

HLPUSD

SUPERINTENDENT PRIORITIES



Thank you for the opportunity to serve the Hacienda La Puente Unified School District community as Superintendent. I am excited to start a new school year and support our Board's vision of partnering with our community to develop and implement highly effective systems that improve outcomes for each and every student. As Superintendent, my primary role and responsibility is to **create aligned District systems focused on the needs of our students.**

In Hacienda La Puente USD, in order to reach **100%** of our students reading at grade level and improve outcomes as measured by the California School Dashboard, we commit to make decisions collectively measured against the following priorities:



PRIORITY 1: TEACHING AND LEARNING

Support **all students'** **learning needs**, with a focus on Special Education and English Learners.



PRIORITY 2: STAFFING

Build a **positive, safe and inclusive District** and school culture for students, families, staff and community.



PRIORITY 3: BUDGET

Improve/maintain attendance rate at **96%**, decrease chronic absenteeism by **3%**, and protect the District's financial health.



PRIORITY 4: INFRASTRUCTURE

Provide **safe, well maintained and aesthetically pleasing** facilities that support students, staff and our community.



The following pages provide more detailed information regarding the key actions I will focus on as Superintendent during the 2026-2027 school year, areas that will be implemented and outcomes that will be shared as part of my evaluation with the Board. I also believe that evidence of my actions and the quality of my leadership should be open and available to everyone who has a vested interest in improving our District. I invite you to **actively participate** in your students' educational experience.

Thank you for trusting me to lead Hacienda La Puente Unified School District.

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PRIORITY 1: TEACHING AND LEARNING



Support all students' learning needs,
with a focus on Special Education and English Learners.



TEACHING AND LEARNING GOAL

Improve consistency with implementation of the
**Tier 1 Culturally Responsive Evidence Based Practices
(CREBP) which includes:**



1

Authentic
Relationship
Building



2

Activating
Prior
Knowledge



3

Cooperative
Learning
Strategies



4

Close Reading
and Annotating
the Text



5

Timely and
Effective
Feedback



KEY ACTIONS OF IMPLEMENTATION

1

Develop a Teaching and Learning Walk Form

2

Consistently conduct classroom learning walks

3

Analyze the data collected through learning walks

4

Analyze outcome data after each assessment cycle



OUTCOME MEASUREMENTS

1

Increased consistency in the use of evidence based
practices throughout all classrooms



2

Improved LCAP Annual Outcome and Measurements
related to Academic Performance (ELA, Math,
CCI and ELPI)



3

Increased performance as determined by internal
progress monitoring reports (NWEA MAP,
ELPAC Interim, Mark Distribution Reports)



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PRIORITY 2: STAFFING



Build a positive, safe and inclusive District and school culture for students, families, staff and community.



STAFFING GOAL

Improve District wide systems related to recruitment and retention of highly qualified teachers, support staff and administration which includes:



1

Maximizing recruitment opportunities



2

Providing onboarding and training



3

Coaching and professional growth (PLC)



4

Fair and consistent evaluations



5

Adherence to Collective Bargaining Agreements



KEY ACTIONS OF IMPLEMENTATION

1

Transition to the Human Capital Management (HCM) System for Position Control

2

Provide FRISK Training for all District Leadership Team (DLT) and Supervisors

3

Consistently meet with CSEA, HLPTA, and SEIU to proactively address labor concerns

4

Collaboratively create a HELP Committee (Helpful, Engaging, Listening, Professional) to establish customer service expectations throughout the District



OUTCOME MEASUREMENTS

1

Quarterly implementation reports regarding the transition to HCM

2

Improved employee satisfaction as measured by an annual survey (TBD)

3

Increased participation and satisfaction as measured by community survey (TBD)

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PRIORITY 3: BUDGET



Improve/maintain attendance rate at 96%, decrease chronic absenteeism by 3%, and protect the District's financial health.



BUDGET GOAL

Improve the budget development process to ensure equitable allocation of District resources based on data analysis and student need which includes:



1

Consistent budget development process



2

Proper utilization of restricted funding



3

Asset management control systems



4

Decrease deficit spending and increase the District reserves to at least 10%



5

Positive annual budget certification



KEY ACTIONS OF IMPLEMENTATION

1

Introduce a 'zero based' annual budgeting process

2

Maximizing attendance recovery efforts through additional office staff and a Saturday Program

3

Implement an asset management system and conduct a thorough inventory survey

4

Streamline master schedule development to ensure appropriate staffing levels



OUTCOME MEASUREMENTS

1

Monthly attendance reports demonstrating the positive impact of the Saturday Program

2

Provide an annual update summarizing the major District assets

3

Ensure a positive annual budget certification with decreased deficit spending and addressing all areas of the Fiscal Stabilization Plan (FSP)

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PRIORITY 4: INFRASTRUCTURE



Provide safe, well maintained and aesthetically pleasing facilities that support students, staff and our community.



INFRASTRUCTURE GOAL

Ensure that students, staff and community are provided with safe, well maintained, and aesthetically pleasing facilities that are operating in highly functioning condition which include:



1

Safe and secure schools and buildings



2

Functional learning and work spaces



3

Accessible and attractive common areas



4

Modernized tools and equipment



5

Consistent use of deferred maintenance



KEY ACTIONS OF IMPLEMENTATION

1

Install and implement the Raptor Visitor Management System at all school and District offices.

2

Improve operational communication and safety systems at all schools and District buildings, including Public Announcement (PA) systems, appropriately secured entry systems and emergency notification systems.

3

Update and maintain HVAC, electrical and plumbing systems at all schools and District buildings.

4

Beautify and modernize the primary public entrances for schools and District buildings.



OUTCOME MEASUREMENTS

1

Quarterly Williams' Report

2

Annual California Healthy Kids Survey Results

3

Quarterly reports summarizing pending and completed work orders by service type.

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