



BELLFLOWER  
UNIFIED SCHOOL DISTRICT

# DISTRICT & SUPERINTENDENT

Goals

2025–2026

**BUSD Together: Unified In Purpose  
Every Student Known, Every Voice  
Valued, Every School Ready**



# OUR GOALS



## Academics

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Ensure equitable access to high-quality, rigorous academic programs and opportunities that improve student learning and achievement.



## Safe and Supportive Learning Environments

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Provide safe, inclusive, and inspiring learning environments where all students feel safe, supported, and ready to learn.



## Developing People

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Build capacity within the organization, establish a high-performing, visionary pipeline, and recruit, support, and retain a diverse, high-quality workforce committed to excellence and student success.

# BOARD

# GOAL # 1

## Academics

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Ensure equitable access to high-quality, rigorous academic programs and opportunities that improve student learning and achievement.



### Literacy

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- Integrate science-of-reading practices TK-3.



### AP and Dual Enrollment Expansion

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- Monitor enrollment of underrepresented students.
- Add Honors or Pre-AP courses at the high school level.



### Develop Inclusive Pathways

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- Expand college/career culture for all students (A-G completion, Dual Immersion expansion, AP, STEAM, and CTE enrollment); remove barriers for Students with Special Education Needs and English language learners.



### Professional Learning Community

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- Tighten grade/subject/department commitments, vertical alignment, and data-cycle analysis.
- Create a data dashboard to build a culture of continuous improvement.



### AVID

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- Expand AVID district wide with fidelity.



### Artificial Intelligence

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- Begin exploring an AI framework for use and integration into courses.

# BOARD

## GOAL # 2

### Safe and Supportive Learning Environments

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Provide safe, inclusive, and inspiring learning environments where all students feel safe, supported, and ready to learn.



#### Whole-Child Supports

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- Expand counseling/wellness; implement Capturing Kids' Hearts.



#### Enrollment Campaign

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- Launch an inclusive enrollment campaign (website, social, radio, video, billboards) spotlighting dual immersion, independent study, and CTE, building family confidence in safety and belonging so more families choose and stay with BUSD.



#### Credible Threat Protocol

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- Districtwide threat-assessment with clear law enforcement thresholds and care pathways.



#### Attendance

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- Staff to provide early outreach.



#### Campus Safety Capacity

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- Hire a Security Manager; train Campus Security; deploy three private security officers to secondary/elementary coverage.



#### Vape Sensors

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- Install vape sensors at Bellflower Middle/High School and Mayfair Middle/High School.



#### Cybersecurity

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- Elevate the district's cybersecurity posture from reactive to resilient over two years.



#### Facilities Bond

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- Engage the Board of Education in a structured exploration of a future facilities bond, enabling trustees to make an informed, values-aligned decision.

# BOARD

## GOAL # 3

### Developing People

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Build capacity within the organization, establish a high-performing, visionary pipeline, and recruit, support, and retain a diverse, high-quality workforce committed to excellence and student success.



### Recruitment

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- Recruit and retain a diverse, highly qualified staff.
- Begin exploring how AI can enhance efficiency and productivity.



### Collaboration

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- Collaborate with the executive team to build capacity and develop districtwide systems, ensuring a successful school year.
- Strengthen trust and collaboration across the school district community to ensure shared purpose and support for all students.
- Build an effective governance team through regularly scheduled one-on-one meetings and clear, timely communication.
- Strengthen trust, communication, and collaboration with labor partners



### Evaluations

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- Learning walks provide teachers with ongoing feedback.
- Ensure that administrator evaluations incorporate culturally responsive practices and include evidence of student voice.



### Outreach

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- Refresh the website and outreach to ensure accessibility, multilingual support, and mobile-friendliness; embed QR codes/surveys for two-way feedback.
- Highlight bright spots: early-action wins.



### Professional Development

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- Establish a leadership pipeline program to develop and nurture talent within the organization.



### Artificial Intelligence

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- Begin exploring how AI can enhance efficiency and productivity.



BELLFLOWER  
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# THANK YOU



## Contact Us



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