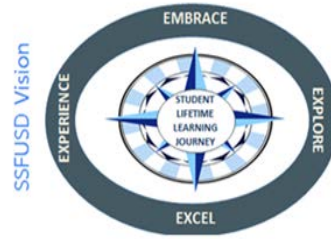


Performance Management:

Addressing Suspension & Expulsion Rates

Meeting of the Board of Trustees
February 13, 2020



LCAP GOAL 1
Academic Achievement
The district will provide a high quality curricular program for students that will raise student proficiency on the California Common Core State Standards as measured by overall academic achievement on state assessments, CA Dashboard results, interim assessment data and ELPAC/Reclassification data.

LCAP GOAL 2
Professional Development
Identified classified staff, certificated and administrative staff will participate in professional development to create capacity and expertise in curriculum program implementation based on the development of scope and sequence as measured by walkthrough observations and other evidence (artifacts and student work).

LCAP GOAL 3
Student, Parent & Community Engagement
Improve parent school engagement through an increase in participation in site and district parent groups such as SSC, PTSA, DELAC, ELAC, AAPAC as well as in other parent meetings as measured by attendance sign in sheets.

District priorities

Improve Curriculum, Instruction & Assessment

Bolster Professional Learning and Collaboration

Strengthen Leadership Capacity

PM
:

SSFUSD OWL SYSTEMS

the
GAS TANK
BENCHMARKS
Checking student progress toward goals.

1
HOW CAN WE LEVERAGE DATA?

the
STEERING WHEEL
INSTRUCTION
guiding our learning objectives
ENGAGES US + TAKES US FORWARD

the
GPS
NAVIGATION
our goals
LCAP, DEPT., SITE, TEAM, TCHR.

5
FFME - A PROCESS TO DETERMINE WHAT TOOL, PRACTICE, or SERVICE WILL HELP US SOLVE OUR IDENTIFIED NEED

Experience
Explore
Embrace
Excel

3
WHAT IS OUR ACTION PLAN?

4
HOW DO WE REFLECT + RELENTLESSLY FOLLOW UP?

the
SEATS
CURRICULUM
defines the skills to be taught
STANDARDS, RIGOR, RELEVANCE



the
ENGINE
PERFORMANCE MANAGEMENT MEETINGS
showcasing data + progress
ILTs, PLCs, DEPT. MEETINGS

the
WHEELS
SYSTEMS + ASSESSMENT
sets the pace

2
WHAT QUESTIONS HELP US DETERMINE ROOT CAUSES of PERFORMANCE?

the
MIRRORS
PROFESSIONAL LEARNING SYSTEM
reflecting + growing in our professional practices

EQUITY

Priority 1

Reduce suspensions and expulsions district-wide to foster increased student achievement and engagement.

Measure of implementation



SSFUSD recorded 620 suspensions and 6 expulsions for the 2018-2019 school year.

These totals represent the following:

- 20% reduction of suspensions over 5 years, 57% reduction over 10 years
- 75% reduction of expulsions over 5 years, 92% reduction over 10 years

Suspensions and Expulsions 10-Year Trend

	Suspensions	Difference 2008-09	% Change 2008-09	Expulsions	Difference 2008-09	% Change 2008-09
2008-2009	1499			78		
2013-2014	772	-727	-48.5%	24	-54	-69.2%
2018-2019	620	-879	-58.6%	6	-72	-92.3%

Increasing support through alternative intervention methods:

- Implementation of new Alternative to Suspension Program, intended to reduce recidivism.
- Alternative to Expulsion Program: 135 student participants over 9 years, 90% success rate
- District Expectations for Student Success: Provides ranges of response options for misconduct incidents
- Mental Health Services: Increased YSB presence at all school sites, integration with school counseling staff
- Implementation of new Chronic Absenteeism prevention process, intended to increase student engagement and parental awareness

