

## **Las Lomas Elementary School District Superintendent Goals 2025–26**

Based on survey data, community conversations held in May and June, and input from the Board of Trustees, the following goals represent the Superintendent's priorities for the 2025–26 school year. These goals are designed to strengthen governance, improve operations, ensure financial sustainability, and continue delivering a world-class education to all students.

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### **Goal 1: Curriculum, Instruction, and Assessment**

Advance instructional quality and coherence across the district by:

- Building consistency across classrooms
- Establishing agreement on student learning outcomes
- Defining and supporting exemplary teaching practices
- Raising academic rigor and ensuring appropriate supports
- Using assessments thoughtfully to inform instruction and track progress

The goal is to provide every student with access to a consistent and coherent academic program grounded in rigor, relevance, and engagement.

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### **Goal 2: Long-Term Financial Sustainability**

Pursue a comprehensive strategy to stabilize district finances in partnership with the Board of Trustees, advisory committees, union partners, and the LLEF, with a focus on:

- Reassessing budget priorities to align spending with revenue
- Clarifying the distinct but complementary roles of the parcel tax and LLEF contributions
- Beginning discussions around a potential parcel tax
- Reviewing the La Entrada bell schedule for cost-effectiveness and program quality
- Identifying strategies to thoughtfully manage and offset TK costs
- Exploring revenue opportunities at the district office property

The goal is to close the structural deficit and ensure long-term fiscal stability.

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### **Goal 3: Communication, Engagement, and Transparency**

Strengthen the district's relationship with its community through:

- More frequent, professional, and transparent communications
- Building trust and confidence in how the district sets priorities, manages the cost of doing business, and plans for long-term needs
- Repair relationships across the district community, including the Ladera neighborhood, by reasserting the district's role as landlord of the Woodland facility

- Celebrating district successes, sharing progress openly, and demonstrating accountability

The goal is to foster strong partnerships with families, staff, residents, and the broader community, reinforcing trust and confidence in LLESD's leadership.

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#### **Goal 4: Effective Systems, Staffing, and Resource Use**

Strengthen organizational systems to maximize efficiency and impact by:

- Refining staff assignments and job descriptions to align with district needs
- Streamlining processes to reduce redundancy and improve effectiveness
- Ensuring resources are strategically deployed to support student learning and success

The goal is to build sustainable systems that allow more time and focus on serving students and families.

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#### **Goal 5: Talent Strategy – Recruitment, Retention, and Respect**

Develop a comprehensive talent strategy that ensures LLESD is a great place to work by:

- Attracting, retaining, and supporting high-quality staff at every level
- Empowering and inspiring employees through continuous improvement, professional growth, and respect
- Advancing a more efficient and collaborative negotiation process with union partners, grounded in fairness and transparency
- Balancing employee needs with the fiscal realities of the district and expectations of taxpayers

The goal is to sustain a positive labor-management climate while ensuring LLESD can recruit, retain, and support excellent educators and staff.

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#### **Goal 6: High-Priority Board Policy Revisions**

Revise and update essential Board policies to ensure clarity, transparency, and alignment with best practices.

Priorities include:

- Interdistrict Transfer policy
- Budget-related policies (auditing, oversight, reserves, etc.)
- Board Bylaws, as necessary

The goal is to strengthen the district's governance framework and support effective, transparent decision-making.