

SHASTA UNION HIGH SCHOOL DISTRICT

STRATEGIC PLANNING OUTLINE

(Adopted 1/13/09)

Climate and Culture

District Focus: Establish safe, healthy educational communities that inspire involvement so all people can reach their full potential.

GOAL 1: Identify community partners and maximize their presence on our campuses.

OBJECTIVE What is the purpose of the goal?	ACTIVITIES Action steps to meet objective.	RESPONSIBILITY Who will complete/report on this task?	EVALUATION How will progress/completion be measured?	TIME FRAME Dates for activity and evaluation of progress/completion.	COST Approx funds/resources necessary.
Increase use of community partners and parents to provide a safe, healthy educational environment	Student group (ASB officers) and/or adult group (Admin & counselors) annually determine at least one physical, one social safety and one health and fitness issue at their campus.	ASB Officers, Admin, counselors	Minutes from site Safety Committee meetings	Spring Semester 2009	TBD
	Determine what community resource(s) can be brought in to help.	Same as above	Group prepares a report for the principal at each campus	Completion by end of school yr 08/09	TBD
	Implement activity to resolve issues (schedule and complete multiple events as needed).	Admin team	Principal reports to Board/Superintendent	Activity to begin 09/10 year; completed by end of 09/10 year	Varies by activity and campus

GOAL 2: Expand existing and establish new and creative activities to connect all students.

OBJECTIVE What is the purpose of the goal?	ACTIVITIES Action steps to meet objective.	RESPONSIBILITY Who will complete/report on this task?	EVALUATION How will progress/completion be measured?	TIME FRAME Dates for activity and evaluation of progress/completion.	COST Approx funds/resources necessary.
Outreach to all incoming 9 th graders by using model Link Crew programs. Add or improve this activity at every site.	Research other Link Crew programs.	Assigned by Site Admin	Report prepared by leader	By spring break 09	n/a
	Identify components best suited to be added at each site.	Link Crew officers/staff	Report on selected choices	End of 08/09 school year	n/a
	Link Training for new programs	Admin	Report to Supt	Same as above	TBD
	Submit budget requests for 2009-10 school year	Link Crew Leader Admin	n/a	March 09	TBD
	Implement 1-3 new components/activities or begin new program to benefit 9 th graders in transition to high school.	Link Crew leader	Freshman orientation or plan reflects new offerings	Begin 09/10 school year	TBD

GOAL 2 Continued

OBJECTIVE What is the purpose of the goal?	ACTIVITIES Action steps to meet objective.	RESPONSIBILITY Who will complete/report on this task?	EVALUATION How will progress/completion be measured?	TIME FRAME Dates for activity and evaluation of progress/completion.	COST Approx funds/resources necessary.
Outreach to all students	Convene a committee comprised of staff and a broad range of students charged with establishing 1-3 new activities that will attract students.	Principal at each site	Committee meeting(s) take place.	Spring Semester 2009	n/a
	Committee will decide what needs their campus has; what activities their students would participate in; i.e. needs assessment or surveys, etc. (Girls, Inc; Mock Trial; Debate; etc)	Committee Chair or Activity Advisor	Completion of the assessment and selection of activities	By Spring Break 2009	Dependent upon activity; for example: money for games for a Board Game Club
	Implement 1-3 new activities.	Committee Chair or Activity Advisor with full committee members	Committee will measure participation rate in the new activities	Fall Semester 2009	Determined by choices made
	Implement changes and/or drop clubs with limited participation and begin new activities as needed for the following school year.	Same as above	Monitor attendance and involvement	Beginning Jan 2010 and on-going	Determined by choices made

Goal 3: Review current mission and vision statements for the Shasta Union High School District

OBJECTIVE What is the purpose of the goal?	ACTIVITIES Action steps to meet objective.	RESPONSIBILITY Who will complete/report on this task?	EVALUATION How will progress/completion be measured?	TIME FRAME Dates for activity and evaluation of progress/completion.	COST Approx funds/resources necessary.
Develop mission and vision statements that are memorable and reflect the ideals of the District	Convene a committee of various interested parties to review current mission/vision statements for the SUHSD	Superintendent Admin	Committee meeting(s) take place.	Spring Semester 2009	n/a
	Committee to develop draft mission/vision statements	Committee Chair	Meeting notes	By Spring Break 2009	n/a
	Board of Trustees to review draft mission/vision statements	Committee Chair Superintendent	Board Minutes	Board Spring Retreat	n/a
	Board Approval for implementation	SUHSD Board of Trustees	Board Minutes	Fall Semester 2009	TBD for new signage, etc.

Educational Options

District Focus:

- Provide avenues to enable all students to enter the community as contributing members of society.
- Identify and encourage students' talents, interests and abilities.

GOAL 1: Research best practices of existing intervention programs

OBJECTIVE What is the purpose of the goal?	ACTIVITIES Action steps to meet objective.	RESPONSIBILITY Who will complete/report on this task?	EVALUATION How will progress/completion be measured?	TIME FRAME Dates for activity and evaluation of progress/completion.	COST Approx funds/resources necessary.
Identify and implement best practices to improve graduation rates	Review various data including drop-out rate; attendance; D/F/I lists; credit completion; Senior Survey; etc and analyze for trends.	Tech Dept; I.S. Dept; Alt Ed	Data compilation	Spring/Summer 09	n/a
	Research schools, districts of best practices.	I.S. Dept.	Conference requests, site visits	Fall 09	TBD
	Look at our existing programs; analyze effectiveness; determine appropriate adjustments.	I.S. Dept.	Meeting notes	Current – 18 mo.	n/a
	Design new programs or modifications of existing programs to increase graduation rates	I.S. Dept Alt Ed Admin Comp Site Admin	Report to Supt	Spring Semester 2010	TBD
	Implement programs	Same as above	Master schedules, rosters, attendance rates, graduation rate	Fall Semester 2010	TBD

GOAL 2: Develop multiple career assessment tools for all students.

OBJECTIVE What is the purpose of the goal?	ACTIVITIES Action steps to meet objective.	RESPONSIBILITY Who will complete/report on this task?	EVALUATION How will progress/completion be measured?	TIME FRAME Dates for activity and evaluation of progress/completion.	COST Approx funds/resources necessary.
Improve career counseling for students	Counselors research best online career assessments and determine most effective	Counselors Admin	Report to Admin	Current through Spring Semester 2010	TBD
	Implement career assessment during fall semester of 10 th grade for all students	Counselors Admin	Schedules and logs	Fall Semester 2010	TBD
	Use existing career assessment tool (ACT Explore) to assist in developing 4 year graduation plan	Counselors Admin	Graduation plans	Fall Semester 2009	TBD
	Offer ASVAB to interested students at each District site	Counselors Admin	Sign up sheets, bulletin announcements	Spring Semester 2010	n/a
	Develop/expand Career Fairs at each District site	Counselors Admin ROP Career Techs	Attendance sheets, bulletin announcements	Spring Semester 2010	TBD

GOAL 3: Prepare students to successfully enter the work force.

OBJECTIVE What is the purpose of the goal?	ACTIVITIES Action steps to meet objective.	RESPONSIBILITY Who will complete/report on this task?	EVALUATION How will progress/completion be measured?	TIME FRAME Dates for activity and evaluation of progress/completion.	COST Approx funds/resources necessary.
Expand existing work experience program and opportunities, especially in alt ed settings.	Research/contact companies about necessary work skills Liaison to business world; Work-ability as an example	I.S. Dept Work Experience Coordinator	Schedules and notes	Spring 2009 through Fall 2009	n/a
	Expand relationships with business.	I.S. Dept Work Experience Coordinator	Calendars and notes	Ongoing	n/a
	Increase the number of students in the work experience program	Admin Counselors	Aeries data compared by year	Fall 2010	TBD
	Align new and existing electives to career pathways.	Admin	District course offerings, master schedules	Fall 2009	n/a
	Ensure access to ROP courses for all eligible students.	Admin	Calendars and bell schedules	Fall 2009	n/a

Student Achievement

District Focus: Maximize student achievement through intradistrict collaboration and aligned instructional goals.

GOAL 1: Provide staff development to align assessment and curriculum.

OBJECTIVE What is the purpose of the goal?	ACTIVITIES Action steps to meet objective.	RESPONSIBILITY Who will complete/report on this task?	EVALUATION How will progress/completion be measured?	TIME FRAME Dates for activity and evaluation of progress/completion.	COST Approx funds/resources necessary.
Provide accurate assessment of each student.	Provide consistent DataWise training to teachers and administration.	Dist Admin, Dist Dept Head, Site Admin	Training scheduled [and completed]	By June 09	
	Provide training on formative and summative assessments to clarify learning goals and improve teaching techniques.	Same as above	Training scheduled [and completed]	By June 09	
	Continue collaboration on summative, District-Wide assessments, consistently improving end-of-course exams and instituting District-Wide benchmark formative assessments.	Same as above	Training scheduled [and completed]	By June 09	
	Develop common language of assessment as it relates to the standards and learning goals for all departments.	Dist staff; Dept chair, counselors, site Admin.	District-wide document produced with common language	End of 3 rd quarter	unknown
	Increase understanding of classroom formative assessments that enhance feedback, increase accuracy and encourage learning	Same as above	List of [approved] assessments developed	End of 3 rd quarter	
	Use grading practices that inform instruction and allow students to progress toward academic goals.	Same as above	List of [approved] assessments developed	End of 3 rd quarter	

GOAL 2: Use collaborative planning (student, parent, counselor and teachers) to explore optimal counseling programs.

OBJECTIVE What is the purpose of the goal?	ACTIVITIES Action steps to meet objective.	RESPONSIBILITY Who will complete/report on this task?	EVALUATION How will progress/completion be measured?	TIME FRAME Dates for activity and evaluation of progress/completion.	COST Approx funds/resources necessary.
Provide a proactive and preventative counseling program that supports student achievement in the areas of academics, career planning, and personal/social development.	Meeting with stakeholders, teachers, counselor, parent, students (Evaluate current model)	Counselors Site Admin District Admin	Summary of the current model	Spring Semester 2009	n/a
	Research and visit other counseling programs in search of "best practices"	Same as above	Conference requests Site visits	2009-2010 School Year	TBD
	Determine any changes in practice within counseling department	Same as above	Summary report	Spring Semester 2010	n/a
	Implement changes	Same as above	Year End Counseling Report	Fall Semester 2010	TBD

Curriculum and Programs

District Focus: Support programs that meet the needs of all students through an aligned and comprehensive curriculum

GOAL 1: Improve student performance during the 10th grade year.

OBJECTIVE What is the purpose of the goal?	ACTIVITIES Action steps to meet objective.	RESPONSIBILITY Who will complete/report on this task?	EVALUATION How will progress/completion be measured?	TIME FRAME Dates for activity and evaluation of progress/completion.	COST Approx funds/resources necessary.
Increase the potential for academic success of identified 10 th grade students through an intervention.	Identify students at-risk for failure in the spring/summer prior to 10 th grade	Counseling Site Admin Dept chairs	List, numbers, criterion (e.g. STAR, Gates-McGin, grades) compare annual rates	Annually in spring/summer; check in August (CST scores)	-0-
	Collaborate and share strategies within the District specifically designed to address the "sophomore slump".	Same as above	Evaluation by CAHSEE pass rate, grades, CST's	Annually and ongoing	TBD for teacher release time
	Research outside of the District for programs addressing at-risk 9 th and 10 th graders	Same as above	Meeting notes	Current through Fall Semester 2009	TBD
	Expand existing interventions and add new interventions as necessary by school site.	Same as above	Master Schedules	Fall Semester 2009 and Fall Semester 2010	TBD

GOAL 2: Develop a unified staff development plan for all schools and programs.

OBJECTIVE What is the purpose of the goal?	ACTIVITIES Action steps to meet objective.	RESPONSIBILITY Who will complete/report on this task?	EVALUATION How will progress/completion be measured?	TIME FRAME Dates for activity and evaluation of progress/completion.	COST Approx funds/resources necessary.
A district staff development plan that maximizes resources while improving instruction and learning	Preplan for upcoming year	Dist Admin Site Admin Dept Chairs	Meeting notes Possible survey of staff	Spring annually	-0-
	Prioritize needs and develop District consensus	Same as above	Meeting notes	Spring annually	-0-
	Develop consistent staff development activities that are reflective of District goals	Same as above	Written plan	Spring/Summer 2009 and review annually	-0-
	Implement staff development activities	Same as above	Calendars, agendas, attendance sheets	Annually	TBD
	Evaluate activities as part of preplanning process	Same as above	Staff feedback, observation data	Annually	-0-

GOAL 3: Explore the option of dual enrollment through articulation with Shasta College.

OBJECTIVE What is the purpose of the goal?	ACTIVITIES Action steps to meet objective.	RESPONSIBILITY Who will complete/report on this task?	EVALUATION How will progress/completion be measured?	TIME FRAME Dates for activity and evaluation of progress/completion.	COST Approx funds/resources necessary.
Increase number of students continuing their education in college.	Research existing effective systems of dual enrollment.	Dist Admin	Meeting completed with notes and research materials	Complete Nov 08	Grant funded
	Develop process and policy for implementation.	Dist Admin Site Admin	Policy manual and procedures [completed]	Spring Semester 2009	TBD
	Implement pilot dual enrollment courses	Dist Admin Site Admin	Master Schedules	Fall Semester 2009	TBD (potential of 0 cost to District)
	Evaluate dual enrollment and expand course offering as available	Dist Admin Site Admin	Student performance Master Schedules	Fall Semester 2010	TBD (potential of 0 cost to District)

GOAL 4: Design an academic environment to maximize student exposure to a rigorous curriculum.

OBJECTIVE What is the purpose of the goal?	ACTIVITIES Action steps to meet objective.	RESPONSIBILITY Who will complete/report on this task?	EVALUATION How will progress/completion be measured?	TIME FRAME Dates for activity and evaluation of progress/completion.	COST Approx funds/resources necessary.
Increase potential for success beyond high school through varied course offerings	Research alternative scheduling to maximize learning activities	Dist Admin Site Admin Counselors Dist Dept Chairs	Meeting notes	Through Fall Semester 2009	-0-
	Evaluate current graduation requirements to maximize learning options.	Same as above	Review of graduation requirements	Through Fall Semester 2009	-0-
	Collaborate with Dept Chairs regarding scheduling options	Same as above	Meeting notes	2009-2010 school year	0
	Explore alternative scheduling models with labor associations	Dist Admin	Meeting notes	2009 2010 school year	TBD
	Implement any agreed upon scheduling changes	Dist Admin Site Admin	Master Schedules	2010-2011 school year	TBD

Facilities

District Focus: Provide facilities to support: vocational ed/CTE; positive and safe environments; new technology and energy efficiency

GOAL 1: Determine and address the short term facility needs of the District

OBJECTIVE What is the purpose of the goal?	ACTIVITIES Action steps to meet objective.	RESPONSIBILITY Who will complete/report on this task?	EVALUATION How will progress/completion be measured?	TIME FRAME Dates for activity and evaluation of progress/completion.	COST Approx funds/resources necessary.
To assess the current status of District facilities and maximize the use of available resources	Conduct facility walk-about.	Superintendent CBO Dir M&O		Completed	
	Summarize results by site; summarize results district-wide by type	CBO Dir M&O		1/15/09	
	Prioritize results by site	Superintendent CBO Principals Dir M &O	Report to Board	2/01/09 Feb Board Mtg	
	Begin implementation of projects	CBO Dir M&O	Board Approval	Mar Board Mtg	

GOAL 2: Develop an overall plan of needs by school and common type.

OBJECTIVE What is the purpose of the goal?	ACTIVITIES Action steps to meet objective.	RESPONSIBILITY Who will complete/report on this task?	EVALUATION How will progress/completion be measured?	TIME FRAME Dates for activity and evaluation of progress/completion.	COST Approx funds/resources necessary.
Identify and plan for new construction needs as well as maintenance needs.	Prioritize list by site to include: Deferred maintenance, regular maintenance.	Superintendent CBO Principal Dir M&O	Report to Board Board Minutes	3/01/09 March Board Meeting	n/a
	Establish 24 month timeline	CBO Dir M&O	Meeting notes, summary document	April Board Meeting	n/a
	Secure funding as needed to accomplish construction and extraordinary maintenance. [developer fees, state funds, community joint use, parents]	Superintendent CBO	Board Minutes	Ongoing	TBD