

Pendleton School District

Board/Superintendent Team

Strategic Goals & Measures

(2026–2027)



Goal 1: High Quality Instruction/Student Engagement

Rigorous Instruction. Meaningful Engagement. Success for Every Student.

School Board Actions:

1. Review and revise Section I: Instruction policies as needed to ensure alignment with district priorities, legal requirements, and best practices.
2. Engage with assigned schools by attending school events, participating in mid-year school visits, and providing regular updates and reflections during Board meetings.
3. Monitor district enrollment trends and utilize enrollment data to inform planning, resource allocation, and long-term decision-making.
4. Approve and adopt an annual budget that prioritizes high-quality instruction, student engagement, and student achievement.

Superintendent Actions:

1. Reorganize District Office structures and braid funding sources to intentionally increase teaching and learning support, with explicit alignment to instructional priorities
 2. Partner with the Center for Educational Leadership (CEL) to establish a district instructional framework grounded in the 5 Dimensions of Teaching and Learning
 3. Engage CEL to design and deliver instructional leadership development for principals and central office administrators
 4. Facilitate the development of a collective, shared district vision for high-quality teaching and learning
 5. Build a yearlong district-wide professional development calendar aligned to the instructional framework and district priorities
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Goal 2: High Quality Learning Environment

Safe Schools. Inclusive Cultures. Belonging for Every Student Every Day

School Board Actions:

1. Review and revise Section J: Students policies as needed to ensure alignment with district priorities, legal requirements, and best practices related to student safety, behavior, and well-being.
2. Engage with assigned schools by attending school events, participating in mid-year school visits, and providing regular updates and reflections during Board meetings.
3. Serve as ambassadors for Pendleton School District by communicating accurate, balanced, and positive information about district initiatives, challenges, and successes within the community.
4. Approve and adopt budgets that prioritize sustainable staffing, student support systems, and long-term strategies to address behavioral and social-emotional needs.

Superintendent Actions:

1. Implement the updated PSD Behavior Intervention Response Guide district-wide, with training and building-level accountability
 2. Hire a Special Education Instructional Coach/TOSA to provide job-embedded support for teachers, strengthening both instructional practice and staff retention
 3. Deploy Coordinators and the Special Education TOSA as a collaborative coaching team, delivering differentiated professional development and instructional support across buildings
 4. Partner with IMESD to expand professional learning opportunities, including:
 - Playworks, Inc. for structured recess and social-emotional skill building
 - Universal Design for Learning (UDL) to increase access in instruction
 - Sheltered Instruction strategies to strengthen supports for multilingual learners
 - Classroom Management Systems to build consistent, proactive practices
 5. Increase availability of and staff participation in CPI (Crisis Prevention Intervention) training across all buildings
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Goal 3: Organizational Excellence.

Strong Systems. Clear Communication. Student Success.

School Board Actions:

1. Lead the development of a community-informed district strategic plan by setting direction, engaging in structured planning sessions, and ensuring broad stakeholder voice is incorporated into measurable priorities and outcomes.
2. Establish and oversee a Board Policy Committee to ensure policies are current, aligned, and reflective of district priorities, legal requirements, and best practices.
3. Serve on assigned district committees and receive regular updates to ensure transparency, alignment, and Board awareness of district-wide initiatives and progress.
4. Engage with schools through attendance at events, mid-year visits, and structured reflection shared during Board meetings to maintain connection to district practice.
5. Complete Board self-evaluation processes (mid-year and end-of-year) to strengthen governance effectiveness and continuous improvement.

Superintendent Actions:

1. Collaborate with the Board to design and facilitate a community-informed strategic planning process, ensuring inclusive engagement and development of measurable district priorities and outcomes.
 2. Align district priorities and strategic plan goals with long-range budget development processes to support transparent, values-driven fiscal planning and resource allocation.
 3. Launch and facilitate a Long-Range Facilities Planning Committee with Board, staff, and community representation to evaluate needs and develop a forward-looking facilities vision, with recommendations brought to the Board for consideration and approval.
 4. Begin a comprehensive review and alignment of board policies, administrative procedures, staff handbooks, and student conduct guidelines to ensure consistency, clarity, and legal compliance.
 5. Oversee a district website modernization effort focused on usability, transparency, and accessible communication to strengthen trust and community engagement.
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