

SAN MATEO UNION HIGH SCHOOL DISTRICT

M E M O R A N D U M

TO: Board of Trustees

FROM: Randall Booker

DATE: January 16, 2025

RE: Spotlight on Student Learning - Fall 2024 Semester Highlights

I. BACKGROUND

As we reflect on the beginning of the 2024-25 school year, educators across the District are feeling great pride in the academic and social-emotional growth of their students. This report serves to celebrate students' hard work and engagement in their learning process so far this year. While this list isn't all encompassing it serves to highlight much of the work being done in our District.

I would like to thank our educators for their incredible dedication and for all they do on behalf of our students. They are a remarkable team of professionals who continually strive to improve teaching and learning. I also would like to thank the many organizations, families, and volunteers who partner with the District to enhance and expand opportunities for our students. I am grateful for this breadth and depth of community support for public education, and proud of what we have accomplished together so far this year.

Curriculum and Instruction

- **Dual Enrollment** - SMUHSD's Dual Enrollment program, in collaboration with Skyline College, Cañada College, and the College of San Mateo (CSM), allows high school students to earn college credits while still in high school. This program offers various courses across disciplines such as Administration of Justice, Architecture and Engineering, Digital Media, Business, Counseling, Psychology, and Kinesiology. Fall program highlights include a 93–99% pass rate for enrolled students at the end of the 2023-2024 school year, illustrating strong outcomes and support for participants. Fall 2024 course expansions include new course offerings like Interior Design and Early Childhood Education pathways, field trips, and work-based learning experiences that connect students with real-world applications of their studies, such as visits to Stanford Athletics and Ernst & Young. Faculty collaboration, regular professional development, and robust student onboarding processes ensure a high-quality experience. At the same time, the program continues to emphasize access, equity, and career readiness as core components of its mission.
- **Math Taskforce & Intervention Work** - Based on the work of the Spring 2024 Math Task Force, teams of teachers implemented a variety of interventions to support students this fall. The taskforce will continue to monitor the impact of this work. This includes 1) aligning curriculum through pacing guides, standardized syllabi, and aligned assessments across courses to ensure consistency and support vertical alignment, 2)

creating student-centered instruction through discovery and student-driven projects to enhance engagement and accessibility, including a restructured unit anchored by MathMedics activities 3) creating supportive class structures through shared class structures with project-based learning, standards checks, goal-setting, and weekly routines to ensure a smooth transition between course, student portfolios, updated online resources, refined grading practices, and formative feedback mechanisms to promote self-reflection, confidence, and independence, 4) strengthened teacher partnerships, shared resources, and created a cohesive vision for classroom environments and teaching styles to foster equity and success.

- **Artificial Intelligence (AI) Fellowship** - The SMUHSD AI Lab Fellowship was a six-week professional development program (which concluded on December 9th) designed to:
 - Equip educators with a foundational understanding of AI and its potential in education
 - Empower teachers to explore and experiment with various AI tools
 - Foster a collaborative learning community for sharing insights and best practices
 - Promote ethical and equitable use of AI in the classroom
- **Implementation of MAP Literacy Common Assessment** - The District implemented a new literacy assessment called NWEA MAP Growth to students across all grade levels at all school sites this fall to establish baselines for monitoring growth and improvement across all student groups. We anticipate using this to better monitor student literacy development going forward.
- **Instructional Framework** - The focus of this year for the Instructional Framework is to build fluency in the framework as well as common language. The Instructional Lead team, composed of teacher leaders, has been an integral part of this work and have initiated several projects in support of this effort. This includes:
 - **Leading & Supporting** - PD sessions focus on deepening understanding of the instructional framework and supporting leadership and teacher leaders.
 - **Exemplar Vetting Protocol** - A submission process is being developed to collect and share high-quality instructional examples aligned with the framework.
 - **Observation Tool** - A non-evaluative tool is being piloted to support collaborative feedback and track framework implementation.
 - **January District PD** - Planning is underway for a District-wide professional learning day, with sessions aligned to the instructional framework.
- **Literacy Intervention Course Expansion** - The literacy intervention course is in its 2nd year of implementation which included the expansion to include Hillsdale students in the pilot. The data for the class is promising in that students are making progress and some are being exited from the program based on meeting the exit criteria.
- **Continued Partnership with Hatching Results to Support Counseling** - The continued partnership with Hatching Results has provided the following important training to school counselors:
 - Deliver a proactive, data-driven school counseling program aligned with ASCA standards to support equity and access for all students.
 - Build and implement Tier 1 and Tier 2 systems with SMARTIE goals, data metrics, and action plans to address student needs and reduce outcome disparities.
 - Strengthen school counselor-administrator collaboration to align practices with district priorities and enhance program effectiveness.
- **8th Grade Transition Meeting** - The District hosted representatives from SMUHSD partner districts to provide information about district and school programming as well as coordinate spring visits to the middle schools to support a smooth transition for incoming

students.

- **SAT/PSAT Administration** - On October 26, 2024, the District successfully administered the PSAT to approximately 800 11th grade students and the SAT to approximately 300 12th grade students. This new approach to [College Board testing](#) was intended to support SMUHSD students who had been struggling to find test centers in the Bay Area at which they could take the exam. The District will host a similar day (March 15th) in the New Year for 10th graders to take the PSAT-10 and 11th graders to take the SAT.
- **College Board National Recognitions** - The SMUHSD had many students across the district earn College Board honors this fall:
 - **3 Students earned the AP International Diploma (APID):** Awarded to students who score a 3 or higher on five AP exams across specific categories, including world languages, global perspectives, and sciences/mathematics during high school.
 - **364 students earned AP Scholar Designation:** Awarded to students who score 3 or higher on three or more AP exams during high school.
 - **597 students earned AP Scholar with Distinction:** Awarded to students who score an average of at least 3.5 on all AP exams taken and score 3 or higher on five or more AP exams during high school.
 - **234 students earned AP Scholar with Honor:** Awarded to students who score an average of at least 3.25 on all AP exams taken and score 3 or higher on four or more AP exams during high school.
 - **3 students earned National African American Recognition:** Awarded to AA students who have a minimum cumulative GPA of 3.5 or higher; High scores on the PSAT/NMSQT, PSAT 10, or earning a score of 3 or higher on two or more AP Exams.
 - **16 students earned National First-Generation Recognition:** Awarded to prospective first generation college students who maintain a cumulative GPA of 3.5 or higher; achieve PSAT/NMSQT® or PSAT™ 10 scores within the top 10% of test takers in their state for their award program, or earn a score of 3 or higher on two or more AP® Exams by the end of 10th grade.
 - **14 students earned National Hispanic Recognition:** Awarded to students who maintain a cumulative GPA of 3.5 or higher; Achieve a PSAT/NMSQT score within the top 10% in their state for their award program, or score 3 or higher on two or more distinct AP Exams by the end of 10th grade; Be a permanent resident of the United States, a U.S. territory, or attend a U.S. Department of Defense Education Activity (DoDEA) school. U.S. citizenship is not required.
 - **6 students earned National Indigenous Recognition:** Awarded to Indigenous students who Maintain a cumulative GPA of 3.5 or higher; achieve a PSAT/NMSQT or PSAT 10 score within the top 10% in their state for their award program, or score 3 or higher on two or more distinct AP Exams by the end of 10th grade.
- **Districtwide Career Expo** - More than 400 students and family members attended the Districtwide Career Expo held at San Mateo High School on September 10. More than 50 organizations/employers hosted tables.

Equity

- **Student Equity Councils** - Student Equity Councils (SECs) at each of our high schools are student leadership groups that receive training on how to improve diversity, equity, inclusion and accessibility (DEIA) at their high schools. SEC members choose sub-projects to promote equity activities at their schools. The District hosted training workshops in September to onboard new members for the 2024-2025 school year. During the week of October 7, 2024, SMUHSD held SEC Kick Off Meetings with approximately 130 students and school site SEC coordinators in attendance. These meetings served to join all student equity council members across the District, build community, and put a lens on what the Student Equity Council does at each school. Students also took part in project-based work to plan projects for their campuses.
- **Black Educator Affinity Group** - Utilizing resources from a [CA Anti-Bias Grant](#), the District convened two engagements this fall with its African American staff across all roles. First, in late September, Trustee Griffin, 15+ staff, and their family members gathered for a picnic and socializing at Coyote Point. Then On November 8th, staff were convened at the Millbrae library for a day of healing, education and organizing. Participating staff expressed appreciation for having the space to engage with each other at both convenings.
- **Equity Advisory Committee Work** - The Equity Advisory Committee continues into its sixth year of existence. The group continues to evolve in its membership with families graduating out with their students and new families joining in the work. The group continues to focus on three major efforts:
 1. **Data-Driven Decision Making:** The committee regularly analyzes data to identify equity gaps and inform strategic interventions.
 2. **Community Engagement:** The committee actively seeks input from the community to ensure their needs are met and their voices are heard.
 3. **Systemic Change:** The committee works to address systemic barriers and biases that may hinder student success.
- **Pride Prom 2025** - The third annual event is scheduled for April 18, 2025. There is a dedicated committee of volunteers who have been working diligently in planning and fundraising for the event.

Aragon High School

- **First 90 Days** - Dr. Mike Jones joined Aragon as the school's new principal on July 1, 2024 and sought to understand the “who we are and what we do” that defines Aragon High School. As new principal to the Dons, Dr. Jones focused on three key areas - *Culture of Learning, Social and Emotional Climate and Educational and Organizational Values*. The process consisted of “90 Days of Looking, Listening and Learning” within the school community and District, sharing findings and feedback with the school community and district, and developing a five year principal’s leadership plan in alignment with WASC goals to increase and sustain student success for every student.
- **Visual and Performing Arts**
 - Four Aragon students who were selected for the 2025 California All-State

Ensembles! Every year, thousands of students from all over California audition for the honor ensembles. AHS students were selected in the Honor Choir, Symphony Orchestra, Symphonic Band and Golden State Band Ensembles. These students will be traveling to Sacramento January 15-19 to attend rehearsals led by the world's top conductors and perform for the music conference where thousands of music educators are in attendance in the audience.

- An AHS 12th Grader won the San Francisco Bay Area Chapter of National Association of Teachers of Singing (NATS) competition. The same student was also selected to the prestigious California Coastal Region Honor Choir.
- **San Mateo County Youth Commission** - Two Aragon students were selected to serve on the 2024-25 San Mateo County Youth Commission. The Youth Commission is an advisory commission to the San Mateo County Board of Supervisors to address youth needs in the county and provide youth voice in local government.
- **AIDS Memorial Quilt Public Display** - AHS hosted a portion of the iconic AIDS Memorial Quilt from December 2-6, 2024, providing a unique opportunity for students and the broader community to witness this powerful symbol of remembrance and activism. During school hours, students and staff were invited to view the Quilt, which has been a cornerstone of AIDS awareness and advocacy since its inception. An additional public viewing event was held on the evening of December 4 open to the entire SMUHSD community. This event was covered by the San Mateo Daily Journal.
- **NASA Techrise Challenge** - Aragon students who participated in the 2023-2024 NASA Techrise Challenge were featured in the video promoting the 2024-2025 Challenge! Watch the video: <https://www.youtube.com/watch?v=juaMmu5bL1M&t=1s>
- **Trade MC3 Program:** AHS launched a new program in the 2024-2025 school year - CTE Engineering Technology Trade MC3 Program - the only program of its kind in a San Mateo County High School! The program provides students with hands-on instruction in tools, construction math, financial literacy, history of the labor movement, benefits and protections for trades people, and safe work practices. Students will earn an OSHA-10 card and First Aid/CPR certification in the class as well. This program was covered in the San Mateo Daily Journal.
- **Interior Design Class Launches:** Students are gaining real world experience in Introduction to Interior Design Class, launched in the Fall 2024 semester. The class, which is a part of the Career Technical Education (CTE) Interior Design and Fashion pathway, offers engaging exploration into the principles of creating functional and aesthetically pleasing spaces. Designed for Aragon students in grades 10-12, this course delves into the dynamic relationship between individuals and their interior environments. Students in the class develop their creativity and expertise by studying fundamental design principles, techniques, and industry best practices. The curriculum includes an examination of historical architecture, furniture, textiles, and fabrics. Through hands-on activities, projects, and assignments, students enhance their critical thinking, problem-solving, and collaborative skills. They have opportunities to present their designs through floor plans, mood boards, oral presentations, and design critiques, equipping them with the essential skills for a career in interior design.

- **Athletics** - Aragon's Girls Varsity Volleyball Team advanced to the NorCal Championships and placed 2nd in the NorCal Division III Championship.

Bridge Academy

- **Student Equity Council** - Bridge Academy was able to kick off their own student equity council this year. This body consists of students who meet together to discuss any equity or climate issues coming up on campus; plan spirit weeks, campus celebrations (i.e Dia de los Muertos) and give feedback and ideas to staff of school wide events like dances, enrichments activities, and other events they would like to have. Additionally, a few of the students serve as our student board council members.
- **Student Exhibition** - The Bridge Academy hosted an exhibition on November 21 for parents and families providing an opportunity to view student work and celebrate accomplishments and gain insight into their academic journey. Families were treated to dinner and a meet and greet with Bridge Academy educators.
- **Library Cards & First Trimester Recognitions** - The downtown San Mateo library staff educated students about the various resources available to them at the library and each student was given a library card! Bridge staff recognized student growth, academic achievement, and positive and welcoming behavior with achievement certificates in the library's Oak Room.
- **College of San Mateo** - Bridge Academy students attended the College of San Mateo's Back to School Bash on September 9, 2024. This event is for new and prospective students and our goal in attending was giving our students a look at a day in the life of a community college student. The event featured music, food, giveaways and activities. Bridge students learned about the various services and programs at CSM including the Fire Academy.
- **New After School Learning Center** - Bridge staff created an after school learning center for students to receive academic support, make up missed time and assignments if they were absent, and/or practice their English through a variety of activities. Students check in and out of the center so that their attendance is recorded in Aeries.
- **Graduate Profile** - The school is developing and implementing a graduate profile to articulate what we hope Bridge students will be when they graduate.
- **Art Therapy** - Bridge started an art therapy program in collaboration with Mental Health and Wellness.

Burlingame High School

- **Welcome to the Panther Class of 2028** - Burlingame hosted another amazing freshman orientation focused on what it means to be an upstander in the Burlingame High community.
- **Gym** - Construction is moving along well. The gym is dried-in - the roof and exterior walls are installed. It is expected to be completed by the start of the 2025-2026 school year.
- **Italian Exchange** - BHS hosted 17 students from Uccellis school in Udine, a city in Northeastern Italy for 11 days. BHS students visited Italy in 2024, and will go again in 2026.
- **Drama** - This year's BHS Drama performance of "The 25th Annual Putnam County Spelling Bee" was produced, directed and musical directed by two seniors. This was our school's first ever student-produced drama production.
- **California All-State Ensembles** - Seven BHS students who were selected for the 2025

California All-State Ensembles! Every year, thousands of students from all over California audition for the honor ensembles. BHS students were selected in the Vocal Jazz, Symphony Orchestra, Wind Symphony and Symphonic Band Ensembles. These students will be traveling to Sacramento January 15-19 to attend rehearsals led by the world's top conductors and perform for the music conference where thousands of music educators are in attendance in the audience.

- **Choir** - The Golden State Warriors invited the **BHS Choir** to sing the National Anthem in November.
- **Fall Athletics** - excelled in boys and girls sports, winning their divisions or advancing to the Open Division for CCS Playoffs. Congratulations also to our Cross Country teams for racing hard in the championship, with girls finishing fourth, improving on their league standing, and one runner placing 2nd. Many of our teams enjoyed First Place finishes this fall: Girls Golf, Girls Varsity Volleyball and Freshman Volleyball, Boys JV Football, Girls JV Water Polo. And gritty Second Place in League too: Varsity Girls Flag Football, Girls Tennis, Varsity Girls Water Polo. The Panther commitment to excellence goes well beyond the classroom.
- **Two BHS Coaches Receive Honors** - Girls volleyball head coach and teacher Hannah Korslund was named to the 2024 class of [American Volleyball Coaching Association's](#) 30 under 30 high school honorees. The AVCA Thirty Under 30 Awards Program was created in 2009 to honor up-and-coming coaching talent at all levels of the sport. BHS cross country and track & field coach Steve O'Brien (Obbie) was named a CCS honor coach. From his nomination: "Known for his unwavering support of all athletes and his dedication to doing what's best for kids, Steve has developed a reputation as a knowledgeable and reliable coach. Burlingame High School can take immense pride in having such a committed and inspiring leader at the helm."
- **BHS Girls Water Polo team** was recognized with a [2024-25 CCS-CIF Fall Season Scholastic Championship Team Award](#). These awards, instituted by the CCS Board of Managers in 1985, recognize the top five Varsity teams, from each Central Coast Section sport, with the highest collective Grade Point Average of all teams competing in that sport during that season of competition.
- **Youth Arts Fellowship Program** - A BHS 11th Grader was named to the San Mateo County Office of Arts and Culture [Youth Arts Fellowship Program](#). The program provides a platform for youth to highlight their art practice, become a part of a small cohort of young artists in the County, and give them leadership opportunities to work directly with communities through the arts.
- **Outstanding Instructor of the Year** - BHS Teacher Anna Liu was recently honored with the Outstanding Instructor of the Year Award at the [Construction Industry Education Foundation's](#) (CIEF) Create Competition and Industry Lunch on December 3, 2024.
- **Sustainability** - Congrats to BHS Service Commission Class, led by teacher Bethany Li - they were announced as Proposal Winner in [SEI's People and Planet Challenge](#)! The class proposed a campaign to carry out in the spring, with the "goal to help improve the air quality in our community." The students aim to do this by encouraging students and teachers to walk, bike, carpool, or take public transportation to school through a "Clean Commute" spirit day. Students plan to share through their school TV program, social media, word of mouth, posters, and by providing prizes!

Capuchino High School

- **CHS Summer Bridge Program** - CHS welcomed 40 incoming 9th grade students in our summer bridge program which focuses on supporting students transition to high school. We had 14 peer tutors, 6 teachers, and 1 counselor.
- **Welcome Day** - Welcome Day (Orientation) was a great day where our leadership students facilitated activities to build connections with one another and a sense of belonging to CHS.
- **Professional Development**- Focus for our PD is on connecting Approaches to Teaching and Learning (IB) with the instructional Framework, Revise Mission and Vision statements, Complete CHS Hate Speech Protocol, and PD for Staff around ML shifts to better support our students. .
- **Tier 1 Initiatives**
 - Workshop wednesday's (New Traditions)
 - Building Community and Sense of Belonging
 - Day of learning (Around Dehumanizing Language)
 - 3 Cs (Student Recognition Program)
- **Hate Speech Protocol** - Capuchino Implemented our Hate Speech Protocol for staff to follow when addressing dehumanizing language or hate speech on campus. We initiated a campaign around the protocol educating our students about this policy. All 9th and 10th graders received this via class presentations. We conducted a school wide Tier 1 lesson around Hate Speech or dehumanizing language from all staff members.
- **Addressing Dehumanizing Language** - Student Equity Counsel along with leadership students are working on planning for day of learning activities with the support from Ken Shelton. Themes will address dehumanizing language, inclusion, and building community just to name a few. This will be driven and led by our students.
- **Annual Posada** - The Latino Parent Organization annual posada was a great success
- **WASC Action Plan** - CHS is working on finalizing core beliefs and then will start revisiting our Mission and Vision Statements which is an action item from our WASC Action Plan.
- **IB Self Study** - CHS is currently working on completing our I self Study regarding our IB program to highlight areas of strength and areas for improvement with staff and stakeholders.
- **California All-State Ensembles** - Two Capuchino students were selected for the 2025 California All-State Ensembles! Every year, thousands of students from all over California audition for the honor ensembles. CHS students were selected in the Wind Symphony and Golden State Band ensembles. These students will be traveling to Sacramento January 15-19, 2025 to attend rehearsals led by the world's top conductors and perform for the music conference where thousands of music educators are in attendance in the audience.
- **Athletics** -
 - Girls Varsity Volleyball making it to the second round of CCS
 - Varsity Football for the second year in a row won a league championship and made it to CCS
 - Angelina Jemson qualified for the CIF Championship in Fresno and the Boys Varsity Cross Country Team finished 5th in the CCS meeting. Strong Season this year

Hillsdale High School

- **Athletics** - The HHS Boys Cross Country team was recognized with a [2024-25 CCS-CIF Fall Season Scholastic Championship Team Award](#). These awards, instituted by the

CCS Board of Managers in 1985, recognize the top five Varsity teams, from each Central Coast Section sport, with the highest collective Grade Point Average of all teams competing in that sport during that season of competition.

- **Choir** - An HHS 11th grader was selected to the [California Coastal Region Honor Choir](#). More than 450 students from Crescent City to Paso Robles auditioned for the ensemble. The Honor Choir is a program of the California Choral Directors Association (CCDA).
- **Silicon Valley Bicycle Coalition** - An HHS 12th Grader was the recipient of the Silicon Valley Bicycle (@BikeSiliconValley) Coalition Youth Leader Award, presented at the August 29 [14th Annual Silicon Valley Bicycle Summit](#). The student was honored for efforts in creating a bike-friendly community in and around school. The student also spoke at the 14th Annual Silicon Valley Bicycle Summit about her club's efforts to improve the communities inside and outside of Hillsdale High School.
- **New Educators** - We welcomed 11 new teachers, supported by monthly meetings
- Annual coaches PD for all HHS coaches (August)
- **Deepening Shared Decision Making (aligned with Western Association of Schools and Colleges , WASC, Action Plan)** - Three Committees (Scope and Sequence, Upper Division SLC Committee, Graduate Profile Demonstration Committee) developed recommendations for future work.
- **Empowerment Through Action (ETA)** - ETA is a program at Hillsdale High School that supports over two hundred of Hillsdale's historically underserved students. The program consists of empowerment-affinity groups, a Community Resource Center, enrichment activities, job and career training, Family Education, and the Peace Pantry, which supports families with food scarcity. This semester our school conducted professional development for ETA group leaders. We conducted a successful fundraising campaign, and supported ETA Rise (our after-school homework center).
- **Peace Pantry** - The Peace Pantry is currently serving 140 HHS families with food weekly. Our Peace Pantry has worked with Second Harvest to create a new food delivery service that is reducing packaging and food waste.
- **English Language Advisory Committee (ELAC)** - Our ELAC saw increased attendance, relative to last year (27 parent/guardians attended our most recent meeting).
- Hillsdale was recognized as an Advanced Placement Honor Roll member for providing equity and access for students
- **Advanced Placement (AP)** - Hillsdale started its second year of a new AP course: AP 3D Art.
- **Multilingual Learners (ML)** - Hillsdale's MLL/Manila House celebrated "Manila Day" a field day for all ML students involving games, food and community building. Manila House took a field trip to Angel Island including all students in ML US History (35 students).
- **Graduate Profile** - Our work towards enacting our new Graduate Profile and upcoming [Graduate Profile Showcase](#) centered on instructional design and focus on MLLs (March showcase).
- **Battle at Dawn** - Hillsdale celebrated the 30th Anniversary of Battle at Dawn, a multi-disciplinary project that culminated in the Humanities unit on World War I.
- **Dual Enrollment** - Hillsdale continued to offer 10 dual enrollment sections, while increasing the number of the first generation students enrolled.
- **Middle School Invitational Orchestra Concert** - Hillsdale's music program welcomed bands and orchestras from three neighboring middle schools for an evening of music and collaboration.
- **California Colleges and Career Curriculum** - Implemented college preparation

curriculum through the counseling office and Advisory.

- **Attendance** - Hillsdale saw an overall decrease in chronic absenteeism and increase in attendance interventions in the fall of 2024.

Middle College

- **Professional Development:**
 - All English Teachers attended the National Council of Teachers of English (NCTE) Conference November 21-24 where Associate Justice Ketanji Brown Jackson was the keynote speaker. Teachers attended various workshops/seminars on current best practices in English classroom instruction.
 - Two History/Social Studies Teachers attended the National Council for the Social Studies (NCSS) Conference November 22-24. Teachers attended sessions covering a wide range of topics including financial literacy and economics and civil discourse.
- **Community Engagement** - Students hosted the annual Halloween Fair for the CSM Child Development Center. The event included music and dancing, a sensory bin, temporary tattoos, chalk art, and more.
- **Field Trip** - All 198 Middle College students attended a campus tour at San Jose State University, followed by a team building event at Topgolf.
- **Clubs** - Students hosted a Club Fair in August featuring more than 18 clubs ranging from Baking to STEM to Environmental to Finance!

Mills High School

- **California All-State Junior High Jazz Band Award** - Mills High School Music Director Dave Gregoric was selected as a 2025 California All-State Junior High Jazz Band director out of all qualifying state directors! Dave's extensive experience is summarized nicely on the [California Alliance for Jazz website](#).
- **Viking Incentive Program (VIP)** - Mills launched VIP for classes with solid attendance rates. 488 students had perfect attendance records after the first four weeks of school. Each three to six weeks, the Dean of Students incentivizes a classroom to keep showing up and on time for class and rewards it with a prize. Matt Christianson's 3rd-period Art class was the first recipient.
- **National Merit Semi-Finalist** - Three students were selected as qualifying National Merit Semi-Finalists.
- **Club Fair** - A club fair represented over 40 student-led clubs on Thursday, September 12, and many clubs represented the diverse Mills community, grassroots, hobbies, and interests.
- **Millbrae Mid-Autumn Festival** - The Mills Dragon Team and the Latino Mentor Program performed at the Millbrae Mid-Autumn Festival on Saturday, September 15, representing our school, district, and cultural assets.
- **Youth Climate Ambassadors Leadership Program** - Mills students applied and were accepted to the Youth Climate Ambassadors Leadership Program hosted by the San Mateo County Sustainability Department. The program has eight students, out of 56, from Mills, which is the most representative of any school!
- **United Against Hate** - Mills held an Inclusive Language Assembly on September 30 in recognition of United Against Hate Week and led by the Student Equity Committee, created an opportunity for students to educate students on dehumanizing language and ways to unite to address the harm done to our school community.

- **Millbrae Student of the Year** - Mills graduate, Class of 2024, David Huang was named Millbrae Student of the Year and celebrated by the Mayor's Council in Millbrae in October. David spearheaded the Interact chapter at Mills, brought back our beloved Dragon Team after the pandemic, and led an effort for the Mills Robotics team to work with Taylor. Former PTO President and parent Wayne Lee, was named Millbrae Man of the Year.
- **Kapwa Learning Community** - School counselor Jayde Tijero created the first-ever Kapwa Learning Community at Mills. The Kapwa Learning Community will focus on centering the Filipino Islander and Filipino American experiences through a comprehensive approach that includes education, counseling, and peer support. The goal is to enhance students' personal, academic, and life success by making their school experience more relevant to their backgrounds, histories, and communities. This new program aims to meet Mills High's mission of creating a more vibrant and inclusive school environment.
- **Athletics**
 - Mills Boys Water Polo Team - was honored with a 2024-25 Fall Season Scholastic Championship Team Award. The award, instituted by the CCS Board of Managers in 1985, recognizes the top five Varsity teams from each Central Coast Section sport with the highest collective Grade Point Average of all teams competing in that sport during that season.
 - With eight racers in the top 25 for DIV, both the Boys and Girls Cross Country teams finished in the top three at the CCS Championships on November 16. Both qualified for the CIF Championship races.
- **San Mateo County Youth Commission** - A ninth-grade Mills student was selected to serve on the 2024-25 San Mateo County Youth Commission. The Youth Commission is an advisory commission to the San Mateo County Board of Supervisors to address youth needs in the county and provide youth voice in local government.
- **California Dashboard** - Mills' Math Academic Indicator on the CA Dashboard increased by 4.4 points with All Students in the Green. English Learners on the CA Dashboard made progress, with an increase of nearly 30% from the previous year.
- **Dual Enrollment** - 33 students who will be the first in their family to attend college went on a field trip to San Jose State University (SJSU) as part of the Dual Enrollment College & Career Class at Mills.
- **Architecture** - Mills High School Architecture students were recently recognized with a Best Presentation (Top three) Award for their [Millbrae Asian Heritage Museum project](#). The award was presented at the Construction Industry Education Foundation's CREATE Competition and Awards Lunch in December. Dr. Alena Reyes, Mills Architecture Design, Engineering Technology and Woodworking Teacher accompanied the students to the event. Watch the [short video](#) that pitches their award-winning project idea.
- **Japanese Exchange Students** - Mills hosted a group of students from Japan who visited our classes for two days in December and gave presentations to their peers in our Japanese classes. They made enduring friendships that may last a lifetime.
- **Every Student Succeeds Award** - A Mills senior was recognized at the ACSA Leadership Summit in San Diego this November as an Every Student Succeeds awardee from Region 5 for his outstanding leadership as a first-generation college-bound student.
- **Dance** - As part of Prop 28, Mills started two dance classes (beginning and intermediate) to increase access to the arts and a beginning music class. Mills will host its first dance concert in the Spring.
- **Sustainability** - The Mills High School Innovations in Green Technology class, led by teacher Anthony DiLemme, carried out a variety of campaigns to educate about air

pollution, impacts of climate change, air quality, and water conservation. The creativity, engagement, and impact of these student-run campaigns secured Mills the grand prize of this year's People and Planet Challenge!

Peninsula High School

- **Dual Enrollment** - 22 seniors are taking Herman@s through Skyline College this fall semester. This course focuses largely on ethnic studies.
- **Attendance** - Teachers and support staff are creating incentive programs for students with improved attendance, behavior, or homework completion.
- **Ice Cream Social/Puma Cooking Events** - PHS Successfully hosted Ice Cream Social and Puma Cooking Events in September and October.
- **Careers Exploration** - On October 11, the PHS Career Coordinator organized a visit from several members of the Navy, including an Air Traffic Controller, Special Operator, Navy Diver; Machinist; Counselor and Aviation Electrician Chief. More than 25 students attended the panel presentation as a part of the PHS Careers Exploration series.
- **Student Equity Council** - 22 New Leadership students were part of the Student Equity Council.
- **Burlingame Farmers Market** - Students participated in the Farmer's Market on the last Sunday of September and made homemade scented candles and wooden coasters with designs students engraved. We created Halloween shirts in October and will continue with additional festive themes during the holiday season. Please join us for future Farmers Markets in Burlingame on the last Sunday of each month between 9 am - 1 pm.
- **Senior Successes** - Ten seniors completed their graduation requirements in the first trimester and continued in community college classes, jobs, or both.
- **Community & Literacy in Action** - Our Community & Literacy in Action classes have helped many of our ML students with support and tools to complete and gain the necessary skills to complete course standards.
- **Professional Development for Educators** - Each of our nine classroom teachers participates in a district-level professional development program to support their learning with induction, MLs, or advanced Math curriculum.
- **Multi-Tiered System of Supports (MTSS)** - We have restructured our MTSS Tier 1 supports and created a curriculum for our Restorative Period (Thursdays Only) designed to help struggling students with academics and college and career support.
- **Let's Talk** - On November 4, two Peninsula students represented the school at the District's Let's Talk event in Millbrae. Both students were selected to serve on the 2024-2025 SMUHSD Student Board Council.
- **Study Hall** - Trimester #1 offered study hall on Wednesdays at lunch and Thursdays after school so that students could make up missing assignments and unexcused absences and receive additional academic support. Most students who attended would attend one of the two during the week but found it gave students the option to get further support from staff depending on whether they had transportation issues.
- **Enrollment** - 20 new students, including ten sophomores, joined us for the start of the second trimester on November 12. The goal in enrolling sophomores this early is to support them earlier and allow them to return to their comprehensive high school by their senior year.
- **Support Groups** - Every student is matched with one group that is connected to wellness. Students have the option of enrolling in the following support groups that they feel most connected or interested in. If a student doesn't pick one, the wellness team has them try one of the groups. Each group last 12 weeks during a trimester and then

students may either stay with their group for the last trimester or join a new group:

- **B Street Boxing** - Weekly trip with PHS Mental Health Therapist Hilda Villanueva for eligible students. B Street Boxing Coach Eddie Croft teaches that through the sport of boxing, students can achieve optimal physical and mental health. Eddie is a staple of San Mateo and provides an opportunity for students to learn discipline, improve self-esteem, enhance confidence and achieve personal growth.
- **Art workshop** - Weekly workshop with local artist [Valeria Olguín](#) where students work on various art projects.
- **Mixed Media Workshop** - Weekly workshop with contemporary artist and filmmaker Austin Boe. Students will incorporate various types of art, including screen printing, drawing, knitting and more. Austin is contracted through the [Youth Art Exchange in San Francisco](#).
- **allcove Workshops** - Every other week, an [allcove San Mateo](#) Peer Counselor offers workshops on mindfulness, coping skills and more
- **Drumming Circle** - Weekly drum circle with Marcos Chacon, LMFT a licensed therapist with more than 20 years experience. Marcos uses an evidence-based social and emotional curriculum along with drumming.
- **Give Thanks** - On November 20th, PHS hosted our “Give Thanks” evening event with students and their families. It is a time when we honor various student achievements from Trimester #1. Our teaching staff and many of our classified staff attended and gave out awards while we hosted a potluck. Awards can vary from academic, attendance, leadership, and creating a better community. It is our best-attended awards night in the last ten years with over 100 students and family members in attendance.
- **Western Association of Schools and Colleges (WASC)** - PHS is preparing for a February 10-12 visitation by the WASC Committee. WASC is responsible for accrediting educational institutions and ensuring they meet rigorous standards of educational quality and improvement.

San Mateo Adult and Career Education (SMACE)

- **New Citizenship Celebration** - On July 11, 32 San Mateo Adult and Career Education students who had recently become naturalized United States citizens, were celebrated in grand style. Family and friends cheered as each student received a certificate recognizing their accomplishment. Speakers included Citizenship Teacher Betty Chen; Director Angela Taylor; Board President Ligia Andrade Zuniga; Board Trustee Jennifer Jacobson; Longtime volunteer Barbara Stowe who recently passed away was recognized as were other volunteers who support the success of our citizenship students.
- **Domestic Violence Awareness** - In partnership with CORA (Community Overcoming Relationship Abuse), SMACE hosted the “Abuse is not OKAY!” presentation series, which empowered our immigrant students by informing them about their rights and the support services available—regardless of their legal status or English proficiency. Through these presentations, we emphasized that no one should tolerate abuse, and help is always available. Over the course of October, which is Domestic Violence

Awareness Month, 530 ESL students and 27 staff members attended CORA's presentations. This initiative is a significant step towards ensuring that all members of our community feel safe, supported, and informed.

- **Job Fair** - More than 20 Bay Area companies, apprenticeship and training programs were represented at our annual Career and Job Fair, co-organized with JobTrain.

San Mateo High School

- **Professional Development for Educators** - Five science teachers were awarded a Leveraging Innovation by Growing and Honoring Teachers (LIGHT) grant and are engaging in science specific Professional Development from Stanford (Center to Support Excellence in Teaching) CSET focused on learning strategies to support multilingual learners in diverse classrooms. Each teacher has completed two full days of PD, have implemented one or more lessons, have observed two or more peers' lessons, engaged in reflective discussions and received peer coaching.
- **College and Career Access Pathways (CAPP) Dual Enrollment Grant** - SMHS has been awarded a second College and Career Access Pathways (CAPP) dual enrollment grant in the amount of \$100,000. SMHS plans to build out its dual enrollment pathways using funds to pay stipends for counselors and other support staff to inform and recruit students and increase the number of dual enrollment sections offered.
- **Student Ambassadors** - 140 student ambassadors welcomed our new students at orientation. Over 80% of our new students participated in our new student orientation.
- **Data Confirmation** - On the first day of school fewer than 50 students hadn't completed the data confirmation process.
- **New Staff** - We welcomed 15 new staff members
- **Sustainability** - The SMHS Green Team and SMHS Sustainability Facilitator Nancy Kane hosted three weeks of events and opportunities centered around sustainability.
- **San Mateo County Youth Commission** - Two SMHS 12th graders were selected to serve on the 2024-25 San Mateo County Youth Commission. One of the SMHS students is serving as Chair of the Commission. The Youth Commission is an advisory commission to the San Mateo County Board of Supervisors to address youth needs in the county and provide youth voice in local government.
- **FLY (Fresh Lifelines for Youth)** - FLY began working with our students and hosting the Fly Law program on campus. They are now working with a number of our students on and off campus.
- **Multilingual Learner (ML) Club**: Each Thursday 20 multilingual students have been receiving target tutoring and support after school- led by IA Adriel Espinoza and supported by Teacher Alfonso Dueñas and Student Success Coordinator Joe Moro. Students have also participated in a field trip to allcove and have upcoming holiday events planned including a Posada on December 19.
- **Mentoring**: We've expanded our mentoring programs this year and have 20 students and 11 mentors this semester! Students have been making improvements in attendance and grades. Multilingual Learner Specialist Sandra Gluschkoff has also launched "Stay Pawsitive" mentoring group of eight recently mainstreamed ML students—these students have also made huge strides in their attendance and grades this semester

Academics

- SMHS has six National Merit Semifinalists

- 18 students from the Math Team competed at the Berkeley Math Tournament. Freshmen Alice Wang and William Sun scored in the top 20% in the Geometry test.

Athletics

- On Saturday, November 9, the SMHS Football team defeated BHS to keep the PAW. San Mateo has not had back to back wins since 1985/1986. Go Bearcats!
- SMHS Football Team made it to the CCS Division III QuarterFinals.
- SMHS boys cross-country team varsity took 2nd place in the PAL Championship race on 11/16, qualifying as a team for the CCS championship race.
- SMHS girls cross-country varsity team qualified for CCS finals.
- An 11th grade, first year cross country athlete, came in 5th place in the CCS Finals and qualified for the state championships.

Counseling

- All four grade levels and ELD students implemented Tier 1 curriculum, ensuring students have access to counseling resources, School resources, four-year academic planning, college planning and career planning.
- 1,330, or 86% of our students are now registered for the California Colleges (CCGI For Short) platform!
- 12th Graders have been using the CCGI platform to apply to UCs and CSUs
- 62 Seniors have completed at least 1 CSU Application through CCGI
 - 57 Students are in process with CSU applications
 - Currently we have **112 seniors with an in progress UC application and 18 who have completed!!**

District Governance/Operations

- **Welcome Back Event for Educators** - In early August, we welcomed back San Mateo Union High School District staff for the 2024-2025 School year. Our keynote address was led by more than 40 educators (both certificated and classified), students, parents, and city leaders representing our ten schools, six cities and one District!
- **Great Shakeout - Incident Command Practice** - On October 17, the District Office (and all 10 school sites) participated in the Statewide Great Shakeout Earthquake Drill. Participants practiced Big Five Safety incident command procedures which includes accounting for each school employee and student and ensuring that emergency supplies are in order and all radios operational for seamless communication throughout the District. Two members of the San Mateo Fire Department were on hand to offer feedback on our procedures. Student and staff safety are of the highest priority, and we practice these drills to keep safety procedures at top of mind for both staff and students.
- **Student Board Council** - We officially welcomed the 2024-25 Student Board Council Members at their first meeting in September at the District Office. We are proud to include student's voices from every high school in our District in the work we all do! [Learn more](#) about the roles and responsibilities of the council.
- **Leadership Team Retreat - Samaritan House Volunteer Event** - On August 1, we held our annual Leadership Team Retreat. We spent the morning volunteering for [Samaritan House](#) at the San Mateo Event Center putting together 1,000 hygiene kits that were then packaged and distributed with backpacks for children in our community who are in need. We were featured on [KRON News](#) that night. Administrators participated in team-building activities that afternoon.

- **November 4 Let's Talk event** - More than 50 community members, including 18 of our student board council members, attended our first Let's Talk event of the School Year on November 4. The idea behind Let's Talk is that adults/leaders in the community should - in their decision making processes - contemplate the experiences our young people have, in order to do all that we can to affect better outcomes. Our District has a specific interest in improving both academic and social-emotional outcomes for our students of color, and we believe that as a community we have the competence, confidence and will to have a positive impact. We know we have work to do, and progress is initiated through the intersections we experience in convenings like this one.
- **CSBA Conference** - All five board members, Superintendent Randall Booker and Char Aquino, Senior Executive Coordinator to the Superintendent attended the December CSBA Conference in San Diego. Board members reported that the sessions on Title IX, Math Pathways, CTE and Multilingual Learners were impressive. An additional highlight included a class on Navigating the Political Landscape in our Communities. The panel spoke to the importance of collaboration/partnerships with our communities, especially in the areas of policy development.

Communications

- **New District Logo:** Communications staff rolled out the full implementation of the new District logo including the application of decals on our fleet of vehicles, production of business cards, installation of District Office wall designs (Let's use the stairwell art for photo), creation of badges, documents and more.
- **Website Launch with Finalsight** - The Communications Team, with the assistance of the Technology Support Group and designated web teams at each school site, launched the District's new websites to Finalsight, our new service provider on July 8. The launch included two new school websites - [Middle College](#) and [Bridge Academy](#).
- **Social Media Engagement:** SMUHSD saw a continued increase in engagement on LinkedIn. Almost every school site has a presence and LinkedIn continues to be one of the many ways we share good news about SMUHSD staff, students and various programs. We continue to see more SMUHSD students utilizing LinkedIn.

We continue to make short Instagram reels to further engage with the community and highlight some of our good news:

- [Electric Bus Test Drive](#) (1,512 views as of 11-27-24)
- [Unified Special Olympics](#) (2,443 views as of 11-27-24)
- [First Month of School Year Collage](#) (1,493 views as of 11-27-24)
- **District and School Promotional Videos** - In partnership with Voler Strategic Advisors, the Communications team produced a series of back to school videos. [This video](#) promotes our partnership of 10 schools and 6 cities within our ONE District. The team is currently producing an English and Spanish video to provide an update on Measure L. Production of school promotional videos for Aragon, Bridge, Burlingame and San Mateo Adult and Career Education will begin in the spring semester.
- **SMUHSD Logo Wins Davey Award** - Voler Strategic Advisors - the company that SMUHSD collaborated with on the concept and design of the new logo - received the 2024 Silver Award in the [Corporate - Logos category](#) of the Davey Awards. We are

incredibly proud of the work and collaboration that went into the 10-6-1 concept of the new logo.

- **Transcreated Content** - The Communications Team continues to engage with Spanish-speaking families in authentic ways. From August - December, the team has created and transcreated into Spanish more than 115 pieces of content for distribution in newsletters, social media platforms (including our [Spanish page on Facebook](#)), News You Can Use (sent to Admins/PTO Leaders/Board Members to distribute), websites and more.
- **Meeting the Needs of Multilingual Families** - Following the recommendation of the District English Learner Advisory Committee (DELAC), the Communications Team, conducted a needs assessment in all schools across the District to ensure posters and other written materials are posted in Spanish.
- **Promoting Spanish social media** - The Communications Team made 17 visits to parent groups across our school sites (Latino Parent meetings, ELAC's, DELAC, Parent Connect Group, Cafecitos with the Principal/Family Engagement Coordinator) to promote our Spanish social media among Spanish speaking families and guide them through the navigation of our new website.
- **SMUHSD in the News** - The District and our schools benefited from numerous positive stories in the media this fall.
 - KRON coverage of MPSAA service project - [Backpacks Assembled at Samaritan House](#) (August 1, 2024)
 - San Mateo Daily Journal OpEd: [Growing from Either/Or to Both/And](#) by Randall Booker (August 9, 2024)
 - San Mateo Daily Journal Article: [Trade preparation program launches at Aragon](#) (November 2, 2024)
 - San Mateo Daily Journal Article: [Aragon hosts AIDS Memorial Quilt](#) (December 6, 2024)

Health and Wellness

Student Health

- **Automated External Defibrillators** - The Health Team updated and replaced all 44 Automated External Defibrillators (AED's) throughout District sites and on campus venues. AEDs are a medical device that can help people experiencing sudden cardiac arrest.
- **504/IEP Support** - We provided support and attended more than 25 504 and IEP meetings for students with complex medical conditions.
- **Health Condition Memos** - The team created 117 unique Health Condition Memos for teachers and staff to support students with complex medical conditions
- **Nursing Services - We provided the following nursing services to students**
 - Case Management
 - Specialized Health Care

- Oversight for five students who require specialized feedings or medication administration and medically managed feeding orders delivered at school daily. Provided weekly observation, review, and provider contacts.
- **Nurse Trainings:** The SMUHSD Health team hosted the following trainings led by a Registered Nurse:
 - Trained 21 staff members on G-tube feeding administration as well as potential emergencies and appropriate actions
 - Held 3 class trainings on individual anaphylaxis emergency response plans and EpiPen administration
 - Held 3 class trainings on individual seizure emergency response plans and emergency medication administration
 -
- **Hearing and Vision Screenings-** Over 1,200 hearing and vision screenings were completed during the first semester.
- **Health Office Visits** - Over 2,400 Health Office Visits occurred this semester.
- **Infectious Illness Case Management** - Exposure follow up, and direction was provided for over 154 student COVID cases and 21 Pertussis cases. Exposure notifications were issued weekly for all cases and reported to the District or San Mateo County Health based on OSHA or County requirements.
- **Collaboration with the Transportation Department** - the Health Admin Data team collaborated with Transportation on the use of Traversa to integrate Medical History into real-time support for Drivers.

Employee Health

- **Infectious Illness Case Management** - Exposure follow up, direction and staff notification was provided for 64 staff Covid cases.
- **First Aid Training** - 94 staff members and coaches have been trained and certified in CPR, AED, and First Aid.

Employee Wellness

- **Health Screenings/Vaccines** - Preventative health screenings and seasonal vaccine protection was provided via 243 Flu Shots and 197 Biometric Screenings for staff in September at 8 locations throughout the District.
- **Corporate Partnership** - A new corporate partnership was launched with OrangeTheory Fitness in San Mateo. We renewed corporate partnerships with the Peninsula Jewish Community Center (PJCC), Impact Kickboxing Fitness in San Carlos, Columbia Employee Stores in Union City and Richmond
- **Employee Self-Care and Stress Relief** - The District offered 15-minute chair massages at nine District locations in October for all staff
- **Active healthy lifestyle incentives** - Employee Wellness processed for 28 reimbursements for staff members for participation in races or adult recreation leagues.
- **Eco-Commuting Incentive program** - 66 District staff members qualified to receive the incentive which provides a \$200 incentive to employees who carpool, walk, bike or take public transportation to work for 25 days each school year. 97 staff members are currently working toward qualifying to receive this incentive.

- **Virtual Yoga Classes** - Virtual Yoga Classes were attended throughout the semester by 378 staff members.
- **Virtual Mindfulness Classes** - Virtual Mindfulness Classes were attended throughout the semester by 90 staff members.
- **In-person Mat Pilates Classes**- In-person Mat Pilates Classes were attended throughout the semester by 150 staff members.
- **In-person Boot Camp Classes** - In-person Boot Camp Classes were attended throughout the semester by 80 staff members.
- **Planning Classified Wellness Fair** - The Employee Wellness Team has been instrumental in planning the “Supporting Students, Supporting Ourselves” professional development fair for classified staff in January which will include 15 professional development and wellness classes and 23 vendors.
- **Ergonomic Assessments** - Ergonomic Assessment were completed and submitted for seven employees to San Mateo County Schools Insurance Group for evaluation and recommendations.

Human Resources

- **Employee Associations** - The District settled 2024-25 negotiations with three of the four District employee associations this fall: CSEA, SMUHSDTA, and AFSCME. A tentative agreement has been reached with AFT with ratification and board approval pending.
- **Newly-Hired Teacher Support Program** - New teachers participate in an orientation and series of support programs to help them align their practices with District priorities. Teachers choose three out of four workshops to attend; if they attend all four workshops, they can earn transcript units through our partnership with the University of the Pacific. Thirty-eight newly hired teachers joined us for orientation; on average, 37 new teachers attended each workshop.
 - Orientation (August 5-7, 2024)
 - Workshop #1- Universal Design for Learning (September 24, 2024)
 - Workshop #2- Culturally Sustaining & Humanizing Pedagogy (October 22, 2024)
 - Workshop #3- Academic Literacy Support in the Content Area (November 19, 2024)
 - Workshop #4- Student-Centered Learning Spaces (March 4, 2025)
- **Teacher Induction Program** - This year, 28 teachers are participating in our teacher induction program, a two-year, job-embedded program that supports preliminary credential candidates in clearing their teaching credentials. The program also focuses on enhancing teaching practices and improving teacher retention. These teachers receive guidance from 18 mentors working across our school sites.
 - 20 teachers in year one of induction
 - 8 teachers in year two of induction
 - Four teachers pursuing a clear education specialist credential
 - 24 pursuing a single subject clear credential (Biology, English, Math, Social Science, Music, Art, PE, and World Language).
 - Two at Design Tech High School

- **Instructional Coaching and Evaluation** - This year, 31 certificated employees provide support through instructional coaching or mentoring. Our team includes 26 instructional coaches—comprising four counselor coaches, seven new instructional coaches, and 20 returning instructional coaches—who support over 135 certificated employees undergoing full evaluations. These coaches assist with setting professional growth goals and participate in coaching inquiry cycles throughout the fall and spring. Additionally, instructional coaches engage in year-round professional learning, starting with a full-day kickoff event and continuing with nearly monthly meetings to strengthen their ability to facilitate equity-focused conversations with the teachers they support.
- **Classified to Teacher Grant Program** - The Classified to Teacher Grant Program has expanded significantly, increasing the number of participants from 4 to 12 who are completing their degrees or enrolling in teacher credential programs. Each participant receives \$4,400 annually to support tuition and related educational expenses. The program partners with San Jose State University, Marshall Teacher Residency, San Francisco State, and Notre Dame de Namur to create pathways for classified employees to transition into teaching roles.
- **Permanent Status Ceremony** - At the October 24 Board meeting we celebrated more than 80 Certificated and Classified Educators (online and in person) who achieved Permanent Status this school year. Congratulations to all of our educators who are committed and contributing on a daily basis to the well-being of the students and families we serve. Every employee in our District is an educator (no matter what their role is), because every employee contributes to the goals of our District for every student to graduate and thrive. [See a complete list](#) of these incredible employees who were recognized at the board meeting.
- **Classified Professional Development Day** - Many classified employees attended the PD at Capuchino High School on October 14 and were presented a teamwork-oriented keynote by Keith Hawkins, AI presentation by MagicSchool, and technology skills by District staff. All that attended thoroughly enjoyed the interactive keynote, AI exploration, and Karl Steinbrucher's technology presentation.
- **Substitutes** - The District onboarded five new high school substitute teachers, six new Adult School substitute teachers and 23 new classified substitutes.
- **Student Workers** - Sixty-seven student workers have been cleared to work in the District this semester in Nutrition Services, as tutors, in Workability and being stagehands.
- **Volunteer Process** - The District developed a comprehensive and expedited volunteer clearance process for field trip volunteers, athletic event drivers, activity supervisors, and club mentors.
- **Open Enrollment for Medical, Dental, and Vision Coverage** - The Benefits team visited all school sites and worked with dozens of employees on enrollment changes
- **New Human Resources Information and Payroll System** - Adopting the new system, Frontline's ERP, for July 1, 2025 has required substantial preparation. This semester, current employee data has been transferred to the new system and aligned with District payroll protocols.

- **Employee Leave Tracking** - Developed customized absence management training modules for classified personnel, focusing on subjects such as absences for new hires, leave policies and procedures, and the usage of all the drop down absence reasons.

Multilingual Learner Programs (MLP)

Professional Learning

- **External Providers** - This fall, three professional learning workshops were offered to help standard program teachers better support multilingual learners in their content area classrooms: *E.L.Acheive's Constructing Meaning*, *Universal Design for Learning in Support of Multilingual Learners*, and *Universal Design for Learning Supports for Multilingual Learners in the Math Classroom*. A total of 58 teachers participated across these sessions, gaining strategies to enhance instruction and accessibility for multilingual students.
- **Internal Providers** - In addition we are providing internal professional learning opportunities for our teachers. The MLP coordinator is leading year-long PD and PLCs for ML English, D-ELD, and CLA teachers.
- **School Counselors** - The SMUHSD School Counselors participated in a Professional Development opportunity organized and facilitated by Leticia Barajas (District Newcomer Intake Counselor) and Nicole Elenz-Martin (MLP Coordinator), and provided an engaging and practical session focused on supporting multilingual learners (MLs). Held on December 3, 2024, the workshop centered on critical themes such as the evolving Multilingual Learner Programs (MLP), programming for the 2025-26 school year, and advocating for MLs at school sites. The agenda included an overview of MLP changes, student profiles, and placement guidelines, along with targeted discussions on course offerings like CLA and universal supports. Attendees collaborated on student data and reviewed reclassification criteria, all within an equity-driven framework. The session was grounded in reflection and practical strategies to empower our school counselors.

Courses and Curriculum

- **Designated ELD/Community & Literacy in Action** - We launched 23 sections Community & Literacy in Action (CLA) across most school sites; compared with 13 sections in 2023-2024. This means we are providing access to more Multilingual Learners (MLs)! CLA is the designated ELD course we offer in the Standard Program; it is a California state requirement to offer designated ELD to all MLs who have not reclassified as Fluent English Proficient. CLA teachers are a part of a year-long PLC collaborating on the new curriculum purchased for the class and strategies to improve MLs English proficiency.
- **Community Based Organizations** - The Newcomer School Social Workers continue to build partnerships with our community based organizations to provide services and support to our ML students and families. This year we are exposing students to **Allcove**, and this fall Newcomer students from both HHS and SMHS have participated in field trips to learn about the support, treatment and tools they can receive to take care of their mental health from professionals at Allcove center. MLP partnered with **Legal Aid** and **San Mateo County Office of Community Affairs** to provide workshops for our ML families on Knowing Your Rights. In our continued partnership with **CORA** (Community Overcoming Relationship Abuse) this year, besides bringing [YEA!](#) to Bridge Academy, CHS, HHS and SMHS, we are also piloting a new program, [Speak Up Ambassador](#). CORA's pilot for one SMUHSD school will start at SMHS. In collaboration with **Medi-cal** we will continue to offer clinics where families can work directly with Medi-cal representatives to complete their applications, and connect families to CalFresh. **EI**

Centro de Libertad will continue to provide Prevention Education and Treatment Intervention for students and Parent Education workshops in Spanish.

- **Newcomer Student Intake & Family Engagement** - With the addition of the Newcomer Intake Counselor, MLP has improved the intake process for our Newcomer families who enroll with SMUHSD year round. Since August 14, 2024, SMUHSD has welcomed an additional 81 newcomer students and families. The District Family Engagement coordinator has been providing several additional workshops for new families to get connected with Aeries and Canvas.

Multilingual Learner Clubs - Multilingual Learners (ML) Clubs were launched at Bridge Academy, Capuchino, Hillsdale and San Mateo High Schools in 2023-2024. Under the guidance of the MLP Manager, ML Club Coordinators advise students in the club and organize/supervise after-school activities for multilingual learner students, prioritizing newcomer students. The ML Club's goal is to provide opportunities for ML students to become more involved with their school community, learn about American culture, to socialize and build community after school with their peers, do homework, provide tutoring, and participate in activities that develop their leadership capacity. The ML Club spaces are in line with our site's goals of inclusion for students, and the DELAC recommendations of opportunities for Multilingual Learners students to be more involved in the school.

ML Club Fall 2024 Highlights

At **Hillsdale High School**, the ML Club Coordinator hosts a daily Homework Club with tutors on site that averages about 15-20 students. Club activities include:

- Holiday parties
- Shopping at the [HHS Community Closet](#)
- Wellness Wednesdays with the Newcomer School Social Worker and Multilingual Specialist
- Collaborating with other student clubs
- Learning about other resources available at HHS, including the HHS Bike Club which offers free bikes to students
- Helping students better communicate with their teachers and parents/guardians
- Field trips to community colleges
- Movie nights and more

At **Capuchino High School**, the ML Club regularly hosts about 25 students every week with 30-40 students coming to the club events. So far this Fall 2024 semester, the Club has hosted:

- September Event - Movie Night (Blue Beetle) with Pizza
- October Event - Halloween Night (Pumpkin Decorating Contest and Candy Bowl Challenge)
- Club Fair - Ice Cream Conchas (We sold 45 Ice Cream Conchas and raised \$120 for the club)
- November Event - Thanksgiving Potluck
- December Event - Gingerbread House making and Abuelita's hot chocolate

At **San Mateo High School**, the Club Coordinator hosts an after school space for students to catch up on homework or receive tutoring. Students can also just come and hang out with their friends. 18-20 students consistently attend. Other events so far included:

- In November, the club took a field trip to allcove San Mateo, a drop-in center for youth to find community, support, advice or even just a moment of pause. Students learned about the various resources available to them at allcove and worked on vision boards and played community building games.
- The club also collaborated with the SMHS Latin Parent Organization (LPO) to host a Posada for the SMHS community on December 19.

At **Bridge Academy**, the ML Club hosts a monthly event to build community and teach students about traditions in the USA. Some of the events that have already happened include:

- August - Game Night
- September - Movie Night
- October - Pumpkin Carving and School Dance Celebration
- November - School Dance
- December: Ice Skating

Special Educational Support Services

- **Unified Special Olympics at HHS:** On Friday, October 25, more than 70 students in Hillsdale and Burlingame High's [Bay Academy Programs](#); their peer buddies from Unified Physical Education (PE) class; AND leadership students came together for a morning of community building through soccer!
- **Intensive Literacy Support Class** - The District is in its 2nd year of program implementation in response to Comprehensive Coordinated Early Intervening Service (CCEIS) disproportionality with Multilingual Learners based on CAASPP results for English Language Arts (ELA). This program serves 40 General Education students at San Mateo, Hillsdale and Capuchino High Schools. The intended outcome of the program is to increase students' skills as demonstrated by scoring higher than their baseline during the winter and fall progress monitoring periods on the three assessment measures of reading development (high frequency word recognition, reading fluency and phonics). 100% of students showed some level of progress mid-year for the 2024-2025 school year. Overall, the most progress was seen in phonic instruction and irregular sight word recognition. The District is implementing a system for periodic review for multilingual students to ensure fidelity of appropriate bilingual assessment.
- **Unified Physical Education** - The 24-25 School Year marks the first year of Unified Physical Education, offered at MHS, HHS and BHS, where the class is designed to promote inclusivity and provide opportunities for typically developing students and students with disabilities to engage in physical education activities together.
- **CPI Training** - All Instructional Assistants trained as a part of the Professional Development
- **Bay Academy Holiday Boutique** - On December 11, the Bay Academy classes gathered at the District Office to open their Holiday Boutique. Items for sale included tie dye clothing, coasters, lotion bars, baked goods, sugar scrubs, jewelry, etc. This annual tradition helps bolster students' independence skills within the community to build

confidence and capacity for life as an adult.

- **Director of Special Education Administrator of the Year Award - ACSA** - Dr. Holly Wade (SMUHSD's former director of Special Education) was the recipient of ACSA's Statewide Special Education Administrator of the Year Award.

Student Services

- **Enrollment and Outreach** - As of December 17, we have received a total of 2,092 enrollment applications.
- **Outreach to 9th Graders** - Building Community is a welcoming event hosted by District Social Workers to provide outreach and support to incoming 9th grade students and families during this unique transition into high school. This was the first time that SMUHSD held an event like this, apart from Freshmen orientation. The purpose of the event is to build connectivity and form strong reciprocal relationships with our new students and their families to enhance their sense of belonging and community in our school district honoring our 10-6-1 theme this year. The event was attended by about 100 families and 45 students.
- **Outreach to 8th Graders** - Student Services attended 8th grade nights at comprehensive high schools to answer questions about the enrollment and transfer process.
- **Collaboration with Partner Districts and Schools**
 - **San Mateo Foster City School District (SMFCSD)** - Student Services met with SMFCSD on October 31 to plan a series of on-site enrollment support at the partner schools to facilitate the enrollment process for families in need of assistance with the application process.
 - **Parkside Intermediate Family Night** - Parkside hosted an information night for their 8th grade families on November 11 to discuss important dates/events for the remainder of the school year. Parents were given a list of documents needed to enroll for high school and encouraged to bring them during that event so that Student Services could assist with completing the applications and scanning their documents. A total of 24 families who RSVP'd, but ultimately assisted 40+ families that night. Of the families we assisted, about 15 of them left the event with a verified enrollment for their student.
 - **Borel Middle School** - Monica Diaz and Elsa Pulido spent the afternoon at Borel Middle School on November 21st to assist families with enrollment.
 - **Bayside Academy** - On December 9 Student Services went to Bayside Academy to assist 26 families with the enrollment process.

Mental Health & Wellness

- **Staff Training** - We prioritized comprehensive training for our Mental Health Team to ensure compliance with the Board of Behavioral Sciences (BBS) and Education Code requirements. The sessions also focused on the latest trends and best practices in student mental health support, equipping our team with the tools to enhance students' access to education and provide effective family support. Key areas of focus included SEIS (Special Education for compliance with Education Code), Child Protective Services (CPS), Rape Trauma Services (RTS) & Commercial Sexual Exploitation of Children (CSEC), and Eating Disorders, with insights from the Stanford Clinic. These efforts reflect our ongoing commitment to delivering high-quality mental health services to our students and their families.
- **Marriage and Family Therapists** - The Mental Health & Wellness Team Onboarded two

graduate-level Marriage and Family Therapist (MFT) trainee volunteers to support students at Capuchino and Mills High Schools.

- **Suicide Intervention/Prevention and Mandated Reporting** - Updated policies and forms related to Suicide Intervention/Prevention and Mandated Reporting. We provided training for site staff on updated Suicide Intervention/Prevention and Mandated Reporting policies and procedures.
- **Wellness Days at Peninsula High** - The team introduced Wellness Days at PHS, collaborating with outside providers such as Bstreet, allcove, Valeria Olguin & Austin Boe (Artists), and a Drumming Circle with Marcos Chacon, LMFT.
- **Community Overcoming Relationship Abuse (CORA)** - Mental Health & Wellness Coordinated CORA presentations in partnership with the Health Council for Health Class presentations District wide.
- **Tobacco Use Prevention Education (TUPE) Substance Use/Abuse Restorative Groups** - These groups provide vital support to students both in person and through telehealth services. These groups create a safe and supportive environment where students can address challenges related to tobacco and substance use while exploring healthier coping mechanisms. Facilitated by trained professionals, the sessions incorporate evidence-based approaches to education, reflection, and skill-building, fostering self-awareness and personal growth. By offering both in-person and telehealth options, the program ensures accessibility and flexibility, allowing students to receive consistent support tailored to their needs, promoting their overall well-being and academic success.

Groups were also conducted at Peninsula and Capuchino High Schools. The TUPE team presented to all Hillsdale 9th graders on substance use/abuse.

- **MH&W Steering Committee**- a dedicated group focused on advancing mental health initiatives within our community. Comprising diverse perspectives from educators, students, families, and community members, the committee collaborates to identify needs, develop actionable strategies, and set measurable goals to enhance mental health resources and support systems. By fostering open communication and leveraging expertise from various stakeholders, the committee works to create inclusive, sustainable solutions that promote the well-being of all individuals in our schools and broader community.
- **Care Solace** - Care Solace is an online resource with a live 24/7 concierge meant to assist individuals in finding local mental health related programs and counseling services. Care Solace made over 3,431 direct communications with members of our community who reached out for support.
- **Parent Venture and the Peninsula Health Care District** - The District collaborated to provide a virtual evening family presentation in partnership with Parent Venture and The Peninsula Health Care District- "Understanding Addiction: A Community Conversation for Parents, Caregivers, and Educators" with Eduardo Torres, Founder, Pathways for Prevention.
- **Outreach to 9th Graders** - Mental Health & Wellness Launched an inaugural Welcome Event for incoming 9th grade families hosted by the Learning Communities for School Success (LCSSP) Social Workers with around 100 families in attendance.
- **Attendance** - Thanks to the collaborative efforts of School Attendance Review Teams (SARTs) with site administration over the past three years, students previously facing chronic absenteeism have made gains to improve attendance by 75.4% between August and November.
- **Leadership Development** - The District Invested in the leadership development of Leads (6) , Social Workers (3) and Program Assistant in [Dare to Lead Trained](#), a 24-hour evidence-based certification program. We Support the professional development of two

Wellness Counselors participating in this year's 9-month [Latinos for Education Fellowship](#)

- **Crisis Response** - The Mental Health & Wellness Team lead the school-wide crisis response to three student losses to support students, staff and families.

Technology

- **Cyber Security** - The Technology Support Group (TSG) successfully improved the organization's cybersecurity posture by reducing staff account compromise incidents to zero for the Fall of 2024. This was achieved through the implementation of key measures, including multi-factor authentication (MFA) to enhance account security, restricting direct access to student directories to minimize exposure, and increasing organizational awareness through targeted simulated phishing campaigns. These initiatives collectively strengthened the organization's defenses, enhanced user vigilance, and ensured a more secure and resilient cyber environment.
- **Improving WiFi Connectivity** - The team enhanced WiFi connectivity and coverage across all comprehensive schools by upgrading 100 outdated access points, ensuring faster, more reliable internet for both students and staff.
- **Battery Backup Units** - TSG Installed 68 battery backup units (UPS) across comprehensive sites to improve system continuity and minimize disruptions to classroom PA systems during power outages, particularly in school emergency situations.
- **Layer 3 Switches** - TSG replaced Layer 3 switches at SMHS, AHS, and HHS. These advanced switches are critical to any organization, as they combine network switching and routing capabilities into a single device. By upgrading to Layer 3 switches, we've enhanced internet performance, strengthened security, and streamlined network management, ensuring a more robust and efficient infrastructure.
- **Technology Specialist and District Control Analyst** - The District Appointed a new Information Technology Specialist and District Control Analyst to oversee, manage, and support all data operations related to CALPADS, the Student Information System, the library system, and the Frontline Time and Attendance System, ensuring data accuracy, system reliability, and operational efficiency.
- **Chromebooks for 9th Graders** - The District deployed over 2,200 Chromebooks to incoming 9th-grade students, ensuring they have the tools needed for a successful start to high school.
- **Laptops for Teachers** - The District replaced over 180 teacher laptops with new, upgraded devices to enhance instructional delivery and productivity.

Business and Operations/District Operations

Capital Facilities

- **Staffing** - Charlie Royce was Installed as the new Director of Facilities and Construction.
- **Office and Collaboration Space** - The District established 1350 Bayshore Hwy, Suite 150, Burlingame as the new home of Capital Facilities.
- **Burlingame and San Mateo High Gyms Dried-in** - The roof and exterior walls are installed in both gyms. Projects are expected to be completed by the start of the 2025-2026 school year.

- **Aragon Baseball and Flex Field** - A new lighted artificial turf baseball field, inclusive of striping for a partial soccer and football field has been constructed at Aragon High School to provide much-needed evening practice space.
- **Classroom Transformation** - Capital Facilities received Board approval of the Schematic Design, Budget, and Schedule for the District-Wide Classroom Transformation Project for summers of 2026 and 2027.
- **Presented Location Options for Bridge Academy** - Capital Facilities presented location options for the construction of a new school for the Bridge Academy.
- **Mills Beautification Project** – All the landscaping and aluminum airfoils in front of the school office are installed. The project is near completion.
- **District-Wide Solar** – The solar panels are procured, and the project geotechnical borings are completed. Hillsdale High and the District Office are 80% completed.
- **San Mateo High School Boiler/Chiller Replacement** – The project is complete.
- **District-Wide Fire Alarm Project** – The project is currently nearing completion at Mills, Burlingame, and San Mateo High Schools. Punch walks and final testing are to be completed by the calendar year end. Capuchino High is not far behind and should be completed in January 2025. Beginning in the Summer of 2025, Aragon and Hillsdale will commence the fire alarm modernization.
- **Hillsdale High School Site Improvements** – Site improvements were made to modernize spaces making them more welcoming and functional. This includes the painting of lockers and various other locations, the installation of new gym wall pads, and new wall graphics.
- **District-Wide HVAC Controls** – The project is substantially complete at Aragon and San Mateo High Schools.
- **Aragon and Mills High Switchgear** – The infrastructure and base for the new switchgear is ready to be replaced Summer of 2025 at Aragon and Mills High Schools.
- **Aragon Gender Neutral Locker Room and Changing Space** – The project to provide a locker room / changing space for Aragon students was completed.
- **Citizens Oversight Committee (COC) Construction Tour** - The District successfully hosted another tour with the Citizens Oversight Committee at Burlingame, San Mateo, Aragon, and Hillsdale High Schools.

Transportation

- **Electric Bus Rollout** - In October, several members of the District staff and board members had the opportunity to see and take a ride in the District's ever-growing fleet of Electric Vehicles. This program is funded in part through grants from the Carl Moyer Program for electric buses and for electric charging infrastructure (\$4.4M); the [Bay Area Air Quality Management District](#) (BAAQMD) Carl Moyer Grant program (\$2.7M) and Environmental Protection Agency (EPA) Clean School Bus Rebate Program (\$950K). The District is funding the remainder of the infrastructure costs through its Facilities funding. Thomas Jouley electric school buses awarded through the BAAQMD Carl Moyer Grant Program were delivered and certified. The deployment of these vehicles is anticipated for early 2025.

- **EV Charging Infrastructure** - Phase 1 is complete, and four charging stations are operating.
- **EV Buses - Emergency Evacuations** - During National School Bus Safety Week (October 21-25), the Transportation Department conducted mandated school bus evacuation drills. The professional training delivered to drivers was demonstrated when they performed the practice sessions with all students who receive home-to-school transportation.
- **Transportation Coordinator** - Transportation hired a new School Bus Driver Instructor/Transportation Coordinator, Marjorie Urbina. Her primary focus will be maintaining compliance training for current commercial drivers and creating and providing new content for future training.
- **Bus Driver Training Program** - Four employees are halfway through the school bus training program and have completed classroom training and written tests. The behind-the-wheel training and testing are expected to begin in early 2025.

Fiscal Services

- **Strong Financial Position and Financial Operations** – The District closed the 2023-24 year with strong financial position and all budgets and interim reports approved with a positive certification on all state budget reporting.
- **Fiscal Services Processed over \$130M** - Payroll processed over \$80.2M, accounts payable over \$36.5M, accounts receivable \$10.5M, and over 3,100 purchase orders for school sites and departments through November 30.
- **Increased Training Support for District Staff** - Fiscal Services hosted a fall training to support new and existing accounting staff.
- **Fall Semester ERP Implementation** - The fall semester marked significant progress in the ERP implementation for San Mateo County school districts and SMCOE, transitioning to the Frontline ERP system. This change is driven by the goal of achieving improved functionality, enhanced budget development capabilities, streamlined financial reporting, and efficient approval workflows. A go-live date is set for July 1, 2025, with an ongoing commitment to thorough implementation, including training and testing throughout the year.

Key milestones achieved this semester include:

- Position Types, Bargaining Units, Calendars, Salary Schedules, Job Categories, and Job Classes
- Setup and Mapping: Completed the foundational setup and mapping of essential position-related data to ensure alignment with system requirements.
- Payroll Vendor Cleanup: Finalized the comprehensive cleanup of payroll vendors, streamlining data for smoother integration and future processing.
- Authorized PO Signatures and Branding: Delivered digital signatures for authorized purchase order signers and provided the district logo for PO layout customization.

- AP Vendor Cleanup: Successfully completed the accounts payable vendor cleanup, ensuring accurate and updated vendor information.
- Departments and Workflow Setup: Established departments and defined workflows to enable efficient approval processes within the new system.
- Review of Imported Accounts and Components: Conducted a detailed review of imported accounts and components to ensure data accuracy and readiness for live operations.
- Position Assignments Entry: Entered and currently verifying all position assignments, a critical step for payroll and employee data integration.

This semester's accomplishments reflect our commitment to a well-organized and comprehensive implementation process, laying a solid foundation for a seamless transition to the Frontline ERP system.

Student Nutrition

- **Universal Meals** - Since the beginning of the Fall Semester, Student Nutrition has served over 603,000 meals at no charge to students and we continue to create efficient methods and processes for moving forward with scratch-cooked meals.
- **Staffing/Restructure** - In collaboration with Student Nutrition Operations Manager, we are almost fully staffed throughout our department and have substitutes to cover positions as needed.
- **California Department of Education Procurement Review** - Student Nutrition submitted documentation for review and are in process of completing the review over the next few months.
- **Program Construction** - Created an efficient process with our department and Greystone West (SMUHSD construction manager) to efficiently design and update equipment at all sites.

Maintenance, Operations, and Facility Use (MOFU)

Facilities Use

- **Theater Upgrades and Energy Conservation** - We've made significant strides in sustainability and modernization. Auditorium upgrades include the addition of energy-efficient LED fixtures, which can reduce power consumption by up to 95% compared to halogen lights. We've also purchased our first moving head intelligent fixtures and begun upgrading sound systems at SMPAC and Mills with cutting-edge digital technology, such as Dante-equipped microphones.
- **Site Distribution** - In August, we distributed over \$90,000 for site improvements, enabling purchases like student desks, conference room furniture, smart TVs for classrooms, and sports equipment (e.g., soccer goals and tennis nets). We anticipate an additional \$66,000 distribution in January.
- **Financial Success** - From July to November, Facilities Use generated over \$1,000,000 in revenue - \$30,000 more than this time last year. We are on track to meet our 2024-2025 revenue goals.

Operations

The Operations Team has had a highly productive period, successfully addressing critical facility needs and operational improvements across the District. Highlights include:

- **Site Readiness** - Operations conducted comprehensive site readiness for the new school year, ensuring all facilities were cleaned, tested, and supplied, including fire safety systems, synthetic field maintenance, and specialized contractor services.
- **Storage Solutions** - The team coordinated storage solutions including Tuff Shed installations, relocations, and container removals across key sites to improve emergency preparedness and optimize storage capacity.
- **Enhanced Infrastructure Management** - Operations addressed fire system repairs, bleacher and basketball goal maintenance, and added administrative controls to lighting systems.
- **Strengthened Vendor Relationships** - The team negotiated a new elevator service contract, and resolved ongoing service and contractor issues.
- **Supported Ongoing Operations** - Operations conducted site equipment inventories, landscaping improvements, and recruitment efforts for SPOE and substitute positions.

Maintenance

The Maintenance Department has completed a range of significant projects across mechanical, electrical, grounds, paint, and carpentry disciplines, enhancing the functionality, safety, and aesthetics of District facilities:

- **Mechanical Upgrades** - Maintenance upgraded restrooms and custodial closets at multiple campuses, installed new plumbing fixtures, and addressed critical fire alarm and HVAC issues.
- **Electrical Improvements** - The team upgraded lighting systems for improved energy efficiency, relocated and added outlets for enhanced functionality, and conducted essential repairs on PA systems at several campuses.
- **Grounds Enhancements** - Maintenance staff renovated multiple sports fields and landscaped areas, including aeration, reseeding, and fertilization, as well as emergency tree work and irrigation repairs.
- **Painting and Metalwork** - Maintenance advanced painting projects on parking lots, offices, and metalwork enhancements at key sites.
- **Carpentry and Locksmithing** - Our staff installed monitors, repaired drainage systems, and certified employees in locksmithing for increased campus security.

III. RECOMMENDATION: REVIEW AND ACTION

This item is presented for information only.