



Thursday, May 14, 2026

2026-2027 Department Plan Template

Department Name

Planning, Innovation, Accountability & Special Programs

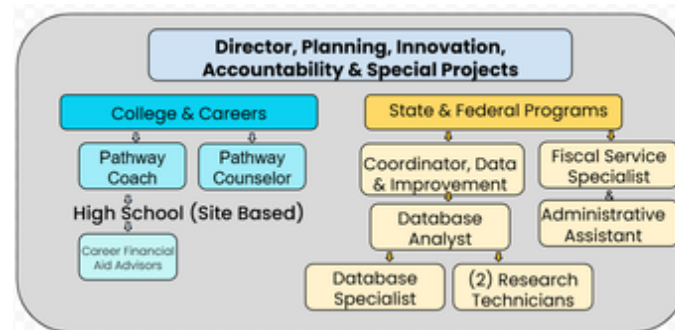
Planning Period

2026-2027

Department Head

Kristina Turley Payne

Department Organizational Chart



Prior Year Reflections

Accomplishments in 2026-2027 include:

[{"Accomplishment": "Creation, implementation, and use of SPSA Trackers"}, {"Accomplishment": "Creation, implementation, and use of ROSE Dashboard"}, {"Accomplishment": "Successful FPM Review"}, {"Accomplishment": "Creation of School Site Council Handbook"}]

Next Steps/Continued Actions for 2026-2027:

SPSA Tracker training

ROSE Dashboard Training

SSC Trainings

SPED and YIFC data & LCAP

2026-2027 Department Goals & Priorities

Goals aligned to LCAP, Strategic Plan, and student outcomes.

Goal 1

Goal 1: Strengthen Organizational Transparency and Data Accessibility

The department will enhance organizational transparency by developing and implementing clear, accessible systems that improve communication, accountability, and stakeholder understanding of key initiatives, compliance requirements, and student outcomes.

This goal will be achieved through the continued refinement and utilization of the SPSA Tracker, ensuring real-time visibility into school plan development, approval timelines, and alignment to district priorities. Additionally, the department will formalize governance practices through the creation and dissemination of a School Site Council (SSC) Handbook, providing standardized guidance to support compliance, role clarity, and effective stakeholder engagement across all sites.
EVERY SCHOOL WILL HAVE ACCESS TO, AND SUCCESSFULLY USE THEIR SPSA TRACKER DURING 4 OUT OF 10 SCHOOL SITE COUNCIL MEETINGS AS MEASURED BY SSC MINUTES.

To further promote data transparency, the department will expand the use of the ROSE Data Dashboard (both internal and external-facing), ensuring that staff, families, and community members have access to clear, user-friendly data related to student performance, LCAP progress, and key accountability indicators. This will include ongoing efforts to build data literacy among stakeholders to support informed decision-making.
ALL SCHOOL ADMINISTRATION WILL BE TRAINED ON THE DASHBOARD AT LEAST TWICE BY THE END OF 2026/2027.

Finally, the department will actively participate in the CORE Collaborative, leveraging comparative data and shared best practices to strengthen continuous improvement efforts and ensure alignment with statewide accountability frameworks.
THE DATA TEAM WILL PARTICIPATE IN ALL OF THE CORE TRAININGS AND BRING BACK AT LEAST 2 BEST PRACTICES TO PRINCIPAL MEETINGS IN THE 2026/2027 SCHOOL YEAR.

By June 2027, the department will strengthen organizational transparency and stakeholder access to information by fully implementing and monitoring key systems and tools, including the SPSA Tracker, School Site Council (SSC) Handbook, and the ROSE Data Dashboard (internal and external), while actively participating in the CORE Collaborative. Success will be measured by 100% of schools utilizing the SPSA Tracker for timely plan development and approvals, distribution and site-level use of the SSC Handbook across all schools, increased stakeholder access and engagement with ROSE Dashboard data, and documented use of CORE Collaborative data to inform continuous improvement efforts.

LCAP Alignment

Goal 2: Well Trained and Respected Employees

Stratic Pillar Alignment:

Data Source(s)

Data Driven Decision

How will you know if you met your goal (success indicators)?

Strategies and Actions

Department Goal #2

Goal 4: Effective, Accountable, and Effecient Systems

Pillar 1: Learner Focused Instruction

Pillar 4: Organizational Effectiveness

ROSE Dashboard/ Aeries Data

Survey Data

Baseline Data for Goal #1	Expected Outcome	Timeline
New Goal - SPSA Tracker	4 out of 10 meetings the tracker will be used	by May 2027

We will know if this goal has been met by the following indicators:
^Increased completion and on-time approval rates of SPSAs across all sites
^Documented use and dissemination of the SSC Handbook at all schools
^Increased stakeholder access to and engagement with the ROSE Data Dashboard
^Evidence of data-informed decision-making through CORE Collaborative participation and internal data cycles

Strategy/Action	Responsible Person	Timeline	Resources Needed
Develop Department Tracker	Fiscal Analyst	May 2027	Department Plans/Fiscal data
Refinement to ROSE Dashboard	Data Coordinator	on going	PUSD data sources
SPSA Handbook	Director	May 2027	LACOE Guidance
CORE Data Collaborative	Data Team	on going	CORE meetings

Goal 2

By June 2027, the department will strengthen meaningful stakeholder engagement and collaboration to inform the development and refinement of LCAP goals by implementing a structured engagement cycle that includes regular LCAP Parent Advisory Committee (PAC) and District Advisory Committee (DAC) meetings, along with targeted input opportunities for students, families, and staff.

Success will be measured by the facilitation of at least 4 LCAP PAC and 4 DAC meetings annually, increased and representative stakeholder participation across student groups, and documented evidence that stakeholder feedback directly informs the development, refinement, and prioritization of LCAP goals and actions.

LCAP Alignment

Goal 4: Effective, Accountable, and Effecient Systems

Goal 5: Family Engagement

Stratic Pillar Alignment:

Pillar 4: Organizational Effectiveness

Pillar 5: Family & Community Partnership

Data Source(s)

CA Dashboard/ Data Quest

ROSE Dashboard/ Aeries Data

Survey Data

CAASP Data

Data Driven Decision

Baseline Data for Goal #2	Expected Outcome	Timeline
LCAP Survey & Consultation, 1 per group per year	2-3 input cycles per group for the 2026/27 school year	on going

How will you know if you met your goal (success indicators)?

The goal will be considered met if stakeholder engagement structures are consistently implemented, participation increases and reflects district demographics, and there is clear, documented evidence that stakeholder input directly informs the development and refinement of LCAP goals and actions.

Strategies and Actions

Strategy/Action	Responsible Person	Timeline	Resources Needed
Counsultation Meetings with each educational partner group	Director	1 meeting by December 2026, 1-2 meetings by May 2027	calendaring

Strategy/Action	Responsible Person	Timeline	Resources Needed
Decision transparency, website postings of progress	Administrative Assistant	on going	PUSD website

Department Goal #3

Goal 3

By June 2027, the department will strengthen the accuracy, consistency, and transparency of data systems and reporting processes by implementing a comprehensive system for monitoring and validating California School Dashboard reporting, CALPADS submissions, and internal data systems. This will include regular dissemination of Dashboard aligned reports to school sites and the Board, ongoing data validation protocols for CALPADS reporting, and the establishment of clear processes to ensure data accuracy across all platforms.

LCAP Alignment

Goal 1: Academic Achievement

Goal 4: Effective, Accountable, and Efficient Systems

Strategic Pillar Alignment:

Pillar 4: Organizational Effectiveness

Data Source(s)

CA Dashboard/ Data Quest

ROSE Dashboard/ Aeries Data

Data Driven Decision

Baseline Data for Goal #3	Expected Outcome	Timeline
N/A	data accuracy and alignment	ongoing

How will you know if you met your goal (success indicators)?

Success will be measured by 100% on time submission and certification of CALPADS reports, consistent delivery of Dashboard-related reports to all school sites and the Board, implementation of routine data validation cycles, and a measurable reduction in data errors or corrections across reporting systems.

Strategies and Actions

Strategy/Action	Responsible Person	Timeline	Resources Needed
CALPADS error corrections	Data Analyst	ongoing	N/A
Data advance documents for admin and staff	Data Analyst & Data Coordinator	August 2026	Meeting materials
Course Code Monthly Meetings	COSA & Data Analyst	monthly 26/27	support from various departments
ROSE Dashboard	Data Coordinator	ongoing	integration with Aeries

Department Goal #4

Goal 4

By June 2027, the department will strengthen the use of data systems to support professional growth and improve academic performance by implementing a coordinated approach to internal surveys, staff training, and districtwide data reporting aligned to LCAP metrics and priorities. This will include developing and administering regular stakeholder surveys, providing targeted staff training on data use and interpretation, and ensuring timely, accurate reporting of key LCAP indicators.

This work will prioritize the collection, analysis, and use of data aligned to LCAP goals, including but not limited to:

- Academic performance data (CAASPP ELA/Math, ELPAC progress, local benchmark assessments)
- College and Career Readiness indicators (A–G completion, dual enrollment, CCI measures)
- Engagement data (attendance rates, chronic absenteeism, graduation and dropout rates)
- School climate data (Panorama survey results, suspension rates, sense of belonging)
- Implementation data (participation in interventions, professional development, and student supports)

LCAP Alignment

Goal 1: Academic Achievement

Goal 2: Well Trained and Respected Employees

Goal 4: Effective, Accountable, and Efficient Systems

Strategic Pillar Alignment:

Pillar 1: Learner Focused Instruction

Pillar 4: Organizational Effectiveness

Data Source(s)

CA Dashboard/ Data Quest

ROSE Dashboard/ Aeries Data

Survey Data

CAASP Data

Attendance/Suspension Report

iReady

Data Driven Decision

Baseline Data for Goal #4	Expected Outcome	Timeline
(2) D/F Automatic notifications	8 D/F Notifications	per grading period
(1) A-G ontrack notifications	2 A-G ontrack notifications	1 per semester
(1) Counselor/Registrar Trainings	2-3 Counselor/Registrar Trainings	ongoing

How will you know if you met your goal (success indicators)?

Success will be measured by the implementation of at least two annual survey cycles, increased staff participation in data-focused professional development, consistent and accurate reporting of LCAP aligned data across systems, and evidence that data is used at the site and district level to inform instructional practices, resource allocation, and continuous improvement aligned to LCAP goals.

Strategies and Actions

Strategy/Action	Responsible Person	Timeline	Resources Needed
Staff Trainings using data	Director, Coordinator, COSA, Data Analyst	at least 1 by December 2026, 2 more by June 2027	meeting materials
CALPADS Reporting	Data Analyst	ongoing	accurate data

