EVERGREEN ELEMENTARY SCHOOL DISTRICT

ONE-YEAR STRATEGIC OBJECTIVES

August 22, 2016 – August 1, 2017

A THREE-YEAR GOAL: ***Retain existing students and attract new students to the District***

WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. By November 1, 2016	Director of Communication	Develop and present to the Board for action a plan for town hall meetings to engage and inform the community about the advantages and opportunities that the Evergreen Elementary School District offers.	x			Board members will be invited to participate in the the school site feedback sessions currently being scheduled for each school as part of the LCAP consultation.
2. By January 15, 2017	Assistant Superintendent and Director of Communications, working with the PEER Group	Present a plan to enhance after school academic (e.g., Odyssey of the Mind) and enrichment (e.g., peer tutoring) programs to the Superintendent and Cabinet for implementation	X			Plan to provide parent access to school sites developed and shared with Cabinet, Principals, and Board. Current 2016-2017 after school academic and enrichment enhancements include Math Olympiad @ 3 sites; ROCK @ 2 sites; Learning CAFE program @ 1 site; and possible Tech Museum program at 2 sites.
3. By January 15,	Director of Communications	Pilot a District Direct Mail Advocacy Marketing Campaign with two District	X			Direct mail pilot piece for K. Smith has been designed and printed and is currently being distributed to the community (5000 pieces) as a “door

2017		schools to increase student enrollment and share the results with the Superintendent and the Board.				hanger"
4. By February 1, 2017	Assistant Superintendent and Director of HR, working with Middle School Principals and with input from students and the school community	Recommend to the Superintendent and Cabinet enhanced elective options for all Middle Schools.	DONE X	ON TARGET	REVISED	Consultations were held with site principals regarding elective offerings. Specialized credentials were reviewed to determine additional elective options. A computer science elective pathway at LeyVa aligned to East Side High School District's Information and Communication pathway at Silver Creek was identified for implementation in 2017-18.
5. By March 1, 2017	Assistant Superintendent	Recommend Programs of Promise (e.g., dual immersion, STEM, GATE, District Dependent Charter) to the Superintendent for implementation.	X			Site principals continue to work with school staffs to identify specialty areas of focus. PBL, STEM/STEAM, IB and expansion of SEAL are currently most viable given current conditions. There is interest in further consideration of immersion/language programs that align with ESHSD language instruction in French, Spanish, Vietnamese for Vietnamese Speakers and Japanese (school specific).

B THREE-YEAR GOAL: *Provide equitable education resources and facilities*						
WHEN	**WHO**	**WHAT**	**STATUS**			**COMMENTS**
			DONE	ON TARGET	REVISED	
1. By November 1, 2016	Superintendent's Cabinet (Superintendent-lead)	Define and share with the school community an Evergreen Elementary School District definition of equity for education resources and facilities.	X			Cabinet participated in an Equity Forum (September & October 2016). Cabinet engaged in conversations about equity with NTN Coach, Jude Garnier (October 2016). Equity conversations and activities will continue throughout the year and our definition will continue to evolve. Initial definition: *Equity at its core is giving each student what he or she needs to meet academic standards and to be socially/emotionally ready for learning. In terms of educational resources, this means that students who need additional resources will be provided them.* (We believe these concepts need to be incorporated into a revised Mission/Vision statements and will be working on this over the course of the year)
2. By March 1, 2017	Director of Operations	Explore an accelerated schedule roll-out of STEM classrooms and make a recommendation to the Board for consideration.	X			We looked into the acceleration of the roll out schedule for the STEM Classrooms and found that there are several considerations. 1. With increase in construction cost skyrocketing, bundling several sites as one project will take advantage of the economy of scale. We will be doing this. 2. DSA is inundated with projects to review, so we are at the mercy of the State Architect to get approval quickly and concurrently at different sites.3. Workload for contractors, engineers, inspectors and architects could affect our ability to accelerate roll out of STEM Classrooms. We will be rolling out Katherine Smith, Holly Oak and OB Whaley for 17-18 school year. The next sites will be J.F. Smith, Montgomery and Norwood Creek. We can accelerate Cadwallader and Carolyn Clark with the aforementioned sites. We can start design on these sites late spring early summer and submit to DSA during the summer to see if we can have approval for Fall bidding. The final sites would be Dove Hill, Laurelwood, Millbrook, and Matsumoto. As soon as the above sites are in construction, we can concurrently be in design for latter sites and schedule for bid and summer construction in 2018.

3. By June 1, 2017	Director of Instruction	Identify current extracurricular activities and programs and make a recommendation to the Cabinet for ways to provide access to all EESD students.		X			

C THREE-YEAR GOAL: *Enhance use and integration of technology by students, teachers, staff and families*							
WHEN	**WHO**	**WHAT**	**STATUS**			**COMMENTS**	
			DONE	ON TARGET	REVISED		
1. By October 1, 2016	Assistant Superintendent, working with All Stars United	Provide a tutorial for all teachers who teach language arts and math to utilize Path to Excel to access online digital resources provided by publishers.	X			Tutorials have been shared with staff via our technology teacher on special assignment. Tutorials are also curated in a YouTube Channel at https://www.youtube.com/playlist?list=PL6M5GUFRhnRIXDoOnmH1MJlyVIEqSvrlc as well as in the Teacher Resources section of our District website. While the initial goal has been met, additional support around enhanced features is forthcoming.	
2. By January 12, 2017	Director of Communications, working with the Principals	Conduct a needs assessment of technology (broadband and devices) access at home and report the results at the January 12, 2017 Board meeting.	X			Survey questions distributed to Evergreen families in January for further data mining, piggy-backing on LCAP community survey. Survey results have been received in three languages..	
3. By December 1, 2016	Principal on Special Assignment (lead), with the Technology Committee, Information Services and Assistant Superintendent	Survey all school sites as to their current inventory of technology that is less than 5 years old and present a report of the results at the January 12, 2017 Board meeting.	X			The inventory is complete and has been shared with Cabinet for review and development of of potential next step recommendations.	

4. By March 15, 2017	Assistant Superintendent, working with the Technology Committee and Technology Teacher on Special Assignment	Design and present a Professional Development Workshop for teachers on how to integrate technology into lessons for student learning experiences.	X			Teachers and staff have been exposed to Technology Professional Development in a variety of ways. All employees receive bi-weekly communication called Tech Tuesday. This communication provides tips for technology use in the classroom, as well as resources for enhancing use of applications and devices. To date we have held 17 workshops on a variety of topics and reached 141 classified and certificated staff. Topics include use of Google Tools for professional and classroom use, Green Screen Video Making in the classroom, training for specific 'apps' like Fog Stone Isle, Snaptype, and a teacher powered Hour of Code. While this goal has been completed, we will continue to provide additional opportunities for all staff.	

D THREE-YEAR GOAL: *Achieve financial stability and sustainability*						
WHEN	**WHO**	**WHAT**	**STATUS**			**COMMENTS**
			DONE	ON TARGET	REVISED	
1. By January 15, 2017	CBO, working with the Budget Advisory Committee	Present expenditure reduction recommendations, including a supplemental Early Retirement Incentive Program to the Board for direction	X			SERP Resolution was approved on November Board meeting.
2. By April 2017 Board meeting	CBO, working with the Budget Advisory Committee and Facilities Advisory Committee	Present potential additional revenue sources, including community partnerships, to the Board for direction.		X	X	Facilities Advisory Committee Update presented on February Board meeting and report will be presented in April Board meeting

E THREE-YEAR GOAL: *Attract and retain teachers and staff, especially those with specialized credentials*						
WHEN	**WHO**	**WHAT**	**STATUS**			**COMMENTS**
			DONE	ON TARGET	REVISED	
1. By November 1, 2016	Director of HR and the Director of Pupil Services	Investigate scholarship assistance for Evergreen's regular education teachers to become specialized credentialed teachers for EESD and make a recommendation(s) to the Superintendent and Cabinet.	X			Recommendation given to Superintendent. Cabinet discussion scheduled for November 15.
2. By February 1, 2017	Director of HR and the Director of Pupil Services	Identify strategies to attract and retain teachers with specialized credentials and report them to the Superintendent and Cabinet	X			Information was submitted to Cabinet regarding looking at payment of programs. An MOU with ETA was executed to allow Special Education Teachers placement on salary schedule for up to 10 years of credit from previous district work as a strategy to attract.