



Pacific Grove Unified School District

Superintendent's Goals & Objectives

I.

Context: **Strategy One: Develop and implement a comprehensive and standards-based educational program with respect to curriculum, instruction, course offerings, class size, support programs and facilities**

Board Goal: Student Learning and Achievement; Services and Budget Alignment

Goal #1: The Superintendent will lead the District through the use of Professional Learning Communities and Renewed Student Assessment protocols to align instructional programs/practices with the New California Common Core Standards.

Activities:

- Lead and support the process to Implement the District Strategic Plan
- Collaborate with the Director of Curriculum and site administrators to establish and implement District wide formative assessments supported by the use of Professional Learning Communities
- Meet regularly with District Staff to review and discuss strategies to implement the goals of the Strategic Plan, Board Goals, and Site Actions Plans
- Coordinate efforts with the Assistant Superintendent of Business Services to align the annual District budget with instructional and curricular needs to implement the new State standards
- Attend conferences and workshops to stay informed of relevant educational, legislative, and fiscal advances and challenges
- Maintain membership and networks in professional organizations
- Serve on and participate in various local and state committees



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II.

Context: **Strategy One: Develop and implement a comprehensive and standards-based educational program with respect to curriculum, instruction, course offerings, class size, support programs and facilities**

Board Goal: Student Learning and Achievement

Goal #2: To utilize continuous improvement strategies and professional learning communities at all levels of the district to foster high academic achievement as the district's highest priority.

Activities:

- Continue to evaluate existing programs and instructional strategies for effectiveness and potential revision
- Provide opportunities for District/site administrators and teachers to be conversant in the language of the new State Common Core standards and to be accountable to one another for implementation and assessment
- Present multiple opportunities for teachers to utilize assessment results and data to inform and to improve instructional practices for increased student achievement and learning for all students – Illuminate
- Present to the Board, staff and community an assessment of student achievement, data and results based on Federal, State and local district measures
- Support the Director of Curriculum to establish and operate a curriculum committee (Knights) to further the alignment, implementation and utilization of common performance assessments and standards
- Review student achievement data with Principals and direct them to set, support and monitor improvement goals as part of the administrative evaluation process
- Continue to align Single School Plans with the District Strategic Plan



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III.

Context: Strategy Two: Staff Recruitment, Retention and Professional Development
Strategy Three: Communications

Board Goal: Credibility, Confidence and Communication: We will develop strategies to promote a high level of communication, collaboration and interaction with the Pacific Grove Unified School District community

Goal #3a: To promote a positive and supportive view of PG Schools within our district, our local community, and region, which maintains trust, confidence and credibility.

Goal #3b: To provide high quality, relevant and aligned professional development activities for district staff.

Activities:

- Respond promptly to issues and requests raised by the Board, staff and community
- Utilize formal and informal communication methods to keep Board members, District staff, parents and community members informed and up-to-date on District and site issues and concerns
- Utilize School Site Councils, PTAs, advisory groups, etc. as vehicles through which to receive and to disseminate information
- In collaboration with Staff, coordinate with State and local agencies to develop a comprehensive professional development plan
- Plan activities for staff that directly relate to District goals and needs
- Communicate to all stakeholders through various media outlets
- Collaborate with public and private agencies in initiatives and partnerships that support the PGUSD mission and goals
- Represent and promote the District throughout the community, region and State



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IV.

Context: **Strategy Five: The District budgetary process will reflect the Strategic Plan goals**

Board Goal: Program, Services and Budget Alignment

Goal #4: To maintain financial accountability and budget integrity.

Activities:

- Continue to review the management organizational structure and recommend potential improvements
- Maintain a budget process that is timely and understandable to the public
- Bring accurate information and recommendations to the Board
- Through the Assistant Superintendent of Business Services, successfully implement and complete projects under the current bond measure, including staff and community involvement
- Continue to support and execute programs funded through the parcel tax measure.



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V.

Context: **Board Goal: Credibility, Confidence and Communication: We will develop strategies to promote a high level of communication, collaboration and interaction**

Strategy Three: Communications

Strategy Five: The District budgetary process will reflect the Strategic Plan goals

Goal #5a: To maintain productive relationships with all employee groups.

Goal #5b: To ratify, with Board approval, contracts and agreements that are fair and fiscally sound reflecting current and predicted federal, state and local budget scenarios.

Activities:

- Facilitate productive sessions for collective bargaining and “meet and confer” sessions with all employee groups, as directed by the Board of Education
- Meet with employee organization representatives regularly to resolve issues of mutual concern
- Establish primary interests of all parties to further productive and workable agreements