



Paramount Unified School District



The Superintendent's Entry Plan

**Dr. Ruth Pérez
Superintendent**

Paramount Unified School District



The following are goals I have established for myself as the new Superintendent of the PUSD. In April, I will present to the Board of Education on the actions taken towards meeting these goals with recommended next steps to lead our District to the next level of success.

-Dr. Ruth Perez



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My Story

“We lead from the essence of who we are as a person.”

-Warren Bennis



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Goal #1

***Build relationships with key stakeholders in and outside of the District.
Assess current state of leadership dynamics and relationships.***

Action steps will include:

- ❖ Meetings with individual Board Members to develop a positive working relationship and establish communication preferences and expectations for the Superintendent.
- ❖ Visitations to all sites and meetings with principals.
- ❖ Leadership Team Building Sessions with Principals, Cabinet and Executive Cabinet members.
- ❖ Establish and begin monthly meetings with association presidents, PTA Executive Board Members, DELAC, LCAP committee, etc.



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Goal #2

Gain the trust of the Paramount community and begin to build positive relationships with all organizations that support the school district.

Action steps include:

- ❖ Meetings with City of Paramount officials, Chamber of Commerce, Rotary as well as businesses and other civic organization educational partners.
- ❖ Visit pertinent sites in the City of Paramount.
- ❖ Meet with parent groups to seek perspective and input on their experiences, hopes and desires for their children in the PUSD.



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Goal #3

Study data and trends on student academic achievement and progress to develop a plan of action for implementation in August 2017. The plan will aim at supporting and increasing academic achievement while supporting the four LCAP Goals established and approved by the Board of Education.

Action Steps Include:

- ❖ Attend monthly principal leadership meetings.
- ❖ Work with Assistant Superintendent of Educational Services to orient myself to the work meeting LCAP goals.
- ❖ Work with the Executive Cabinet on District priorities.



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Goal #4

Learn the instructional practices, LCAP initiatives, and interventions that are supporting student achievement. Evaluate effectiveness of each initiative.

Goal 1: Support Academic Progress and Behavior

Goal 2: Create a College Going Culture

Goal 3: Common Core Standards and Assessment Implementation

Goal 4: Basic Services



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Goal #5

Learn the District's management and organization systems.

Learn each major Division including Fiscal, Nutrition Services and Maintenance and Operations.

Assess the status of each department and determine how each is serving student needs and meeting District goals and priorities.



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Goal #6

Work with a consultant affiliated with a university that will assist me in reviewing current work and support for students, especially subgroups that have unique needs.

Additionally, the consultant will provide outside perspective toward the work and analyses made. This will assist the Superintendent to make the recommendations that will be presented to the Board of Education.



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My Mission

Opportunities for ALL students

- ❖ English language learners
- ❖ African American students
- ❖ GATE students
- ❖ Special Education students

Focus on high school student preparation for college and careers.

- ❖ Career Pathways
- ❖ Linked Learning
- ❖ Advanced Placement supports for success,
- ❖ Middle school student preparation for A-G success.
- ❖ Instructional Technology
- ❖ Equity and access of programs and supports for all students



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My Vision

“For the Paramount Unified School District to be an organization where people are continually expanding their capacity, where people create results they truly desire, where new and expansive patterns of thinking are nurtured, where collective aspirations are set free, where people are continually learning to see the whole together and each child is given every opportunity to succeed.”

Inspired by

Peter Senge

The Fifth Discipline (1990)