26-27 LLESD Superintendent Goals

Goal 1. Strategic Planning

Goal: Lead the development of a community-informed, five-year Strategic Plan that establishes a shared vision, clear priorities, and measurable outcomes to guide district decision-making.

Context: The district is beginning a new strategic planning cycle, creating an opportunity to establish a focused direction that prioritizes student learning and aligns district initiatives.

2026–27 Deliverables and Measures of Success

1. Partner with the Board-selected consultant to execute a strategic planning process that meaningfully engages staff, students, families, and community members.
2. Present a five-year Strategic Plan for Board consideration and adoption by June 2027.
3. Establish an initial implementation framework with priorities, responsibilities, timelines, and progress measures.

Evidence for Evaluation: Adopted Strategic Plan, community engagement summary, Board presentations, and implementation framework.

Goal 2. Fiscal Stability, Budget Accuracy & Transparency

Goal: Maintain a balanced multi-year budget while improving financial forecasting, transparency, and communication to support informed decisions and responsible use of district resources.

Context: Building on recent progress toward financial stability, the district will improve budget accuracy, identify projected variances earlier, and make financial information more accessible to the Board and community.

2026–27 Deliverables and Measures of Success

1. Maintain a balanced multi-year budget consistent with Board reserve policies and without planned deficit spending.
2. Improve budget forecasting by identifying and incorporating anticipated revenue and expenditure variances earlier, particularly during Second Interim and budget development.
3. Review significant budget-to-actual variances to improve future projections and reduce unexpected year-end carryover.
4. Work with the CBO and SBAC to strengthen financial presentations and communicate budget assumptions, trends, and priorities clearly to the Board and community.

Evidence for Evaluation: Adopted budget, interim reports, multi-year projections, variance analyses, and financial presentations.

Goal 3. Facilities Planning & Improvements

Goal: Advance facilities planning and improvements that support educational programs, address district needs, and manage financial resources responsibly.

Context: Building on recent campus improvements, the district will address program-driven facility needs, establish long-term priorities, and advance the Field of Dreams project.

2026–27 Deliverables and Measures of Success

1. Ensure completion of a Facilities Master Plan informed by Board and community priorities to guide future investments.
2. Identify and complete prioritized smaller facility projects within approved budgets that support instruction, student experiences, safety, and operational effectiveness.
3. Complete and submit the Field of Dreams Proposition 4 grant application by the December 2026 deadline, coordinating with the City of Menlo Park and community partners.
4. Provide periodic Board updates on facilities priorities, project progress, and expenditures.

Evidence for Evaluation: Completed Facilities Master Plan, prioritized project list, completed improvements, grant application, and Board updates. Grant funding decisions are outside the Superintendent's control and will not determine successful completion of this goal.

Goal 4. Student Achievement Through Curricular Clarity & Coherence

Goal: Improve student achievement, particularly for students performing below grade level, while establishing a coherent, districtwide instructional improvement framework, beginning with curricular clarity and coherence, to support sustained growth as measured by state assessments and local benchmarks.

Context: Improving student achievement requires both attention to current student learning needs and a strong instructional foundation for long-term improvement. The district will use student achievement data to identify areas of need, establish measurable growth targets, and monitor progress, particularly for students performing below grade level. At the same time, the district will establish an instructional improvement framework and standards-aligned curriculum mapping to strengthen curricular clarity and coherence. The district will measure student achievement gains annually and over multiple years.

2026–27 Deliverables and Measures of Success

1. Develop and communicate a districtwide instructional improvement framework that establishes shared priorities and a common language for effective instruction.
2. Make curricular clarity and coherence the initial priority, aligning instructional leadership and staff around shared expectations.
3. Develop consistent TK–8 curriculum-mapping templates and processes that identify essential standards, learning outcomes, instructional sequences, and assessments.
4. Provide collaboration time, professional learning, and leadership support to advance curriculum mapping, with measurable progress by June 2027.
5. Establish student achievement baselines using state assessments and local benchmarks, identify priority areas for improvement, and set measurable 2026–27 student growth targets, including specific targets for students performing below grade level.
6. Monitor student progress through local benchmark assessments, identify students not making expected growth, and use the results to inform instructional supports and adjustments. Report progress toward the established targets to the Board by the end of the school year.

Evidence for Evaluation: Instructional improvement framework, curriculum mapping templates and completed work, professional learning documentation, baseline achievement data, established student growth targets,

local benchmark results, and year-end Board update. Success in 2026–27 will be measured by progress toward student growth targets and by establishing the instructional framework and curricular foundation. The district will evaluate sustained improvement in state assessment results in subsequent years.

Goal 5. Communication, Community Engagement & Visibility

Goal: Sustain strong communication, community engagement, and visible Superintendent leadership to strengthen trust, relationships, and a positive district culture.

Context: Consistent communication, accessibility, and community engagement have contributed to positive momentum across the district. Maintaining these strengths will support continued trust and shared understanding of district priorities.

2026–27 Deliverables and Measures of Success

1. Maintain regular, timely, and transparent communication with staff, families, the Board, and community.
2. Maintain a visible presence at both school sites through campus visits, staff engagement, and participation in school and community activities.
3. Provide meaningful opportunities for stakeholder input on major district initiatives, including strategic planning, facilities, and instructional improvement.
4. Gather and respond to feedback on district communication and engagement practices.
5. Increase the visibility of district Design Team work through regular updates to the Board, staff, and community highlighting priorities, progress, recommendations, and outcomes.

Evidence for Evaluation: Superintendent communications, school and community engagement activities, stakeholder input, Board updates, Design Team communications, and feedback.

Evaluation Approach

The district will review progress on each goal at midyear and year-end using the identified deliverables and supporting evidence.

The evaluation will consider:

- Completion: Were the agreed-upon deliverables accomplished?
- Quality: Did the work meaningfully advance district priorities?
- Impact: What progress or outcomes can be demonstrated?
- Next Steps: What work should continue or be refined?

For longer-term initiatives, particularly instructional improvement, evaluation will distinguish between foundational accomplishments achieved in 2026–27 and outcomes expected to develop over subsequent years.