



## District Goals Proposed by Superintendent – August 24, 2021

### PRIMARY FOCUS: GOAL NUMBER ONE

#### 1) Improve Student Academic Performance

##### A) Early Literacy / Reading by Grade 3

###### 1. Measurable Objectives with Reporting Dates:

a. Increase the percentage of students on grade level in Reading by 3<sup>rd</sup> Grade (June 2022 and June 2023).

- 75% of second graders will score in the green range (Tier 1) on the 2023 Spring iReady reading assessment
- No more than 10% of second graders will score in the red range (Tier 3) on the 2023 Spring iReady reading assessment

b. Establish a community-based reading initiative (PASO Reads) which includes a mentor reading program for students in grades 2-3.

##### B) Algebra Readiness

###### 1. Measurable Objectives with Reporting Dates:

a. Increase the percentage of students on or above grade level in 8<sup>th</sup> grade Mathematics (June 2022 and June 2023).

- 75% of all 8<sup>th</sup>-grade students will score in levels 2-4 on the NWEA MAP 2023 Spring assessment
- 50% of all 8<sup>th</sup>-grade students will score at a level 3 or 4 on the state 2023 CAASPP assessment

b. Monitor successful completion of 8<sup>th</sup>-grade Algebra I (B or above), 9<sup>th</sup>-grade Algebra I (C or above), and 2-year Algebra program (C or above)

##### C) English Fluency / Reclassification of English Learners

###### 1. Measurable Objectives with Reporting Dates:

a. Increase English Language Learner reclassification rate (September 2022 ELPAC, September 2023 ELPAC and CAASPP, and September 2024 ELPAC and CAASPP)

- 95% of the English Learners will increase from level 1-2 and level 2-3 on the 2023 ELPAC
- 50% of English Learners at level 3 will reach level 4 on the 2023 ELPAC
- English Learners and Reclassified English Learners will score at or above the state rate on the 2023 CAASPP (ELA and Math)



**SECONDARY GOALS** to allow achievement of primary goal of improved academic achievement

2) Staff Recruitment and Retention

- A) Update Comparative Pay and Benefit Study
- B) Revisit and update Staffing Study prepared by Christin Newlon December 2020
- C) Revise and update District Organizational Charts and fill all critical vacancies therein by June 2022
- D) Develop succession plans for senior management as recommended by the Grand Jury of San Luis Obispo County
- E) Establish with the Board a protocol for exit interviews of departing staff

3) Budget Oversight

- A) Work with Assistant Superintendent, Business Services on a plan to spend current one-time reserves down to 10% then maintain that level long term.
- B) Maintain current commitment never to use one-time monies for ongoing costs
- C) Negotiate affordable fair agreements with labor unions including a revised CSEA Salary Schedule reflecting the implementation of minimum wage
- D) Improve wages and workloads to attract and retain key personnel

4) Curricular Oversight

- A) Establish defensible and rigorous protocols to assure board approved curriculum is being followed in the classroom
- B) Monitor closely pilot Ethnic Studies course and other potentially controversial curricula for adherence to Board direction
- C) Establish procedures for public oversight of classroom instruction and appropriate means to address any violations
- D) Restructure Curriculum Committee to include more parental participation - PREAC

5) Update Facilities Master Plan

- A) Follow up Krum Report recommendations on the site projects to be eliminated or modified such as the Lewis Middle School Administration Building
- B) Find a solution on the Aquatics Complex as required by the Grand Jury of San Luis Obispo County and requested by the community of Paso Robles



- C) Conclude and report sub-committee studies on Grade Configuration and Attendance Boundaries.
- D) Conclude follow up to 7/11 Report and Recommendations by December, including a possible school closure
- E) Make sure all Citizens Oversight and other committees have timely meetings and provide required updates to committees, the public, and the Board on Measure M expenditures and remaining balances as required by law and noted by the Grand Jury of San Luis Obispo County