Pendleton School District

Board/Superintendent Team

Year One Strategic Goals & Measures

(2025–2026)

Goal 1: Support collaboration and communication to improve staff job satisfaction and build cohesion.

Year 1 (2025–26): Establish Baseline and Build Data Systems

School Board Actions:

1. Ensure adequate resources (budget and staffing) for the development and rollout of the districtwide communication plan.

2. Provide feedback on high-level priorities for internal/external messaging, emphasizing transparency and consistency.

3. Actively participating in districtwide recognition efforts (e.g., attending staff appreciation events).

Superintendent Actions:

1. Establish baseline data on staff job satisfaction by November 15, 2025

2. Develop and finalize an exit survey for staff, ready for Board review by November 15, 2025.

3. Present year-end retention data and exit survey summary to the Board by June 30, 2026.

4. Develop a districtwide communication plan integrating internal and external communication strategies by June 2026.

Year 2 (2026–27): Implement and Improve

Year 3 (2027–28): Sustain and Refine

Goal 2: Student behaviors will be conducive to positive learning environments for students and staff.

Year 1 (2025–26): Establish Systems and Norms

School Board Actions:

1. Direct the Superintendent to establish a Student Behavior Advisory Work Group by November 1st, to study best practices and recommend strategies for creating positive learning environments.

2. Receive and review quarterly updates on districtwide student behavior data, including trends, action steps taken, and progress toward consistency across schools.

3. Participate in a work session focused on student behavior systems, including data review, advisory recommendations, and professional development outcomes.

4. Adopt or revise policies as necessary to support the districtwide student behavior plan.

5. Ensure budget alignment to support future implementation, including professional development needs in Year 2 for educators and administrators to confidently and responsibly support the behavioral needs of students.

Superintendent Actions:

1. Develop a robust districtwide student behavior plan through an advisory group, inclusive of regular data analysis and monitoring by March 1st.

2. Provide monthly referral/incident reports by school to the Board via Superintendent updates.

3. Hold quarterly internal discipline team meetings to review data and trends.

4. Deliver norming and training opportunities for staff to build consistency.

5. Implement multiple communication opportunities (i.e. listening sessions or surveys) for community engagement on discipline topics.

Year 2 (2026–27): Implement and Improve

Year 3 (2027–28): Sustain and Refine

Goal 3: Classrooms are prepared for the emergent and responsible use of Artificial Intelligence (AI) in PSD.

Year 1 (2025–26): Build the Framework

School Board Actions:

1. Direct the Superintendent to establish an AI Advisory Committee to study emerging AI trends and provide recommendations.

2. Review and revise existing policies—specifically the Responsible Use of Technology Policy and Academic Integrity Policy.

3. Develop and adopt a new districtwide AI policy that clearly defines expectations for instructional use and data security.

4. Participate in a board work session on AI to review committee recommendations, policy updates, and the district's AI implementation plan.

5. Ensure budget alignment to support future implementation, including professional development needs in Year 2 for educators and administrators to confidently and responsibly integrate AI into instruction.

Superintendent Actions:

1. Form an AI Advisory Committee by December 2025 to study emerging AI trends and provide recommendations.

2. Develop a districtwide AI policy covering instructional use, privacy, and ethics.

3. Update the Responsible Use of Technology Policy and Academic Integrity Policy to include AI considerations.

4. Draft an AI Guide for Educators with classroom strategies and ethical guidelines.

Year 2 (2026–27): Implementation and Training

Year 3 (2027–28): Monitor, Refine, and Innovate

Goal 4: Students are well served and the district is sought and trusted to provide for the needs of all students.

Year 1 (2025–26): Establish Baseline and Strengthen Communication

School Board Actions:

1. Receive and review updates on program offerings.

2. Nominate a board member to participate in The Pendleton Brand Committee.

3. Use program review findings to guide questions and priorities during the budget adoption process, ensuring resources are allocated equitably.

Superintendent Actions:

1. Collect exit survey responses from families and students who have left the district by December 31, 2025; complete analysis by February 2026.

2. Collect survey responses from currently enrolled families seeking to understand why they stay in PSD by December 31, 2025; complete analysis by February 2026.

3. Collect information from new PSD families about what brought them to Pendleton and why they are choosing PSD as their school by December 31, 2025; complete analysis by February 2026.

4. Conduct a comprehensive review of programs (CTE, TAG, Accelerated Learning, Electives) and prepare a budget proposal reflective of needs by March 2026.

5. Develop and begin implementing a districtwide communication plan highlighting program successes.

Year 2 (2026–27): Implement Improvements and Deepen Trust

Year 3 (2027–28): Sustain Excellence and Expand Reach