

# Superintendent Evaluation 2025-2026 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 2025-2026

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:**

Increased 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:**

- Increased 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:**

- Increase 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 redesignated, including the number of all redesignated students compared to previous year data.
- *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, etc.) 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 \_\_\_\_\_  
*(Sal Martinez)*