

*Santa Rosa City Schools*  
**DRAFT PROJECT ACHIEVE 2007 THROUGH 2012**  
*“Excellence is our Common Ground”*

**Dear Community Members:**

**In order to make Santa Rosa City Schools Board of Education aware of your questions, concerns, and/or comments regarding this draft, please click on the colored number next to or above the text to comment on that pertinent text.**

**Thank you.**

*“The mission of the Santa Rosa City Schools, in partnership with parents, guardians, educators, staff, and the community is to provide active, involved learning for all students, so that they all achieve personal, academic, and occupational success.”*

#### INTRODUCTION

*Project Achieve* has been an ongoing action plan for Santa Rosa City Schools since 1997. The plan has been updated to reflect the needs of students, the direction of the district, the mandates of the federal government, and those of the state accountability system. Most importantly, it builds on district strengths, professional training, data analysis, collaboration, and communication to raise student achievement for all students. As you review the plan, you will note that it covers all grade levels from Kindergarten to Adult, considering students who are in different places in the academic continuum from those who need support to those who are advanced.

*Project Achieve* contains five major goals under which SRCS operates, as it has since 1997. The goals are:

- Increase Student Achievement
- Ensure Safe Schools
- Develop Exemplary Staff
- Improve Communication and Community Involvement
- Maximize Resources

Educators have learned that offering a range of both academic and career-based curriculum choices, better fits our students’ aptitudes and goals. Career Pathways and Specialized Programs make it possible for our students to obtain relevant, career training and hands-on experience while satisfying their high school graduation and college admission requirements. *Project Achieve* reflects the ongoing work to have courses of study that are motivating and relevant to the futures of our students.

We invite you to take a few minutes to look over *Project Achieve*. It will be reviewed annually by the Board of Education and changes made as needed.

Board of Education  
Santa Rosa City Schools  
October 1, 2007

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**Project Achieve District Goals (1997-2008):**

- 1** 1. Increase Student Achievement
- 2** 2. Ensure Safe Schools
- 3** 3. Develop Exemplary Staff
- 4** 4. Improve Communication and Involvement
- 5** 5. Maximize Use of Resources

<b>PROJECT ACHIEVE GOAL #1: INCREASE STUDENT ACHIEVEMENT</b>						
<b>Goal Statement</b>	<b>Action Plan</b>	<b>07-08</b>	<b>08-09</b>	<b>09-10</b>	<b>10-11</b>	<b>11-12</b>
<b>6</b> Santa Rosa City Schools will take effective steps to ensure that standards-based curriculum is used as the foundation for classroom/department instruction and that appropriate opportunities for growth, interventions,	<b>7</b> Reading/ Language Arts/ELD <ul style="list-style-type: none"> <li>• Continue to implement with fidelity, standards-based K-6 Houghton-Mifflin supported by HM support materials, Language!, Early Reading Intervention; acceleration or intervention as needed</li> <li>• Continue to implement with fidelity standards-based, Prentice-Hall Anthology 7-12 where a need is indicated through assessments, or where school is in program improvement status, supported by PH support materials, Language!, and SIOP; acceleration or intervention as needed</li> </ul>					

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<p>or enrichments are applied as needed by students over the next 5 years.</p>	<p style="font-size: 2em; color: orange; font-weight: bold;">8</p> <ul style="list-style-type: none"> <li>• Examine redesignation rates each year and set targets for growth</li> <li>• Implement K-6 HM and 7-12 Prentice-Hall support materials and Language! in Special Education</li> <li>• Facilitate Reading/Language Arts/ELD framework &amp; instruction materials adoptions in 08-09 for K-8</li> <li>• Facilitate Reading/Language Arts/ELD framework adoption &amp; texts in 9-12 in 08-09</li> </ul> <p style="font-size: 2em; color: orange; font-weight: bold;">9</p> <p>Mathematics</p> <ul style="list-style-type: none"> <li>• Continue to implement with fidelity, standard-based K-6, 7-8, 9-12 mathematics programs</li> <li>• Provide intervention where a need is indicated</li> <li>• Facilitate Mathematics framework &amp; instruction materials adoptions in 07-08 for K-8</li> <li>• Facilitate Mathematics framework adoption &amp; texts in 9-12 in 07-08</li> </ul> <p style="font-size: 2em; color: orange; font-weight: bold;">10</p> <p>Other Content Areas</p> <ul style="list-style-type: none"> <li>• Provide framework/curriculum support to these areas; facilitate adoptions per CDE</li> </ul> <p style="font-size: 2em; color: orange; font-weight: bold;">11</p> <p>General Assessments</p> <ul style="list-style-type: none"> <li>• Survey schools using the APS to assess each school's progress in the 9 “Essential Program Components; target a full “3” categorization at each school by spring 2009 by New Directions</li> <li>• Provide support and opportunities for increases in the number of schools showing increases in API and AYP, as well as increases in the number of schools making targets for designated subgroups</li> <li>• Provide support and opportunities for increases in the number of schools showing increases in percent of on-track seniors passing CAHSEE; ultimate goal of 100%</li> <li>• Provide support and opportunities for increases in participation rates</li> </ul>					
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	<p style="font-size: 24pt; color: orange; margin: 0;"><b>12</b></p> <ul style="list-style-type: none"> <li>Analyze graduation rates by gender and number of years in district and set targets</li> <li>Use frequent formative assessments and analysis of data to pace or change instruction to meet student needs using Professional Learning Communities process to facilitate</li> <li>Assess where English Language Learners are relevant to years in SRCS and CELDT scores</li> <li>Provide access to data reports through Online Assessment Reporting System (OARS)</li> <li>Increase numbers that take AP Exams and receive IB Diplomas</li> </ul> <p style="font-size: 24pt; color: orange; margin: 20px 0 0 0;"><b>13</b></p> <p>Career-Technical Education</p> <ul style="list-style-type: none"> <li>Provide options which motivate students, meet graduation requirements, provide career awareness</li> </ul>					
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<b>PROJECT ACHIEVE GOAL #2: ENSURE SAFE SCHOOLS</b>						
<b>Goal Statement</b>	<b>Action Plan</b>	<b>07-08</b>	<b>08-09</b>	<b>09-10</b>	<b>10-11</b>	<b>11-12</b>
<p style="font-size: 24pt; color: orange; margin: 0;"><b>14</b></p> <p>Santa Rosa City Schools will take steps to ensure safe schools over next 5 years.</p>	<p style="font-size: 24pt; color: orange; margin: 0;"><b>15</b></p> <ul style="list-style-type: none"> <li>Develop safe school plans for all schools in collaboration with law enforcement, public agencies, parents, and community organizations</li> <li>Work with safety consultant to develop plans for district, community, or state emergencies</li> <li>Examine district drug, alcohol, and tobacco education programs; review data-California Healthy Kids Survey</li> <li>Collect data on referrals, suspensions, expulsions to evaluate and improve district discipline programs</li> </ul> <p style="font-size: 24pt; color: orange; margin: 20px 0 0 0;"><b>16</b></p> <ul style="list-style-type: none"> <li>Evaluate district discipline policies and strategies; collect data; make changes as needed</li> <li>Evaluate additional ways of cleaning and maintaining sites for safety purposes</li> <li>Continue work with Mayor’s Gang Prevention Task Force on gang violence reduction strategies to intervene</li> <li>Examine truancy and attendance rates to establish strategies</li> </ul>					

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	<p style="font-size: 2em; color: orange; margin: 0;"><b>17</b></p> <ul style="list-style-type: none"> <li>Continue multi-agency collaboration and grant funding to improve programs for at-risk youth K-12</li> <li>Provide counseling and agency referrals for students and families</li> <li>Provide Board with choices in alternative education, district community day school, summer school programs, adult school, and other innovations as determined to be needed by students</li> <li>Evaluate the use of a panel to review student cases for referral to alternative education</li> </ul>					
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<b>PROJECT ACHIEVE GOAL #3: DEVELOP EXEMPLARY STAFF</b>						
Goal Statement	Action Plan	07-08	08-09	09-10	10-11	11-12
<p style="font-size: 2em; color: orange; margin: 0;"><b>18</b></p> <p>Santa Rosa City Schools will take steps to provide opportunities for professional development in standards-based curriculum, exemplary professional practices, data analysis, staff evaluation, support, and collaboration over next 5 years.</p>	<p style="font-size: 2em; color: orange; margin: 0;"><b>19</b></p> <ul style="list-style-type: none"> <li>Develop a district wide recruitment, training, and retention plan for teachers and administrators</li> <li>Develop a district wide professional development plan; link to state and federal mandates; provide instrument for feedback on training</li> <li>Clarify and update job descriptions; develop hiring criteria</li> <li>Evaluate concept of compensation and incentive bonuses linked to performance expectations</li> </ul> <p style="font-size: 2em; color: orange; margin: 20px 0 0 0;"><b>20</b></p> <ul style="list-style-type: none"> <li>Review evaluation instruments for certificated and classified</li> <li>Review role of student teachers in the classroom; investigate internship programs</li> <li>Review support provided to new teachers through BTSA</li> <li>Incorporate the California Standards for the Teaching Profession (CSTP's) into local expectations</li> </ul> <p style="font-size: 2em; color: orange; margin: 20px 0 0 0;"><b>21</b></p> <ul style="list-style-type: none"> <li>Encourage and recognize teachers who complete the National Board Certified Teacher program</li> <li>Implement first-and- second year administrator academy for new administrators</li> <li>Investigate ways to provide administrative internships to develop personnel</li> <li>Establish support groups for administrators</li> </ul>					

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	<p style="font-size: 24pt; color: orange; margin: 0;"><b>22</b></p> <ul style="list-style-type: none"> <li>Establish a buddy/mentor system for administrators</li> <li>Investigate department and grade level district meetings to share practices</li> <li>Evaluate role of literacy/math coaches/model classroom teachers</li> </ul>					
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<b>PROJECT ACHIEVE GOAL #4: IMPROVE COMMUNICATION AND INVOLVEMENT</b>						
Goal Statement	Action Plan	07-08	08-09	09-10	10-11	11-12
<p style="font-size: 24pt; color: orange; margin: 0;"><b>23</b></p> <p>Santa Rosa City Schools will take steps to develop effective two-way communication with internal and external constituencies over next 5 years.</p>	<p style="font-size: 24pt; color: orange; margin: 0;"><b>24</b></p> <ul style="list-style-type: none"> <li>Develop and implement a plan for increased internal communication over the next 5 years</li> <li>Develop and implement a plan for increased dialogue between parents, community, and District over the next 5 years</li> <li>Establish new student system for 2008-09</li> <li>Update Project Achieve on the web</li> </ul> <p style="font-size: 24pt; color: orange; margin: 10px 0 0 0;"><b>25</b></p> <ul style="list-style-type: none"> <li>Invite parents to become part of the email data bases for school and district</li> <li>Produce student handbook, Choices Magazine, newsletters, radio communications, etc., according to Board-approved community outreach plan each year</li> <li>Work with City Council, Chambers of Commerce, and service organizations to communicate work and seek input in developing the workforce</li> <li>Provide avenue for input to district through Superintendent’s Parent Advisory Committee, Teacher Advisory Committee, Board Subcommittees, town meetings (as directed by the Board)</li> </ul> <p style="font-size: 24pt; color: orange; margin: 10px 0 0 0;"><b>26</b></p> <ul style="list-style-type: none"> <li>Establish improved procedures for ensuring that teachers inform parents of below average student performance within first four weeks of quarter</li> <li>Examine customer service strategies</li> <li>Bulletin Boards</li> <li>Community Media Center</li> </ul>					

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	<p style="font-size: 2em; color: orange; margin: 0;">27</p> <ul style="list-style-type: none"> <li>Involve feeder districts and parents in transitions of 7<sup>th</sup> graders</li> <li>Review Board Policy on parent involvement and communication</li> <li>Evaluate need for expanded staff for outreach</li> <li>Provide avenues for input on Career Pathways/ROP and Specialized Programs development</li> </ul>					
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<b>PROJECT ACHIEVE GOAL #5: MAXIMIZE RESOURCES</b>						
<b>Goal Statement</b>	<b>Action Plan</b>	<b>07-08</b>	<b>08-09</b>	<b>09-10</b>	<b>10-11</b>	<b>11-12</b>
<p style="font-size: 2em; color: orange; margin: 0;">28</p> <p>Santa Rosa City Schools will take steps to maximize district resources over the next 5 years which may include facets of funding, personnel, programs, assessment, facilities, etc.</p>	<p style="font-size: 2em; color: orange; margin: 0;">29</p> <ul style="list-style-type: none"> <li>Show progress each year toward completion on Fir Ridge Work Force Housing over the next 5 years</li> <li>Review the former restoration list, bring recommendations forward to the Board to develop a new prioritized list for future years to use as money becomes available, with an understanding of funding costs over the next 5 years</li> <li>Continue internal training, recruitment, and evaluation of administrators over the next 5 years</li> <li>Analyze the structure of the organization in personnel, instruction, and fiscal services and recommend changes; evaluate number of personnel in each area for effectiveness</li> </ul> <p style="font-size: 2em; color: orange; margin: 20px 0 0 0;">30</p> <ul style="list-style-type: none"> <li>Provide continued training in bargaining contracts and in evaluation strategies</li> <li>Continue training for certificated and classified personnel as indicated</li> <li>Provide Board with choices in alternative education, district community day school, summer school programs, adult school, and other innovations as determined to be needed by students</li> <li>Provide Board with choices in developing Career Pathways and Specialized Programs</li> <li>Examine drop out rates by gender and number of years in the district and set targets</li> </ul>					

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	<p style="font-size: 24pt; color: #FFA500; margin: 0;"><b>31</b></p> <ul style="list-style-type: none"> <li>• Examine truancy and participation rates to establish strategies</li> <li>• Continue multi-agency collaboration and grant funding to improve programs for at-risk youth K-12</li> <li>• Implement new student system</li> <li>• Evaluate counseling services to students especially those provided by AB 1802 monies-CAHSEE</li> <li>• Evaluate adding community service to graduation requirements</li> </ul> <p style="font-size: 24pt; color: #FFA500; margin: 0;"><b>32</b></p> <ul style="list-style-type: none"> <li>• Evaluate adding 9<sup>th</sup> grade required course to prepare students for high school and develop education plan</li> <li>• Evaluate increasing units needed for graduation</li> <li>• Evaluate class size reduction in grades K, 1, 2, 3, and 9</li> <li>• Evaluate bond election process for next year</li> </ul> <p style="font-size: 24pt; color: #FFA500; margin: 0;"><b>33</b></p> <ul style="list-style-type: none"> <li>• Evaluate grant writing process; make improvements as needed</li> <li>• Evaluate use of new technology to serve students, online courses, laptops for students, Smart Bds</li> <li>• Evaluate idea of Home School/independent study charter school to serve students K-12 (i.e.Visions)</li> <li>• Evaluate use of grade-level standards placement/Rd/ELA/math entrance exams for 7<sup>th</sup> and 9<sup>th</sup> grade</li> </ul>					
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