

Mt. Diablo Unified School District Superintendent Goals 2024-2025

1. Improve Academic Achievement Across All Student Groups

Performance Goal: Increase student achievement in core academic areas by improving proficiency in English Language Arts (ELA) and Mathematics for all students.

- **Measurable Outcomes:**
 - By June 2026, increase the percentage of students meeting or exceeding standards in ELA and Mathematics on the California Assessment of Student Performance and Progress (CAASPP) by **5%-10%**.
 - Ensure **85%** of 10th-grade students are on track to graduate by the end of the school year.
 - Monitor growth for focal scholars (African American students, Foster Youth, homeless students, students with IEPs, and multilingual students), aiming for a **10%** increase in CAASPP ELA and Mathematics in achievement.
 - Develop an elementary literacy flowchart that includes aligned curriculum, resources and supports.

2. Enhance Culturally Responsive and Inclusive Teaching Practices

Performance Goal: Strengthen professional development for staff to increase the use of culturally proficient and responsive teaching practices district-wide.

- **Measurable Outcomes:**
 - By June 2025, **100%** of teaching staff will have completed professional development on culturally responsive teaching practices.
 - Conduct annual surveys, aiming for at least **80%** of students reporting a positive school climate and that they feel respected and included in the classroom.

3. Strengthen Family and Community Engagement

Performance Goal: Increase family and community participation in District activities, ensuring that all stakeholders are informed and involved in student learning.

- **Measurable Outcomes:**
 - Achieve a **10%** increase in parent and family participation in district-hosted events and workshops by June 2025, with a focus on engaging underrepresented groups.

- Develop and implement School Site Parent Committees by February 2025, with representation from focal scholar families, that meet quarterly to review and provide input on key district initiatives.

4. Support Focal Scholars Through Targeted Interventions and Trust-Building Initiatives

Performance Goal: Increase support for focal scholars by ensuring they experience trust-building and inclusive educational practices, leading to improved academic and social outcomes.

- **Measurable Outcomes:**
 - By June 2025, decrease the suspension rate for African American students and Foster Youth by **15%**, using restorative practices and social-emotional learning strategies.
 - Conduct biannual focus groups with focal scholar families to measure trust and satisfaction, aiming for **85%** positive feedback on inclusiveness and trust-building efforts by June 2025.

5. Increase Graduation and Attendance Rates at Crossroads and Olympic High Schools

Performance Goal: Improve graduation and attendance rates at Crossroads and Olympic High Schools through targeted interventions and support.

- **Measurable Outcomes:**
 - By June 2026, increase the graduation rate at both schools by **6%**, as measured by on-pace graduation and actual graduation rates.
 - By June 2026, achieve a **6%** increase in the overall attendance rate at both schools, with interventions focused on chronic absenteeism reduction.
 - Implement a credit-recovery program by February 2025, ensuring **100%** of students identified as at risk of not graduating have access to academic recovery options.

These superintendent performance goals align directly with the LCAP goals and focus on measurable outcomes that will help drive the District's progress towards student success, inclusive practices, and community engagement.