

Superintendent Report

- Standing meetings were established with shared documents that provide opportunities for staff to engage in the agendas and content of meetings. This ongoing communication provides our leaders and labor partners opportunities to share concerns, problem solve together, and collaborate to create solutions.
 - District Leadership (All cabinet and site admin) - Monthly
 - Cabinet - Weekly
 - Principals - Bi Monthly
 - Analy Admin Team - per Shauna's request Monthly
 - Individual Cabinet Members - Bi Monthly
 - CBO - Weekly
 - CSEA- Monthly with Andrew, Mia and CSEA leaders
 - WSCTA- Monthly 1:1 with Lily
- Met with and developed relationships with all feeder school superintendents through 1:1 meetings, ongoing consortium and transportation council meetings, Leadership 40, Superintendents symposium and individual visits to their districts. I built on these professional relationships through continuing to actively engage in superintendent networking opportunities.
- Actively engaged with the student activists and parent ad hoc DEI group throughout the year
- Sup's On - I make soup and go to Leslie Grassel's class each month at lunch and host open and transparent conversations with opportunity for staff to voice concerns or ask questions.
- Individual meeting with teachers - Starting in January, Karen schedules weekly meetings with teachers so I visit 2 teachers each week on their prep to get to know them.
- Committed to ongoing communication with all trustees through 1:1 meetings, phone calls, and ongoing Sup's Up updates.
- Active Rotarian with Sebastopol Rotary
- Overcoming Obstacles participant and guest speaker
- Conducted certificated and classified staff audit to examine position control and personnel budget
- Moved positions into one time monies appropriately to save money in the general fund
- Reduced by 4.6 certificated fte with no impact on current personnel
- Moved 500k of LCAP carryover into transportation saving 500k in general funds
- Successfully negotiated 1 additional PD day for CSEA and WSCTA for 23-24
 - Educator effectiveness funds
- Ongoing successful negotiation sessions with WSCTA to clean up language in contract
- Engaged in opportunities to immerse myself in school finance
 - Attended the Governor's Budget Workshop Sacramento
 - Attended Capital Advisors Workshop at SCOE
- Pivoted bond project from full modernization of the main building to accelerated AC project
 - Based on feedback from staff, trustees, parents, and community
- Assisted Jennie Bruneman and Facilities master planning committee in development of the vision for new building project to align the building with flexible potential for standard general education classrooms and specific CTE industry facilities (Ag, Arts, Media, and Entertainment, Maker, Culinary, Hospitality)
 - Prioritized summer site based projects to address aesthetics on the Analy campus
 - Paint
 - Flooring in Main building
 - Modern metal siding on the small gym
 - Various other projects to spruce up the campus
- Conducted multiple enrollment audits and studies
 - Examined all outgoing interdistrict transfers for non-comprehensive program
 - 83 students for over 1 million in loss ada

- Made a committed effort to meet or talk to parents of outgoing transfer students before approving the request
- Contracted for a full demographic study
- Allocated resources to fund transportation for Analy's recruitment efforts
 - Over 80% of potential incoming 8th graders are pre enrolled
 - We are up to 112 interdistrict transfers already
- Collaborating with Dale Dougherty and a design team to explore non traditional educational programs that could promote educational opportunities for the students of West County and generate ongoing revenue for our District.
- Contracted with Big Picture Learning to develop our Laguna program into a more dynamic continuation high school and promote graduation success rates and enrollment.
- Revised past practices to allow inter district students who are credit deficient to enroll directly into Laguna if space is available to increase enrollment.