Travis Unified School District

Superintendent Benson Performance Goals, 2026-27

Guiding Principle:

Our work is to build a district where students thrive, and where our work earns the confidence, trust, and support of the communities we serve.

Performance Goal 1

Ensure district instructional, behavioral, and student support systems are aligned and effective in promoting student learning, positive behavior, and school safety.

Objectives

- Maintain and strengthen school safety through facility improvements, emergency preparedness, and proactive student support strategies.
- Improve student academic outcomes as measured by standardized assessments, including CAASPP, MAPS, and ELPAC.
- Implement and monitor districtwide instructional initiatives, including K-8 mathematics adoption, literacy improvement efforts, and intervention systems.
- Strengthen district behavioral systems through implementation of a comprehensive student behavior and correction framework and consistent behavior expectations across schools, showing improvement in student discipline data across all grade spans.
- Increase alignment and consistency of instructional, behavioral, and student support practices across all schools through training, communication, and monitoring systems.
- Expand student access to academic and enrichment opportunities through implementation of ELOP programs at all elementary and middle schools.
- Develop district-operated special education programs (ESN) to better serve elementary and middle school students within Travis Unified for implementation in fall 2027.
- Refine the Travis Education Center program model to better meet the academic, behavioral, and social-emotional needs of secondary students.

Performance Goal 2

Develop leadership and staff capacity to ensure effective implementation of district priorities and high-quality services for students.

Objectives

- Strengthen leadership effectiveness through administrator development, coaching, evaluation, and collaborative learning opportunities.
- Implement targeted professional learning initiatives that improve staff ability and confidence to meet students' academic and behavioral needs.
- Develop and implement a Teacher Residency Grant program to strengthen educator recruitment, preparation, and retention to begin hosting residents in fall 2027.
- Support successful onboarding and integration of the Assistant Superintendent of Human Resources.
- Evaluate executive leadership needs and successfully recruit, onboard, and integrate new Educational Services leadership to support district priorities.
- Improve Human Resources systems, policies, and practices to increase organizational effectiveness, consistency, compliance, and customer service.

Performance Goal 3

Leverage strategic partnerships, stakeholder engagement, communication, and advocacy efforts to strengthen community trust, expand opportunities, and advance district priorities.

Objectives

- Maintain and strengthen the partnership between Travis Unified School District and Travis Air Force Base to support military-connected students, families, and shared priorities.
- Strengthen communication and engagement with families, staff, and community members to increase volunteerism.
- Leverage partnerships with educational, governmental, business, and community organizations to expand opportunities and resources for students.
- Advocate for Travis Unified students and families through active participation in educational, military-connected, and legislative organizations.

Performance Goal 4

Ensure effective resource management through responsible fiscal oversight, strategic facilities planning, and implementation of long-term district priorities.

Objectives

- Provide effective fiscal oversight and resource allocation to support district priorities and maintain long-term financial stability.
- Oversee implementation of Measure R projects to ensure fiscal accountability, timely execution, and alignment with district priorities.
- Advance planning, grant development, and design for the new Travis Elementary School project.
- Advance planning and implementation of the Center Elementary Office and Library Modernization Project.
- Update the District Facilities Master Plan to align future capital investments with safety needs and educational priorities.