

WE ARE FUSD



DEPUTY SUPERINTENDENT ANNUAL PLAN 2026-27

STRATEGIC Overview Plan

MISSION

We nurture and cultivate the interests, intellect, and leadership of our students by providing an excellent, equitable education in a culturally proficient environment.

VISION

Where students, families, and staff are valued and empowered to achieve their greatest potential.

COMMITMENT

Academic Excellence

Fresno Unified School District is committed to educating the whole child and providing an excellent, equitable education in a culturally proficient environment.

People Excellence

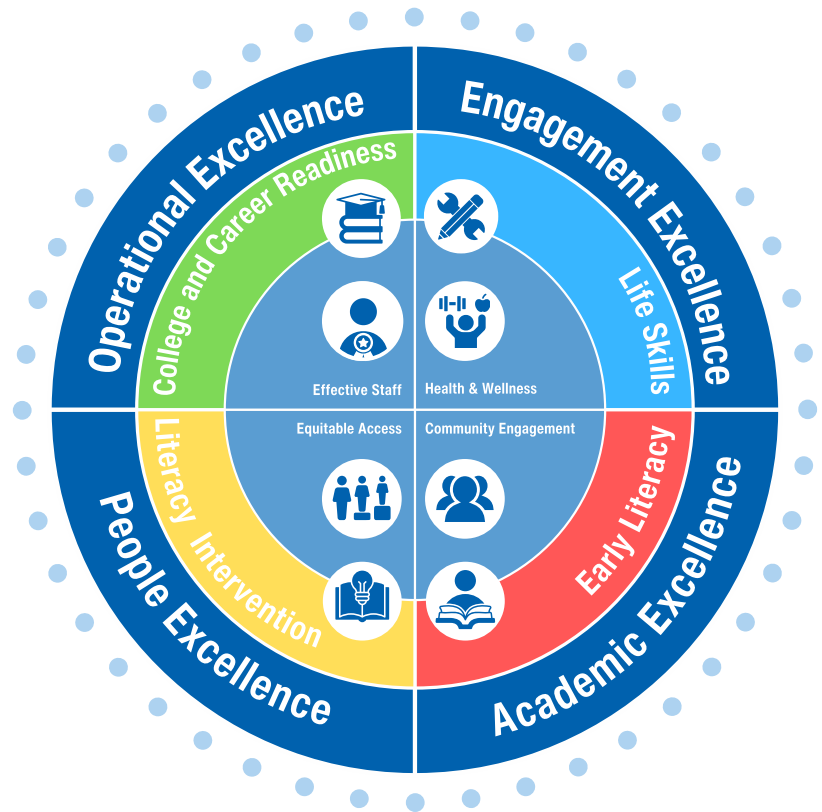
Fresno Unified School District is committed to attracting, developing, supporting, and retaining a highly effective and diverse workforce by building strong teams, cultivating talent, fostering meaningful partnerships, and strengthening workforce systems that empower employees and advance student outcomes through service, innovation, and operational excellence.

Operational Excellence

Fresno Unified School District is committed to achieving operational excellence through the efficient, reliable, and high-quality delivery of services, driven by continuous improvement, strong technology, and purposeful stewardship of our resources, systems, and people, to ensure safe, supportive environments with access to high-quality instructional tools and data-informed decision-making that enable every student and staff member to thrive and meet the evolving needs of our community.

Engagement Excellence

Fresno Unified School District is committed to building authentic partnerships with students, staff, families, and community by strengthening communication, amplifying voice, and expanding access to meaningful engagement opportunities that support student success.





OPERATIONAL EXCELLENCE

OPERATIONAL EXCELLENCE

PILLAR

We commit to operational excellence through efficient, reliable, and high-quality service delivery, driven by continuous improvement, strong technology, and responsible stewardship of resources, systems, and people to support safe environments, high-quality instruction, and data-informed decisions that help every student and staff member thrive.

Priority OE-P3	Enhance data systems to enable unbiased, data-driven decisions that improve operations and outcomes
OE-P3.2	Enhance access to actionable data through relevant reporting and user-friendly tools
Key Initiatives	By August 2026, launch the initial SOFG Power BI dashboard containing district goals, key metrics, and baseline progress-monitoring indicators to support districtwide accountability. Projected Launch Schedule: - First dashboard to be shared in 8/10/26; Principal feedback by 8/24/26 - Second dashboard to be shared 12/1/26; Principal feedback by 12/15/26 - Third dashboard to be shared 4/2/26; Principal feedback by 4/16/26
Performance Measure(s)	• Literacy and Literacy Intervention Dashboards • End-user Feedback • Hosted Drop-ins Sessions
Collaborating Departments	School Leadership



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Priority OE-P4	Strengthen safety systems and emergency preparedness
OE-P4.2	Develop and implement highquality safety drill processes to ensure compliance and continuous improvement
Key Initiatives	By June 2027, the district will achieve and maintain an average score of 3.0 or higher on monthly safety drill assessments, as measured by the Safety Drill Implementation Rubric, reflecting consistent, high-quality implementation of required safety protocols by all schools and principals.
Performance Measure(s)	• Monthly reports showing 100% of schools have completed mandated drills on time. • Monthly reports showing rubric scores for completed required drills. • Question on Climate and Culture Survey for students/staff/families: “I know what to do in an emergency on my campus?”
Colaborating Departments	AMA DPI





ENGAGEMENT EXCELLENCE

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Priority EE-P2	Foster inclusive school environments that promote student engagement, leadership development, positive campus culture, school pride, and successful transitions across grade levels
EE-P2.2	Cultivate inclusive campus cultures and implement intentional supports that help students navigate key transitions while building confidence, connection, and school pride
Key Initiatives	By June 2027, increase Link Crew Orientation participation by 10% and implement an ATLAS monitoring process to track ongoing student engagement and transition success.
Performance Measure(s)	• Attendance Rates • Number of student athletes enrolled AP, Dual Enrollments, Honors courses • Percentage of student athletes passing the AP Exam and with what scores • Atlas Monitoring Process Tracker
Collaborating Departments	AMA



ENGAGEMENT EXCELLENCE

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Priority EE-P3	Provide equitable access to high-quality athletics, arts education programs, and student enrichment opportunities that develop valuable life skills
EE-P3.3	Establish consistent policies, professional learning, staffing, facilities, transportation, accountability measures, and operational supports that sustain high-quality athletics and arts education programs
Key Initiatives	By June 30, 2027, develop and implement a districtwide athletics, arts education, and student enrichment program quality framework that establishes consistent policies, staffing standards, professional learning, facility expectations, transportation protocols, accountability measures, and operational supports for all schools.
Performance Measure(s)	• Completed a comprehensive audit of the district's current athletics program, evaluating policies, staffing standards, professional learning, facility use agreements, feeder program quality and alignment, community partnerships, funding, and operational practices to identify strengths, gaps, and opportunities for improvement. • Districtwide athletics, arts education and student enrichment quality framework developed, approved and published. • 100% of schools receive the framework, implementation guidance and any supporting professional learning. • A completed baseline implementation review to determine where every school falls as it related to the framework.
Collaborating Departments	School Leadership

