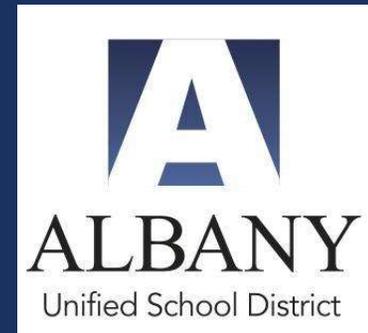

Superintendent's Report to Board of Education

February 11, 2025

Empowering Potential, Building Community, Inspiring Excellence



90-Day Work Plan Check-in

Strategic Engagement and Planning Timeline

Today is Day 52

December–March
Constituent engagement through meetings, school visits, and feedback sessions



December–April

Strategic planning, trust-building, and partnership development



January–April

Data analysis, progress monitoring, and drafting actionable priorities



March–April

Vision presentation and implementation of progress tracking



School Year Budgeting and Planning Timeline



This timeline outlines key budgeting and planning steps, including enrollment projections, funding updates, staffing adjustments, and March 15th layoff notices if needed. It ensures strategic resource allocation and financial stability.

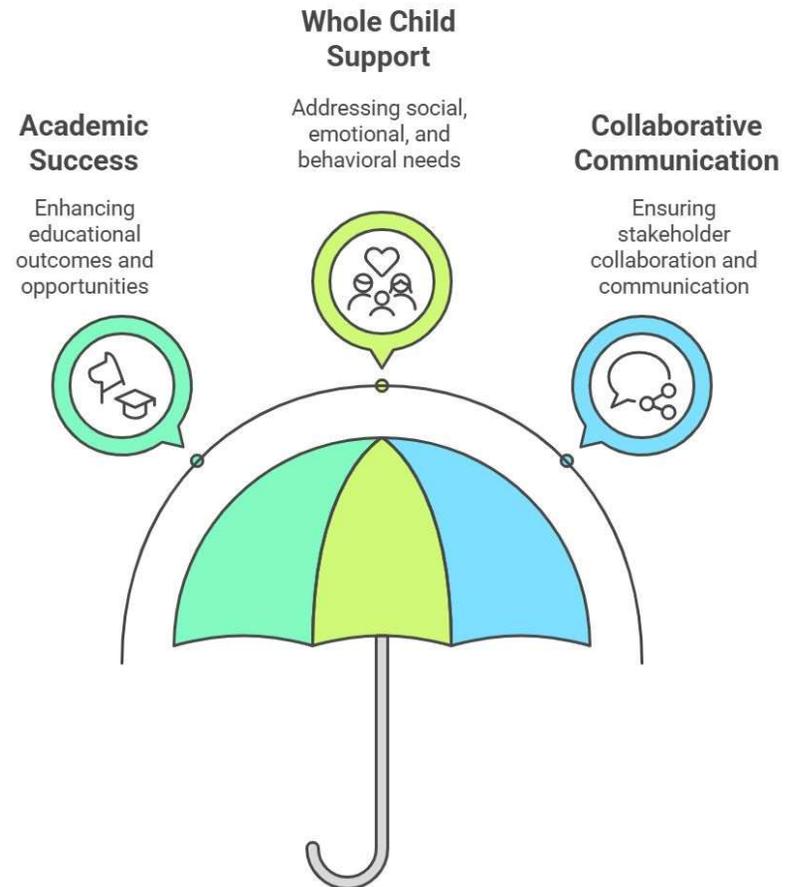
Strategic Objectives for Educational Improvement

Strategic Plan Objectives

Objective #1: Assess and Increase Academic Success

Objective #2: Support the Whole Child

Objective #3: Communicate and Lead Together



Current Strategic Plan Goals

Goal: We will provide a comprehensive educational experience with expanded opportunities for engagement, assessment, and academic growth so that all students will achieve their fullest potential.

Goal: We will foster the social and emotional growth of all students, implement an array of strategies to increase student engagement, identify individual socio-emotional and behavioral needs, and apply collaborative appropriate interventions.

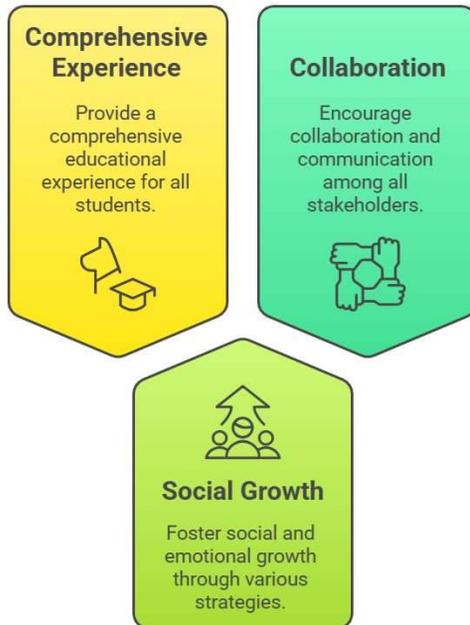
Goal: All stakeholders will collaborate and communicate about decisions that guide the sites and district.

Educational Goals

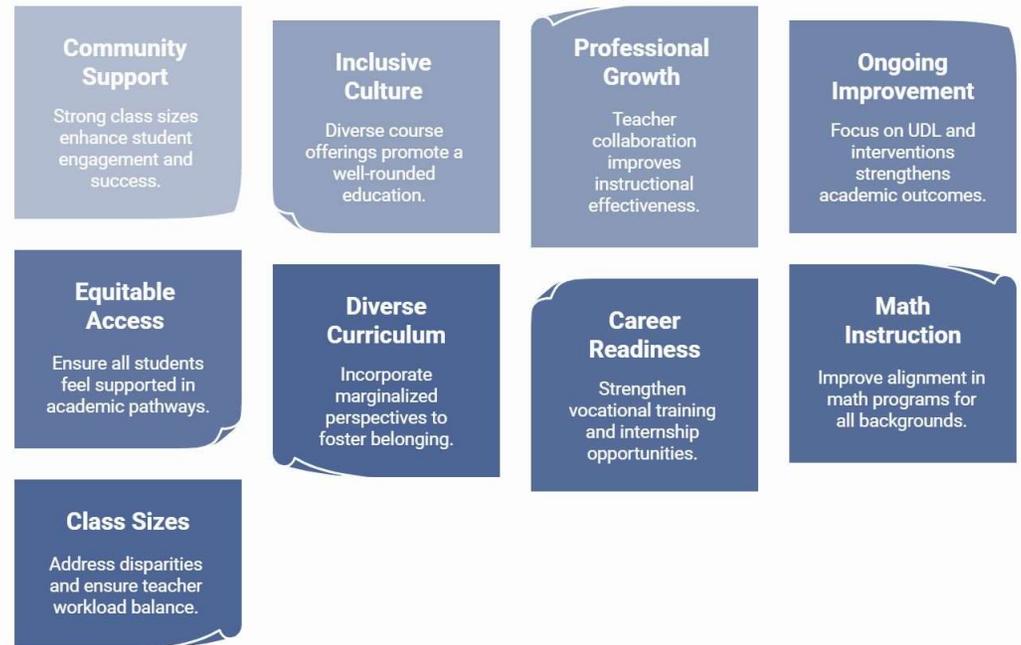


Objective #1: Assess and Increase Academic Success

Educational Goals



Calls for Improvements



Objective #2: Support the Whole Child



Calls for Improvements

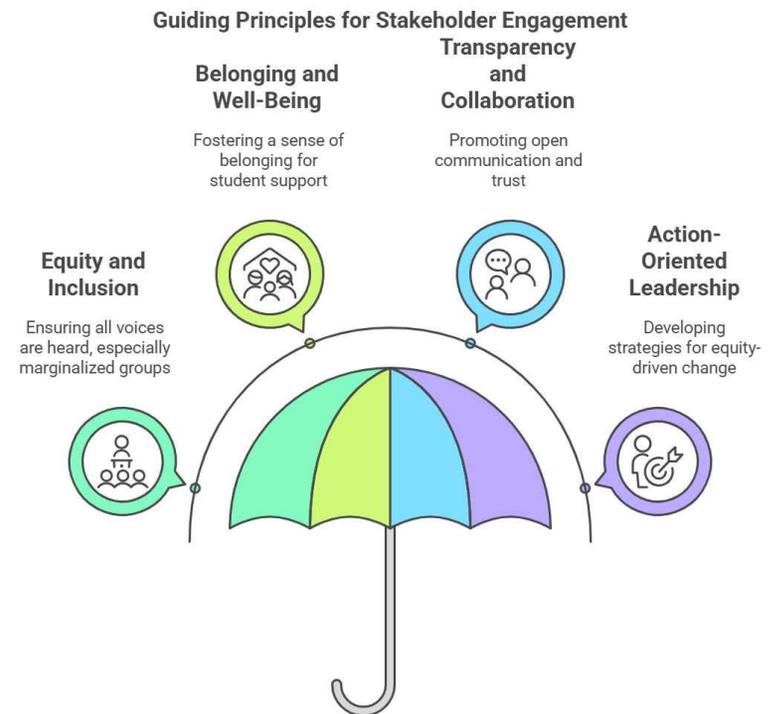


Objective #3: Communicate and Lead Together



Key Emerging Focus Areas

- **Equity and Inclusion**: Engaging students, staff, parents, and community groups ensures all voices are heard, especially those historically marginalized
- **Belonging and Well-Being**: Prioritizing initiatives that foster a strong sense of belonging reflects the belief that students thrive when they feel valued and supported
- **Transparency and Collaboration**: Surveying the community and sharing key themes with the Board, staff, and families promotes open communication and trust
- **Action-Oriented Leadership**: Developing clear systems, priorities and strategies ensures insights lead to meaningful, equity-driven change



ALBANY UNIFIED SCHOOL DISTRICT

2025-26 Organizational Chart

Board of Education
 President: Becky Hopwood
 Vice President: Josh Mahoney
 Trustees: Veronica Davidson, Sadia Khan, Dayna Inkeles
 Student Trustees: Ayush Deodhar, MacKenzie Shepherd

Principals
 Darren McNally, Albany High School/MacGregor
 Eric Mapes, Albany Middle
 Catherine Floresca, Cornell Elementary
 Melisa Pfohl, Marin Elementary
 Ana Delgado, Ocean View Elementary

Sara Stone
 Superintendent

Kim Trutane, PhD
 Communications Specialist

Julie Sen
 Executive Assistant

Open Chief
Business Officer

Marina Gonzalez
 Chief Human Resources Officer

Deb Brill
 Executive Director Student Services

Executive Director
 Teaching and Learning

Brian Biggs, EdD
 Executive Director Special Education

- Minh To
Budget Analyst
- Nidia Carrera
Payroll Technician
- Doris Betz
Business Services Tech II
- Meg Lee-Lim
Business Services Tech II
- Curtis Change
Transportation Coordinator
- Scot Jaffe
Director of Maintenance and Operations
- Aliyya Wilkes
Maintenance and Facilities Coordinator
- Sabina Feinberg
Executive Chef / Food Service Director
- Drew Nelson
Aquatics Director

- Lara Ronfeldt
HR Analyst I
- Vacancy
HR Tech

- Amanda Cohen
Credit Recovery Home Hospital
- Julie Chan
District Nurse
- Nick Amerkhanian
Enrollment Coordinator

- State and Federal and Special Projects, Administrator on Special Assignment (ELOP)
- Data and Assessment Teacher of Special Assignment (TSA)
- Linda Williams
Database Coordinator /SIS
- Josh Reed
ACC Director Preschool and School Age Program

- Eric Paulovich
Director of Technology Services
- Anh Pham
Network Technician II
- Thomasi Kibuyaga
Computer Support Specialist

- Sook Hyuen Lee
SPED Services Tech II
- Open
Program Coordinator
- Joanna Harris,
Faye Kwan
Program Specialist
- Jessica Cortes
Assistive Technology Specialist
- Julie Dawson
Behavior Analyst

Next Steps

Engage the Community: Continue meeting with students, staff, parents, and community members to ensure all voices are included, particularly those historically marginalized

Assess Belonging & Well-Being: Identify and prioritize initiatives that foster a strong sense of belonging and support for all students

Enhance Transparency: Conduct a community survey and share key themes with the Board, staff, and families to maintain open communication and trust

Develop Actionable Strategies: Use gathered insights to create clear priorities, systems, and strategies that drive meaningful, equity-focused change