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# Superintendent's 90-Day Plan Report

April 8, 2025

Sara Stone, Superintendent

*Empowering Potential, Building Community, Inspiring Excellence*

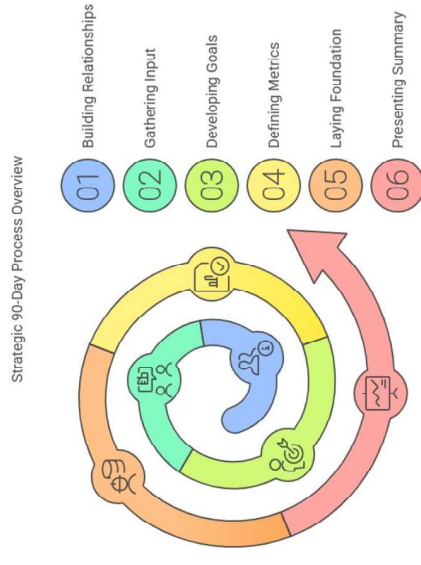


# Executive Summary

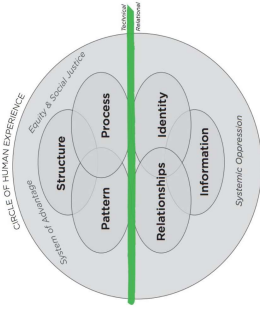
Between December 2, 2024 and April 4, 2025, the Superintendent led a strategic 90-day process focused on:

- Building relationships through transparent and inclusive engagement
- Gathering stakeholder input and analyzing data to identify systemic needs
- Developing district goals aligned with those needs and the district's mission
- Defining clear metrics to measure progress toward each goal
- Laying the foundation for a progress monitoring system to ensure accountability and continuous improvement

Tonight, you will hear a summary of the information gathered during this period, along with recommendations for refining our district goals, priorities, and systems.



# Key Goals and Deliverables from the 90 Days



 **Relationship-Building:** Engage students, staff, families, and community to build trust and collaboration

- Input from meetings, surveys, and listening sessions
- School visits to assess culture, programs, and facilities
- Stronger advisory groups and partnerships



**Data-Driven Analysis:** Use data to guide decisions and identify areas for improvement

- Review academic, budget, and equity data
- Set clear metrics and systems to monitor progress

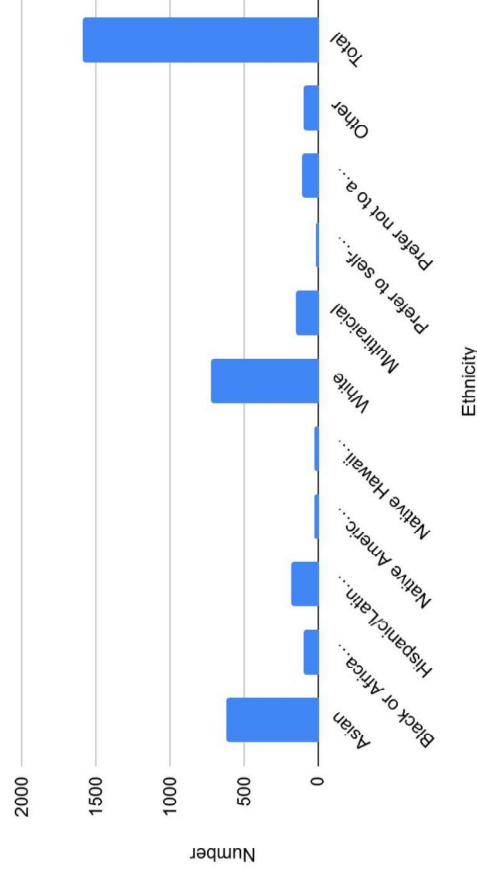


**Strategic Alignment:** Focus priorities to align with district mission and long-term goals

- Clear goals, actions, and outcomes
- Regular progress monitoring and public accountability

# Engagements

Number vs. Ethnicity



## Method:

Input from over 1600 individual/group conversations and surveys

Inclusive of teachers, classified staff, administrators, families, and students (grades 6–12)

Key questions:

- What's working well in AUSD?
- What needs improvement?
- What advice do you have for me as the Superintendent?

# Summary: What is Working Well

## Caring & Collaborative Community

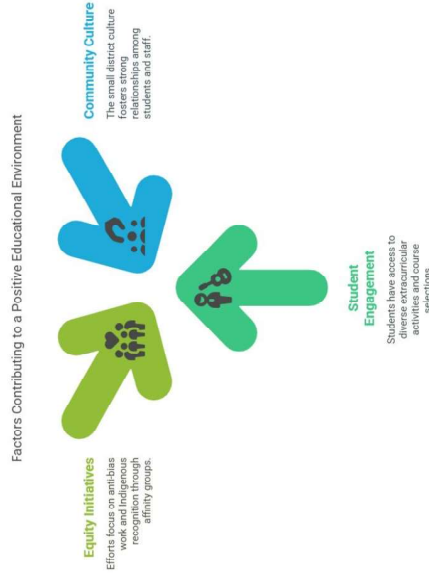
- Small district culture fosters strong relationships
- Teachers/staff widely described as dedicated and supportive

## Student Engagement & Opportunities

- Strong music, arts, sports, and club access
- Students value freedom in course selection and leadership opportunities

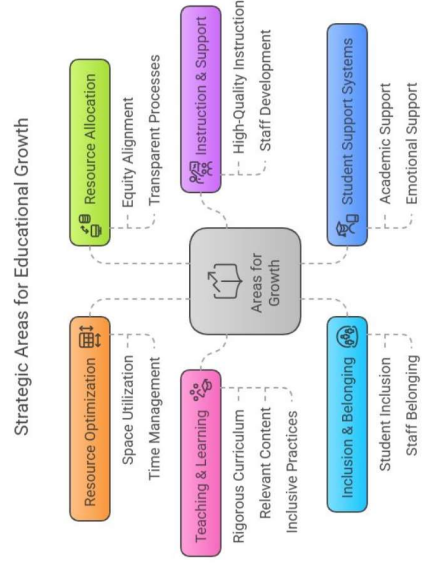
## Equity & Identity Work

- Affinity groups and student-led efforts praised
- Growing focus on anti-bias work and Indigenous recognition



# Summary: Areas for Growth

- Strengthen Rigorous, Relevant, and Inclusive Teaching & Learning
- Advance High-Quality Instruction & Staff Support
- Foster Inclusion & Belonging for All Students and Staff
- Enhance Comprehensive Student Support Systems
- Optimize the Effective Use of Space, Time, and Resources
- Ensure Transparent, Equity-Aligned Resource Allocation
- Strengthen Communication, Collaboration, and Community Engagement



# Draft Goals and Priorities

## 1. Strengthen Teaching, Learning & Leadership

- Align curriculum with early literacy focus (Fall 2025)
- Expand AP/enrichment via scheduling & outreach (2025–26)
- Launch targeted PD plan (Fall 2025)
- Improve communication and shared decision-making

## 2. Advance Inclusion & Belonging

- Use student-focused decision-making
- Diversify workforce
- Continue anti-bias focus

## 3. Improve Student Supports

- Monitor MTSS with Tier 1 & SEL focus
- Strengthen supports for IEP, 504, & multilingual learners
- Standardize intervention tools & training
- Co-design inclusive spaces with students

## 4. Align Resources

- Budget for equity and outcomes
- Streamline systems
- Use data to guide spending and planning

## 5. Optimize Facilities

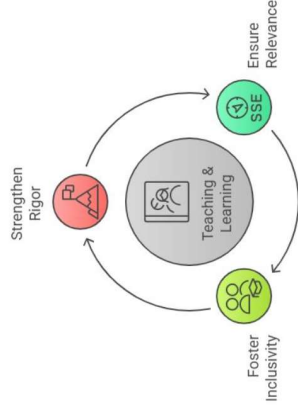
- Monitor site safety and cleanliness
- Develop TK–12 tech vision
- Clarify shared space expectations

## 6. Engage Families & Community

- Gather regular input on goals
- Share clear progress updates
- Elevate marginalized voices in planning

# Strengthen Rigorous, Relevant, and Inclusive Teaching & Learning

Enhancing Educational Practices



## Growth Focus:

*Advance equitable, high-quality, and culturally affirming instruction that engages all students and drives achievement.*

### Targets:

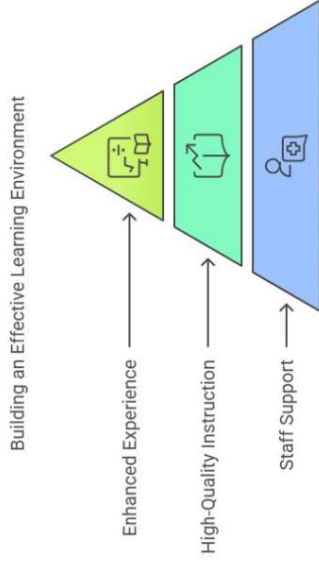
- Strengthen MTSS implementation to boost engagement and outcomes
- Build a districtwide data and assessment system

### Sample Metrics:

- Raise TK–3 reading benchmark rates by 20% with Science of Reading-aligned practices (LCAP 1.1)
- Improve pass rates by 15% for underserved secondary students through standards-based grading (LCAP 1.3)
- Increase UDL/CRP use across classrooms via site leader observations
- Share academic progress with the community 3 times/year



# Advance High-Quality Instruction & Staff Support



## **Growth Focus:**

*Foster professional excellence by building a diverse, supported, and high-performing workforce.*

## **Target:**

Develop and implement systems for hiring, onboarding, retaining, and offboarding staff across all roles.

## **Sample Metrics:**

- +10% teacher retention in 3 years, with focus on diversity (LCAP 1.1)
- Launch PD scope & sequence prioritizing collaborative planning
- Maintain fill rates: 95% substitutes, 90% paras, 95% custodians
- Improve staff satisfaction and diversity survey results

## Foster Inclusion & Belonging for All

### **Growth Focus:**

***Build inclusive school communities where all students and staff feel valued and connected.***

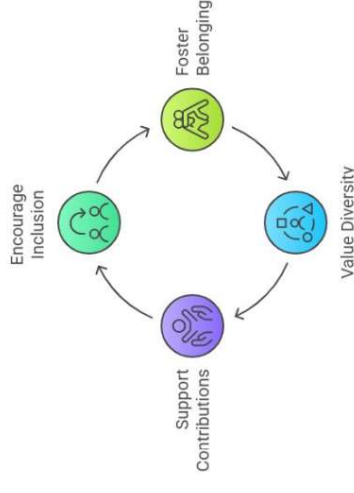
### **Target:**

Elevate student voice, expand anti-bias training, strengthen restorative practices, and improve communication and engagement systems.

### **Sample Metrics:**

- +30% improvement in inclusivity and belonging (survey data – LCAP 2.1)
- +25% stakeholder satisfaction with communication (LCAP 3.1)
- +20% increase in family and community participation (LCAP 3.2)
- More student voice reflected in site-level initiatives
- 100% of principals trained in LCAP-aligned, data-driven planning
- Updated district/school websites and transparent communication systems
- Standardized, districtwide process for vetting guest speakers and partners

Cycle of Inclusion and Belonging



# Enhance Comprehensive Student Support Systems

## Growth Focus:

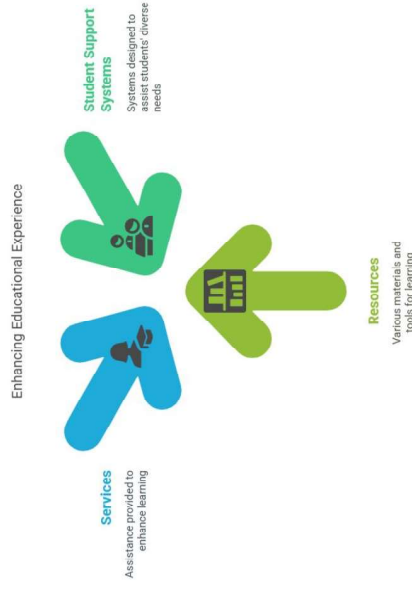
*Expand academic, behavioral, and mental health supports so every student is known and supported.*

## Target:

Strengthen MTSS by improving Tier 1 practices and SEL across schools.

## Sample Metrics:

- +20% improvement in SEL outcomes (fewer referrals, better teacher feedback)
- –25% behavioral incidents via SEL and mental health supports (LCAP 2.1)
- +20% timely Special Ed assessments (LCAP 1.4)

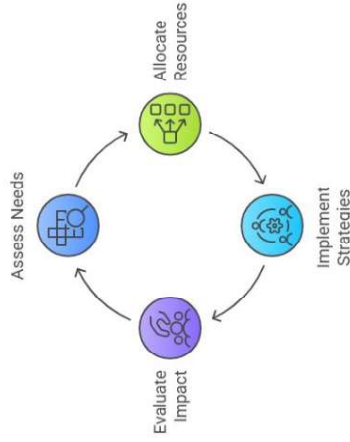


# Equitable Resource Planning for Sustainable Impact

## Growth Focus:

*Advance transparent, equitable resource planning that supports student success and reflects community priorities.*

Equitable Resource Planning Cycle



## Targets:

- Engage school sites and communities in student-centered budget planning
- Develop a long-term facilities and tech plan aligned with staff and student needs

## Sample Metrics:

- 100% of SPSAs and site budgets aligned with LCAP, student data, and enrollment
- Inclusive budget process with full SSC, ELAC, DELAC, and staff participation
- All budgets publicly posted for transparency
- Completed 5-year Facilities Master Plan and 3-year TK–12 Tech Plan (WiFi & device refresh)
- Established shared-space protocols for ELOP and School-Age programs

## Thank You



Thank you to students, staff, families, and community members for your input and engagement. Your voices have shaped the next steps in my work as your superintendent.

I remain committed to transparency, inclusion, and collaboration as we develop a shared set of values to guide long-term strategic planning that reflect the needs and aspirations of the entire AUSD community.