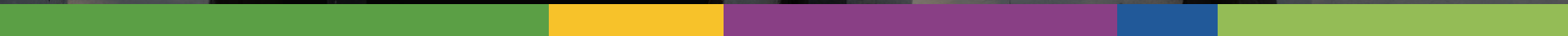
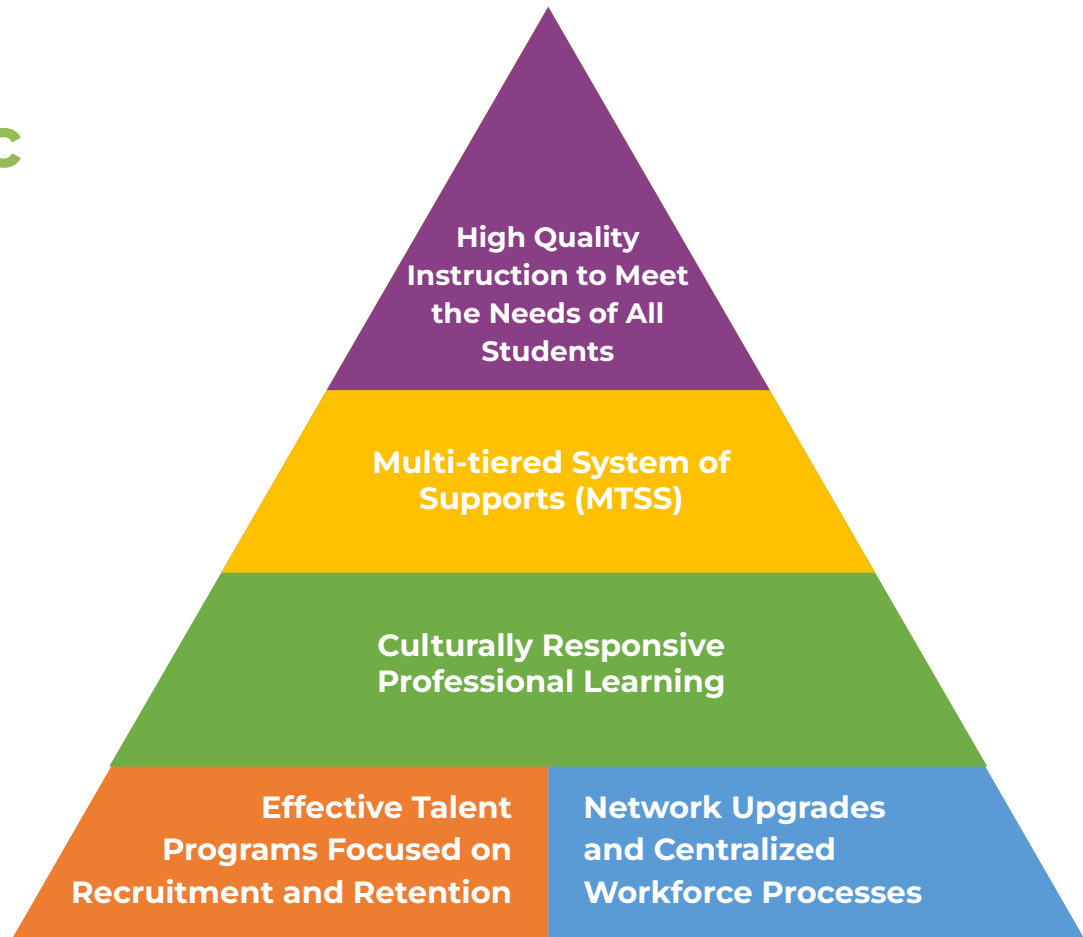


# SCUSD Strategic Priorities Investments 2023-2024



# SCUSD Strategic Priorities



# Problem of Practice

We have failed to define and implement a coherent **professional learning model** focused on **high-quality tier-one instruction** within a **multi-tiered system of supports** for all students, resulting in unacceptably low achievement rates of 29% of students meeting standard in Math and 37% in ELA, and even lower among our most vulnerable students with significant racial disproportionality.

# Theory of Action

**Purpose: Define and implement a coherent professional learning model focused on high quality tier one instruction within a multi-tiered system of supports.**

## If we...

- 1) Update our **Graduate Profile**, including TK-12th grade learning progressions, and center in our system as the driver for improvement
- 2) Define **High Quality Instruction**
- 3) Design an **Adult Profile** that describes the adult mindsets and actions needed to ensure all students have access to and benefit from High Quality Instruction, and
- 4) Develop and implement a district-wide, multi-year **Professional Learning Model** that empowers the adults in our system to deliver and measure the effectiveness of High Quality Instruction and supports within a Multi-Tiered System of Supports

## Then...

Leaders and educators will have the structure, capacity and support to implement and monitor the effectiveness of instructional practices within our MTSS structure.

# Why Focus on Professional Learning?

Effective professional learning is long-term, content-focused, inquiry-based, learner-centered, and incorporates active learning. And educators who engage in substantial professional development — an average of 49 hours throughout the school year — can boost student achievement by an average of 21 percentile points.

[Professional Learning & Student Achievement](#)

Institute of Education Sciences, U.S. Department of Education

[Educational Researcher](#)

Desimone, L.

# Investment in Professional Learning & Supports

- **Strategic Priority: Culturally Responsive Professional Learning**
  - Anti-Bias, Anti-Racist, Trauma-Responsive Practices
- **Strategic Priority: MTSS Implementation**
  - Effective Leadership, Implementation & Measurement
  - Data-Based Decision-Making
  - Professional Learning Communities for Alignment & Improvement



# Investment in Professional Learning & Supports

- **Strategic Priority: High Quality Tier One Instruction**
  - Building Collective Efficacy through Evidence of Student Learning of Essential Standards
  - Structured Literacy
- **Strategic Priority: Recruitment & Retention**
  - Professional Learning to improve job satisfaction and retention
- **Strategic Priority: Network Upgrades & Workforce Upgrades**



# Strategic Priority: Culturally Responsive Professional Learning

- **Anti-Racist, Anti-Bias, Trauma-Responsive Practices**

**\$2M (Ongoing)**

- Partnerships with Epoch Education and Trauma-Informed Practices experts to establish this as the foundation of Tier One Universal Support for all students and adults

- **Professional Learning to Support High Quality Instruction**

**\$6.1M (Ongoing)**

- August Preservice & Ongoing Professional Learning Aligned to Strategic Priorities

- **Expanded Instructional Supports**

**\$763K (Ongoing)**

- Expand content area teacher mentor model from science to other core content areas
- Support PL implementation and provide job-embedded coaching



# Strategic Priority: Multi-Tiered System of Supports

- **Build Capacity of Site Leadership Teams to Lead Site Improvement Work**  
**\$2M (Ongoing)**
  - Develop fluent knowledge and skills to lead, coach, monitor, and improve school site overall MTSS implementation efforts
  - Proficiency of team members to facilitate and engage in a team-driven, data-based problem-solving process
- **Professional Learning to Support MTSS & Collaborative Cultures**  
**\$3.18M (Ongoing)**
  - Ongoing Professional Learning to develop, scale and optimize collaborative practices
- **PLC Intensive Support Contract for Harkness & Elder Creek**  
**\$415K (Ongoing)**
  - Existing Intensive Support Contract

# Strategic Priority: High Quality Instruction Supports

- **Structured Literacy Staffing & Implementation**  
**\$6.2M (Ongoing)**
  - Professional learning for foundational early literacy skills, coaching and coordination to address learning loss and improve K-3 literacy rates
- **Culturally Relevant Library Staffing & Implementation**  
**\$7.26M (Ongoing)**
  - Provide equitable access to school libraries and culturally relevant materials by staffing all sites with Library Media Techs
  - Expand School library collections to reflect student experience & identities



# Strategic Priority: High Quality Instruction Supports

- **K-12 Math instructional materials**  
**\$12M (One-time)**
  - Adoption Cycle Review 2024-25
- **K-12 ELA instructional materials**  
**\$12M (One-time)**
  - Adoption Cycle Review 2025-26



# Multi-tiered System of Supports - Attendance & Engagement

- **Improve Accuracy of Attendance Data by Hiring Additional Support \$761K (Ongoing)**
  - Increase ability to provide greater supports and access for attendance; add Attendance Support Specialists
- **Provide Transportation Stipends for Low-income Families \$2.5M (Ongoing)**
  - Provide transportation stipends for low-income families to attend schools and programs of interest



# Multi-tiered System of Supports - Attendance & Engagement

- **Athletic Field Equipment**

**\$450K (One-time)**

- Purchasing of equipment to improve the appearance of athletic fields for safety and performance

- **Athletic Field Maintenance**

**\$500K (Ongoing)**

- Hire additional staffing to proper upkeep of athletic fields year-round

- **Student Athlete Equipment**

**\$ 3M (One-time)**

- Purchase items to create greater athletic opportunities for all students, including batting cages, ball machines, weights, scoreboards, track and field supplies

# Strategic Priority: High Quality Instruction Supports

- **Increase support for emergent bilingual students**

- **\$3.6M (Ongoing)**

- Provide additional instructional aides to provide supplemental support in integrated ELD strategies to ensure ELs have access to the core curriculum.

- **Increased school site discretionary fund**

- **\$500K (Ongoing)**

- Provide additional discretionary funding to support each individual school site to better identify and meet areas of student need

# Strategic Priority: High Quality Instruction Supports

- **Dual Language Immersion Expansion**  
**\$5M (Ongoing)**

- Expand the language acquisition program for students from Dual Immersion programs through Middle School and High School.

- **Expand Substitute Staffing**  
**\$3.45M (Ongoing)**

- Provide qualified teachers with experience and/or training in Dual Immersion and Waldorf, to support schools during extended leaves of absence.
- Expand full-time substitute pool staffing for continuous instruction at frequently impacted sites.

# Effective Talent Programs Focused on Recruitment and Retention

- **Bolster Human Resources Staffing to Better Serve Prospective and Current Employees \$600,000 (Ongoing)**
  - The District identified a clear need to improve in the area of effective recruitment and retention of staff. By strengthening the resources available to HR, we will better serve current and prospective employees and ensure the District is a designation employer.
- **Reduce Staffing Vacancies by Building an Effective Strategy for Recruitment and Retention \$500,000 (Ongoing)**
  - Improving recruitment and retention practices is critical to ensuring proper staffing at school sites. Funding in this area will help the District find more creative ways to advertise vacancies and identify large, diverse and talented pools of applicants and invest to sustainable retention practices.



# Network Upgrades and Centralized Workforce Processes

- **Adopt a Substitute and Absence Management System**  
**\$150,000 (Ongoing)**
  - This will help us secure a qualified substitute for every classroom every day to support uninterrupted student learning.
- **Automated Human Resources Processes**  
**\$250,000 (Ongoing)**
  - This investment will automate HR processes and systems to help staff unleash the full capabilities of the Escape system.
- **District-wide System for Conducting Employee Evaluations**  
**\$250,000 (Ongoing)**
  - Purchasing a cloud-based performance management software allows the District to streamline and automate our evaluation process for more consistent performance tracking.

# Total Cost of Proposed Investments

**ONGOING**

**ONE-TIME**

<b>Total Proposed Investments</b>	<b>\$45,979,000</b>	<b>\$27,450,000</b>
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**Q & A**