



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
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Outside Facilitator/Consultant

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

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

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

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

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

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