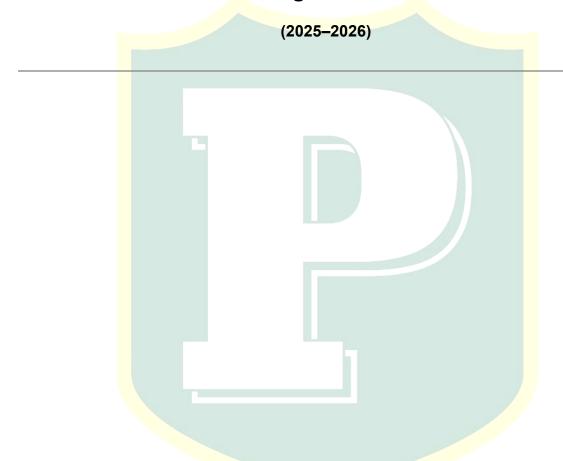
Pendleton School District

Board/Superintendent Team

Year One Strategic Goals & Measures



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.
- 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.
- Receive and review quarterly updates on districtwide student behavior data, including trends, action steps taken, and progress toward consistency across schools.
- 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.
- 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 Al Advisory Committee to study emerging Al 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.
- 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 Al Advisory Committee by December 2025 to study emerging Al 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 Al considerations.
- 4. Draft an Al 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.
- 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