

**EVERGREEN ELEMENTARY SCHOOL DISTRICT  
 BRAINSTORMED ACTION STEPS  
 TO BE DEVELOPED INTO ONE-YEAR OBJECTIVES BY THE CABINET AND  
 PROPOSED TO THE SCHOOL BOARD  
 AUGUST 28, 2017 – AUGUST 15, 2018**

<b>THREE-YEAR GOAL: <i>Provide equitable education resources and facilities</i></b>						
<b>WHEN</b>	<b>WHO</b>	<b>WHAT</b>	<b>STATUS</b>			<b>COMMENTS</b>
			DONE	ON TARGET	REVISED	
		Expand professional learning opportunities for all stakeholders (administrators, teachers and staff) to ensure that students are experiencing culturally responsive practices and equal access to education				
		Provide more equitable opportunities for professional development that focus on technology integration best practices for teachers, staff and parents that will impact student learning				
		Develop and implement a master plan to ensure equal access to one to one devices				
		Board to make definitive decisions based on FAC (Facilities Advisory Committee) recommendations to continue implementation of the Bond Program				

**THREE-YEAR GOAL: *Achieve financial stability and sustainability***

WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
		Maintain and improve ADA by developing incentive programs for students and staff				
		Increase revenue from facilities usage fees by implementing an online reservation system				
		Implement energy savings programs to reduce utilities costs				
		Create district-dependent charter schools to attract students				
		Develop unused land and underused facilities to generate revenue				
		BHC Committee make recommendations on increasing revenue and reducing expenses to mitigate ongoing deficit spending				
		Health Benefits Committee make recommendations to reduce health benefits costs				
		Work with community partners to explore District-level fundraising opportunities				

**THREE-YEAR GOAL: *Attract and retain teachers and staff, especially those with specialized credentials***

WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
		Enhance and publicize scholarship assistance for Evergreen's regular education teachers to become specialized credentialed teachers for EESD and make a recommendation to the Superintendent and Cabinet				
		Investigate opportunities for specialized teacher roles (e.g., New Tech, PBL, STEAM within specific schools)				
		Investigate the viability of offering signing bonus for special education teachers				

**THREE-YEAR GOAL: *Promote achievement for all students in a rigorous and innovative 21<sup>st</sup> century learning environment of collaboration, communication, critical thinking and creativity***

WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
		Board to adopt profile of a Learner				
		Expand the tech cohort to build capacity for 1:1 integration in the classroom				
		Recommend programs of promise such as DI, IB to Board of Trustees for approval				
		Build additional STEAM programs in schools, and build capacity with staff				
		Pilot and adopt new social studies curriculum				
		Provide professional development to teachers on content integration, STEAM (i.e., digital portfolios)				

**THREE-YEAR GOAL: *Enhance the social-emotional well-being of students, teachers and staff***

WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
		Identify and provide education on mental health challenges in students (e.g., anxiety, depression, stress) <ul style="list-style-type: none"> <li>a. age-appropriate interventions across TK-8</li> <li>b. varying degrees of mental health needs</li> </ul>				
		Strengthen relationships between teachers and students as well as students and students <ul style="list-style-type: none"> <li>a. de-stigmatize mental health issues</li> <li>b. understanding and awareness so students can express themselves</li> </ul>				
		Increase capacity of services to address mental health concerns				
		Provide interventions to address mental health challenges				