

HUNTINGTON BEACH UNION HIGH SCHOOL DISTRICT 2012-2015 STRATEGIC PLAN

REFLECTION AND EVALUATION



Mission Statement

Our mission is to maximize learning for every student by providing an educational environment in which students thrive and become creative, responsible, and collaborative critical thinkers prepared for college, career and global citizenship.

BOARD OF TRUSTEES



Ms Bonnie Castrey



Dr. Duane Dishno



Mrs. Susan Henry



Mrs. Kathleen Iverson



Dr. Michael Simons

HBUHSD SUPERINTENDENT



Dr. Gregory Plukto

HUNTINGTON BEACH UNION HIGH SCHOOL DISTRICT
2012-2015 STRATEGIC PLAN
REFLECTION AND EVALUATION

EXECUTIVE SUMMARY

In the spring of 2012, a Strategic Plan Committee convened to develop the 2012-2015 Strategic Plan. The committee consisted of certificated and classified staff, students, parents, and members of the Board of Trustees. After two and half thoughtful and intense days of communication, collaboration, and consensus building, the Huntington Beach Union High School District Strategic Plan was developed to guide the district in transitioning to Common Core; in focusing on student achievement; in determining budgetary priorities based on identified needs; and in engaging our school community.

On December 13, 2013, midway through our three year plan, we reconvened the Strategic Plan Committee to reflect on the work we have accomplished and to identify actions and behaviors that will support our efforts for continuous progress in achieving our established goals. Committee members engaged in small group dialogue and strategies that would expand the conversation so that all participants would have the opportunity to have a voice in all aspects of the process and in all the identified goal areas.

The Huntington Beach Union High School District is pleased to present our reflection and evaluation of the 2012-2015 Strategic Plan. In this document you will find for each goal area our accomplishments over the past year and a half and the identified actions to support continuous progress. Additionally, immediately following each reflection you will find the goals and objectives as originally stated in May 2012. You will see, as the committee was able to see, there is much to be proud of. The Huntington Beach Union High School District has been able to accomplish great things. Additionally, the Strategic Planning Committee, with a focus on continuous improvement, outlines actions and behaviors still to come as we continue our journey of excellence to fully achieve our goals.

The work of the Strategic Planning committee, both in the Plan development and in the Reflection and Evaluation, will provide a valuable framework to support the budget development process. With the Local Control Funding Formula (LCFF), the Governor's new funding model for schools, Districts are required to develop a Local Control Accountability Plan (LCAP). The LCAP must outline the ways in which the district will serve the academic needs of all students. This document provides a solid structure for thoughtful and purposeful funding decisions.

STRATEGIC PLAN REFLECTION AND EVALUATION COMMITTEE

COMMITTEE FACILITATOR:

Dr. Connie Mayhugh

BOARD MEMBERS:

Bonnie Castrey

Susan Henry

DISTRICT OFFICE ADMINISTRATORS/STAFF:

Dr. Greg Plutko

Dr. Don Austin

Jackie DeHay

Carrie Delgado

Mark Ford (Information Services)

Christiane Garisek (School Business Assistant/CSEA President)

Pat Stellhorn (Maintenance, Operations and Transportation)

HUNTINGTON BEACH HIGH SCHOOL:

Karen Dabney (Assistant Principal)

Kathy Cadigan (Counselor/HBPSA President)

Gina Gleason (PTSA President)

WESTMINSTER HIGH SCHOOL:

Joe Fraser (Assistant Principal)

Crystal Jerabek (TOSA)

Lori Lambert (Teacher)

Linda Sampson (HS Secretary)

MARINA HIGH SCHOOL

Butch Fredlow (Teacher)

Rosie Geck (Teacher)

Thomas Mushaney (School Psychologist)

Robert Rasmussen (TOSA)

Jasmine Ruiz (Student)

STRATEGIC PLAN REFLECTION AND EVALUATION COMMITTEE

FOUNTAIN VALLEY HIGH SCHOOL

Chris Herzfeld (Principal)

Marci McLean-Crawford (School Nurse)

EDISON HIGH SCHOOL:

Dr. Timothy Bengé (Teacher)

Greg Gardiner (Teacher)

Pam Porter (Teacher)

OCEAN VIEW HIGH SCHOOL:

Shawn Werner (DEA President)

VALLEY VISTA HIGH SCHOOL:

Kerry Clitheroe (Principal)

Seena Rich (Teacher)

HBUHSD

Strategic Plan

Reflection and Evaluation

DECEMBER 13, 2013

Student Achievement

Organizational/Fiscal Stability

Communication, Community and Culture

Safety and Wellness

College and Career Readiness

Technology

Visionary Leadership

What We Have Achieved

- Improved Common Core professional development
- Added AP Environmental Science
- Added Seal of Biliteracy
- Added ERWC English writing classes
- Expanded CANVAS to full version
- All Juniors took the PSAT
- Sophmores took the PLAN test
- Freshmen took the EXPLORE test
- Changed Life Science to Biology and added Accelerated Biology
- Online Common Formative Assessments
- Increased attendance
- Increase in A-G completion rates
- Went above and beyond End-of-Year results
- Remediation/summer after school
- Emphasis and evidence of "Best First Instruction"

For Continuous Progress

- Continue to expand collaborative decision making process.
- Define and create additional support for traditionally higher-level courses for Special Education and at-risk populations.
- Identify and expand online courses.
- Provide more Career/Technical Education opportunities.
- Continue GED offerings.
- Best First Instruction with continued (extended) focus on effective instructional practices and share, model and observe.
- Use of analytics to drive instruction.
- Increase progress monitoring (English/Math).

Student Achievement

Goal Statements

- Increase student learning by providing rigorous and relevant curriculum through engaging and challenging instruction.
- Our instructional programs will be driven through the analysis of data, collaboration and best instructional practices.
- Provide multiple pathways for student success.

Objectives

- Provide systematic targeted professional development with monitored implementation and follow up opportunities to identify best practices for all staff.
- Identify and coordinate resources, materials, and programs to provide interventions and support for all students.
- Broaden and coordinate support for students to meet their diverse needs, interests, and goals focusing on closing the achievement gap.
- Provide opportunities for student engagement through a wide array of academic, cultural, and personal experiences.
- Expand literacy skills in all curricular areas.
- Provide multiple pathways for students to achieve a high school diploma.

Student Achievement

What We Have Achieved

- Fiscally stable--maintained a healthy reserve
- Facility usage with supporting board policies
- Community/business partnerships
- Updated district website with Management narratives
- School news articles
- RBO/TBC updates/staff meetings/Principal updates
- Comprehensive staff development plan for all certificated personnel and management
- Classified staff development day and site in-services
- Mandated training for Extra Assignment Specialists (EAS)

For Continuous Progress

- Establish a yearly Classified professional development calendar with input from staff
- Prioritize resources for summer remediation and access to extra-curricular activities
- Maintain consistent communication from sites, students, staff
- Develop, update and maintain systems, processes and procedures to support goals and objectives
- Modernize requisition system
- Allocate resources to purchase, maintain and repair equipment for support staff
- Recommend needs assessment to all staff for equipment (tools of the trade)
- Continue to foster collaboration and teamwork culture across all levels
- Develop facilities improvement process--big ticket items

Organizational/Fiscal Stability

Goal Statements

- Responsibly manage district resources while seeking alternative funding opportunities.
- Maintain transparency and effective communication in the management of the budget and human resources.
- Provide opportunities for professional development and growth for all employees.

Objectives

- Establish a yearly professional development calendar that meets the needs of all employees.
- Allocate resources to update and repair equipment.
- Provide mandated training for all extra assignment specialists in the areas of appropriate interaction with students and student safety.
- Continue to effectively communicate political and fiscal updates.
- Develop common and consistent practices for recruiting, hiring, and retaining staff.
- Ensure that resources reflect the needs of all students.
- Establish systems and processes to monitor and evaluate organizational and fiscal stability.

Organizational/Fiscal Stability

What We Have Achieved

- Common staff email and student email
- Website/site (local control--timely info)
- CANVAS new Learning Management System
- Increased awareness communication of AP: PSAT/PLAN EXPLORE
- Twitter feed/Facebook/Instagram--weekly or live updates
- Teleparent/Blackboard Connect
- Parent University - District/site specific groups
- Connection between sites-district-community
- Professional development--opportunity to collaborate
- District-wide programs: Text-to-Tip/Safe-to-Speak, Bully Prevention, Behind the Orange Curtain/drug awareness, New Beginnings
- Intentional messaging--Common Core/College Career Readiness
- Text student/parent community

For Continuous Progress

- Continue to expand use of technology when delivering messages: Push notifications, technology, webinars, youtube, vimeo, instagram
- Expand languages that we deliver messages in
- One portal for parent communication
- Unification/utilization of CANVAS (posting grades, communication with parents)
- Continue to build community partnerships
- Continue to provide meaningful professional development and collaboration time
- Continue parent workshops: Parent University and site specific
- Continue to foster input from all stakeholders
- Collaboration and transparency between Districts/Staff/Decision-making, etc.
- Continue efforts on drug awareness and bullying
- Continue articulation with colleges and middle school
- Continue to foster personal communication face to face/human voice
- Improve communication with parents specific to: grades, academic performance indicators, assignments, etc.
- Enter parent emails in system
- Increase Parent University offering to include sexual behaviors, date rape and physical abuse
- Commit to frequent (3 weeks?) posting of grades--all teachers
- Commit to callback/email back by teachers to parents in a timely manner (within 24 hours)

Communication, Community and Culture

Goal Statements

- Create and sustain a culture of family and community engagement.
- Develop, maintain and strengthen relationships based on trust, respect, and effective communication among colleagues, students, families and the community.
- Create, develop and embrace diverse communication models that considers various levels of access and understanding and allows for effective and productive communication.

Objectives

- Develop alternate methods for timely delivery of communication (ie Social Media, email, SMS, etc.).
- Increase awareness of ancillary learning opportunities (ie, AP, AVID, PSAT/SAT, etc.).
- Provide guidance to students and parents regarding equal access to curricula and post secondary options.
- Through team building and parent and community partnerships, increase collaboration and learning opportunities throughout the organization.
- Establish a welcoming culture to encourage active parent participation in campus life.

Communication, Community and Culture

What We Have Achieved

- Compass Center
- Social media usage to promote; homework and safety messages
- Classroom presentations by nurses and student support psychologists
- Material Data Safety Sheet (MDSS) online (Risk Management)
- Fire Plan/Business Plan online and consistent throughout the state
- Great Shakeout and major disaster role play drills
- Food and Nutrition services meeting updated-- Federal mandates
- Health and Wellness committee
- Maintenance/Facilities/Risk Management professional development and updates (bus drivers included)
- Pool lifts
- Crisis and threat assessment teams
- Collaboration with law enforcement
- Coaches professional development
- Athletes Summit FVHS
- "311" protocol MHS
- Sports physicals and access to EKG and ECHO
- New AEDs
- Safe to speak (email) and Text-to-Tip
- Continue to provide successful parent programs for high school students

For Continuous Progress

- Provide online health and safety professional development to Science teachers to include HAZ Community lockout, Tag out
- Measure student effects and prevention drug information
- Increase interventions for prevention
- Monitor facility key returns
- Implement baseline concussion testing for athletics
- Require professional development for bus drivers
- Provide professional development for supervision staff regarding: de-escalating situations, drug training, safety, etc.
- Increase accessibility to AEDs
- Add Site Safety Plan to District homepage
- Increase parent involvement and Parent University
- Develop stronger guidelines for consistency in safety training specifically for non-maintenance staff
- Require health screening for snack bar staff
- Stronger guidelines for Booster Club
- Stronger guidelines for safety vehicles
- Provide access to Carb Counts for cafeteria menu
- Increase exposure to MDSS materials
- Increase CCTV coverage
- Analyze/utilize Healthy Kids Survey
- Re-write Chemical Hygiene Plans for ALL Science Dept. in the District
- Promote social media fluency
- Develop Bullying Prevention policy for staff
- Increase number of available Public Safety Officers (PSO)

Safety and Wellness

Goal Statements

- Provide district facilities that are safe, secure, and conducive to learning and working.
- Foster a culture of healthy habits and lifestyles.
- Provide a well-balanced educational environment where students have the opportunity to connect in and outside of the classroom.

Objectives

- Collaborate with the community to produce safe and healthy schools.
- Research and implement programs that reduce bullying, violence, and substance abuse.
- Research and implement programs that promote diversity, tolerance, student rights, and social awareness.
- Educate students on the lasting implications of social media.
- Integrate sound nutrition and fitness practices into the daily school life of staff and students.
- Collaborate with parents and students to improve attendance.
- Counsel students in the areas of stress management and over-commitment to maintain a healthy balance.
- Inspire students to participate in educational opportunities in and outside of the classroom.

Safety and Wellness

What We Have Achieved

- Dramatically increased participation in PSAT, ACT PLAN, ACT and EXPLORE
- Increased participation in AP classes and exams (AP Honor Roll)
- EAP participation increased (all 11th in ELA)
- Seal of Biliteracy
- All English classes UC approved
- Life Science to Biology UC approved
- AP Environmental Science UC approved
- Revised guidance practices (Guide-wise) emphasizing college readiness/qualified
- Sites promoting college readiness through posters, T-shirts, guest speakers, college info nights, PTSA and site council
- Consultants/guest speakers led to a shift in focus to College Readiness--District
- Articulation with colleges
- Articulation with middle schools--UC approved sequencing

For Continuous Progress

- Provide teacher professional development regarding AP potential: PLAN, EXPLORE, PSAT
- Increase student performance on Early Assessment Program (EAP) in Math and ELA
- Provide professional development and calibration on EAP
- Continue to remove barriers to AP classes
- Pursue career experience opportunities i.e. internships
- Increase R.O.P. connections
- Infuse career awareness by addressing specific skills needed and show relationship between classroom assignments and 21st century skills
- Infuse CTE and Career Pathway information
- Clarify philosophy of College and Career Readiness for all
- Continue to clarify and deeply define the definition of College and Career Readiness
- Ensure that college is an option for ALL students
- Acknowledge different starting points for different students
- Have MORE THAN ONE College Night
- Increase teacher/business study options i.e. building guitars
- Increase A-G offerings
- Increase access to A-G courses for SPED and ELs
- Advocate to State funding ROP/Adult Ed.
- Define role of VPA in College and Career preparedness
- Use of tools to perform at College and Career levels
- Offer career event to market HBUHSD careers

College and Career Readiness

Goal Statements

- Build the capacity of the organization to create an individual grade 9-16 education plan for all students.
- Develop rigorous applied experiences for students by leveraging local resources including college/universities, business, and agencies.
- Students will complete a rigorous college-aligned a-g course of study with seamless transition into a career pathway and/or post-secondary education towards a viable career.

Objectives

- Create a comprehensive approach to building the capacity and knowledge of parents, students, and all staff members on college and career pathways.
- Provide on-going, up-to-date training and professional development to staff, students and families in the area of college and career readiness and common core state standards.
- Focus on creating a relevant and rigorous curriculum for all students.
- Ensure equity and access by allowing and encouraging all students to take higher level courses.
- Improve articulation with feeder districts to create a smooth transition for incoming freshmen.
- Embed the common core state standards across the curriculum to ensure a seamless transition and prepare students for the new assessment models.

College and Career Readiness

What We Have Achieved

- Increase opportunities for participation and posting of assignments online (CANVAS)
- Community learning at school sites through technology professional development.
- Tech Fest (District level), District and site technology learning
- Upgrade to AERIES, adoption of CANVAS, integration of systems to facilitate ONE user log-in, wider usage of Google Apps
- Use of Illuminate for analytics--CFAs, CST data, Common Core (CSTs gone by 2013)
- Paperless workflows (online) including purchase orders, open enrollment process, student electronic assignment turn-in (CANVAS)
- Utilization of technology tools in WASC process
- Replaced wireless access points, increased bandwidth at each site and replaced web-filtering
- Updated Board Policies and acceptable user agreement for online access
- Bring your own device (BYOD): iPad, smart phones, chromebooks, laptops, etc.

For Continuous Progress

- Increase classroom curricular focus on lesson planning and instructional material for STEM and STEAM
- Work with other curricular areas to enhance student learning through the USE of technology
- Increase analytics to drive instruction
- Explore the use of electronic textbooks
- Promote media fluency
- Increase blended learning opportunities
- Develop tech savvy class for deeper software comprehension, basic understanding of hardware architecture and function to give students 21st century tech skills necessary for all jobs
- Implement keyboard training
- Promote Text-to-Tip
- Promote Safe-to-Speak

Technology

Goal Statements

- Respond effectively to safety and security issues as they relate to technology usage.
- Evaluate and update technology infrastructure on an ongoing basis to provide all staff and students with compatible, reliable, and cutting edge technology.
- Develop relevant, flexible, and continuous training resources.
- Embed the effective use of technology in all curricular areas to enhance learning.

Objectives

- Universal posting of assignments and student progress by teachers.
- Increase technological proficiency through professional development.
- Review, maintain and update software systems in a timely manner in response to the needs of various users.
- Update/adopt Student information System to support data analysis/analytics and communication.
- Implement paperless workflows, i.e. PO's, Online Student Registration, etc..
- Proactively maintain infrastructure to support future needs.
- Adopt and implement a Learning Management System to promote communication and online learning opportunities.
- Update district guidelines and acceptable use policies.
- Explore the use of personal devices on campus to increase access to learning resources and materials.

Technology

What We Have Achieved

- District culture of support and collaboration “we share well”
- The word Leadership is visible in the District and actions are being seen
- A common leadership vocabulary
- A “learning organization” professional development
- Teacher leaders--All over the District
- True/valuable opportunities for leadership
- Equity...focus on ALL students--greater levels of support
- Recognized leader in County and State
- Empower and involve parents and students in learning--meaningful ways
- The “what-if” mantra... How can we improve it--No admiring the problem
- Tech infrastructure--Growing Google, etc.
- Relationships
- Continue to extend leadership opportunities to all sites and provide professional development

For Continuous Progress

- Intentional communication about LCAP/LCFF our District’s funding
- Support ROP/Adult Education
- Continued communicate and re-communicate wider net of text, email, social media to “meet people where they are”
- Expand alternative education, credit recovery, online instruction--keep our kids
- Build facilitator/collaboration skill sets in the District
- Provide professional development for Classified staff
- Leading Common Core -- Best Practice Instruction
- Redefine Teaching and Learning
- Articulate with feeder school and college with continued focus on equity of all students (ELL)
- Support Pathways programs and Career Pathway programs at our school sites
- Classified inclusion in leadership development activities and organizational teams
- Communicate all programs and departments’ purpose as a marketing tool of achievement

Visionary Leadership

Goal Statements

- Become an exemplary model of an educational organization in the state of California.
- Foster a culture of visionary leadership throughout the district.
- Implement innovative instructional practices.

Objectives

- Provide professional development to all staff (Professional Learning Communities, data analysis, Response to Intervention, technical literacy, Instructional Rounds...).
- Identify and apply exemplary models from other schools, districts and businesses to drive improvement.
- Adopt a proactive and creative approach to decision making involving families, students, staff, and the community.
- Develop opportunities to build leadership capacity within the organization.
- Utilize innovative strategies to encourage out-of-the-box thinking and risk-taking.
- Explore options to re-define teaching and learning.

Visionary Leadership



**STRATEGIC PLAN 2012-2015
REFLECTION AND EVALUATION**