

FOLSOM CORDOVA USD
Negotiations with FCEA for the 2023/2024 School Year
September 13, 2023
Session Update

1. Background
 - a. On August 30, 2023, FCUSD Provided a proposal for an increase to the 2023-24 salary schedule (Attachment A).
2. Discussion Items
 - a. Compensation Offer
 - i. FCEA responded to the August 30, 2023, offer, and provided the attached presentation (Attachment B).
 - ii. Compensation Explanation from FCUSD

FCUSD responded to the August 30, 2023, offer, and provided the attached presentation (Attachment C).

- b. Attendance Data and Current Enrollment Data
 - i. See a.i
 - c. Update on Teacher Evaluation Committee
 - i. Teams discussed priorities and challenges in the evaluation process.
 - ii. The committee has built a schedule of meetings and ordered reference materials.
 - d. FCUSD Calendar Work year supposals
 - i. Proposed calendar considerations
 1. Include a one-week Break in February
 2. Maintain current practices:
 - a. Start mid-week.
 - b. End before June
 - c. Travel day on Monday following Spring Break week
 3. For a 2-year pilot consider:
 - a. Shifting one instructional day to a Professional Development Day
 - b. Increasing the work year by one Professional Development Day
 - ii. DRAFT Calendar with a one-week break in February (Attachment D)
 - iii. DRAFT Calendar without a one-week break in February (Attachment E)
 - e. Update on Community Schools Steering Committee
 - i. Meeting Dates: 9/19 CLC 5-630, 9/28 ESC 5-630, 10/6 ESC 330-5, 11/4 LCAP summit
 - ii. FCEA Presented (Attachment F)
2. MOUs
 - a. For October 11- FCEA will draft an MOU for Alt Education
3. Information: Future Meetings

Information: Future Meetings:

October 11, 2023	9:00am-3:00pm	ESC 103A-103B
November 8, 2023	9:00am-3:00pm	ESC 103A-103B
January 10, 2024	9:00am-3:00pm	ESC 103A-103B
February 7, 2024	9:00am-3:00pm	ESC 103A-103B
March 13, 2023	9:00am-3:00pm	ESC 103A-103B
April 10, 2023	9:00am-3:00pm	ESC 103A-103B
May 8, 2023	9:00am-3:00pm	ESC 103A-103B

TENTATIVE AGREEMENT
between
FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT
and
FOLSOM CORDOVA EDUCATION ASSOCIATION
08/30/23

This is an Agreement made and entered into between The Folsom Cordova Unified School District (District) and the Folsom Cordova Education Association (FCEA), an affiliate of the California Teachers Association/ National Education Association. This agreement covers the period of July 1, 2023 to June 30, 2026.

1. COMPENSATION

a. Salary

1) 2023/2024 School Year

Effective July 1, 2023, each cell of the salary schedule, stipends, and rates of pay shall be increased by 2% (two percent).

2) Contingency for 2023/2024 School Year

If Average Daily Attendance at P-2 (April) for grades TK-12 (not including charter and Non-public schools) is greater than 19,300 ADA, each cell of the salary schedule, stipends, and rates of pay shall be increased by 1% (one percent) for every 215 ADA over 19,300. This language is contingent on the Governor's May Budget proposal for 2024-25 including full funding of state COLA of 3.94%

8/21/23 Enrollment	20,768	Increase in ADA	Additional Increase	Base Increase	Total Increase
94%	19,521	222	1.00%	2.00%	3.00%
95%	19,729	430	2.00%	2.00%	4.00%
96%	19,937	638	3.00%	2.00%	5.00%

This resolves all monetary bargaining for the 2023-24 School year. The Parties agree that all other provisions of the collective bargaining agreement remain in full force and effect.

FOR THE FOLSOM CORDOVA
EDUCATION ASSOCIATION

FOR THE FOLSOM CORDOVA
UNIFIED SCHOOL DISTRICT

By: _____

By: _____

Date: _____

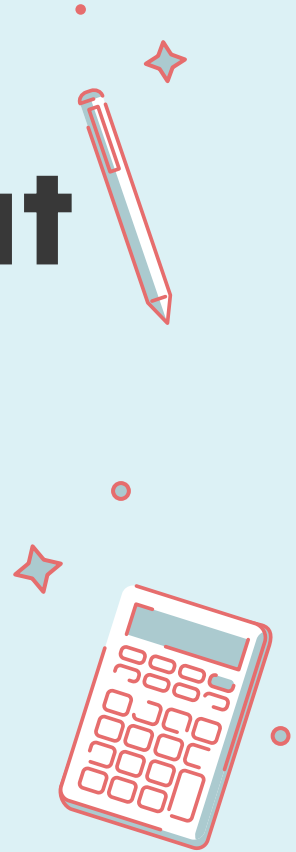
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FCEA Response to District Compensation Offer Sept. 13, 2023



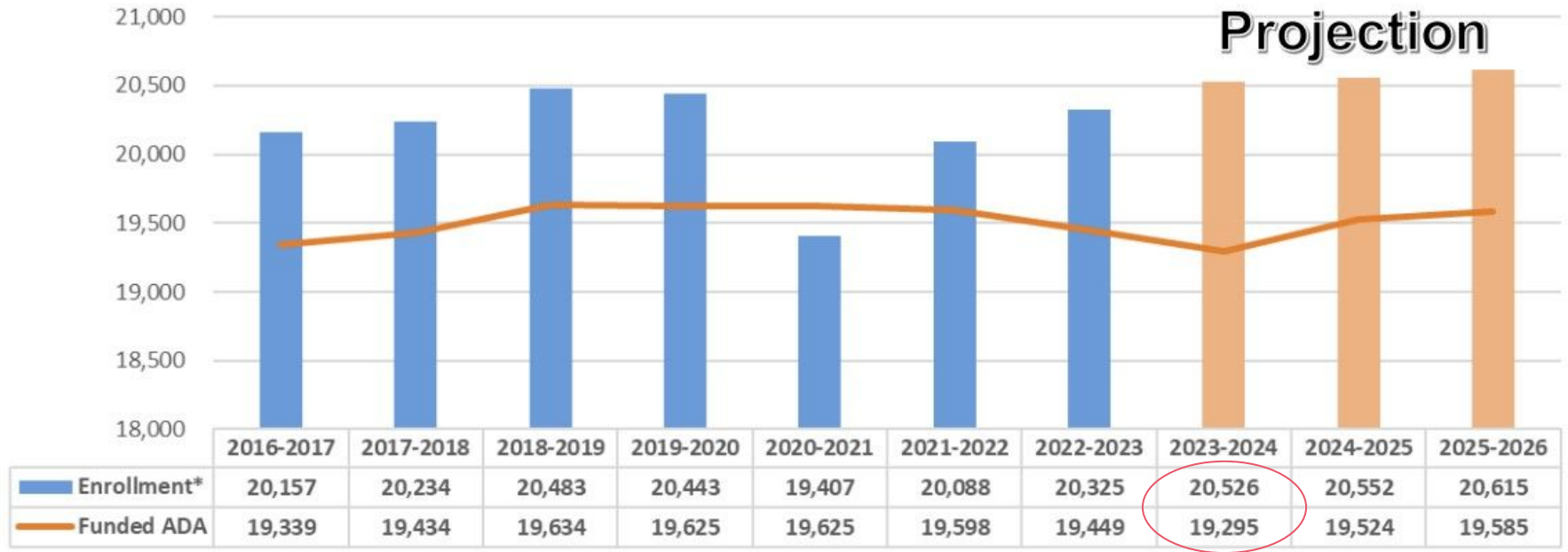
**Budgets show what
is valued by an
organization.**



Revenue currently underestimates reality

- Sean acknowledged current budgets are built on conservative assumptions of enrollment and that south of 50 in Folsom and in RC are both increasing
- As of 8/17* enrollment was 20,798 which brings ADA to 19,550 using district assumptions. If this enrollment increase holds, that would be an additional approx. \$2.1 million in ongoing funding for the 2023-24 year, bringing total LCFF funding to approx. \$236,837,780. (next slide)
*From Sean's updated budget presentation at bargaining on Aug. 30
- August 2023: ADA for the district at 95.79% (data provided by FCUSD at bargaining meeting Sept. 13th in response to FCEA request for numbers following district 20 day challenge.)

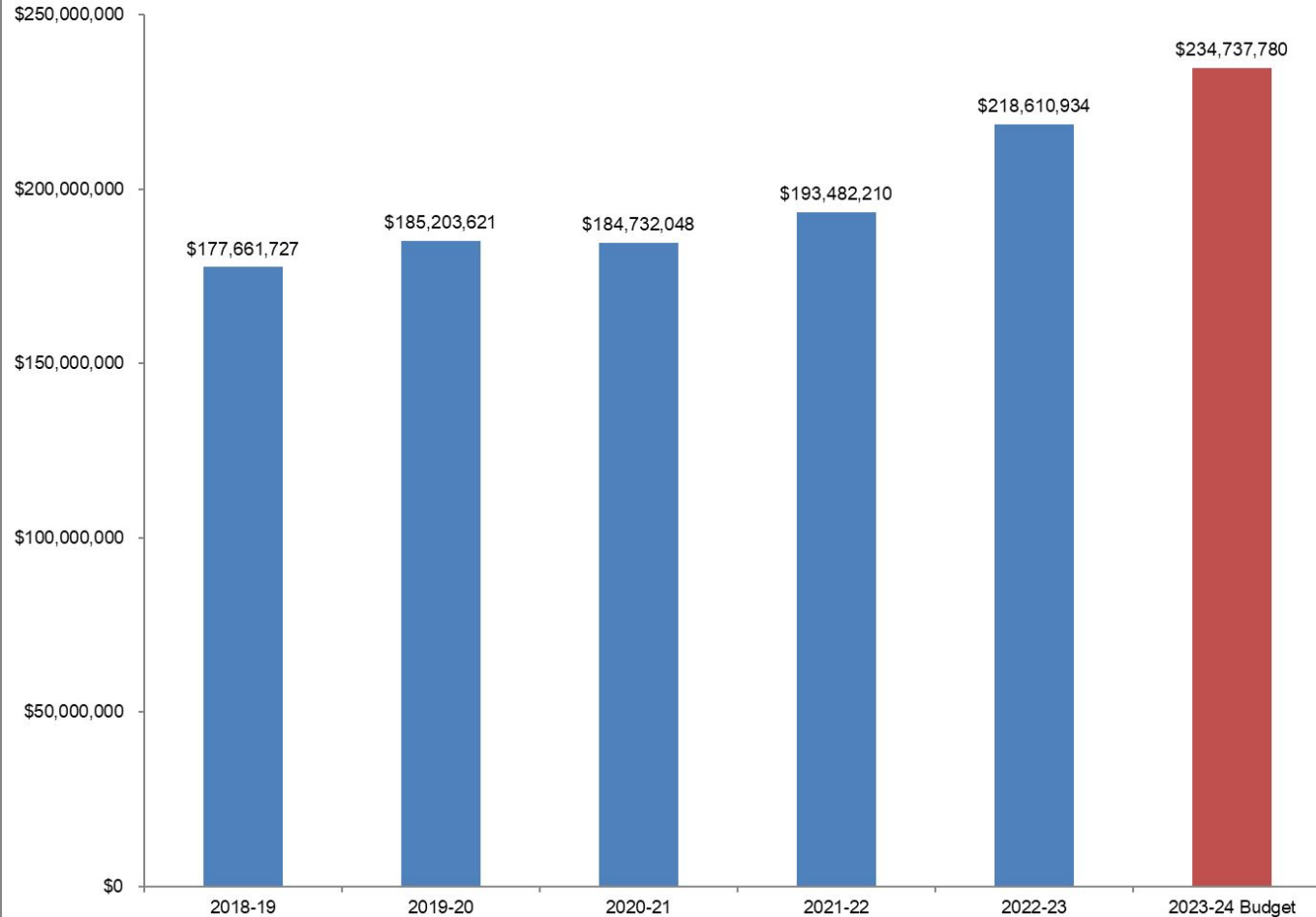
Enrollment vs Funded ADA



* Enrollment excludes Charter, SCOE, Adult Education, and Preschool Programs

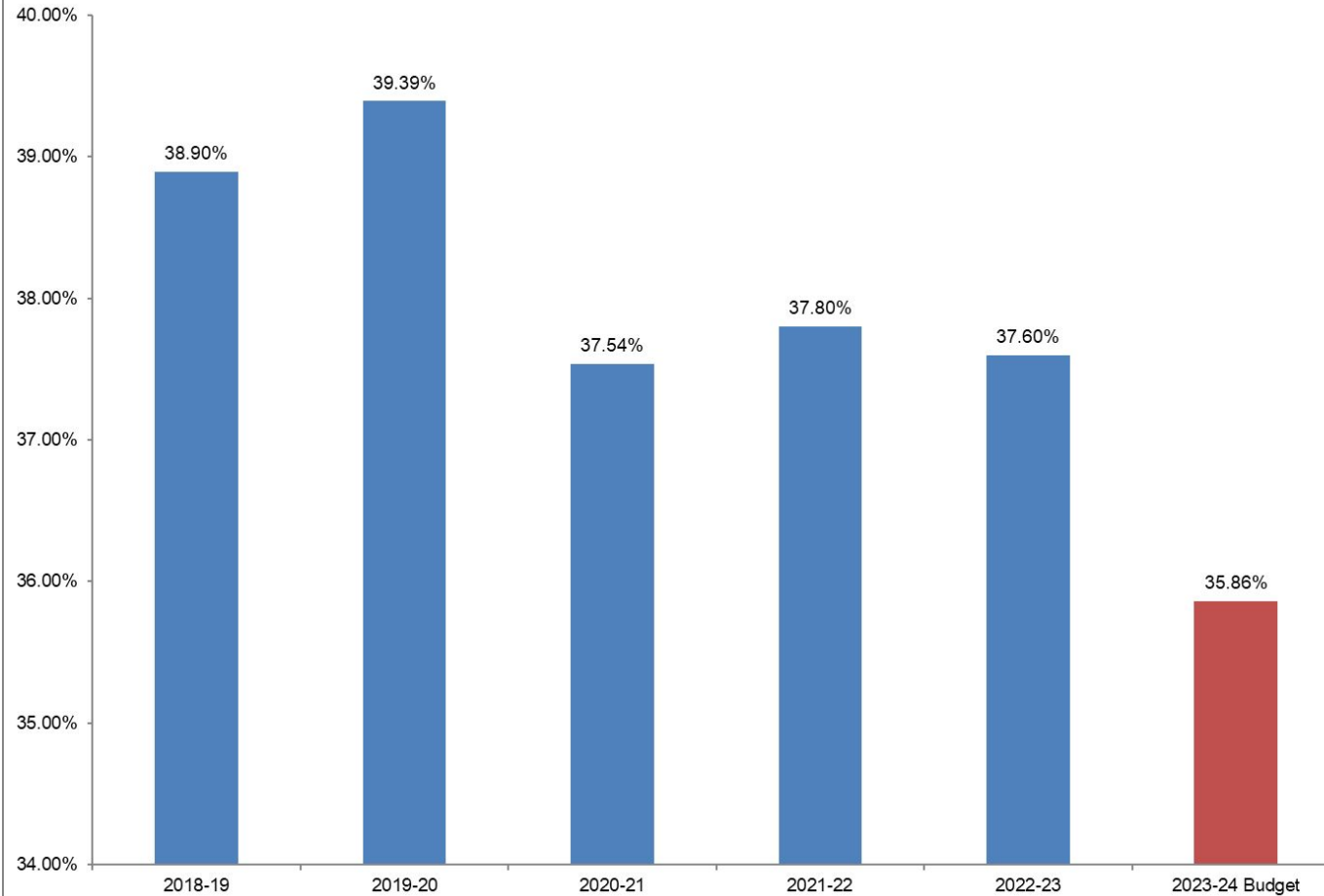
Budgets are built on assumptions, and those assumptions change as new data comes in. This slide was shared by FCUSD in their budget presentation to show how enrollment and attendance differ. The number of students enrolled is already 150+ more than shown here. Additionally, FCUSD has calculated ADA at 94% for 2023-24, although pre-Covid enrollment was at 95.8%.

LCFF Sources (ongoing funding) Attachment B



FCUSD is slated to receive \$16.1 million more new ongoing funding this school year as compared to last year. This chart, based on FCUSD's most recent financial documents, shows LCFF funding for 2023-24 calculated with an ADA of 94% or 19,369, which is an increase of 79 from the previous FCUSD graph created over the summer. If the additional enrollment increase holds, that would be an additional approx. \$2.1 million in ongoing funding for the 2023-24 year, bringing total LCFF funding to approx. \$236,837,780. If attendance levels rebound closer to pre-Covid levels, this ongoing funding will increase further.

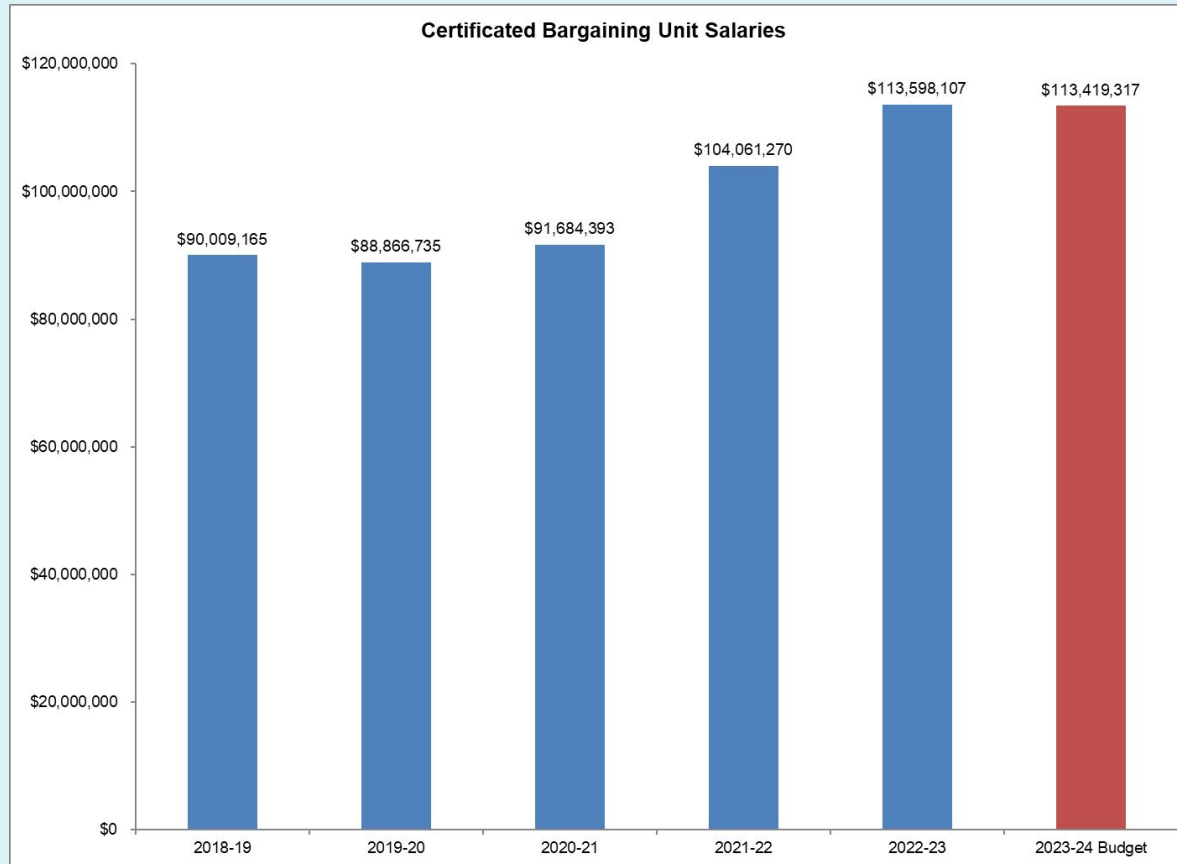
**Certificated Bargaining Unit Salaries
Percent of Total Outgo**



As a % of the district's total yearly spending, FCEA-unit salaries are projected to drop to less than 36%. CTA recommends that districts spend at least 40% of their budget on unit salaries in order to maintain full staffing and decrease turnover.

One reason the % spent on FCEA is dropping:

Attachment B



FCUSD is projecting to spend **LESS** on FCEA-unit salaries this year in comparison to 2022-23. Veteran teachers are leaving and being replaced by interns, or not being replaced at all.

Your budgets are showing what you value and are affecting how FCUSD teachers are feeling....

[A]ccording to the Merrimack College Teacher Survey, a nationally representative poll of more than 1,300 teachers conducted by the EdWeek Research Center and commissioned by the Winston School of Education and Social Policy at Merrimack College. ...The survey, which was conducted between Jan. 9 and Feb. 23, 2022 ...paint[s] a picture of a **disillusioned, exhausted workforce**. A little more than half of teachers are satisfied with their jobs, and only 12 percent say they're "very satisfied" with their jobs, down from 39 percent in 2012. More than half of teachers said they likely wouldn't advise their younger self to pursue a career in teaching.

[EdWeek](#)

FCUSD will receive \$16-18 million in ongoing increased funding this year. If 100% of this years' increase went to teachers it would be a 16.6% raise. If the district spent only 40% of the new, ongoing money on FCEA salaries, it would be a 6.7% increase.

FCUSD is only offering 2% to teachers so the majority of this new \$\$ is being spent outside the classroom -and you wonder why we're angry (and disillusioned)?

HR & district Theme:

Recruit-

Train-

Retain



Recruit - HR has made extraordinary efforts in this area

	Hires	Retirements	Resignation
2017-18	54	20	8
2018-19	41	62 (incentive offered)	21
2019-20	27	8	21
2020-21	119 (85 temp)	32	54
2021-22	320 (164 temp)	35	89
2022-23	205 (82 temp)	42	83
	FCUSD Personnel Action Sheets (through end of summer 2023)		

Note: Hiring and % of temps are down but retirements and resignations remain very high. Recruiting may be more dialed in but...

Retaining is an ongoing issue.

Train - Progress in the big picture, but...

- 4C training for classroom management and school culture improvement (as well as improved equity practices with students) is being rolled out broadly across the district
- The Impact Cycle process as part of an expanded Coaching Cadre has great potential to support teachers and could, potentially, improve retention of teachers.

HOWEVER, based on your own data you are currently training people who will take that knowledge with them with they leave FCUSD.

Retain...still to be determined

24 hours after posting
survey question to
members:

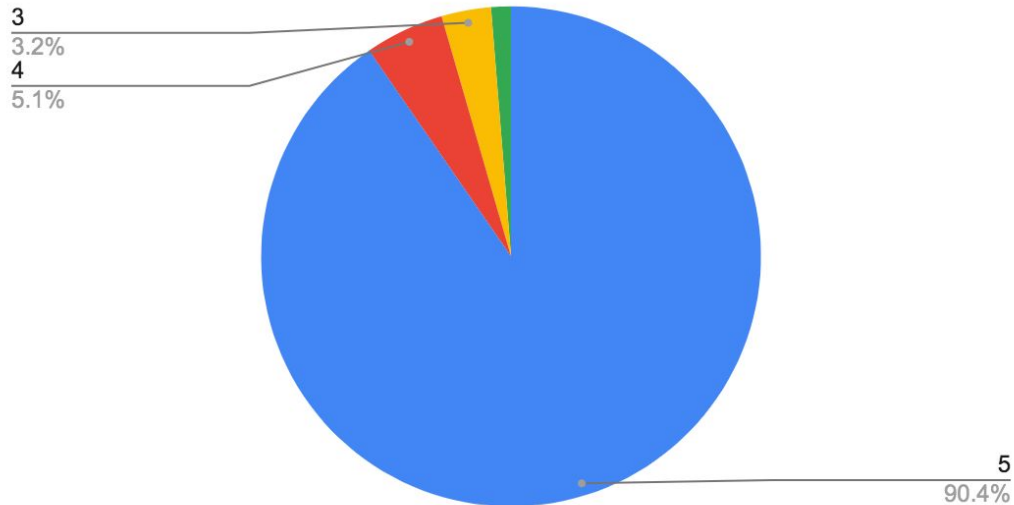
Numbers are based on
response...approx. 140
responses within 24 hours.

Question posed on a scale
of 1 to 5:

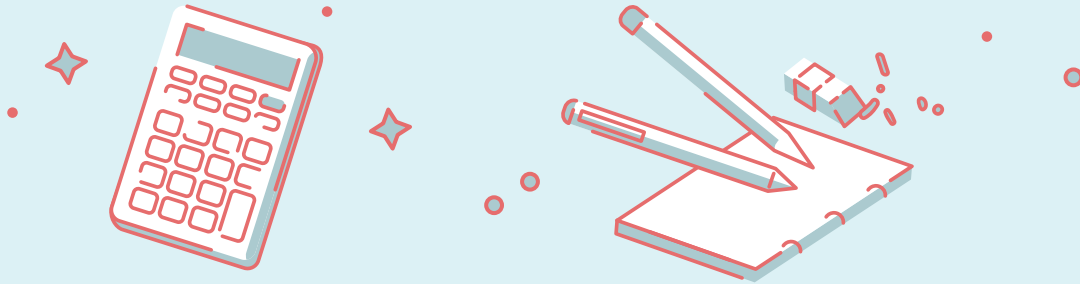
**1 = I think we should
accept their offer (green)**

**5 = This offer is not
acceptable to me (blue)**

Count of What is your response to the district's compensation offer of 2% with possible contingency % based on ADA and enrollment



FCUSD Fiscal Analysis and Comparison to Area Districts



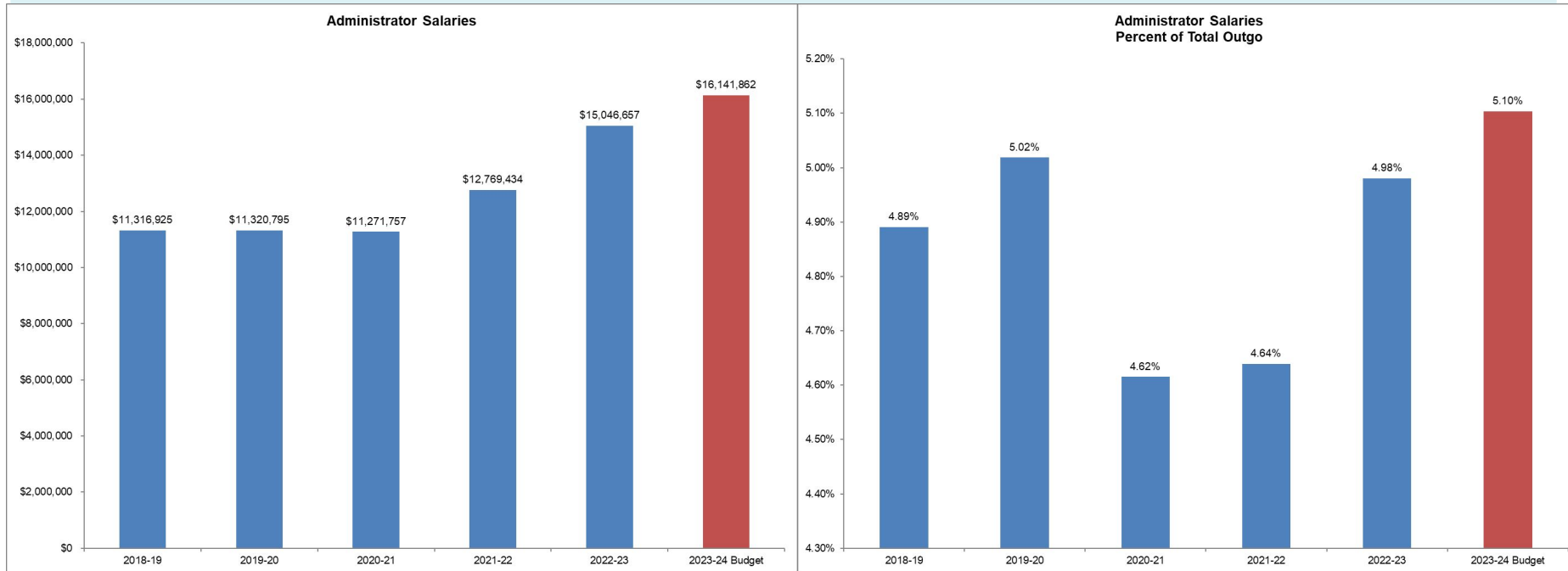
- FCEA looked at 13 surrounding area districts that are all Unified and within approx. 1 hour drive of FCUSD. While ADA and UPC percentages vary, these are our competitors and where the majority of teachers leaving our district to continue teaching decide to go.

UPC: Unduplicated Pupil Count (UPC) of students who are eligible for free or reduced-price meal (FRPM), are English learners (EL), and/or who are foster youth which is used in the Local Control Funding Formula (LCFF).

Folsom-Cordova Unified	35.51% UPC	19,134 ADA (2022-23)
Center Unified	69.46%	3,606
Davis Joint Unified	24.75%	7,734
Elk Grove Unified	52.94%	56,175
Natomas Unified	61.82%	9,824
River Delta Unified	58.54%	1,649
Rocklin Unified	19.98%	10,714
Roseville City Elementary	30.44%	10,516
Roseville Joint Union High	26.68%	9,768
Sacramento City Unified	70.89%	34,177
San Juan Unified	53.39%	33,973
Twin Rivers Unified	90.79%	20,740
Washington Unified	67.72%	6,634
Woodland Joint Unified	65.15%	8,402

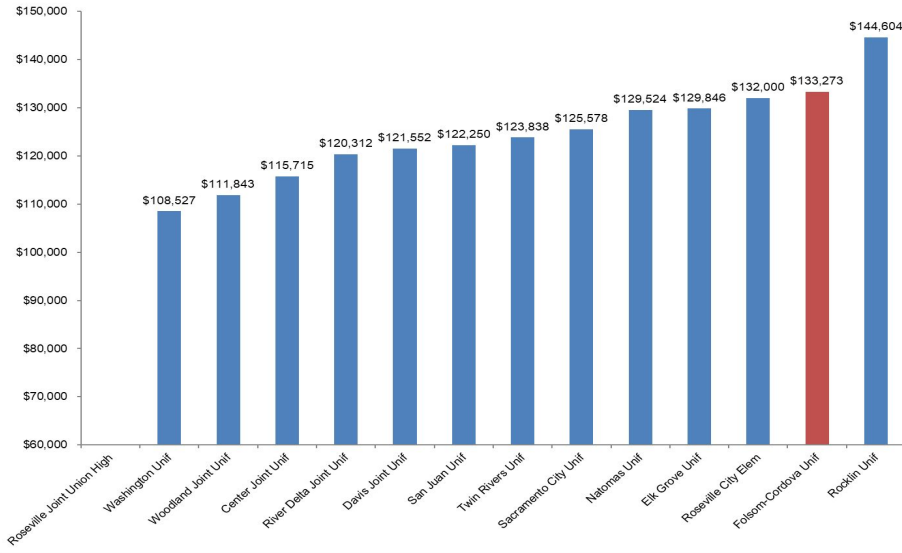
A second reason the % spent on FCEA salaries is dropping

Unlike teacher salaries, **administrator salaries** in FCUSD continue to increase both in total amount and as a share of the district's total projected spending. In 2023–24 **FCUSD plans to spend \$1.1 million more** on administrators than last year.

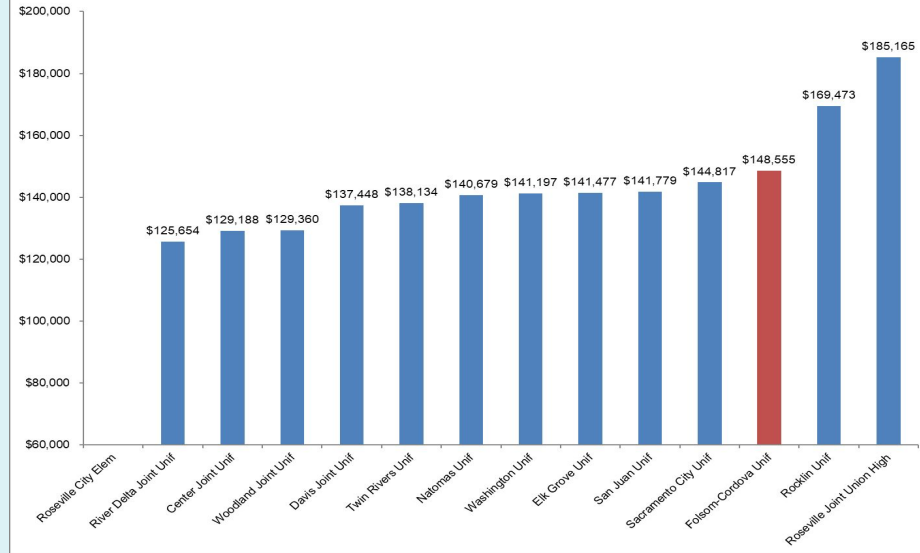


FCUSD already pays **administrators** better than nearly every other nearby district. In 2021-22, FCUSD was in the top 3 for average principal salaries, with only Rocklin and Roseville High School paying more.

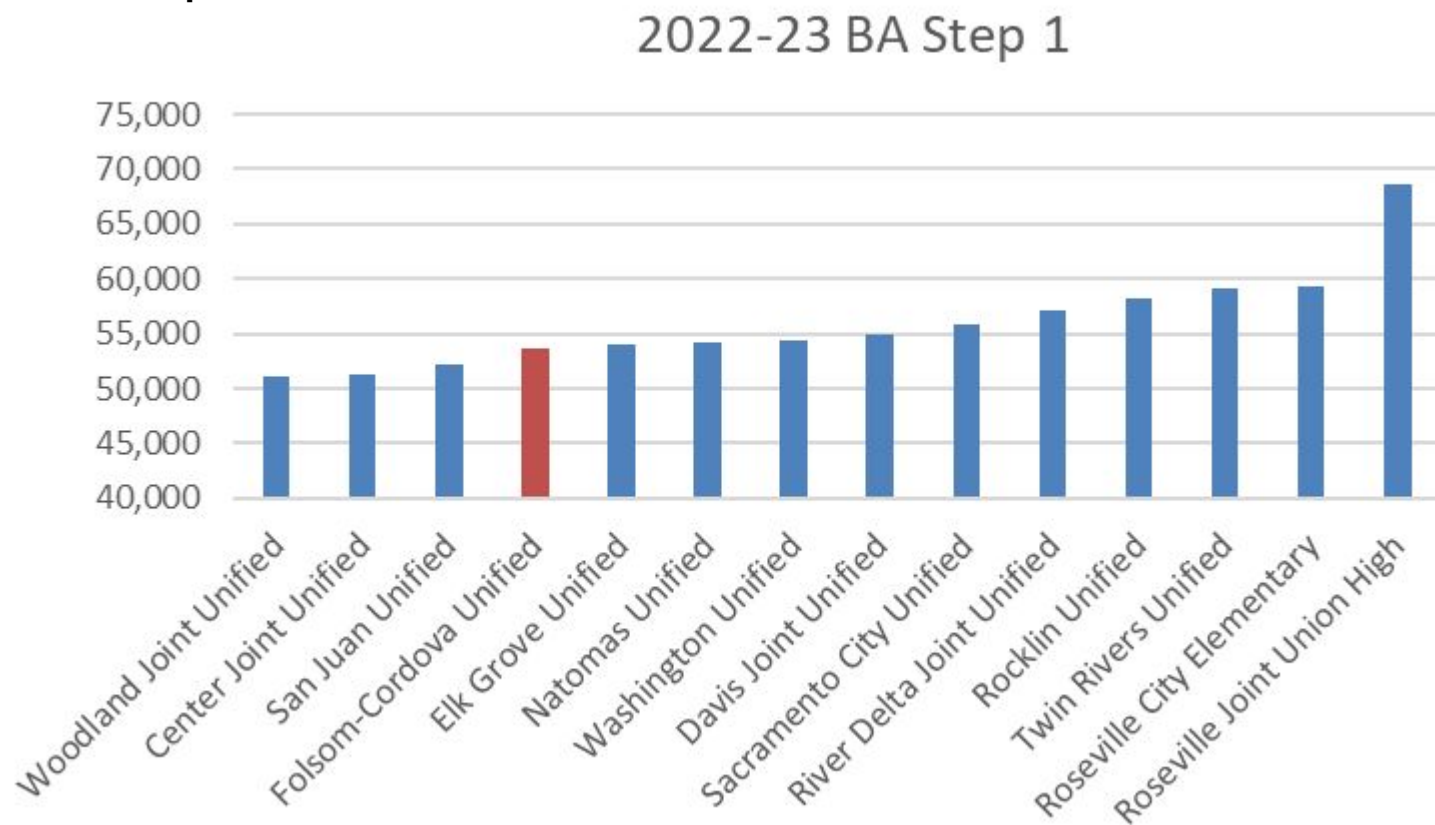
2021-22 Average Elementary School Principal Salary



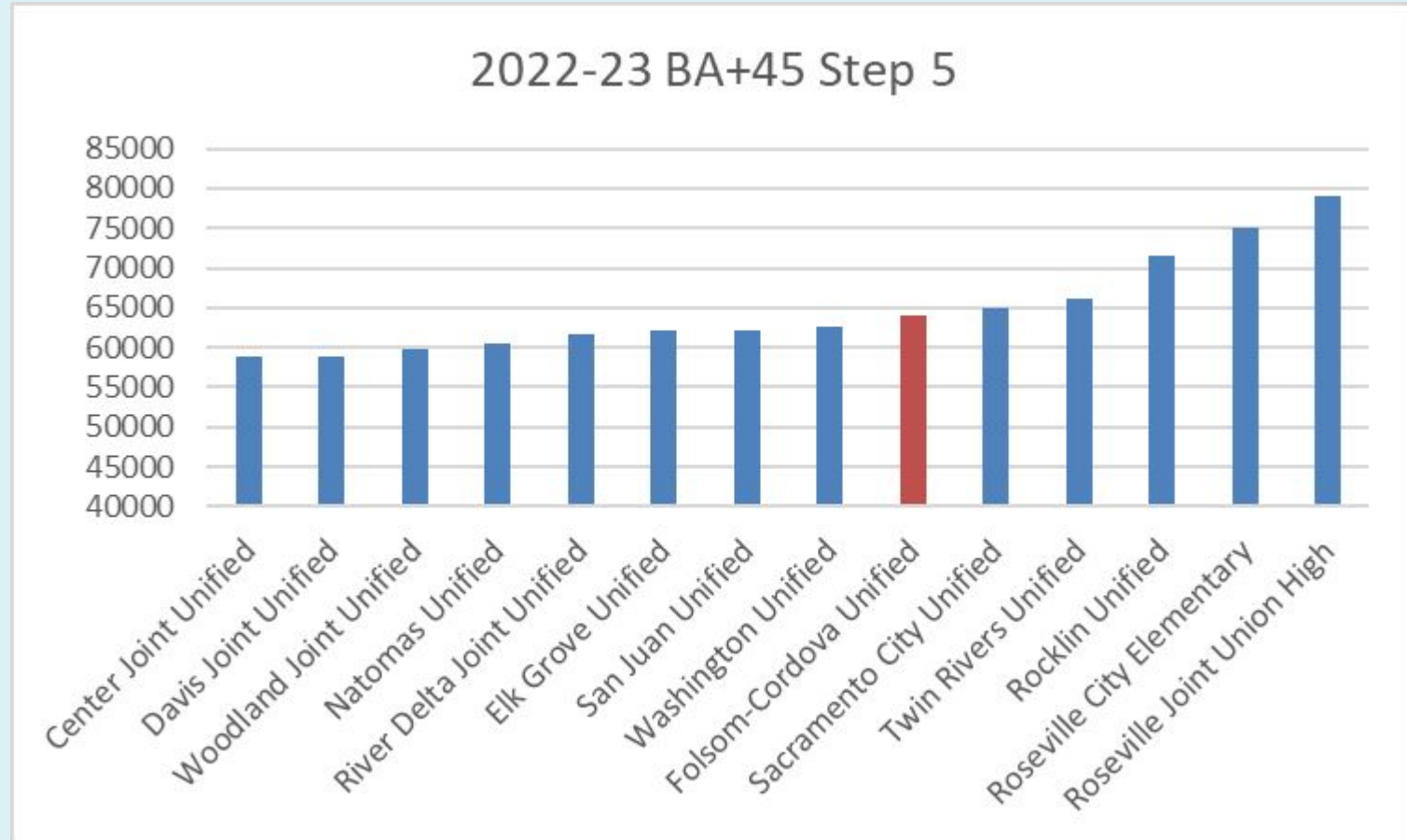
2021-22 Average High School Principal Salary

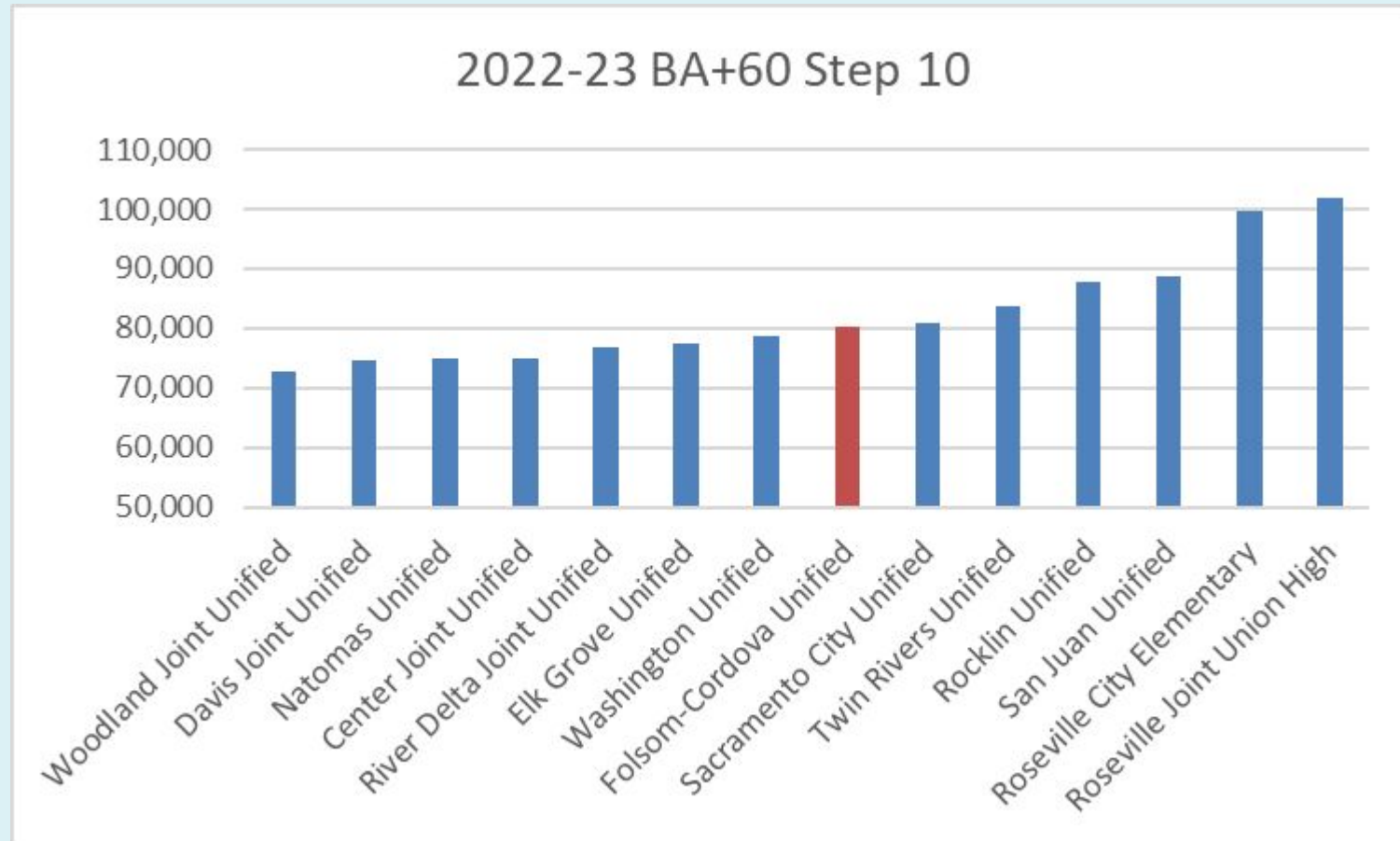


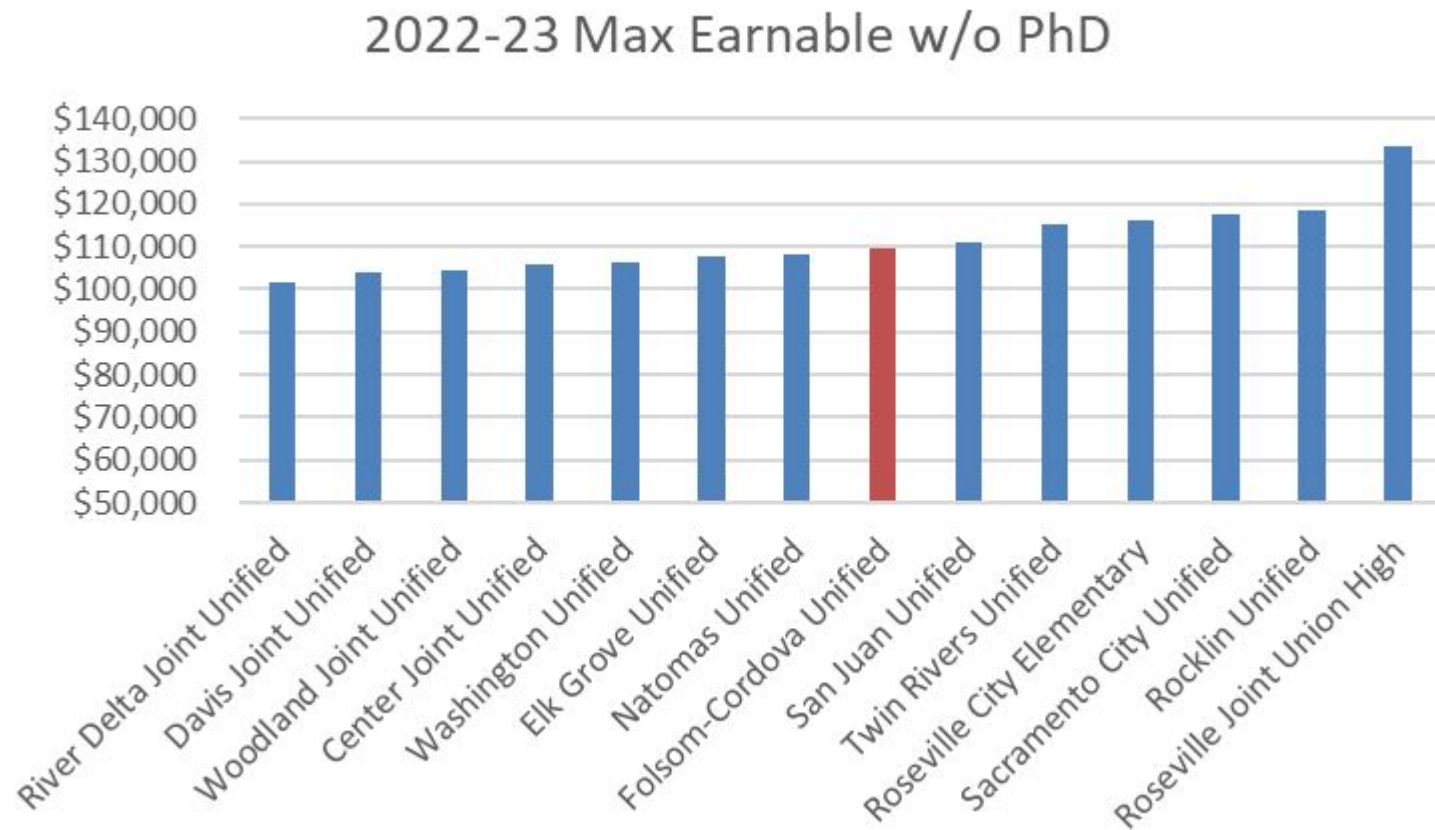
Unlike the prior comparison, beginning teacher salaries do not compare as well...



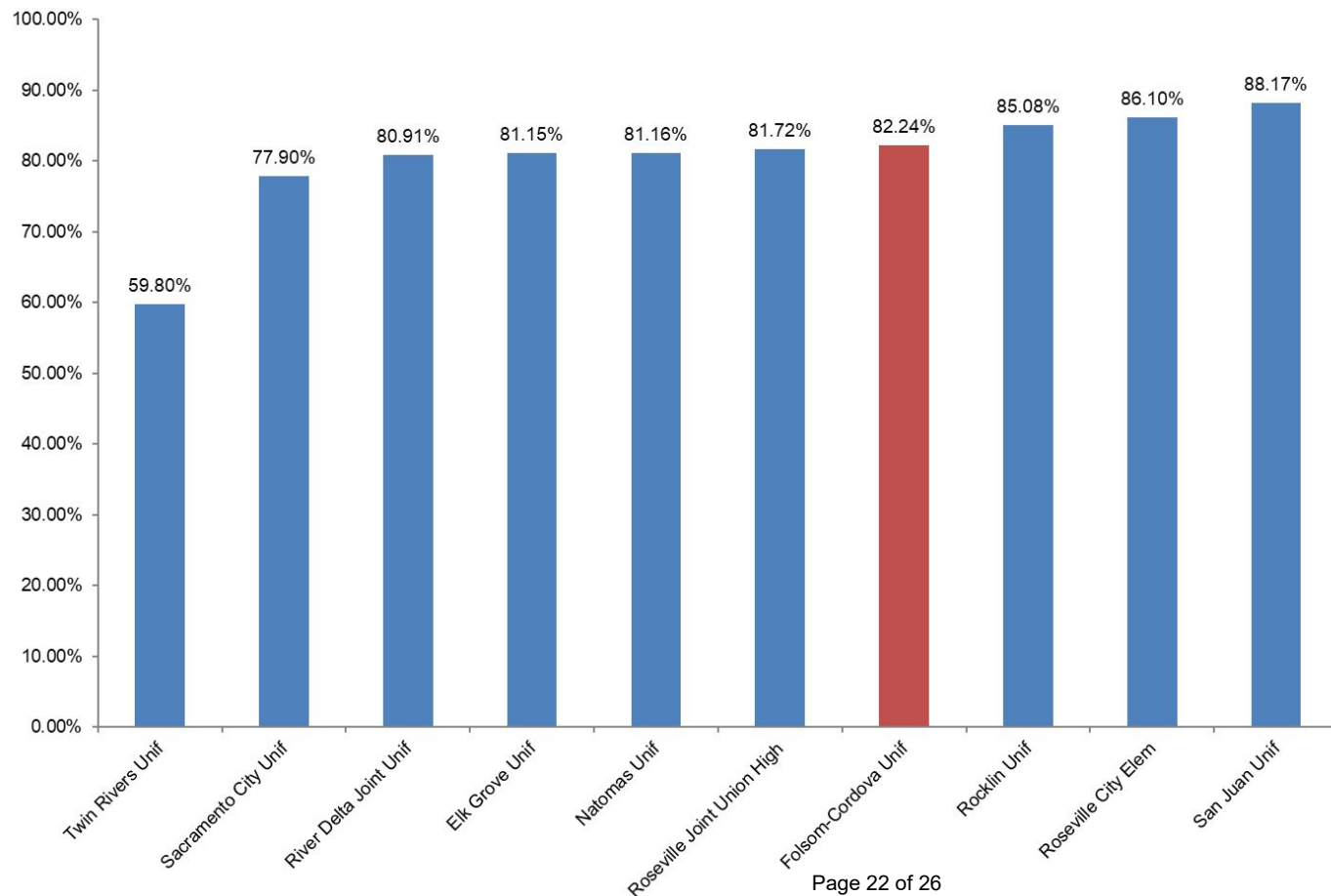
Mid-Career Teachers or teachers coming from another district







2022-23 Total Salary & Benefit Costs Percent of Total Outgo



Compared to area districts, in 2022-23 FCUSD spent a competitive portion of their budget on total staff salary and benefit costs. **However, this was almost entirely due to increases to Classified and Administrator salaries, not FCEA**, as both the total amount and % of budget spent on FCEA has continued to drop year over year.

You have a PR problem [and really angry workers] when....

August 30th: FCUSD offers 2% to teachers...within minutes headline pops up on SacBee: ***"SCUSD teachers get double digit raise"***

However the main problem is when FCUSD offers 2% to teachers ...and we know that state COLA TO SCHOOLS was 8.22%

Other headlines:

- The budget package includes an 8.22 percent Local Control Funding Formula (LCFF) cost-of-living adjustment (COLA) for 2023–24. Jul 31, 2023 [California Dept of Education](#)
- SCUSD: As part of the agreement, the parties agreed to these salary increases, retroactive to July 1, 2022: A 10%, ongoing, across-the-board increase for SCTA members Another 6% increase for staff “who provide critical services,” like special education teachers, education audiologists, school nurses, social workers and school psychologists. An increase in substitute teacher pay to \$355 per day, more than \$100 higher than the current rate. Another recently signed agreement added three days of paid professional development to the work calendar for the new school year and next year’s. [KCRA](#)
- [Natomas USD](#): For 2022-2023, NTA members will receive a 5.5% salary increase, the opportunity to earn a 1% one-time payment for professional development, and a \$400 one-time payment for Anti-racist/Anti-bias training if it’s completed outside of the work day. For 2023-2024, NTA members will receive an additional 5% salary increase and another 1% opportunity to earn a 1% one-time payment for professional development.

“A budget is more than just a series of numbers on a page; it is an embodiment of our values.”

– Barack Obama

Increasing salaries doesn't fix everything, but failing to increase them almost guarantees future talent loss in the classroom.

–Capital and Main “CA Public Schools Are Losing Underpaid Teachers at an Alarming Rate”

**As Jeannette said at
the last board
meeting- sharpen
your pencils and try
again.**



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9.13.23***How do we calculate the increase over 2%? (Handout provided by FCUSD)*****Example of contingency language**

If we apply the contingency language to month 1 ADA report, how do we calculate the percentage?

Month 1 ADA

Enrollment 20,705

ADA 19,832

Percentage 95.79%

Contingency language

Budget at 19,300 ADA, each cell of the salary schedule, stipends, and rates of pay shall be increased by 1% (one percent) for every 215 ADA over 19,300.

8/21/23 Enrollment	20,768	Increase in ADA	Additional Increase	Base Increase	Total Increase
94%	19,521	222	1.00%	2.00%	3.00%
95%	19,729	430	2.00%	2.00%	4.00%
96%	19,937	638	3.00%	2.00%	5.00%

Comparison of 2 Year TAs in Large Sacramento Districts**ONGOING INCREASES IN COMPENSATION**

District	22/23	23/24	2 Year Total
San Juan	10%	4.5%	14.5%
FCUSD (23/24 Offer)	8%	2%-5%	10%-13%
Natomas	5%	5.5%	10.5%
Elk Grove	10%	0%	10%
Sac-City (22/23 Offer)	10%		10%

FCUSD: Described the base enrollment and ADA numbers used in the offer, the method for calculating ADA, and provided the current ADA for month 1 which results in the 2% plus 2% increase in salary. Additionally, FCUSD provided a matrix of local settlements for 22-23 & 23-24 showing the FCUSD offer in the context of other local districts. Another handout provided the month one ADA for all schools.

FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT

"2024-2025 Instructional Calendar DRAFT"

July 2024						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
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August 2024						
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September 2024						
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October 2024						
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November 2024						
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December 2024						
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January 2025						
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February 2025						
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March 2025						
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April 2025						
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May 2025						
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June 2025						
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Important Dates

Aug 5-	PD Days - No School
Aug. 7	Teacher Work Days - No Students
Aug. 8	First Day of School for Students
Sept. 2	Labor Day
Oct. 14	Proposed PD Day-No Students
Nov. 11	Veteran's Day
Nov. 25-29	Thanksgiving Break
Dec. 23-31	Winter Break
Jan. 1-3	New Year's Day (observed)
Jan. 20	Martin Luther King, Jr. Day
Feb. 17-21	President's Day/Lincoln (observed)
Apr. 14-21	Spring Break
May 26	Memorial Day
May 29	Last Day of School
June 1	Juneteenth
July 4	Independence Day

Semester Grading Periods

1st Quarter:	Aug, 8-Oct. 11 (46)
2nd Quarter:	Oct. 15-Dec. 20 (43)
3rd Quarter:	Jan. 6-Mar. 14 (44)
4th Quarter:	Mar 17-May 29 (47)

Trimester Grading Periods

1st Trimester	Aug 8- Oct. 31 (59)
2nd Trimester	Nov. 4-Feb. 14 (59)
3rd Trimester	Feb. 24-May 29 (62)

FIRST Student Day: August 8, 2023

LAST Student Day: May 29, 2024

COLOR KEY

YELLOW:	First and Last Day of School
BLUE:	Teacher Work Days-No Students
GREEN:	Holidays
GRAY:	No School
PINK:	Proposed PD Days-No Students

180 - Instructional Days
3 - Proposed Development Days
2 - Teacher Work Days

February Break Calendar

FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT

"2024-2025 Instructional Calendar DRAFT"

July 2024						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
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21	22	23	24	25	26	27
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August 2024						
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25	26	27	28	29	30	31
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September 2024						
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October 2024						
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November 2024						
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24	25	26	27	28	29	30
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23	24	25	26	27	28	
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March 2025						
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27	28	29	30			
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May 2025						
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29	30					

Important Dates

Aug. 8-9	Proposed P.D. Days-No Students
Aug. 12	Teacher Work Day-No Students
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Apr 14-21	Spring Break
May 26	Memorial Day
May 29	Last Day of School for Students
May 30	Teacher Work Day
June 19	Juneteenth
July 4	Independence Day

Semester Grading Periods

1st Quarter:	Aug. 13-Oct. 11 (43)
2nd Quarter:	Oct 15-Dec. 20 (43)
3rd Quarter:	Jan. 6-Mar 14 (47)
4th Quarter:	Mar. 17-May 29 (47)

Trimester Grading Periods

1st Trimester	Aug. 13-Nov. 1 (57)
2nd Trimester	Nov. 4-Feb.21 (61)
3rd Trimester	Feb. 24-May 29 (62)

COLOR KEY

YELLOW:	First and Last Day of School
BLUE:	Teacher Work Days-No Students
GREEN:	Holidays
GRAY:	No School
PINK:	PD Days-No Students

180 - Instructional Days
3 - Proposed Development Days
2 - Teacher Work Days

FIRST Student Day: August 13, 2023

LAST Student Day: May 29, 2024

Late Start



CCSPP *District Steering Committee*

Update for Bargaining Committee
Sept 13, 2023



Community Schools

A community school takes on a **whole child, whole-community** approach to learning. Community schools **leverage the resources** of the whole community – students, families, educators, and community partners – to build relationship-centered, supportive, and equitable school communities where **learning is culturally-rooted, inclusive, rigorous, and relevant** (CSLX 2022).

Goal: To build on the strengths of Rancho Cordova youth, families, staff, and community to develop a whole child system of care in Rancho Cordova that removes barriers to learning and wellness.

2023-24
CCSPP
District
Steering
Committee



Angi Carlomagno, Director, Ed Services
Carla Davis, Community Schools Coordinator
Dr. Iyuanna Pease, Director of SEL and Equity
Dr. Samantha Blackburn, Sac State School of Nursing
Heidi, FCEA Representative/Teacher, Elementary
Jackie Wyse, Coordinator of Early Childhood Education
Kate Hazarian, Director, Strategic Initiatives and Support Services
Kerri Kaye, Director of Health Services
Kevin Smith, Data Analyst
Leslie Merrill, School Social Worker, Cordova Villa Elementary
Marie Pawlek, Coordinator of Expanded Learning
Monica Ibanez-Flores, CSEA Representative/BIA Cordova High
Mia Byrum, 12th Grade Students, Kinney High School
Mya Griffith, 12th Grade Student, Kinney High School
Peter Lane, FCEA Representative/Teacher, Mitchell (.5)
Rob Corn, CSEA President + CSEA Rep TBD
Tracy Suter, FCEA Executive Officer + FCEA Rep TBD

MOU with FCEA



Membership is defined in 1 yr Memorandum of Understanding (MOU) with Certificated Union (FCEA)

“The steering committee will have shared accountability for improving student outcomes in alignment with the focus areas of each designated FCUSD Community School. Shared accountability means using disaggregated data for collaborative decision-making within the committee, and working with their department staff, peers and/or Labor groups to shift practices based on steering committee recommendations and site-level decisions.”

The steering committee will meet monthly and include at least two (2) parents, at least two (2) students, at least two (2) FCEA represented employees, at least one of whom works in a FCUSD Community School, and at least two (2) CSEA represented employees. FCEA shall have sole determination as to who represents FCEA on the committee.

School Site Councils are the site level decision-making group.

Community School Site Team Leaders



**Heidi Niles - SSS
Cordova High School
(Supplemental Funding)**



**Emma Falcon - CSF
Kinney High & Prospect CDS**



**Stephanie Cecil-Spaulding - SSS
Mills Middle School -
(Supplemental Funding)**



**Veronica De Alba
Mills Middle School - CSF**

SSS = Student Support Specialist

CSF = Community School Facilitator

Community School Site Team Leaders



**Veronica Pasavento - CSF
Cordova Meadows Elementary**



**Elisha Cortez - SSS
Cordova Villa Elementary**



**Giulia Favro-Farruggia - SSS
White Rock Elementary**

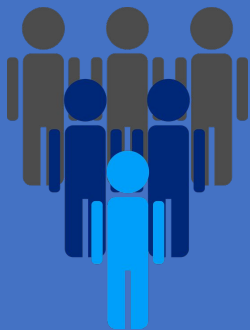


**Nathaly Rodriguez - CSF
Williamson Elementary**



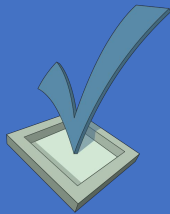
Community School Leaders

Important Functions



Principal/AP Checklist	Important Functions of the CS Leaders
☐ CS Site Leader's office space is move-in ready this week. ☐ Please share their room #phone, and extension w/Carla. ☐ Add your CS site leader to your staff email & give them a mailbox ☐ Put certificated CS site leaders onto adjunct duties (preferably SSC, ELAC, Guided Coalition etc.) ☐ Take your CS leader on a campus tour (Early August) ☐ Take them on a in classroom walk & talk (Sept/Oct) ☐ Attend a CS Zoom meeting on Friday, August 28th at 2pm ☐ Place Community Schools on all SSC/ELAC/GC agendas. ☐ Reserve 20 minutes at a beginning of the year staff meeting agenda to discuss your CS staff role on campus. ☐ Review the implementation plan with GC/Leadership team ☐ Be prepared to offer input with Carla/Kate throughout the year, to support your CS leaders evaluation.	☐ Attend weekly Community School team meetings on Thursdays from 8-10am at the Walnutwood. ☐ Invite CS site leaders (both Cert/Class) to be a part of staff meetings, SSC, ELAC, PBIS, and PTA meetings. Yes, they can be nominated/elected as the "other" rep on the staff side. Consider inviting to the Guiding Coalition/Leadership team. ☐ Support the 20-day attendance challenge at your site, and help families complete income verification. ☐ Prepare, and share with you, an intro letter to send out to your school community re: intro/support ☐ Your CS Site leader will keep track of and maintain data about their impactful work. You will receive a report per trimester to view. ☐ Create a CS Action team: office/support staff to design and evaluate plans and progress.

Do's & Don't



Do's & Don'ts of CS Site Leadership Staff

Community School Site Leaders.... (supplement, not supplant)

Do connect face-to-face with families at arrival & dismissal	however...	Do not have a daily assigned duty schedule
Do help out occasional where needed (30 minutes or less)	however...	Do not sub for classroom teachers, yard sups etc.
Do go on home visits (with a colleague)	however...	Do not go on home visits alone
Do have multiple languages to support families (some)	however...	Do not translate for iep, pta, family events etc. (continue current supports)
Do help to support site events w/resources and partnerships	however...	Do not begin new site/FCUSD events and partnerships in their first year.
Do help find minor resources for events such as backpacks, snacks etc.	however...	Do not take on large scale NEW partnerships in year #1 - focus is on strengthening and/or expanding current site and FCUSD partnerships.
Do help to get families to attend SSC/ELAC and family events, etc.	however...	Do not create the engagement opportunities necessary at these meetings to keep the families in attendance (that's you)
Do observe, discuss and note systems change ideas	however...	Do not start changing your site systems, though will partner with you in the latter part of the year to slowly shift or take one step at a time.

30-60-90 Day Plan



90-Day Site Community School Plan

*Go slow to go fast. Taking the time to understand before executing.
By doing so, we are far more likely to be successful and create sustainability.*

30 Days: [Weeks 1-6] [Days 1-30] [Aug/ Mid Sept]	60 Days: [Weeks 7-12] [Days 30-60] [Mid Sept/Oct]	90 Days: [Weeks 13-18] [Days 60-90] [Nov/Dec]
Training→Observing→Asking	Exploring→Learning→Wondering	Listening→Understanding→Engaging
- Set up/organize office space 20-day attendance challenge - Support site beginning year activities, assemblies, student supports etc. - HIGH visibility on the playground, cafeteria, meetings, parking lot, ASES, Preschool etc. - Familiarize with site schedules, handbooks, behavior expectations, routines, procedures, practices, policies, plans (attendance, safety etc.) - Back to school night/Rodeo - Connect with staff member to start learning perspective, values and gifts - Site walk activity: Climate/Culture - Cs team Partnership Day: Food Closet	- High Campus Visibility - Scheduled learning/equity walks - Host a family meeting/meet greet/chat - Establish parent communication - Phone app, newsletter, Thursday folders. - Communicate shared vision with families - Observe SSC/ELAC/PBIS/PTO/ - High Campus Visibility - Cs team Partnership Day: Police Activities League (PAL) - COST training to support tiered interventions	- High Campus Visibility - Traditions & celebrations - family/cultural/holidays - Parent coffee chats at various times of days and week - Ongoing feedback/reflection from stakeholders - Home academic support - Family Center - Home visits regularly - Visit businesses in the area, schools, restaurants, police /fire services etc. - Survey and feedback tools from all stakeholders in areas of focus - Learn site data, grant, SPSA in detail - Cs team Partnership Day: City Hall
90-180 Days: Aligning→Partnering (Jan-May) → Planning (April-June) January: Mid year meetings (Site Admin/CS site leader/CS Coordinator) to determine strengths/needs and focus Jan-May plan		
Years 2-5+ Shifting→Implementing →Leading Focus/Goals/Priorities/Metrics of Success - Continuous Cycles of Improvement [Plan, Do, Check, Act]		

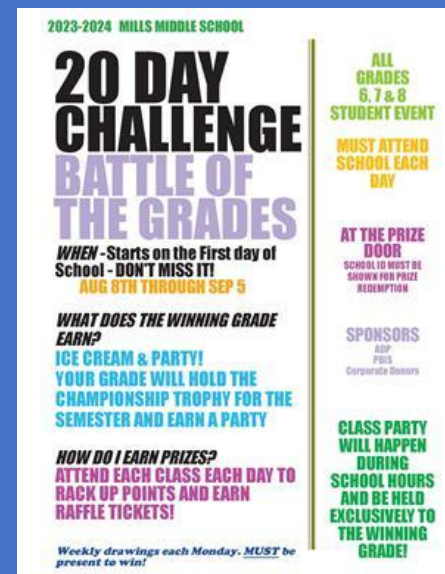
2023-24 Getting Started



Community Schools 101



Sac County Office of Ed



MOU with FCEA



CS Neighborhood Council

Role/Purpose: to support school programming, provide parent enrichment and social opportunities for parents, and support school events, all of which enable families to stay connected to the school community.

[In-Person with Dinner/Childcare]

Professional Development with administration (Principals & APs) parents, and youth leaders from each site.

**Steering
Comm. work
session
9-7-23**

**1-hour
INTERACTIVE PD**

-Information 15 min
-Interaction 45 min

**Audience: Site
administration,
parents, and
youth leaders from
each site.**

**Start Planning Your Neighborhood Council Meetings with your team.
A notetaker in each group will mail plans/notes to Carla at the end of today.**

**Sat, November 4th
Community Schools
101, site goals &
plans, feedback**

**Carla Davis
Iyuanna Pease
Leslie Merrill
Rob Corn
Samantha Blackburn**

**Th, February 22nd
Creating more
engaging SSC and
ELAC meetings**

**Kate Hazarian
Angi Carlomagno
Marie Pawlek
Tracy Suter**

**Fri, May 24th
Family Recognition Night
Jackie Wyse
Kerri Kaye
Kevin Smith
Mia Byrum
Mya Griffith
Peter Lane/Heidi**



Thank you for
your time and
engagement

