

Fresno USD Board

12.19.24 Goals & Guardrails Workshop

Goal Ideas

1. The percentage of students graduating from high school ready for college and careers as measured by the college and career readiness indicator will increase from 43% in June 2024 to 86% June 2030
2. The percentage of students completing 1st grade on grade level in ELA as measured by iReady will increase from 48% in June 2024 to 70% by June 2030
3. The percentage of 3rd graders who are proficient in reading based on SBAC results will increase from 33% in June 2025 to 75% by June 2030
4. The percentage of 3rd-8th grade student who start more than one grade behind in reading proficiency who make more than one year's growth will increase from 10% in August 2025 to 50% by June 2028
5. The percentage of students graduating from high school who are college and career ready based on CCI will increase from 43% in August 2024 to 86% by June 2028
6. The percentage of students promoting from middle school who are emotional and intellectually adept at employing critical thinking skills will increase from x% in June 2024 to 60% by June 2030
7. The percentage of students who demonstrate proficiency with financial literacy, problem solving, and cooking according to [insert xyz assessments] will increase from x% in June 2024 to y% by June 2030
 - problem solving
 - reflection
 - self regulation, critical thinking, problem solving, & conflict resolution
 - financial literacy
 - civic engagement
 - life skills
 - conflict resolution
 - critical thinking
 - cooking and sewing
 - empathy, golden rule, character education
 - driver's ed

8. The percentage of students who have demonstrated proficiency with the portrait of a learner will increase from x% in June 2024 to y% by June 2030
9. The percentage of students who have IEPs and who meet 80% or more of their IEP goals will increase from x% in June 2024 to y% by June 2030

Draft Goals

- **Early Literacy Proficiency:** The percentage of 1st graders who are proficient in reading based on iReady (Waterford?) results will increase from 48% in June 2024 to 70% by June 2030
- **Literacy Intervention:** The percentage of 3rd-8th grade student who start more than one grade behind in reading proficiency who make more than one year's growth will increase from 10% in June 2024 to 50% by June 2030
- **College & Career Readiness:** The percentage of students graduating from high school who are college and career ready based on CCI will increase from 43% in June 2024 to 86% by June 2030
- **Life Skills:** The percentage of 4th-8th grade students who demonstrate proficiency with self regulation, critical thinking, problem solving, & conflict resolution according to [insert xyz assessments] will increase from x% in June 2024 to y% by June 2030

Guardrail Ideas

1. The supt will not propose controversial or major decisions to the board without first having engaged students, parents, community, and staff
 - without first having a community engagement plan
2. The supt shall not compromise the health and wellness of students and staff
3. The supt may not meet the goals by leaving out or denying access to any distinct population groups or schools
4. The supt will not develop interim goals that exclude specific needs of vulnerable student groups
5. The supt will not make decisions impacting 25% or more of our population of students without first engaging with students, parents, family, staff who would be impacted
6. The supt will not allow the hiring or retention of staff who are consistently performing "does not meet standard" for more than two years as defined by CPELS, CSTPS, and classified standards

7. The superintendent may not allow the hiring, promotion, retention, or lateral movement of staff who are consistently performing “does not meet standard” as defined by CPELS, CSTPS, and classified standards
 - for two years

Draft Guardrails

- **Community Engagement:** The superintendent may not propose major decisions to the board without first having a community engagement plan
- **Equitable Access:** The superintendent may not meet the goals by leaving out or denying access to any distinct and/or vulnerable population groups or schools
- **Effective Staff:** The superintendent may not allow the hiring, promotion, or lateral movement of staff who are consistently performing “does not meet standard” for two years as defined by CPELS, CSTPS, and classified standards
- **Health & Wellness:** The superintendent may not meet the goals at the cost of unreasonably compromising the health and wellness of students and staff

Next Steps

- Supt sends the board revised goal and guardrail language by 1.15.25
- Supt sends the board proposed interim goal and interim guardrail language by 1.15.25
- Supt sends the board annual targets for draft goals by 1.15.25
- Board discusses on 1.22.25

Things To Consider

- Campbell’s Law states, “The more any quantitative social indicator is used for social decision-making, the more subject it will be to corruption pressures and the more apt it will be to distort and corrupt the social processes it is intended to monitor.”
- Goodhart’s Law states, “Any observed statistical regularity will tend to collapse once pressure is placed upon it for control purposes.”