

THE THEMES BELOW REFLECT TEACHER VOICES AND HIGHLIGHT THE PRIORITIES SHARED TO HELP SHAPE OUR PATH FORWARD.

What's Worked Well

- Strong collaboration among teachers and teams, particularly around literacy and instructional alignment.
- Supportive site leadership in many schools, helping improve school climate, discipline processes, and staff morale.
- Focused attention on literacy and reading growth, including phonics instruction, coaching support, and early learning programs.
- Professional learning and teacher development opportunities, including National Board support and collaboration time such as early-release planning days.
- Family engagement and communication tools, such as ParentSquare and school events, helping strengthen connections with families.
- Improved facilities and enrichment opportunities at some sites, including new playgrounds, libraries, and student programs.

How We Can Better Utilize Existing Resources

- Prioritize classroom support, including allocating more resources to paraprofessionals, classroom aides, and bilingual staff.
- Leverage internal expertise, such as instructional leaders, librarians, and experienced teachers, to lead professional development.
- Focus professional learning on practical classroom needs, including literacy instruction, special education supports, and assessment alignment.
- Increase site-level flexibility, empowering schools to make spending decisions that best support their students and staff.
- Strengthen coordinated academic planning, ensuring district initiatives align with classroom realities and student needs.

What Needs to Improve

- Student behavior and discipline systems, with teachers seeking stronger support and clearer processes to maintain productive learning environments.
- Teacher workload and classroom support, including the need for additional paraprofessionals and more manageable class sizes.
- Facilities and safety concerns, including bathrooms, parking areas, classroom space, and safer walkways for students and staff.
- Communication and transparency in decision-making, particularly around district initiatives, expectations, and leadership actions.
- Instructional resources and curriculum, with calls for updated materials and stronger literacy supports for struggling readers.
- Planning time and professional learning, especially to align curriculum, assessments, and specialized programs such as IB.
- Equitable consideration of all schools, with some feedback noting that K-8 schools can feel overlooked in district planning, communication, and resource allocation.

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Priority Actions Updates

Completed

- Facilities Assessment Review
- Cell Phone Policy Development

Continued

- ***NEW UPDATE* AI Literacy:** Fresno Unified continues to build thoughtful, classroom-focused support around AI. In March, teachers provided input on AI direction through a district-wide survey. In May, an AI task force was created to guide AI policy and adoption. Copilot was announced as the district's general purpose AI tool in May, followed by training webinars beginning in June. An AI session for principals is scheduled on June 23.
- ***NEW UPDATE* Supervision & Evaluation / Two-Way Feedback:** HR is partnering with a selected vendor to pilot an "upward feedback" model with a small leadership team. Lessons learned in the summer will help inform future efforts aligned with Effective Staff guardrail.
- **Teacher-Led / Directed Professional Planning:** Across the instructional division, department leaders have built systems that ensure teachers contribute meaningful voice and feedback to the design of professional learning. Teachers are actively involved in shaping the work, in some instances, they are the ones delivering or facilitating the sessions themselves.

NEW PRIORITIES

- **Campus Safety:** Strengthen systems that support student behavior, campus supervision, and safe, functional learning spaces across all sites.
- **Deepen the Districtwide Focus on Literacy:** Continue strengthening literacy instruction by aligning curriculum, assessments, and professional learning to ensure students build strong foundational reading and writing skills.

OUR MISSION

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

WE ARE **FUSD**

