



Thursday, August 27, 2026

2026-2027 Department Plan Template

Department Name

College and Careers

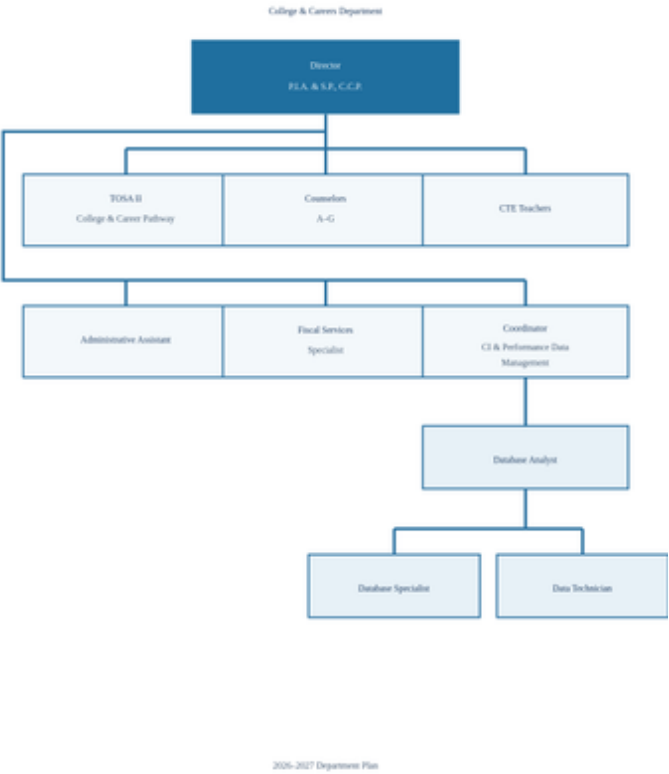
Planning Period

2026-2027

Department Head

Kristina Turley-Payne

Department Organizational Chart



Prior Year Reflections

Accomplishments in 2026-2027 include:

[{"Accomplishment": "Work based learning - 82% of students in all academies completed the required number of wbl hours for thier grade level"}, {"Accomplishment": "In 25/26 PUSD offered 136 dual enrollment courses, 1,291 unique students take one or more dual enrollment course, and maintained an 87% passage rate"}, {"Accomplishment": "5 of 8 Academies are Silver Certified and 2 are up for Gold Certification"}]

Next Steps/Continued Actions for 2026-2027:

- WBL targets
- Dual Enrollment Offerings
- Linked Learning Certifica

2026-2027 Department Goals & Priorities

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

Goal 1

Strengthen Linked Learning Pathways and Certification

Strengthen the quality and sustainability of PUSD’s Linked Learning pathways by supporting pathway certification, rigorous interdisciplinary instruction, student supports, and high-quality work-based learning. Linked Learning Academies will be at least Silver Certified by the end of 2027.

LCAP Alignment

Goal 1: Academic Achievement

Stratic Pillar Alignment:

Pillar 1: Learner Focused Instruction

Data Source(s)

Linked Learning Certification Portal

Data Driven Decision

Baseline Data for Goal #1	Expected Outcome	Timeline
5 of 8 academies are Silver Certified	2 Academies become Gold Certified	June 2027
4 of 8 academies have at least 2 integrated projects per semester per grade level	8 of 8 will have at least 2 integrated projects per year per grade level	June 2027

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

Certification benchmarks completed
Number and percentage of pathways earning or maintaining Silver Certification
CAMAD Gold Certification progress
Increased interdisciplinary project implementation
Increased work-based learning participation
Improved pathway completion and student outcome data

Strategies and Actions

Strategy/Action	Responsible Person	Timeline	Resources Needed
Conduct pathway-level reviews of Linked Learning certification criteria.	Pathway Coach	June 2027	Linked Learning training
Provide technical assistance and coaching to pathway teams.	Pathway Coach/ CIPD coaching team	monthly	Coaching/PD staff
Support pathway teachers in developing rigorous interdisciplinary projects.	Pathway Coach	4 sessions during the 26/27 school year	Coach/PD staff, Linked Learning guidance
Expand the quality of work-based learning experiences, including guest speakers, workplace tours, job shadows, mentorships, and internships.	Lead Teachers, Pathway Industry Connectors (PIC)	On going	PICs
Support CAMAD in completing the requirements for Gold Certification.	Pathway Coach, C&C Director, PHS Principal, Lead Teachers	by February 2027	Supplemental hours for lead teachers

Department Goal #2

Goal 2

Improve College and Career Advising Through Continuous Improvement

Improve the consistency and quality of college and career advising by providing targeted counselor training and establishing common expectations for student planning across secondary schools.

LCAP Alignment

Goal 1: Academic Achievement

Goal 2: Well Trained and Respected Employees

Stratic Pillar Alignment:

Pillar 1: Learner Focused Instruction

Pillar 2: Outstanding and Respected Employees

Data Source(s)

CA Dashboard/ Data Quest

ROSE Dashboard/ Aeries Data

Survey Data

FAFSA/CADAA completion, college apps and enrollment

Data Driven Decision

Baseline Data for Goal #2	Expected Outcome	Timeline
District College/Career Indicator: 56.3%	CCI increase of 5-7%	by June 2027
District A–G completion: 54.7%	A-G completion increase of 5-7%	by June 2027
Dual enrollment course pass rate: 82%	Passage rate of 85% or higher	by June 2027

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

Counselor participation and feedback
Increased use of common advising tools
Improved student awareness of college and career options
Increased dual enrollment participation and successful completion
Improvement in CCI, A–G, CTE, and financial-aid completion measures
Reduced disparities among schools and student groups

Strategies and Actions

Strategy/Action	Responsible Person	Timeline	Resources Needed
Provide ongoing counselor training	Director & Lead Counselor	On going	Space and support from admin for trainings
Develop or refine common advising resources and annual planning expectations.	Counseling Teams	On going	N/A
Use student-level data to identify students who are not yet on track for college and career readiness.	All counselors	On going	ROSE Dashboard
Facilitate counselor collaboration and sharing of effective practices.	Director & Lead Counselor	On going	Space and support from admin for trainings

Department Goal #3

Goal 3

Use Data to Support Individualized Student Planning and Outcomes

Develop a consistent, data-driven process that enables schools, counselors, and students to establish and monitor college and career readiness goals.

LCAP Alignment

Goal 1: Academic Achievement

Stratic Pillar Alignment:

Pillar 1: Learner Focused Instruction

Data Source(s)

CA Dashboard/ Data Quest

ROSE Dashboard/ Aeries Data

Survey Data

dual enrollment participation, wbl completion

Data Driven Decision

Baseline Data for Goal #3	Expected Outcome	Timeline
Counselors and administrators will use dashboard data during regular monitoring meetings	Data will be used at at least 1/2 of the site based counselor meetings	On going
Each secondary school will establish measurable college and career readiness goals based on its data.	All high schools will have and report on progress of their goals	On going
Improve dashboard to meet the needs of middle school teams	Feedback and additionas will be made to the ROSE dashboard	On going

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

All secondary schools establish and monitor measurable goals.
 Increased dashboard usage by counselors and administrators
 Student planning tools implemented
 Quarterly data-review documentation completed
 Demonstrated progress on site-selected readiness indicators

Strategies and Actions

Strategy/Action	Responsible Person	Timeline	Resources Needed
Refine the College and Careers dashboard to make information actionable for middle and high schools.	Counselors & Accountability Coordinator	As needed	ROSE Dashboard

Strategy/Action	Responsible Person	Timeline	Resources Needed
Support each secondary school in establishing annual college and career outcome goals.	Director/ Lead Counselor	On going	Student data from varoius sources

Department Goal #4

Goal 4

Expand Industry, Postsecondary, and Community Engagement

Build sustainable industry, postsecondary, and community partnerships that strengthen advisory boards and expand equitable access to internships and other high-quality work-based learning experiences.

LCAP Alignment

Goal 1: Academic Achievement

Goal 5: Family Engagement

Stratic Pillar Alignment:

Pillar 1: Learner Focused Instruction

Pillar 5: Family & Community Partnership

Data Source(s)

Survey Data

Data Driven Decision

Baseline Data for Goal #4	Expected Outcome	Timeline
5 of 8 Academies have active advisory boards	By the end of 2027 SY at least 1 more advisory board will be established	June 2027
3 of 5 advisory boards have post secondary partners on them	5 of 5 advisory boards will have post secondary partners on them	June 2027
Increase participation of Muir students	Increase from 7% to at least 25%	June 2027

How will you know if you met your goal (success

Active advisory structures serving all pathways

indicators)?

- Increased partner participation
- Increased internship placements and completion
- More equitable participation across schools and student groups
- Positive student and employer feedback
- Documented examples of partner input influencing pathway programming

Strategies and Actions

Strategy/Action	Responsible Person	Timeline	Resources Needed
Establish common expectations, calendars, agendas, and documentation for advisory boards.	Lead teachers, PICs	On going	PICs
Strengthen partnerships with PCC, local employers, public agencies, nonprofits, labor organizations, and apprenticeship programs.	Director, PICs	On going	PICs
Expand pre-apprenticeship and career-connected learning opportunities.	Director	At least 1 by 27/28	Regional Collaboartaion
Track participation and outcomes by school, pathway, and student group.	Career Financial Aid Advisors	On going	CFAAs