

EVERGREEN ELEMENTARY SCHOOL DISTRICT
BRAINSTORMED ACTION STEPS
TO BE DEVELOPED INTO ONE-YEAR OBJECTIVES BY THE CABINET AND PROPOSED TO THE SCHOOL BOARD
AUGUST 28, 2017 – AUGUST 15, 2018

THREE-YEAR GOAL: <i>Provide equitable education resources and facilities</i>						
WHEN	WHO	WHAT	STATUS			COMMENTS & NEXT STEPS
			DONE	ON TARGET	REVISED	
By June, 2018	Director, Instruction	Will ensure that students are experiencing culturally responsive practices and equal access to education as measured by 35% of all stakeholders (admin, teachers and staff) participating in the Equity Professional Learning Community, and/or the Strategic Collaborative Cohort and a 5% increase on Youth Truth survey elements: classroom culture, and relevance. A report will be presented to cabinet and to the board.. The percentage of stakeholders participating thus far is 29%	X			While anecdotal walkthroughs provided an opportunity to observe classroom culture and relevance, the experiences did not transfer to the data. Continue to strengthen our PD for teachers.
By June, 2018	Director, Instruction	Revise the Master Plan of English Learners to exemplify an equity component that infuses equity- mindedness throughout the fabric of the district and creates capacity to use an equity lens in all aspects of the district's endeavors.	X			Master Plan is complete and has an Equity chapter as well as an EL Roadmap chapter. We will dive into the content of the plan with all stakeholders in the fall.
By August, 2018	Director, Instruction	Working in partnership with teachers, administrators and parents we will identify 2% underserved students that will be engaged in challenging learning structures such that students will have the opportunity to progress towards and/or achieve high academic standards of excellence. Progress will be measured by a 5% increase on specific data points.	X			We identified students through our Parent University: The Whole Child: The Whole Family Program. Nexts steps will be reviewing CAASPP in Aug. and follow up with the families to ensure that they are provided any needed intervention.
By February 2018	Director of Operations	Review the District Facilities Master Plan and report to the Board options for updating Bond Program priorities.	X			John Diffenderfer gave a presentation at the January 11 Board meeting addressing requirements for a Facilities Master Plan. Board gave direction to complete Master Plan by November.

THREE-YEAR GOAL: *Achieve financial stability and sustainability*

WHEN	WHO	WHAT	STATUS			COMMENTS & NEXT STEPS
			DONE	ON TARGET	REVISED	
By January 31, 2018	CBO	Recapture lost ADA revenue by updating and implementing a short-term independent study program.	X			With the approval of Board Policy 6158, Independent Study is now a potential alternative instructional strategy for eligible students whose needs may be best met through study outside of the regular classroom setting. Next steps include promoting this new option to families and the broader community and working with staff to effectively implement.
By March 31, 2018	CBO	Increase revenue by 5% from facilities usage fees by implementing an online reservation system.			X	The Facilitron Online Facilities reservation system will be implemented 7/1/18.
By June 30, 2018	Director of Operations	Implement energy savings programs to reduce utilities costs by \$50,000.			X	This work is currently underway.. Submitting to board for approval of process for Request for Qualifications/Proposals (RFQ/P) for Implementation Services for Approved Proposition 39 Energy Expenditure Plan (EEP) & Post-Project Support. After which the qualified consultant will implement EEP before Feb. 2019. Cedar Grove Solar array went online January 2018. Solar arrays for Cadwallader, Silver Oak and Chaboya have been submitted or are scheduled to be submitted to DSA for approval and bidding.
By January, 2018	Superintendent	Conduct analysis and make a recommendation to the Board on the creation of one or two District-dependent charter schools.	X			CBO Yang researched and presented information on this issue at the special Board meeting on December 21st. It was determined to not be a viable option for ESD at this time. A further review at a future juncture remains a possibility.

By May 31, 2018	Superintendent	Develop and recommend a plan to the Board for use of non-school sited properties land and underutilized facilities to generate revenue.		X		This work is currently underway. The Joint Use Committee will make recommendations to the Board at the June Board meeting.
By February 28, 2018	BAC Committee	BAC to make recommendations to the Board on increasing revenue and reducing expenses to mitigate ongoing deficit spending	X			The BAC made its recommendations to the Board at the December Board meeting

THREE-YEAR GOAL: <i>Attract and retain teachers and staff, especially those with specialized credentials</i>						
WHEN	WHO	WHAT	STATUS			COMMENTS & NEXT STEPS
			DONE	ON TARGET	REVISED	
By January 2018	Director of Human Resources	Publicize to all Evergreen teachers, scholarship assistance to become specialized credentialed teachers for EESD. Provide information electronically, and hold an information meeting for interested teachers wanting to obtain an Intern Special Education Credential for the 2018-19 school year.	X			Working on scheduling an Information meeting tentatively set for February 15, 2018 Meeting - Interested teachers were given information regarding SJSU Intern program.
By January 2018	Director of Human Resources	Determine the viability of offering a signing bonus for Special Education Teachers who sign a contract with our district between February 2018 through June 30, 2018 and make recommendation to the Superintendent for implementation.	X			Due to budget deficits, there is no viability for offering a special signing bonus for the 2018-19 school year.

THREE-YEAR GOAL: *Promote achievement for all students in a rigorous and innovative 21st century learning environment of collaboration, communication, critical thinking and creativity*

WHEN	WHO	WHAT	STATUS			COMMENTS & NEXT STEPS
			DONE	ON TARGET	REVISED	
By April 2018	Board of Trustees	Adopt Evergreen School District Profile of a Learner as measured by Board Resolution Develop Evergreen School District Profile of a learner and recommend approval to Board of Trustees via resolution .	X			On April 12th the Board of Trustees approved the Evergreen School District Profile of a Learner via Board Resolution.
By May 2018	Assistant Superintendent	In collaboration with the Technology Committee, expand device to student ratio by 5% (2016 district-wide baseline ratio – 78 devices to every 100 students) and build integration capacity (through Tech Leaders Cohort) as measured by technology integration tool (SAMR model).	X			11 teachers completed the Tech Leaders Program which included ongoing coaching and training for best practices of technology integration. Additionally, these leaders provided training at their sites around topics that included cyber citizenship, google classroom, online resources, and coding. Our sites were also able to expand our overall ratio of devices to 85 devices to every 100 students.
By October, 2017	Superintendent	Recommend programs of promise such as DI, IB to Board of Trustees for approval	X			Presented recommendation to Board at October 2017 meeting. Board opted to not pursue at this time.
By June 2018	Director, Operations	Continue construction plan to create STEAM spaces at each District school and build capacity through professional development and community partnerships.			X	STEAM spaces are at DSA or designs are being completed. Remaining sites to be completed by March 2019. Strategy to build during school year is being implemented to save on inflated construction costs during the summer.
By April, 2018	Assistant Superintendent	In collaboration with stakeholders, develop an instructional framework and assessment metrics to align with Profile of a Learner and present to the Board.		X		Embedded systems to support cycles of improvement including Instructional Rounds, Professional Learning Communities and walk-throughs (Danielson Rubric) designed to

						increase student achievement Elements of the Profile of a Learner are aligned to CAASPP. Additional metrics and rubrics will be reviewed.
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THREE-YEAR GOAL: *Enhance the social-emotional well-being of students, teachers and staff*

WHEN	WHO	WHAT	STATUS			COMMENTS & NEXT STEPS
			DONE	ON TARGET	REVISED	
By June 2018	Director, Pupil Services	Increase teacher ability to identify and recommend mental health services for their students as measured by a pre/post teacher self assessment and report to Cabinet.	X			Pre/post data indicated teachers increased their understanding and recognition of mental health issues.
By June 2018	Director, Pupil Services	Work with students and staffs to strengthen relationships by 5% as measured by the Youth Truth Survey.	X			YouthTruth data indicated more than a 5% gain in this area.
By April 2018	Director, Pupil Services	Develop and recommend a plan to Cabinet to pilot a multi-tiered student support system (MTSS) at Katherine Smith Elementary School and Chaboya Middle School in 2018-19.	X			MTSS pilot on schedule to begin in the 2018-19 school year.