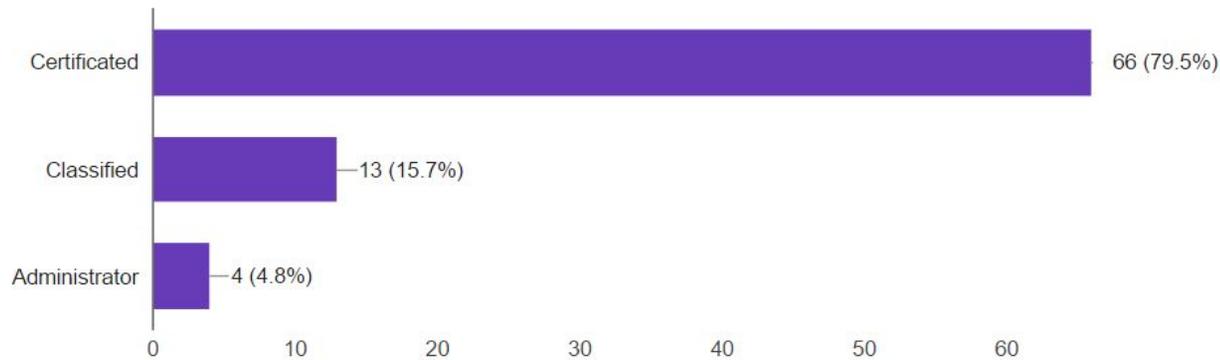


## LCAP STAFF FEEDBACK FOR 2017-2018 LCAP - Up to 1/24/17

### Job Classification (83 responses)



1. SUSD currently has many programs, services and resources in place for our students, that were defined in the district's Local Control and Accountability Plan (LCAP). What current programs, services, and resources do you believe are critical to continue and why?

- Leader In Me, 7 Habits, Intervention Team meetings, Family Fridays,
- Library full time employees because the library should be open as a service to students, staff, and parents.
- Counseling, music, art, physical education. Tutoring?
- We need one to one Chromebooks. It shouldn't be left to site discretion. One of my sites is 1 to 1 the other is 4 to 1. It doesn't make sense to have such a great online component to our ELA adoption and limited access to its features.
- The ELD/Literacy Specialists are critical to the development and success of our EL students. This program should absolutely continue. Also, any programs which reinforce training in technology are crucial.
- Reading Intervention
- I feel that students and parents are in need of all the additional help that we can provide to help with understanding curriculum
- N/A
- Keep the same programs.
- M/M, M/S, speech, ape,
- Music and art are important for all kids, but especially those that can use it to thrive in if they struggle with general academics.
- ELD/Literacy Specialists, Interventions, Counseling Services,
- Interventions for struggling students during the school day, zero period PE for all students, more support for our EL population (our newcomers)

- It is vital that we continue our library programs. With the research requirements of Common CORE, our libraries provide and important physical and electronic link to good quality information.
- like to see more counseling, support for special ed,
- PLC, RTI, ELD/ELA lit. specialist, counselors, coaches
- Resource, Speech, Special Ed
- Not sure
- I believe the continued professional learning and implementing technology into all core content lessons.
- Continue to provide enrichment opportunities through technology
- Protected PLC time, library access for all, computer software and hardware support, tech personnel support, continue implementation of curriculum for pupils with Moderate to Severe disabilities so that they can access the State Standards, EL support and staff
- Effective professional learning ,Protected time for PLC's Computer hardware and software,Technology Support as needed
- CELDT Testing, ELD Services, Counseling, PLC Groups
- Computer hardware and software, technology support, better training on incoming curriculum and effective and continuous opportunities for continued growth and learning that appeals to many learning styles.
- Most of my students' parents have not participated in parent training activities (in spite of being encouraged to do so),. It would be preferable to have one school counselor per site. I would prefer that we discontinue using Marzano's element for instruction. Increase technology support and discontinue combining ELD/Literacy specialists. We used to have supplemental teachers as literacy specialists.
- Counseling & ELD- Some students can benefit from these programs.
- ELD teacher
- Counseling, family support, academic catch-up/support
- All
- Counseling, technology, and site intervention. Our students come to us with many outside issues that need outside resources and support. Technology is vital for helping students to be "current" and site interventions allow extra time to work with students who "didn't get it."
- I feel all programs are beneficial if properly structured.
- Technology integration in the classroom
- At this time, I believe the current programs should be continued. These programs reach the many needs of parents and students.
- Any and all programs that help our students should continue to be implemented.
- counseling,
- Resource and ELD instruction seem to be the most effective way to meet the needs of our most fragile learners. These two programs meet the students right where they are and are moving forward with the new curriculum to work even more seamlessly with core instruction. Improvements have been noted in day to day student achievement.
- School Counseling, Music, Art as they provide a level of support and exposure to areas critical for creating well rounded students
- ELD/Lit teachers and counselors
- Counseling at Somerset, we have a large portion of our population that needs significant emotional support.

- Expanding our access to technology for students and teachers in order to prepare students for the 21st Century workforce. I see a huge benefit now that we have an assistant principal at all elementary school sites. There are too many factors in play for one principal to handle on a day to day basis.
- yes
- Counseling services have been an invaluable resource for our students. So many of our students come with so much baggage and "adult" type concerns/issues but don't have the cognitive maturity to deal with them or process in a healthy way and our school counselors are helping to provide that.
- The counseling programs at each site are crucial. Students today are dealing with more and more emotional issues, and academic progress is difficult to achieve when students are dealing with so many other outside issues.
- Music, Art, Instrumental Music
- Computers/Technology
- Counseling, art, music, library because we need well-rounded children. Not just children who are proficient in Math and ELA.
- Art and music
- Reduced class sizes
- Intervention programs, technology
- Counselors, Art and Music programs, ELD program, nurses, Title 1 Funds, Professional Learning, field trips, parent nights, library media assistants, and coaches.
- Technology, Art, Music, Counseling, Para support, professional learning, ELD, Resource, Media assistants,
- It is crucial to continue our counseling services because these professionals are so needed and it would be fantastic if each site had a full time person to work through the daily needs of the students.
- counseling, speech-we have more students who are requiring these type of services
- ELD/Literacy support to assist classroom teachers with students that are struggling.
- Art and Music to educate the whole child, and Counseling to assist with social and emotional issues that may interfere with academic progress
- I believe that the ELD/Literacy Specialist are a critical piece to our district. These ladies wear so many different hats and are an invaluable resource to our district. I would however, like to see their job description condensed so that everyone is aware of what they do.
- literacy coaching, art, music: the students need and enjoy music and art. It gives them a "break" from the same ol' pencil and pen work, while increasing their creativity. Literacy coaching helps the students when a coach comes in an with a new face or voice, shares a concept and works it through with them.
- smaller class sizes, a counselor for each separate school site, one on one aides for autistic students that are mainstreamed in the classroom
- Instructional coaches, school counselor, art, music.
- I'm not sure if I'm catching all of them, but: ELD (mandated to address these students plus a great bridge from their home language to English), resource (again, mandatory to address these and helps students pick up skills not taught at their current grade level), art & music (energizing, challenging extensions that the students love), parent nights (we love seeing parents engaged at school - we have done parent mornings as well to get a different crowd), PLC (working as a grade level is where the most substantive teacher growth is made + helps us all develop), library media assistant (our librarian is amazing and does a phenomenal job supporting the students and teachers and extending our units)
- Health Futures System website giving Immunization Records, VSP Voucher and Referral , Big Smile Dental Program , Hearing Screening.
- resource, professional learning, coaches, technology support

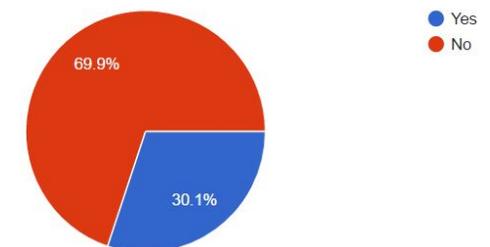
- Art, Music, and Full-Time Libraries -- they help our students become well-rounded individuals, as well as increasing success in the classroom.
- The ELD curriculum has much improved.
- English Language Development Program
- ELD program
- I think ELD, title 1 funds, counselor, art, music, and coach are so important.
- ELD Specialist
- ELD, Library, Technology support, PLC support, Professional Development, counseling for students, Parent Education: all of these support the needs of our learning communities.
- Technology because students need to be ready to use technology in jobs and secondary education.
- Protected PLC time for the purpose of collaboration and setting up student interventions.
- I feel the counseling services are very beneficial to the needs of our students in the areas of social skills and personal struggles.
- The counseling services are beneficial to our population of students, which need instruction and support in social skills, coping skills, and opportunity to sort out personal issues.
- ELD services and interventions
- Students need consistent access to technology in order to achieve success in those crucial standards. The ratio of Chromebooks to students should be 1:1. If each class has their own set of Chromebooks, they can utilize them in their everyday class assignments rather than waiting for a specific day/time to use them.
- ELD/Literacy Specialists, Instructional Coaches, and Counselors all support the academic and behavioral needs of our students.
- Competitive compensation, integrated technology for teachers and students
- A.5 need to continue having competitive compensation A2 PLC protected time A4 Computer hardware & software for students B3 Intervention/Enrichment
- I believe all the programs serviced is very important to students.It helps parents know that they are getting the services.
- Credentialed School Nurses and Treatment nurse staffing. Health is critical to learning. After school tutoring programs. Outdoor education.
- An increase in credentialed nurse staffing would benefit our students. NASN recommends a nurse at each site. While this is an ideal that may not be achievable at this time, an extra credentialed nurse or 2 would benefit the health and safety of our students.

## 2. Are there any programs, services or resources currently in place for our students that you would like to see eliminated or refined and why? (83 responses)

responses)

If yes, please explain why. (27 responses)

- n/a
- Increased access to technology and tech coaching increases the acquisition of 21st century skills.



- More intervention services for students who are struggling.
- I figure it's beyond your control, but maybe don't focus on curriculum details so much and see what can be done to help the teachers in the classroom. More support for first year and second year teachers in the form of non judgemental guidance and not ambiguous assignments, or paperwork to be filled out.
- 21st Century Multimedia available in our libraries. We still have VHS tapes!
- Better support for new teachers and more opportunities for professional development workshops.
- Discontinue focus on Marzano's elements as it has limited value.
- SIOF should be eliminated at Ustach unless the district and Admin is willing to fund it and get behind it.
- coaches- are we really getting our money's worth? Can they be creating the benchmarks?
- Assessments in general for the purposes of strategic intervention and placement of students.
- 2 full time counselors not one shared with an elementary school we have a lot of needy students that need as much support as possible.
- N/A
- The Plan says that all libraries are open full-time at every site, and right now that is not true. There are four elementary libraries that close for 2 hours a week (either before or after school depending on the site) to help at Crossroads. The Crossroads Library has an overloaded schedule due to enrollment and cannot maintain current services without additional help. While the help is very much appreciated, it is a shame that four other libraries have to close at all in order for another school library to function appropriately. It would be great to explore other options so that ALL libraries could be fully-functioning and open to allow full daily access.
- Add in art/music for kindergarten students
- Counseling Services. Middle schools and elementary schools should not share counselors. Elementary schools who share with middle schools have very few opportunities for students to actually be seen. I feel it is a misrepresentation to parents to tell them their student is receiving counseling services when they are only pulled once every couple of months. I also feel counselors should be required to push into classrooms to give presentations that are beneficial for all students, so they are reaching more than those they are servicing. ELD/Literacy Specialists should service students in ALL grade levels. It makes more sense to start services from K on instead of excluding the youngest grade level. All classrooms should be literacy rich environments, so that should not be a reason they are not serviced. ELD/Literacy Specialists should NOT be pulled from their duties to perform other duties (administrative, sub). They should be required to meet with their students as other certificated teachers are.
- I believe instructional coaches should be eliminated and replaced with literacy coaches. Literacy is key in our student's future successes. There is an even stronger need for literacy coaches with the rigor of our new curriculum. I love that we are challenging our kiddos, and believe many students would greatly benefit from extra literacy support.
- additional counseling, speech and nurses added to existing staff to even out the "load"
- I would like to see the sub policy changed on what happens when there is a "no show" on substitutes. The policy currently in place takes others out of their classrooms and is very disruptive to current programs (some seem to be pulled from more frequently resulting in services not being seen as valued by district.)
- Counseling. I think if we could find a way to hire more counselors, our students would be better served. As it is, the counselors are very overloaded in their caseloads.

- I think we need to refine the ELD specialist position. They do not seem to service very many upper-grade students.
- I believe that coaches are covered in this as well, and I think they could be more effective if they were coming up with ideas or running with the ideas that would help teachers. As a veteran teacher, I have not found our coach to be helpful in any of the areas with which I am struggling (new ELA curriculum, coming up with units utilizing chromebooks).
- Scoliosis Screening and Referral- the amount of students screened does not prove to be more than students needing to be referred. A parent is given a referral to follow up with Physician , Referrals are not return to the school nurse when the health problem maybe a concern.
- The LCAP has a student to technology ratio of 3:1. We desperately need 1:1. The rigor of the new ELA adoption calls for students to have access to Chromebooks regularly, and currently, sharing a cart with 3-4 other teachers makes access ineffective. Many other district, in particular Ceres, already has students 1:1. If this were rolled out 3rd-5th grade one year, then K-2nd the next, it would help students become more proficient with using technology to support the core content. Additionally, the LCAP states in B.3 that Intervention, Enrichment, and Expanded Day will be provided. Since cutting Supplemental teachers a few years back, not all sites have been able to provide such to students. All schools have students who would benefit from such programs, not just Title I schools.
- I don't feel that we are a genuine PLC district. PLC time is not embedded in the day but rather added on to a Monday staff meeting. That is not a true PLC model. I would like to see our district make the commitment to being a true PLC district by offering an early release day each week.
- Protected time for PLC needs support and extension, along with more integrated technology. Assistant Principals needed one per site. This will improve student learning and behavior expectations.
- A2 A3 protected PLC time needs to add early release or late start 1 day a week - Monday Meetings are not protected time / Add Assistance Principals at EVERY SITE B1 technology - use subs for "during the day" training - not afterschool or Saturday trainings B3 expanded day - hire supplemental teachers to start late and stay late (9-4)
- There have been some questionable jurisdiction issues for nursing between the SCOE nurse and the schools for the ED classes. At the middle schools, the ED students are frequently brought up for first aid and nursing support from our staff. The Sylvan credentialed nurses are also pulled into issues with these students so jurisdiction gets cloudy. Also, at Ustach, a sylvan treatment nurse and health clerk provide diabetes support to one of the diabetic ED students, yet answer to the SCOE credentialed nurse. I have been informed that this arrangement could cause some liability issues that may need to be looked into.

### 3. What new ideas would you like to recommend for programs, services, and resources for our students, and why? (83 responses)

- None
- None
- None
- None
- spreading 7 Habits and Leader In Me to all Sylvan Schools
- PE teacher so teachers can teach and the PE teacher will provide exercise and nutritional education.
- After school programs including tutoring. A lot of children are home alone after school because both parents work.

- Provide specific Technology coaches for each site to go with one to one Chromebooks. Classroom teachers need help understanding how and when to use technology to improve instruction.
- I would like to see more peer involved programs for students because it is a great way to reinforce positive interactions and relationships.
- More services available for struggling students.
- I think we need to bring back some sort of consistent tutoring programs for our students.
- N/A
- An intervention program for our students who need extra help.
- I would like to recommend News-2-You for the special education students. I have bought it every year and I share it with a large group of our M/M, M/S, plus some general education teachers. Since I am retiring this year and it costs about 180 dollars a year for one site license not sure if any other teacher will take it on.
- It would be nice for the elementary schools to have a PE teacher since we are now required to have certain amounts of time and teachers who are trained in physical education have a better understanding of how to have students improve their physical fitness. As a general ed teacher yes I know my PE requirements, but I am not specialized in working certain muscles or knowing exercises and games, sports etc that can help students improve their overall physical fitness and given today's elementary students, many are already overweight or not motivated to participate.
- After school Tutoring, Homework Hall
- I would like to the middle schools to consider allowing time during the school day for students to get help. It may be an extended advisory or a paid homework help position after school. I have many students who do not have support at home with homework completion. I have many students that are in extracurricular activities, honors programs, etc. that would benefit from having time embedded during the school day (study hall) to complete work and get additional support.
- I would like an additional librarian and funding for the development of electronic resources for our patrons to access both at school and home. An additional librarian will provide instructional services in both the classroom and library to assist students and teachers with research projects and instruction on the appropriate use of digital information.
- full time nurse, more support for general ed students that might need more intervention or help
- More help for general ed students that need the extra help - full time nurse
- None
- Enrichment classes for identified students.
- More dance; Juliene Dance and music programs because students I believe it is healthy for students
- Tutoring, focused learning group, before or after school
- Support, encouragement, and training for new Language program , support for Technology in all curriculum
- More opportunities for students to experience the academic world outside of school. Partnerships with higher education-MJC, CSU, Gallo Center
- Mindfulness
- Computer teacher/technology teacher and the technology/computers,laptops,chromebooks. etc that are necessary.
- after school intervention

- More enrichment opportunities that support students becoming kind and compassionate citizens within a world that seems to lack the compassion and humanity it once held.
- Certificated P.E. teachers for elementary school, 1 to 1 technology for kids, paid yard duties,
- Exploring the addition of higher level counseling, such as Center for Human Services, beyond one school. Several students come to school with issues beyond "school" counseling.
- More community outreach to make students feel comfortable.
- K-8 summer enrichment and intervention program to give struggling and striving students the chance to exceed
- I do not have any other recommendations at this time.
- Less testing to alleviate stress for our younger students would be beneficial.
- NA
- A position similar to the literacy specialists that focuses on math skills in the primary grades. Also, a media instructor to help close the learning gap with the technology standards.
- PD with a focus on behavior modification within the classroom and differentiated instruction techniques
- Literacy Specialist that can coach on the curriculum and start tier 2 intervention so the ELD specialist can focus only on the ELL population
- I would like to see the Center for Human Services expanded to help reach more students who would not get the help they need. Also, add their services to several of our elementary feeder schools where kids need the therapy.
- I would like to see a full time assistant principal at each school site because it will assist all students, faculty, and the families of our students.
- Arc welding for a brighter future.
- I would like to see more opportunities for student support outside of the normal school day. Many parents ask if we offer tutoring or homework help and it would be great if we were able to say that we do and that it is available at all grade levels. I would also like to see more training provided to teachers on project based learning and how to effectively incorporate technology into their lessons and activities instead of using Chromebooks primarily for games.
- I would like to see a full time counselor at each elementary site, and two full time counselors at each middle school. Thank you!
- Math intervention by an intervention teacher, not classroom teacher. Currently we only have after school math intervention taught by a classroom teacher.
- It would be great to have a full time computer teacher that can really to help advance students in this area.
- I also think it would be beneficial to our library program to employ an additional district librarian position for the elementary schools. Having one district librarian for 13 schools is not enough.
- Paid yard duty frees up teachers to collaborate, PE teachers for elementary students to help meet fitnessgram expectations and state requirements.
- SMALLER class sizes. The younger the students, the smaller the class sizes should be. It is crucial to reach students from the youngest age possible, and larger classroom sizes are not as conducive to this, which results in a need for additional services for them to catch up in the future.
- We need more intervention to help all of our students become more successful. There is a great need in the primary grades for reading, writing, and math help. It would be very beneficial if there were supplemental teachers in each class in the primary grades to help our struggling children at all schools. We also need computer teachers at each site to teach our children, like the music and art teachers do.

- A technology program to teach primary students how to type, keyboard, click and drag, and things that are necessary to prepare students with necessary computer skills in the primary years. We really need a computer program in order to have all teachers teaching all students the necessary keyboarding skills.
- I believe we need literacy coaches and technology support/teachers to better prepare our 21st century learners. Our students need one-on-one devices(chromebooks, computers, etc). Right now I share a set of chromebooks with 5 other teachers. Imagine if each class had a cart! That would be so beneficial to our students.. especially getting them started in Kinder to better prepare them for digital testing/our digital world.
- Campus security guards.....the world is becoming scarier and we need to feel protected in our schools.
- bring back supplemental teachers!! For successful interventions, we need small groups - when you have 12-15, that is not a small group; supplemental teachers were a great resource for small group intervention during the school day.
- COOP style meetings to brainstorm ideas to address at risk students that may not need a formal SST; recommendation once a trimester
- P.E specialists for Elementary School students, as research has shown that balance, coordination, fitness, etc develop a child's brain and contribute to academic achievement, and Roving teacher's aides per grade level to assist with differentiated small group work, and District/Site Intervention for students who are below grade level at the Elementary and Middle School Level
- I would love to see a paid position for yard duties. This would enable staff to focus on curriculum and implementing programs.
- if money allowed for supplies and stipends, an enrichment program would greatly benefit our students here in Sylvan District.
- smaller class sizes especially in Kindergarten. Its truly beneficial to have only 20 students in kindergarten due to their needs and wants.
- I would love to see the "Leader in Me" program at every school site.
- I would LOVE to bring back a technology teacher who came up with projects, maintained the computer lab, helped us through the technology standards, and put forth a regular typing program for the students to utilize. We are sorely lacking in technological implementation and every teacher I know is behind on the technology standards, but those will only grow in importance in our digital age.
- A Program for Immunization Clinic at School Site to support enrollment.
- what we have in place is helpful
- I would like to see field trips, at a basic level, funded by the district. For example, if every fourth grader goes to Columbia, why not have the district absorb the cost of the buses? Because parents' clubs pay for field trips, there is a huge disparity in experiences between students of MAS or Freedom and those of CFB or Sylvan. I would also like to see a part-time or even 10-hour LMA position at Crossroads. Their campus is so large that they have extra support staff in other areas (custodial, front office), why not the library? It directly impacts students. Also, with more technology coming through the libraries, and more of an emphasis on eBooks and other digital resources which cost money, the library budgets should be increased to previous levels. The cost of books has not gone down, and in fact, has increased in many subjects (particularly if eBooks are purchased). Library budgets should reflect that. MakerSpaces and coding should be at every school, not just the new STEAM Academy. With Engineering and Technology such an important part of today's society, we need to expose our students early, so it becomes commonplace for them. Maybe Computers/Coding should be a third enrichment, along with Art and Music.
- Community outings for special education students would highly benefit the students as well as promote generalization of skills.
- Reading Coach/Reading Specialist
- Reading coach/ Reading specialist

- More intervention available for struggling students.
- It seems we are making great growth.
- One-to-one Chromebooks (not shared between classes) because the increased technology-based interaction for each student requires more constant use of the Chromebooks.
- I believe we should consider grouping 2 classes together in 3rd- 5th with teachers swapping classes to have a language arts block and a math/science block. This model works well for teachers as they prepare and students so that they get the benefit of more than 1 teacher.
- \* Paid Yard Duty for all recesses (before school, morning recess, and after school) at all sites. I would like to the LCAP set aside funds to provide flexible seating, with stand up desks, Bouncy Bands, and Hooki stools. This would allow for teachers to accommodate students with attention needs so that they can perform to the best of their ability.
- I feel our school would benefit from having a full time counselor as to meet the significant needs of our current population. In the area of performing arts it would also be nice to see it provided to all grades, such as dance instruction.
- Our school would benefit from having its own counselor that is on campus five days a week to support the needs of our students and teachers. We would also like to see performing arts provided to all grades. Having P.E. aides who take students out each day would provide opportunity for additional prep time for teachers.
- Chromebooks need to be 1:1 throughout the district sharing carts does not allow the level of instruction required today.
- In order to help each student achieve maximum success, we need supplemental teachers who can lower our intervention group sizes which would increase student to teacher contact time during these important intervention times. We could start with reading since we have a much more rigorous and extensive reading curriculum which is new to both students and teachers.
- After school support/tutoring and one to one technology so all students can meet grade level standards as well as technology standards.
- Separate Reading and ELD teachers to support all students with extension and intervention. Formal physical education teachers and curriculum, full time Art and Music teachers to increase success for our PLC model.
- 1:1 technology for students purchased by the DISTRICT for ALL students Paid Yard Duty to allow teachers to use professional day preparing for students needs. Differentiated seating options (standing desks wobbly chairs) FULL TIME PE, ART & MUSIC teachers,
- I believe there should be a nurse in each school. It will reduce some of the work for the office staff. It is also helpful for the students and parents, knowing there is a nurse at each school site.
- Increase School Nurse staffing. Currently they have multiple sites. If they had only 1 or 2 sites they would be able to improve the health of our students, increase attendance rate, be proactive in teaching health to our students, and overall be more available to the staff, students and parents.
- Hiring for open positions (SLP, health clerk, Psychologist).