

WE ARE FUSD



CHIEF OF HUMAN RESOURCES 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

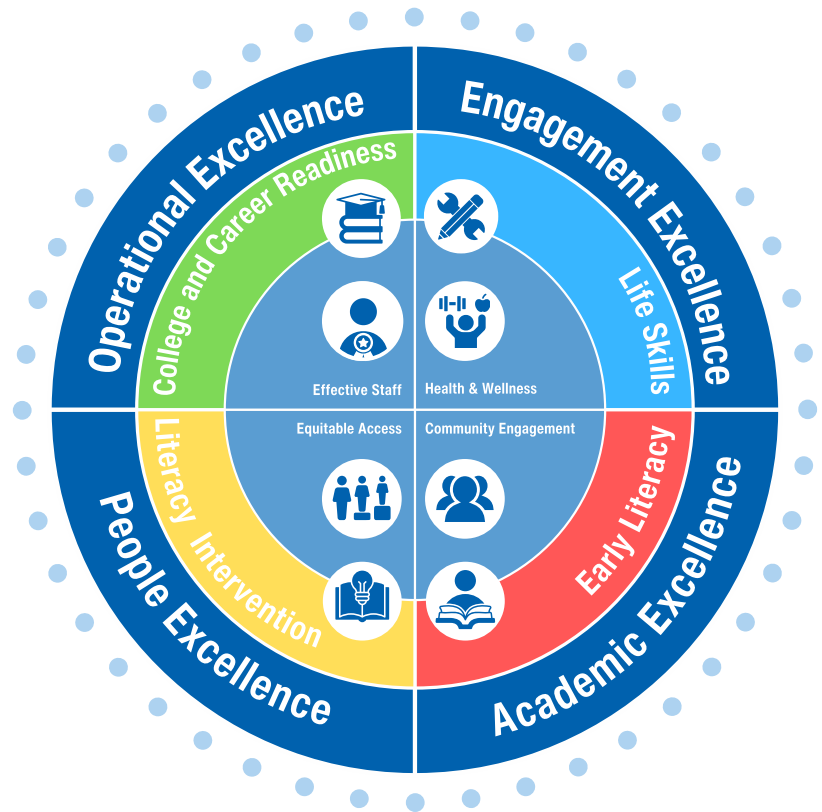
Fresno Unified School District is committed to attracting, developing, supporting, and retaining a highly effective and diverse workforce by building strong teams, cultivating talent, fostering meaningful partnerships, and strengthening workforce systems that empower employees and advance student outcomes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





EFFECTIVE STAFF

EFFECTIVE STAFF

GUARDRAIL

The superintendent will not allow the hiring, promotion, or lateral movement of staff who are performing “does not meet standard” as defined by California Professional Standards for Education Leaders (CPSEL), California Standards for the Teaching Profession (CSTPs), and classified standards.

Priority ES-P1	Learning model
ES-P1.1	Develop and implement a multi-tiered districtwide training curriculum, including foundational training (required, online/asynchronous), applied training (role-specific, scenario-based), and advanced training (coaching, calibration, and leadership development)
Key Initiatives	By June 30, 2027, design a mandatory one-week “Leadership Essentials” training program, including modules, exit criteria and surveys, with the intent of having 80% of new leaders achieve a minimum 85% satisfaction and knowledge-retention score prior to supervising and evaluating employees in the SY2728.
Performance Measure(s)	• 12-16 Modules • Identified Trainers • Established Exit Criteria • Exit Surveys • Departmental Commitments
Colaborating Departments	School Performance
Priority ES-P2	Claim, evidence, impact, and judgement (CEIJ) evaluation
ES-P2.2	Develop districtwide claim, evidence, impact, judgment (CEIJ) training curriculum and resources, including clarification of required and optional activities
Key Initiatives	By June 30, 2027, 60% of employee evaluations not meeting standards will contain CEIJ and written support plans.
Performance Measure(s)	Evaluations including CEIJ Written Support Plans
Colaborating Departments	School Performance

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Priority ES-P3	Calibrate evaluations
ES-P3.4	Host monthly evaluation calibration sessions, led by the Human Resources department, to align expectations and calibration site leaders, department leaders, classified staff, certificated staff and union representatives
Key Initiatives	By June 30, 2027 define and establish calibration criteria and conduct monthly calibration sessions on evaluations with 60% of leaders, to help align expectations in the decision making process.
Performance Measure(s)	• Established Criteria • Schedule of Monthly Calibration Sessions • Attendance of Identified Leaders
Colaborating Departments	School Performance

Priority ES-P4	Systemwide process for reflection and growth
ES-P4.2	Pilot the systemwide self-assessment and goal-setting process aligned to evaluation standards
Key Initiatives	By June 30, 2027 establish a districtwide definition of employee engagement and pilot the systemwide self-assessment and goal setting process aligned to the evaluation standards.
Performance Measure(s)	• Common definition of "employee engagement" • Percentage of employees who complete self-assessment in iAchieve
Colaborating Departments	School Performance



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-P3.1	Standardize requests, reports, and resources to ensure data quality
Key Initiatives	By June 30, 2027, resolve 80% of formal employee disciplinary investigations within 120 days of the initial report while maintaining the integrity of the investigation process, providing bi-weekly status updates to both the complainant and respondent, and proactively elevating investigations to the Deputy Superintendent as soon as it becomes apparent that timely resolution may be at risk.
Performance Measure(s)	• Guardian Report • Compilation of Bi-weekly Status Updates
Collaborating Departments	Deputy's Office

Priority OE-P3	Enhance data systems to enable unbiased, data-driven decisions that improve operations and outcomes
OE-P3.5	Modernize data platforms to improve the quality and accessibility of data required for instruction, strategic efforts, and operational improvements
Key Initiatives	By June 30, 2027, establish standardized, documented business processes for consistent, compliant, and effective service delivery across the District.
Performance Measure(s)	Complete at least two standardized business processes in three foundational competencies (Compliance, Operations, and Hiring) while resolving post-CloudSuite conversion issues.
Collaborating Departments	Information Technology Fiscal