

**District Goals and Success Indicators / LEA Plan  
2007-2008**

Board Adopted: June 6, 2007

**Strategic Goal Area #1  
Student Education**

**I. Goal:**

*Maximize the performance of all students by providing a program of curriculum, instruction, assessment and student accountability with clearly defined basic and higher order thinking skills and achievement expectations for the 21st century based on standards of excellence.*

**Success Indicators for Goal:**

1. The District and each school shall meet the Academic Performance Index (API) growth targets annually and attain and sustain 800 or above.
2. Students at all grade levels shall score at or above “Proficient” on the California Standards Test meeting the following success indicator’s for Adequate Yearly Progress (AYP) by the year 2013-2014.

	<i>At or Above Proficient</i>	
	<i>English Language Arts</i>	<i>Math</i>
<b>2003</b>	13.6%	16%
<b>2004</b>	13.6%	16%
<b>2005</b>	24.4%	26.5%
<b>2006</b>	24.4%	26.5%
<b>2007</b>	24.4%	26.5%
<b>2008</b>	36.2%	37%
<b>2009</b>	46%	47.5%
<b>2010</b>	56.8%	58%
<b>2011</b>	67.9%	68.5%
<b>2012</b>	78.4%	79%
<b>2013</b>	89.2%	89.5%
<b>2014</b>	100%	100%

3. English Language Development growth for EL students is measured by the State assessment, CELDT. The following will be the annual goals for EL students in the area of ELD.

<b>CELDT level</b>	<b>Beginning</b>	<b>Early Int</b>	<b>Intermed</b>	<b>Early Adv</b>	<b>Adv</b>	<b>Redesignate</b>
Timeline toward redesignation, based on CELDT level at time of initial enrollment year	1 <sup>st</sup> year	2 <sup>nd</sup> year	3 <sup>rd</sup> year	4 <sup>th</sup> year	5 <sup>th</sup> year	6 <sup>th</sup> year
		1 <sup>st</sup> year	2 <sup>nd</sup> year	3 <sup>rd</sup> year	4 <sup>th</sup> year	5 <sup>th</sup> year
			1 <sup>st</sup> year	2 <sup>nd</sup> year	3 <sup>rd</sup> year	4 <sup>th</sup> year
				1 <sup>st</sup> year	2 <sup>nd</sup> year	3 <sup>rd</sup> year
					1 <sup>st</sup> year	2 <sup>nd</sup> year

4. School Site Councils will include in their October revised Single Plan for Student Achievement a Promotion, Acceleration and Retention report listing the number of students promoted, acceleration and retained at each grade level during the previous school year.
5. The Single Plan for Student Achievement will include specific, measurable changes in the instructional program that will support retained students in accomplishing grade level standards.

6. Twenty Three percent (23%) of all sixth grade students will receive the Presidential Academic Awards by each year, June 2008. (June 2003 baseline)
7. Fifty percent (50%) of all sixth grade students will receive the Presidential Physical Fitness Awards by June 2008. (June 2003 baseline)
8. One hundred percent (100%) of all sixth grade students will pass district promotion standards as certified by the classroom teacher prior to granting of sixth grade promotion. (June 2003 baseline)
9. By the end of the school year, all students will have mastered their respective grade level performance standards as indicated by the District Benchmarks or will have an intervention plan in progress.
10. At the end of each trimester of the school year and each trimester thereafter, each site administrator shall demonstrate to the superintendent longitudinal CST scores for each student in the core areas of English Language Arts and Mathematics. For students scoring in the “basic” and below areas the site administrator shall have a plan for monitoring and assessing the value and effectiveness of student support services every four to five weeks.
  - One hundred percent of K - 1 students will pass the District's phonemic awareness and phonics performance standards, by June of each school year.
  - Ninety percent of all students in grades 2 - 6 will pass the District's Comprehension Benchmarks test or those who do not will have an intervention plan in place by June of each school year.
11. By June of 2008, each School Site Council shall submit an action plan contained within the Single Plan for Student Achievement detailing how the staff will address the goal to improve student writing.
12. District initiated charter schools shall submit a Single Plan for Student Achievement to the Piner-Olivet Union School District Board of Trustees annually.

## **II. Goal:**

*Provide students of all ages with pertinent learning opportunities to magnify their individual potential by providing safe, innovative quality support services, specialized programs, and resources.*

### ***Success Indicators for Goal***

1. Classroom learning environments and instructional activities shall include, as a minimum, the following characteristics and practices:
  - Learner goals linked to State Standards with specific success levels to be obtained (academic, social skills, communication, motor skills, health and safety) are regularly communicated and posted in classrooms.
  - Staff expectations and inferences regarding incrementally higher expectations for student achievement are regularly modeled and communicated to students and parents.
  - Certificated evaluations will indicate that 100% of those evaluated in a given school year will model reflection and lesson adjustment immediately responding to the nuances observed in student practice and understanding. (TESA)
2. By September of each school year, School Site Councils shall review and revise its School Safety Plan.
3. By June 2008, the staffs of all District schools will provide students and parents Student Study Team services that will help improve student achievement and help improve student behavior skills.
4. By September, of each school year, each school will have a plan to encourage student learning opportunities in non-violence, social skills, character education, and general emotional well being. Programs are to affect the entire campus culture, and include formal instruction in which students are required to participate.
5. By January 2008, the District will have a Health/Wellness Plan.

### **III. Goal:**

*Provide educational opportunities outside of the traditional school calendar, hours, and curriculum that might be facilitated by the use of technology in order to ensure the success of all students.*

#### **Success Indicators for Goal:**

1. Before and After School Programs might include:
  - Extended Library
  - Extended Technology Classroom
  - Odyssey of the Mind
  - Science Olympiad

## **Strategic Goal Area #2**

### **Professional Practice**

### **I. Goal:**

*Encourage collective growth in a common direction leading to an enhanced repertoire of skills/concepts.*

#### **Success Indicators for Goal:**

1. All certificated instructional staff members shall be certified as Highly Qualified or have a Professional Growth Plan in place.
2. Future District initiated staff development will integrate concepts such as learning styles, brain research, Teacher Expectations and Student Achievement (TESA), Differentiated Instruction, English Language Learners (ELL), Auditory Discrimination in Depth, phonograms, Mathematics manipulatives, Project Based Learning, and Understanding by Design, and Response to Intervention/Instruction.
3. By June 2008, one hundred percent of all staff Site Teams shall complete BEST training and begin an implementation plan.
4. By June 2008, one hundred percent of the staff Site Teams shall have classified representatives.
5. By June 2008, 100% of classified staff shall have completed playground supervision training.
6. The District will support recognition programs and practices that will specifically support the Goals and Success Indicators.
  - Recognition of Service to the District
  - Distinguished School Awards
  - Jack London Awards (affiliated with Sonoma State University)
7. By June 2008, all eligible staff will be trained in completing time surveys necessary to receive Medi-Cal Administrative Activity (MAA) funding.
8. By September 2007, all Certificated staff will receive training in the implementation of the History-Social Science adopted program.
9. By June 2008, the District will adopt State approved Science Curriculum.
10. All Certificated Staff will serve on a curriculum committee that will also include Classified Staff members and school community parent members.

## Strategic Goal Area #3

### Public Service

**I. Goal:** *Extend our program, services, and facilities to all segments of the community. Build community support in order to ensure the success of all students. Build a community and parent involvement/student support network.*

#### *Success Indicators for Goal:*

1. There will be an increase of all parents with children in the Title I and English Language Development programs in attending a minimum of one curriculum workshop by June of each year.
2. Offer to one hundred percent of the students a public library card
3. The District makes facilities available to support community based youth programs.
4. Parent education shall be provided each year in such areas as; (examples) English Language Arts, Mathematics, and parenting. Technology will be integrated into these trainings.
5. By September 2007, "Town Hall Meetings", will be held in order to assess the needs of the District community.

## Strategic Goal Area #4

### Leadership

**I. Goal:** *Provide facilities, and technological infrastructure that protect and support the educational programs. Flexibility will be key to accommodate changes in instructional methods and content. The facilities and infrastructure need to accommodate changes in instructional methods and content.*

#### *Success Indicators for Goal:*

1. The District Technology Plan will be implemented.
2. One hundred percent (100%) of staff will actively use the district network and integrate technology into at least one curriculum area or one key aspect of their job by June, of each school year.
3. The District Business Office shall conduct a review of internal practices, for the purposes of streamlining operations.
4. The Personnel Office shall initiate web based forms and reduce the need for paper focused process.
5. By June of 2008, develop and update Board Policies related to the monitoring, review and renewal of the District's charter school programs.
6. By January of 2008, in conjunction with charter school staff, complete a draft partnership development plan that would provide skills, working relationships, insight and personal exchanges with local and more global resources that might lead to new opportunities for students without generating new costs for the charter schools.

**II. Goal:** *Provide students and parents a choice in educational settings.*

*Success Indicators for Goal:*

1. The district will provide educational setting choices other than traditional (K-6 general education and special education classes) classroom settings within school boundaries. Present “choice” programs include:
  - Seventh through twelfth grade Charter High School
  - Seventh through eighth Charter Middle School
  - Home Study Program

**III. Goal:** *Provide the highest quality of personnel that demonstrates collegiality, a support for multi-cultural understanding and innovation.*

*Success Indicators for Goal:*

1. By June 2008, each school site will have activities that demonstrate multi-cultural understanding implemented.
2. By June 2008, there will be a plan to demonstrate innovation for district-wide understanding of cultural diversity.

**IV. Goal:** *Encourage and support a rigorous board and administration development plan which breaks the routine, changes perspective, examines assumptions, and leads to the reading of challenging material.*

*Success Indicators for Goal:*

1. All five currently seated board members will complete the CSBA Master of Boardmanship /Master of Governance training by October, 2007.
2. Currently seated board members will attend a legal workshop on complaint procedures, the Brown Act and new legislation annually.
3. Board members will attend charter school workshops and conferences at least once every two years.
4. All site administrative staff will perform their duties according to California Professional Standards for Educational Leaders.
5. All site administrative staff will complete the Sonoma Leadership Network Program.
6. All site administrative staff will complete evaluation and supervisory training.

## **V. Goal:**

*Practice innovative, open and honest communication techniques in order to maximize understanding, trust and compassion for the inter-change of thoughts, opinions, feeling, moods or information by speech or writing that contributes to improving student outcomes.*

### **Success Indicators for Goal:**

1. Ninety percent (90%) of each group: the administrative staff, unit leadership, and board will have completed collaborative bargaining training by June, 2008.
2. One hundred percent (100%) of district parents will have received copies of the District Curriculum Standards in English/Language Arts and Mathematics at grade level by October of each school year.
3. Hundred percent (100%) of district parents will receive Reading List by October of each school year.
4. Eighty-five percent (85%) of the district administrative and certificated staff will produce and distribute newsletters to their appropriate audiences.
5. District site administrators and teachers will become proficient in the use of technology to improve two-way communication between home and school.

## **VI: Goal:**

*Emergency, crisis, urgent need, short and/or long-term special projects will be handled by the Superintendent in a manner that will provide the best possible outcomes, conclusions and/or results for the students, staff and parents of the Piner-Olivet Union School District.*

### **Examples (not limited to):**

- Building of a new facility
- Dealings with the Santa Rosa School District Board on school issues
- Negotiations
- Dealings with the Santa Rosa City Council on school issues
- Piner-Olivet Charter School
- Career Academy at Piner-Olivet
- Litigations

Each year these projects will be considered for evaluation purposes pursuant to Section 54957.6 of the Education Code.

**Adopted Board Meeting: June 6, 2007**

**Adopted Board Meeting: October 19, 2005**

**Adopted Board Meeting: November 17, 2004**

**Adopted Board Meeting: December 10, 2003**

**Adopted Board Meeting: November 2, 2001**

**Adopted Board Meeting: October 18, 2000**

**Adopted Board Meeting: September 23, 1999**

**Adopted Board Meeting: October 22, 1998**

**Regular Board Meeting: October 8, 1998**

**Regular Board Meeting: September 24, 1998**

**Administrative Cabinet: September 16, 1998**

