

Mt. Diablo Unified School District

Superintendent Goals 2025–2026

Adopted: September 24, 2025

These goals and metrics reflect Mt. Diablo USD’s commitment to equity, academic excellence, student well-being, and community engagement. It provides a clear framework for evaluating superintendent performance based on meaningful, measurable outcomes aligned to LCAP.

1. Raise Student Achievement in ELA and Math

Goal: Improve student performance in English Language Arts (ELA) and Mathematics through early literacy, high school readiness, and data-driven instruction.

Metrics by June 2026:

- Increase CAASPP proficiency in:
 - ELA by 5% 23-24 (45%) 24-25 (48%)
 - Math by 5% 23-24 (37%) 24-25 (39%)
- Increase average STAR scores (grades 3–10) in ELA and Math by 3 points
- Ensure 60% of K–2 students meet grade-level expectations on mClass
- Ensure 85% of 10th graders are on track to graduate based on credit completion

2. Ensure Inclusive and Culturally Responsive Teaching

Goal: Build staff capacity to support all students through inclusive, equitable, and culturally responsive instruction.

Metrics by June 2026:

- 100% of teachers complete professional development in culturally responsive practices

- 80% or more of students report feeling safe, respected, and included at school (climate survey)
- Coaching and walkthroughs occur at 100% of Title I and Equity Multiplier schools

3. Strengthen Family and Community Engagement

Goal: Expand meaningful partnerships with families and community members to improve student outcomes and school culture.

Metrics by June 2026:

- School Site Parent Committees established at 100% of schools by March 2026
- Translation platforms available for all major District communications via tools like ParentSquare

4. Support Focal Scholars with Targeted Interventions

Goal: Improve academic, behavioral, and socio-emotional outcomes for Focal Scholars, including African American students, Foster Youth, Homeless students, English Learners, and Students with IEPs.

Metrics by June 2026:

- Reduce chronic absenteeism by 10% for African American, Homeless, and Foster Youth students [Chronic Absences 2024-2025](#)
- Reduce suspension rates for African American students and Foster Youth
[24-25 MDUSD Suspension Data](#)
- Increase percentage of Multilingual Learners making progress on the ELPAC to at least 50%
- Decrease Long-Term English Learners (LTELs) by 10%

5. Improve Outcomes at Olympic and Crossroads High Schools

Goal: Improve graduation, attendance, and engagement at continuation and alternative schools.

Metrics by June 2026:

- Increase graduation rates at Olympic and Crossroads by 6%
- Reduce chronic absenteeism by 8%
- Host quarterly events to celebrate student success and foster school pride
- Ensure 100% of credit-deficient students are enrolled in recovery programs

6. Strengthen Student Connection and Adult Support

Goal: Ensure students feel connected to their school community and supported by caring adults.

Based on student CHKS responses to feeling safe, close to others, treated fairly, and happy at school.

	Elementary	Middle	High School
2025	78%	58%	58%
2026 Goal	82%	65%	65%

Based on student CHKS responses about adults caring, listening, and getting to know them.

	Elementary	Middle	High School
2025	75%	56%	63%
2026 Goal	80%	63%	70%