



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 3rd 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 8th grade Mathematics (June 2022 and June 2023).

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

b. Monitor successful completion of 8th-grade Algebra I (B or above), 9th-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