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Draft Superintendent Constraints

Classroom Effectiveness

Constraint:

The Superintendent shall not allow ineffective teaching, coaching, or instructional supports that do not directly contribute to improved classroom effectiveness and student outcomes. (*Strategic Goal 1*)

CPMs:

- **CPM 1.1:** Increase the percentage of eligible teachers receiving TIA designation from 11% in June 2025 to 15% by June 2026.
- **CPM 1.2:** Ensure the Teaching and Learning Department develops weekly lesson decks for 100% of 1st–8th grade core content areas from August 2025 to April 2026, up from 0% in August 2025.
- **CPM 1.3:** Conduct three instructional rounds-based learning walks per campus, led collaboratively by district and campus administrators, by June 2026 (baseline: 0% in 2025).

Finance

Constraint:

The Superintendent shall not manage district finances in a manner that is inconsistent with the law or compromises long-term fiscal health, transparency, or alignment with student-centered priorities. (*Strategic Goal 5*)

CPMs:

- **CPM 2.1:** Increase the number of submitted grant reports outlining programming, spending, and compliance from two annually to four by June 2026 (one per quarter).
- **CPM 2.2:** Present monthly financial reports and bond updates, increasing from 0 to 12 presentations between August 2025 and June 2026.
- **CPM 2.3:** Present one annual financial report by June 2026 that aligns budget allocations with Board-approved goals (baseline: 0 reports in 2025).



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Major Decisions

Constraint:

The Superintendent shall not make major decisions affecting district programming or restructuring without presenting a draft proposal to the Board prior to implementation.

CPMs:

- **CPM 3.1:** Hold one annual Administrative Retreat with the Board between August 2025 and July 2026 to provide departmental and campus overviews.
- **CPM 3.2:** Ensure each department presents programming or restructuring updates at least once during quarterly Board workshops between August 2025 and July 2026.
- **CPM 3.3:** Develop and maintain an activity calendar by August 2025, ensuring 100% of campus-based activities are reported monthly at Board business meetings through July 2026.

Positive School Culture

Constraint:

The Superintendent shall not enforce or tolerate practices that undermine a positive school culture; ensuring all policies and actions promote inclusivity, respect, and a supportive environment for students and staff. (*Strategic Goal 4*)

CPMs:

- **CPM 4.1:** Implement a comprehensive character education system at 100% of campuses by July 2026, starting August 2025.
- **CPM 4.2:** Launch a district-wide employee wellness program and host at least six health and well-being events between August 2025 and July 2026.
- **CPM 4.3:** Increase the number of advisory meetings for student and staff groups from two to four annually by July 2026.



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Talent Acquisition and Retention

Constraint:

The Superintendent shall not pursue talent strategies that fail to prioritize the recruitment, retention, and support of highly qualified and diverse educators. (*Strategic Goal 2*)

CPMs:

- **CPM 5.1:** Reduce annual teacher turnover by 2% by June 2026 compared to the 2024–2025 baseline.
- **CPM 5.2:** Increase the percentage of certified teachers in core content areas from 67% to 69% by June 2026.
- **CPM 5.3:** Decrease the percentage of uncertified new hires from 51% to 49% by June 2026.