

DRAFT



Discussion 2020-2021

District Goals

SMUHSD Board Meeting
September 10, 2020



PURPOSE OF ANNUAL DISTRICT GOALS

- Drive District progress on important topics
- Communicate specific priorities to the District staff and overall community
- Provide focus for leadership team
- Build consensus regarding most important initiatives to be undertaken this year
- Provide way for Board and staff members to assess progress at the end of the year

Note: These goals should be beyond the typical work of school and District operation and incremental improvement.



2020-2021 ANNUAL DISTRICT GOALS



Overarching Goal

Provide a safe environment for students, staff and the community while delivering a distinctive education for each and every student during the pandemic



Goal 1: Academic Achievement

In order to drive progress on our bold, common vision to increase academic expectations and performance in creating college and career ready students, we are committed to:

1. Deliver the finest learning and instruction possible in Distance Learning
2. Review and Examine Social Studies courses and curriculum for bias, with the goal of creating the most inclusive and balanced instruction possible
3. Develop and implement ways to evaluate students' progress in the virtual learning environment. Support students in their postsecondary options despite difficulties associated with doing this task
4. Develop and implement Tier I supports and intervention and evaluate the effectiveness of the strategies through a cycle of inquiry at the school and District level
5. Ensure that all students have access to instructional materials, devices and connectivity that they need to engage in the learning experience



Goal 2: Continue to develop a more Equitable Organization and make progress toward realizing our Equity Vision and Mission

1. Launch Equity Design Team of school and District administrators with the goal of examining and then shifting school/district policies and practices to be centered in equity
2. Create a student task force representative of all schools and a diversity of identities to inform our work toward realizing the districts equity vision and mission
3. Continue to provide staff with professional learning on implicit bias, anti-racist strategies, and culturally responsive practices
4. Create a task force to develop a radical proposal that would disrupt the current education system with the goal of reducing the systematic achievement gap



Goal 3: Ensure all student are supported both Academically and in the Social-Emotional Learning Process

1. Examine and expand the accessibility of mental health services for all students and families while providing continuity of care during campus closures ensuring most recent safety protocols are followed
2. Deliver a series of family education workshops led by subject matter experts, topic to include: Success in Distance Learning, Resiliency, Motivation, Communication, Social Emotional Development, School Engagement, Substance Use and other relevant topics
3. Develop a tiered system of re-engagement for students who are not attending virtual class periods on a regular basis
4. Create a tracking system for students not engaged in distance learning, determine student's levels of engagement, and remove obstacles for students



Goal 4: Provide teachers with high quality, engaging and relevant professional learning experiences to support their implementation of virtual teaching and learning

1. Support teachers in the design, development and implementation of rigorous, relevant and engaging curriculum appropriate to virtual learning instruction
2. Provide training and support on educational technology tools to assist in engagement, learning, and assessment of student learning
3. Continue to provide training and support on best practices and key design principles in organizing and presenting curriculum through our learning management system (Canvas)
4. Develop and provide professional learning to build the capacity of teacher leaders to support and sustain key MTSS Tier I practices across all school sites



Goal 5: Transition Through Pandemic COVID-19

1. Respond responsibly and safely to the ebb and flow of the pandemic
2. Continue to monitor conditions that would allow for in person instruction
3. Remain poised to re-align instruction and prepare staff for the return to classrooms when safe
4. Incorporate changes and practices that have been beneficial to students during distance learning into our educational system when operations return to something close to normal



Goal 6: Communication

In order to assure that we communicate effectively with all District stakeholders, we are committed to:

1. Expand District-wide parent education, Town Halls, Community Conversations and other district level communication opportunities through virtual platforms
2. Where appropriate use new technologies such as Thoughtexchange to gather information from stakeholders in advance of meetings to improve two-way communication and meet the evolving needs of parents during unprecedented times
3. Broaden and amplify voices of community members we haven't heard to the extent we should
4. Continue to provide simultaneous Spanish interpretation at Board meetings and provide the resources to allow Spanish – speaking attendees to address the Board and receive responses in Spanish



Goal 7: Stewardship of Resources

In order to ensure the Districts long – term fiscal health and overall stewardship of resources, we are committed to:

1. Proceed with the sale of the former Crestmoor High School site in order to create resources for staff housing
2. Increasing the Districts Reserve for Economic Uncertainty in light of unprecedented economic times
3. Review and redeploy staff so that the unrecognized talents of staff are most effectively used for the benefit of student learning and efficient use of resources during the pandemic



Goal 8: Ensure Successful Opening of New Peninsula High School

In order to serve some of the Districts most vulnerable students we are committed to:

1. Opening the New Peninsula High School on November 13, 2020 in Burlingame
2. Assure that students are able to travel to the school and fully use the facilities
3. Support staff throughout transition
4. Identify internships and jobs available for our students



Goal 9: Providing State of the Art Teaching and Learning Facilities
As the Capital Facilities Program - Measure L is implemented, the projects undertaken must align with safety and comfort, cost efficiency and creating teaching spaces. An expansive project list will be presented, reviewed and prioritized

1. Build timeline for facility modernization that aligns with financial resource timeline, District priorities, and imbalances among schools
2. Create operational efficiencies and more sustainable operations through all new projects
3. Build for parity and implement uniform standards across the District



PROPOSED TIMELINE AND STEPS

- September 10, 2020 -Goals Brought to the Board for discussion
- September 24 - Goals Brought to Board for Approval based on input received
- October 1 - Superintendent Shares personal goals with the Board
- By October 15 - Principals and members of District Council complete personal goals tied to district goals
- By October 20 - Administrators meet with supervisors to discuss goals for the year
- January, 2021 - Mid-year progress report of goals to Board
- June 2021 - Final report to Board on Goals
- January 2020 - Mid-year progress report of goals
- June 2020 - Final report to Board on goals



Questions?

