the environment and to, minimally, ensure the safety of staff exposed to them
6. Streamline the cleaning operation to ensure optimum utilization of quantity of chemicals used on a daily basis by custodians, staff, and also teachers, in the classrooms, offices and general facilities

F. Ensure access to updated technology

G. Develop a district-wide emergency preparedness response system in coordination with the greater community

1. Continue to lead the emergency preparedness team meeting and process

Goal #6: Board Governance

A. Continue to implement a systematic process for reviewing and updating Board policies

1. Complete Board Handbook

B. Implement a systematic process for reviewing and updating Board policies

C. Review and revise Board protocols as needed

D. Develop a cohesive Board member training plan

E. Conduct an annual Board self-evaluation survey