

Priorities and Expectations

“Every student will engage in rigorous, relevant, standards-based instruction in every classroom, every day, to ensure student learning.”

- Central Unified Mission Statement



CENTRAL UNIFIED SCHOOL DISTRICT

“Every Student, Every Classroom, Every Day!”

*Andrew G. Alvarado
Superintendent*

OUR BELIEF

Every student can learn.

OUR VISION

Every student is prepared for success in college, career and community.

OUR MISSION

Every student will engage in rigorous, relevant, standards-based instruction in every classroom, every day, to ensure student learning.

OUR CORE VALUES

Character, leadership, innovation, continuous improvement.

OUR DISTRICT GOALS

District Goal 1: Learning for Academic Excellence

District Goal 2: Staff Recruitment/Development for Academic Excellence

District Goal 3: Support System for Academic Excellence

OUR LCAP GOALS

LCAP Goal 1:

Every student meets or exceeds grade level core standards and is prepared for college, career, & community.

LCAP Goal 2:

Connect every student to school by providing equity of access to educational opportunities and creating an environment conducive to learning for all students.

LCAP Goal 3:

Engage families in system-wide programs assuring students/families access to support for academic, social/emotional and physical well-being.

LCAP Goal 4:

Assure 1 year of growth in language acquisition for every EL student.

SUPERINTENDENT GOALS 2018-2019

- 1. The Superintendent will provide leadership designed to improve student performance and promote academic improvement of the schools within the District while aligned to the State Standards (LCAP Goal 1, 2, 3 and 4; District Goal 1 and 3).**

Indicators:

The Superintendent will:

- Evaluate long-range curriculum objectives in order to challenge the academic skills of all students in the district. This process shall require the Superintendent's interaction with all building administrators and the Educational Services Department to identify the special and unique demands of students in all grade levels.
- Direct regular and ongoing evaluations of instructional programs, materials and technology to assist in monitoring and ensuring that the needs of all students are being met, and the full transition for State Standards is on track.
- Present to the Board, through staff, a report or reports articulating student outcomes (such as student assessment data), evaluation of curricular strategies, and adjustments needed to best serve students, and shall make recommendations, if necessary, for the Board's consideration.

S.M.A.R.T. Goals:

- By June 2019 CUSD will increase "all students" distance from level 3 scores on the ELA SBAC assessment by 7 points for grades 3-8 and 2 points for grade 11 on 2019 assessments. Based on Fall 2017 data, grades 3-8 scored 26.8 points below level 3 and grade 11 scored 4 points above level 3.
 - By June 2019 CUSD will increase "all students" distance from level 3 scores on the Math SBAC assessment by 10 points for grades 3-8 and 5 points for grade 11 on 2019 assessments. Based on Fall 2017 data, grades 3-8 scored 48.5 points below level 3 and grade 11 scored 104.9 points below level 3.
 - By June 2019 CUSD will increase English Learner progress as indicated on the California School Dashboard from 76.7% to 79% on 2019 assessments. (*note: new assessment and new calculation)
 - By June 2019 CUSD will increase early literacy rates in grades K-2 as indicated on the Fountas & Pinnell assessment to a minimum of 70% on track per grade level. Based on the most recent local data, grade K has 64% on track, 1st Grade has 59% on track, and 2nd grade has 68% on track.
- 2. The Superintendent will supervise the recruitment, selection, evaluation, and induction of school district personnel (LCAP Goal 1, 2, 3 and 4; District Goal 2).**

Indicators:

The Superintendent will:

- Work cooperatively with administrators, managers, and supervisors to recruit high-quality candidates for school and district vacancies.

SUPERINTENDENT'S PRIORITIES AND EXPECTATIONS

- b. Work cooperatively with administrators, managers, and supervisors regarding remedy of any unsatisfactory performance and ensure compliance with all local, state and federal laws.
- c. Supervise and evaluate all administrators and managers.
- d. Build internal capacity through mentorships and staff training.

S.M.A.R.T. Goals:

- 1. By June 2019, Human Resources will reduce the number of formal complaints by 25% by training staff on conflict resolution methods and communication strategies to diffuse complaints and ensure that stakeholders leave with a positive impression of Central Unified School District.
- 2. By June 2019, Human Resources will create a comprehensive employee handbook that includes essential district policies, procedures, working conditions, and professional standards to guide employee actions.
- 3. By June 2019, Human Resources will revise the certificated administrative evaluation to align with the California Professional Standards for Educational Leaders (CPSEL).

3. The Superintendent will supervise and monitor facility planning, maintenance operations and transportation (LCAP Goal 2).

Indicators:

The Superintendent will:

- a. Compile a list of current and projected facility needs/repairs with input from staff, community, and the Board.
- b. Inform the Board of identified needs and deliberate with the Board on prioritizing those needs.
- c. Seek cost estimates for improvements as instructed by the Board.
- d. Seek and identify funding solutions for facility improvements.
- e. Maintain a long-term focus on the needs of the district, anticipating future growth.

S.M.A.R.T. Goals:

- 1. Effective immediately, CUSD will continue implementation of the Board adopted Master Facilities Plan years 2019-2024.
- 2. By June of 2019, CUSD will complete the High School Community Survey and form a Transition Team to prepare both program and facilities for the separation of the High Schools.
- 3. By November of 2018, there will be a facilities project list established that will give the District a planned timeline to complete site beautification and major maintenance projects throughout the District in order to maintain and beautify our campuses.
- 4. By the end of the 2018-19 School year, implement a computer-based bus routing system that includes the ability to track ridership.

SUPERINTENDENT'S PRIORITIES AND EXPECTATIONS

- 4. The Superintendent will develop the annual school district budget, administer the budget, and evaluate the efficiency and effectiveness of programs and services funded by the budget. (LCAP Goal 1, 2, 3, and 4; District Goal 3).**

Indicators

The Superintendent will:

- a. Routinely provide current year and multi-year projections to the Board, through staff, to analyze the school district's financial condition.
- b. Make recommendations to the Board regarding actions needed to protect the financial stability of the district.
- c. Provide guidance and information to the Board regarding labor contract negotiation as well as facilitate planning, negotiation, and implementation of labor contracts with certificated and classified staff.

S.M.A.R.T. Goals:

1. The Assistant Superintendent of Executive Services/CBO will routinely provide the current year, multi-year projections and the current financial condition of the District to the Board of Trustees during the following State financial reporting periods:
 - District Budget Adoption – Before June 30
 - First Interim Report – Before December 15
 - Second Interim Report – Before March 15
 - Unaudited Actuals Report – Before September 15

- 5. The Superintendent will work to build positive relationships with staff and the local community (LCAP Goal 3; District Goal 3).**

Indicators

The Superintendent will:

- a. Represent CUSD in a positive, proactive manner when dealing with staff, parents, community members, elected officials and other community leaders, organizations, and local businesses.
- b. Work and communicate appropriately with the local media.
- c. Involve staff and the local community in educational issues and decisions when appropriate.
- d. Maintain high visibility in the community through active presence and participation in school and community events.
- e. Continue to improve the culture throughout the district.
- f. Report to the Board on staff and community roundtables.

S.M.A.R.T. Goals:

1. By October 2018, the Superintendent will establish a plan to conduct community roundtables at all comprehensive middle schools and corresponding feeder schools.
2. By February 2019, the Superintendent will provide a semi-annual summary to the Board of correspondence from stakeholder groups.

SUPERINTENDENT'S PRIORITIES AND EXPECTATIONS

6. The Superintendent will develop himself professionally to stay current with issues and trends related to district and county level educational leadership and oversight. (LCAP Goal 1, 2, 3 and 4)

Indicators

The Superintendent will:

- a. Attend workshops, conferences, seminars, and various regional and statewide meetings related to educational leadership, curriculum, and instruction, assessment and accountability, school facilities, human resources, and/or school and district finance.
- b. Share appropriate and necessary information gained from workshops, conferences, seminars, and various meetings with building principals, district staff, and the Governing Board.
- c. Maintain active involvement in professional organizations (CCESSA, ACSA, SSDA, CALSA, ASCD, etc.)
- d. Local, Regional, State and National involvement as it pertains to educational legislative issues.

S.M.A.R.T. Goals:

1. By December 2018, the Superintendent will join local service Rotary, Lions, or Kiwanis, etc.
2. By June 2019, the Superintendent will attend California School Board Association, Superintendent Symposium and CALSA's Focus on Learning, focusing and gathering best practices in behavior intervention, early literacy, mathematics achievement and English Language Acquisition.