San Leandro Unified School District
2011-2012 Board Goals

Learn, Lead, Reflect: The Keys to Transformation

Guiding Principles

The District will:

- Be bold and innovative in its thinking
- Ensure *all* students are college *and/or* career ready
- Maintain a focus on equity and closing the achievement gaps
- Hold ourselves accountable for improved student learning
- Provide learning environments that are free from all forms of harassment

1. Educate the Whole Child *(or the Student):* Ensure the academic, physical, social and emotional well-being of every student

1. Expect and provide academic excellence and rigorous curriculum for all students meeting the needs of our lowest and highest performing students

2. Focus on equity and accelerate the learning for the lowest performing students – closing the achievement gaps and ensuring that all subgroups demonstrate progress

3. Address the social, emotional, and physical needs and well-being of all students so that they thrive in our schools and community

3. Create safe, secure, and inclusive schools

5. Hold-ourselves accountable to use data to monitor program effectiveness and to make daily instructional decisions

6. Provide focused professional development for site administrators, teachers and support staff that is aligned with District goals

2. Ensure the Financial Stability and Efficiency of the District

1. Maintain the fiscal solvency of the district and align all fiscal decisions with our budget planning for new and changing information

2. Stabilize the budget by exploring the feasibility of a 2012 parcel tax to support programs

3. Continue to seek community input on budget priorities

4. Focus on cost savings measures and restructuring programs

5. Explore grant opportunities that are aligned with District goals

6. Provide support to and encourage community support for our foundations: San Leandro Education Foundation, Keep Music Rockin' Foundation, and San Leandro Sports Foundation

7. Continue to identify operational issues that are fragmented and inefficient and develop and systematically implement new protocols to create coherence across the District

8. Address property and liability protections for the district

3. Provide Effective and Timely Communication and Community Engagement

1. Provide accurate and timely communications to internal and external stakeholders.

2. Focus on customer service at the District Office and at all school sites

3. Leverage engagement and parent resources between sites and across the District

4. Focus on strengthening city and business community partnerships and relationships

5. Develop and implement a communication plan that regularly promotes positive information and activities about the schools and the District

4. Human Resources
Recruit and Support Outstanding Employees

1. Attract and retain high quality teachers, administrators, and classified staff

2. Focus on practices that support hiring staff that are reflective of the diversity of our students and families

3. Systematize criteria for excellence in the hiring and interviewing process

4. Improve our personnel evaluation process to support the development of exceptional professionals

5. Develop systems to support and recognize our employees

6. Work with all bargaining groups to make decisions that are in the overall best interest of the district and responsive to new and timely fiscal information

5. Ensure Safe and Well Maintained Facilities

1. Continue to maintain and improve our existing facilities, *including implementing a preventive maintenance plan*
2. Fully implement Measure B programs and facility projects
3. Fully implement Measure M programs and facility projects
4. Explore energy conservation measures
5. Continue to ensure access to updated technology
6. Develop a community-based system in response to emergency preparedness efforts

6. Board Governance

1. Establish a systematic process for reviewing and updating District Board policies

2. Review and revise Board protocols as needed

3. Develop a cohesive Board members training plan

4. Conduct an annual Board self-evaluation survey