

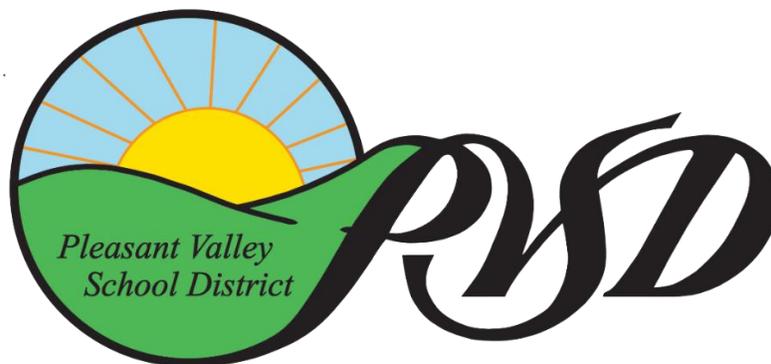


SUPERINTENDENT'S
90-DAY ENTRY PLAN

PLEASANT VALLEY SCHOOL DISTRICT

Excellence for All

Dr. Danielle Cortes
Superintendent of Schools
2021-2022



Beckie Cramer, *President*
Pat Fitzgerald, *Clerk*
Patty Lerner, *Trustee*
Bob Rust, *Trustee*
Ron Speakman, *Trustee*

The Pleasant Valley School District is widely recognized one of the top performing districts in Ventura County and California. I am honored to join this award-winning district and to work closely with the Governing Board, teachers, administrators, staff, and families in support of excellence for all. It is my privilege to serve as your Superintendent and I look forward to collaborating with the district community to ensure each student learns in a positive setting. It is our duty to provide students the tools they need to achieve their highest potential and promote from PVSD ready for high school and prepared to pursue their dreams.

To prepare 21st century learners who are responsible members of our global society is our mission. We work to support our mission with the following goals:

GOALS



- 1. Ensure increased student achievement through high expectations for all**
- 2. Provide a healthful environment where students feel welcomed, safe, and connected**
- 3. Maintain a fiscally sound budget that equitably aligns and maximizes available resources**
- 4. Continuously engage in open and meaningful communication with all stakeholders**

I know that we must work together as a community of learners to ensure that as we return to onsite learning we are prepared to support students' social emotional needs and expand our capacity to provide academic assistance to address the impacts of interrupted learning. The District's Safe Reopening and Recovery Plan ensures COVID-19 risk is highly mitigated for our full return. PVSD's Strategic Plan and Local Control and Accountability Plan actions fully align and support the vision, mission, and goals to bolster student achievement.

In order to assess current needs and challenges, I look forward to spending the next 90 days listening to employees, students, families, and the community. This document is intended to provide a clear and transparent entry plan including the goals, objectives, and activities for my first few months as your new superintendent. The insight we will gain together during this process will help us make informed decisions, allow us to build upon the existing foundation of excellence, and establish positive relationships while finding strategic ways for us to improve our programs and services for students.

I cannot wait to meet our amazing and students, staff, and families. I welcome the opportunity to collaborate with you in the implementation of this entry plan and I am excited about the potential of our joint efforts as we expand what our District does best - taking ownership of each child's learning in our schools and doing whatever it takes to positively impact our students' futures.

Sincerely,

Dr. Danielle Cortes, Superintendent of Schools

My Core Leadership Values

Students First with an Equity Lens

Positive Relationships and Trust

High Expectations and Continuous Improvement for All

Support and Accountability

Lead with Integrity, Transparency, Stewardship, and Joy

GOAL A Aligned with Strategic Plan and LCAP Goals 1, 2, 4

Establish a trusting, positive working relationship with the Governing Board that fosters a collaborative and team-oriented focus on student needs

OBJECTIVES

Partner with the Governing Board in developing a cohesive and effective governance team to ensure the academic and social emotional growth of all students.

Identify and implement effective and productive communication practices and protocols between the Governing Board and the Superintendent

ACTIVITIES

1. Share draft Superintendent's Entry Plan with the Governing Board President and each Board member for input and feedback
2. Participate in a Governing Board Workshop such as CSBA "New Beginnings" to develop a clear understanding of protocols, practices, responsibilities, expectations, and communication systems
3. Meet individually with each Trustee to better understand their passions and schedule regular 1:1 meetings. Potential questions include:
 - What motivated you to serve on the Governing board?
 - What do I need to know about our traditions, history, and philosophy for us to be successful?
 - What are 3 things about our district that make you the most proud?
 - What 3 things about our district should be reviewed and may require additional attention?
 - Who are three community people I should speak with as partners?
4. Schedule Governance workshop and potential study sessions with Governing Board
5. Establish meeting times with the Board President for setting agendas and discussion
6. Collaborate with the Governing Board to establish the Superintendent evaluation process, procedures, timelines, and goals

GOAL B: Aligned with Strategic Plan and LCAP Goals 1, 2, 4

A. Establish confidence, trust, and learn the organizational culture through connection and candid conversations around academics, healthy learning environments, and communication

OBJECTIVES

Establish positive and productive relationships with district, site, family, and community leaders

Foster a positive, professional, and collaborative relationship with associations

Assess need for any adjustments to district communication

ACTIVITIES

1. Calendar regular Executive Cabinet meetings, learn communication structures, address immediate/urgent needs and make plans in alignment with state and local COVID updates

2. Meet individually and collectively with all Cabinet members to review and discuss the District's negotiations status, strategic plan, LCAP, safety plan, achievement data, supports, interventions, and enrichment

3. Meet and establish ongoing meetings with PVEA and SEIU association leadership to learn how to best support staff as we transition to a full onsite program

4. Conduct Learning and Safety Walks at all schools while reviewing bond construction progress and meet with students, teachers, principals, and employee groups

5. Listen and learn from parent organizations and schedule Family Advisory Committee meetings

6. Hold informal meetings with community members and civic leaders and attend city events

7. Use information gained to develop professional development, training, and orientation plans

Potential questions to discuss:

What do I need to know about our traditions, history, and philosophy for us to be successful?

What are 3 things about our district that make you the most proud?

What 3 things about our district should be reviewed and may require additional attention?

What makes the Pleasant Valley School District students, staff, and community special?



GOAL C: Aligns with Strategic Plan and LCAP Goals 1-4

Align human resources needs and professional development to build productive learning environments with high-quality staff matched to student academic and support goals

OBJECTIVES

Review and assess current district contract obligations, systems of recruitment, support, coaching, and evaluation for staff

Understand current professional development planning, implementation, and evaluation processes and assess need for refinement including potential expanded use of Fidelity Integration Assessment

Increase technical knowledge of the roles and responsibilities of the Superintendent and expand network of professional support

ACTIVITIES

1. Assess staffing needs, recruit, hire, and provide orientation and support for new employees

2. Review professional development and training plan in areas including:

Certificated: educational technology, learning management system, Universal Design for Learning, positive behavior supports, data-driven instruction, mastery grading, social-emotional learning, cultural proficiency, English Learner strategies, Restorative Justice, counseling approaches, and leadership

Classified: technology, communication and teamwork, job-specific proficiencies, classroom support

2. Ensure systems of support and coaching for district leaders in areas including curriculum, instruction, planning, staffing, budget, crisis management, and community relations

3. Register and attend ACSA Superintendent's Academy

4. Identify and schedule regular meetings with Superintendent coaches

5. Gather stakeholder feedback and prepare reflection on Superintendent 90-day progress for informal evaluation by Board



GOAL D: Aligns with Strategic Plan and LCAP Goals 2, 4

Establish a robust understanding of internal budget development processes and assess need for adjustments to support safe return to onsite learning

OBJECTIVES

Increase personal knowledge of the District’s budget and financial portfolio

Recognize and support effective current organizational systems and structures

Seek out revenue-generating and other opportunities to mitigate interrupted learning and support new logistical demands of full onsite learning

ACTIVITIES

1. Review districtwide budget development and management systems to ensure equitable allocation, collaboration with associations and community, prudent stewardship and long-term planning
2. Determine total remaining COVID-19 one-time funds and projected additional expanded learning one-time funds to plan academic, social emotional, and other student supports
3. Keep abreast on Measure C construction projects to assess need to make adjustments to support full return to adjust for any potential, immediate COVID-19 needs (i.e. outdoor learning spaces, playgrounds, eating areas) and beyond
4. Ensure alignment of funding priorities to established needs and create a list of important priorities that remain unfunded due to budget shortfalls
5. Begin discussions on additional funding sources and innovative programming that can combat declining enrollment, chronic absenteeism, and supplement District including review of data certification process for student socioeconomic status to generate new revenue by the beginning of the 2022-2023 school year
6. Review marketing efforts and welcome procedures to maintain or increase district enrollment
7. Provide regular opportunities for Board input and discussion during initial LCAP and budget cycles



Guideposts

Vision Statement

Excellence for all.

Mission Statement

The Pleasant Valley School District prepares 21st century learners who are responsible members of our global society.

Core Values

- Student Centered
- Equity
- Teamwork
- Integrity
- Embracing and Celebrating Diversity

Strategic Plan Goals

1. Ensure increased student achievement through high expectations for all
2. Provide a healthful environment where all students feel welcome, safe, and connected
3. Maintain a fiscally sound budget that equitably aligns and maximizes available resources
4. Engage in open, meaningful, and continuous communication with all stakeholders

