



2015 - 16 PUSD STRATEGIC DIRECTIONS PROGRESS REPORT SUMMARY

(this is NOT a comprehensive list of work efforts underway by Division)

	High Performing Accountable Organization	Excellent Customer Service Internal & External	Outstanding Staff
Academics	<ul style="list-style-type: none"> Approval of BOE Theory of Action & Tiered Model (staff is now planning for implementation) 	<ul style="list-style-type: none"> Prioritizing resources to support instruction Conducted (4) outreach presentations during enrollment 	<ul style="list-style-type: none"> Supporting Principals by implementing instructional rounds for all classrooms Training in balanced literacy approach completed for Principals/CRTs/Coaches in Summer 2016 Reorganized Special Education staff to support schools by improving monitoring of IEP completion & compliance
Business Services	<ul style="list-style-type: none"> Develop defined budget process with instructions that aligns with district mission, vision & values & LCAP goals along with ToA Full review of workers comp claims Implement budget checking process & oversight of how funds are expended Implemented Position Control Launched audit of school transportation program In partnership with Academics & IT, developed a procurement timeline for textbooks & equipment to ensure resources are in place prior to the start of school Plan in place to right align the district to address deficit spending immediately Developing plan to increase reserves by 6% within 3 years 	<ul style="list-style-type: none"> Automated purchase orders & personnel requisitions & reduce inefficiency Aligning all positions & staff assignments district-wide Implementation of quarterly customer service training for food & nutrition training services team Food & Nutrition Services Dept. increased customer engagement in menu development process 	<ul style="list-style-type: none"> Developed community-wide marketing campaign for seamless summer meal program that increased participation by 25% from year over Conducted TOA & Purpose Statement workshops for all levels of staff Provided training & access to all levels of staff to PeopleSoft budget system
Human Resources	<ul style="list-style-type: none"> Developed & updated procedures for: misconduct investigations, record retention, & employee leaves Developed a Substitute Teacher & Supervisors' Investigation & Employee Discipline H&book Launched Teacher Support & Assessment for BTSA Induction Plan Evaluation of Special Education staffing ratios & compliance Evaluation & development of district-wide staffing model 	<ul style="list-style-type: none"> Focused on building intra-department relations Human Resources Customer Service Plan implemented Regular meetings to coordinate among Classified Advisory Committee, Intra-Departments & Quarterly Condition of Teaching & Learning Committee are underway 	<ul style="list-style-type: none"> Training on topics including: negotiations, labor relations, employee leave, substitute teacher & customer service occurring Conducted competitive salary reviews Development of university collaborative underway

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Maintenance & Operations	<ul style="list-style-type: none"> • Roll out of 2016-2021 Educational Master Plan • Developed KPI's • Relocated primary EOC to Woodbury site & equipping it with needed infrastructure • Provided field staff with chrome books to expedite work orders & improve communication • Pursuing bond refinancing so PUSD can benefit from dip in interest rate • Moving forward with BoE approval of 3rd issuance of bond funds to expend final \$100 million of MTT funds in the next 3 years 	<ul style="list-style-type: none"> • Increased staff feedback on school work orders via School Dude • Increased safety & security at school sites by introducing after hour security team, cameras & alarms at school sites • Prepared district standards for M&O procurement & accounting • Rolled out work order system • Opened new Muir Baseball Field & Muir South Multi-Use Athletic field • Coordinated facility improvements for new PCC classes at Muir HS 	<ul style="list-style-type: none"> • M&O hired experienced grounds maintenance supervisor & carpenter • Provided training for first responders • Partnered with Dodgers on grounds training for athletic field maintenance & upkeep
School Support Services	<ul style="list-style-type: none"> • Developed 6-month work plan on emergency & disaster preparedness • Redesign school-based social service programs into comprehensive service delivery model • Began beta testing new website by staff & community partners • Redesigned Davis Demographic report that will be presented to BoE in April 2016 • Implemented customer feedback survey for open enrollment 	<ul style="list-style-type: none"> • Design of customer feedback survey on school choice with just over 3,500 responses with a goal of improving PUSD's attraction & retention rate of students • Developed framework to create communications, marketing, branding & customer experience plan & launched an advisory group to inform action steps • Introduced a media RSS feed to draw news article to the PUSD website • Developed monthly e-newsletter PUSD Today 	<ul style="list-style-type: none"> • Hired receptionist for Ed Center lobby • Professional development for all levels of staff to align services • Providing active shooter training for all levels of staff • Providing website & school messenger training for all levels of staff
Technology	<ul style="list-style-type: none"> • Assembled new organizational structure • Focusing on full-service technology supports, data management, & security • Continuing data clean-up of enrollment, staff, programs & courses in local & state information systems for CalPads 	<ul style="list-style-type: none"> • Technology trainings for all PUSD students, employees, & parents that provide quick technology tips • Implementing new technology Helpdesk to support all staff & students • Integration of new firewalls & a web-filter to protect staff & students from digital threats while upgrading our fiber network district wide, & to our switching & routing equipment, to increase network speed & reliability • Improving & redeploying Education Center phone system in both English & Spanish 	<ul style="list-style-type: none"> • On-demand PD combined with large & small group trainings to build skills across the district • Rollout out of new district driven technologies such as; Chrome books, Haiku, Hapara, Clever, & Nearpod • Completion of mandatory training for all CAASPP Site Coordinators for 2016 spring testing • Pullout Gradebook training for school sites