



Justification for Reinstating Position

Position	Director I, Master Schedule & Instruction
Department	Guidance and Counseling Services
SCUSD Goal	GOAL 1 – College, Career, & Life-Ready Graduates, GOAL 3 - Family and Community Empowerment
Date Approved	Approved layoff at the March 7, 2019 Board Meeting due to the district’s fiscal status.
Reason for Reinstating Position	This position provides strategic support for student schedules at all high school sites. This role ensures that students are taking an appropriate and rigorous set of courses based on their academic profile. To a large degree, this role makes every student’s schedule visible and supports not only student outcomes but provides an assessment as to whether overall site staffing matches student need.
Impact on Students	This role significantly impacts students. It ensures that students maximize their course schedule options which mean having the greatest number of post-secondary choices from the widest array of options. The fundamental purpose of this position is to ensure equity for students. It is a safety net to ensure that all students graduate and maintain the highest level of college eligibility based on their academic profile. The goal is not simply to schedule students in any rigorous course. The goal is to schedule students in the most rigorous set of courses which match their academic profile. In terms of specific impact, this role ensures that all students are taking full course load with academic content courses as required by education code. Historically seniors and other high school students sometimes only took 4 courses versus the mandated 6 and may have spent valuable course taking credits on non-a-g Teacher Assistant courses versus a-g/college going course.
Impact on Employees	This role will have a professional learning impact. The director has been leading master schedule training throughout the school year at secondary sites in an attempt to share master scheduling best practices. This professional learning is building overall site capacity to analyze student schedules in a more timely and effective manner.

Impact on Operations	There would be a significant impact on the equity outcome for students.
Funding Options to Reduce Fiscal Impact	Position will be funded by Supplemental & Concentration funds.

Budget Option: Director of Master Scheduling

Description of Service/Program	This position provides strategic support for student schedules at all high school sites. This role ensures that students taking an appropriate and rigorous set of courses based on their academic profile
One-time or Ongoing Funds:	Ongoing
Savings Estimate	\$149,000 150,255
Subject to Collective Bargaining	No
Impact on Students	This role significantly impacts students. It ensures that students maximize their course scheduling options which means having the greatest number of post secondary choices from the widest array of options. The fundamental purpose of this position is to ensure equity for students. It is a safety net to ensure that all students maintain the highest level of college eligibility. In terms of specific impact, this role ensures that all students are taking a full course load with academic content courses as required by education code. Historically seniors and other high school students sometimes only took 4 courses versus the mandated 5 and may have spent valuable course taking credits on non-a-g Teacher Assistant courses versus a-g/college going courses .
Impact on Employees	Given the auditor nature of this role to some degree, it will not impact directly impact employees. However, this role has been leading master scheduling training throughout the school year at secondary sites in an attempt to share master scheduling best practices.
Impact on Operations	There would be a significant impact on the equity outcome for students.
Impact on Long-Term Fiscal Solvency	This will contribute to reducing the ongoing structural deficit.
Impact on Enrollment	None
Will Service or Responsibilities Be Eliminated Or Transferred?	Eliminated