



# District Reorg Update: The Next Phase

Governing Board Presentation

June 23, 2016

# Transformational Team Structure

---

- ▶ Site Leadership Team
    - ▶ ILT Members
    - ▶ Outside Facilitator/Consultant
  - ▶ Transformation Team
    - ▶ Staff
    - ▶ Parents
    - ▶ Community Members
  - ▶ All Staff
-

# Outside Facilitator/Consultant

---

- ▶ Thought-Partner for Site Leadership Team
  - ▶ Experience in Transforming Organizations
  - ▶ Knowledge of Group Dynamics
  - ▶ Familiarity of Committee Functions
-

# Site Leadership Team

---

- ▶ Assess Staff Readiness for Shift
  - ▶ Determine Site Needs
  - ▶ Implement Systems to address Needs
  - ▶ Build Relationships with Staff
-

# Transformational Team

---

- ▶ Staff
  - ▶ Site Administrators
  - ▶ Parents
  - ▶ Community Members
  - ▶ Classified Employees
  - ▶ District Office
-

# Transformation Team

---

- ▶ Develop a Transformative TK-8 Grade Plan
  - ▶ Address the Top Areas identified on Survey
    - ▶ Discipline
    - ▶ Academic Supports
    - ▶ Staff Retention
    - ▶ Class Size
    - ▶ Professional Development
    - ▶ Site Theme
-

# Transformation Team Framework

---

- ▶ Gather Facts
  - ▶ Determine Strategies to Address Areas
  - ▶ Identify the Decision-Making Process
  - ▶ Develop the Implementation Timeline
  - ▶ Create the Communication Plan
-

# All Staff

---

- ▶ Support the Transformation Team
  - ▶ Assist with the Fact-Finding
  - ▶ Participate in the Consensus Building
  - ▶ Commit to the Process
  - ▶ Celebrate the Milestones
-

# Site Visits

---

- ▶ Moreland
  - ▶ Cambrian
  - ▶ Sanger
  - ▶ Others as Needed
-

# District-Wide Equity Admin

---

- ▶ Closing the Achievement Gap through Equitable Practices for Students and Staff
  - ▶ A Member of Instructional Services and the Multi-Tiered Systems of Support Team
  - ▶ Implementation of LCAP Goals
    - ▶ Parent Participation
    - ▶ Student Engagement
    - ▶ School Climate
    - ▶ Course Access
-

# Specific Responsibilities

---

- ▶ Provide Equity Learning Opportunities for Staff
  - ▶ Determine Systemic Equitable School Climate Practices that Enhance Student Learning
  - ▶ Work Closely with Sites to Support Existing and Future College/Career Efforts
  - ▶ Collaborate with both Internal and External Stakeholders to Maximize Resources that support Equitable Practices within CUSD
-