

Superintendent Evaluation 2024-2025 School Year -

Superintendent: Warren Galletti

Areas to be covered:

Progress toward Annual Goals: Local Control Accountability Plan (LCAP) goals as prioritized by the Board for 2024-2025

Contract Areas 1-3

Superintendent Evaluation - Progress toward Goals

Annual Priority 1a)

Adopt and implement curricula that engages our diverse student population through relevance, accessibility, and honesty.

Success indicator:

Baseline percentage of students TK-12 engaged in these adopted curricula.

Annual Priority 1b)

Support and acknowledge classroom staff and administrators that strive to develop Spanish language proficiency.

Success indicators:

- Baseline number of staff participating in Spanish language acquisition.
- Opportunities for Board recognition of participants are established.

Annual Priority 1c)

Build diversity when recruiting for new teachers, particularly fluent Spanish speakers, to better reflect the demographics of our schools and community.

Success Indicator:

- Baseline numbers for fluent Spanish speaking applicants and new teacher hires.

Annual Priority 1d)

Prioritize reclassification of Long Term English Learners (LTEL) and continue to support all Multilingual Learners toward EL reclassification within 3 years.

Success Indicators:

- Total number of LTEL students and percentage that are reclassified.
- Measures of Academic Progress (MAP) results show at least 4% growth and improvement in achievement in ELA and Math for all unduplicated subgroups.
- 100% of first and second year district teachers participate in training and/or professional development on how to use MAP data to improve student performance.
- The District will implement a process that enables the Board to better understand ELA and Math intervention processes across the district.

- The percentage of students reclassified within three years will increase by at least 18%

Annual Priority 1e)

Strengthen hands-on learning opportunities by expanding Career and Technical Education, electives, athletics and extracurricular activities and supporting work experience and other community partnerships.

Success Indicator:

- Enrollment numbers and participant satisfaction.

Board Comments - Evidence/Commendations/Recommendations:

___ Exceeded Expectations ___ Met Expectations ___ Did Not Meet Expectations

Board member evidence/comments:

Commendations:

Recommendations:

Annual Priority 2A)

Continue to address chronic absenteeism.

Success Indicators:

- Develop baseline data for links between school climate and chronic absenteeism.
- Chronic absenteeism rates are reduced to align with the State average or better.
- Daily attendance rates are maintained or improved from previous year (90% or above)

Board Comments - Evidence/Commendations/Recommendations:

___ Exceeded Expectations ___ Met Expectations ___ Did Not Meet Expectations

Board member evidence/comments:

Commendations:

Recommendations:

Annual Priority 2b)

Build a learning community that values differences by creating a safe, orderly, productive, positive, healthy learning environment.

Success Indicators:

- The number of on-site professional counselors has been maintained or increased.
- Counselors report on effectiveness of programs and student participation.
- Survey results (inclusive of Healthy Kids, RULER NTN) indicate that the social-emotional health indicators for students improve significantly by at least 30% throughout the year or in comparison to the prior year, as appropriate.
- Suspension rates reflect a positive culture and demonstrate improvements from previous year and will reduce by 50% at Arena and 10% at PAHS
- Quality nutritious meals are provided to all students and by the end of the school year “scratch meals” are provided at least two days a week.
- Every student can report a caring adult in the school community they turn to in times of need.
- Garden space is improved at AUES and in use during the 2024-25 academic year.
- The District will implement a process that enables the Board to better understand how the Healthy Kids and other survey results are being used to improve school culture and offerings.
- The District will implement a process that enables the Board to better understand the district safety plan.

Board Comments - Evidence/Commendations/Recommendations:

Exceeded Expectations Met Expectations Did Not Meet Expectations

Board member evidence/comments:

Commendations:

Recommendations:

Annual Priority 3a)

Encourage feedback from families and staff through surveys, which may include but are not limited to CHKS.

Success Indicators:

- User-friendly surveys have been identified to determine family and staff satisfaction.
- Establish baseline data from family feedback surveys.
- Use data to identify strengths and revise or eliminate policies and practices that result in inequities.

Board Comments - Evidence/Commendations/Recommendations:

Exceeded Expectations Met Expectations Did Not Meet Expectations

Board member evidence/comments:

Commendations:

Recommendations:

Progress Toward Annual Goals - Overall

Board Comments - Evidence/Commendations/Recommendations:

___ *Exceeded Expectations* ___ *Met Expectations* ___ *Did Not Meet Expectations*

Board member evidence/comments:

Commendations:

Recommendations:

Contract Area 1: General:

Provides educational leadership to the District and makes student learning and student success the highest priority while serving as a model for lifelong learning.

Board Comments - Evidence/Commendations/Recommendations:

___ *Exceeded Expectations* ___ *Met Expectations* ___ *Did Not Meet Expectations*

Board member evidence/comments:

Commendations:

Recommendations:

Contract Area 2: Administrative and Board Related Duties:

Executes and reviews board policies, budget administration with Business Manager, Board meeting administration and other administrative duties as needed.

Board Comments - Evidence/Commendations/Recommendations:

___ *Exceeded Expectations* ___ *Met Expectations* ___ *Did Not Meet Expectations*

Board member evidence/comments:

Commendations:

Recommendations:

Contract Area 3: Personnel Duties

Staff Leadership, Negotiations & communications with union leaders, timely and appropriate recommendations to the board regarding personnel matters, and staff evaluations with follow up.

Board Comments - Evidence/Commendations/Recommendations:

Exceeded Expectations Met Expectations Did Not Meet Expectations

Board member evidence/comments:

Commendations:

Recommendations:

Contract Area 4: External Relation Duties

Represents the district in public relations, liaison with outside agencies, and attends appropriate community meetings to represent the district.

Board Comments - Evidence/Commendations/Recommendations:

Exceeded Expectations Met Expectations Did Not Meet Expectations

Board member evidence/comments:

Commendations:

Recommendations:

Contract Areas 1-4 - Overall

Board Comments - Evidence/Commendations/Recommendations:

Exceeded Expectations Met Expectations Did Not Meet Expectations

Board member evidence/comments:

Commendations:

Recommendations:

Superintendent Evaluation - Overall

Board Comments - Evidence/Commendations/Recommendations:

___ Exceeded Expectations ___ Met Expectations ___ Did Not Meet Expectations

Board member evidence/comments:

Commendations:

Recommendations:

Superintendent Signature _____ Date _____
(Warren Galletti)

Board President Signature _____ Date _____
(TBD)