# Cambrian School District Technology Plan 2025-2028



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# 1. Executive Summary

This student-centered, three-year Technology Plan is designed to support the implementation of the Cambrian School District's Strategic Plan and Local Control Accountability Plan (LCAP). It is essential to our core mission statement, "to provide a caring and collaborative community that develops creative and critical thinkers who communicate effectively, value diversity, and are ready to excel in a global society," to provide equitable, consistent and sustainable access to technology, digital tools, and next-generation learning opportunities.

This plan outlines the strategic approach of the Cambrian School District to leverage technology to support its mission to develop creative and critical thinkers who excel globally. Educators and leaders in our school system, therefore, must make sound, evidence-based pedagogical decisions around integrating technology thoughtfully into instruction to ensure positive student learning outcomes. Emphasizing a student-centered approach, this plan builds upon and expands the initiatives from the previous 2019–2024 technology plan, incorporating emerging technologies such as Artificial Intelligence, and adjusts to feedback from our recent stakeholder surveys.

# Future Ready Schools® Framework

The <u>Future Ready Schools Framework</u> was used as a guideline for developing the plan and has been utilized nationally to help district leaders plan and implement personalized, research-based digital learning strategies, enabling all students to achieve their full potential. The structure was designed around the research and belief that every student deserves a rigorous, personalized learning environment filled with caring adults and student agency.

The Future Ready Schools Framework examines the role and impact of technology in a school district through multiple lenses, including infrastructure, data and privacy, curriculum and instruction, assessment, and more. Using this framework helps ensure that we are both targeting the technology to meet student needs and that we have the appropriate resources in place to do so.

# 2. CSD Technology Current State Summary

Since the 2019-2024 CSD Technology Plan, the district has seen substantial technology improvements, including milestones such as:

- Improved equity of access by implementing one-to-one Chromebook access for grades 2-8 and two-to-one iPad access for grades TK-1.
- Established a Chromebook Take Home program for our middle school students.
- Implemented a new digital citizenship and literacy curriculum developed by Common Sense Media.
- Developed and utilized a data dashboard tool, and then transitioned to eduCLIMBER for enhanced access and analysis.
- Established the Technology Integration Mentors (TIMS) team to aid in effective technology integration in the classroom.
- Upgraded district infrastructure to strengthen cybersecurity, network performance, and data reliability.
- Adopted Securly to provide enhanced online monitoring and filtering to improve safety for students.
- Created a broad spectrum of content for teachers and staff to learn about topics of their choosing at their own pace online using the Alludo platform.
- Created and implemented a process to ensure that student-facing applications are appropriately vetted and meet state and federal laws regarding student data privacy.
- Provided all teachers with standard classroom technology, including a document camera, Apple TV, classroom display, and teacher laptop.
- Supported the online integration of new curriculum and assessments,including Benchmark Advance ELA/ELD, FOSS Science K-5, Inspire Science 6-8, and the FastBridge Universal Screener.

# 3. Community and Stakeholder Input

Feedback was actively sought through online surveys and in-person sessions with students, staff, parents, and district administrators.

- Feedback was gathered from students, staff, and the CSD parent community. In the spring of 2024, an online survey was conducted using ThoughtExchange to survey all staff, students in grades three through eight, and our parent community. The same survey was used across all three groups to ensure consistency when comparing feedback.
- In addition, in-person feedback sessions were held with district administrators, leadership students at both of our middle schools, and stakeholder groups such as our LCAP Advisory Committee in the Fall of 2024.

This feedback, along with the visions articulated in the CSD Strategic Plan and the priorities identified in the district LCAP, are the primary drivers for identifying next steps in the 2025-2028 CSD Technology Plan.

# 4. Technology Goals for 2025-28

The following technology goals for 2025–28 are organized in categories based on the Future Ready Schools Framework. The Future Ready Schools Framework examines the role and impact of technology in a school district from multiple perspectives. By reviewing each of these lenses, we help ensure that we are taking a comprehensive approach to technology implementation and use in the Cambrian School District.

#### Focus Area 1: Equity of Access

Equity of access refers to the idea that, as a student progresses through the Cambrian School District, their access to technology should not be dependent on which school they attend or the teacher they are assigned to. The Cambrian School District strives to provide a baseline of technology for both teachers and staff to ensure a consistent experience. This also helps ensure that students who require specific accommodations to support their learning have access to those technology tools.

- → Maintain focus on **equitable and safe student access to technology** regardless of their socio-economic status.
- → Continue to emphasize improving the effectiveness of how technology is integrated to support student learning. (See Focus Area 4: Curriculum, Instruction, and Assessment)
- → Integrate AI tools thoughtfully to enhance educational outcomes and ensure staff and students are prepared for future technological landscapes. (See <a href="Focus Area 4">Focus Area 4</a>: <a href="Curriculum">Curriculum</a>, Instruction, and Assessment)

# Focus Area 2: Technology Infrastructure

Technology infrastructure refers to all of the components needed to provide end-users with network access to the tools, applications, and websites needed to accomplish their task, whether staff or students. This includes physical components, such as servers and switches, as well as end-user devices like laptops, along with software components, including security software, filtering software, and device management software.

→ Create a "technology-needs profile" for each district position to enhance efficiency in planning and allocating technology resources.

- → Continue **infrastructure improvements** with a focus on robust security measures, including:
  - ◆ **Two-factor authentication** for ALL staff (currently implemented only for some admin staff and staff with remote access to district servers). This should be considered a necessity given the level of cyber attacks that take place in education.
  - ◆ Phishing attack prevention (and training).
- → Schedule and implement **regular hardware updates**, including network switches, wireless access points, and staff and student computing devices.
  - ◆ Assess the cost-effectiveness of **commercial classroom displays** (vs. consumer models)
  - ◆ Replace end-of-life network switches and wireless access points
  - ◆ Replace end-of-life **DHCP** and Active **Directory servers**
  - ◆ Refresh staff devices such as laptops and desktops
  - ◆ Replace end-of-life student devices to maintain current student device ratios
    - Grades PK-1: iPad to Student: 1:2
    - Grades 2-8: Chromebook to Student: 1:1
  - ◆ Maintain mobile device management and monitoring platforms such as Securly required to support safe and responsible student device and Internet access.
    - Includes continued support for the **Chromebook Take Home Program** implemented Grades 6-8.
- → Implement an **online Visitor Check-In System** at each site that:
  - Provides an accurate representation of staff and visitors on site in case of an emergency
  - ◆ Allows staff to perform basic identity checks and security screening

# Focus Area 3: Data and Privacy

Data and Privacy encompass two goals. The first goal is to ensure a process is in place for applications that manage student data to verify that they are compliant with state and federal student data privacy laws. Although the Cambrian School District has a process like this in place, providing consistent, sustainable PD to staff regarding its use is an area for improvement. The second goal regarding data is to provide easy access to student data for staff, with a focus on enhancing teacher access in a way that helps them guide their instruction.

- → Establish annual professional development to familiarize staff with student data privacy protocols and ensure compliance with data privacy laws and district processes for vetting student-facing applications and websites..
- → Enhance staff access to student data at all levels (teachers, site staff, administrators, district staff, and administrators) through professional learning communities and improved data visualization and analysis tools, including eduCLIMBER.
- → Support the PLC (Professional Learning Community) model as a framework for student data analysis.

#### Focus Area 4: Curriculum, Instruction, and Assessment

This category encompasses the support and use of all aspects of our curriculum and assessment systems that have online or technology components. It includes not only supporting access to these tools but also providing training and support to staff to use these tools in a way that maximizes student learning. This category also includes providing students with the knowledge and practices to use technology as a learning tool safely, constructively, and responsibly.

- → Deepen the integration of technology in teaching to make learning more accessible and engaging.
  - ◆ Continue Technology Integrations Mentors (TIMS) team. This team includes members from all of our sites and meets monthly to focus on supporting our teachers in effectively integrating technology to enhance their instruction.
  - ◆ Maintain a focus on using technology as a learning tool that is appropriately balanced with other research-based, off-line instructional strategies.
  - **♦** Artificial Intelligence
    - Continue support of staff through TIMS and PD.
    - Monitor and vet opportunities to use AI to support personalized student learning.
    - Expand digital citizenship and literacy instruction to include more AI.
    - Evaluate the need to integrate AI more explicitly into policies and agreements.
- → Expand the digital literacy and citizenship curriculum to include enhanced modules on digital safety, research skills, AI, and social media awareness.

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◆ The Cambrian School District currently implements a digital citizenship and literacy curriculum from Common Sense Media. Common Sense Media released a new, updated version of their Digital Citizenship Curriculum in

August 2025. Staff feedback also indicates that although this is a solid foundation, more emphasis is required in a few focus areas such as digital safety and digital literacy, specifically, researching and discerning reliable information online.

- Implement updated version of Common Sense Media Digital Citizenship Curriculum
- Expand digital citizenship and literacy instruction to include more AI

#### ◆ Refine Social Media Awareness class, expand to ALL 6th graders

- In the 2024-2025 school year, Price Middle School piloted a Social Media Awareness class, designed in-house and targeted at sixth-grade students who may be on the verge of or already using social media. The class was designed in response to parent and student feedback that neither group felt prepared to manage the challenges inherent in social media.
- Feedback from the class will be integrated into the curriculum, to provide this class to all sixth-graders in the district.
- → Makerspace: Re-assess the benefits of formalizing Makerspace support at the district level to ensure consistent implementation across the district. Current implementation is site-based and varies. Consider aligning with the CSD's science curriculum or the Project Lead the Way program.
- → Student Tech Support: Investigate the potential for implementing a **formalized** program at the Middle School Level that gives students agency through a club, elective, etc., to resolve site device technology issues.
- → Student voice: Survey students on technology topics biennially (every two years).

# Focus Area 5: Community Partnerships

Technology, especially as a communication tool, plays an important role in community partnerships. Rich community partnerships not only provide access to potential physical resources, such as volunteers and donations, but also offer opportunities for student-expert interactions. Additionally, our community plays a crucial role in providing us with valuable feedback on our programs. So, building a strong connection is critical.

- → Strengthen and expand partnerships with local and global communities using technology to enhance communication and collaboration.
  - **♦** Foster more student-expert interactions
- → Use of technology to foster community engagement and feedback.
  - ◆ Improve processing of community feedback (e.g, through AI)

- ◆ Investigate **updating the mass communication tool** to provide more effective and accessible functionality throughout all levels of our organization (district office, school office, classroom)
- ◆ Annual communication to parents regarding what and how technology is used in the classroom.
- → Improve parent education programs on digital literacy and safe internet use through flexible, targeted activities and resources such as parent nights, newsletters, etc.
- → Monitor at-risk families who may need support with accessing technology at home. Continue to support with grants and other community resources.

### Focus Area 6: Use of Space and Time

Research shows that student agency in their learning has a positive impact on student learning. Adapting physical and virtual learning environments to support flexible, personalized learning that reflects students' diverse needs and schedules can help accomplish this goal.

→ Investigate ways that learning spaces could be changed or even redefined with the help of technology to provide students with more autonomy for where and when they are learning.

# Focus Area 7: Personalized Professional Learning

Space and Time focuses on the "where" and "when" for our students. Personalized Professional Learning focuses on the "what" when it comes to staff learning. In the last five years, we have taken a major step in providing staff with choice and agency when it comes to learning through our online, self-paced learning platform, Alludo. However, our teachers have indicated they are interested in other personalized learning models.

- → Continue to enhance professional development offerings that provide personalized, technology-enhanced learning pathways for all staff.
- → Investigate other personalized learning models for professional development.
- → **Investigate incentives** and support for self-paced and on-demand learning for staff.
- → Develop a plan for more timely and consistent PD for new staff members

# Focus Area 8: Budget and Resources

This goal includes planning for sustainable technology funding and resource allocation.

- → Establish a **rolling 3-year spending plan** to improve predictability and consistency in technology funding. (See <u>Appendix A</u>)
- → Perform periodic audits to assess the impact and efficiency of technology investments that consider staff and student technology costs vs. the level of impact the technology is having on staff productivity and student learning

# 6. Monitoring and Evaluation

- Accurately evaluating the effectiveness of a technology product on student learning is difficult because so many factors can impact the process. Technology programs often provide two ways to measure impact on student learning:
  - Usage: Are students actively using the program the recommended amount of time per day, per week, etc. Usage, however, does not necessarily correlate with learning.
  - Student growth over time based on built-in assessments. Platforms offer assessments periodically and measure student growth using the results.
     Although this is a measure of growth, it is not an independent measure.

These metrics can be used in combination with other, more independent measures of learning, such as standardized assessments, screeners, and benchmarks, to help provide a more accurate measure of technology impact.

- Regular review cycles mentioned throughout this document will be implemented to ensure the plan remains aligned with district goals and adapts to emerging technologies and educational needs. These include:
  - o A yearly review of the actions in this plan to measure progress
  - o Annual review of the Technology Spending Plan
  - Periodic audit of the impact and efficiency of technology investments that consider staff and student technology costs vs. the level of impact the technology is having on staff productivity and student learning
  - o Biennial surveys of staff, students, and community

# 7. Risk Management and Contingency Planning

The initiatives outlined in this plan are contingent upon sufficient funding and resources. Mitigating risks includes:

- 1. Identify potential risks, including funding shortages, resource constraints, and timing delays.
- 2. Prioritize projects based on their potential impact on educational outcomes to manage resources effectively in the event of unforeseen circumstances.

# 8. 2025-28 CSD Technology Spending Plan

# A. Hardware (Committed Funding)

## **Funding Key:**

- **GF** = On-going, General Fund
- **BF** = One-time, Bond Fund

#### **Category Key:**

- **SD** = Student Devices
- **CE** = Classroom Equipment
- **SE** = Staff Equipment
- **NI** = Network Infrastructure

Category	Funding	Device Type	Unit Cost	Quantity to Purchase 2025-26	Total Cost 2025-26	Quantity to Purchase 2026-27	Total Cost 2026-27	Quantity to Purchase 2027-28	Total Cost 2027-28	3 Year Total
SD	BF	Chromebooks	\$450	650	\$292,500	650	\$292,500	650	\$292,50 0	\$877,500
SD	BF	iPads	\$500	90	\$45,000	313	\$156,500	179	\$89,500	\$291,000
SD	BF	Macbooks	\$1,500	0	\$0	64	\$96,000	0	\$0	\$96,000
SD	BF	PC Laptops (PLTW - Price)	\$1,500	0	\$0	0	\$0	32	\$48,000	\$48,000
SD	BF	PC Laptops (Maker Space - Steindorf)	\$1,500	0	\$0	0	\$0	0	\$0	\$0
SD	GF	Spare Chromebook Chargers	\$20	150	\$3,000	150	\$3,000	150	\$3,000	\$9,000
CE	GF	Classroom LCD Displays Replacement	\$2,000	7	\$14,000	7	\$14,000	7	\$14,000	\$42,000
CE	GF	Document Cameras	\$700	20	\$14,000	20	\$14,000	20	\$14,000	\$42,000
CE	GF	Apple TV	\$300	5	\$1,500	5	\$1,500	5	\$1,500	\$4,500

SE	BF	Staff Desktops	\$1,300	50	\$65,000	2	\$2,600	2	\$2,600	\$70,200
SE	BF	Staff Chromebooks	\$550	70	\$38,500	7	\$3,850	7	\$3,850	\$46,200
SE	BF	Staff Macbooks	\$1,500	230	\$345,000	10	\$15,000	10	\$15,000	\$375,000
NI	BF	District/Site Servers	\$50,000	0	\$0	1	\$50,000	0	\$0	\$50,000
NI	BF	Failover lines/DHCP Servers	\$12,000	0	\$0	6	\$72,000	0	\$0	\$72,000
NI	BF	Network Switches	\$6,000	0	\$0	40	\$240,000	40	\$240,00 0	\$480,000
NI	BF	Access Points	\$1,700	0	\$0	100	\$170,000	100	\$170,00 0	\$340,000
NI	BF	Back Up Power Supplies	\$4,000	0	\$0	25	\$100,000	0	\$0	\$100,000
Total					\$818,500		\$1,230,950		\$893,950	\$2,943,400

# **B. Software (Committed Funding)**

## **Funding Key:**

- GF = On-going, General Fund
  BF = One-time, Bond Fund
- **MF** = Medi-Cal Fund

# **Category Key:**

- **COM** = Communication
- SS = Staff SupportNI = Network Infrastructure

Category	Funding	Name	Unit Cost	Quantity to Purchase 2025-26	Total Cost 2025-26	Quantity to Purchase 2026-27	Total Cost 2026-27	Quantity to Purchase 2027-28	Total Cost 2027-28	3 Year Total
СОМ		Finalsite Website and Mass Communications	\$25,000	1	\$25,000	1	\$25,000	1	\$25,000	\$75,000
СОМ	GF	Smore	\$1,500	1	\$1,500	1	\$1,500	1	\$1,500	\$4,500
СОМ	GF	Teamviewer	\$2,500	1	\$2,500	1	\$2,500	1	\$2,500	\$7,500
СОМ	MF	Zoom	\$13,000	1	\$13,000	1	\$13,000	1	\$13,000	\$39,000

Category	Funding	Name	Unit Cost	Quantity to Purchase 2025-26	Total Cost 2025-26	Quantity to Purchase 2026-27	Total Cost 2026-27	Quantity to Purchase 2027-28	Total Cost 2027-28	3 Year Total
NI	GF	Back up service: VM Backup Software (SHI)	\$694	1	\$694	1	\$694	1	\$694	\$2,082
NI	GF	Backup and Recovery System (VMware)	\$22,000	1	\$22,000	1	\$22,000	1	\$22,000	\$66,000
NI	GF	Contingency Support (Decotech/EPC IT Solns)	\$10,000	1	\$10,000	1	\$10,000	1	\$10,000	\$30,000
NI	BF	DUO Two Factor Authentication Security (AMS)	\$4,908	1	\$4,908	1	\$4,908	1	\$4,908	\$14,724
NI	BF	Falcon Endpoint Software	\$28,638	1	\$28,638	1	\$28,638	1	\$28,638	\$85,914
NI	GF	Google for Education (email, G-Suite applications, Chromebook device management)	\$0	1	\$0	1	\$0	1	\$0	\$0
NI	GF	Internet access (Sunesys/Crown Castle)	\$81,536	1	\$81,536	1	\$81,536	1	\$81,536	\$244,608
NI	GF	Internet access/ISP (SCCOE)	\$15,000	1	\$15,000	1	\$15,000	1	\$15,000	\$45,000
NI	GF	Internet filtering (SCCOE)	\$5,250	1	\$5,250	1	\$5,250	1	\$5,250	\$15,750
NI	GF	Internet: Dark Fiber (SCCOE)	\$6,000	1	\$6,000	1	\$6,000	1	\$6,000	\$18,000
NI	GF	Internet: Firewall (SCCOE)	\$7,875	1	\$7,875	1	\$7,875	1	\$7,875	\$23,625
NI	GF	Inventory Tracking and Helpdesk (Dude Solutions)	\$12,081	1	\$12,081	1	\$12,081	1	\$12,081	\$36,243
NI	GF	Microsoft Suite licensing (Office, Active Directory, Servers)	\$15,000	1	\$15,000	1	\$15,000	1	\$15,000	\$45,000

Category	Funding	Name	Unit Cost	Quantity to Purchase 2025-26	Total Cost 2025-26	Quantity to Purchase 2026-27	Total Cost 2026-27	Quantity to Purchase 2027-28	Total Cost 2027-28	3 Year Total
NI	GF	Mosyle: Mobile device management	\$12,000	1	\$12,000	1	\$12,000	1	\$12,000	\$36,000
NI	GF	Phones	\$48,650	1	\$48,650	1	\$48,650	1	\$48,650	\$145,950
NI	GF	Phones: Cellular	\$1,500	1	\$1,500	1	\$1,500	1	\$1,500	\$4,500
NI	GF	Securly Filtering/Class Mgmt	\$34,000	1	\$34,000	1	\$34,000	1	\$34,000	\$102,000
NI	GF	Server virtualization - VMware	\$8,000	1	\$8,000	1	\$8,000	1	\$8,000	\$24,000
NI	GF	SSL Certificates	\$2,500	1	\$2,500	1	\$2,500	1	\$2,500	\$7,500
ss	GF	Absence reporting (Frontline)	\$11,468	1	\$11,468	1	\$11,468	1	\$11,468	\$34,404
SS	GF	Adobe	\$2,500	1	\$2,500	1	\$2,500	1	\$2,500	\$7,500
ss	GF	Alludo: Alpenspruce Education Solution	\$3,300	1	\$3,300	1	\$3,300	1	\$3,300	\$9,900
SS	GF	eduCLIMBER	55,000.	1	\$55,000	1	\$55,000	1	\$55,000	\$165,000
ss	GF	Electronic School Board (ESB) (Intercom Networks)	\$5,050	1	\$5,050	1	\$5,050	1	\$5,050	\$15,150
SS	GF	Facilitron	-	-	-	-	-	-	-	-
SS	GF	InformedK12 (EMICS)	\$22,470	1	\$22,470	1	\$22,470	1	\$22,470	\$67,410
SS	GF	PowerSchool: SIS	\$36,800	1	\$36,800	1	\$36,800	1	\$36,800	\$110,400
ss	GF	PowerSchool: Registration	\$14,700	1	\$14,700	1	\$14,700	1	\$14,700	\$44,100
ss	GF	PowerSchool: Lottery/Translation	\$10,600	1	\$10,600	1	\$10,600	1	\$10,600	\$31,800

Category	Funding	Name	Unit Cost	Quantity to Purchase 2025-26	Total Cost 2025-26	Quantity to Purchase 2026-27	Total Cost 2026-27	Quantity to Purchase 2027-28	Total Cost 2027-28	3 Year Total
SS	GF	PowerSchool: Unified Talent	\$9,500	1	\$9,500	1	\$9,500	1	\$9,500	\$28,500
SS	GF	QSS	\$60,550	1	\$60,550	1	\$60,550	1	\$60,550	\$181,650
ss	GF	Securly Visitor Management System	\$3,500	1	\$3,500	1	\$3,500	1	\$3,500	\$10,500
SS	GF	SIRAS	-	-	-	-	-	-	-	-
SS	GF	Snagit (Tech Smith)	\$2,600	1	\$2,600	1	\$2,600	1	\$2,600	\$7,800
Total					\$561,820		\$561,820		\$561,820	\$1,685,460

## C. Initiatives Requiring Additional Funding Not Yet Committed

This plan presents several initiatives that, at the time of writing, do not have a committed funding stream in the CSD Budget Plan. Implementation of these items would be dependent on acquiring funding.

# Focus Area 1: Equity of Access

This initiative may require the purchase of software licenses for staff and students, if a need for a licensed product is determined.

→ Integrate AI tools thoughtfully to enhance educational outcomes and ensure staff and students are prepared for future technological landscapes.

Cost estimate range: \$5K - \$20K/annually

# Focus Area 2: Technology Infrastructure

These initiatives require licensing software as well as the purchase of hardware such as FOBs for the implementation of two-factor authentication.

- → Continue infrastructure improvements with a focus on robust security measures, including:
  - ◆ Two-factor authentication for ALL staff (currently implemented only for some admin staff and staff with remote access to district servers).

This should be considered a necessity given the level of cyber attacks that take place in education.

- ◆ Phishing attack prevention (and training).
- → Implement an online Visitor Check-In System at each site

Cost estimate range: \$40K - \$45K

#### Focus Area 3: Data and Privacy

This initiative could incur a cost if staff must be paid for completing the PD outside of normal work hours.

→ Establish annual professional development to familiarize staff with student data privacy protocols

Cost estimate range: \$5K - \$10K/annually

#### Focus Area 4: Curriculum, Instruction, and Assessment

Supporting staffing and equipment for both of these initiatives could incur additional cost.

- → Makerspace: Re-assess the benefits of formalizing Makerspace support at the district level
- → Student Tech Support: Investigate the potential for implementing a formalized program at the Middle School Level that gives students agency through a club, elective, etc., to resolve site device technology issues.

Cost estimate range: \$10K-\$30K

# Focus Area 5: Community Partnerships

Purchasing a new mass communication tool would almost certainly require more budget to support since our current solution is bundled with our website.

- → Investigate updating the mass communication tool to provide more effective and accessible functionality throughout all levels of our organization (district office, school office, classroom)
- → Improve parent education programs on digital literacy and safe internet use through flexible, targeted activities and resources such as parent nights, newsletters, etc.

Cost estimate range: \$10K - \$20K/annually

#### Focus Area 6: Use of Space and Time

If determined a need, this could possibly involve purchases of furniture, classroom equipment, etc.

→ Investigate ways that learning spaces could be changed or even redefined with the help of technology to provide students with more autonomy for where and when they are learning.

Cost estimate range: TBD

#### Focus Area 7: Personalized Professional Learning

Supporting additional personalized learning models could involve licensing of software or platform, and incentives to participate would also incur additional costs.

- → Investigate other personalized learning models for professional development.
- → Investigate incentives and support for self-paced and on-demand learning for staff.

Cost estimate range: \$5K - \$15K/annually

# 9. Resources

- 2019-24 CSD Technology Plan
- Future Ready Schools Framework
- <u>Cambrian Strategic Plan</u>