

A Year in Review 2020-2021

Flexibility and Commitment





2018-2019 Year 1



- Develop Vision and Mission
- * Develop a shared timeline
- Identify stakeholders
- Compose a planning group
- Coordinate planning process and measurements for achieving overarching targets
- * Fiscal management
- Organizational efficiency

Expectations

- ✓ Budget Oversight Committee
- ✓ Executive Cabinet Formation
- ✓ Facilities Master Plan
- ✓ Shared governance and ethical leadership
- ✓ Developing a culture of continuous improvement through frequent monitoring of progress and sharing of best practices

Targets, Vision, Mission - Student Centered

Vision: Every student works to achieve grade level standards, feels safe and is supported to realize individual success.

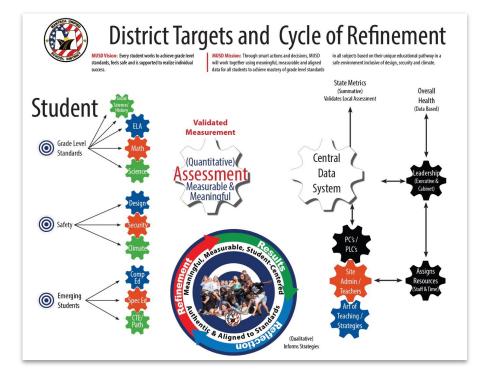


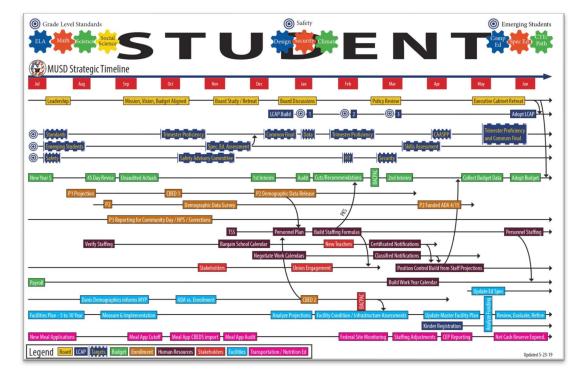






Mission: Through smart actions and decisions, MUSD will work together using <u>meaningful</u>, <u>measurable and aligned</u> <u>data</u> for all students to achieve mastery of grade level standards in all subjects based on their unique educational pathway in a safe environment inclusive of design, security and climate.







"To have a team behind you, to feel safe and connected,"
-Senior Director of Secondary Education, Clara Schmiedt

Finance and Budget

A Balanced **Zero-Sum** Budget inclusive of Personnel and Operational Costs

Future Budget Adjustments based on validated and meaningful **Needs**

Allowing for **needs-based** budgeting centered on **students**

Identified **Operational vs. Programmatic Base vs. Supplemental**

Collective Agreements

Partnership with union groups are valued and are instrumental in student success.

CSEA 50 and MEA concluded existing 2 yr. contract and new successor agreement for additional 3 yrs.

Future collaboration priority goal

Facilities 5-10 Year Plan

Master Facilities Plan

Measure G Projects

Needs Assessment

- > Funding Sources
- > State
- > Local

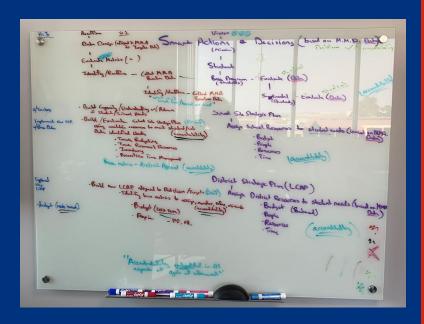
Developer Fees/Bonds/CFD's

Community Engagement





2019-2020 Year 2



- Solidify Purpose
- ❖ Build capacity with school site administrative staff

Budgeting

Inventory

Priority in time management

Personnel resources

Authentic data analysis

- * Review of policies and procedures with integrity
- Develop a baseline
- * Facility Needs Assessment/Funding Gap Identified

Expectations

- ✓ Strategic District/Site Plans identify needs
- ✓ Zero-Sum Budget
- ✓ Baseline data identify need
- ✓ Facility Needs assessment
- ✓ Building Capacity through deliberate efforts of targeted professional conversations
- ✓ Department and school improvement planning processes with fidelity
- ✓ Established non-negotiables system wide for fiscal responsibility
- ✓ Guaranteed and viable base curriculum

Instructional Leadership

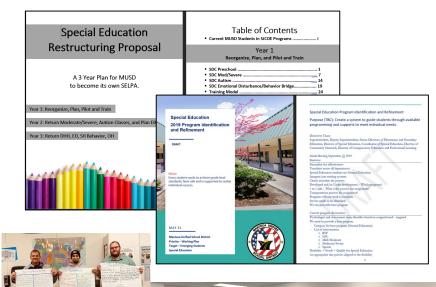
Building Capacity

- Instructional Leadership
- Budgeting
- Inventory
- Priority in time management
- Personnel resources
- Authentic data analysis

Strategic Planning

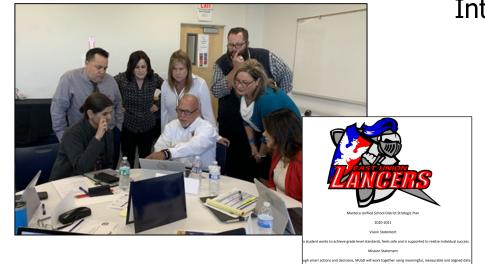
- Site Strategic Planning
- Inventory Base and Supplemental Programs, Structures, Resources, Time and People
- Align, Assess Baseline, Develop Goals
- Assess with Fidelity and Integrity

Special Education Supports





- Wonders Base Curriculum
- Study Sync Base Curriculum
- EdCon 2020
- NGSS Curriculum Discussions
- Crosswalks to Measures of Academic Progress (MAP)



Cultural Change













REGIONAL MEETINGS

Principal's Commitment:

To use aligned data to identify barriers to learning grade level standards and to assign appropriate resources to evaluate effectiveness.

Teacher's Commitment:

To implement the base mandated curriculum, which is aligned to the state standards, and authentically evaluate student success (or failures) and through the art of teaching reflect on our student achievement, modify, refine, and use supplemental materials aligned directly to identified student needs to help access curriculum and consequently the standards.

Solidify/Reaffirm Purpose

Who do we serve?

- Our purpose
- Our tools

How do we know what our students need? How are we addressing those needs? Which resources are we using to address those needs?

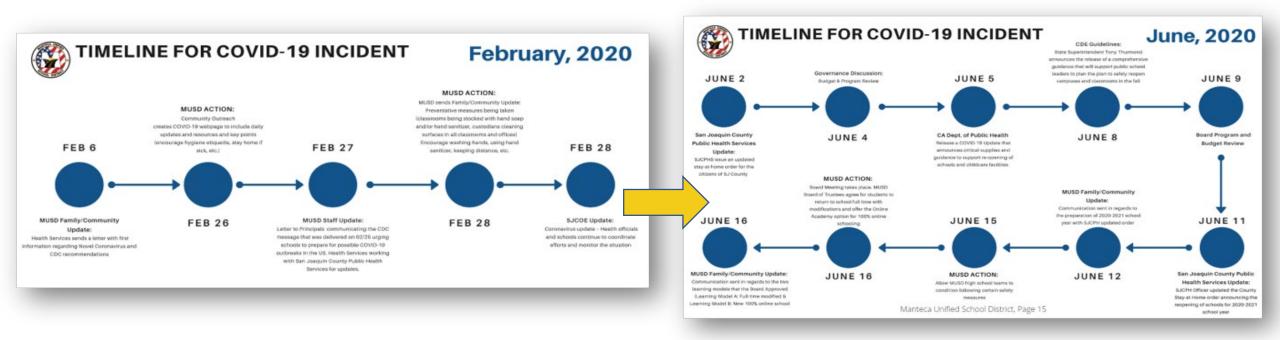
Student Centered

Establishing ACCESS – Advisory Group

Academic Conversations Centered on Education and Student Standards



COVID Timeline



COVID-19 Timeline

March 2020- June 2020: Pandemic Response

- Initiated Joint Incident Command
- Critical decision making based on fact-based guidelines
- Maintained and stayed focused on delivering education to students with program fidelity
- Mitigated work conditions with tiered level response
- Delivered meal services
- Delivered standards-based curriculum virtually
- Delivered access to internet
- Negotiated with all labor groups
- Delivered professional development for a new learning environment
- Accessed funding from State and Federal government
- Communicated across all channels
- Delivered online kindergarten registration









2020-2021 Year 3



- Pandemic Response with strategic inclusive planning
- Develop Site Plan for Implementation Year 4 onward
- Develop District Plan for Implementation Year 4 onward
- Student-Centered Needs Based Budget
- Develop a baseline to measure performance
- Stakeholder Input

Expectations

- ✓ Hiring and retaining quality employees
- ✓ Use critical data to drive change

Governance and Board Vision

Every student works to achieve grade level standards, feels safe and is supported to realize individual success.



Board Governance 29+ Meetings

Regular Meetings

July 21, 2020 August 11, 2020 September 15, 2020 October 6, 2020 November 17, 2020 December 15, 2020-Organization of the Board, New Board Sworn In January 19, 2021 February 16, 2021 March 2, 2021 April 13, 2021 May 11, 2021

Budget/LCAP Meetings

June 9, 2020 June 16, 2020



Special Board Meetings

June 9, 2020 August 4, 2020 September 22, 2020 March 11, 2021



Emergency Board Meetings

July 13, 2020 August 19, 2020 December 4, 2020 December 9, 2020

Discussion Meetings

June 2, 2020- Budget & **Programs** July 15, 2020- Bond, Transportation, Reopening September 28, 2020-Governance Discussion Update on Current COVID Guidelines March 23, 2021- Facilities April 28, 2021- Budget/LCAP

Study Sessions

February 9, 2021- Effective Governance February 25, 2021- Data Walk March 30, 2021- Equity Workshop





Staff Mission

Through smart actions and decisions, MUSD will work together using meaningful, measurable and aligned data for all students to achieve mastery of grade level standards in all subjects based on their unique educational pathway in a safe environment inclusive of design, security and climate.



Providing the Best <u>Learning Environment</u> Possible for Students!

Return to School Plan

aka: COVID-19 Safety Plan

June 2020: The MUSD Board of Education adopted a Return to School plan applicable to all students served (PK-12+) consisting of multiple and phased learning models— Phase 1, 1.5, 2, and 3— to be implemented as current directives allow.

November 2020: MUSD returned to in-person learning (hybrid)

Current Status: Phase 3

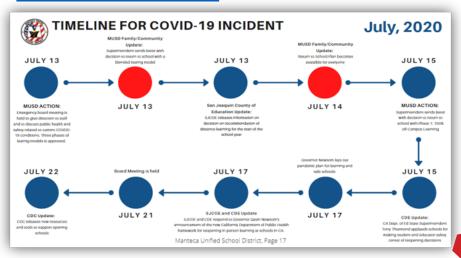
April 2021: MUSD returned FULL TIME to inperson learning

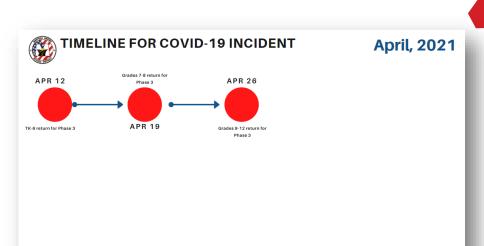


COVID Timeline

2020-2021 School Year

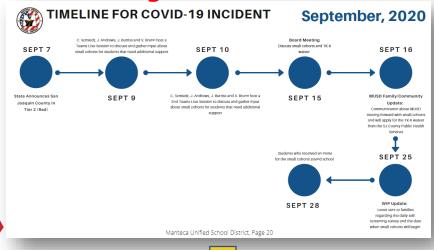
COVID-19 Timeline

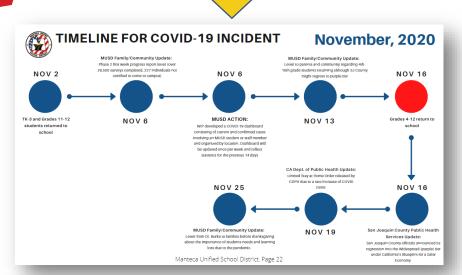




Learning Model- Phase 3

Learning Model- Phase 1.5





Learning Model- Phase 2

Certificated and Classified

MOU's

 Negotiated over 20 agreements with union groups throughout the school year to continually adapt amid COVID-19. (www.mantecausd.net/negotiations)

Streamlined hiring process and onboarding process to allow for quick start dates

- The Classified HR Department posted in excess of 600 contracted vacancies
 - Approximately 375 new employees
 - Followed California Guidelines to take advantage of the State of Emergency Waiver and brought back essential MUSD retirees to temporarily fill vacant positions

otiations *Update*

The Certificated HR Department successfully **hired 50 teachers** for Mid-year retirements

- Hired all certificated staff for Summer School
- 47 New Hire Subs from January 2021 May 2021
- Teacher induction arranged mentor support matches for 109 induction and preinduction candidates
- Completed 3-year accreditation process and secured district accreditation through 2028

Health and Safety

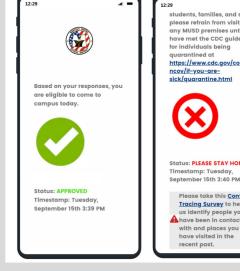
- COVID-19 Team: Contact tracing
- Implemented Coordination of Services Team (COST) at school sites to assist with at-promise and reluctant families during the pandemic.
- Drive-Thru Flu Vaccine and Flu Mist at 2 sites
- Completed more than 500 home visits to our families and vulnerable students
- Joined forces with Public Health and SJCOE to administer the Covid-19 Vaccine
 - 1,513 Manteca Unified employees have been fully vaccinated



Workplace Infection Prevention (WIP)

A specialized incident command team with key individuals who meet twice daily to debrief on all suspected and presumed COVID-19 cases to initiate internal protocols and devise District mitigation efforts and procedures based on current conditions.

- Implemented self-screening for staff/students
- Deployed contact tracing team
- Guided school site mitigation plans
- COVID-19 Prevention Plan (Risk Management)
- Introduced the COVID-19 Dashboard for current number of confirmed COVID-19 cases at all campuses





Campus Safety

Cleaning, Disinfection & Sanitization

Cleaning, disinfection and sanitization played significant roles in mitigating for COVID-19.

- SSA and custodial staff cleaned and sanitized high touch points daily as part of school site mitigation plans in Phase 1, 1.5, 2, and 3.
 - High touch points included door handles, light switches, sink handle/faucets, bathroom surfaces, tables, student desks, chairs, etc.
 - In Phase 2, the teams sanitized between cohorts AM/PM cohorts.
- Air filters changed regularly
- Deep clean performed in COVID-19 contaminated areas
- All custodial staff received specialized training in cleaning, disinfecting and sanitation as it relates to COVID-19.



Nutrition Services and Safety

- ▶ 96 meal waivers-USDA released 96 meal service waivers that allowed Nutrition Education to continue meal service throughout each phase.
- Serving no cost meals to the community at 12 school locations from June 2-July 23
- ➤ Delivered breakfast, lunch, snack and supper meals to the classroom during Phase 2.
- > Served Curbside to children ages 2-18 all year
- Distributed 6,000 USDA farmer to family food boxes to the community.

Meal Counts

(as of April 2021)

Breakfast: 1,073,196

Lunch: 1,107,163

Snack: 327,350

<u>Supper: 326,792</u>

Total 2,834,604









In years 2020-2021, MUSD reallocated all transportation resources available to serve student populations as required by law and with the most need, such as McKinney-Vento (homeless), foster, and student populations receiving special education services.

Additionally, due the national shortage of bus drivers, we focused to maximize all resources such as all qualified drivers, busses, and vans.

Students receiving services:

Migrant Students: 188

Homeless/Foster: 114

Rural: 1445

Special Education requiring transportation: 492

Total Students: 794

Total Routes: 43

Instructional Leadership



Educational Options *For Families*

Online Academy

Launched with 600 students K-12 In January 2021, 1,800 students were enrolled In May 2021, the program hosted their first 8th grade promotion







NEW INDEPENDENT STUDY PROGRAM FOR HIGH SCHOOL STUDENTS

MUSD understands each family has unique needs during this time. As an option for those reluctant to return to in-person learning, MUSD introduces the **NEW Independent Study** program.

Students enrolled in the program will:

- Utilize a mastery-level online platform called Grad Point
- Meet DAILY with their Independent Study teacher during virtual office hours
- Receive virtual live support and pacing from their Independent Study teacher to help navigate Grad Point's web-based curriculum



Enroll by **DECEMBER 18, 2020**

Visit <u>www.mantecausd.net/isp</u> to learn more!

Independent Study Launched in January

Number of students enrolled: 834

Teachers Teaching, Teachers Learning

Professional Development in Response to NEW Teaching Models: Phase 1, 1.5, 2



Total Professional Development Hours:

32,138.25

Independent PD Courses: 133

LIVE Virtual Trainings: 557

Padlets of tools/resources shared: 27

Teacher Leader Team: 21 teachers doubling as trainers as part of the Teacher Leader Team for new learning/teaching models

ACCESS Team: a specialized team of teachers who serve as liaisons between school and District to confer about classroom needs.

NEW Curriculum

Online Academy, Exact Path, and SPED

NEW Programs

Sora, Microsoft Teams Breakout Rooms and Teams Grade Sync, and MAP



Twenty-one teachers doubling as technology trainers, teaching other teachers. Why? Apart from the pandemic that has impacted public schools like never before and has students in teracting with their teachers in a full-time virtual learning teachers.

"I speak teacher," said Mr. Michael Williams, teacher at Weston Ranch High School and tech team trainer.

online classroo

Though MUSD has been a 11technology integrated District since 2015, meaning one device per one student, Professional Learning Director Julie Jenkins explainer teachers still needed great suppor transitioning to and sustaining successful, fully online classroom.

"We easily offer thirty trainings per week, all taught by our teachers in the tech team," stated Julie in the "From what I've heard

Microsoft Teams (the online classroom), many explain base curriculum and grade leve standards, and others highlight bei practices for student engagement and collaboration such as breako rooms. Which is a feature that allow the online classroom to be divided into smaller, focused groups.

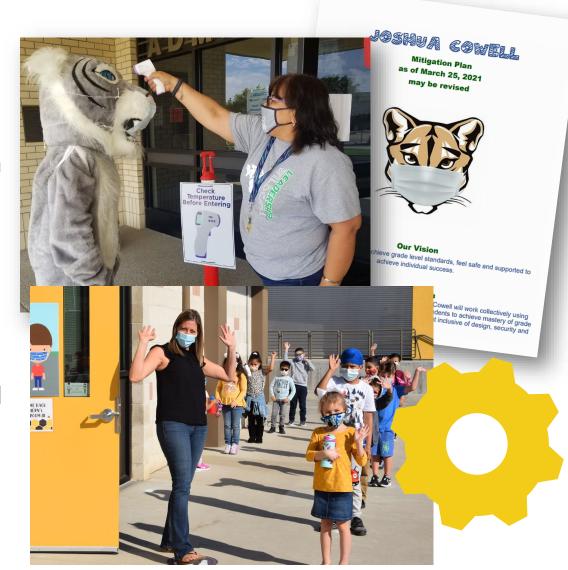
The attendance and response rates alone reflect the success of the program. There are both live and sel paced trainings and this paced September 2.



Sites and Administration leading with safety at the forefront amid COVID-19

The Implementation

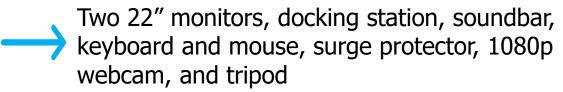
- Implementation of all WIP safety procedures and protocols *strategic, methodical, and effective* implementation that mitigated for transmission
- Individual school site mitigation plans for in-person learning: School wide safety campaign for a safer climate and new normal.
 - Masks
 - Distancing
 - Sanitizing
 - Clear, one-directional hallways
 - Cohorts
- Liaison to WIP and communication vessel to school communities. i.e., classroom quarantine, student need, interactive dialogue w/ staff
- While supporting grade level standards and emerging student academia as well as social emotional wellness for students.



Technology for New Learning/Teaching Models

Technology Deployment, Upgrades & Advancements

- Deployed and configured for home use 9,000 student Devices (1st, 2nd, 4th, 5th, & 9th grades)
- Refreshed 550 teacher devices
- Configuration of Hot Spots for Distance Learning: 372
 deployed to students
- Implemented Microsoft Teams Grade Sync
- Upgrade memory in 950 teacher devices.
- Virtual Help Desk for students and staff
- Deployed camera systems for 7-12 grade teachers
 - Deployed nearly 1,000 teacher technology packages







Individual Student Need

Equity & Phase 1.5

Board Policy 0415: Equity

We commit to providing equity in district programs to ensure that every child has an equal chance for success.

September 28, 2020: In-person learning centers and classes opened for student groups needing specialized support. Groups identified as **emerging students** included students with an individualized education plan (IEP), students with limited access, English Language learners, students with higher risk of further learning loss attended school beginning in September.

Expansion of Programs - SPED

- Expanded the Behavior Bridge program to encompass grades 2-8 (2 classes total) and added social emotional curriculum to the program.
- Expanded the Autism program by adding another preschool Autism class (8 total Autism classes now)
- Expanded the preschool program by adding another Mild/Moderate preschool teacher (4 total preschool non-autism teacher)









Establishing a Baseline: Identify Student Need & Reflective Teaching Practices

Completion of first year of MAP assessment for K-9th grades

MAP: Measure of Academic Progress

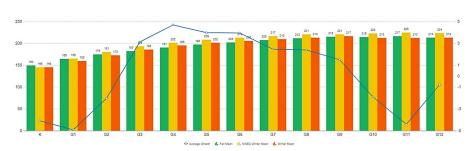
State aligned computer-adaptive test that provides MUSD with information used to meet individual student needs based on data to improve learning.



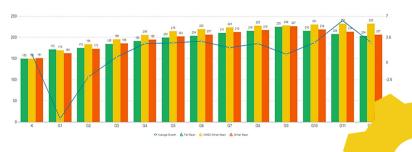
MAP growth uses an RIT scale to accurately measure what students know, regardless of grade level. It also measures growth over time. Once a child completes a MAP assessment, they receive an RIT score.

MAP District Growth Data

Reading MAP Growth Scores: Fall 2020 - Winter 2021



Math MAP Growth Scores: Fall 2020 - Winter 2021



An average of 50% growth which exceeded percentages of regression and stagnant scores

> Reclassification of 176 eligible English learners to RFEP status

Year 3 2020-2021

Summer Learning Institute

www.mantecausd.net/SLI

Summer learning is an opportunity to accelerate learning. In MUSD, we strive for all students to reach grade level standard achievement, a critical target in public education, as well as further enrich their learning.

Assessment based programs

- Summer Academy/Grade Repair
- Exact Path
- Migrant Summer

Supplemental programs

- STEM by SJCOE: Title VI and Enrichment
- STEM by MELS: 6 Summer Camps

Summer Academy 2021

Grade Repair for 9-10

Extended School Year (ESY)

Migrant Summer

Exact Path

MELS Garage

Kindergarten Bridge

Grade Recovery for 11-12

Dual Enrollment

Sports for Learning

STEM Program by SJCOE

Title VI Indian Education

Business & Finance Management \$\$\$



WIP + Purchasing = PPE

\$22 million in dedicated funds for learning loss mitigation for students and staff support including: facilities modifications, instructional materials, professional development, personal protective equipment (PPE), site mitigations and safeguards

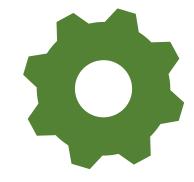
- face shields (3,600),
- cloth and surgical masks (1.4 million)
- fillable water bottles (27,800)
- hand sanitizing and/or handwashing stations
- partition barriers (17,000)
- infrared contact-less forehead thermometers (1,500)
- spray bottles (2,000) with disinfecting solution
- microfiber cleaning clothes for classrooms (4,200)
- coverall DuPont Tyvek suits (3,000)
- directional and physical distancing signage with easy-tounderstand illustrations for students (15,000 signs/decals)
- new and additional play equipment to minimize sharing
- all staff are provided with a \$50 one-time allotment to Amazon for PPE items
- Opti-clean air filtration unit for every classroom



School Funding for Facilities/Growth

Measure G Progress Report;

Measure A Passed!





MEASURE G: PROGRESS REPORT

COMPLETED PROJECTS

Measure G has helped fund over \$55 million in facility needs at six elementary schools to date. Projects completed at these











Mitigated agreements: Four (4) agreements generating revenue for the next 35 years for MUSD. North Main Commons, Shadowbrook Neighborhood #6 and #7, Vintage II, and Cerri. One (1) Letter of Intent for Thomas Street.

Creation of Community Facility

District 6: Ensure a revenue stream for the next 34 years and provided additional bond leveraging of funds for sufficient capital construction projects.

Revenue

\$18M Back from the State of CA due to strategic planning of all projects





Manteca High Beam Signing



French Camp School Beam Signing

Operations and Construction

Projects Completed:

- Installation of HEPA Air Scrubber in every classroom
- Installation of temporary shade structures
- EUHS school roofing emergency replacement project
- George Komure Emergency Water Intrusion Mitigation Project
- Be.tech DSA Compliance Project Improvements
- Mossdale Resource Center Project
- Lathrop Resource Center Project
- SHS tennis court replacement and campus flooring project



Modernization Projects in Progress:

- Sierra High School
- McParland
- New Haven
- French Camp
- East Union High School
- Manteca High School
- Nile Garden





Community Outreach



Home and Community Support

Phase 1/1.5: Issued a Parent Handbook in August on best practices, access, and support for distance learning.

Phase 1/1.5 Access Centers: Parking lots as hot spots, vans as hot spots, and physical safe locations

SORA: MUSD's *new* online library, a resource for all individual students and classrooms inclusive of diverse authors and genres.

MELS Garage: STEM Projects at Home

2,470 students/families served through monthly STEM projects

Exact Path: An online learning program that personalizes learning across grades K-10 in reading, language arts, and math as informed by assessment testing.

Partnerships with Community Agencies: We listened to the needs of our community and through collaboration with partners, each agency provided resources to their respective community

Migrant Independent Study: a program for migrant students to continue learning with MUSD while out of the area December-March.

COST Intervention (Coordination of Services Team): school site visits to assist at-promise and reluctant families amid the pandemic.

Student Board: Student governance as an essential role in MUSD allowing for student representation on the Board of Education.



Parents as Partners in Education

District Parent Advisory Council

- Established a council consisting of 17 parents from different school sites.
- <u>Purpose</u>: Review, recommend, and advise the district on matters pertaining to LCAP and LCFF.
- The council met once every month from October-May





LIVE Sessions

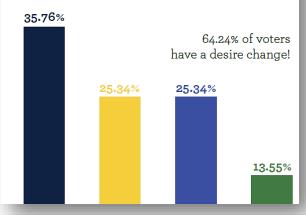
- Hosted 2 live sessions to discuss and gather input on small student cohorts
- Live session for Title VI

Return to School Parent Surveys

As the Board identified Return to School learning models and next steps, parent surveys revealed learning model preferences going into 2020/21.

Parent Survey Results

6680 Total Responses
2.39K voted for Learning Model A
1.69K voted for Learning Model B
1.69K voted for Learning Model C
0.91K voted for Learning Model D



Communication Internal & External









2,137,033

5,569,496

Our Vision Every student works to achieve grade level standards, feels safe and is supported to realize individual success

Issues: 36

Emails Sent: 84,529

Emails Sent: 382,482

Issues: 15



GRADE LEVEL STANDARDS

Meeting Grade Level Standards

Position MUSD as a leader in public education, boost stakeholder engagement, foster community trust, increase access to District resources, and communicate Targets through everyday collaborations.



Developed a staff newsletter in 2020/21!

Promote engagement, transparency, and connectivity as well as deliver pertinent information to internal audiences.

Social Media/Media Engagement

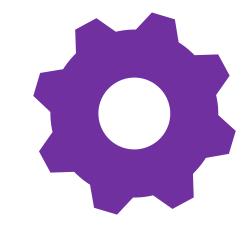


NEW! A co-run social media platform with MUSD's Student Board Members openics



Avg. Monthly Visits: 41,590

www.mantecausd.net





Followers: 5,933 – 25%

increase

Reach: 14.8K/monthly

@proudtobemusd



Subscribers: 619- 25.6%

Increase

Total Video Views: 25,400

@Manteca Unified





Profile Visits: 1K/monthly

Impressions: 28.2K/monthly

@musd



Publications: 37 (stories)

Reads: 13.1K

Impressions: 63.5K

@Manteca Unified School

District

157 Coordinated Media Mentions in 2020/21 school year.

www.mantecausd.net/newsroom

I Decide Campaign

 5-week campaign aimed to giving thanks, show appreciation, and spread joy amongst teachers, staff, and administrators of MUSD

 Community: Collaborated with local businesses to secure donations and MUSD specific discounts

Resolution 20/21-89: Thank you for Making a Difference



Thank You Board of Trustees!

For all your work and your continued support to get students in the classroom!

