

# Quarterly Planning Meeting

## JULY 2019





# Purpose of our meeting



**REVIEW GOALS FROM 2018-2019  
PRESENT GOALS FOR 2019-2020**

**Answer board member's questions**



**How will we accomplish this goal?**



**Presentation**



**How we'll know we accomplished this.**



**There are no further questions**

# Hayward Elementary Campus Grades PK-5

**Goal Review for 2018-2019  
Goal Presentation for 2019-2020**

Respectfully Submitted by Ronda Lee and Wade Reier

## Pillar #1: TECHNOLOGY

### 2018-2019 GOALS REVIEW

- (PS) 1 device/3 students in grades K-2
- (PS) Add a class set of chromebooks for classroom use
- (IS) 1:1 chromebooks for students in grades 3 and 4
- (IS) Provide teachers with new laptops
- (IS) Provide Coding Classes for student in grade 4 and 5
- Provide lessons on digital citizenship for students in grades 2-5

### 2019-2020 GOALS

- Add a Technology Integration Specialist to each building
- Increase Digital Citizenship Lessons K-5
- Discuss a formal typing format
- (PS) 1:1 Chromebooks for 2nd Graders
- (IS) Provide teacher training and implement the new Osmos in the 3rd grade classrooms

## **Pillar #2: STUDENT HEALTH AND SAFETY**

### **2018-2019 GOALS REVIEW**

- Dean of students will address student behavior trends and make improvement plan
- Provide student supervision expectation training for the staff
- Run ALICE drills quarterly, per district expectations

### **2019-2020 GOALS**

- Run safety drills as required by the state and/or district.
- Increase Digital Citizenship Classes
- Implement new cell phone policy
- Pro-active experiential counseling with friendship groups by counselor, dean of students and home/school coordinator
- Work with the facilities supervisor to assess the playgrounds and make necessary/recommended changes
- Security Camera Training for Administration

## **Pillar #3: FACILITIES AND FOOD SERVICE**

### **2018-2019 GOALS REVIEW**

- Move IS Art back to the IS building
- Explore Outdoor Classroom Proposal

### **2019-2020 GOALS**

- (PS) Set up new 4K classrooms
- (IS) New HVAC - first year experiences
- Create schedule to track and encourage the use of our new Outdoor Classroom
- Explore options to offer food services during summer school



## Pillar #4: PUPIL SERVICES

### 2018-2019 GOALS REVIEW

- Prepare quarterly schedule for student at risk discussion and develop plans
- Provide support for the new guidance counselor
- Student attendance will be monitored and addressed on a monthly basis
- All IEP's and evaluation will be done on time and be compliant with federal, state and school policies

### 2019-2020 GOALS

- Set up regular check-ins by the counselor for students that are identified as at-risk
- Review at-risk lists each semester with student support teams and provide mental health support as deemed necessary
- Attendance goals and incentives
- Work with and support the new SPED Director on any changes she wants to implement
- Address bullying policy through our Live Like a Cane Character Education Plan

## **Pillar #5: EXTRA CURRICULARS**

### **2018-2019 GOALS REVIEW**

- Continue to collaborate with community agencies to provide opportunities for young children
- Work with CHASE leaders to improve attendance and consider additional summer opportunities for students

### **2019-2020 GOALS**

- Continue to collaborate with community agencies to provide opportunities for young children
- Work with a summer school team to grow the program

## Pillar #6: STAFF

### 2018-2019 GOALS REVIEW

- Through our new talent development plan, provide opportunities for staff that are beneficial to our school
- Meet at least monthly with building leadership team to address student engagement, building climate and expectations

### 2019-2020 GOALS

- Provide talent development opportunity requirements that will best meet building and district goals
- Meet monthly with building leadership team (BLT) to address goals and school concerns as they arise
- Make student relationships a top priority for all staff
- Provide support for new staff/programs

## **Pillar #7: COMMUNITY AND PARENTS**

### **2018-2019 GOALS REVIEW**

- Meet monthly with our PAC members
- PS and IS will hold meeting together and rotate location and time (trial)
- Support our Every Teacher Leader group in their efforts to improve community relations

### **2019-2020 GOALS**

- Meet monthly with our PAC members
- Provide meetings during P/T Conferences to review the 'state of our elementary schools' and share data with interested parents
- Notify parents in a timely manner regarding any concern about their child

## Pillar #8: SCHOOL BOARD

### 2018-2019 GOALS REVIEW

- Communicate effectively with the school board so they can make well-informed decisions
- Share school board meeting dates and times with our staff each month

### 2019-2020 GOALS

- Share information as directed with the school board so they can make well informed decisions
- Publish school board meeting dates and times with our staff and our parents each month through staff calendars and monthly parent newsletters/notices

## **Pillar #9: CURRICULUM AND ACADEMICS**

### **2018-2019 GOALS REVIEW**

- (PS) Gr. 1 will implement a new reading program, ReadyGEN
- (PS) K will implement the Handwriting Without Tears Program
- (IS) Implement the updated Math Expressions version
- Increase student performance and skills in ELA and Math to be measured by Student Learning Outcomes written by staff and approved by administrators
- Engaging and motivating all learners will be an expectation
- (IS) Provide Math Options Course
- (IS) Provide Coding for Grades 4/5

### **2019-2020 GOALS**

- (PS) Implement ReadyGen in grade 2
- (PS) Implement an in-house 4K program
- (PS) Heggerty Program will be used in all of 4K and K
- (PS) Expand enrichment opportunities
- (IS) Provide Math Options Course 3-5 (data)
- (IS) Provide Coding Class weekly for students in grades 4 and 5 (data)
- (IS) Assist new LEAD teacher in lesson planning and implementation
- Improve math intervention options/schedules
- Hold data review days with each grade level to help improve Math and ELA student performance

## Pillar #10: FINANCES

### 2018-2019 GOALS REVIEW

- Continue to evaluate expenditures and best meet the needs of our student while staying within the budget set forth by the district office
- A timeline will be developed for the replacement of worn furniture and equipment

### 2019-2020 GOALS

- Work with and support the new business manager on budget procedures
- Keep track of and stay within the budget guidelines that are given
- Work on furniture replacement with business manager and facilities supervisor
- Work with business manager and summer school team on summer school budget and compliances to make it sustainable in the future

# Hayward Middle School Grades 6-8

**Goal Review for 2018-2019  
Goal Presentation for 2019-2020**

Respectfully Submitted by Hugh Duffy



## Pillar #1: TECHNOLOGY

### 2018-2019 GOALS REVIEW

- Staff will have an online presence.
- Staff will continue implementing Google Apps for Education.
- Teachers will provide parents with weekly academic progress updates.

### 2019-2020 GOALS

- Students will be instructed on digital citizenship and cyber safety.
- Staff will continue implementing Google Apps for Education
- Teachers will provide parents with bi-monthly academic progress reports.

## **Pillar #2: STUDENT HEALTH AND SAFETY**

### **2018-2019 GOALS REVIEW**

- All staff/students will feel safe at the Middle School.
- Mental Health will continue to be a priority, in order to increase academic achievement and student attendance.

### **2019-2020 GOALS**

- All staff/students will feel safe at the middle school.
- Mental Health issues will be addressed and referrals will be made when appropriate.
- All reported bullying concerns will be documented and addressed timely.
- Codes/Drills will be conducted as scheduled.

## **Pillar #3: FACILITIES AND FOOD SERVICE**

### **2018-2019 GOALS REVIEW**

- The Middle School will be maintained to modern high standards.
- All students will be provided the nutrition required to perform in school to the best of their abilities.

### **2019-2020 GOALS**

- The Middle School will continue to be maintained to modern high standards.
- Every classroom is being used, future room needs will be studied.
- All students will be provided free breakfast to provide the nutrition to ACHIEVE.
- The school lunch program will provide students the nutrition needed to ACHIEVE.

## Pillar #4: PUPIL SERVICES

### 2018-2019 GOALS REVIEW

- All students will be provided an educational plan that will assist them in performing to the best of their ability.
- At-risk students will be identified in timely manner. 100% of identified students will have an at-risk plan in place.
- All IEP's and evaluations will be done on time and be compliant with federal, state and school policies.

### 2019-2020 GOALS

- Student attendance will be monitored and addressed on a daily basis.
- All IEP's and evaluations will be done on time and be compliant with federal, state and school policies.
- Work with and support the new SPED Director.
- Monitor and address all reported bullying and mental health concerns.

## **Pillar #5: EXTRA CURRICULARS**

### **2018-2019 GOALS REVIEW**

- Students will be encouraged to participate in school activities outside of the school day.
- Activities sponsored by community organizations will be promoted within the school.

### **2019-2020 GOALS**

- Students will be encouraged to participate in school activities outside of the school day.
- Activities sponsored by community organizations will be promoted within the school.
- Intramural student activities will continue.

## Pillar #6: STAFF

### 2018-2019 GOALS REVIEW

- Staff will be positive, enthusiastic, team oriented role models who love to be around kids.
- Staff will build relationships with all students to create a culture and climate where students want to come to school each day.
- Talent Development will be centered around increasing student engagement, student attendance and promoting “What’s Your Plan.”

### 2019-2020 GOALS

- Staff will be positive, enthusiastic, team oriented, role models who love to be around kids.
- At daily team meetings, staff will address student academic, bullying and attendance concerns.
- Staff will continue to build relationships with all students.
- Staff will notify parents bi-monthly with academic progress reports.

## **Pillar #7: COMMUNITY AND PARENTS**

### **2018-2019 GOALS REVIEW**

- Parents and community members will be encouraged to take an active role in Middle School activities.
- The Middle School PAC meetings will be held monthly.

### **2019-2020 GOALS**

- Parents and community members will be encouraged to take an active role in Middle School activities.
- The Middle School PAC meetings will be held monthly.
- Parents will be notified in a timely manner with any academic, attendance and/or bullying issues.

## Pillar #8: SCHOOL BOARD

### 2018-2019 GOALS REVIEW

- The Middle School will maintain a good working relationship with the Hayward Community School Board while continuing to support and implement the initiatives of the school board.
- The Middle School will follow school board policy.

### 2019-2020 GOALS

- The Middle School will maintain a good working relationship with the Hayward Community School Board while continuing to support and implement the initiatives of the school board.
- The Middle School will follow school board policy.



## **Pillar #9: CURRICULUM AND ACADEMICS**

### **2018-2019 GOALS REVIEW**

- “What’s Your Plan” will be emphasized in all classes.
- 70% of our students will achieve 50 SGP in our local Math and Reading assessments by the end of the school year.
- Students who are below grade level will be provided interventions to help increase their opportunity to be successful.
- ELA curriculum will be modified to improve writing proficiency.

### **2019-2020 GOALS**

- “ACHIEVE” and “What’s Your Plan?” will continue to be emphasized in all classes.
- Students who are failing will be identified and given opportunities to improve their achievement.
- Academic interventions will be provided to students who are academically below grade level.
- 70% of our students will achieve 50 SGP in our local Math and Reading assessments by the end of the school year.

## Pillar #10: FINANCES

### 2018-2019 GOALS REVIEW

- The middle school will work with the business office to be good stewards of taxpayer dollars.
- The staff will find ways to do more with less to meet the needs of students.

### 2019-2020 GOALS

- The middle school will maintain and develop the best talent and programming possible for our students with the allocated funds.
- The middle school will work with the new business manager/business office to be good stewards of taxpayer dollars.

# Hayward High School Grades 9-12

**Goal Review for 2018-2019  
Goal Presentation for 2019-2020**

Respectfully Submitted by Dan VanderVelden, Doug Stark and Billy O'Brien

## Pillar #1: TECHNOLOGY

### 2018-2019 GOALS REVIEW

- Work closely with our Tech Support team to encourage & incentivize technology training for staff to support learning and student engagement through integration of Chrome based apps and programming into daily lesson planning and to expand our STEM programming at the high school

### 2019-2020 GOALS

- Administration, technology and CTE departments will work together to develop a plan to create an effective and efficient Fab Lab at the high school. The plan will include necessary staff training, equipment installations and facility improvements.
- Administration will receive training to improve their skills with using updated building security equipment.

## **Pillar #2: STUDENT HEALTH AND SAFETY**

### **2018-2019 GOALS REVIEW**

- All students and staff will feel safe at the high school
- Build student - staff relationships increasing student trust with staff
- Increase student & staff awareness of risk factors leading to crisis situations
- Improve safety monitoring equipment reliability and accessibility
- Mental Health will continue to be a priority, in order to increase academic achievement and well-being

### **2019-2020 GOALS**

- All students and staff will feel safe and welcomed at the high school through building positive relationships with students and families
- Priority will be placed on anti-bullying education, policy development and documentation.
- Student generated positive messages will be posted throughout the building
- Improve staff consistency with cell phone and dress code rule/policy enforcement
- Administration will receive training on effective use of new security cameras
- Mental health will continue to be a focus with our student services department.

## **Pillar #3: FACILITIES AND FOOD SERVICE**

### **2018-2019 GOALS REVIEW**

- Complete HVAC system improvements to provide a more comfortable learning environment.
- Improve safety monitoring equipment.
- All students will be provided a nutritious breakfast & lunch program

### **2019-2020 GOALS**

- All students will be provided and encouraged to eat breakfast at the beginning of the day.
- Improve staff skills with using the new safety monitoring equipment.
- Complete HVAC system improvements to provide a more comfortable learning environment.

## Pillar #4: PUPIL SERVICES

### 2018-2019 GOALS REVIEW

- Team building with SPED staff
- Improve our IEP writing skills, so that all IEPs and evaluations will be completed on time and are compliant with federal, state and school policies.
- Ensure timely identification of at-risk students; 100% of identified students will have an at-risk plan in place.
- Continue to develop Student Improvement plans for failing students
- Build staff awareness of Trauma Informed Care interventions or approaches

### 2019-2020 GOALS

- Team building with our Special Education staff will continue to be a focus
- Work with and support the new SPED Director on any changes/ideas she wants to implement
- Ensure timely identification of at-risk students; 100% of identified students will have an at-risk plan in place.
- Work with staff to develop student improvement plans for failing students; especially students with study periods.

## **Pillar #5: EXTRA CURRICULARS**

### **2018-2019 GOALS REVIEW**

- All clubs, groups, and co-curricular activities will be promoted within the High School.
- Students will be recruited to participate in activities outside of the school day.

### **2018-19 Participation**

- Academic clubs - 518 students in 26 clubs
- Athletic - 446 students in 20 offerings
- Music - 92 students in 6 offerings

### **2019-2020 GOALS**

- All clubs and activities will be promoted within the high school
- Clubs will be integrated into our “What’s Your Plan?” career and college readiness programs.
- Clubs will be encouraged to include anti-bullying campaigning into their agendas and activities
- Co-curricular handbook will be updated and revised to be in compliance with district policies



## Pillar #6: STAFF

### 2018-2019 GOALS REVIEW

- Provide teacher leadership opportunities to build leadership within.
- Increase observations to support Educator Effectiveness evaluation tool to ensure teaching staff is reflective about their practice and tenacious in their attempts to fine-tune the art of teaching to meet the needs of every student.
- Hire the most qualified candidates that are the best fit for the climate & culture of the Hayward School District and high school.

### 2019-2020 GOALS

- Emphasis with staff the importance of fulfilling district expectations to provide positive contacts each week, be more visible in halls and update gradebook weekly.
- Provide talent development opportunity requirements that will best meet building and district goals.
- Develop a plan to staff study periods to ensure these periods are a benefit to student achievement and advancement.
- Hire the most qualified candidates that are the best fit for the climate & culture of the Hayward School District and high school.

## **Pillar #7: COMMUNITY AND PARENTS**

### **2018-2019 GOALS REVIEW**

- Parents and community members will be encouraged to take a more active role in the High School activities.
- Increase parent involvement at monthly PAC meetings.
- Increase our social media use to keep parents informed of school activities.
- Develop relationships with Hayward community businesses, with a focus on increasing youth apprenticeship and job shadow opportunities.

### **2019-2020 GOALS**

- Increase parent involvement at monthly PAC meetings.
- Increase our social media presence to keep parents informed of school activities, positive things happening at school and scholarship opportunities for graduates and postgraduates.
- Develop relationships with Hayward community businesses, with a focus on increasing student opportunities with youth apprenticeship, job shadows, and employment.

## Pillar #8: SCHOOL BOARD

### 2018-2019 GOALS REVIEW

- The High School will maintain a good working relationship with the Hayward Community School board while continuing to support and implement the initiatives of the school board and follow school board policies.

### 2019-2020 GOALS

- Share information as directed with the school board so they can make well informed decisions
- The high school staff will support and implement school & student learning objectives (SLO) that align with the initiatives of the school board.
- Student/parent & co-curricular handbooks will revised to be 100% in alignment with new NEOLA school board policies.

## **Pillar #9: CURRICULUM AND ACADEMICS**

### **2018-2019 GOALS REVIEW**

- Develop our career learning opportunities and resources to increase effectiveness of our “What Your Plan?” programing for students
- Development of our Freshmen Success class
- Maintain & improve our graduation percentage
- Increase our ACT composite scores for all students completing the ACT exam by scoring at or above the state on at least 2 of the 5 subject level tests
- Consistent review of data that includes information about student achievement, demographics, learning environment, and perceptions about the school.

### **2019-2020 GOALS**

- Development of Fab Lab curriculum to effectively utilize current and newly acquired equipment.
- Monitor and evaluate the new master schedule in regards to increasing student options, reduction of scheduling conflicts and its effects on student achievement.
- Maintain & improve graduation percentages
- Increase our ACT composite scores for all students completing the ACT exam by scoring at or above the state on at least 2 of the 5 subject level tests.
- Continual review of student achievement and attendance data.

## Pillar #10: FINANCES

### 2018-2019 GOALS

- High school administration will continue to be good stewards of taxpayer dollars and will work very hard to find the most cost effective methods to deliver a 21st century curriculum to all students
- Continue to build a positive relationship with our Central Office Business Department to stay within the budgetary boundaries

### 2019-2020 GOALS

- High school administration and staff will continue to be good stewards of taxpayer dollars, will focus on staying within budget guidelines and improving our purchase order procedures.
- Work with and support the Business Manager and Finance/HR Coordinator to stay within the budgetary boundaries.

# Hayward School District Goals

**Goal Review for 2018-2019**  
**Goal Presentation for 2019-2020**

Respectfully Submitted by Craig Olson

## **Pillar #1: TECHNOLOGY**

### **2018-2019 GOALS REVIEW**

- 100% of our staff will communicate with parents regarding academic progress on a regular basis.
- Implement Chromebooks 3-12 to increase academic achievement.
- Improve the marketing and branding of our district name through social media.

### **2019-2020 GOALS**

- 100% of our staff will communicate with parents regarding academic progress on a regular basis.
- Implement Chromebooks K-12 to increase student achievement.
- Improve the marketing and branding of our district name through social media.
- Implement curriculum on digital citizenship K-12.
- Utilize appropriate technology to increase ACHIEVEMENT of our Special Education Department.

## **Pillar #2: STUDENT HEALTH AND SAFETY**

### **2018-2019 GOALS REVIEW**

- Continue to improve our mental health support services for 100% of our students in need.
- Continue to improve our crisis management planning, which will include a minimum of two additional A.L.I.C.E. trainings.
- Continue to monitor and plan improvements in the culture and climate of our school district, while completing school climate surveys on an annual basis.
- Complete State Safety Grant expectations with 100% accuracy.

### **2019-2020 GOALS**

- Continue to improve our mental health support services for 100% of our students in need by staffing a mental health navigator to connect students and families with community health providers.
- Increase resources around bullying and suicide prevention.
- Continue to improve our crisis management planning, which will include a minimum of two additional A.L.I.C.E. trainings.
- Continue to monitor and plan improvements in the culture and climate of our school district, while completing school climate surveys on an annual basis.



## **Pillar #3: FACILITIES AND FOOD SERVICE**

### **2018-2019 GOALS REVIEW**

- Complete ACT 32 project on time.
- Provide long term strategic planning in regards to all facilities issues.
- Provide facilities options for our Alternative School.

### **2019-2020 GOALS**

- Implement universal breakfast PreK-12.
- Provide long term strategic planning in regards to all facilities issues.
- Provide facilities options for our Alternative School.
- Implement 1st stages of Alternative School plan

## Pillar #4: PUPIL SERVICES

### 2018-2019 GOALS REVIEW

- Every student identified with mental health needs will have an individual mental health plan.
- One hundred percent of our special education teachers will be DPI certified.
- Special education students will have a continuum of services to include several ways to complete classes, credits and receive a diploma.

### 2019-2020 GOALS

- Provide mental health resources and a referral pathway so that 100% students identified with mental health needs are provided support and connected with appropriate community mental health resources.
- 100% of teachers and paraprofessionals will be considered highly qualified.
- Provide all students access to a continuum of services to include multiple ways to complete classes, credits and receive a diploma.
- Increase Achievement and productivity of our Special Education Department.

## Pillar #5: EXTRA CURRICULARS

### 2018-2019 GOALS REVIEW

- Achieve 90% participation in extra-curricular activities K-12.
- Decrease number of code violations for all participants.
- Reach and maintain an overall average GPA for student-athletes of 3.0 or higher.

### 2019-2020 GOALS

- Achieve 90% participation in extra-curricular activities K-12.
- Decrease number of code violations for all participants.
- Reach and maintain an overall average GPA for student-athletes of 3.0 or higher.
- Provide resources necessary to grow and support all extra-curricular activities.

## Pillar #6: STAFF

### 2018-2019 GOALS REVIEW

- Communicate clear, concise expectations to all staff.
- Provide risk free talent development opportunities to increase student engagement, in order to lead toward greater achievement for all students.
- Utilize our evaluation process to improve instructional strategies and academic performance.

### 2019-2020 GOALS

- Communicate clear, concise expectations to all staff.
- Provide risk free talent development opportunities to increase student engagement, in order to lead toward greater achievement for all students.
- Utilize our evaluation process to improve instructional strategies and academic performance.
- Continue to hire, develop, and retain the best and brightest talent, specifically in the area of Special Education.

## **Pillar #7: COMMUNITY AND PARENTS**

### **2018-2019 GOALS REVIEW**

- Continue our “...LIKE A CANE” campaign to reinforce mutual support with our community.
- 100% of all Stakeholders will be provided opportunities to inquire with questions and give us input, through formal and informal discussions.
- Maintain a customer service mindset.
- Create our plan for increasing revenue.

### **2019-2020 GOALS**

- Continue our “...LIKE A CANE” campaign to reinforce mutual support with our community.
- 100% of all Stakeholders will be provided opportunities to inquire with questions and give us input, through formal and informal discussions.
- Maintain a customer service mindset.
- Continue to educate our community of the various aspects of Public Education.

## Pillar #8: SCHOOL BOARD

### 2018-2019 GOALS REVIEW

- Provide factual background knowledge and data, in order to assist the board with our district mission.
- Continue board enhancement meetings for consistent improvement efforts.
- Elect, develop, and maintain quality school board personnel.

### 2019-2020 GOALS

- Provide factual background knowledge and data, in order to assist the board with our district mission.
- Continue board enhancement meetings for consistent improvement efforts.
- Elect, develop, and maintain quality school board personnel.
- Continue to work on the right work, focusing on our goals and objectives.

## **Pillar #9: CURRICULUM AND ACADEMICS**

### **2018-2019 GOALS REVIEW**

- Continue work to cut ACT composite score gap in half between the district and the state
- Provide guidance toward career and college readiness for 100% of our students. (What's Your Plan?)
- Increase Graduation rate to 95% for students who meet "Criteria to Achieve".
- 100% of our students will achieve measurable growth measured by local assessments.

### **2019-2020 GOALS**

- Explore and implement research-based Social Emotional Learning curriculum K-12.
- Provide guidance toward career and college readiness for 100% of our students. (What's Your Plan?)
- Increase Graduation rate to 95% for students who meet "Criteria to Achieve".
- 100% of our students will achieve measurable growth measured by assessments.

## Pillar #10: FINANCES

### 2018-2019 GOALS

- Educate all stakeholders with accurate information regarding the 2018-2019 budget.
- Continue to develop ways to cut costs, while still maintaining and developing the best talent and programming possible for our students.
- Develop strategy to increase revenue within the next 2-5 years

### 2019-2020 GOALS

- Continue to maintain and develop the best talent and programming possible for our students.
- Long term finance planning for sustainable programming and facility needs.
- Review and seek revenue sources to best increase academic achievement.



# CONCISE POINTS OF INTEREST FOR 2019-2020



Increase overall ACHIEVEMENT and productivity of our Pupil Services Department.





**WIN THE DAY!**

“Achieve Like a Cane”

