



# The Superintendent's 100 Day Plan

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## Mission Statement

At Coachella Valley Unified School District, we are dedicated to fostering a community-centered approach to education, where excellence, equity, and innovation are our guiding students across the Coachella Valley Unified School District. principles. Our mission is to empower every student with the knowledge, skills, and opportunities needed to thrive in a diverse and rapidly evolving world. Through collaborative partnerships with families, educators, and the community, we strive to create a supportive and inclusive learning environment that celebrates diversity and promotes lifelong learning. Together, we are committed to achieving educational excellence and ensuring equitable access to quality education for all.

## Listening & Learning Tour

**Purpose:** This is a 100-day plan to visit school site staff independently to learn about stakeholder perceptions, engage with staff, build trust, and develop structures of engagement to also create pathways for parents to ensure and participate in their students' learning as aligned to District goals. This information and data will support the creation of the Strategic Plan for Coachella Valley Unified School District (district) that will include meeting with various stakeholders:

- Teachers
- Central office and school administrators
- Central office and school classified staff
- Confidential employees
- Parents, community members, community-based organizations
- Local colleges, universities and trade-school leaders to align the infrastructure to support student readiness for post-secondary and career success
- Labor partners

# Evaluation & Assessment

## Academics

**Purpose:** Evaluate summative and formative performance data to collectively assess student learning. The results of the evaluation will be used to create key performance indicators (KPIs) for all students, including subgroups. These KPIs will be aligned to the district goals and allow for targeted planning for improved academic success for all, increase opportunities for language proficiency, commit to bilingualism and biliteracy, and significantly increase graduation rates.

- District Goals
- CAASSP ELA
- CAASSP Math
- California Alternative Assessment (Students with Special Needs)
- English Language Proficiency AC and Alternative ELPAC
- LTEL
- Dual Language Proficiency
- Graduation Rate
- Seal of Biliteracy
- Career Technical Education (CTE)
- Comprehensive Adult Student Assessment System (CASAS)
- High Set & GED

## The Whole Child

**Purpose:** A multi-faceted approach to assess and support each individual student with resources to ensure that students attend school where learning can occur:

- Restorative Justice
- Wellness Center
- Increase supports for Students with Special Needs

- State Discipline Reporting
- National Discipline

## Business/Operations

**Purpose:** Assess infrastructure for appropriate and sufficient staffing levels for auxiliary services that support departments and schools. Prioritize project funding.

- Business Office
- Maintenance/Operations
- Food Services
- Transportation
- Facilities/Capital Improvement
- Warehouse/Purchasing

## Human Capital

**Purpose:** Evaluate data from each school and collectively assess student performance. Assess the policies and procedures for appropriate staffing levels: Teachers, site support staff, and administration.

- Utilize the assessment of staffing data for school and district departments
- Identify various staffing considerations for remote school sites
- Create an onboarding process for all positions
- Create equity in hiring practices

## Internal & External Communication

**Purpose:** Create structures for internal and external communication to include engagement and collaboration with all educational partners. This includes creating or revising communication policies and procedures. Create the following for the districts' public relation and emergency response success:

- Communications Team
- Communications Plan
- Create Emergency/Crisis Plan



- Enhance the use of digital communication
- Improve participation of Community Outreach/Forums
- Update school websites to engage parents with teachers

## Decision Making with Labor Partners to Increase Opportunities for Staff and Students

**Purpose:** Work with labor partners to link negotiations with a focus on student outcomes, equity, and extended learning opportunities to close the learning gap.

- Collaborative approach that involves solutions to improve student outcomes through the investment in professional development for certificated and classified staff
- Establish common goals that focus on improving student outcomes
- Continue to provide competitive compensation and benefits
- Continue to enhance work conditions and quality of the work environment

## Analyze & Plan

**Purpose:** Create a strategic plan that includes the identified areas:

- Fiscal Stabilization Plan that does not affect the classroom and provides long-term fiscal solvency
- Analyze the internal structure for capturing attendance and reporting average daily attendance
- Capture all eligible unduplicated pupil counts
- Student performance data across the district to determine equitable student outcomes
- Enhance Safety and Security at all school sites and district offices
- Achievement opportunities for English Learners
- Achievement opportunities for Students with Special Needs
- Achievement opportunities for dual language students; proficiency in bilingualism & biliteracy
- Create a safe place for students and staff

- Provide mental health support
- Parent University
- Cultural Arts inclusion

## Execute & Monitor

**Purpose:** Execute and monitor the 100-day plan to achieve objectives effectively and efficiently; ensure resources are properly allocated and utilized to support the classroom; make timely adjustments; utilize metrics to measure performance; keep stakeholders informed; and ensure continuous improvement. Key focus areas include during this initial 100-period is to:

- Align and/or restructure centralized and auxiliary services
- Evaluate and automate workflow systems for faster processing of core operations such as recruitment, payroll, and vendor payments
- Optimize staffing in central office departments and at school sites taking into account unique circumstances that include remote locations and sparsity factors

## Evaluate & Pivot

**Purpose:** Continual monitoring of the strategic plan to ensure that the plan is working as intended. Create milestones and goals that are measurable. Implement metrics with key performance indicators (KPIs).

Regular assessment and the ability to adapt to change is critical for continuous improvement and to ensure the appropriate alignment of resources to achieve goals and identify strengths and weaknesses.

- Develop a timeline and dashboards to visualize data and trends
- Check in with individual school sites, directors and managers to discuss progress, challenges and encourage feedback
- Foster a culture of accountability and continuous improvement
- Calendar regular meetings with senior administrators to assist with monitoring

- Systematically track and assess performance by setting clear goals and objectives that are measurable and achievable.
- Develop key performance indicators
- Adjust the plan as necessary