



## 100-DAY PLAN PROGRESS

COMPLETED	DATE
<p><b>LISTENING SESSIONS</b></p> <ul style="list-style-type: none"> <li>· Students (250 so far)               <ul style="list-style-type: none"> <li>▪ K-12</li> <li>▪ Alt Ed</li> <li>▪ Graduates</li> <li>▪ Students who are attending college/universities</li> <li>▪ Students who are now parents with students in FUSD</li> <li>▪ Students who went to the work field</li> </ul> </li> <li>· All Chiefs w/ direct reports</li> <li>· Dept leads</li> <li>· SPED (13 so far)</li> <li>· City Officials</li> <li>· Community leaders</li> <li>· Faith leaders</li> </ul>	<p>May-July</p>
<p>Deep dive of board, department, and school site goals</p> <ul style="list-style-type: none"> <li>▪ · Board goals</li> <li>▪ · Executive cabinet goals</li> <li>▪ · LCAP goals</li> <li>▪ · Department goals</li> <li>▪ · 100+ school site plans</li> <li>▪ · 100+ safety plans</li> <li>▪ · Goal setting with Supervisors of Schools</li> </ul>	<p>May 16</p>
<p>Narrowed 170+ goals to 2:</p> <ul style="list-style-type: none"> <li>· Positive Student Outcomes               <ul style="list-style-type: none"> <li>▪ Decrease -15 pts Distance from Standards in the next two years to get double digit gains.</li> </ul> </li> <li>· Operational Excellence               <ul style="list-style-type: none"> <li>▪ Excellent customer service utilizing Let's Talk</li> </ul> </li> </ul>	<p>May 19</p>
<p>Set clear expectations and provide clarity on where we are, where we need to go, and how we will get there (Teach, Learn, and Connect)</p> <ul style="list-style-type: none"> <li>▪ Executive Cabinet</li> <li>▪ Baseline expectations for how we teach, learn, and connect as an executive team</li> <li>▪ Launch 2 goals, build common understanding of the why</li> </ul>	<p>May 14</p>

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<p>Set clear expectations and provide clarity on where we are, where we need to go, and how we will get there (Teach, Learn, and Connect)</p> <ul style="list-style-type: none"> <li>· Executive Cabinet           <ul style="list-style-type: none"> <li>▪ Expectations for how we teach, learn, and connect in service to each other and schools</li> <li>▪ How do chiefs own the 2 goals and must come up with strategies to get results for the goals</li> </ul> </li> </ul>	May 21
<p>Set clear expectations and provide clarity on where we are, where we need to go, and how we will get there (Teach, Learn, and Connect)</p> <ul style="list-style-type: none"> <li>· Executive Cabinet, Supervisors of Schools, HR Assistant Superintendents           <ul style="list-style-type: none"> <li>▪ How we teach, learn, and connect in service to schools as excellent instructional and operational leaders</li> <li>▪ Explicit sharing of 2 goals and expectations</li> </ul> </li> </ul>	May 28
<p>Set clear expectations and provide clarity on where we are, where we need to go, and how we will get there (Teach, Learn, and Connect)</p> <ul style="list-style-type: none"> <li>· Executive cabinet, all principals, supervisors of schools, HR assistant supts, and department leads           <ul style="list-style-type: none"> <li>◦ Part 1</li> </ul> </li> </ul>	June 24
<p>Ensure all sites and departments fully set up with Let's Talk</p>	June 28
<p>Deep dive into positive student outcome goal-Harvard Public Education Leadership Project (PELP)</p> <ul style="list-style-type: none"> <li>◦ Narrowed problem of practice to focus intensity on 3rd grade</li> <li>◦ Phased in approach to interim metrics and data informed high quality teaching and learning</li> </ul>	July 12
<p>Student outcomes focused governance workshop for executive cabinet leaders with AJ Crabill</p> <ul style="list-style-type: none"> <li>◦ Content: clarity on goals(outcomes), interim goals(outputs), and initiative (inputs)</li> </ul>	July 16
<p>Ensure Let's Talk is fully functional with new website before August 19</p>	
<b>IN PROGRESS</b>	<b>DATE</b>
<p>Continue with listen and learn sessions into Fall and Winter *Focus on SPED, classified, and certificated educators</p>	In Progress
<p>Began work with Analysis, Measurement, and Accountability to start creating a "Clarity" Dashboard in collaboration with Parsec Education that aligns goals with investments and metrics</p> <ul style="list-style-type: none"> <li>· Phase 1: Build Dashboard to capture LCAP metrics, budget investments, and AROI</li> </ul>	May 9

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Soft launch of “Clarity” Dashboard platform	July 15
“Clarity” Dashboard strategic planning platform and onboarding	In Progress
Design interim metrics and solicit feedback from teachers and students	In Progress
AMA timely data reports	In Progress
Continue listening sessions with teachers, classified, community leaders,	In Progress
Confirm dates for data and academic focused presentations to board and public	In Progress
Cross Functional Work Team for Opening of Schools	In Progress
Opening of Schools <ul style="list-style-type: none"> <li>· Fill all site positions</li> <li>· Immunizations</li> <li>· Back to School messages and videos</li> <li>· Proactive measures for curb appeal and AC</li> </ul>	In Progress
Provide clarity on supervision and evaluation of all employees and due process discipline	In Progress
SPED inclusive practices	In Progress

FUTURE WORK	DATE
Confirm interim metrics <ul style="list-style-type: none"> <li>· Need student and teacher voice</li> </ul>	
Site, teacher, and student goal setting	
PLC+ training of leaders and teachers	
Data literate training	
Outcomes based contracting	
AROI for 2025-26 budget process	
Parsec Real-collection of student and educator voice to improve data and “Clarity”	