



## BOARD OF EDUCATION

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## INTERIM SUPERINTENDENT

Mao Misty Her

Friday, July 26<sup>th</sup>, 2024

Dear Fresno Unified family,

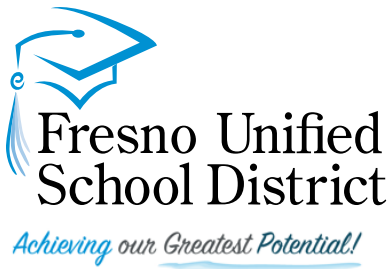
I'm so excited to share an update on my 100-day plan and the progress we've made so far! I'm sharing the plan in phases so it's easier to follow. A few weeks ago, I gave an overview of our two priority goals and the phases of the plan. Over the next few weeks, I'll share more details about what's been done, what's in progress, and what's coming up. Some people have asked for a detailed plan, and I'll be sharing a link to that soon. Remember, this plan is always changing as I learn and grow. It's a living document!

Today, I want to update you on our goal to improve student outcomes. I've been working with our Analysis, Measurement, and Accountability department and our Instructional Division to improve student outcomes. We're aiming for double-digit gains in proficiency over the next two years. To achieve this, we need to get all our students at least 15 points closer to proficiency each year.

Our team is figuring out the internal metrics to measure success before the state assessments. We're focusing on every child, but we also need to zero in on specific grades and content areas to refine our practices and scale quickly. Teachers, when you're back from vacation, we'll be reaching out for your feedback on these metrics. You're with our students every day, and your input is crucial. I'll keep you updated on our progress.

Now, let's talk about how our budget, adopted by the board in June, helps us succeed in improving student outcomes and achieving operational excellence. See some highlights below.

- We're in the second year of our five-year, \$100 million investment in the Every Child Is A Reader plan. This plan focuses on improving literacy skills across our district with new curriculum development, teacher training, and resources.
- We're reducing class sizes by one student in grades K-12. This might seem small, but it can make a big difference. Better teacher-student ratios mean more personalized learning and better academic outcomes.
- We've negotiated a 3% ongoing salary increase and a 2.5% one-time boost for our staff. We're also increasing stipends for lower class sizes, and for our Nurses, Special Education Teachers, and Bilingual Teachers to ensure we're competitive and supporting those in critical roles.
- We've added nine more nurses for the second year of our three-year Health Services expansion. This helps keep our students healthy and safe, moving us closer to having a dedicated nurse at every school.
- We've added 41 Campus Safety Assistants to complete our School Safety & Security expansion. Now all schools have at least one dedicated Campus Safety Assistant.
- We're supporting 15 sites to study safe routes to school, promoting safe transportation options for our students.
- We're consolidating Cambridge Continuation, JE Young, and eLearn on the brand-new Francine and Murray Farber Educational Campus opening this August. This supports students, streamlines our operations, and helps us allocate resources more effectively.



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- Thanks to Proposition 28 Arts and Music Funding, we're expanding arts and music classes across all sites, enriching our students' education.
- We're allocating equity multiplier funding to 16 sites to provide evidence-based services and supports for students, especially those from socioeconomically disadvantaged backgrounds.
- We're enhancing our district translation services to improve communication with linguistically diverse families, fostering better family engagement and student support.
- We're adding an Office of Accessibility to ensure students and staff with disabilities have the resources and support they need, fulfilling promises we made last spring.
- Additionally, the Foundation for Fresno Unified Schools is generating significant revenue back to our students for every dollar spent, including a \$20 million donation from McKenzie Scott.
- We're centralizing the purchase of computers for school leaders and office staff, eliminating the need for site leaders to manage these purchases. We're investing in ongoing cybersecurity awareness training to keep our information secure.
- We're upgrading our large enterprise applications, Lawson and AMS, for better workflows and user experience.
- Finally, we're continuing our investment in the Let's Talk customer service tool from K-12 Insight to improve our communication and service to our community.

With this budget, we're not just aiming for improved student outcomes; we're also striving for operational excellence.

Thank you all for your dedication and support. Let's keep working together to make a difference! We can't wait to see you in August!

Warm regards,

Misty Her  
Interim Superintendent  
Fresno Unified School District