

Healdsburg Unified School District
Action Plan 2010-2011
Draft 1/14/10

GOAL 1: POWERFUL TEACHING AND LEARNING

STRATEGY A: Provide a rigorous academic program that challenges and engages students.

Success Indicators:				
ACTION STEPS	RESPONSIBILITY	RESOURCES	TIMELINE	COMMENTS
3. Select and implement new English language arts curriculum.				
4. Implement a new LEA plan that challenges all students with the support necessary to promote success.				
5. Maintain or implement at least one Advanced Placement course in each major subject area.				
6. Improve integration of curriculum between schools and grade levels through collaboration among teachers at different grade levels.				
7. Pursue WASC Accreditation for Marce Becerra Academy.				

STRATEGY B: Engage students in authentic learning, tying both academic and career-oriented instruction to community and real-life experience.

Success Indicators:				
ACTION STEPS	RESPONSIBILITY	RESOURCES	TIMELINE	COMMENTS
3. Implement the Green Construction Technology program.				
9. Continue to support successful career and college development programs (e.g., career center, scholarship program).				

Healdsburg Unified School District
Action Plan 2010-2011
Draft 1/14/10

STRATEGY C: Expand offerings to involve students and enrich their education.

Success Indicators:

ACTION STEPS	RESPONSIBILITY	RESOURCES	TIMELINE	COMMENTS
3. Implement developmental Kindergarten classes to address the needs of our youngest students.				
4. Offer high school courses in Cisco Networking Year Two, Culinary Arts, Digital Photography and Guitar.				
6. Expand participation in the Healdsburg Science Fair.				
7. Expand the partnership with the Kennedy Center for the Arts and Wells Fargo Center.				
8. Refine K-5 enrichment classes to include other enrichment options (e.g., Spanish).				

STRATEGY D: Utilize technology to support powerful teaching and learning.

Success Indicators:

ACTION STEPS	RESPONSIBILITY	RESOURCES	TIMELINE	COMMENTS
3. Expand the use of data reporting software (e.g., EduSoft, Data Director).				
4. Expand technology integration in core curriculum to support learning.				

STRATEGY E: Explore longer-range options to enhance our educational programs.

Success Indicators:

ACTION STEPS	RESPONSIBILITY	RESOURCES	TIMELINE	COMMENTS
2. Explore ways to fully adhere to the model of English-Spanish immersion research to increase student acquisition				

Healdsburg Unified School District
Action Plan 2010-2011
Draft 1/14/10

of both languages.				
3. Emphasize healthy living by conducting an independent study on the nutritional content of District food, developing a comprehensive K-12 wellness plan to improve District food and health instruction at all grades.				
5. Guarantee admission to Sonoma State University for all HHS graduates.				

Healdsburg Unified School District
Action Plan 2010-2011
Draft 1/14/10

GOAL 2: HONORING OUR DIVERSE COMMUNITY

STRATEGY A: Close the gap between the achievement of our most successful students and struggling students.				
Success Indicators:				
ACTION STEPS	RESPONSIBILITY	RESOURCES	TIMELINE	COMMENTS
1. Implement AVID classes in selected grade levels within grades 6-12.				
2. Implement academic support classes in English language arts and math for struggling students.				
3. Offer after-school tutoring in core subjects at various grade levels.				
4. Expand after school support (i.e., 21st Century Grant, ASES program, etc.) in collaboration with the City and the Boys and Girls Club.				
5. Implement Developmental Kindergarten classes to address the needs of our youngest Kindergarten students.				
6. Implement elementary intervention instruction in language arts and math.				
7. Refine the K-12 ELD program to increase English proficiency.				
8. Revise the instructional program at Marce Becerra to better prepare students to enter a competitive work environment.				
9. Continue to support the initiatives of the Public School Success Team (PSST).				
10. Extend afternoon hours at secondary school libraries.				
11. Implement elementary intervention instruction in English language arts and math.				

Healdsburg Unified School District
Action Plan 2010-2011
Draft 1/14/10

STRATEGY B: Increase opportunities and methods for Latino parents to be involved in the schools and their students' education.

Success Indicators:

ACTION STEPS	RESPONSIBILITY	RESOURCES	TIMELINE	COMMENTS
1. Implement the use of translation technology at large events.				
3. Increase the number of documents translated into Spanish.				
4. Provide additional pay for Spanish-speaking support staff.				

STRATEGY C: Promote the success and well-being of students with diverse needs.

Success Indicators:

ACTION STEPS	RESPONSIBILITY	RESOURCES	TIMELINE	COMMENTS
1. Implement the findings from the comprehensive special education program review conducted in 2009-10.				
3. Support and participate in new Special Education Parent Group.				
4. Bring special education classes back into the district to avoid parent transportation or lengthy bus trips to schools outside Healdsburg.				
5. Support student organizations for diverse populations (e.g., Gay/Straight Alliance Club, Mecha Club, Progressive Club).				

Healdsburg Unified School District
Action Plan 2010-2011
Draft 1/14/10

GOAL 3: OUR STAFF – OUR GREATEST RESOURCE

STRATEGY A: Retain existing excellent staff and attract new talented educators to our District.

Success Indicators:

ACTION STEPS	RESPONSIBILITY	RESOURCES	TIMELINE	COMMENTS
3. Recruit and hire new staff as early as possible in the year to increase the applicant pool and hire the most skilled candidates.				
4. Conduct an employee orientation for all new staff.				
5. Continue the “Employee of the Year” acknowledgement in collaboration with a local service club.				
6. Conduct a district-wide staff survey to determine strengths and future needs.				

STRATEGY B: Maximize opportunities for staff collaboration, communication, and professional development.

Success Indicators:

ACTION STEPS	RESPONSIBILITY	RESOURCES	TIMELINE	COMMENTS
1. Create and implement a plan for targeted professional development for staff.				
2. Continue to offer summer collaboration opportunities for teachers to improve instructional strategies for the upcoming school year.				
6. Publish a Superintendent/Board newsletter (“Inside HUSD”).				
7. Publish a human resources newsletter (“The Scoop”) for staff.				

Healdsburg Unified School District
Action Plan 2010-2011
Draft 1/14/10

STRATEGY C: Establish and maintain agreements, policies, and procedures that support excellence in education.

Success Indicators:

ACTION STEPS	RESPONSIBILITY	RESOURCES	TIMELINE	COMMENTS
1. Develop and implement an evaluation process that provides support, training and accountability for all District employees.				

Healdsburg Unified School District
Action Plan 2010-2011
Draft 1/14/10

GOAL 4. DYNAMIC LEADERSHIP WORKING WITH AN ENGAGED COMMUNITY

STRATEGY A: Partner with parents to support student success.

Success Indicators:				
ACTION STEPS	RESPONSIBILITY	RESOURCES	TIMELINE	COMMENTS
1. Provide parents continuous electronic access to their student's grades and progress reports.				
2. Continue to support and expand successful programs, including SAY parenting classes, Adult Education, pre-school programs, DELAC, and ELAC.				

STRATEGY B: Work with community organizations, other public agencies, and volunteers to enhance the District's ability to meet student and community needs.

Success Indicators:				
ACTION STEPS	RESPONSIBILITY	RESOURCES	TIMELINE	COMMENTS
1. Continue to collaborate with local organizations to support District initiatives (e.g., Healdsburg Education Foundation, City of Healdsburg, service clubs, Boys and Girls Club, etc.).				
2. Work with community-based organizations to support successful intervention programs (e.g., Safe Schools Ambassadors, SAY drug-alcohol intervention, Project Success).				

STRATEGY C: Develop sustainable funding, sound policies, and effective procedures that will support the achievement of the District's goals.

Success Indicators:				
ACTION STEPS	RESPONSIBILITY	RESOURCES	TIMELINE	COMMENTS
1. Pass a parcel tax to increase revenue in order to fund district initiatives.				
2. Improve financial certification from				

Healdsburg Unified School District
Action Plan 2010-2011
Draft 1/14/10

"qualified" (based on an upgraded status achieved in 2009-10) to "positive," and maintain that status.				
6. Review and update all school board policies to reflect the community's values as well as current law.				
7. Develop a Comprehensive Safe Schools Plan.				