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*To inspire each student to  
extraordinary achievement  
every day*

Sept. 2, 2022

To Staff and the Twin Rivers School Community,

Healthy organizations set goals to guide their work. Of course, all busy organizations must tend to the myriad topics, issues, and challenges that pop up unannounced and require prompt attention. But it is the long-term goals that set direction and purpose for the employees of the organization.

Goals set the direction, and they guide the budget. We all know this from our own households. If our priority is to address a plumbing issue, or if we need roof repair, this is where we must allocate our money, versus say a much-preferred vacation or new electronics.

In TR, we have set our long-term goals, and we are focused in earnest by these North Star guides. Again, each and every day, we also tend to the needs that are immediately in front of us, as we want to be sure that we are always responsive and respectful of what our students and staff require in order to keep our schools safe and our students on track with their learning. But it is these North Star goals that are driving our professional learning, our investments in resources, and our financial priorities.

I am pleased to share the district goals with our entire TR community, which can be found on our website at <https://bit.ly/TRGoals>.

**College Ready** – Over the next few years, we will be focused on increasing the number of high school seniors who graduate having completed college-prep classes. Whether our students head directly into an occupation, choose the military, a trade school, or head to college, we know that a solid understanding of the base level of college preparation content has students better prepared for post-high school demands.

**High School Graduation** – We will continue to guide our students toward high school graduation. This path was interrupted in many districts across the nation by the pandemic. We know a high school diploma increases a person’s employment and earning options. It is a key to a very important door: the door of opportunity. We will keep this goal first and foremost as we move into this and subsequent school years.

**Academic Growth for All** – Our organization is focusing on increasing student learning in English Language Arts (ELA) and mathematics. This is our keen focus at all grade levels and for all students. From our earliest learners – as the saying goes, first you learn to read, then you read to learn – to our older students, we know that a solid grasp of language and math are absolutely fundamental.

**Balanced Budget** – From households to small businesses, a balanced budget ensures that you can maintain your course and your independence. This is true in public school districts as well. We will focus resources to help achieve our goals, and we will not spend more than the government provides us, so that we can ensure a balanced budget.

**Top Talent, Stability, and Continuity** – Our greatest resource is our people. We are examining our practices to attract and retain people who are dedicated to student learning and will share our goals. In fact, the district is partnering with eight other educational institutions along with the Sacramento County Office of Education (SCOE) to offer the [Classified School Employee Teacher Credentialing Program Grant](#). The grant will provide fiscal resources to current classified or confidential employees who wish to enter into a pathway to become a teacher within the consortium.

These are the key areas of focus that will shape our work this year and for the next few years. We set three years to achieve our goals, and we are committed to succeed. Our students are depending on us to share these commitments, and I want them and their families to know that they can count on us.

I do encourage you to visit the website to read more about these goals. Additionally, look for reports on our progress which will be made to the Board of Education in our regular meetings throughout the year.

With firm focus and deep commitment, we will continue to improve our services for students.

**Around TR**

A Twin Rivers Unified teacher was one of the participants in the Sacramento County Office of Education (SCOE) Teachers of the Year program, which recognizes excellence in teaching within the county's public schools. Emily Negretot, a third grade teacher at Frontier Elementary, represented the district and was honored at a special SCOE Teachers of the Year recognition dinner last week. Congratulations to Emily! We are enormously proud of her accomplishments and dedication to student achievement. Emily has more than 20 years of teaching in kindergarten, third, fourth and fifth grade.

With warm regards,

A handwritten signature in blue ink, appearing to read "Steve Martinez".

Steve Martinez, Ed.D.  
Superintendent, Twin Rivers Unified