



Creating an Equitable Educational Experience in HUSD

An Initial Proposal for School Closures and New Boundaries to Better Serve Students

September 2021

THE CHALLENGE

HUSD's facilities are aging and require over \$900M in investment. Additionally, the district is facing a continuing decline in enrollment due primarily to changing demographics and the high cost of living in the Bay Area. HUSD is carefully examining these challenges while planning for a budget shortfall.

THE OPPORTUNITY

Our district is well positioned to provide students with a more equitable educational experience that offers every child the opportunity to access modern facilities and receive continuity of educational programs. A shift in how we utilize our facilities can also result in exciting opportunities such as the availability of preschool/TK programs at every elementary school, expanded programming, and the expansion of our Parent Resource HUB to include additional support services for families.



We can do better to align the use of our facilities, the needs of our community, and the availability of our limited resources. We are proposing changes to our boundaries, planning for more continuity of programs, and recommending school closures to better serve our community.

ADD YOUR VOICE TO THE PROCESS

We are working with content experts to examine complex issues related to our fiscal status, demographic trends, and the current state of our facilities. As parents, we see you as the ultimate content experts in what your children need to realize their innate potential.

Join us at these upcoming meetings for an opportunity to hear about our work and share your feedback:

Virtual Town Halls



- Monday, October 18, 2021, 4:30pm-6:30pm: Hayward HS Region
- Tuesday, October 19, 2021, 5:00pm-7:00pm: Tennyson HS Region
- Wednesday, October 20, 2021, 5:30pm-7:30pm: Mt. Eden HS Region
- Tuesday, October 26, 2021, 5:00pm-7:00pm: Year-Round Elementary Schools

Special Board Meeting



- Wednesday, November 17, 2021, 6:30pm-10:00pm
- *Recommendations will be presented to the Board of Education for action



osinput@husd.us



www.husd.us/os

HUSD'S MISSION

We draw from our community's rich diversity in order to create an engaging and equitable educational experience, delivered in a safe and supportive environment.



Deeper Learning

Increase opportunities for students to think critically



Service Excellence

Provide positive experiences at our sites for diverse community



Relationship-Centered Schools

Increase student access to social-emotional supports



Operational Sustainability

Implement plans that are equitable and sustainable

Our Three-Year Strategic Plan Priorities

BUILDING ON OUR STRENGTHS

We have made strategic investments in training, supporting, and retaining high quality staff (teachers, principals, and support staff).

Our diverse community has made investments through bond measures I, L, and H to rebuild and improve our aging facilities.

We are continuing our work with anti-bias and anti-racism training to create a supportive environment for our community.

Our Programs



Visual and Performing Arts



Bilingual & Dual Language Immersion Programs



Early Childhood Education



Competitive Sports



College & Career Readiness



Adult School Programs



Family Support Programs



Multicultural Clubs & Activities



Special Education Programs



Afterschool Enrichment Programs

CHALLENGES TO FULFILLING OUR MISSION

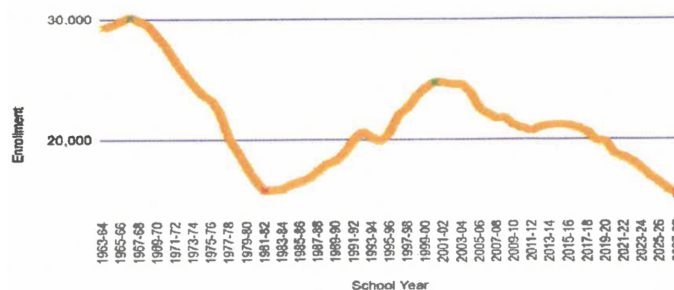
Inequity of Access: Currently, we do not have the same access to the learning environment we want for all of our students, school environment for all of our families, and work environment for all of our staff.

Aging Facilities: 27 of our 37 campuses are over 60 years old, and districtwide there is over \$900M in facilities needs to address issues and improve the teaching and learning environment.

Enrollment Decline: We are projected to reach an all-time low of 16,548 enrolled students—a number not seen since 1981—however, our facilities have the capacity to serve over 28,000 students.

Budget Shortfall: This decline in enrollment means a loss of \$11,000 per student annually. Over the past five years, we have made nearly \$13M in reductions. An additional \$14M in reductions is needed to achieve a balanced budget for the 2022/23 school year.

Historical Enrollment at HUSD



A VISION FOR HUSD



A DATA-DRIVEN APPROACH

To date, our work has been guided by the following:

School Usage Design Team: A 30-member group of student, staff, parent, and community representatives working with experts to review safety, enrollment, and facilities use trends to inform recommendations.

Davis Demographics: A consulting firm that has conducted an extensive demographic study to better understand our local population and how it has changed over time.

Enrollment Analysis: HUSD has analyzed transfer requests to evaluate which schools families are choosing to transition to—or away from—and why.

Enrollment Loss Study: A study that looked at why families leave the district and where they go. This study included both quantitative and qualitative data.

Facilities Master Plan: A plan that resulted from the collaboration of various content experts and school community feedback, to identify facilities needs, capacity, and considerations for underutilized sites.

Our district is well positioned to provide students with a more equitable educational experience that offers every child the opportunity to access modern facilities and receive continuity of educational programs. A shift in how we utilize our facilities can also result in exciting opportunities for our students such as:

- Offering preschool/TK classes at all of our elementary schools
- Expanding our dual-language immersion programs at elementary school and continuing them in middle school.
- Ensuring that all elementary and middle school students have access to either new facilities or modernized classrooms.
- Transforming the Parent Resource HUB into a full service resource center for families by offering new services such as technology and English learner support.
- Utilizing our properties to bring in much-needed revenue to the district for strategic reinvestment.



INITIAL PROPOSAL: A BOLD VISION FOR TRANSFORMING HUSD

To address the inequities, aging facilities, enrollment decline, and immediate budget challenges, while also being responsible stewards of community resources to best serve our students and meet our mission, our **initial proposal** is to make the following changes:

Impacted Site	Receiving School	Opportunities Available at the Receiving School	Why Change is Needed
YEAR 1: Implementation for 2022/23 School Year			
Bowman Elementary School	Tyrrell and Harder elementary schools	<ul style="list-style-type: none"> Modern facilities Additional staffing supports Increased continuity of programming Access to bilingual education Access to preschool/TK programs Support team to assist with school community transition 	<ul style="list-style-type: none"> 70-year-old facilities Over 50% of residents transfer to other schools Far below the Board-approved optimal school size of 650-750 Capacity is less than 50%
Eldridge Elementary School	Southgate and Ruus elementary schools	<ul style="list-style-type: none"> Modern facilities Additional staffing support Increased continuity of programming Access to bilingual education 2020 California Distinguished School Access to preschool/TK programs Support team to assist with school community transition 	<ul style="list-style-type: none"> 65-year-old facilities Over 50% of residents transfer to other schools Far below the Board-approved optimal school size of 650-750 Capacity is at 50% \$27M needed to upgrade facilities
Glassbrook Elementary School	Schafer Park Elementary School	<ul style="list-style-type: none"> Modern facilities Additional staffing supports Increased continuity of programming Access to Dual Language Immersion education Access to preschool/TK programs Support team to assist with school community transition 	<ul style="list-style-type: none"> 65-year-old facilities 40% of residents transfer to other schools Below the Board-approved optimal school size of 650-750 \$29M needed to upgrade facilities
Strobridge Elementary School	Cherryland and Fairview elementary schools	<ul style="list-style-type: none"> Modern facilities Additional staffing supports Increased continuity of programming Continued access to bilingual education Access to preschool/TK programs Support team to assist with school community transition 	<ul style="list-style-type: none"> 70-year-old facilities Over 50% of residents transfer to other schools Capacity is less than 50% \$27M needed to upgrade facilities
Faith Ringgold School of the Arts and Science	*Resident school		<ul style="list-style-type: none"> 73-year-old facilities Far below Board-approved optimal school size of 650-750 \$31M needed to upgrade facilities
Helen Turner Children's Center	Preschool distributed to each elementary school.	<ul style="list-style-type: none"> Create continuity for the child and family in a Preschool through 6th grade school setting 	<ul style="list-style-type: none"> 65-year-old facilities \$25M needed to upgrade facilities
Student Information and Assessment Center	Preschool distributed to each elementary school. Staff move to the HUB.	<ul style="list-style-type: none"> Create continuity for the child and family in a Preschool through 6th grade school setting. Center more services at the HUB to be a central resource for the community. 	<ul style="list-style-type: none"> 60-year-old facilities \$25M needed to upgrade facilities
Parent Resource HUB	Preschool distributed to each elementary school.	<ul style="list-style-type: none"> Create continuity for the child and family in a Preschool through 6th grade school setting. 	<ul style="list-style-type: none"> Center more services at the HUB to be a central resource for the community.
Anthony Ochoa Middle School	Martin Luther King Jr. and Winton Middle School	<ul style="list-style-type: none"> Modern facilities Additional staffing supports Increased continuity of programming Support team to assist with school community transition 	<ul style="list-style-type: none"> 62-year-old facilities Far below Board-approved optimal school size of 750-900 \$36M needed to upgrade facilities

Impacted Site	Receiving School	Opportunities Available at the Receiving School	Why Change is Needed
YEAR 2: Implementation for 2023/24 School Year			
East Avenue Elementary School	Fairview, Stonebrae, and Burbank elementary schools	<ul style="list-style-type: none"> Maintain access to modern facilities and staffing supports Access to Dual Language Immersion and Preschool/TK Support team to assist with transition of students and families Support overall middle school students 	<ul style="list-style-type: none"> Opportunity for Bret Harte Middle School to move to a more suitable location, outside of the liquefaction zone of the Hayward Fault where students can access safe and modern facilities.
Brenkwitz Continuation High School	Anthony Ochoa Campus	<ul style="list-style-type: none"> Relocate to an improved facility better suited for the number of students and located next to Chabot College and near the Eden Area ROP for potential partnerships. 	<ul style="list-style-type: none"> As a continuation school, enrolled students live throughout Hayward. The campus was formerly Sunset High School, which closed in the mid-1980s, but is now only partially utilized.
Hayward Adult School	Anthony Ochoa Campus	<ul style="list-style-type: none"> Relocate to an improved facility better suited for the number of students and located next to Chabot College and near the Eden Area ROP for potential partnerships. 	<ul style="list-style-type: none"> As an adult school, enrolled students live throughout Hayward. The campus was formerly Sunset High School, which closed in the mid-1980s, but is now only partially utilized.
YEAR 3: Implementation for 2024/25 School Year			
Bret Harte Middle School	Relocate to East Avenue Campus	<ul style="list-style-type: none"> Modern facilities Additional staffing supports Increased continuity of programming Support team to assist with school community transition 	<ul style="list-style-type: none"> Campus is on the Hayward fault and cannot be modernized or receive safety upgrades in the future.
Cesar Chavez Middle School	King Middle School	<ul style="list-style-type: none"> Modern facilities Additional staffing supports Increased continuity of programming Support team to assist with school community transition 	<ul style="list-style-type: none"> 69-year-old facilities Far below Board-approved optimal school size of 750-900 \$39M needed to upgrade facilities
 School and Campus Closure School Relocation and Campus Closure School Closure and Repurposing of Campus			

OPERATIONAL SUSTAINABILITY

Operational Sustainability is a strategic initiative aimed at helping HUSD achieve its mission by utilizing resources and facilities more efficiently and effectively. This initiative will support the mission of the district by creating engaging and equitable educational experiences that are delivered in a safe and supportive environment.

The plan is an **initial recommendation** based on the data and feedback received over the past three years through community town halls, various committees, the development of a strategic plan, and from facilities and financial data.



School Usage Design Team

This initiative is supported by a committed group of stakeholder representatives that form our School Usage Design Team. Since January 2020, they have dedicated many hours to analyzing our current reality and developing criteria essential to assessing each of our learning environments. [Click here to review the full report of this work: School Usage Design Team Report.](#)

2021 Facilities Master Plan

The Facilities Master Plan helped identify a needs-based, equitable facilities plan to create learning environments that support our programmatic needs. Through surveys, site assessments, historical documents, and interviews with each school, an updated Facilities Master Plan was prepared. [Click here to review the 2021 Facilities Master Plan Update.](#)

2021/22 Budget

Declining enrollment was impacting programs and services even before the COVID-19 pandemic. Staffing reductions and program closures were implemented in 2017/18 and 2019/20 to reduce over \$13M in expenses. Now, over \$14M in further reductions are needed to achieve a balanced budget. [Click here to review the 2021-22 Adopted Budget.](#)



To learn more visit: www.husd.us/os