

# Board Superintendent Evaluation 2025-2026 School Year

Superintendent: Warren Galletti

## Areas to be covered:

- Progress toward Local Control Accountability Plan (LCAP) goals as prioritized by the Board for the 2025-2026 School Year
- Contract Areas 1-3

## Superintendent Evaluation - Progress toward LCAP Goals

*For each “Action” below, the superintendent will provide metric-based evidence that demonstrates to what extent the action was successful. This should include dates of board meetings at which this data/evidence was presented, and/or new data/evidence that best demonstrates the progress toward each goal.*

### Annual Priority la)

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

#### **Action:**

- ❖ Curricula Includes Native and Hispanic histories and cultures.

#### **Metric:**

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

### Board Member Rating:

\_\_\_ Exceeded Expectations \_\_\_ Met Expectations \_\_\_ Did Not Meet Expectations

### Annual Priority lb)

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

#### **Actions:**

- ❖ Provide resources to support professional learning in Spanish language acquisition.
- ❖ Determine appropriate Board acknowledgement procedures.

#### **Metric:**

- ❖ Increased number of staff participating in Spanish language acquisition.

### Board Member Rating:

\_\_\_ Exceeded Expectations \_\_\_ Met Expectations \_\_\_ Did Not Meet Expectations

### Annual Priority lc)

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

#### **Actions:**

- ❖ Prioritize ways to expand teacher hiring searches to attract fluent Spanish speaking applicants.

- ❖ Evaluate the number of fluent Spanish speaking applicants and new teacher hires.  
**Metric:**
- ❖ Increased number of Spanish speaking applicants and new teacher hires.

**Board Member Rating:**

\_\_\_ Exceeded Expectations \_\_\_ Met Expectations \_\_\_ Did Not Meet Expectations

**Annual Priority 1d)**

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

**Action:**

- ❖ Provide tiered supports as designated by MTSS teams.

**Metric:**

- ❖ Total number of LTEL students and percentage that are redesignated, including the number of all redesignated students compared to previous year's data.

**Board Member Rating:**

\_\_\_ Exceeded Expectations \_\_\_ Met Expectations \_\_\_ Did Not Meet Expectations

**Annual Priority 1e)**

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

**Actions:**

- ❖ Prioritize funding for CTE (including information technology), electives, athletics and extracurricular activities based on expense, student interest and teacher availability.
- ❖ Analyze student engagement when enrolled in the above activities.

**Metric:**

- ❖ Enrollment numbers and participant satisfaction.

**Board Member Rating:**

\_\_\_ Exceeded Expectations \_\_\_ Met Expectations \_\_\_ Did Not Meet Expectations

**Annual Priority 2A)**

Continue to address chronic absenteeism.

**Actions:**

- ❖ Use data from Multi-Tiered System of Support (MTSS) meetings to identify school strengths and eliminate policies and practices that result in inequities.
- ❖ Strengthen ways to provide attendance recovery opportunities and make-up work.

**Metric:**

- ❖ Develop baseline data for links between school climate and chronic absenteeism.

**Board Member Rating:**

\_\_\_ Exceeded Expectations \_\_\_ Met Expectations \_\_\_ Did Not Meet Expectations

**Annual Priority 2b)**

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

**Actions:**

- ❖ Maintain or increase professional counselors to provide: Antibullying/violence prevention programs and social emotional support for all students, and Stay Well support for teachers and staff.

**Metric:**

- ❖ Counselor reports on effectiveness of programs and student participation.
- ❖ Survey results and comparison to prior year CHKS or alternative survey data

**Board Member Rating:**

\_\_\_ Exceeded Expectations \_\_\_ Met Expectations \_\_\_ Did Not Meet Expectations

**Annual Priority 3a)**

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

**Actions:**

- ❖ Seek user friendly surveys to determine family and staff satisfaction.
- ❖ Use data from Multi-Tiered System of Support (MTSS) meetings to identify school strengths and eliminate policies and practices that result in inequities.

**Metric:**

- ❖ Establish baseline data from family feedback surveys.
- ❖ Use survey results from staff to compare to prior year results from CHKS or alternative surveys.

**Board Member Rating:**

\_\_\_ Exceeded Expectations \_\_\_ Met Expectations \_\_\_ Did Not Meet Expectations

**Overall Priorities: Board Member Rating:**

\_\_\_ Exceeded Expectations \_\_\_ Met Expectations \_\_\_ Did Not Meet Expectations

*For each “Contract Area” below, the superintendent will provide information that demonstrates to the board your proficiency in each area.*

**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 Member Rating:**

\_\_\_ Exceeded Expectations \_\_\_ Met Expectations \_\_\_ Did Not Meet Expectations

**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 Member Rating:**

\_\_\_ Exceeded Expectations \_\_\_ Met Expectations \_\_\_ Did Not Meet Expectations

Brief comments on distinction and/or needed improvement:

**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 Member Rating:**

\_\_\_ Exceeded Expectations \_\_\_ Met Expectations \_\_\_ Did Not Meet Expectations

**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 Member Rating:**

\_\_\_ Exceeded Expectations \_\_\_ Met Expectations \_\_\_ Did Not Meet Expectations

**Overall Contract Areas: Board Member Rating:**

\_\_\_ Exceeded Expectations \_\_\_ Met Expectations \_\_\_ Did Not Meet Expectations

**Evaluation Summary**

**Overall Board Member Rating:**

\_\_\_ Exceeded Expectations \_\_\_ Met Expectations \_\_\_ Did Not Meet Expectations

Comments of distinction:

Comments for improvement:

Superintendent Signature \_\_\_\_\_ Date \_\_\_\_\_ (*Warren Galletti*)

Board President Signature \_\_\_\_\_ Date \_\_\_\_\_ (*TBD*)