



Pacific Grove Unified School District Superintendent's Goals & Objectives 2018-19

I.

Context: Strategy One - Develop and implement a comprehensive and standards-based educational program with respect to curriculum, instruction, course offerings, class size, support programs and facilities

Board Goal: Student Learning and Achievement; Services and Budget Alignment

Goal #1: The Superintendent will lead the District through the use of Professional Development, Teacher Collaboration Opportunities and Renewed Student Assessment protocols to align instructional programs/practices with the California Academic Standards

Activities

- Continuous review of evaluation practices with Director II Human Resources
- “Equity” professional development goals for administrators (began summer 2017)
- Work with District Safety Director to regularly review and revise district safety protocols, as needed
- Focus on math instruction and Next Generation Science Standards (NGSS) in all classrooms, with a focus on elementary programs, staff development, and assessment strategies aligned with state and local measures
- Work with District staff to review and discuss strategies to implement the goals of the Board Goals, Strategic Plan, LCAP and Site Actions Plans
- Implementation of a renewed Technology Plan to align with Measure A and Board Goals
- Collaborate with the Director of Curriculum/Special Projects, Technology Directors, and other administrators, to continue establishing and implementing District wide formative assessments/interim benchmarks supported by the use of Professional Learning Communities, teacher planning days, and other similar staff collaboration efforts
- Coordinate efforts with the Assistant Superintendent of Business Services to align the annual District budget with instructional and curricular needs in order to implement the LCAP, California Academic Standards and requisite support programs
- Monitor, review and revise the Adult School programs, as needed
- Attend conferences and workshops to stay informed of relevant educational, legislative, and fiscal advances and challenges; Maintain membership and networks in professional organizations, including committee and task force level participation in the Association of California School Administrators; Serve on and participate in various local and state committees and service groups



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II.

Context: Strategy One - Develop and implement a comprehensive and standards-based educational program with respect to curriculum, instruction, course offerings, class size, support programs and facilities

Board Goal: Student Learning and Achievement

Goal #2: To utilize continuous improvement strategies, professional learning communities and other collaboration efforts at all levels of the District to foster high academic achievement as the District's highest priority

Activities

- Using an equity lens, evaluate and revise existing programs and instructional strategies for effectiveness and potential revision using student academic progress metrics, feedback from staff, and other surveys
- Provide opportunities for District/Site administrators and teachers to be conversant in the language of the California Academic Standards, CA Dashboard, state and local assessments, and to be accountable to one another for implementation and assessment practices
- Provide opportunities for all staff to be conversant with the LCAP and instructional intervention strategies to support its listed goals
- Present to the Board, staff and community an assessment of student achievement, data and results based on Federal, State and local District measures
- Present multiple opportunities for teachers to utilize assessment results (SBAC) and local measures data to inform and to improve instructional practices for increased student achievement and learning for all students
- Establish and adhere to a regular site visitation schedule
- Support the Director of Curriculum/Special Projects & Director of Ed Tech to continue using curriculum committees to further the alignment, implementation and utilization of common performance assessments and standards
- Review student achievement data with administrators and direct them to set, support and monitor improvement goals as part of the administrative evaluation process
- Continue to align Single School Plans with the District Strategic Plan, LCAP and Board Goals



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III.

**Context: Strategy Two - Staff Recruitment, Retention and Professional Development
Strategy Three- Communications**

Board Goal: Credibility, Confidence and Communication: We will develop strategies to promote a high level of communication, collaboration and interaction with the Pacific Grove Unified School District community

Goal #3a: To promote a positive and supportive view of PG Schools within our District, our local community, and region, which maintains trust, confidence and credibility

Goal #3b: To provide high quality, relevant and aligned professional development activities for District staff

Goal #3c: Maintain safe and orderly campuses and immediately address issues of student safety

Activities

- When appropriate, promptly communicate issues of student safety with all stakeholders; respond promptly to issues and requests raised by the School Board, staff and community
- Utilize formal and informal communication methods to keep Trustees, District staff, parents and all stakeholders informed and up-to-date on District and site issues
- Utilize School Site Councils, PTAs, advisory groups, etc. as vehicles through which to receive and to disseminate information, especially with LCAP, Strategic Plan, and Board Goals
- In collaboration with District staff, coordinate with state and local agencies to develop a comprehensive professional development plan directly relate to District goals and needs
- Implementation of safety training for all district staff (Keenan and Big 5)
- Oversee and maintain a Human Resources program that closely monitors staffing, recruits productive and successful employees, and addresses issues directly related to personnel
- Work with legal counsel to directly address relevant legal matters in a timely and responsible manner
- Collaborate with public and private agencies in initiatives and partnerships that support the PGUSD mission and goals
- Represent and promote the District throughout the local community, region, state and nation



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IV.

Context: Strategy Five - The District budgetary process will reflect the Strategic Plan and LCAP goals

Board Goal: Program, Services and Budget Alignment

Goal #4: To maintain financial accountability and budget integrity

Activities

- Annually review the management organizational structure and recommend potential improvements
- Work with the Chief Business Officer to deliver regular administrative training on the District budget, budget operations, and budget development
- Oversee and maintain a budget process that is timely and understandable to the public, including regularly published budget book
- Bring accurate information and recommendations to the Board
- Through the Assistant Superintendent of Business Services, complete maintenance projects and services that further a safe and secure environment for students and staff



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V.

Context: Strategy Three - Communications

Strategy Five- The District budgetary process will reflect the Strategic Plan and LCAP goals

Board Goal: Credibility, Confidence and Communication

Goal #5a: To maintain productive relationships with all employee groups

Goal #5b: To ratify, with Board approval, contracts and agreements that are fair and fiscally sound and reflect current and predicted federal, state and local budget scenarios

Activities

- Facilitate productive sessions for collective bargaining and “meet and confer” sessions with all employee groups, as directed by the Board of Education
- Meet with employee organization representatives regularly to resolve issues of mutual concern
- Establish primary interests of all parties to further productive and workable agreements
- Facilitate problem solving between administration and staff, parents and other stakeholders at the lowest tier possible