

Superintendent Guardrails and Interim Guardrails

Guardrail #1- The Superintendent shall not allow the District to operate without **reciprocal and effective communication** between the Board, district employees, and community stakeholders.

➤ Interim Guardrail 1.1

By May 2026, the District will **establish structured and open opportunities to hear from different constituents** across the District expanding the regular streams of communications from 1 business partner luncheon, and monthly meetings with employee associations and the Superintendent Student Leadership Advisory Council and ARCH in 2023-2024 to include new affinity groups with students, families, community businesses, and employees as measured by monthly meeting reports and expanded audiences receiving district communications.

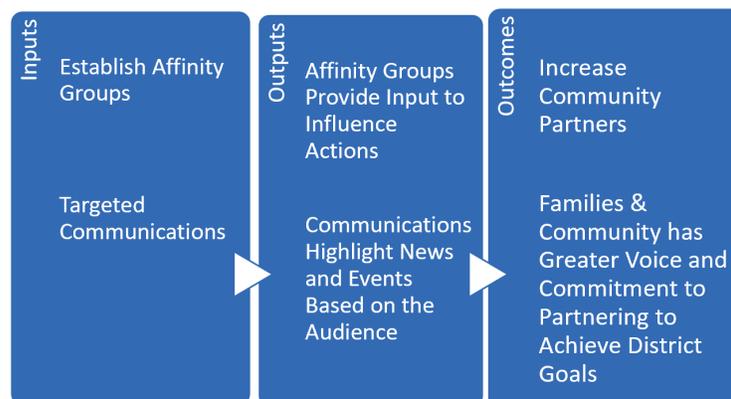
➤ Interim Guardrail 1.2

By May 2026, the District will **increase accessible communications targeted to specific audiences** as measured by Governing Board Meeting Updates to the Phoenix #1 Community within one week of each board meeting increasing from four communications in 2023-2024 to 24 communications, and expanding the regular communications to District communities shared through print and digital media as well as school specific information through school channels direct to families as measured by an impact analysis of communications and marketing metrics.

➤ Interim Guardrail 1.3

By May 2026, the District will **expand the regular communications to District staff and families through print and digital media as** measured by an impact analysis of communications and marketing metrics.

*Interim Guardrail 1 – Open, Reciprocal Communication –
Theory of Action*



Superintendent Guardrails and Interim Guardrails

Guardrail #2- The Superintendent shall not allow the District to operate without a human organizational **customer service plan** to foster trust and collaboration.

➤ Interim Guardrail 2.1

The District will continue the training and support of front office staff to **enhance a culture of customer care and systems efficiency** to improve all District Offices' decreasing the audit errors annually beginning in 2025-2026 by 5% from the baseline established in 2024-2025.

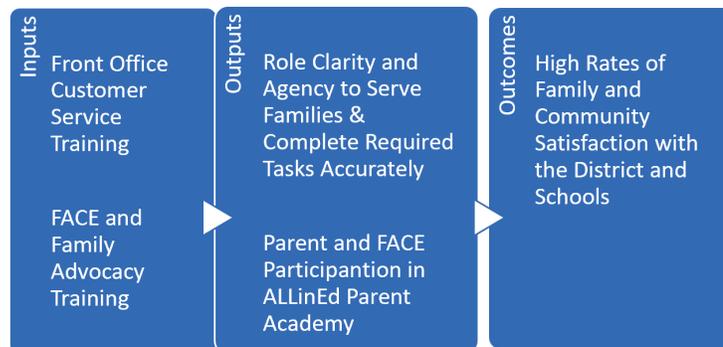
➤ Interim Guardrail 2.2

The District will continue the training and support of front office staff to **enhance a culture of customer care and systems efficiency** to improve all District Offices' culture of customer care ensuring a 81% satisfaction rate with all district staff interactions in 2023-2024 to 85% or higher as measured by a quarterly surveys of families, staff, and community partners, and instant feedback checks in front offices by 2026.

➤ Interim Guardrail 2.3

By May 2026, the District will provide training for Family and Community Engagement Specialists in **communication and support strategies to increase parents' academic engagement** in supporting their child's education, as measured by an increase in parent academic support courses from zero courses in 2023-24 to twelve courses completed by 2026.

*Interim Guardrail 2 – Customer Service –
Theory of Action*



Superintendent Guardrails and Interim Guardrails

Guardrail #3- The Superintendent shall not allow the District to operate without a system designed to **recruit, employ, and retain diverse staff**, who reflect the community and meet the needs of our urban district students and their learning environments.

➤ Interim Guardrail 3.1

By May of 2026, the District will have clearly documented and streamlined hiring processes that includes an employee handbook for every employee to **ensure all future employees feel welcomed and honored to be part of the Phoenix #1 community**, generating a satisfaction rating of 85% or higher as measured by surveys of new staff within the first month of their start date.

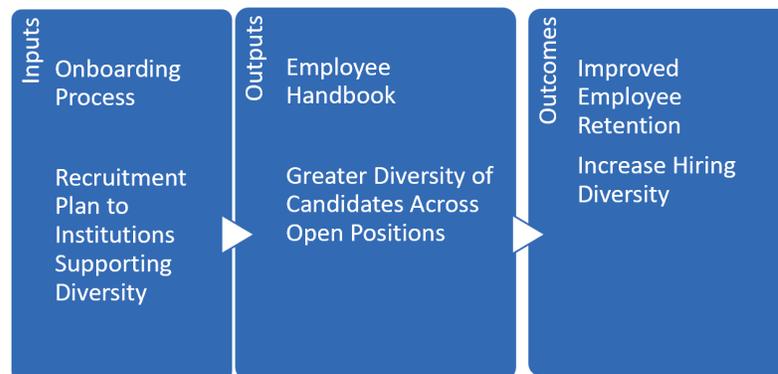
➤ Interim Guardrail 3.2

By May of 2026, the District will have clearly documented and researched teacher onboarding process to **ensure all teachers feel welcomed and equipped to be a successful member of the Phoenix #1 community**, generating a retention rate of 85% or higher as measured by renewed contracts.

➤ Interim Guardrail 3.3

By May of 2026, the District will have clearly documented opportunities for staff to provide input through anonymous surveys to **ensure all employees feel welcomed and heard as part of the Phoenix #1 community**, generating a satisfaction rating of 85% or higher as measured by surveys of staff through exit interviews and end of year feedback annually.

Interim Guardrail 3 – Recruit, Employ, Retain –
Theory of Action



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Guardrail #4- The Superintendent shall not allow the District to operate without a site budget process where **resources are allocated equitably**.

➤ Interim Guardrail 4.1

By May 2026, the District will develop and implement a system to **support strategic tutoring at Focus Schools employing alumni and families** who are trained and meet requirements to serve as contracted vendors, increasing familial tutoring support to students, moving from zero focus schools to ten meeting their annual Board Goal Targets.

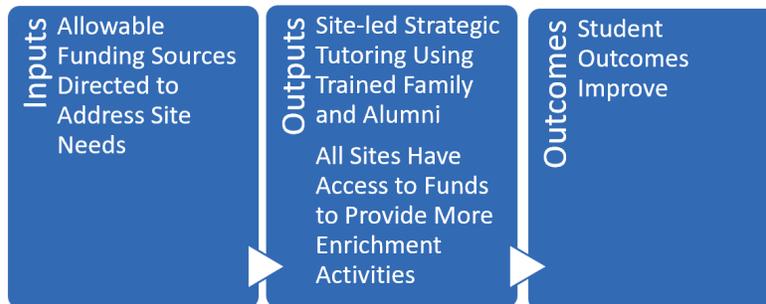
➤ Interim Guardrail 4.2

By May 2026, the District will employ a formula to **deploy district earned civic funds back to schools based on an equity scale** (poverty, achievement) similar to the Title I formula, to support every school's opportunities to provide engaging, enriching experiences for all students, moving from 0 district civic funds distributed to 25% distributed to schools.

➤ Interim Guardrail 4.3

By May of 2026, the District will **employ a formula to deploy district earned civic funds back to schools** to support every school's opportunities to provide engaging, enriching experiences for all students, moving from 0 districtwide grade level field experiences to a minimum of one for K-4 grades and two for 5-8 grades.

*Interim Guardrail 4 – Equitable resource Allocation -
Theory of Action*



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Guardrail #5- The Superintendent shall not allow the District to operate without implementing a community focused plan to **mitigate student enrollment barriers**.

➤ Interim Guardrail 5.1

By May 2026, the District will survey families in the District boundaries to **determine the specific enrollment barriers** they encounter as measured by the **development of a community plan to address the barriers** uncovered in 2025-26.

➤ Interim Guardrail 5.2

By May 2026, the District will **conduct a transportation analysis study** to **develop a plan for equitable and efficient transportation** to support students' attending the neighborhood school that meets their specific needs in 2025-26.

➤ Interim Guardrail 5.3

By May 2026, the District will **secure long-term partner(s) who provide a sliding fee schedule** to ensure all students who need before and after school care, and/or sports and arts programming have access to these at an equitable cost for 2025-26.

*Interim Guardrail 5 – Mitigate Barriers to Enrollment -
Theory of Action*

