

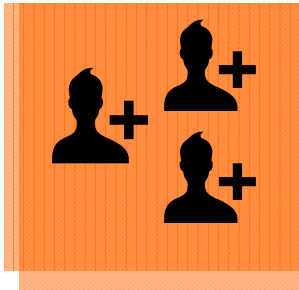


# **District Office Reorganization Update**

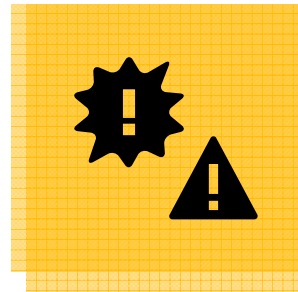
# The Landscape Changes



PEOPLE/PROGRAM CUTS



ENROLLMENT GROWTH



NEW/CHANGE



BUDGET CUTS



# Challenges and Dilemmas

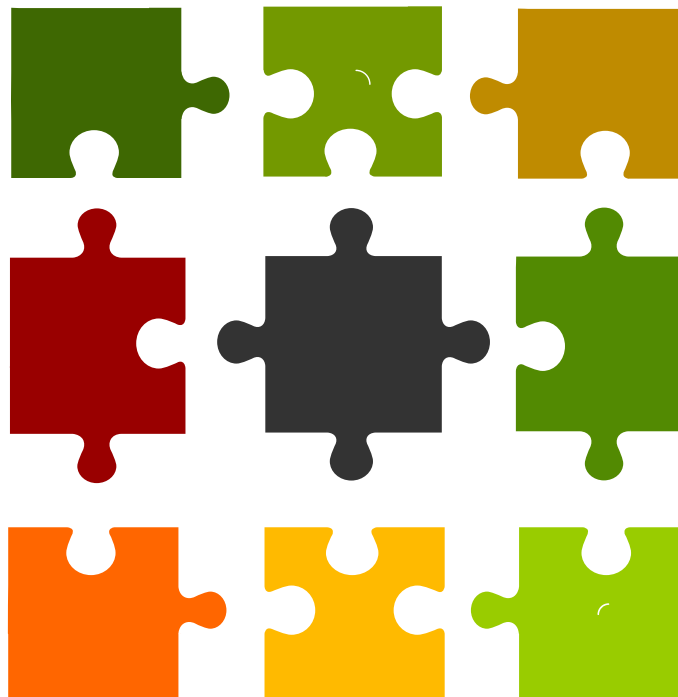
⦿ State Budget Cuts/  
State Fiscal Crisis

⦿ NCLB – PI Schools

⦿ Equity & Access

⦿ Opportunity Gaps

⦿ Repurpose School  
Facilities



⦿ Reduce/Eliminate  
Staff

⦿ Reduce/Eliminate  
Programs

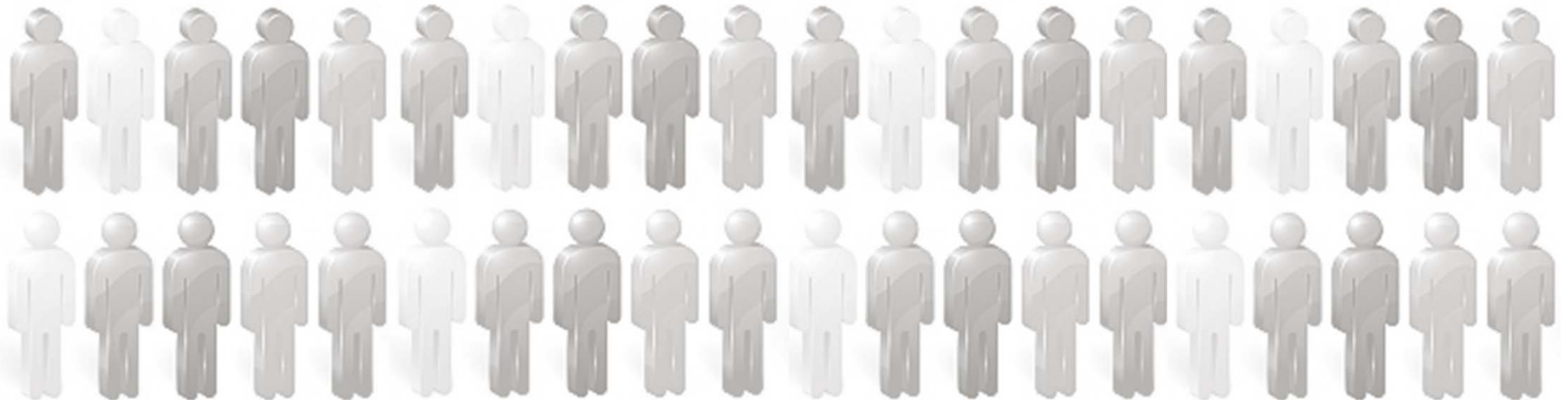
⦿ Student & Staff  
Engagement

⦿ Family Engagement

⦿ Increasingly Diverse  
Student Population

# Student Enrollment Growth

- Reopen classrooms
- Increase support staff
- Use all available facilities



# Learning More About Ourselves

- 70% of HS Seniors Start College Immediately after High School Graduation
  - 60% of those students return
  - Ultimately 33% of students complete BA
- In a six-year period – first predictor in 2<sup>nd</sup> grade
- 82% of EL students born in San Rafael
- Equity Based Programs



# Reorganization

**Objective:** Support the efficiency of the District to address the multiple state-mandated changes and Board of Education goals to support student success through a central services support model

- New Staff Due to Enrollment
- Restoration of Positions
- New Positions



# Guiding Our Work

**Board Goals**



**Sites & District**

**LCAP**



# Guiding Our Work - Initiatives

- College– Career - Community Ready
- Common Core State Standards
- Smarter Balanced Assessment
- Local Control Funding Formula
- Local Control Accountability Plan
- English Learners
- Professional Development
- District Infrastructure



# District Reorganization = Central Support Services

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**COMMON  
CORE**

**K-12  
ARTICULATION**

**DATA &  
STUDENT  
PERFORMANCE**

**PROFESSIONAL  
DEVELOPMENT**

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**PROFESSIONAL  
DEVELOPMENT**

**FAMILY &  
COMMUNITY  
ENGAGEMENT**

**AFTERSCHOOL &  
SUMMER SCHOOL**

**NEW ADMIN  
SUPPORT**

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# New Structure Timeline

- New Structure
- New Roles & Responsibilities
- Form – Storm – Norm
- 12+ Months to Assemble District Leadership Team

MAY

Board Approves Reorganization

JULY

Assistant Supt, Ed Services  
Coordinator, Afterschool Programs

AUG

Director, Strategic Initiatives  
Director Teaching & Learning K-8  
Director Teaching & Learning 9-12  
Coordinator, Communications

NOV

Director, English Learner Programs

MAR

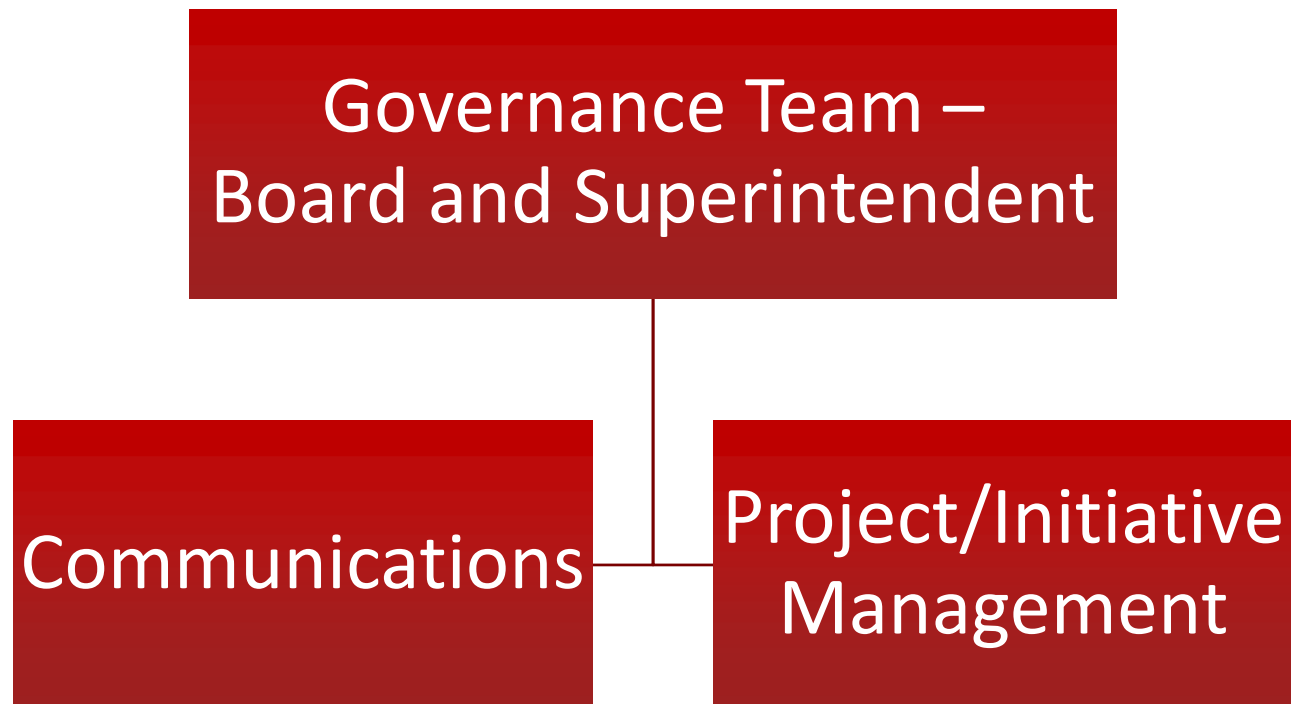
Chief Human Resources Officer  
**Resignation**  
Chief Technology Officer  
Director Teaching & Learning, 9-12

JUNE

VACANT POSITIONS

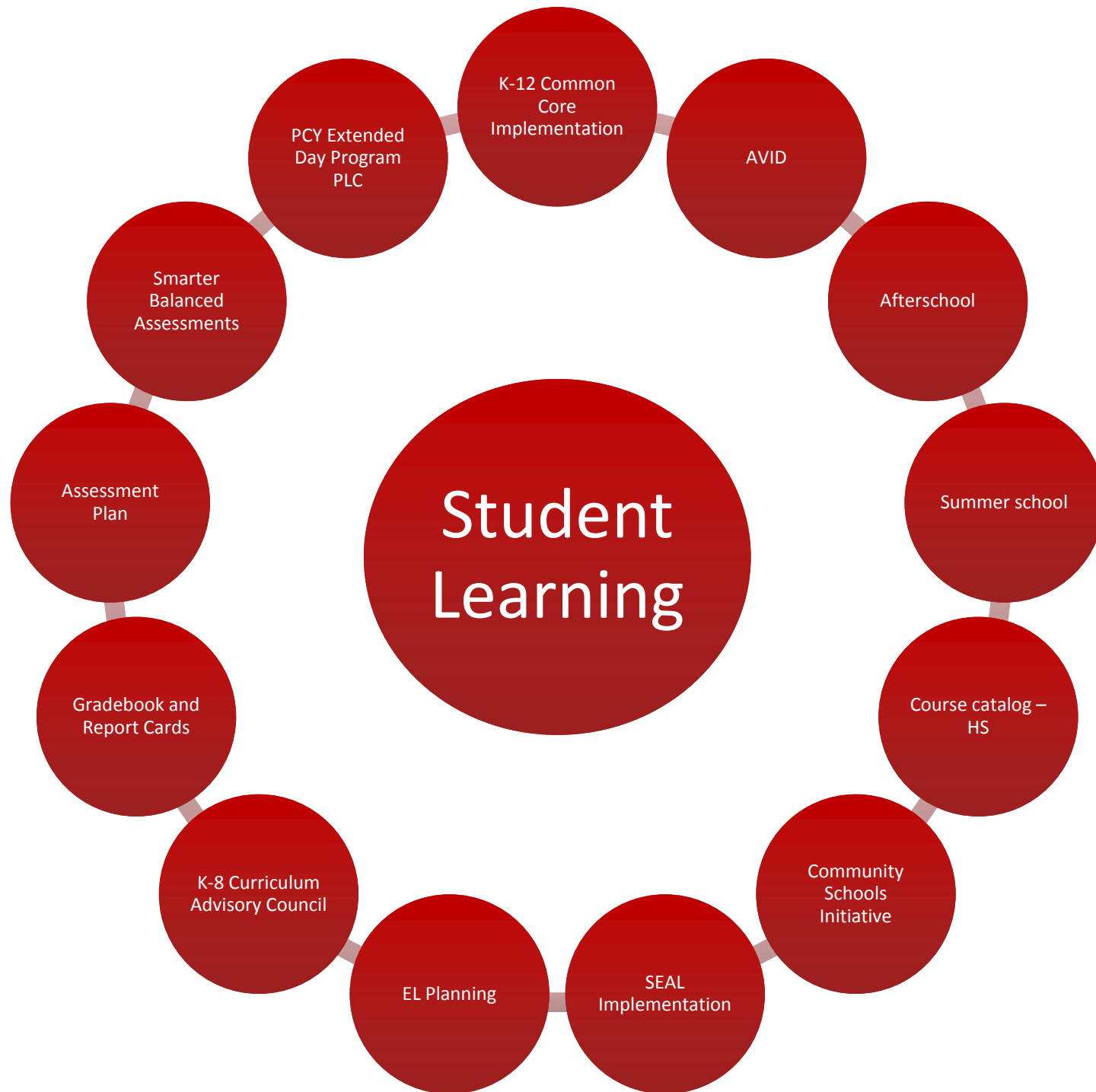
# Governance Team Structure

## Board Consultant Recommendations





# **HIGHLIGHTS & ACHIEVEMENTS**

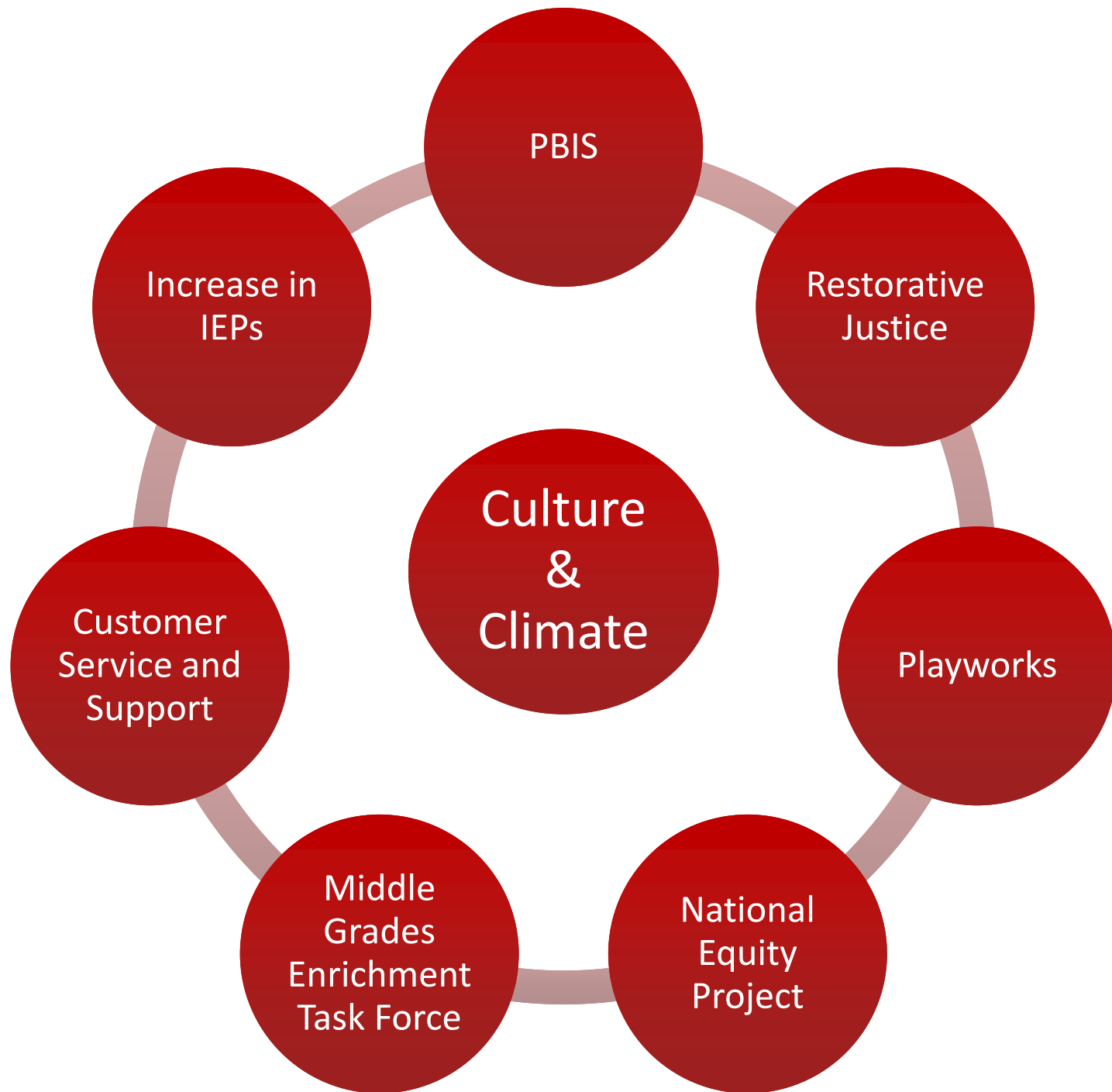






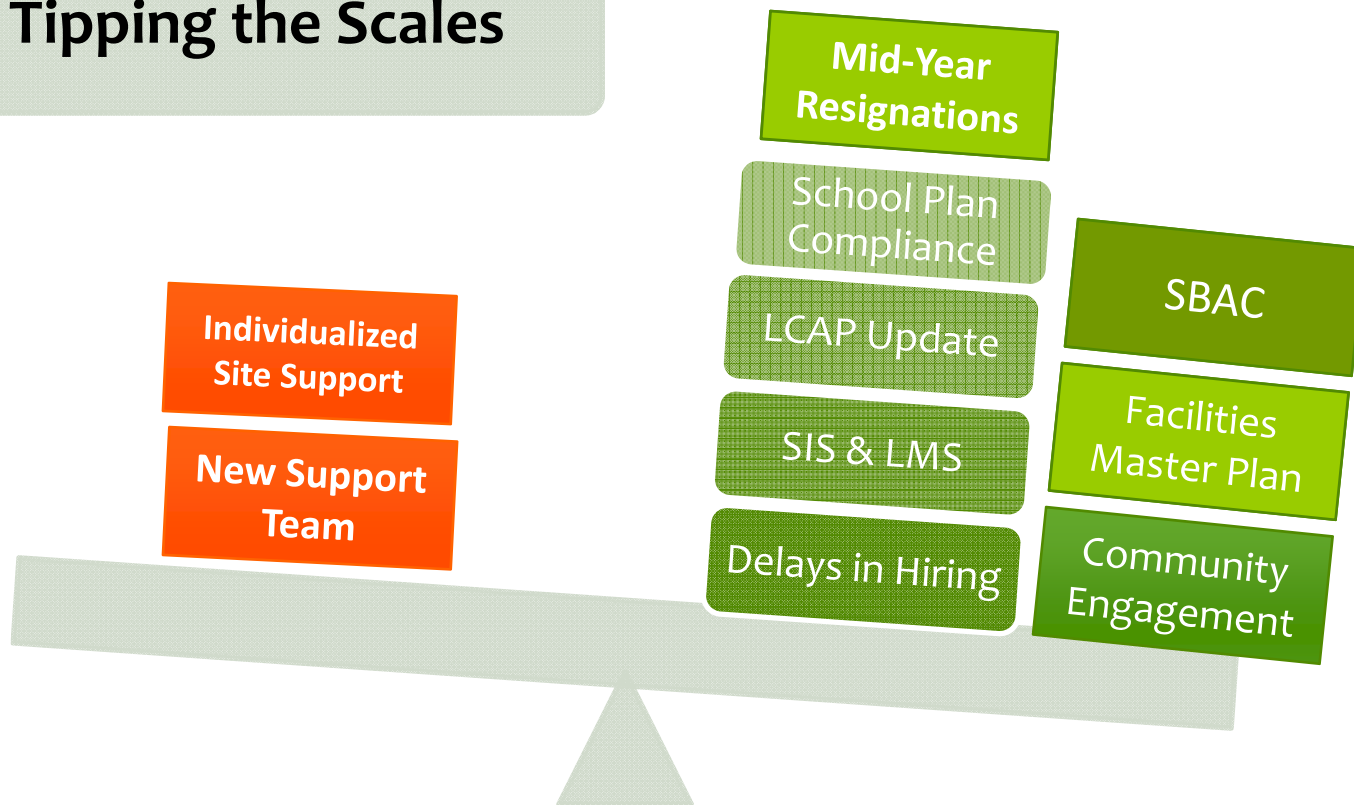






# Unanticipated Areas of Focus

## Tipping the Scales



# Lessons Learned

## DISTRICT CENTRAL SERVICES

- Board Goals
- Communication
- Authentic Engagement
- Support Teams
- Responsiveness
- Project Planning

## SCHOOL SITE

- Alignment with Board Goals
- Instructional Leadership Teams
- SMART Goals
- Standard Operating Procedures

# Looking Ahead

➤ 2015-16 and  
Beyond!

