



Focus Area
Governance & Board Relations

Action Items

Updates

Goal: Develop a collaborative and trusting relationship with all board members to set the tone for excellence in student experiences, student services, student wellness, and SOAR schools.

Outcome: A high performing governance team that positions the district as a national model for enhancing student experiences, delivering exceptional student services, and providing robust support for Special Education students and multi-lingual learners.

Action Items:

- Schedule meetings with the Superintendent and board members to understand their perspectives, concerns, and goals for student experiences, student services, student wellness, and SOAR schools. July 15-Aug 1
- Present to the board student experiences including examples of student leadership opportunities with clear guidelines ensuring alignment with policies July 15-Aug 1
- Keep the board informed about the progress and impact of graduation support through regular updates July 15-Aug 1
- Engage the board in discussions about the scope and objectives of extended learning opportunities Oct 1-Oct 11
- Gather data to share concerning student wellness, mental health issues, and existing support systems from school counselors, psychologists, and healthcare providers Oct 1-Oct 11
- Review existing policies related to student wellness and mental health July 15 - Jul 31
Update: Reviewed Policy 3007 with Director of Mental Health July 17



- Review current programs and policies for multilingual learners, Special Education students, 504 students, and houseless students and share findings with the board and update board members on training initiatives concerning multilingual, special education, houseless students and 504 students July 22-31
- Host events and forums to educate the community about the needs and programs supporting houseless, multi-lingual, 504 and Special Education students August 18 -Sep6
- Ensure that the board is aware of any Office of Civil Rights complaints immediately and provide the board members with an overview of the complaint, and maintain open communication with the Office of Civil Rights, providing all requested information and cooperative July 22-Aug 1
- Attend board meetings and board work sessions to ensure questions or concerns are addressed regarding student services, student experiences, and student wellness July 20 – Oct 28
- Establish a system for ongoing monitoring to track progress against defined goals, using metrics such as test scores, student attendance, and teacher feedback for SOAR schools and present results to the board July 20 – Oct 28



Community Relations

Goal: Develop public trust and confidence by fostering open and transparent communication with the community concerning student services, student wellness, student experiences and SOAR schools.

Outcome: Collaborative relationships with community members that contribute bold ideas and strategies to enhance student services, student wellness, and student experiences.

Action Items:

- Identify local businesses, museums, cultural institutions, and other resources that can serve as field trip destinations for student experiences July 15-19
Update: Reviewed last year's field trips and the locations that leaders selected
Identified additional locations for field trips
- Partner with local venues to host graduation ceremonies and seek sponsorships to cover costs and enhance the event's quality July 15-Aug 9
Update: Student Experience/Student Leadership is working and identifying key areas for graduation (July 29) July 29 – Oct 28
- Collaborate with local shelters, food banks, health clinics and social services to provide comprehensive support for houseless students Oct 1-31
Update: Collaborated with Christ Community Health Services for School-Based Clinics located at East HS and Sheffield CTC Well Child, Inc (July 29)
- Develop campaigns to raise awareness about the challenges faced by houseless students and the ways the community can help Aug 19 -30



- Organize and participate in workshops and training sessions provided concerning the OCR July 15 - Oct 28
- Schedule regularly meetings or check ins with OCR representatives to discuss on-going concerns, updates in legislation, and best practices for protecting students' rights July 27

Update: Met with Legal and State Department to discuss reporting to the state (August 5)
- Develop and implement health screening programs and wellness checks in collaboration with community health organizations July 15-31

Update: Met with local health organization to develop schedule for annual physical and sports physicals on July 24 (complete)
- Identify local organizations and services that support migrant families to provide additional resources such as healthcare, and legal assistance for migrant students and their families Aug 5 – 9

Update: Identified Christ Community Health Services (School Based Clinics) to serve as an additional resource to migrant families (July 29) Aug 5 -Aug 26
- Provide cultural training for parents, leaders and staff to better understand and address the unique needs of migrant students Aug 12 -30
- Partner with local organizations to provide informational sessions for parents and students about their rights concerning 504 accommodations, IEP, inclusiveness Aug 12 -30
- Provide professional learning sessions and create teacher learning communities for teachers and staff concerning strategies to support the student's I.E.P. and inclusiveness Sept 3- Sept 20



- Provide training in co-teaching models to support multi-lingual learners and Special Education students in classrooms
 Update – Virtual PD completed for special education teachers (week of July 15)
- Host workshops and information sessions to educate parents on rights, available services, and advocacy for Special Education students and multi-lingual learners
- Establish a routine of providing regular updates to parents concerning the progress of the multi-lingual learners and Special Education students each quarter (newsletters, social media, digital platforms) to keep parents and community members informed about resources, upcoming events, and success stories
 Update: Developed a communication routine July 24 to ensure parents receive on going communication during the 24-25 school year each quarter (complete)

July 22-26

July 15 – Aug
16

Partner with local non-profits, service clubs, and organizations to create community service opportunities to enhance leadership and civic responsibility to support SOAR schools

Update – Exceptional Students participating in Project Search at the Nike Corporation – August 2



Staff Relations & Capacity

Goal: Empower and elevate high performing leaders, teachers, and staff focused on exceeding expectations regarding student wellness, student experiences, and student services

Outcome: A highly motivated and collaborative staff dedicated to improving student wellness, student experiences, and student services

Action Items:

- Define and communicate clear, shared goals that align with the mission of exceeding expectations in student experiences July 15 – 30
Update: Met with Executive Director and team during District Day to define the goals and expectations
- Create a mentorship program linking high performing staff with emerging leaders to foster skill-sharing July 15 -30
- Form cross functional team that include teachers, support staff, and administrators to plan and execute student experience initiatives (field trips, graduations, etc.) July 15 -30
Update: Identified teachers, support staff, and principals to ensure the first meeting will be held August 14 (TEAMs)
- Designate staff members as Wellness Champions who lead health and wellness initiatives within the school that include peer support groups, wellness clubs, and mindfulness sessions August 5 -Aug 9
July 29 – August 30
- Implement regular PD focused on the needs and rights of houseless students August 5 - 9



Update: Student Wellness -Health Promotions hosted staff PD for houseless students by Ms. Taylor Payne

Aug 5 – Oct 28

- Establish a dedicated team within the school or organization for coordinating services and support for houseless students
- Implement targeted support including tutoring, mentoring, after school programs, and summer learning initiatives for houseless students
- Implement and encourage rigorous data collection and reporting within schools to monitor the treatment and outcomes of houseless students

Aug 5 – Oct 28

Update:

Aug 5 - 9

- Establish a triage system to prioritize OCR complaints based on factors such as urgency, severity, and the potential impact

Jul 15 -Aug 2

Update: Met with a cross functional team from Student Experiences, Legal, and Student Wellness – August 9

- Establish a peer support and mentorship where experienced staff can guide team members through the OCR process
- Meet with HR Talent Management Officer to ensure there is a hiring/recruitment plan to include multi-lingual and special education teachers

July 15 -Aug 2

Update: Discussed the recruitment plan with Director of Staffing – July 16

August 2

- Create a multidisciplinary team with Special Education teachers to develop and review Individualized Education Programs for Special Education students, ensuring all needs are met

August 2

- Share districtwide expectations around instructional supports needed for multi-lingual, special education, houseless, and 504 students

Update: Met with principals to discuss expectations (week of July 15)

July 22 -Aug 9



- Use data driven approaches to monitor the academic and social progress of 504, Special Education, and multi-lingual students
Update: Developed metrics for the dashboard for advisors (completed week of August 5)
- Provide training for leaders, teachers, and staff on the implementation and management of 504 plans, IEP, and ILP plans ensuring accommodations are effectively administered
- Establish feedback mechanisms where students and parents can report issues with 504 plans, IEP, ILP plans ensuring prompt resolution
- Develop bridging programs and summer programs to help migrant students to improve academically when they enter the school
- Develop a system to report noncompliance

August 2

October 22
August 2



Operations and Finance

Goal: Create an inclusive, equitable, and supportive educational environment by optimizing operational and financial resources to enhance student experiences, student wellness, and specialized services for special migrant, houseless, and multilingual students

Outcome: Improved support and resources in all classrooms serving Special Education students, multilingual learners, houseless, migrant, and 504 students. Improved support and resources in the following areas: student experiences and student wellness.



Action Items:

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| | July-15 -Oct 22 |
| <ul style="list-style-type: none"> • Identify and apply for grants specifically aimed at supporting educational field trips and graduation events | August 2 |
| <ul style="list-style-type: none"> • Establish a centralized planning committee composed of teachers, leaders, and parents to give feedback concerning field trips and graduation events | August 2
August 2 |
| <ul style="list-style-type: none"> • Ensure all events and trips are accessible to students with disabilities | |
| <ul style="list-style-type: none"> • Ensure that each school has dedicated spaces for one-on-one counseling sessions, group therapy, and wellness workshops | July 15 – Aug 2 |
| <p style="color: red; margin-left: 20px;">Update: In progress – working with principals to identify areas in the building</p> | |
| <ul style="list-style-type: none"> • Assist with partnership with HR in recruiting highly qualified staff: SPED teachers, related service providers, school psychologists | July 15 -Oct 22 |
| <p style="color: red; margin-left: 20px;">Update: Participated in Hiring Events hosted by HR to secure teachers, related service providers and school psychologists</p> | |
| <ul style="list-style-type: none"> • Implement after school and summer programs tailored to provide additional academic support, language development, and enrichment activities for multilingual, migrant, houseless, and Special Education students | Aug 12 -15 |
| <p style="color: red; margin-left: 20px;">Update – Provided next steps to principals concerning tutoring (August 15)</p> | Aug 12 -15 |
| <ul style="list-style-type: none"> • Provide technology resources such as laptops and tablets to support homeless, migrant, 504, multilingual and Special Education students | Jul 15 – Oct 22 |
| <ul style="list-style-type: none"> • Identify and strengthen partnerships with community organizations and external resources to support district initiatives focusing on student wellness, student experiences, student services, and SOAR schools | |
| <p style="color: red; margin-left: 20px;">Update – Exceptional students participating in the Project Search Program</p> | |
| <ul style="list-style-type: none"> • Ensure that OCR cases are assigned to staff members with the appropriate expertise and experience | July 15 – July 30 |



Update: Met with legal and first training session – July 29

- **Train staff on how to conduct fair, unbiased, and thorough investigations for OCR**

Update: Met with legal and first training session concerning data -July 29

Student Achievement

Goal: Foster an inclusive and supportive educational environment that enhances the academic performance, social development, and emotional well-being of all students ensuring every student has the opportunity to succeed and increase student achievement and growth

Outcomes: Improved academic achievement and reduced gaps for all students, especially Special Education students, multilingual learners, 504, migrant, and



houseless students. Improve social skills, peer interactions, and student engagement with all students

July 15 – 30

Action Items:

- Design field trips that directly tie into the curriculum, enhancing classroom learning through real world applications and organize interdisciplinary field trips that connect subjects such as science, history, and language arts
Update:
- Implement service-learning field trips where students can engage in community service projects
Update – Identified programs and projects for service- learning projects for the 24-25 school year
- Ensure houseless students have regular access to school counselors and mental health professionals who can provide emotional support and crisis intervention
Update: Counseling managers and Social Workers have been assigned to schools for the 24-25 school year
- Implement buddy programs where peers can provide social and academic support to houseless students
- Provide training for students and staff on the challenges faced by houseless students
- Provide support to multi-lingual students including tutoring focusing on academic vocabulary and language acquisition

July 15 -20

August 2

August 12 -30

Aug 19 -Aug 30

Aug 5 – Oct 22

Aug 5 – Oct 22

Aug 5 -Oct 22



- Develop individualized education plans (IEPs) that are tailored to each student’s specific needs, strengths, and goals involving a multi-disciplinary team and the student’s family Aug 5 – Oct 22
- Use differentiated instruction strategies to cater to various learning styles and levels providing multiple pathways to understanding and engagement for Special Education students and multilingual learners
- Provide professional development regarding collaboration between general education teachers, special education teachers, and support staff to create a supportive learning environment for Special Education students, multilingual students, migrant students, and 504 students Aug 5 – Oct 22
- Schedule regular review of 504 plans, IEP, and ILP to ensure accommodations remain effective as well as monitor and ensure IEPs, ILP, and 504 plans are implemented with fidelity ensuring that all hours are met Aug 5 – Oct 22
- Ensure parents understand the pathways for multi-lingual learners, special education students, and 504 students regarding post-secondary opportunities, career and technical education Aug 5 – Oct 22
- Ensure parents understand the pathways for multi-lingual learners, special education students, and 504 students regarding post-secondary opportunities, career and technical education Aug 5 – Aug 9
- Provide program level supports that adequately address 504, multi-lingual learners, and special education students that target support for foundational literacy skills Aug 5 – Oct 22
- Analyze data to identify trends and areas needing improvement, adjusting strategies accordingly
- Implement peer mentoring and support programs to encourage social integration and academic support for multilingual learners, 504, and Special Education students Aug 5 – 9
- Ensure schools schedule quarterly meetings with parents to discuss plans and data Aug 5 – 9
- Ensure schools schedule quarterly meetings with parents to discuss plans and data Aug 5 – Oct 22



- Establish a feedback loop with students and families to ensure parents understand how to support Special Education and multilingual students
- Conduct regular compliance reviews
- Address disparities in education in academic outcomes among different student groups regarding OCR
- Ensure schools implement the recommended corrective actions by conducting follow-up visits or requesting progress reports

Aug 5 – Oct 22

Aug 5 – Oct 22