

Auburn Union School District Strategic Plan

PRIORITY AREA: STUDENT ACHIEVEMENT

To Accomplish: All students will demonstrate academic growth each year leaving 8th grade at the proficient level as measured by the State testing program.

Outcome: Students will meet growth targets of proficiency.

Goal 1- All students will exit each grade level as proficient.

Success Indicator: Multiple measures, grade level retention rates, and 8th grade graduation rates. All students will either meet (proficient) or exceed grade level standards. All schools will meet API Growth Targets, with the goal of meeting and exceeding the desired level of 800. All schools will meet the Annual Yearly Progress (AYP) as established through the Federal legislation No Child Left Behind.

Strategy and Activities		Anticipated Outcome	Goals to Reach Target	By When
1.1	Interim Assessment/ Benchmark Assessment	Identification/Differentiated Instruction to meet the needs of students in all subgroups.	<ol style="list-style-type: none"> 1. Provide Staff Development on differentiated instruction to meet the needs of all students. 2. Focus on scaffolding instruction for all students, including GATE. 3. Administrators monitor differentiated instruction as part of the evaluation process as aligned with California Teaching Standards. 4. Identify essential outcomes for each grade level. 5. Create benchmarks to monitor student progress. 6. Collect data on standards aligned Interim Assessments and include benchmark data. 7. Staff will monitor student progress toward grade level standards and revise instruction to meet the needs of the student. 8. Implement collaboration (PLCs) time to discuss student progress and strategies of intervention. 9. Evaluate the effectiveness of the intervention and programs. 	<p>2010-2013</p> <p>2011-2013 on-going</p>

1.2	Curriculum materials aligned to Standards	Standards- Based Instruction	<p>1. Search for funding to increase participation in Accelerated Math and Accelerated Reading (grades 2-6) and (grades 7-8th needing intervention), including equipment and supplies. When funding is available, purchase other supplemental materials to reinforce grade level Standards.</p> <p>2. Continue implementation of ELD intervention and monitor programs to assess additional needs.</p> <p>3. Continue training teachers on the newly adopted materials as needed.</p> <p>4. Revise pacing guides and assessments to be aligned with the adopted ELA materials.</p>	
1.3	Vertical teaming K-12	<p>Improved articulation</p> <p>Provide opportunities for collaboration</p> <p>Continue curriculum alignment</p>	<p>1. Continue backwards mapping from High School Exit Exam.</p> <p>2. Provide opportunities for cross grade level and grade level articulation.</p> <p>3. Implement timely collaboration time (PLCs) to monitor student progress.</p> <p>4. Implement more in depth articulation between teachers from E.V. Cain and Placer High School. Align at least three minimum days for articulation between feeder schools and the high school.</p> <p>5. Participate in the B.E.S.T. meetings between the feeder schools and high schools.</p>	<p>On -going</p> <p>2. Fall 2012</p> <p>2011-2013</p> <p>On-going</p> <p>On-going</p>
1.4	Complete Revisions to the Standards-based report card K-5.	Student achievement measured as related to Standards.	<p>1. Make simple revisions as need on the Report Card for K-5.</p> <p>2. Work with PCOE to get Transitional K and Preschool report card on line.</p> <p>3. Review the need for a standards based report card for grades 6-8.</p> <p>4. Train elementary staff on using Aeries grade book for an on-line report card.</p>	<p>2011-2012</p> <p>2011-2012 * 2014 after change in standards</p> <p>In Progress 2011-2012</p>

1.5	Maintain a safe learning environment on each school campus	<p>Students will feel physically and emotionally safe</p> <p>Improved student achievement</p>	<ol style="list-style-type: none"> 1. Maintain an updated Safe School and Crisis Plan which is Board approved annually. 2. Continue with Student Success and collaboration meetings to discuss a student's behavior and academic progress. 3. Work with specialists as needed to ensure physical and emotional well being. 4. Refer families to County programs as needed. 5. Train staff to identify issues related to a student's physical, emotional well being, and safety. 6. Work with local law enforcement, as needed, to ensure campus safety. 7. All school site teams will be trained in BEST (Building Effective Schools Together) 8. Work in partnership with PCOE for system-wide support for mental wellness 9. Monitor CARE program housed at EV Cain in partnership with PCOE. 10. Refer primary students to EMHI counselor. 11. – Develop plan for district based mental health program. 	<p>On –going</p> <p>2. New procedures for child study are in place.</p>
1.6	Incorporate 21 st century skills across all curricular areas.	All students will apply 21 st century skills such as critical thinking, collaboration, creativity, problem solving, and applications of technology.	<ol style="list-style-type: none"> 1. Provide students opportunities for exercises in reasoning, making complex choices and decisions, clarifying points of view, and analyze and synthesize information in order to solve problems. 2. Train staff to help students to focus on creativity, critical thinking, communication, and collaboration. 3. Students should have opportunities to demonstrate ability to work effectively with diverse teams and share responsibility for collaborative work. 	<p>2011-On-going</p> <p>EV Cain training will be 3/9/12</p> <p>On-going</p>

			<p>4. Work with staff and students to have a fundamental understanding of the ethical/legal issues surrounding the access and use of information.</p> <p>5. Work with staff and students to access information efficiently and effectively, evaluate information critically, and use information accurately.</p> <p>6. Demonstrate commitment to learning as a lifelong process.</p>	
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Goal 2- Each School (and subgroup including English Language Learners (ELL), Gifted and Talented (GATE), and Special Education Students within each school) will meet Academic Performance Index (API) Growth Targets and Annual Yearly Progress (AYP) goals as determined by NCLB.

Success Indicator: Annual improvement as reflected in Academic Performance Index scores by school and subgroup.

Strategy		Anticipated Outcome	Goals to Reach Target	By When
2.1	Effective intervention programs	Improvement in all subgroups	1. Leadership team and staff will monitor subgroups. 2. Utilize a data management system to monitor subgroups. 3 Leadership will maximize intervention/tutoring funding possibilities. 4. Offer Staff Development in differentiated curriculum, best instructional practices, and SDAIE strategies. 5. Collaborative teams will evaluate student work. 6. Leadership team will provide time for articulation and collaboration. 7. Research alternate format for Summer School Intervention. 8. Administrators will address their site Staff Development needs. 9. Principals will maximize teaming to meet the needs of all students. 10. Complete compliance mandates in Categorical Programs so the District will be ready for a Compliance Review, especially in the areas of English Learners and Title I. 11. Work to raise each subgroup 10% to reach safe harbor in order to meet AYP criteria. 12. Search for funding to improve the level of technology in the district, including purchase of new software, equipment, and following the objectives of the District's Technology Plan. 13. Utilize the District's Technology and Curriculum committees as a vehicle	On- going
2.2	Data used to guide instruction	Differentiated instruction		2011-2013
2.3	Administrative Staff development	Instruction designed to meet the needs of all students		On- going
2.4	Teaming at all school sites to better meet the needs of students	Improve student performance		On-going On going

2.5	Develop a plan to implement additional technology in the instructional program in alignment with the District's technology plan	Improve student performance	to discuss the technology needs of the district. Survey the staff to prioritize technology needs. 14. Research classroom technology equipment such as SMART Boards to better support student's academic progress. 15. Evaluate hardware, software, and personnel resources at each site. 16. Establish district-wide criteria for updating hardware and software for each school site. 17. Equally provide personnel to maintain and support hardware and software for each school site. 18. Ensure that any district funded instructional technology opportunities are equal at each site.	2011-2013
2.6	Develop a plan, as funds become available, to address equal technology opportunities and resources at each site	Technology literate students at all school sites	19. As funds are available implement and replace needed infrastructure as identified in the WanLan audit of our District's technology. 20. Provide staff development to maximize our staff resources to better meet the needs of our students. 21. Implement the 21 st Century goals.	On-going On- going

Goal 3- Provide quality alternate programs, CARE, LIPS(Language Intensive Preschool Services) Special Day Class (SDC) Preschool, Home School, Independent Study, Charter schools, Learning Center, Tutoring, Intervention, and Summer School to better meet the needs of all students.				
Success Indicator: Annual improvement as reflected in Academic Performance Index scores by school and subgroup.				
Strategy		Anticipated Outcome	Goals to Reach Target	By When
3.1	Alignment of alternative programs with regular education programs	Improvement in student performance	* Repeat the goals for Goal #2	2011- On -going
3.2	Research other district sponsored alternative programs	Meet the needs of families and their student's educational needs		
3.3	Research the feasibility of developing a preschool learning center Monitor the need to	Students will be better prepared to begin kindergarten	1. Identify the community preschool needs. 2. Identify the needs for Special Education for preschool students. 3. Research funding sources for a language intensive preschool to meet the needs of the preschool students.	2011- 2013

	increase preschool programs in the district.		<ol style="list-style-type: none"> 4. Assess special ed preschool services for other small Placer County School Districts. 5. Evaluate the success and progress of the Alta Vista and Rock Creek preschools. 6. Assess the need to create a preschool program at Auburn Elementary. 	2011- 2014
3.4	Implement the transitional kindergarten class beginning in 2012	Students will transition into age appropriate kindergarten and be prepared for the rigorous kindergarten standards.	<ol style="list-style-type: none"> 1. Convert Jr. K to Transition K (TK) to meet the regulations of the new mandates. 2. Monitor enrollment 3. Develop assessment criteria for the pre K 4. Provide opportunities for kindergarten screening to determine appropriate placement for incoming kindergarteners. 5. Implement transitional kindergarten for students not meeting the age criteria for the new kindergarten enrollment dates. <ul style="list-style-type: none"> • 2012 November 1st • 2013 October 1st • 2014 September 1st 	2012-2014
3.5	Monitor the alternative ed CARE program for grades 6-8.	Students needing support of a self contained program will be more successful.	<ol style="list-style-type: none"> 1. Daily attendance will improve. 2. Students will achieve more academic success. 3. Suspension and expulsion numbers will decrease. 4. Disruptions on campus and in classrooms will decrease. 5. Students will receive additional counseling time and support from social workers. 	2011-2013
3.6	Futher develop the AUSD homeschool program.	Alternative “choice” will be available for parents wanting home school/ independent study.	<ol style="list-style-type: none"> 1. Work in partnership with Newcastle and Placer Hills to create an enrichment program. 2. Integrate more virtual and on-line learning within the homeschool program. Maintain a home school center at Alta Vista with access to a classroom for enrichment classes, life lab activities, and computer lab opportunities for accelerated reader, math, type to learn, and learning a language using Rosetta Stone. Research on-line learning for the 	2011-2013

			<p>homeschool program.</p> <p>3. Include a variation of home school/independent study within the EV Cain STEM Charter:</p> <ul style="list-style-type: none"> • Total home school with no additional activities • Home school with participation in sports, clubs, and extra curricular activities. • Combination of in seat and electives home school program 	
3.7	Increase opportunities for intervention.	Students will receive extra tutoring, homework help, and support.	<p>1. EV Cain will provide a 2 week intervention program to enable 8th grade students not meeting graduation requirements opportunity for a 2nd chance graduation.</p> <p>2. Provide support and training for the AVID (advancement via individual determination) elective at EV Cain STEM Charter.</p> <p>3. Complete partnership with PCOE for the Better to Best (pre AVID) class for English Learners. Transition to EV Cain taking over the program.</p> <p>4. Better to Best students may participate in a two week summer intervention program in partnership with PCOE for the summer of 2012.</p> <p>5. Using categorical funds, provide before and after school tutoring/intervention to support student learning.</p> <p>6. Provide a after school tutoring for EV Cain housed at Rock Creek for students needing bus transportation to the Rock Creek areas.</p> <p>7. Open the computer lab 2 days a week for Rock Creek students to have equal access to technology.</p> <p>8. Increase/implement additional ELD time for English Learners.</p> <p>9. Increase opportunities for small group intervention built into the school day to support student learning:</p> <ul style="list-style-type: none"> • Title I small reading groups 	<p>On-going</p> <p>2011-2013</p> <p>2011-2013</p> <p>On-going</p>

			<ul style="list-style-type: none"> • Grade level intervention • Reading Intervention groups • Pull out ELD groups • 2-3 Wildcat intervention periods (25 minutes) EV Cain STEM Charter • Intervention/enrichment periods EV Cain STEM Charter • Mandatory study hall 2 days a week for students under 2.0- EV Cain STEM Charter • ZAP (Zeros not permitted) lunch time intervention for students not completing homework- EV Cain • Use RTI strategies, both academic and behavioral, to support students. 	
3.8	Develop a K-5 Charter School to be housed at Alta Vista School.	Increase district enrollment by providing parent choice for alternative programs.	<ol style="list-style-type: none"> 1. Change to “Investigate Montessori type or STEM curriculum strand to meet the needs of students 2. Create individual learning plans for all students. 3. Create an inquiry/project based curriculum with both a STEM and language strand. 4. Create a hybrid program with a choice of in-seat or combination of in-seat and/or independent study model. 5. Create an enrichment strand in collaboration with the homeschool enrichment program. 	2011-2013

Goal 4 – Provide opportunities for parent involvement so parents will be a partner in their child’s academic progress.				
Success Indicator: Annual improvement as reflected in Academic Performance Index scores by school and subgroup.				
	Strategy	Anticipated Outcome	Goals to Reach Target	By When
4.1	Develop parent education classes helping parents become involved in their child’s academic progress	Improvement in student performance More parent involvement	<ol style="list-style-type: none"> 1. Work with Parent Institute to develop parent education classes. <ul style="list-style-type: none"> • Continue program held at EV Cain STEM Charter • Incredible Years parenting class will run for 20 weeks at Rock Creek School 	2011- On –going

			<p>2. Work with the Latino Council to provide parent education classes and monthly coffees for parents of English Learners.</p> <p>3. Work with Placer High School District to provide Adult Ed classes at Rock Creek to help parents learn English.</p> <p>4. Work with Kidz First to provide parent education classes.</p> <p>5. Provide training on strategies for parents to use at home to help their child be more successful in school.</p> <p>6. Create parent education classes at Skyridge School.</p>	2011-2012
4.2	Increase involvement at ELAC, DLAC and other school and district meetings	Increased parent participation	<p>1. Provide speakers and food at the evening meetings.</p> <p>2. Use a variety of methods of communication to notify parents of upcoming meetings: newsletters, flyers, phone notification system, web sites, personal phone calls to the parent.</p> <p>3. Provide translation for parents not understanding English.</p>	2011- Ongoing

**Auburn Union School District
Strategic Plan**

PRIORITY AREA: OPERATIONAL FUNDING

To Accomplish: Develop a funding model to support educational services.
Outcome: Improve student learning by more effectively utilizing existing and projected resources.

Goal 1- Focus on maintenance of current enrollment.				
Success Indicator: No decline in enrollment.				
	Strategy	Anticipated Outcome	Goals to Reach Target	By When
1.1	Monitor where students are going when leaving the District	Increased enrollment in District schools	<p>1. Ensure there are enough classrooms and teachers.</p> <p>2. Principals will meet with families requesting</p>	On-going

			to leave AUSD for a Home School program to encourage their continued participation in the Auburn Union District program.	
1.2	Require new requests for outgoing Interdistrict transfers to meet with school site principals to reduce numbers of students leaving	Fewer outgoing Interdistrict transfers	Principals will meet with the families requesting Interdistrict transfers from the school site.	On- going
1.3	Expand the K-8 homeschool program.	Fewer students leaving AUSD to participate in alternative programs.	1. Research funding sources for Home School. 2. Explore alternate models of Home School programs. Work in collaboration with small school districts for on-line learning opportunities for Home School.	2011-2013
1.4	Identify the reasons families are leaving our district.	Stop the flow of families leaving our district.	1. Identify the positive attributes of our district. 2. Outreach to audiences to build accurate perceptions and awareness about what we offer students. 3. Run quality programs. 4. Share successes with the community. 5. Principals will meet with families wanting to leave our district.	On- going

Goal 2- Pursue adequate funding for at risk students, including special needs students.				
Success Indicator: Reduced encroachment of the General Fund.				
	Strategy	Anticipated Outcome	Goals to Reach Target	By When
2.1	Develop a cooperative plan with Placer County school districts to more effectively serve special needs students	Less General Fund expenditures for local districts	1. Work with PCOE to reduce costs. 2. Work with SELPA to maximize resources. 3. Work in collaboration with small districts to create programs that meet the needs of all students.	On-going
2.2	Explore other delivery models for special needs students	More effective use of existing resources	1. Continue to work with PCOE to maximize resources. 2. Work with SELPA on program procedures. 3. Visit other programs with different models of	On-going

			<p>instructional delivery.</p> <p>4. Train staff on how to identify the special needs of all students.</p> <p>5. Monitor success of extended day kindergarten.</p> <p>6. Monitor the success of the District run SDC classes.</p> <p>7. Develop protocols for Response to Intervention.</p> <p>8. Implement a comprehensive Response to Intervention model.</p> <p>9. Continue to have more involvement in County and Non Public School programs to determine services.</p> <p>10. Utilize district staff, when possible, to provide services.</p> <p>11. Contract AUSD special education services with other small districts.</p> <p>12. Monitor the success of the AUSD programs in providing early childhood intervention.</p>	On-going
2.3	Closely monitor Special Ed procedures and processes	Fewer due process hearing and settlements	<p>1. District office staff and site administrators will monitor Special Ed procedures, processes, and timelines.</p> <p>2. Train special education staff and administrators on legal issues with special education, including writing IEPs</p>	<p>On- going</p> <p>August 2010-continue every two years</p>

Goal 3- Monitor K-8 enrollment closely to determine the impact of a continuing decline in enrollment on the District budget.				
Success Indicator: Projections meet actual enrollment.				
	Strategy	Anticipated Outcome	Goals to Reach Target	By When
3.1	Review current and projected enrollment to ensure if facilities are at capacity.	Effective use of limited General Funding resources	Review enrollment annually with staff and parents in each school community.	On- going
3.2	Increase attendance and enrollment	The daily attendance will be at least 96%	<p>1. Sites will monitor daily attendance:</p> <ul style="list-style-type: none"> Attendance letters will be sent out 	2011-2013

		<p>Smaller percentage drop in student enrollment</p>	<p>regularly. Letters will be sent home after three days of unexcused absences and three 30 minute tardies. If absences continue, all letters will be sent home leading to students identified as truant.</p> <ul style="list-style-type: none"> • Administrators will make calls home or have a parent conference when a poor attendance pattern develops • Alert Now will be used to inform parents of holidays, vacations, and other calendared events • Attendance Clerks or Alert Now will make calls home daily for students not in attendance • Home visits may be made for students with chronic absences • Following Board Policy students parents may be asked to furnish a doctor's note when their student misses 14 days of an excused absences. <p>2. Truant students will be referred to the Student Attendance Review Board (SARB).</p> <p>3. Good attendance will be recognized at the sites in a variety of ways:</p> <ul style="list-style-type: none"> • Cheerfully greet students as they arrive at school • Staff will tell parents how much they appreciate their child's attendance • Monthly and annual Perfect Attendance awards will be given to students with Perfect and/or Excellent Attendance • Working with Horace Mann, prizes such as a bicycle will be awarded from a Perfect Attendance drawing • Students with Perfect Attendance may be listed on a poster the cafeteria, office 	
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			<p>or in the Newsletter.</p> <ul style="list-style-type: none"> • Attendance assemblies will be held for student with perfect or excellence attendance. • Attendance competitions within a school may be created. <ol style="list-style-type: none"> 4. Create an administrative task force to develop protocols for attendance/truancy. 5. Provide a Kindergarten Round Up meeting to increase kindergarten enrollment district wide. 6. Invite all Interdistrict and Home School families to attend Open Houses. 7. Contact all parents requesting Interdistrict transfers to meet with site principal. 8. Make Average Daily Attendance (ADA) a priority. 9. Send out annual Superintendent's letter on the importance of attendance. 10. Place attendance information in school and district newsletters. 11. Utilize Alert Now to inform parents of holidays, vacations, and other calendared events. 	
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Goal 4- Develop a positive relationship with neighboring districts to more effectively use available resources.				
Success Indicator: Cooperative program delivery.				
	Strategy	Anticipated Outcomes	Goals to Reach Target	By When
4.1	Staff to meet with Superintendents from Newcastle, Loomis, Ackerman, Placer Hills, and Placer Union High School districts to initiate discussions. Continue having a joint	Determination of potential benefits of cooperative program delivery	<ol style="list-style-type: none"> 1. Staff will continue articulation between small school districts. 2 Staff will participate in County leadership and curriculum, categorical, and BTSA meetings. 3. Superintendent will participate in monthly County Superintendent and SELPA meetings. 4. Superintendent will attend the annual county Superintendent's meeting and state Symposium as schedule allows. 	On- going

<p>Board meeting with Placer Union High School District</p> <p>Continue to have discussions on organization/annexation with other foothill districts.</p>		<p>5. Superintendent or designee will attend small school district and Best articulation meetings.</p>	<p>\</p>
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Goal 5- Monitor financial operations to ensure the district’s fiscal integrity and accountability to the community.				
Success Indicator: Sound fiscal health of the district.				
	Strategy	Anticipated Outcomes	Goals to Reach Target	By When
<p>5.1</p>	<p>Adopt a sound budget for each fiscal year, which is aligned with the district’s vision and goals.</p>	<p>Annual budget priorities are identified and based on a realistic projection.</p>	<ol style="list-style-type: none"> 1. Establish an annual budget development process as mandated by Education Code 42127. 2. Appropriate staff shall be involved in the budget development process. 3. The Board will continue the Budget Advisory Committee composed of members of the community and staff. 4. Duties of the Budget Advisory Committee shall be clearly defined. 5. The Board shall encourage public input in the budget development process and shall hold public hearings and workshops. 6. Staff shall annually establish budget priorities based on realistic projections of available funds. 7. The Board adopts a budget for each fiscal year which is aligned with the district’s vision, goals, and priorities. 8. The District will be transparent and will work with school, community, and other stakeholders throughout the current budget crisis in order to stay solvent. 9. Provide an annual budget workshop to share budget information with the community. 	<p>On- going</p> <p>2011-2013</p>

5.2	Maximize and prioritize resources to align with the district's vision and goals.	The budget will reflect a plan of itemized statement of proposed expenditures and estimates revenues for the current and subsequent fiscal years.	<ol style="list-style-type: none"> 1. District staff shall ensure non-instructional operations are responsive to the needs of students, parents/guardians, staff, and the community. 2. The Board shall adopt a budget aligned with the district's vision and goals which enables the district to meet its fiscal obligations. 3. The Board, with staff oversight, maximizes and prioritizes resources to create a safe campus, a strong academic program, and a healthy environment for students and staff. 4. Staff will work with the Budget Advisory Committee to make recommendations to the Board, which are aligned with the district's vision and goals. 	On-going
5.3	Administer the adopted budget in accordance with Board policies and accepted business practices.	A fiscally sound budget will be presented to the Board, staff, and public.	<ol style="list-style-type: none"> 1. The District budget shall guide administrative decisions. 2. The District budget shall be a tool for monitoring the fiscal health of the district. 3. District staff shall administer the budget in accordance with Board policies and accepted business practices. 	On-going
5.4	Monitor financial operations to ensure the district's fiscal integrity.	All resources, including categorical funding, will be utilized to support identified priorities while maintaining a fiscally sound budget.	<ol style="list-style-type: none"> 1. The Board shall monitor financial operations to ensure the district's fiscal integrity. 2. District staff shall complete all required financial reports. 3. District staff shall facilitate the independent audit process. 4. District staff shall keep the Board informed about the district's fiscal operations and present frequent budget updates throughout the year. 5. District staff shall meet the budget calendar mandates and report this budget information to the Board and community. 	On-going

Auburn Union School District Strategic Plan

PRIORITY AREA: PUBLIC IMAGE

To Accomplish: Every District school will have public acceptance.

Outcome: All students will attend their home school with a reduction in the number of students attending school in other districts.

Goal 1- Improve public image of all Auburn Union School District schools.

Success Indicator: Community and school surveys indicate positive results.

Strategy and Activities	Anticipated Outcome	Goals to Reach Target	By When
1.1 Maintain District information brochure for public distribution	Greater knowledge of school district by community	1. Update information brochure for public distribution. 2. Contact the media to highlight school events and achievements. 3. Contact the media to inform them of any high impact issues. 4. Maintain District/School websites with current information. 5. Distribute Board Highlights every other month for transparency.	On- going
1.2 Public presentations to community groups (i.e., Board of Realtors, Chamber of Commerce, Service Clubs, Old Town & Downtown Business Associations Attendance at City Council Meetings or meetings planning for development	Greater support through community contacts	1. Seek opportunities for Board members and administrators to speak and/or attend community meetings and events to represent AUSD among community partners and opinion leaders. 2. Speak at community forums to explain district position and educate constituents on high impact issues.	On- going
1.3 Additional media coverage Advise Public Officials	Greater knowledge by readers about Auburn schools	1. Staff and Board to contact Auburn Journal, Sacramento Bee Neighboring Section, and KAH1 Radio.	On -going

			2. Encourage principals to write regular articles and letters for the Journal.	
1.4	Use Website to disperse information	Provide updated information to members of the community and to parents researching Auburn schools	1. Keep district and school websites current. 2. Provide links to a variety of resources, such as the Boys & Girls Club and the Auburn Education Foundation.	On- going
1.5	Promote current programs, activities, and facilities	Improve public knowledge and acceptance	Use facilities monies and deferred maintenance funds (when available) to keep school sites well maintained.	On going
1.6	Research public relations firms to increase public image	Improved public image	1. Collaborate with Superintendent. 2. Clear communication on issues.	2011-2013
1.7	Maintain District committees	Opportunities for distribution of information	1. Hold bi-annual District Advisory Committee (DAC), Technology, and Curriculum Steering Committee meetings. 2. Hold monthly Superintendent's Council and Parent Leaders meetings. 3. Hold GATE, ELAC, DLAC meetings throughout the year. 4. Hold Budget Committee meetings as needed. 5. Create a 7-11 Committee when needed.	On- going
1.8	Identify and communicate the educational value and economic impact of our district.	Increased community support and advocacy for Auburn's public elementary and middle schools.	1. Identify the positive attributes of our district. 2. Outreach to audiences to build accurate perceptions and awareness about what AUSD offers students. 3. Run quality programs. 4. Share successes with the community. 5. Be accessible. 6. Show increased achievement 7. Retain families thinking of leaving our district. 8. Sell key communicators about our district. 9. Provide excellent customer service. 10. Provide evidence and data to back up achievements.	On- going

			<ul style="list-style-type: none"> 11. Share intervention strategies and acceleration opportunities. 12. Be transparent to parents. 13. Communicate with stakeholders. Maintain two-way communication channels. 14. Create advisory networks; Survey stakeholders. 15. Use the district and school site web page as source for communication. 16. Provide information to realtors, businesses, pre-school, care providers, home school families, and families transitioning to kindergarten and middle school. 17. Collaborate-engage everyone to do their part in promoting the district/schools. 18. Use the Alert Now Electronic to promote District events and to distribute important information. 	
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Goal 2- Provide educational opportunities at each school site.				
Success Indicator: An increased number of students attending their school of residence.				
	Strategy	Anticipated Outcome	Goals to Reach Target	By When
2.1	Continue research and review of district sponsored charter schools, magnet programs, alternative education programs, extended Day Kindergarten, developmental kindergarten, and the K-8 programs.	Fewer Intra and Inter District transfers	<ul style="list-style-type: none"> 1. Continue researching charter school concept. 2. Track K-8th grade data on Interdistrict requests for K-8 programs. 3. Review data from Placer High School on the academic progress of students from AUSD. 4. Evaluate Extended Day Kindergarten. 5. Expand the developmental kindergarten when needed. 6. Promote 6th, 7th, and 8th grade programs. 	On-going

Goal 3- Maximize the enrollment of elementary schools as much as capacity will allow.				
Success Indicator- The capacity of each school site will be maximized.				
	Strategy	Anticipated Outcome	Goals to Reach Target	By When
3.1	Monitor school boundary	More equitable distribution	1. Evaluate the program delivery to meet the	On -going

issues as needed	of administrative and support resources	needs of all students. 2. Monitor enrollment and capacity to ensure maximization of available resources. 3. Create a Facility Committee to update the Master Plan.	2011-2012
Review the impact of School of Choice on school attendance			

**Auburn Union School District
Strategic Plan**

PRIORITY AREA: HUMAN RESOURCES

To: Accomplish: Effective Human Resources management and communication system.
Outcome: Valued employees and focus on student achievement.

Goal 1- Organize and maintain staffing, placement, review and assessment.				
Success Indicator: Satisfied and effective employees and increased trust.				
	Strategy	Anticipated Outcome	Goals to Reach Target	By When
1.1	Maintain an employee handbook	Clear information to all employees regarding relevant District policies, procedures, and practices	Continue to update employee handbook as needed.	On- going
1.2	Develop an administrator's handbook	Clear information to all administrative staff regarding relevant District policies, procedures, and practices	Create an administrator's handbook.	2011-2012
1.3	Maintain a substitute handbook	Clear information to all substitute teachers regarding relevant District policies, procedures, and practices	Continue to update a substitute's handbook which includes school schedules and guidelines.	On- going
1.4	Review Board governance handbook and orientation program for new board	Clear understanding of the role of the Board	1. New Board Members attend the CSBA New Board Members workshop or attend the ACSA Workshop for new Board members.	Held after Board

	members		<ol style="list-style-type: none"> 2. Hold a Board workshop on Board governance and protocols when new Board members are elected. 3. Continue to update Board governance handbook as needed or requested by the Board. 4. Continue to update district information binder annually or as needed. 5. Board will write annual goals which will be embedded in the Strategic Plan. 6. Board will annually evaluate the Board's effectiveness. 	<p>election</p> <p>On-going</p> <p>2011-annually</p>
1.5	Develop a GATE handbook	Clear understanding for parents and teachers of the AUSD GATE program	<ol style="list-style-type: none"> 1. Develop and distribute a handbook to parents and teachers of GATE identified students. 2. Update the AUSD GATE Plan. Align with the cycle as required by CDE, when reinstated. 3. Hold annual parent meeting for parents of newly identified GATE students to go over handbook. 4. Post handbooks, GATE Plan, and GATE Standards on the website. 5. Hold GATE Advisory Committee meetings, at least quarterly. 6. Train staff on the criteria and process for GATE identification. 	<p>2012-2013</p> <p>On going</p> <p>2011-2013</p>
1.6	Certification of teachers and instructional aides under No Child Left Behind	All employees will be determined to be Highly Qualified	<ol style="list-style-type: none"> 1. Ensure instructional aides pass the Paraprofessional Instructional Proficiency test. 2. Ensure all certificated staff meets the criteria of the Highly Qualified Teacher. 3. Ensure all certificated staff be placed in an assignment with proper credential/authorization. 4. Ensure all certificated teaching staff has English Learner Authorization. 	<p>On going</p>
1.7	Update current job descriptions	Clear understanding of job expectations in each position.	<ol style="list-style-type: none"> 1. Ensure all on-going stipend position is aligned with a job description. 2. Work with CSEA and AUTA to update current job descriptions. 	<p>2011-2013</p>

Goal 2 – Recognition of and effective communication with staff, parents, and community is ongoing.				
Success Indicator: Improve morale resulting in increased student achievement.				
	Strategy	Anticipated Outcome	Goals to Reach Target	By When
2.1	Develop guidelines for formal staff recognition at all District-wide staff development activities Increase practice in recognizing efforts of all employees and selected parents	All certificated, classified, and administrative staff will feel appreciated Increased positive climate throughout the District	1. Develop the guidelines for staff recognition. 2. Implement special recognition for a variety of staff members.	On-going
2.2	Develop communication strategies with all stakeholders (Parent Clubs, School Site Councils, Parent Leaders, Superintendent’s Advisory Council)	Greater buy in and commitment in the decision making process	1. Meet with AUTA and CSEA monthly. 2. Meet with Parent Leaders monthly. 3. Meet with Superintendent’s Advisory Council monthly. 4. Meet with Site Councils and PTC’s annually or as requested. 5. Meet with GATE Advisory Committee quarterly. 6. Meet with DLAC (District Language Advisory Committee) 2 times a year. 7. Meet with ELAC (English Language Advisory Committee) 3 times a year at every site having more than 19 English Learners. 8. Meet with district committees at least bi-annually.	On- going

Goal 3 – Professional growth for increased competency and success.				
Success Indicator: Well trained effective employees.				
	Strategy	Anticipated Outcome	Goals to Reach Target	By When
3.1	Implement a plan for formal professional growth which include alignment to adopted professional standards	Informed and competent staff	1. Provide staff training and programs (BTSA, PCOE, NCLB, GATE workshops, ELD trainings, and District classes. 2. Develop classes for Professional Growth and Step and Column (employee paid). 3. Provide district classes at least every other year.	On -going

Goal 4- As funds are available, try to provide a compensation package for certificated, classified, and administrative staff, which is more competitive with comparable districts.				
Success Indicator: Increased longevity and low staff turnover.				
	Strategy	Anticipated Outcome	Goals to Reach Target	By When
4.1	Through the negotiations process develop a cooperative list of comparable districts	Improved morale and low turnover rates	When monies are generated, use the budget process to prioritize staff compensation comparable to like districts.	On- going
4.2	Monitor substitute daily rate in order to be competitive with other districts	Substitute availability for the elementary and middle schools	1. Maintain category of “full duty sub”. 2. Monitor daily rate for all substitutes. 3. Continue use of ASEOP Program arranging substitutes for certificated and instructional aide vacancies.	On- going

**Auburn Union School District
Strategic Plan**

PRIORITY AREA: FACILITIES

To Accomplish: Implement the District Facilities Master Plan focusing on modernization and state of the art Technology.
Outcome: Build and maintain state of the art facilities to provide equitable educational opportunities.

Goal 1- Develop plans and resources for E.V.Cain STEM Charter School.				
Success Indicator: Completion of library.				
	Strategy	Anticipated Outcome	Goals to Reach Target	By When
1.1	Update the current room used as a library for EV Cain STEM Charter.	Facility upgrade Students and staff will utilize room as school library.	1. Build new shelving and move some shelving from Alta Vista to EV Cain to house books. 2. Purchase new books, magazines, and kindles for students to use. 3. Utilizing funding from AEF, the EV Cain will be open for two hours daily, Monday-Friday.	2011-2012

Goal 2- Develop plans and resources for leasing opportunities at Alta Vista School.				
Success Indicator: Maximizing all leasing opportunities at Alta Vista School.				
	Strategy	Anticipated Outcome	Goals to Reach Target	By When
2.1	Develop plans with the staff and community to utilize the space at Alta Vista School, which includes classrooms, restrooms, MPR, and kitchen	Improved funding and educational opportunities	<ol style="list-style-type: none"> 1. Utilize the space at Alta Vista for community partnership. 2. Continue using Alta Vista as a preschool learning center. 3. Continue discussion with Head Start about preschool partnership. 4. Research feasibility of alternative education programs housed at Alta Vista School. 5. House the AUSD home school at Alta Vista. 6. Create a K-5 Charter housed at Alta Vista. 	On going

Goal 3- Consider sale/use of surplus District Property as a source of revenue.				
Success Indicator: Maximizing the resources of District surplus property.				
	Strategy	Anticipated Outcome	Goals to Reach Target	By When
3.1	Develop surplus property for sale/use at the highest return	Most efficient and cost effective use of surplus property	<ol style="list-style-type: none"> 1. Continue with the 7-11 Committee to make recommendations to the Board on the sale of surplus property. 2. Update the 1991 Master Plan through the Facility Committee. 3. Implement any Board decision of the sale/use of surplus property. 	2011-2013

Goal 4- Develop plans and resources to reduce funding for energy and utilities.				
Success Indicator: Reduce cost of utilities, water, garbage, and energy in our facilities.				
	Strategy	Anticipated Outcome	Goals to Reach Target	By When
4.1	Review the Energy recommendations by PG&E	More efficient and cost effective energy plan will be in place	<ol style="list-style-type: none"> 1. Work with maintenance staff and PG&E to put in more efficient lighting and equipment. 2. Identify PG& E recommendations that have not been implemented. 	On- going
4.2	Monitor installation of the solar Project	A cost effective system for supplying utilities	<ol style="list-style-type: none"> 1. Monitor the installation of the system to generate solar power. 	2011-2012

			<ol style="list-style-type: none"> 2. Keep the community well informed of the progress of the solar project. 3. Monitor the cost and usage of utilities. 	
4.3	Develop ways to reduce water and garbage bills	There will be a reduction in the maintenance and operations of each facilities	<ol style="list-style-type: none"> 1. Start a recycling program at the schools. 2. Use trash compacters to reduce waste. 3. Keep all sprinklers, facets, and waterlines in good working condition. 	On -going
4.4	Work with staff to reduce energy usage at all sites.	There will be lower utility bills.	<ol style="list-style-type: none"> 1. Develop energy procedure manual. 2. Update monitoring system at each site. 3. Monitor start and shut off times for heating and air on each school site. 	2011-2013