

Focus on the Futures Advisory Committee Report

February 19, 2019



Summary

Purpose:

The purpose of the Focus on the Futures advisory committee:

1. Continue to refine Our Why: Mission, Vision, and Values.
2. Generate strategies both at the site and district level to increase enrollment.
3. Generate strategies both at the site and district level to increase attendance.
4. Generate strategies both at the site and district level to increase family and greater community development.
5. Identify possible program and facilities usage development.

Team Members

(teams were encouraged to use our accordion model to gather site input)

Bellevue

Amy Flores Casares, Parent Liaison
Nina Craig, Principal
Amber MacLean, Teacher
Ruben Velazques, Parent

Taylor Mountain

Katy Edson, Teacher
Tawny Fernandez, Principal
Rebekah Hansen, Teacher
Jenna Hill, Custodian

Kawana Springs

Rachel Ailworth, Parent
Carol Castro, Principal
Genevieve Walker, Teacher
Michelle Williams, Office Assistant

At Large

George Barcenas, Information Technology Coordinator
Cara Colombo-Stuart, Program Manager at Early Learning Center
Roger Farrell, Director of Maintenance & Operations
Moriah Hart, Executive Assistant
Sally McDaniel, Support Teacher
Maura Ryan, Psychologist
David Alexander, Superintendent

Meadow View

Susana Bradley, Office Assistant, Parent Liaison
Sophia Diaz, Teacher
Diane Velliquette, Literacy Paraprofessional
Daniel Hoffman, Principal
Antonia Vargas, Parent

Meeting Dates:

Tuesday, October 23 8:30am-2:00pm
Thursday, January 17 8:30am-2:00pm
Tuesday, February 5 8:30am-2:00pm



The Work

The following notes were generated by each school site team to be used to guide planning at the school sites and as a district.

Discussion of “Who are we”?

Who are we? When people hear Bellevue Union School District what do they think of...

Question for the Day: What do we want people to say?

Bellevue

Up and comers, that’s where I want my kids to go to school

Providing opportunities

Kawana Springs

Safe, Quality, Welcoming/Healthy Environment, Caring Staff,

Meadow View

Safe, caring, care about parents, provide parent support, school as community, events, welcoming atmosphere

Taylor Mountain

Want them to go to school here & send friends & family here.

Want to be a part of our community.


Beautiful site & desire to take care of it.

Great admin & teaching team.

Our Why

The team narrowed down our district’s work, thoughts and words into the following mission and vision statements:

Mission: Inspire learning

Vision: Engaging and  (valuing/caring) our families, students and staff to empower our community.

In addition, the team began to identify our values. [Shared Google Doc: Values](#)

Site Team Work

The following brainstormed strategies created by each site were organized by theme, highlighted by each site to identify by priority: green (it’s a go), yellow (maybe), pink (hold for later consideration) that are site possible. Each team choose the top 3-5 green ideas that are feasible now and numbered 1-5.



How to Increase Enrollment:

Bellevue:

- Provide supportive environment for families.
 - SART meeting offer support
 - Use Parent Liaison to provide resources (dental, health, mental health, food, shelters, education) etc regularly
 - Food pantry
 - After school homework club -3
- Communication
 - Bilingual communication
 - Classroom apps for family communication (Remind etc.)
 - Principal/Teacher newsletters
 - Advertise/highlight special activities/events
 - All Calls
 - Check in with families who may be leaving school site
- Community Engagement/Connections
 - Participate in collaboration with SR Parks/Rec, SCOE etc. for activities, special events, and service learning projects
 - Positive press --highlighting school enrichment, parade participation etc.
 - Involving the community to help fund enrichment programs: Donors Choose, Dine and Donate
- Events
 - Back to School Night/BBQ
 - Family food, fun events (Science Night, Winter Wonderland)
 - Open House/Food
 - Grade Level performances (Kinder fashion show, winter concert, kinder promotion, play, musical)
 - Welcome back ice cream social - before school starts
- Outreach
 - Door to door flyers/visits with bilingual staff
 - Encourage parent club to advertise for our school -1
 - Mailers/social media
 - Spend some \$\$ on marketing - postcards -2
- Offer enrichment opportunities - (during school day)
 - Sports: basketball, volleyball (possibly start soccer?) - 4



Music: violin, ukeles, recorder (every grade commit to some type of visual/performing arts for the year including performances/showcase
Science: science club, workshops, makerspace room (monthly themes, activities

- High Quality Instructional program

Technology standards-Highlight current use
High quality school work showcased/displayed
Educational field trips connecting to classroom learning
Highlight college/careers readiness (field trips, speakers)

- Facilities

CLEAN school
Updated playground/field repair - 5
Fresh paint
New signage in the front
First impressions/experience - welcoming staff and facilities

BV Priorities and risk assessment:

- 1- Encourage parent club to advertise for our school - low risk
- 2-Spend some \$\$ on marketing - postcards - low risk
- 3-After school homework club - medium risk (guidelines/stipend)
- 4-Updated playground/field repair - high risk due to money
- 5-Sports: basketball, volleyball (possibly start soccer?) - medium risk (energy/time/coach/stipend/uniforms)

Kawana Springs:

1. Improve the school facilities. (medium risk)
2. Advertise our great programs. Improve online presence. Spanish & English Radio (low risk)
3. Positive Press Releases. (low risk)
4. After School Enrichment Programs & Push in programs like 5th grade band. (medium risk)
5. College and Career readiness. (Culinary Arts/ Farm to Table AG, college tours, “adopt a college” (medium risk)

- Music Programs: We are working on Mr. Music (percussion project), SR Symphony)
- Art



- Intramurals/Sports at lunch or after school (We have boys basketball)
- Kawana Bond Measure D
- Parent Group
- Continue Site Council
- Community Garden - build a program that welcome the community back
- More Field Trips- What is the average for the area? (One per month?)

Meadow View:

- Provide supportive environment for families.
 - Welcoming atmosphere in office. Friendlier to parents coming onto campus.
 - Find ways to bring in parents who don't necessarily speak English
 - PTA development
 - School needs to host more community events.
 - Classroom apps for family communication (Remind etc.)
 - Principal/Teacher newsletters
 - Advertise/highlight special activities/events
 - More all Calls
- First impressions
 - Increase curb appeal - district responsibility
 - Provide better translation services during conferences
 - Everyone on site present positive face to all students and parents.
 - Adults should work to not show preference toward some students, because other students recognize this, and so do parents.
 - High quality school work showcased/displayed
 - Visitors sign - friendly and welcoming ("Visitors, please check in at the office so that we may welcome you and issue you a visitor badge. Help us keep your children safe. Thank you.")
- Community Engagement
 - Affiliate with SSU/junior college.
 - Food bank
 - Parent work day - work on garden, beautify the campus, barbecue
 - Create more of a partnership with the surrounding community
 - Food and music events to begin bringing our community together *
- Offer Enrichment Opportunities
 - College and career days.
 - Bring the garden back.
 - Environmental studies/awareness
 - Drama, Music/Band, and Art
- Communication



- Share ideas across the schools. Bellevue has ukelele lessons and Maker Space -- how can other schools get these programs?
- Common language and routines across grades
- “Checking in” conferences for targeted students in March (a couple of half days)

- Outreach
 - Door to door flyers
 - Encourage/organize a parent club to advertise/talk up our school
 - Mailers/social media (Principals should have access to website - Edit) *

Priorities:

- 1) Enrichment Opportunities: Art, Drama, Music/Band - Med. Risk/ Depends
- 2) Community Engagement/Outreach: Food, music and campus beautification events to begin bringing our community together. Low Risk/ high energy
- 3) Marketing / Social Media: Have access and committee planning to make our website engaging and up to date. Signs and flyers Low Risk/ Med. energy
- 4) First Impressions: Everyone on site present positive face to all students and parents. Low Risk/ Low energy
- 5) Building Positive Staff Community to create energy to give back to our students, parents and ourselves. (Bridge all staff islands) Low Risk/ Med. energy

Taylor Mountain:

Provide supportive environment for families.

- Creating a system that is easier/more convenient to complete our enrollment packet--aka enrollment fair-2
- Make sure that students are able to attend their school of residence-1
- DI impacts enrollment at TM ..in addition to limited EO enrollment at KS--
- Develop relationships/partnerships with families so that families feel valued and that they matter
- Employ a full time school counselor to support student needs-5
- Fidelity with PBIS systems/procedures/protocols **supportive environment for students
- Transportation to after school events

Communication

- Clear enrollment protocols provided for DI program and shared with sites-examine criteria
- Provide consistent translation services on site-3

Community Engagement/Connections

- Make sure that students are able to attend their school of residence
- Develop relationships/partnerships with families so that families feel valued and that they matter-4



→ Increase parent/family engagement opportunities

Events

- Hawkfest
- Lit/Math night
- Open House
- BTSN
- Chess competition
- PTA and site sponsored community fund-raisers
- Outdoor Education for 6th grade

Outreach

Offer enrichment opportunities - (during school day)

- Offer after school and enrichment programs
- Basketball, volleyball, chorus, chess,
- Friday afternoon rotations

High quality instructional program

- Make sure that students are able to stay at school of residence throughout their school career (TK-6)...in addition to keeping students that are enrolled and on an inter-district
- Increase test scores---how specifically? What does this look like?

Facilities

- Commit to having available space to retain current students in addition to providing space for students wishing to attend**need enough classrooms/teachers/materials
- Increase curb appeal....

BUSD INITIATIVES/THEMES:

Interview families to find reasons for leaving the district/not trying our schools/what do they want?

- Spend some money on marketing
- Offer music, art, drama - Every child should benefit so it shouldn't just be after school.
- Improve the appearance of our schools. Fence falling down isn't repaired.
- We need a social-emotional curriculum such as ToolBox.
- Librarian/Counselor

District Parking lot items:

Marketing

Facilities Improvement/ Curb appeal

Enrichment Opportunities



How to Increase Attendance: Initial Discussions

Bellevue:

Acknowledgement/Incentives:

- Class incentive to come to school - acknowledge
- Deliver attendance awards with love/ celebrate like we do academic recognition
- Acknowledge students, who are frequently absent, when they are at school - celebrate/Don't judge families/ parents when kids are late or absent - greet students happily, even if late - 2
- School wide recognition or incentive to come - trophy/bulldog for class attendance - special activity for attendance/ lottery -6
- Classroom activities/ projects for students to look forward to. - 5

Communication:

- Ask families with attendance issues how we can help them - focus on that in SART/SARB/ Does failure to perform (no homework, no clean clothes) affect our students' desire to come to school? -1
- Personal calls home - 3
- Use parent-teacher-conference to discuss planning for the year - plan ahead for independent study

Education:

- Prevent illness through additional education - conversations around washing hands, coughing in sleeve, washing before eating, washing desk/table tops
- Educate parents about the importance of attendance and expect them to be here, while providing support - 4

Make-Up Opportunities:

- Saturday day school programs to make up absences???

BV Priorities and risk assessment:

- 1 - Ask families with attendance issues how we can help them - focus on that in SART/SARB/ Does failure to perform (no homework, no clean clothes) affect our students' desire to come to school? Educate parents about the importance of attendance and expect them to be here, while providing support-1 - low risk
- 2 - Saturday day school programs to make up absences??? - medium risk (energy to coordinate)
- 3 - Acknowledge students, who are frequently absent, when they are at school - celebrate/Don't judge families/ parents when kids are late or absent - greet students happily, even if late - 3 - low risk
- 4 - Personal calls home - preventative -low risk
- 5 - Classroom activities/ projects for students to look forward to. - 5 - low risk



Kawana Springs:

Top 5 for increasing attendance:

1. Parent education on the importance of attendance. (low risk)
2. Hire a counselor to help with school avoidance issues. (low risk)
3. Provide a parent support group to address the varied needs of parents. (high risk)
4. Frequent teacher & parent communication to build relationships. (low risk)
5. Better prizes for attendance. (low risk)

- Continue to encourage attendance with students incentives.
- Parent education on the importance of attendance. Have families be more involved in their child's education - teach parents how to be a part of the school community/be an advocate for their student.
- Continue to have accountability with families regarding attendance. (calls home etc.)
- Family outreach program to do home visits/resources help for those students missing school (Not making families feel like they are in trouble, should be an outreach and offer help). We would need district approval.
- Staff stays up to date on students SARB processes.
- Continue to have a welcoming front office and staff, families should feel comfortable coming in to talk about concerns or ask questions.
- Building relationships with families is key to improved attendance and buy in.
- Build parent involvement from the pre-k level, partner with the ELC, and follow rigorous volunteer and involvement expectations starting in the beginning, parents will be more likely to keep up involvement through their child's educational time.
- Student TA program so that students involved with other grades. Let the student feel like they have a job to do and be part of the school community.

Meadow View:

- Educate parents about the importance of being on time and present.
- Friendly greetings when students arrive
- Friendly greetings to parents who come onto campus
- Working systematically one on one with families whose children are often absent, including home visits
- Tardies - Streamlining the signing in of tardy students - two people will process students
- Communicating with parents that students shouldn't miss the whole day because of a dr or dentist appointment
- Educate parents on how much happens in a single day at school, how it puts students behind to be absent. Create a "Day in the Life of a ___-Grader" for each grade level to give parents.



- Create a committee to address chronic absences
- Bring back social-emotional learning so that kids who have social issues are less likely to skip school
- Staff being supportive of families, approaching them compassionately, remembering that we don't know what's happening in households that leads to attendance problems.

Priorities:

- 1) Tardies - Streamlining the signing in of tardy students - two people will process students.
- 2) Staff being supportive of families, approaching them compassionately, remembering that we don't know what's happening in households that leads to attendance problems. Friendly greetings.
- 3) Educate parents about the importance of being on time and present.
- 4) Working systematically one on one with families whose children are often absent, including home visits
- 5) Bring back social-emotional learning so that kids who have social issues are less likely to skip school

Taylor Mountain:

Communication with parents--barriers to attendance

- ★ Clear routines and systems for a successful SARB process-1
- ★ Personal calls home to families on missed days (office, teachers, principal, parent liaison)
- ★ Identify barriers to attendance --meeting with parent group

- ★ Educate parents regarding importance of attendance...and future success for their children...and the cost to the district-2
- ★ Home visits
- ★ All-calls and postings on facebook
- ★ Increased communication via parent newsletter, marquee, all calls, facebook, classroom dojo, friday reports, etc.
- ★ Review absence data-Mondays and Fridays missed?, days before holidays, testing days?, 2 weeks before and after holiday breaks, ...and share with staff and parents

Recognitions

- ★ 'Thanks for being a high flying hawk' postcard sent home for positive changes in attendance and as attendance encouragement-4
- ★ Attendance awards-5
- ★ Monthly data encouraging better attendance.

Welcoming Site Culture



- ★ Smile...smile....smile.... and listen....listen...listen...build the relationship (PR... like a Walmart greeter)
- ★ What makes students want to attend school...friends, food, relationships with staff, activities, safe space---respite place
- ★ Create more opportunities for parents to be involved in our school community:
- ★ Classroom, volunteerism, field trips,
- ★ Review need for fingerprinting if parent is volunteering in classroom with teacher present

Increase Access (including ease of access) to Home Study program

- ★ Easily accessible academically intensive independent study program (for both modified --5 to 10 days and long term)
- ★ Add I.S. to parent/student compact which gets signed at parent conf.-3

District Parking Lot:
Explore Saturday School
Counseling

BUSD INITIATIVES/THEMES:

Family and Greater Community Development

Bellevue:

- Communicating
 - Paw prints walking path to main locations on site
 - Parent bulletin near main gates
 - Welcome letter before school with picture of themselves - 2
 - Signage for school on Bellevue and/or Todd
 - Warm greeting as parents sign in
 - Post a thank you as parents leave
 - Send handwritten thank you notes to parents for their help and participation - 3
 - Parent education workshops
 - Post and send home pictures of students-Remind/Seesaw - 1
 - Welcome video created by students and staff to show new parents and students: school rules, expectations, procedures, events, etc - back to school night talk - parent club meet day 1 of school- 6
 - Mascot to attend firstday of school/ events/assemblies
- Volunteering



First week of school have parent greeters to greet new parents before and after school (with the purpose of recruiting)

Parent workshops - run by parents for students (cooking, mechanics, sewing/knitting) - 4

- Decision making

Parent survey-Using surveys to create goals and focus areas

Parents help with fundraising and decide how to use funds - 5

Take formal and informal input and follow through with parents suggestions/concerns

BV Priorities and risk assessment:

- 1- Post and send home pictures of students-Remind/Seesaw - low risk (some time and energy)
- 2- Teachers send welcome letter before school with picture of themselves - low risk
- 3- Send handwritten thank you notes to parents for their help and participation - low risk
- 4- Parent workshops - run by parents for students (cooking, mechanics, sewing/knitting) low risk
- 5- Parents help with fundraising and decide how to use funds low risk
- 6- Welcome video created by students and staff to show new parents and students: school rules, expectations, procedures, events, etc - back to school night talk - parent club meet day 1 of school - medium risk

Kawana Springs:

Top 5 for Connectedness:

1. Communication to parents in preferred method and language (phone call, texting, email). Ask parents what it is through a survey. Information entered into Aeries. Low risk
2. Give sites control of websites. Mandatory Classroom Websites. Low risk
3. Welcoming and clear signage around campus (i.e office) Low risk
4. Bring School Library back & partnership with Sonoma County Library Low risk
5. Offer adult classes in the evening. (English classes etc.) Medium risk

Parenting:

- Offer parenting classes for reading with your child, helping with homework, English classes, tech help etc..
- Send home child development information for families at the beginning of each year.
- Family homework & home projects.



Communicating:

- Welcoming atmosphere for families, entryway welcoming and class artwork posted.
- Signs to tell where the office is located.
- Communication to parents in preferred method and language (ask parents what it is through a survey. Information entered into Aeries.
- Front door volunteer hour before, and hour after school to answer questions and direct.

Volunteering:

- Parent volunteers becoming more involved as part of our staff, think about mandatory volunteering duties.
- Volunteer Outreach. Encourage, recruit and support volunteers, propose having a volunteer coordinator.

Learning at home:

- Send home instructions for parents to access all our online student programs (Dreambox, Wonders, Khan Academy, XtraMath)
- Get library back up and running so kids can check out books and take home.
- Classroom newsletters home, explaining how to help at home and what skills they are working on.
- Summer learning packets and activities, reading lists. Etc.

Decision Making:

- Include families in decision making processes, like school projects, after school clubs, beautification, and the school garden.

Collaborating with the Community:

- Building more partnerships with community like we have with Sonoma Academy. Reach out to Sonoma State for after school volunteering with homework help. Start a Big-Brother, Big Sister type program for mentorship.
- More partnerships with ELC and State Preschool programs to help build attendance loyalty to our district.
- Partnership with Copperfields books to have author visits.
- Bring back the suggestion box

Meadow View:

Parenting

- Parent Education: Child development information, information on sleep, use of devices at



home

- Install display cases for student work, announcements, etc.
- School tours for new parents.
- Provide parents with parenting books and videos to check out
- Extend library hours so parents can come in before or after school to check out books
- Welcome bag for parents

Communicating

- Coffee at the curb staffed by volunteers once month
- Change photo on MV website
- Welcome banners in several languages
- Visitors sign - friendly and welcoming (“Visitors, please check in at the office so that we may welcome you and issue you a visitor badge. Help us keep your children safe. Thank you.”)
- Install display cases for student work, announcements, etc.
- Friendly greetings from all staff
- Parent meetings
- Improve classroom signage
- Use a SPA room as a parent resource room
- Teachers increase number of positive phone calls

Volunteering

- Garden support
- Classroom volunteers
- Field trip chaperones
- PTA
- Winter concert and other events
- Holiday gift shop
- Bring back book fair

Learning at Home

- Letters home suggesting activities parents and children can do together
- Homework advice
- Materials in home language
- Summer learning packets

Decision Making

- PTA/PTO
- Site council
- Committees
- Suggestion/comment box



Collaborating with the Community

- Connect with local businesses
- School library partner with county library
- Coordinate community resources

Priorities:

- 1) Parent Education: Child development information, information on sleep, use of devices at home
- 2) Parent meeting ????????? (what does this refer to?)
- 3) Teachers increase number of positive phone calls/postcards (Create teacher-friendly cheat sheet in Spanish.)
- 4) PTA
- 5) Coordinate community resources

Taylor Mountain:

Communicating

- ❖ Coffee at the crosswalk.....at the curb in the morning
- ❖ Magnets for parents with phone numbers..important dates..events..yearly
- ❖ Monthly community event---bbq, site beautification
- ❖ School family dance-5
- ❖ Staff to smile at parents and say 'hello'-3
- ❖ Acknowledging visitors
- ❖ Add "Office Sign" in breezeway-4

Volunteering

- ❖ Parent inservice or visitation with rotations to classrooms regarding site/district opportunities
- ❖ Eliminate fingerprinting rule (make amendment)-1
- ❖ Volunteer coordinator

Decision Making

Work with board, district, site staff, and parents...

Advertising

- ❖ Pop up tent with school name
- ❖ Updated signage and fixed marquee-2
- ❖ Large TM signage at the front of the school (on the avenue)
- ❖ Welcome banners in English and Spanish

Decision Making in School



- ❖ Music on the playground when children walk in the morning before school...figure out a way to have parents walk with their children before school-
- ❖ New student ambassadors...
- ❖ Do more things on campus (coding, blogging, student newscasting)

Possible Program and Facilities Use Development

Bellevue:

- Use extra rooms as enrichment/career oriented workshop rooms - art, mechanics, cooking, sewing/knitting, music
- Continue to work on increasing enrollment to fill extra spaces
- Expand to include 7/8th - if community desires
- Consider adding a focused - extended day program - ie Science based in portables
- Add science/garden teacher w PE teacher
- Roving TOSA for Science/Arts
- Consider community outreach programs in portables - health, ESL classes, social advocates, mental health, parent workshops - work with city/county
- Space for parents to fill out forms/ tech support - prep for teachers/ parent connecting w each other - not just related to school
- Get rid of portables and create additional playground space - kinder play area
- Develop field near solar panels for playground or a track
- Designated cool school area for E wing portables
- Librarian - 1
- Full time counselor - 2

BV Priorities and risk assessment:

- 1- personnel to run library medium risk due to funds
- 2 - full time counselor medium risk due to funds
- 3- add science teacher with PE teacher low risk - no extra finances, but some energy

Kawana Springs:

Top 5 Program and Facilities Use Development

1. New kitchen to provide better nutrition for students.*
2. Main building remodel. (view to entrance, air conditioning, new offices, MPR remodel)*
3. Classroom remodel & Teacher break and work room*
4. Plumbing and roof repairs*
5. Get a social-emotional learning program (Mindup! Program for example) English and Spanish programs. Low Risk

*Not to address these issues is risky.



- Reintroduce English Instruction alongside DI program.
- Kitchen facilities need improvement to provide better nutrition for students.
- Buildings need new roofs.
- Track needs repairs to ensure student safety.
- Plumbing and Sewers need attention-possible health hazard in the future.
- Garden Program, possible community garden collaboration.
- Get the parent room welcoming and functioning.
- Currently we have empty classrooms, perhaps one of these could be a science lab, art room or game room for recess activities. Perhaps a Makerspace or Drama club.
- Get a social-emotional learning program (Mindup! Program for example) English and Spanish programs.

Meadow View:

- Parent resource/community meeting room at SPA
- Make one of the SPA rooms a science/maker room “STEAM” (like at BV)
- Music/drama/art room at SPA
- Teachers could sign up to bring their class to one of the rooms
- Use SPA room for child care at different times
- Make the library functional again
- Return the SPA office building to its former role
- Bring back JC evening classes for parents on site using SPA facilities
- Partnerships with high schools, businesses, colleges
- Develop field near solar panels for playground or a track and replace tire bark

Priorities:

- 1) Make the library functional again.
- 2) Music/drama/art room at SPA
- 3) Bring back JC evening classes for parents on site using SPA facilities.
- 4) Develop field near solar panels for playground or a track and replace tire bark
- 5) Parent resource/community meeting room at SPA

Taylor Mountain:

- Add a STEAM program or maker space to Media Center-2
- Add a portable at the east end of the field to create 7th/8th blended learning program
- Use the Media Center space to offer ESL classes to families during the day (offer daycare?)-3
- 1. Further develop the black top area (playground) for student use-1
- 2. Change the parking areas and drop off areas for students..for ease of access (what does this mean exactly because we feel like it’s getting better and working pretty well, why aren’t more kids taking the bus?)
- Gardens outside each pod...is currently established as planter for bushes and trees
- Health & Wellness classes taught for our students, families & staff (including the pilot of our girl’s group?)-4



Recommendations for Superintendent:

- *Site level implement strategies*
- Develop magnet program(s) at each site (only if developed from within site and with full support)
- Develop Middle Schools (not Junior High School, only if developed from within site and with full support)
- Develop Capital Improvement Projects and Infrastructure Development Plan
- Develop additional Visual and Performing Arts programs
- Implement district wide attendance campaign
- Hold additional family/school engagement activities: School Beautification Days, Family BBQs, etc...
- Be respectful, add Family Friendly Schools concepts/Smiles/Hello Campaign, etc... Make someone's day!
- Know your "why" and align to your work! Make yourself happy!