



Lompoc Unified School District

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April 26, 2022

Dear LUSD Staff and the Community of Lompoc,

On April 12, 2022, the Board of Education of the Lompoc Unified School district met in Closed Session with the Superintendent of Schools to conduct his mid-year evaluation. The focus of the meeting was to review progress toward achievement of the goals that were established for the 21-22 school year and identify further action necessary prior to the end of the school year. A year end evaluation will be completed this summer.

The Board and Superintendent want our community to be aware of the steps that are being taken to strengthen the Superintendent's evaluation process and the major topics that were addressed.

Superintendent Goal #1: As Superintendent of Schools, lead the District to develop systems and practices that will improve student performance in ELA and math while simultaneously ensuring the systems are equitable and meet the needs of students providing them post-graduate options.

The Superintendent presented various metrics to the Board concerned with student achievement. The Board expressed appreciation for the Superintendent's progress on student achievement in the current climate. Orenda and the Standards Alignment Project were discussed, and the Board outlined their support for the program and how impactful it will be for the District, especially the students. The Board was informed of an anticipated decrease in A-G rates for the 21-22 school year related to COVID and the need to improve student achievement in math. The Board and Superintendent expressed concern about this decline in light of the need to increase the A-G rates. Both parties are committed to addressing this issue and discussed ways to help improve those rates and how the Board can support the District's efforts to increase student achievement.

Superintendent Goal #2: Create systems and practices to improve communications with all stakeholders.

The Board was pleased with progress toward improving communication with the community and the Board. Better communications help build trust with the community and staff by being transparent about actions the Superintendent and staff are taking to achieve Board and Superintendent goals. The Board also expressed appreciation for prompt responses from the Superintendent and the cabinet on Board concerns and questions. As an action item, the Board expressed a desire to meet or converse more regularly with the Superintendent outside of routine Board meetings planning to continue the conversations on how to move the District forward and prioritize improvements in student achievement.

Superintendent Goal #3: Provide professional development for all staff with an equity lens that focuses on the best practices to address and implement CCSS, NGSS, CSTPs, and CPSELs.

The Board expressed their support for continued professional development and the quality of the professional development days offered to staff. Based on the feedback received, professional development days have a real tangible impact on staff, increase collaboration, and expand teacher networks. The Board would like to see an increase in attendance for future professional development days. The Board and the Superintendent had a collaborative discussion on ways to incentivize and encourage higher attendance in the future.

Superintendent Goal #4: Maintain a safe and orderly learning environment where student/staff safety issues are addressed immediately. Promote a positive view of LUSD within our District, community and region that maintains trust, confidence and credibility. Work to pass a General Obligation Bond. Identify funding sources to improve facilities and other infrastructure improvements that will support the implementation of best teaching and learning processes and practices across the District for all students and the working conditions of staff through a General Obligation Bond.

The Board looks forward to the climate survey. This survey will provide a baseline which the Board and the Superintendent can use to help prioritize District goals. It was noted that the community polling results for the General Obligation Bond will be presented at the next board meeting, which will give the Board information needed to determine whether to move forward with the General Obligation Bond in November of 2022. The Superintendent reported that all safety plans have been submitted to the District and shared with the Board.

Superintendent Goal #5: Continue efforts to strengthen the work of the Governance Team (Board and Superintendent).

The Board is pleased with the training provided to improve the work of the Governance Team and help both the Board and Superintendent address issues related to roles and responsibilities.

Superintendent Goal #6: Maximize student in-person learning and promote an equitable learning environment for all students to leave LUSD schools with the skills to have choice upon graduation.

The Superintendent shared the work which is being done to address issues related to COVID and the continued need to address disparities in student academic growth, both parties acknowledged their shared responsibility to improve student achievement. A particular area of interest is the community school initiative which will provide opportunities for students in designated schools to be more closely linked to community health and social-emotional support systems. There's a need to study successful examples in other districts.

In addition, each Board member and the Superintendent expressed what they believe is the top priority for the District. All agreed that improving the teaching and learning environment for students and staff remains a top priority. This will require the passage of a General Obligation

Bond. Passage of the Bond is essential so that the District can make the much-needed repairs and improvements to the teaching and learning environment and allocate resources for other district needs. The Board and Superintendent acknowledged that the passing of the General Obligation Bond would require a commitment from staff, stakeholders, and the larger community to work together to achieve this goal.

Both the Superintendent and the Board agreed that passage of the Bond, increasing student achievement through support of professional development initiatives and improving relations with the groups representing our staff remain priorities for the remainder of the school year.

Sincerely,

LUSD Board of Education

Nancy Schuler-Jones, Board President

Steve Straight, Vice President

Janet Blevins, Clerk

Tom Blanco, Member

William “Franky” Caldeira, Member