

# Action Plan-*High Expectations for All*

**Strategy Number: IV**

**Plan Number: 1**

**Date: 11/3/12**

**Strategy:** We will create the conditions for high expectations with students, staff, families and community that are relationship rich, receptive to students' voices and focused on celebrating excellence.

**Specific result:** Authentic and meaningful relationships between the District, schools, families, and business community will be developed.

## Action Steps

### Community

1. The District departments and school sites will designate a team to interact and collaborate with families, communities, businesses and faith- based organizations.
2. Attend formal and informal community and business meetings to listen, share, follow-up, and identify current and potential partnerships.
3. Each school site will designate a person/team to communicate with families as they connect all students with their passions and interests to identify possible career pathways and partnerships within the community.
4. Research and provide training opportunities for the designated person/team in order to develop processes, which match students with career interests.

# Cost-Benefit Analysis-*High Expectations for All*

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<p><b>Tangible:</b></p> <p>Subs for classified/certificated personnel training</p> <p>Actual training costs</p> <p>Reallocation of Title One funding to pay for Site Liaison hrs. and extra duty pay</p> <p>Curriculum, resources, technology</p> <p>Events, awards, and incentives</p>	<p><b>Tangible:</b></p> <p>Increased family involvement</p> <p>Increase in student achievement</p> <p>Increase in graduation rate</p> <p>Reduced absences for both staff and students</p> <p>Development of leaders in the SBCUSD/San Bernardino</p> <p>Building capacity in the community</p> <p>Reduced crime rates</p>
<p><b>Intangible:</b></p> <p>Time and effort</p>	<p><b>Intangible:</b></p> <p>City pride</p> <p>Increase in staff morale</p> <p>Better relationships between the District and community</p> <p>Conditions for high expectations</p>

# Action Plan-*High Expectations for All*

**Strategy Number: IV**

**Plan Number: 2**

**Date: 11/3/12**

**Strategy:** We will create the conditions for high expectations with students, staff, families and community that are relationship rich, receptive to students' voices and focused on celebrating excellence.

**Specific result:** Through valuing excellence, SBCUSD employees will be empowered, common goals will be developed, and a common language of excellence will be expressed.

Action Steps
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<b><u>Staff</u></b>
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1. Identify highly effective SBCUSD employees by subject/skill area through reviewing performance data over time.
2. Create collaboration, cross- training, and advancement opportunities.
3. Increase accountability through staff and program evaluations to ensure employees implement District-adopted policies, systems and programs.
4. Acknowledge staff at site and District level for their contributions and efforts in carrying out the District's mission of student success.

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# Action Plan-*High Expectations for All*

**Strategy Number: IV**

**Plan Number: 3**

**Date: 11/3/12**

**Strategy:** We will create the conditions for high expectations with students, staff, families and community that are relationship rich, receptive to students' voices and focused on celebrating excellence.

**Specific result:** Provide students with the essential skills to meet 21<sup>st</sup> Century learning demands along with the supports necessary to overcome barriers to success in their own community.

## Action Steps

### Students

1. Implement STEM/STEAM – K-12 students use critical thinking, questioning, collaboration, and problem-solving strategies to solve real-world problems. All students take a position and support it with evidence in writing to articulate their ideas.
2. Provide Access to Early Intervention:
  - Academic/Social Support - students receive additional time necessary to master content, skills, and opportunity for enrichment (virtual classroom)
  - Implementation of Loma Linda University Medical Center and/or other mental health interns to support student wellness (behavioral, social, and emotional)
  - Student Mentors - create a system that supports, inspires, and develops student mentorships.
3. Celebrate our City by developing activities Districtwide that provide students with opportunities to create a sense of city pride by highlighting historical locations and events.

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# Action Plan-*High Expectations for All*

**Strategy Number: IV**

**Plan Number: 4**

**Date: 11/3/12**

**Strategy:** We will create the conditions for high expectations with students, staff, families and community that are relationship rich, receptive to students' voices and focused on celebrating excellence.

**Specific result:** Families, as equal partners, will work in collaboration with schools to determine effective family engagement opportunities and learning needs.

## Action Steps

### Families

1. Designate a District Parent Liaison that will educate teachers, site liaisons, and other staff on how to reach out, communicate with, and work with families as equal partners and contributors.
2. Each school site will engage in an annual school planning process to adopt an action plan for strengthening effective family engagement activities.
  - a. Each school site will identify four action steps related to parent education, in-service of staff, needs assessment survey of parents, and predictable and measurable outcomes.
  - b. The school will create a school calendar that gives a description of the parent engagement activity, person in charge, dates, and projected outcomes of each activity. The school will post all projected parent services and activities at the school site by the end of September each school year.
  - c. All schools will offer at least two workshops designed to build the capacity of parents to support their child's learning based on the results of the needs assessment. Attendance and participation will be monitored at the school site.
  - d. A school communication plan is developed and consistently followed across all schools. Examples include Aeries Parent Portal, school website, school and teacher newsletters, and parent meetings.
3. District Parent Liaison will conduct an annual evaluation with the schools' site liaison on the effectiveness of the schools' parental engagement action plan. The evaluation will include identifying barriers to greater participation by families. The school will use the findings of the evaluation to design strategies for more effective engagement, and to revise, with input from families, its plan.

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