



Justification for Reinstating Position

Position	Coordinator II, Research & Data
Department	Strategy and Continuous Improvement
SCUSD Goal	GOAL 1 – College, Career, & Life-Ready Graduates, GOAL 2 – Safe, Emotionally Health, & Engage Students, GOAL 3 - Family and Community Empowerment
Date Approved	Request to reinstate position from approved layoff at the March 7, 2019 Board Meeting due to the district’s fiscal status.
Reason for Reinstating Position	This position provides ongoing analytical support for various student assessment initiatives such as annual state testing, SAT Day, PSAT Day, School Climate Survey. It also coordinates the district research requests. In addition, this role evaluates the effectiveness of district programs.
Impact on Students	<p>This position directly supports the following student achievement initiatives either through centralized coordination of administration, creation and/or evaluation of the impact of the programs on student outcomes including academic and social emotional:</p> <ol style="list-style-type: none"> a. Lead implementation of PSAT 8/9 and PSAT School Day b. Lead implementation of SAT School Day c. Creation of Curriculum Embedded Assessments d. Chronic Absenteeism analysis e. Expanded Learning initiatives f. Alternative Education program impact g. Internal and External Research Requests h. Employee 360 Degree Performance Feedback Survey i. Expanded Learning Summer Program Evaluation j. Title I Priority Schools Program Evaluation k. English Learner Reclassification Eligibility l. Determine GATE Eligibility m. Determine Math Eligibility
Impact on Employees	Principals, teachers and families rely on this position’s expertise to facilitate curriculum embedded and college prep assessment exams. This position is also integral in supporting teachers and coordinating staff through the GATE and English Learner reclassification process.
Impact on Operations	The position could potentially impact college and career preparation, chronic absenteeism analysis, graduation, English Learner, GATE, and evaluation efforts for programs targeting our most at-risk students.
Funding Options to Reduce Fiscal Impact	Position will be funded by Supplemental/Concentration funds.

Budget Option: Eliminate Research and Data Coordinator

Description of Service/Program	This position provides ongoing analytical support for various student assessment initiatives including annual state testing, SAT Day, PSAT Day, School Climate Survey to name a few. It also coordinates the district research requests.
One-time or Ongoing Funds:	Ongoing
Savings Estimate	\$138,000 169,425
Subject to Collective Bargaining	No
Impact on Students	This position directly supports the following: <ul style="list-style-type: none"> a. PSAT 8/9 and PSAT School Day b. SAT School Day c. Chronic Absenteeism d. Research Requests e. 360 Degree Survey – need questions f. ELSP Evaluation g. Title I Evaluation FPM h. GATE Eligibility i. Math Eligibility
Impact on Employees	Several teachers rely on this position’s expertise to facilitate testing and the creation of assessments. Our resources to provide this support will be diminished.
Impact on Operations	This could potentially impact mandated state testing
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?	Services will be transferred to other members of the Strategy and Continuous Improvement team though there will be significant delays in services and potentially a greater reduction in research work.