

# Santa Rosa City Schools Opening of School Report

Embrace.  
Engage.  
Empower.

September 11, 2019

“Our new Strategic Plan is a bold and courageous statement that all students will know the power of their voice as a means to improve their learning and life opportunities.”



Superintendent Diann Kitamura  
(2019)

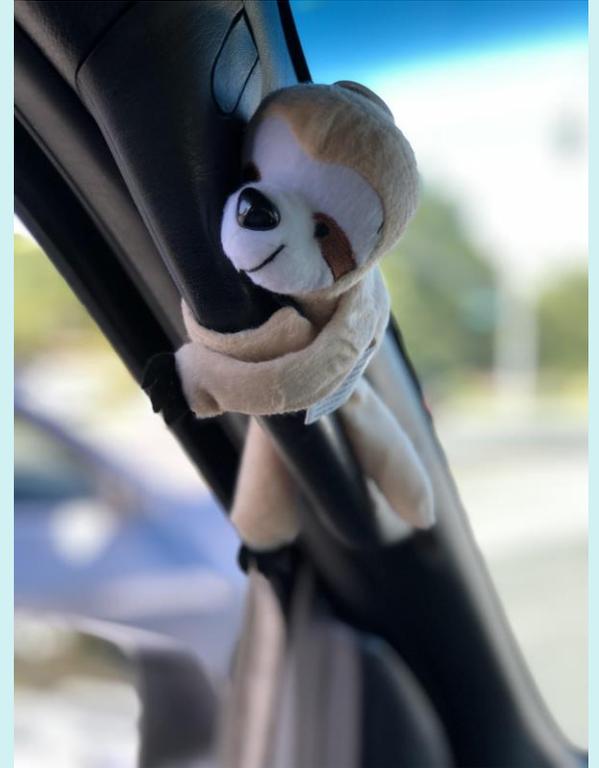
# Leadership Launch

Sonoma County Office of Education



# Leadership Launch

Sonoma County Office of Education



# Department Leadership Retreats



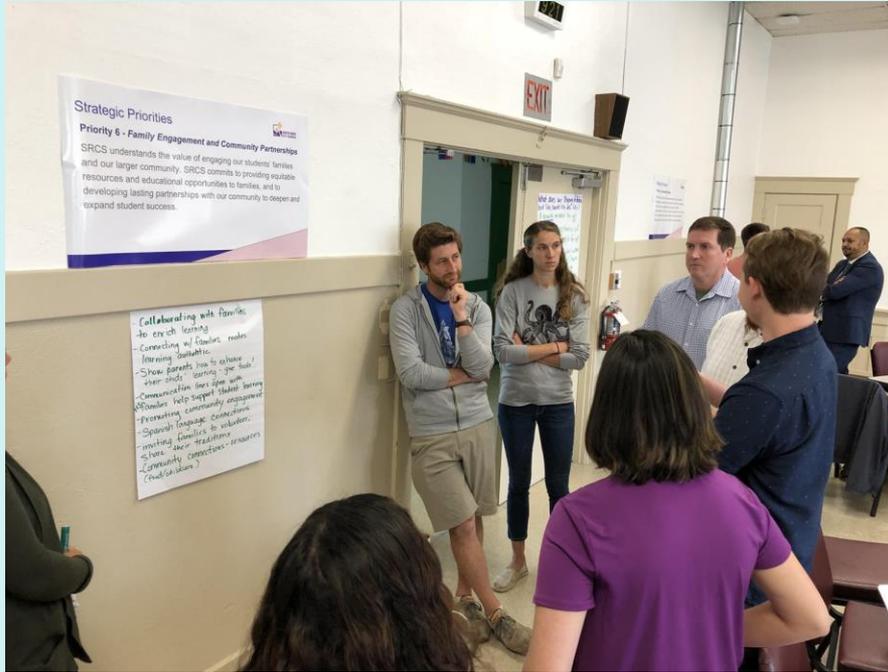
# New Teacher Orientation

Lewis Educational Center



# New Teacher Orientation

Lewis Educational Center



# New & Returning Administrator On-Boarding & Coaching



# All Staff Welcome Back



# All Staff Welcome Back

Luther Burbank Performing Arts Center



# District-Wide All Staff Professional Learning



# District-Wide All Staff Professional Learning

Come one - Come all!

Sign up now for Classified Professional Development on August 12, 2019  
See your email of July 16 from Cindy Brennan or enter this link in the browser  
<https://forms.gle/6ZArboniGXXnAEoN7> Light snacks will be provided



**True Colors Competencies: Communication, Problem Solving/Decision Making**  
Are you easy going but your supervisor is a task master? Are you a social butterfly but your spouse prefers alone time? Do you need tools to help you deal with professional and personal personalities that are different from your personality?  
True Colors is a personality assessment tool that is easy to use, easy to remember and easy to apply. In this training, you will develop the self-awareness necessary to better understand yourself, your co-workers and your family members. Are you Blue, Green, Orange or Gold? Come find out. This class will help you: >Develop an understanding of self and others and >Expand your appreciation for saluing differences  
8:00 - 10:00 AM at Ridgway Multipurpose Room



**Differences Allowed: A Culture and Diversity Training Competencies:**

**Communication, Problem Solving/Decision Making**  
Want a better understanding of those with different cultures, backgrounds and experiences? Differences Allowed: A Culture and Diversity Training provides an open forum to discuss backgrounds, diverse experiences and different cultures. It will increase your understanding and appreciation for the diversity in your workplace and community. This class will help you: >Understand the definitions of culture and diversity >Question your assumptions and express yourself >Examine culture and diversity and its impact/influence on who we are and what we do.  
10:00 - 12:00 PM at Ridgway Multipurpose Room



**Restorative Practices and Responding to Student Behaviors**  
Ways to make school enjoyable as we respond to student behaviors within the scope of your job: in the office, classroom, and around campus.

Come join colleagues who respond to student behaviors within the scope of their job: in the office, classroom, out around campus. You will have many opportunities to respond, give input and practice the techniques with your work alike participants. We will focus on common concerning behaviors, ways we can prevent them, ways to respond to the behavior, de-escalation techniques, and explore the types of consequences: natural, logical, & punitive. We will be accepting requests for the list part, so that the training offers info, you are interested in. This training will be quick paced and may even help you laugh a bit in the school scene.  
1:00-3:00 PM Staff Training Center



**LGBTQ (Lesbian, Gay, Bisexual, Transgender, Questioning, Queer).** Objectives we will accomplish with our training-attendees and providers will: Have a better understanding of LGBTQ identities. Have more compassion for LGBTQ people and their experiences. Be more aware of specific issues that affect the mental health of LGBTQ youth. Be more confident in their ability to support LGBTQ youth.  
Gain knowledge of resource and referral information for LGBTQ youth. Be able to identify specific mental health resources accessible for LGBTQ youth.  
8:00 - 12:00 PM Teaching and Learning Center

**Understanding your Cal-PERS CSEA Training - Retirement in your future?**

Want to know when you are eligible to retire? Wondering what formula is used to calculate your retirement benefits? These are among the most common questions classified employees ask. How do I know if I have the right amount of service credit? How do I apply for retirement? What information is needed on the retirement application. Get answers to these and more.  
9-11 AM Staff Training Center



**Basic and Intermediate**

Drive and Docs Basics: this session would be designed for the beginning google user  
12:30 - 2:00 PM Teaching and Learning Center

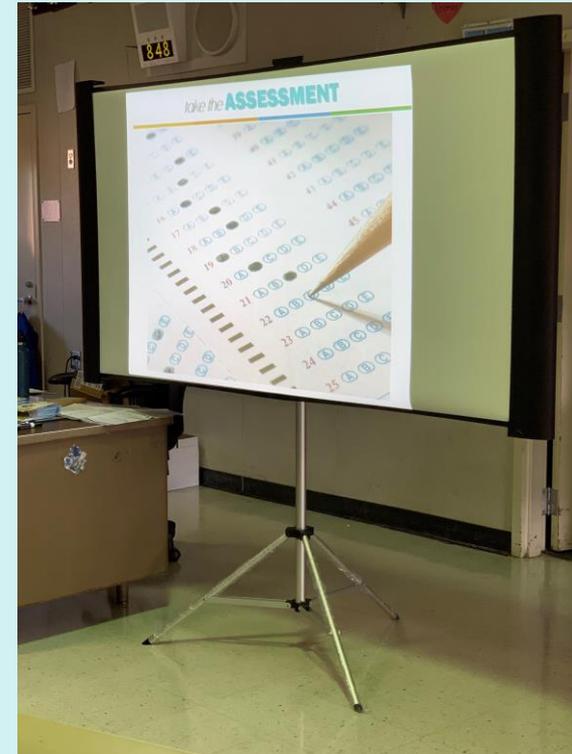


Drive and Docs Intermediate-Advanced: learn to take your docs to the next level  
2:30 - 4:00 PM Teaching and Learning Center



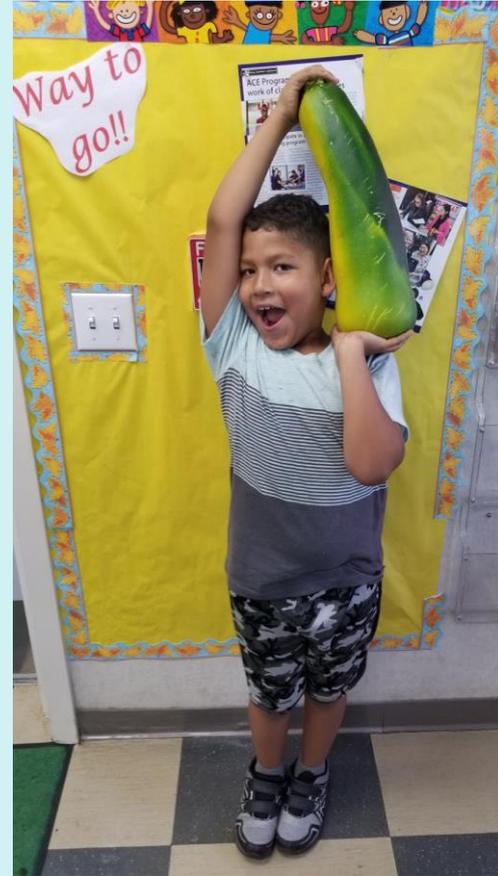
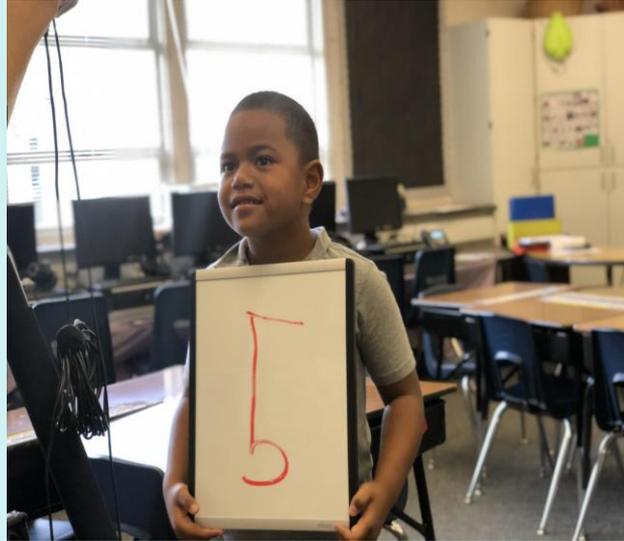
Chromebooks available.

~\*~REMINDER TO SIGN IN AND OUT OF EACH CLASS YOU TAKE~\*~



# First Day of School

Welcoming Staff and Students Back



# First Day of School

Welcoming Staff and Students Back



# First Day of School

Welcoming Staff and Students Back



# Back to School Nights

Elementary

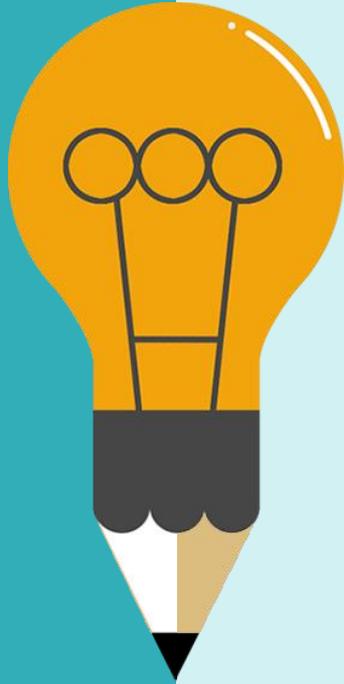


# Back to School Nights

Elementary



# Strategic Vision to Strategic Action



**01**

**Board of Education Goals**

**02**

**District Strategic Plan with Mission, Vision and Strategic Priorities (MVP and SP)**

**03**

**Theory of Action (TOA) and Local Control Accountability Plan (LCAP)**

**04**

**Single Plans for Student Achievement (SPSA) and Western Association of Schools and Colleges (WASC) Plans**

**05**

**Classroom Teaching and Learning**

# Santa Rosa City Schools Strategic Plan

2019-2024 (DRAFT)

***Vision:*** SRCS will send students into the world who are empowered to work together, find purpose, think critically, embrace diversity, adapt to our changing planet, and live healthy and fulfilling lives.

***Mission:*** SRCS ensures equitable access to a transformative educational experience grounded in the assets of our students, staff, and community. We nurture the whole student in an engaging, challenging, and safe environment. We recognize and value each student's individuality and our community's cultural wealth.

# **Santa Rosa City Schools Strategic Plan Priorities**

2019-2024 (DRAFT)

Priority 1 - Life Ready Learners

Priority 2 - Balanced Education

Priority 3 - High Quality Staff

Priority 4 - Teaching and Learning Environment and Resources

Priority 5 - Equity and Excellence

Priority 6 - Family Engagement and Community Partnerships

Priority 7 - Sustainable Funding

# The SRCS Journey: Research and Best Practices

2013-2019

## Five Questions



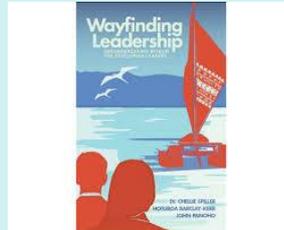
*James Ryan, Dean*

## Coherence



*Michael Fullen, Author & Researcher*

## Wayfinding Leadership



*Spiller, Barclay-Kerr, Panoho, Authors*

## Wayfinding our Purpose



*Patrick Cook-Deegan, Project Wayfinder*

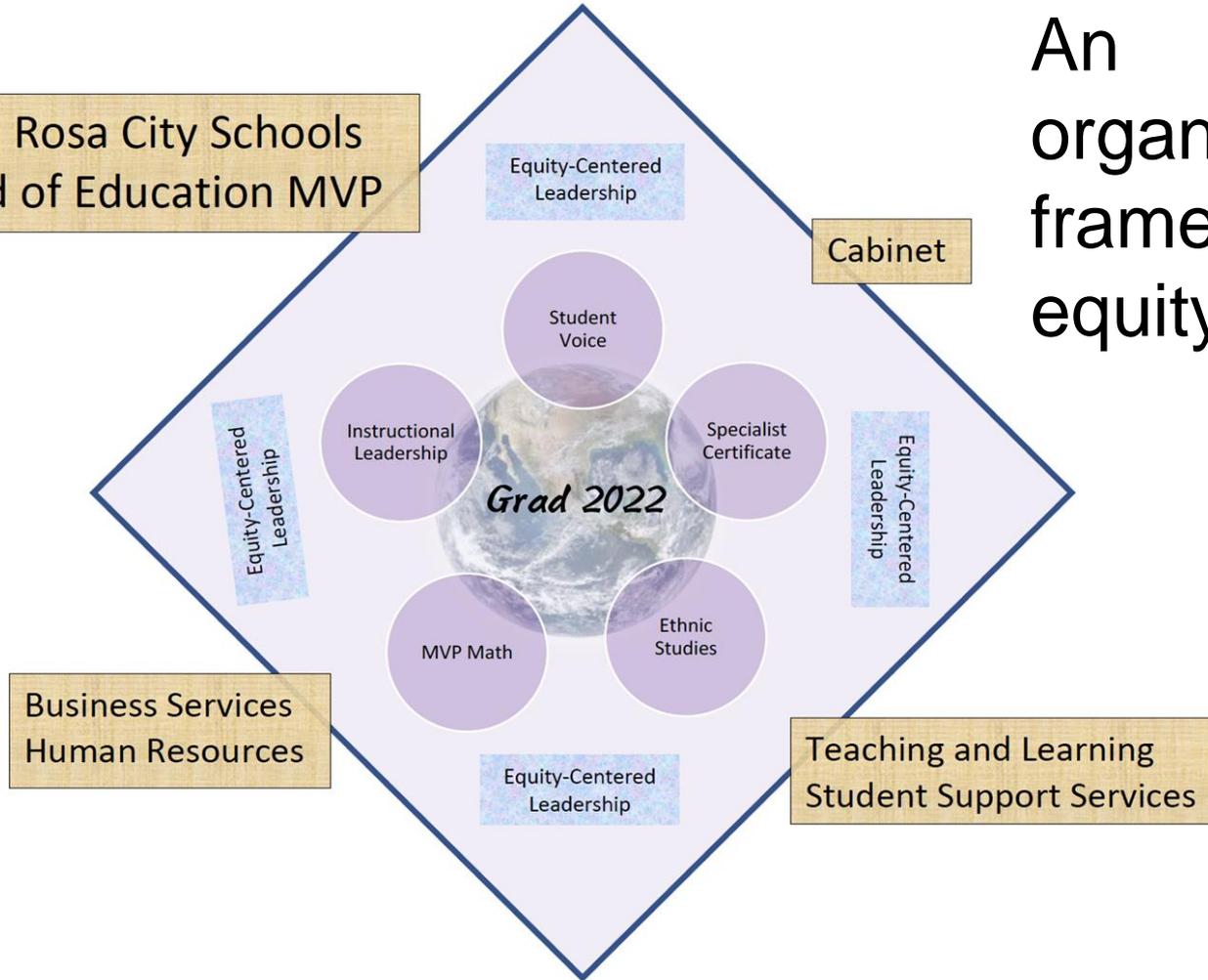
## SRCS Strategic Plan



*Board of Education  
Diann Kitamura, Superintendent*

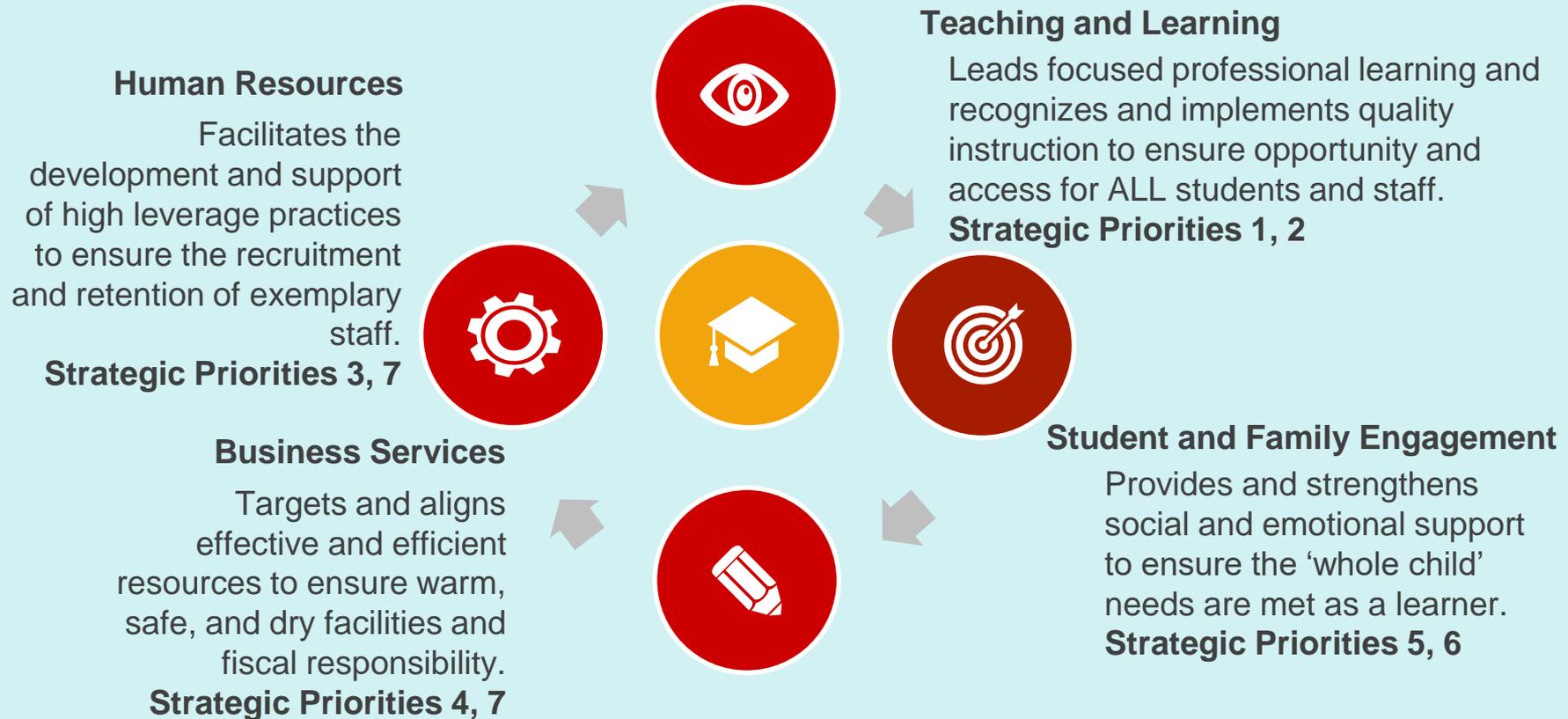
An organizational framework for equity.

Santa Rosa City Schools  
Board of Education MVP



# Systems Alignment and Coherence

“Operationalizing Strategic Priorities”



# Opening Our Schools

## Major Areas of Strategic Priority Focus

### Human Resources

- Increased equity based hiring
- Extended on-line Hiring practices
- Revised Salary Placement Guidelines



### Business Services

- Facilities / Site maintenance
- Keys and cameras
- Google Migration



### Teaching and Learning

- Supporting the implementation of the CCSS: MVP Math, MVP Committee
- Instructional Materials
- Ridgway Youth Crew

### Student and Family Services

- Equity and Access demographic subgroups
- Ensure equitable systems of support
- Engagement and well being

# Teaching and Learning

Opening of School  
Summer Professional Learning



Kennedy Center teaching artist Marcia Daft provides a model lesson integrating music and English Language Arts to elementary students while participating teachers observe.

# Teaching and Learning

Opening of School  
Summer Professional Learning

## *Priority 1 - Life Ready Learners*

### Literacy

- EL Collaborative

### Inquiry

- Depth and Complexity and Conference

### Investigation

- Lucy Calkins Writing

### Collaboration

- K-12 CCD

### Creativity

- Teaching the Music of Language

### Communication

- Creation of Math 3 curriculum

### Problem-solving/Critical Thinking

- Heterogeneous Grouping

### Empathy

- Equity and Excellence

### Cultural Consciousness

- MVP Math, Ridgway Youth Crew, Certificate Specialists

# Teaching and Learning

## Youth Design Crew

***WHAT IF WE DESIGN A WAY FOR***

**STUDENTS WHO.....**

- Don't feel seen/ connected
- Feel unfairly judged
- Don't feel supported
- Have limited awareness of future career/ education choices or feel constrained by preconceived ideas of who they will become

**TO.....**

- Have input in their education and future options
- Express their goals and stories
- Have adults listen to and value their stories
- Build authentic relationships

**SO THAT THEY MIGHT.....**

- Feel supported and encouraged to pursue their true interests and passions
- Explore a variety of educational and career options through real-world experience to gain applicable skills
- Feel empowered to own their future paths
- Be happy and satisfied human beings

# Student and Family Services

Opening of Schools

## Enrollment

	18-19 cbeds	Sept 6	Change	19-20 Projected	9/6- Projected
<b>Elementary</b>	3,575	3,596	+21	3,493	+103
<b>Charter</b>	1,361	1,436	+75	1,429	+7
<b>Middle</b>	3,112	2,934	-178	2,908	+26
<b>High</b>	7,766	7,751	-15	7,724	+27
<b>Totals</b>	15,814	15,717	-97	15,554	+163

# Student and Family Services

## Opening of Schools

### New Special Education Classrooms

- **New Classrooms**
  - Steele Lane Pre-school
  - MCHS-Autism Spectrum
  - SRMS-Counseling Enriched Program
- **30 additional students served in District**
  - Opportunities for inclusion / equity
  - Reduced Compliance liability
  - Reduced Contribution of over \$450,000.
- **Challenges**
  - Can't hire for additional RVMS Autism Classroom
  - 4.6 Unfilled RSP/SDC teaching positions
  - 51% vacancy for Instructional Aides



# Student and Family Services

Opening of Schools

## *Continued MTSS Supports and Clinical Services at all School Sites*

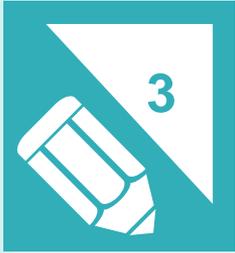


- Integrated Wellness Center
  - TWF 3:30 to 6:30
- Mental Health Clinical Supervisor
- SRCS School Based Therapists
  - All 9 District Elementary Schools
- Continued SAY On Site Clinicians
- Pending Replacement for lost County services



# Business Services

## Opening of Schools

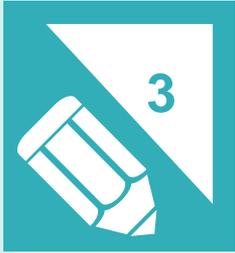


- Summer Work
  - Measure I and L
  - M & O
  - Cook / CCLA Site Merger
- Child Nutrition Services
  - New Director
  - New Point of Sale Solution
  - Meal Applications



# Business Services

Opening of Schools



- Technology / Data

- Gmail Planning
- Security Camera Project
- Classroom Technology Pilots
- Online Registration





# Business Services

## Opening of Schools

- Fiscal
  - Capital Asset Inventory
  - Internal controls and procedures
  - Cross Departmental effort to streamline process and procedures
  - Year-End Close
  - Departmental Training - CASBO / SCOE





# Human Resources

## Staffing Demographics

Total Staff: 1627

Gender		
Female	1179	72.46%
Male	448	27.54%

Ethnicity Hispanic		
Yes	402	24.71%
No	1225	75.29%

Ethnicity/Race		
African-American	47	2.89%
Am.Indian/Alaskan	31	1.97%
Asian	1	0.06%
Asian Indian	9	0.55%
Cambodian	5	0.25%
Chinese	11	0.74%
Filipino	13	0.74%
Hawaiian	1	0.06%

Ethnicity/Race		
Hispanic**	146	8.97%
Japanese	9	0.55%
Korean	1	0.06%
Laotian	9	0.55%
Other Asian	4	0.25%
Vietnamese	2	0.12%
White	1332	81.87%
No Response	6	.37%

**\*\* an increase from 116 in 2018-2019**

# Human Resources

## Probationary, Interns and Temporary Staff



	<b>2017- 2018</b>	<b>2018- 2019</b>	<b>2019- 2020</b>
<b>Probationary</b>	<b>198</b>	<b>153</b>	<b>135</b>
<b>Interns</b>	<b>20</b>	<b>30</b>	<b>35</b>
<b>Temporary</b>	<b>41</b>	<b>33</b>	<b>9</b>
<b>Totals</b>	<b>259</b>	<b>216</b>	<b>179</b>

# Human Resources

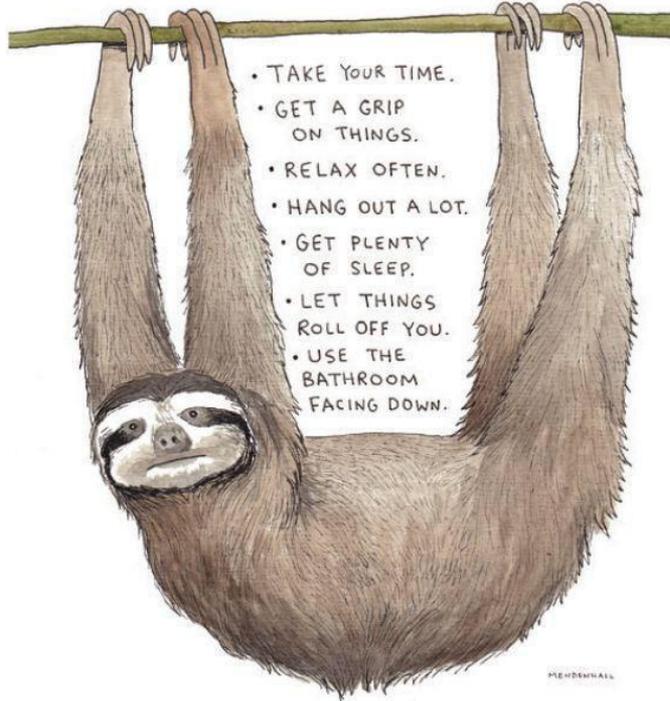
## Staffing Challenges:

- Hiring practices must address MVP
- Competition for qualified teachers and classified staff
- Responsive recruiting and hiring practices
- Addressing critical need areas (Classified, math)
- Special Education:
  - **152** District-wide Special Education Classified positions with 78 unfilled for a vacancy rate of **51%**



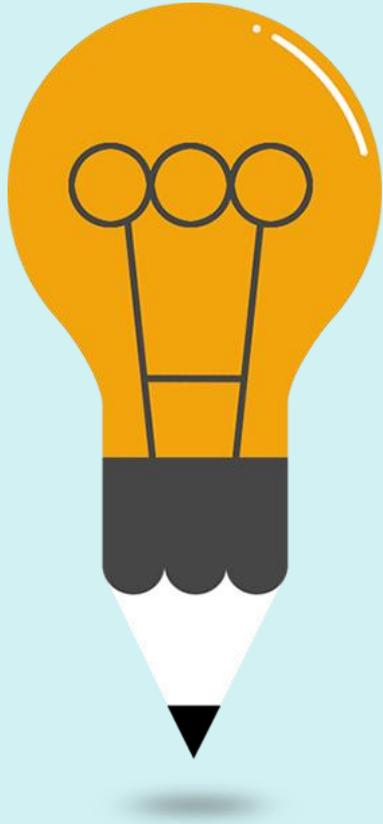
# Embrace.Engage.Empower

## ADVICE FROM A SLOTH:



- TAKE YOUR TIME.
- GET A GRIP ON THINGS.
- RELAX OFTEN.
- HANG OUT A LOT.
- GET PLENTY OF SLEEP.
- LET THINGS ROLL OFF YOU.
- USE THE BATHROOM FACING DOWN.

MEHDEWALL



Questions and Comments