



## **PGUSD Superintendent of Schools' Goals 2023-2024 (Stage One)**

Goals have been written and developed in **two stages**. **Stage one (Nov 2023 - June 2024)** will focus on the development of systems for long-term impact. **Stage two (July 2024 - June 2025)** will focus on established actions developed as a result of the systems implemented in stage one.

### **GOAL 1: Board – Superintendent Relations & District Governance**

Ensure effective district governance through positive and productive Board-Superintendent relationships

Measurement:

1. Coordinate up to 3 governance trainings in the 23-24 school year as a means of building capacity of trustees and opportunities for personal and professional team building
2. Coordinate regular workshop opportunities as a means of developing both personal and professional team building among trustees (ACSA, CSBA, MCOE) and to ensure ongoing and sound professional advice and training
3. Establish a system to schedule monthly one on one meetings with each trustee as a means of providing regular opportunities to build trust and a strong, professional, and harmonious relationship with Board members
4. Establish a culture of no surprises through a strong commitment to the governance handbook and top ten norms selected by the board
5. Establish a system to provide weekly updates to the Board as a means of keeping trustees informed about current and potential issues, needs, and operation of the district and to provide trustees with the needed information to make sound decisions - No surprises

## **GOAL 2: Community and Educational Leadership**

Establish a supportive and positive district climate and culture

Measurement:

1. Meet with a minimum of 100 PG residents (staff, students, parents, community members) in the first three months of service, as a means of building trust and relationships and gaining the respect and support of the community
2. Develop a system to better connect and solicit the authentic voice of students, staff and community and actively encourage their involvement. Consider a one-time pilot advisory council in the spring to achieve this long-term goal
3. Through the LCAP process increase the number of input sessions to include community agency and voice
4. Through governance training review and revise the Board goals and strategic plan as a means of developing organizational clarity and a district-wide sense of purpose aligned with our objectives, mission, vision, and goals
5. In conjunction with staff, focus the LCAP goals and efforts of all staff toward student achievement through practices of continuous program evaluation, improvement, and accountability
6. Through the LCAP process: establish practices that allow staff to examine, modify and improve upon district practices and protocols; set targets for improvements in standardized test scores, graduation rates, and other key indicators of student academic success
7. Refine and finalize the plans for the rollout and implementation of a district-wide Cultural Proficiency Plan as a means of establishing a culture in which all students feel safe and connected and a strong sense of belonging.

## **GOAL 3: Educational Leadership of Faculty and Staff**

Establish efforts and systems as a means of building and maintaining a cohesive leadership team and effective leadership of faculty and staff

Measurement:

1. Develop systems to allow for regular meetings of district and administrative staff to build and maintain cohesive teams and promote effective leadership
2. Establish a system to schedule regular visits to school sites with principals as a means of ensuring regular opportunities to build capacity of site administrators through the visiting of classrooms and review of administrative goals and progress towards student achievement and overall well being.
3. Meet regularly with PGTA and CSEA as a means of providing opportunities for ongoing open dialogue, while building trust and cohesive relationships

4. Establish systems to assist in building a dynamic and connected culture district wide, including opportunities for recognition at Board meetings, ways to highlight and recognize classified/certificated staff consistently
5. Establish a system to regularly review current evaluation protocols for all staff as a means to ensure accountability.
6. Establish a system to allow for regular team building opportunities among district staff and the administrative team as a means of maintaining a positive culture.
7. Establish systems to encourage the use of data-driven decision-making processes to identify areas for improvement in both fiscal management and student achievement

#### **GOAL 4: Fiscal responsibility and Budget Integrity**

Establish practices that serve to maintain financial accountability and budget integrity

Measurement:

1. Annually review the management organizational structure and recommend potential improvements
2. Together with the Assistant Superintendent of Business Services develop a system to deliver regular administrative training on the district budget, budget operations, and budget development
3. Oversee and maintain a budget process that is timely and understandable to the public, including regularly published budget book
4. Provide accurate information and recommendations to the Board
5. Through the Assistant Superintendent of Business Services, complete maintenance projects and services that nurture a safe and secure environment for students and staff
6. Develop a system to provide regular updates to the public regarding the spending of and project completion status pertaining to current bond measures

#### **GOAL 5: Personal Leadership Qualities**

Establish personal leadership practices that nurture a positive culture and educational environment and continued personal growth to ensure the highest of standards and overall excellence

Measurement:

1. Maintain membership and participate regularly in various leadership PD opportunities (ACSA, Leadership Associates, etc.)
2. Meet weekly with Leadership Associates Mentor and provide Board regular updates regarding support provided
3. Schedule ongoing meetings with staff, parents, community and local leaders to ensure ongoing positive relations and provide opportunities for continued open dialogue

4. Establish systems to connect regularly with cabinet members as a means of mentoring, coaching, and developing capacity of the team and individuals
5. Establish systems to build leadership capacity within the district (certificated and classified staff) through the establishment of leadership academies
6. Meet regularly with neighboring superintendents and educational partners as a means of furthering opportunities for shared resources and best practices