



Superintendent Board Report

Date: October 1, 2025

Report By: Lauren Laws

Strategic Plan Update

Goal #2- High Quality Workforce

Strategic Goal: Academic Excellence

Action Plan:

Develop and retain 100% highly effective teachers, employees, and district leaders who are committed to achieving academic excellence and developing and maintaining positive relationships.

Action Plan Strategies:

- Leadership Survey Overview
- The leadership survey results have provided valuable insights into the core training needs of our team.
- Key Findings
- 1. Coaching on Legal and Ethical Responsibilities - Identified as the number one training need. - Plans are underway to schedule this training session.
- 2. Coaching and Feedback Strategies - Focus on conflict resolution and handling difficult conversations. - A session is scheduled for October 28th.

Team Lead: Jonathan Acrey

Team Members: Cabinet, Site Administrators, Executive Cabinet

Other Resources needed/used:

Legal and Ethical Responsibilities Training- We are planning to engage legal counsel to provide comprehensive training for our administrative team. This professional development will focus on critical areas of school law, liability, and compliance, equipping leaders with the knowledge needed to make informed decisions that align with legal standards. In addition to covering the essential legal framework, the training will emphasize ethical responsibilities in leadership, ensuring that administrators understand not only what the law requires but also how to uphold the highest standards of professional conduct.

Coaching and Feedback for Leadership Development- We are investing in leadership growth through the expertise of a specialized leadership coach. This coach brings deep experience in guiding leaders through effective coaching conversations, a skill essential for building professional growth, accountability, and trust within teams. The sessions will provide administrators with practical tools and strategies for giving and receiving feedback constructively, addressing challenges with clarity, and building a culture of continuous improvement. By strengthening coaching and feedback practices, we aim to cultivate a

leadership approach that is supportive, transparent, and aligned with both organizational values and long-term student success.

Budget Description:

Legal and Ethical PD: Approximately \$2,300

Coaching and Feedback: \$3,000

Measure of Progress, Including Baseline Data (used for reporting):

- **Scenario-Based Assessments:** Present real-world case studies during or after training and evaluate responses for legal and ethical alignment.
- **Follow-Up Observations:** Supervisors can track whether administrators demonstrate improved judgment and decision-making in situations involving compliance, documentation, or liability.
- **Policy Alignment:** Review whether administrative decisions consistently reflect district/state/federal policy requirements and ethical standards.
- **Observation & Rubrics:** Supervisors will observe coaching conversations and provide feedback based on the six-steps of effective feedback (Praise, Probe, Identify the Action Step, Practice, Plan Ahead, and Follow Up).
- **Frequency of Coaching Conversations:** Track whether administrators are engaging in regular, structured coaching sessions with their teams.
- **Staff Climate Surveys:** Measure changes in staff perceptions of leadership support, trust, and growth opportunities.
- **Retention & Performance Data:** Monitor whether improved feedback practices contribute to higher staff retention, stronger evaluations, or increased student outcomes indirectly.

Proactive Steps to Address Vaping on Campus

Following the events at the high school in September, we are taking proactive steps to address concerns related to vaping on campus. Our priority is to maintain a safe and healthy learning environment, and our approach focuses on prevention, accountability, and student well-being.

As part of this effort, we are exploring the purchase of a program called *Hall Pass*. This program helps schools monitor student movement during the school day by tracking when and how often students leave class. The system provides real-time reporting, which can assist administrators in identifying patterns of behavior, responding promptly to concerns, and reducing unsupervised time in hallways.

We have also implemented a strict restroom monitoring schedule for staff to help ensure that inappropriate behaviors are not occurring there. In addition, all exterior doors remain locked during passing periods to improve building security and help control student traffic. These measures support student safety while minimizing opportunities for vaping or other unsafe activities.

In the area of policy, we will be bringing forward proposed updates to the Policy Committee to review and strengthen consequences for students who bring prohibited items, such as vapes, onto campus. This process will help ensure that expectations are clear, consequences are consistent, and policies align with state and district guidelines.

We are also exploring ways to add educational supports and interventions. One option under consideration is implementing an evidence-based curriculum, such as the Stanford Tobacco Prevention Toolkit, which would allow students to complete targeted lessons if they are suspended for possession of prohibited items. These lessons would be required prior to returning to school, reinforcing learning and accountability.

Additionally, we are considering opportunities to provide small-group supports, modeled after successful programs such as *Be The Hope*, but designed specifically around vaping and related risk behaviors. These groups would focus on education, peer support, and strategies for making healthier choices.

Importantly, we recognize that this is not just a school issue, but a community issue. Students often gain access to these items from a variety of sources outside of school—whether from peers, relatives, or other environments—and then bring them onto campus. Addressing this concern effectively requires collaboration between schools, families, and the wider community. By working together, we can help reduce access to harmful products, support positive decision-making, and create safer spaces for our students.

Finally, it is important to note that these proactive measures will be implemented across all of our secondary campuses, not just Aztec High School. This unified approach ensures consistency in expectations, accountability, and support for all students at the middle and high school levels.

By combining monitoring tools, security measures, policy updates, educational supports, and community partnerships, we aim to strengthen our ability to prevent vaping incidents and to support students in making positive choices. We remain committed to partnering with families, staff, and the community to uphold student health and success.