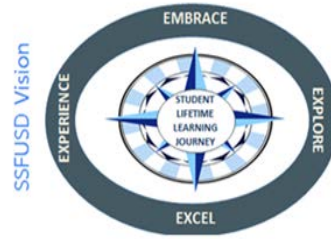


Performance Management Presentation: Recruitment of Certificated Teachers



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.

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

5

Experience
Explore
Embrace
Excel

3
WHAT IS OUR ACTION PLAN?

4
HOW DO WE REFLECT + RELENTLESSLY FOLLOW UP?



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

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

2

WHAT QUESTIONS HELP US DETERMINE ROOT CAUSES of PERFORMANCE?

the
WHEELS
SYSTEMS of ASSESSMENT
sets the pace

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

EQUITY

Priority 1

Recruit qualified certificated staff before the start of the school year. Fill all vacancies before the start of the school year.

Measure of implementation



We were 98% staffed with certificated teachers at the start of the school year.

The remaining 2% are as follows:

- 3 Special Education teachers (3rd party)
- 1 School Psychologists (3rd party)
- 2 Children's Center Teachers
- 3 District TOSA's

This year we had 138 certificated staffing requests

- 41 certificated resignations (approximately 8%)
- 28 temporary releases (20 rehired)
- 23 LCAP positions
- 11 transfers
- 10 retirees
- 10 new positions
- 15 other - Maternity Leave, Reduction in hours, Site funded