

SOUTH SAN FRANCISCO UNIFIED SCHOOL DISTRICT
Minutes of the Board of Trustees' Meeting of November 17, 2022

This meeting included closed captions which required the Board to provide a break, for the captioner's benefit, after approximately every 90 minutes.

OPEN SESSION - 6:00 p.m.

A. CALL TO ORDER

CLOSED SESSION - 6:00 p.m.

1. To consider the evaluation of performance and discipline/dismissal/release of Certificated personnel in accordance with Government Code Section 54957 (one case).
2. Conference with Labor Negotiators
Agency Designated Representative: District Assistant Superintendent for HR/Student Services
Employee Organization: SSFCTA

RECONVENE INTO OPEN SESSION - 7:00 p.m.

B. ROLL CALL

Board Members: Mr. John Baker - Present
 Dr. Chialin Hsieh - Present
 Ms. Daina Lujan - Present
 Mrs. Patricia Murray - Present
 Mrs. Mina Richardson - Present
 Ms. Katrina Oller, Student Board Member - Present

Cabinet Members: Dr. Shawnterra Moore, Superintendent - Present
 Mr. Keith Irish, Assistant Superintendent, Educational Services and Categorical Programs - Present
 Mr. Ted O, Assistant Superintendent, Business Services - Present
 Dr. Jay Spaulding, Assistant Superintendent, Human Resources and Student Services - Present

- C. PLEDGE OF ALLEGIANCE** - was led by Westborough MS student Aubrianna Fontela. Principal Loraine Rossi de Campos said Aubrianna represents the Westborough Wildcat culture extremely well. She is their 2022-23 President and a

member of the leadership class. She has coordinated and participated in numerous student events and activities this year.

D. LAND ACKNOWLEDGEMENT STATEMENT

We acknowledge that the South San Francisco Unified School District is located on the unceded ancestral homeland of the Ramaytush Ohlone peoples who are the original inhabitants of the San Francisco Peninsula.

We wish to pay our respects by acknowledging the Ancestors, Elders, and relatives of the Ramaytush Community and by affirming their sovereign rights as First Peoples.

E. REPORTING OUT FROM CLOSED SESSION - Nothing to Report

F. REVIEW OF AGENDA - No changes.

G. PTA COUNCIL REMARKS - None

H. STAFF ASSOCIATION REPRESENTATIVES' REMARKS

South San Francisco Federation of Adult Educators - President Elizabeth Bales-Stutes said her membership has just submitted their sunshine proposal for a new contract to District leadership. She reminded everyone that California teachers face a 17.5% deficit in pay compared to other professionals with similar levels of education. SSFAFT is asking for a two-year contract which would "...help us face this year and next with more confidence, especially in this difficult time with the economy, and the high levels of inflation. We really feel that our proposal is quite reasonable and look forward to continuing to work with the District and the Board to arrive at a successful conclusion to the contract negotiations."

South San Francisco Classroom Teachers Association - President Heather Burns said SSFCTA members are forward thinkers and are part of change. They endorsed Amanda Anthony for the school board and Measure T, which both won. "This is just the beginning of us advocating for our students and members." She said tomorrow their bargaining unit will negotiate for more than the usual 3% salary increase since that is not enough of a financial support needed to stay or simply work in the District. She shared information from an article written by Matthew Lynch, author at the Edvocate, concerning six benefits to increasing teacher pay. They are: 1) Increasing teacher pay strengthens the pipeline. Low compensation discourages most potential teachers from choosing the profession, 2) It keeps the teachers you already have in your classrooms. Low salary districts have higher turnover rates, 3) It helps find staff for hard to place positions in urban districts, 4) Fewer teachers have to work second jobs, and are more focused and have more time for students' needs, 5) It means members don't have to rely on State funded medical insurance for their own children and housing assistance programs, and 6)

Higher pay for teachers means students perform better academically. A 10% increase equated to a 5% to 10% improvement in all student performance. President Burns said that while the budget is tight, they believe the District can find the money and offer the salary increase they are asking for. She noted that they have created an organizing unit chaired by WMS teacher Alanna Wong and developed an action plan which she fully supports.

California School Employees Association Chapter 197 - None

- I. **PERSONNEL COMMISSION** - Assistant Superintendent Jay Spaulding reported that the next Commission meeting will take place on November 21, 2022.

- J. **ITEMS FROM BOARD**

Vice President Mina Richardson wanted to let the public know that when she is using her cell phone, she is not texting. With the new technology, she is able to adjust her hearing aid through her phone.

President John Baker reported that the City and Board joint subcommittee met yesterday and discussed a few topics. They included getting the City involved in the District's Strategic Plan and improving traffic safety around schools (in particular, Westborough MS, Ponderosa ES, and Los Cerritos ES). The District listened to the City's proposal concerning a possible playground in the Sunshine Gardens neighborhood. District participants told them they would need to see what the construction plans for the campus were and also discuss the shared facilities agreement.

- K. **SUPERINTENDENT'S REPORT**

- a. **Strategic Plan** - Superintendent Shawnterra Moore reported that the District's Strategic Plan has been launched. It is a long term plan to help shape the future of SSFUSD. This week is the kickoff for various focus group meetings and interviews with different staff members. Previously, a survey message was sent to the community through flyers, texts, PTAs, school site councils, and phone calls. The District is committed to engaging in the process in an equitable, inclusive way. As of this week, 1,352 surveys have been completed. They are prioritizing connecting with harder to reach communities so those residents can share what they envision for SSFUSD. This year the focus is on The Portrait of a Graduate and which skills, attributes, and characteristics the District is looking for in our students, not only when they graduate but post- graduation as well. Dr. Moore invited the entire community to actively join and encouraged interested participants to complete the survey.
- b. **Ruby Bridges Walk to School Day** - Dr. Moore shared the news that civil rights icon Ruby Bridges made an unannounced in-person appearance at Martin ES on November 14 during the school's annual celebration of Ruby

Bridges Day. “It was remarkable, and it was a magical moment.” In the 2017-18 school year, Martin ES teacher Debra Carlino’s 5th graders learned of Ms. Bridges during African American History Month. Once they knew there was not a day to celebrate her, they began a petition to establish one and collected over 1,000 signatures. The students received approval from the District, the City, and the San Mateo County Office of Education for the special day. In 2021, State Senator Josh Becker sponsored a resolution to make the Ruby Bridges Walk to School Day a Statewide observance. “Today more than 325,000 students in 47 states across the country have participated in the annual walk, and it all began in Mrs. Carlino’s 5th grade classroom in SSFUSD.” Dr. Moore said that like Mrs. Carlino, staff, and parents are all coming together and teaching students that they can make a positive difference in the world, which exemplifies the vision for District students.

L. STUDENT TRUSTEE REPORTS

1. Katrina Oller, Fall Student Trustee and ASB President El Camino High School highlighted the following recent and upcoming events at her site: Homecoming Week took place last month with a theme of ‘Decades’ and a first place win by the seniors; the Homecoming Dance had over 600 students attending; the end of fall sports was celebrated by acknowledging the athletes’ hard work during lunchtime activities; the girls’ volleyball team made it to the first round of CCS playoffs; on Halloween, students and staff came to school dressed as their favorite villains, cartoon characters, and everything in between and a costume contest took place during lunch; on November 3, the ECHS community came together to celebrate the legacy of a beloved former teacher, Mr. James Cresta, who served students for 57 years by passing along his automotive knowledge; many friends and family attended the dedication of a bench in his honor and spoke about the tremendous impact he made on their lives; on November 5, the Colts won the Bell Game against SSFHS for the fourth consecutive year; and tonight is the opening of this year’s musical *Annie* which runs through Sunday.
2. Tania Torres, ASB President South San Francisco High School shared the following news from her school; Their fall play *Taming of the Shrew* took place the last week of October; and the Drama Department has held auditions for their spring musical *Grease*; the Community Relations Commission held a new event, Fall Fest, on October 28 with various activities bringing the fall spirit to the school; the Sports Commission was busy bringing their incredible energy to the Bell Game and showing Warrior support; the Cheer Team celebrated their senior night at the Bell Game; the Warriors ended their season with a record of 5-2; at the ASB’s monthly business meeting, a resolution was passed with the goal of leveling the playing field for the ASB class for events and fundraisers; and ASB was invited to attend a rally to show support for Measure T.

Ms. Torres acknowledged the loss of Salvador Guillen Avila, a SSFHS alumnus, who passed away in a tragic accident last Saturday.

M. PUBLIC COMMENTS

Gena Sands, the longest tenured ECHS counselor, spoke about the need for a College and Career Technician at her site. This position is most essential in the spring when they provide help with getting financial aid for students. This year, the FAFSA is mandated for seniors and counselors have not been given any guidance from the District if a student does not complete the application. She is not comfortable assisting students with the application since it involves financial information. Not having a College and Career Technician, nor guidance and support from the District, concerns her since her time is very precious and valuable as she is busy. "So that's something I just really want to highlight and need for our staff, our department, and our students.

Elaijah Larosa, a WMS 7th grader, spoke about the site's blacktop and field. The blacktop needs to be fixed to prevent students getting injured due to cracks and loose asphalt caused by the motorcycle school training held there. The field has a lot of gopher holes and weeds which create an uneven surface and causes students to trip and injure themselves badly. "It's too dangerous to play on the blacktop and field below. Students of WMS would really appreciate if you could help fund fixing our blacktop and field so we can safely use it for PE classes." President Baker told her the field is on the list for measure T projects and they hear what she says about the blacktop.

Alanna Wong, a WMS teacher, spoke about compensation. Teaching students will make real change in the future. She said colleagues are working additional jobs to make ends meet or are considering moving to other districts. A fellow teacher said they could earn \$60K more in another district. "We could be losing a vital member of our community who we all rely upon because ultimately, they need to put themselves and their family first. Even though they love our school community. My colleagues are considering leaving the field of education entirely for less emotionally demanding and more highly compensated work." She told the Board this is in their power to change. "And please remember, our working conditions are the students' learning conditions."

Monyca Currier spoke about bringing back the 'Every 15 Minutes' program presented by the California CHP, schools, and law enforcement agencies. Students participate in the program where they play-act drinking and driving, resulting in a student death. ECHS and SSFHS trade off hosting the program, which is targeted at juniors and seniors. It is usually held before prom and seen by all the students. Her son, an ECHS 2013 graduate, was part of the program and the experience has kept him and his friends from drinking and driving.

Laurie Dolly, a Sunshine Gardens ES Speech Pathologist, spoke about her work day. She showed all the binders, paperwork, and instructional materials she brings to school and back home each day, long past her scheduled work time. She has a current caseload of 45 students and must track her work with each of them daily. "...even before it was required, we were all doing it because we have to know what our kids are

doing for report card time, for when we have to write their annual reports.” Also, she needs to do the Medical billing for her students.

N. INFORMATION ONLY PRESENTATIONS

a. Teaching and learning presentation: Westborough Middle School

Principal Rossi De Campos shared educational priorities and programs at Westborough Middle School. She also recognized the following parent volunteers who received certificates of appreciation from the Board: Nixora Ferman, Carissa Hong, Estela Rudd, Saba Salim, and Leona Wong

District/WMS LCAP Goals 2021-24

Dr. Rossi de Campos said WMS goals are in alignment with the District’s goals. They have built their SPSSA to model these priorities. The school site council recommitted themselves to the four goals to take them through 2024. They have earmarked resources and are implementing programs to make progress on the goals.

Academic Achievement (LCAP Goal 1) - By the Spring of 2024, after receiving instruction guided by the District approved curriculum/programs, all WMS students will demonstrate a 3% growth in ELA and math, when compared to the 2020-21 school-wide scores in both ELA and math.

Staff and Professional Development (LCAP Goal 2) - After attending professional development opportunities, WMS staff will demonstrate the ability to support CC State Standards aligned with the District priority standards, integrate current educational technology practices, and create a safe and positive learning environment for all students.

Student, Parent, and Community Engagement (LCAP Goal 3) All students will exhibit a 3% decrease in absenteeism and a 3% decrease in suspension after participating in relationship based or trauma-informed instructional practices and counseling approaches, school extracurricular activities (e.g., clubs, concerts, intramurals, movie nights, etc.), and the school’s PBIS program.

Special Education (LCAP Goal 4) - After receiving instruction guided by the District’s approved curriculum/programs, all students with an IEP will demonstrate a 1% growth in ELA and math by the end of this year and a 3% growth by 2024 (when compared to the 2020-21 school-wide scores in both ELA and math).

CAR (Communication, Achievement, Relationships)

C.A.R.= Communication, Achievement, and Relationships

Progress towards achieving their SPSA goals/aligning with the District's LCAP as well as looking at how human connection or relationships have factored into this year. They are focused on the GPS to make sure they are staying in line with the progress they are trying to make. Also, they are constantly checking the mirrors to make sure they are reflecting and growing to meet the changing needs of the students.

Vision and Mission

A Healthy, Happy Westborough!

- Develop and strengthen the team
- Build relationships and clear channels of communication throughout our community
- Continue to align ourselves with the District's Strategic Plan and LCAP goals
- Care for ourselves and each other throughout the process
- Reflect on why we teach the way we do and work as a team to empower entire the staff to be the best they can be for the students

Focus on Building Up Relationships and Culture

- Staff retreat in Half Moon Bay to build our capacity for utilizing and understanding relationship based practices
- Use of Community Circles and Restorative Circles
- Alternative to Suspension program on site once a week
- Leadership Team is reflecting on current practices, strengthen group accountability and the team's awareness of emotional intelligence.
- Relaunched PBIS Program
- Grade level events offered consistently
- Leadership brought back lunchtime events
- Spirit Weeks
- Anti-bullying Awareness events
- Band concerts
- 2022 Color Run
- Field trips

School-wide Focus on Academics

Honor Societies, Honor Roll, Science Fair, Helix Cup, Spelling and Geography Bees, and Environmental Conservatorship Opportunities

Positive and Engaging Environment

Principal Rossi de Campos said the partnerships with the following resources helped address dependency and were supporters when dealing with the vaping crisis and keeping everyone aware of the fentanyl problem in the community; two counselors, YSB program, PBIS program, NCPP, RTS partnerships, variety of clubs and events, mini course day, and strong music/arts program.

Demographics

WMS has 487 students this year. 21% are identified as socioeconomically disadvantaged, 16% are SWD on IEPs, and 9% are ELs. There is a diversity of ethnic backgrounds, languages, and cultures with 39% of students being Filipino, 28% Asian, and 21% Hispanic/Latinx being the largest groups. 53% of students are male and 47% are female.

Attendance Snapshot (9/26-10/28/2022)

Dr. Rossi de Campos shared the average daily attendance by ethnicity. For the total student population, the attendance average for this time period was around 95%.

CAASPP 2021-22 Data

Principal Rossi de Campos noted that WMS met the federal participation rate of 95%. 533 students were tested and about 58.28% were at or above standard.

ELA and math met or exceeded standards

- 6th grade, 46.78% of students in ELA and 55.29% in math
- 7th grade, 62.73% of students in ELA and 60.87% in math
- 8th grade, 65.68% of students in ELA and 51.48% in math

Overall, 58.28% of students in ELA and 55.80% in math met or exceeded standards; 41.71% not meeting standards in ELA yet; 44.20% not meeting standards in math yet.

CAASPP 2021-22 Compared to 2020-21

ELA and math met or exceeded standards

- 6th grade, 14.6% decrease in ELA and 1.32% decrease in math
- 7th grade, .82% decrease in ELA and **11.93% increase** in math
- 8th grade, **5.30% increase** in ELA and 10.81% in math

Overall, there was a 3.62% decrease in ELA and 1.70% decrease in math. Their team is analyzing the data and making plans to not slide further.

Resources to Support All WMS Students

Academic Center:

- 3 days a week for an hour after school
- Teacher supported, including Specialized Academic Support
- Peer Tutors available

IXL: Targeted support in math, History, and ELA

- Accessible through the student portal, adaptive

Tutorial Support:

- Paper Tutorial - 24/7 support with homework & writing assignments

Counseling Support:

- Check-in meetings, RTI program/Student Study Team meetings, Mental Health Resources (YSB, Care Solace, and Daybreak Health), Home visits

Response to Intervention (RTI)

- Grade levels meet to review student progress monthly
 - Linking RTI, Mental Health supports, and PBIS to help students succeed
 - Streamlined and maintain RTI Tracking documents with the use of Common Assessments to track student progress in ELA and math
- Principal Rossi de Campos said the grade level leads, the counselors, and teachers at WMS have looked at how they are working with RTI and have changed some of their practices. This includes analyzing individual student data and creating support plans.

Goals for 2022-23

- Strengthen RTI & Student Study Team (SST) connection
- Streamline Tier 1, 2, & 3 supports (academic and behavioral) in all classrooms and across grade levels

2020-21 Students with Disabilities (SWD) Status

Dr. Rossi de Campos reported that SWD performed better last year than on the 20212 CAASPP assessments. In 2020-21, SWD achieved only 10.53% met or exceeded status for ELA and only 8.77% for math. In 2021-22, this group had 12.13%, or a 1.3% increase in met or exceeded status for ELA and 12.31%, or a 3.54% increase in math. She congratulated the SpEd team and co-teachers in general education for being supportive and dedicating their time to these vulnerable students.

Additional Supports for SWD

- Specialized Academic Center which is an additional opportunity to work with Ed. Specialists outside of the school day.
- Full Resource Program that allows SWD equitable access to the General Education provided at WMS
- Mainstreaming program
- Needs-based approach to placing students
- Use of District approved intervention curriculum such as Spire for reading, Unique for multiple subjects, IXL, etc.
- Team meetings in addition to Annual IEP (as needed)

Trustee Patricia Murray thanked Principal Rossi de Campos for the comprehensive report and thanked the teachers for their hard work.

Dr. Chialin Hsieh said it was a great presentation, especially the vision, building the relationships, the professional learning system, the self-reflection, and growth in professional practices. "...I was able to

connect that we are making small incremental progress, but it's getting there.” She appreciates including SpEd students on their achievement. She thanked Dr. Rossi de Campos on her leadership and guiding students’ learning.

Vice President Richardson said she was proud of the numbers and thanked Principal Rossi de Campos on continuing all of her efforts. She noted that the statistics indicate students are engaged and look forward to coming to school, which can be a hurdle. She appreciates how SWD are being integrated in the school. “It's a small number, but it means a lot to have these kids mainstreamed with the regular population, so thank you for all your hard work, and it’s showing.”

Trustee Daina Lujan also thanked Dr. Rossi de Campos on her presentation and highlighting her vision and focus on relationships. “...one of my co-workers has two children at your school, and shared pictures from Rainbow Road and just how happy everyone was in creating space for people to reconnect and build those relationships in the classroom, at school events.” Trustee Lujan also thanked her for her efforts to empower staff so their ideas grow and more is available to students. She thanked her and the WMS team for all they do for their students. Principal Rossi de Campos thanked Trustee Lujan on behalf of her staff and students.

Student Trustee Oller appreciated the presentation and hard work Dr. Rossi de Campos and her staff do to prioritize students’ improvement, especially with the challenges they are experiencing right now.

President Baker thanked Principal Rossi de Campos for recognizing the parents. “And I really respect how Westborough has taken these extra efforts to make up for the learning loss.” He said CAASPP tests measure little except the economic situation of their families, but they do show trends. This lower trend is likely nationwide as it is difficult to teach math via distance learning. He asked what WMS is doing to make up some of the math learning loss. Dr. Rossi de Campos replied that they rely on the RTI model which is done by department and grade levels. They look at individual student data to understand and focus on students not meeting or exceeding standards. “Then we're using the IXL and other support programming to...personalize some of the lesson work that we're doing, as well as teaching to...the priority standards, so there's kind of two different pieces going on, especially in the sixth grade.” She added that they are “...having conversations about what alternative assignments might be done for homework so that in the classroom, they're getting the new concepts but they're working on things at home to kind of catch them up...”

President Baker said he was glad to see field trips being brought back. "It's always great to have a change of pace, [and] a change of scenery, in order to learn new things."

Due to the timing of the upcoming break, President Baker moved the second presentation to later in the agenda.

O. PRESENTATION WITH POTENTIAL ACTION - None

P. CONSENT AGENDA

Nalani Allen-Cantley, Senior Executive Assistant, provided an update to Item 1d, the license to operate a pre-school program. The program will be located, not in Baden HS, but within the SSF Adult Education facility.

MOTION #71 (Hsieh/Lujan) to approve Item 1a, Minutes to the regular Board meeting, September 22, 2022; Item 1b, Minutes to the regular Board meeting, October 6, 2022; Item 1c, Minutes to the special Board meeting, October 20, 2022; Item 1d, License to operate a pre-school program at ~~Baden HS~~ the SSF Adult Education Campus; Item 2a, Certificated Personnel Assignment Order; Item 2b, Classified Personnel Assignment Order; Item 3a, Purchase Order Listing, September 1-30, 2022; Item 3b, Warrant Register, September 1-30, 2022; Item 3c, Cash Receipts, September 1-30, 2022; Item 3d, Declaration of surplus items; Item 3e, Gifts to the District, October 2022; Item 3f, 2022-23 fundraising events; Item 3g, Professional service agreements under \$25,000. Motion Carried. (Unanimous)

INFORMATION/DISCUSSION

1. HUMAN RESOURCES

a. Update on Safe School Plans

Director Ryan Sebers presented information on the 2022-23 updated Safe School Plans for the District. This was a follow-up to his presentation at the Community Forum. The State of California requires each school to complete a **Safe School and Emergency Management Plan**, which is submitted to the Office of Student Services each year. Sites are required to annually provide an update that is compliant with State standards and are also in alignment with the Big Five protocol. At this point, each school has completed their Safe School Plans for the 2022-23 school year. Plans are submitted to Student Services and reviewed for verification of required components. Suggestions and/or recommendations for improvement are made. The process is to review them thoroughly and make sure that there are not any corrections or discussions that Mr. Sebers needs to have with school sites to make any amendments or modifications.

Once they are considered complete, the District's auditor will get ahold of those and then Mr. Sebers sends them forward.

ACTION

1. ADMINISTRATION

a. Resolution No. 22-63 for Trustee Compensation

President Baker asked Vice President Richardson to outline the October 6 event she attended so the rest of the Board knows. Vice President Richardson said she was invited to attend a California Latino Association meeting and participate as an elected official. It was an opportunity to be with other Bay Area officials regarding training in policy and the issue surrounding Latino immigration. Also in attendance was Congresswoman Zoe Lofgren who was very prominent for obtaining support for certain immigrant programs. Attendees also participated in discussing issues of the DACA program and immigrant employment. She considered this a wonderful opportunity to participate in.

While President Baker agreed that this was a good opportunity, he said, "I do think that we should try and limit our learning events to nights where there are not Board meetings, but I know this was done in good spirit."

MOTION #72 (Baker/Hsieh) to adopt Resolution #22-63: To allow stipend payment for Trustee Richardson who was absent from the October 6, 2022 Board meeting. (AYES: Student Trustee Oller, Baker, Hsieh, Lujan; NOES: Murray). Motion Carried on a 3-1 vote.

b. Approval of Consulting Proposal for Nicole Anderson and Associates Consulting

MOTION #73 (Lujan/Murray) to approve the Nicole Anderson and Associates Consulting proposal to continue to provide educational equity and inclusion work to the Board Governance team to serve District students through an equity lens. Motion Carried (Unanimous)

2. EDUCATIONAL SERVICES

a. Approval for SSFHS Students and Chaperones to Travel to Washington, D. C.

Vice President Richardson acknowledged that the program at SSFHS has not been offered for 20 years and it will be a very memorable field

trip. She asked how many students are eligible to participate and if only certain high school students can go. Assistant Superintendent Keith Irish said an informational meeting for students is held and the school tries to help students fundraise to mitigate the costs for the trip. He said the total number of students is not yet known. Dr. Moore added that the trip is open to all students and the site is still meeting with students who will have a deadline to indicate their interest and pay. After that, they will have a firmer number of how many students are interested and able to attend. Mr. Irish said they currently have two chaperons for a total of 20 students, but if more students attend additional staff would be needed.

Trustee Murray asked how students know about the opportunity to go on the trip and whether scholarships are available. Mr. Irish replied that we would provide more information on how it was promoted and the fundraising. Dr. Moore added that financial aid is being offered by the Close-Up Foundation and scholarships and grants will also be provided so any SSFHS students will be eligible for the trip.

MOTION #74 (Lujan/Hsieh) to approve for SSFHS students and chaperones to participate in a trip to Washington, D.C. on March 19-24, 2023. Motion Carried (Unanimous)

b. Approval of New High School Course Implementations

Megan Connery, the ECHS Math Department Chair, expressed concern with having two classes in the 3-year math plan. The memo states that data science is an alternative to calculus with prerequisites of algebra 1 and geometry. She said there is a disconnect since the class order is algebra 1, geometry, algebra 2, pre-calculus and then calculus. "If we're doing an alternative to algebra 2, my concern is data science is going to be harder than algebra 2." This course will provide students with an alternative math course to algebra 2 while still fulfilling the third year math requirement. Ms. Connery shared that during the training and a discussion with Director Jason Brockmeyer, she and other teachers at ECHS and SSFHS said they did not want to offer this course as an algebra 2 alternative. But it is still being put forward.

Ms. Connery said that teachers were told financial literacy was only going to be offered to seniors, but the description says juniors and seniors. The teachers do like the class. Mr. Irish confirmed that the course is written as available to junior and seniors, but next year it will only be offered to seniors.

President Baker asked Mr. Irish, if the data science course was approved and it turns out students should have taken algebra 2 before it, how easily could the prerequisites be changed. Mr. Irish said both

courses have been approved for UC and data science was approved through the State. He stated that part of this was preparation, so they could plan for the third year math requirement that the District passed with the class of 2024. The intent of adding these math classes is twofold. It will provide additional math classes to assist students in meeting the 3-year SSFUSD math requirement as well as giving students alternative math courses to meet the District's 3-year math requirement and the 3-year UC a- g math requirement. Most students will continue to take Algebra 1, Geometry, and then Algebra 2 but students entering a third year math class will be able to have discussions with their academic counselor on whether to take Data Science prior to taking Algebra 2. This decision will be based on a students' potential major/minor in college and ultimately their individualized career path. Mr. Irish anticipates that most students will take the Data Science class after they successfully complete Algebra 2. Students then will have a variety of potential math classes to consider for their 4th year in SSFUSD, such as pre-calculus, data science, probability and statistics, etc.).

President Baker asked if when students are selecting their classes with counselors, whether there are measures in place to advise them to take algebra 2 before data science since the counselors know the students well. Mr. Irish said they will work with the counselors and discuss the recommended pathway.

Trustee Hsieh said she was impressed with the two new math courses and appreciates the efforts of teachers to give students the opportunity to expand their selections.

MOTION #75 (Lujan/Hsieh) to approve two new math courses, Explorations in Data Science and Financial Literacy, for implementation at ECHS and SSFHS in the 2022-23 school year. Motion Carried (Unanimous)

The Board recessed at 8:35 p.m. for a break and reconvened at 8:45 p.m.

P. INFORMATION ONLY PRESENTATIONS *(continued)*

b. Performance Management - CAASPP

Director Marianne Hew shared information on SSFUSD's overall performance on 2021-22 CAASPP results in ELA and math compared to the State of California and San Mateo County average scores and the last three years of test data from 2019-22.

Performance Management




The District has adopted Performance Management (PM) as a strategy

to improve student achievement and keep the focus on continuous improvement and growth over time. PM presentations will be on a variety of topics and will provide the Board and community with a high-level look at District priorities, goals, and progress. To better understand the metrics, the PM information and coding legend is below.

NOTE: Performance Management (PM) Reminders:

- These are intentionally designed to be concise, informative, and high-level information for the Board.
- The purpose is to provide ongoing updates to the Board about our progress on LCAP goal related items and district priorities

Color coding legend for the dots

-  Green dot means - the action/goal is on target or has been met
-  Yellow dot means - the action/goal is moving toward target
-  Red dot means- the action/goal is off target (and is something that may need deeper analysis, support, or resources)

LCAP Goals and District Priorities

Dr. Hew said the goals are focused on **Academic Achievement** (LCAP Goal 1) and also **Special Education** (LCAP Goal 4).


CAR (Communication, Achievement, Relationships)

Referencing the CAR graphic, Director Hew said the main focus is the wheels to gauge progress through monitoring snapshots of how the District is doing.

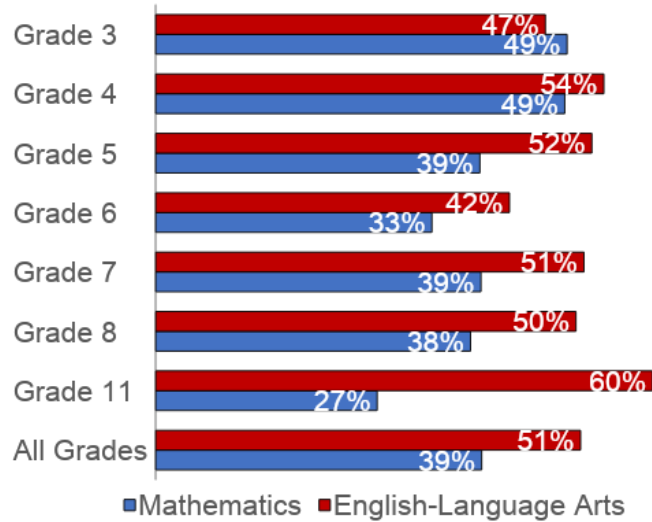
SSFUSD Smarter Balanced Assessments: Spring 2022

Percentage of Students Meeting/Exceeding Standard - by Grade Level

District Goal

At least 80% of all students need to meet/exceed standard on CAASPP ELA. SSFUSD was red meaning the goal is off target. 

Grades 3 through 8 and 11 take the Smarter Balanced Assessments. Dr. Hew noted that due to the pandemic, school closures and distance learning for many of students, especially at the younger grade level, this may have been the first time that they took the Smarter Balanced Assessments.

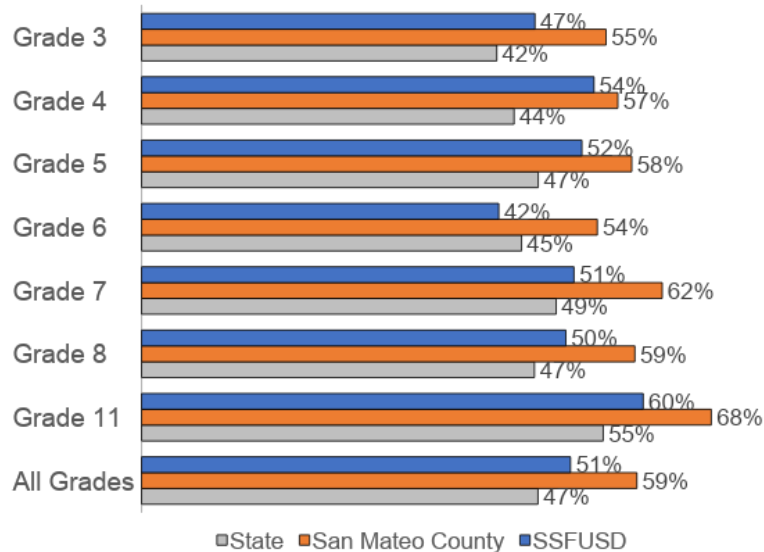


Smarter Balanced ELA: SSFUSD, County, State

Percentage of Students Meeting/Exceeding Standard - by Grade Level

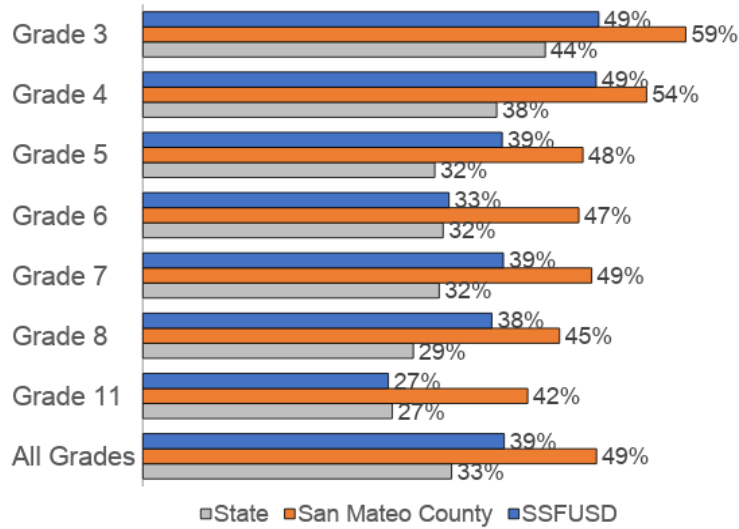
This data compares SSFUSD by grade level vs. San Mateo County and the State. District students by grade level did outperform the State aggregate in just about every grade level, but underperformed the County for each grade level.

For ELA, the District is focusing on target student groups and making sure to provide supports and monitor the progress as they move along.



Smarter Balanced Math: SSFUSD, County, State

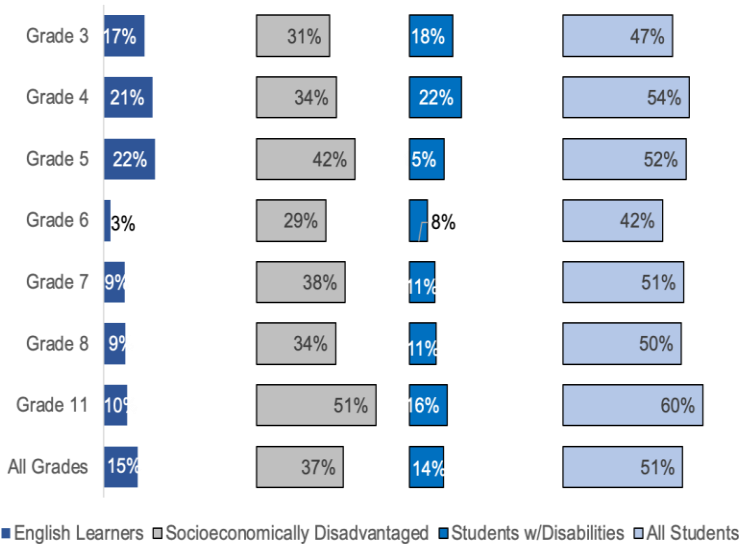
Percentage of Students Meeting/Exceeding Standard - by Grade Level



Smarter Balanced ELA: Target Student Groups

Percentage of Students Meeting/Exceeding Standard - by Grade Level

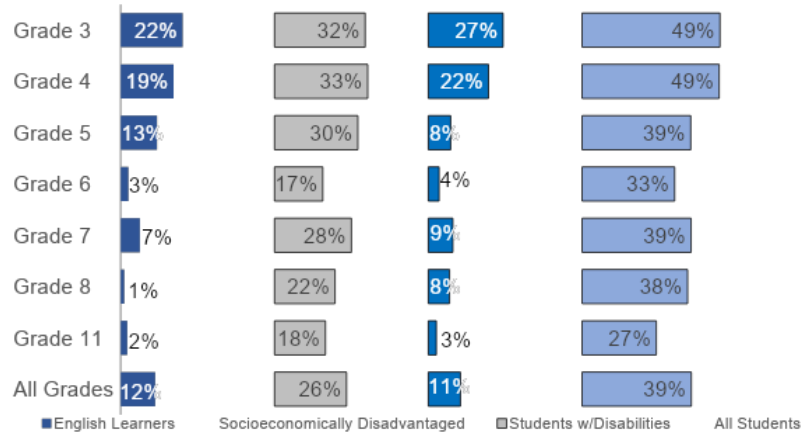
Dr. Hew said the District is targeting student groups with RTI at school sites. In this diagram, the first column represents English Learners, the second is Socioeconomically Disadvantaged, and the third is SWD. The last column is the aggregate group. To note, newcomer students who have been in the US less than one year do not take ELA.



Smarter Balanced Math: Target Student Groups

Percentage of Students Meeting/Exceeding Standard - by Grade Level

Then this is that same breakdown by target student groups for math. EL students do take the math test.



CA Alternate Assessments: SSFUSD, County, State
 All Students by Performance Level

This is a look at the District aggregate compared to the aggregates for the County and the State. There were only 41 District students, so the grade level breakdown is not shown to protect student privacy.

Level 1 is a limited understanding of core concepts in ELA and math. For level 2 it is a foundational understanding and level 3 is understanding at a given level.

	ELA			Math		
	Level 1	Level 2	Level 3	Level 1	Level 2	Level 3
SSFUSD	49%	41%	10%	66%	27%	7%
San Mateo County	48%	38%	0%	66%	27%	7%
State	50%	36%	14%	67%	25%	8%

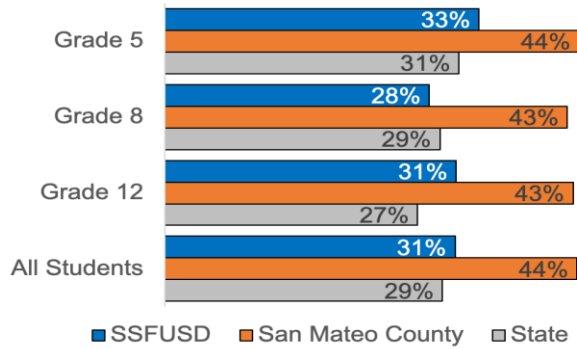
CA Science Test: SSFUSD, County, State



Percentage of Students Meeting/Exceeding Standard by Grade Level

This is the science test, which was first used in 2018-19. It is still fairly new to District students and schools. It assesses life sciences, physical sciences, and earth and space sciences. There are only three grade levels listed because it is expected that the content of life sciences, physical sciences, and earth and space sciences are covered over multiple years, and then assessed at the end of that grade level span.

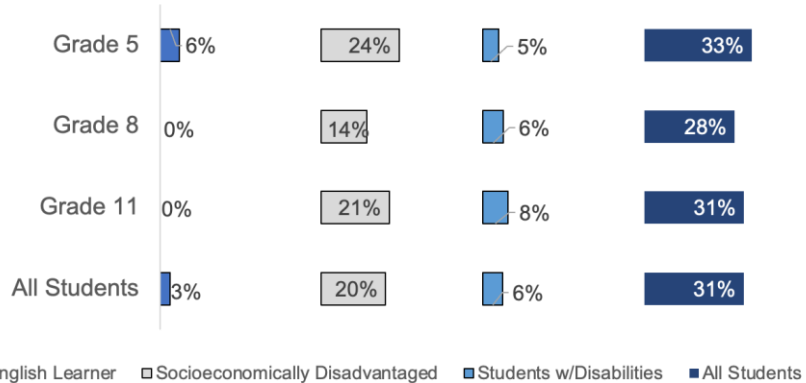
Dr. Hew recommended keeping in mind that due to distance learning and school closures during the pandemic, this is the first year that many 5th graders first saw the science test and 8th and 12th graders did not see the CAASPP assessment prior to taking it.



CA Science Test: Target Student Groups

Percentage of Students Meeting/Exceeding Standard by Grade Level

EL students sometimes struggle with the language in the science course, which is something the District is working on as part of the Next Generation Science Standards (NGSS) implementation.



Assessment Metrics – Summary

The District’s SWD group is still working on meeting the assessments and standards in the alternate assessment Smarter Balanced Assessments and CAST, so the progress level for the metrics is red.

Metric	Progress # / %
For all student groups, 80% or more meet/exceed standard on CAASPP ELA	<p>All District aggregate student groups are below 80% met/exceeded standard in 2022</p> <ul style="list-style-type: none"> 7 schools and 1 target group improved from 2021 to 2022 1 school improved from 2019 to 2022

<p>For all student groups, 80% or more meet/exceed standard on CAASPP Math</p>	<p>All District aggregate student groups are below 80% met/exceeded standard in 2022</p> <ul style="list-style-type: none"> ▪ 7 schools improved from 2021 to 2022 ▪ 1 school improved from 2019 to 2022
<p>For the SWD group, increase by 3 points toward District goals in Smarter Balanced and CA Alternate ELA, Math, and Science</p>	<p>Met goal in 1 of 5 assessment areas Declined in SB ELA and Math Declined in CA Alt ELA and Math Improved in CAST (no data yet for CA Alt Sci.)</p>
<p>For all student groups, 80% or more meet/exceed standard on CAST</p>	<p>All District aggregate student groups are below 80% met/exceeded standard in 2022 6 schools improved from 2019 to 2022</p>

Progress in ELA (2021 - 2022)



Percentage of students meeting/exceeding standard (All Students in Testing Grades)

- 7 schools improved by more than 5 percentage points
- 4 schools maintained
- 5 schools declined
- Socioeconomically Disadvantaged student group improved by more than 5 percentage points
- English Learner and SWD group maintained

Dr. Hew noted that in spring 2021, all Smarter Balance Assessment tests were delivered remotely, during distance learning. There were several technical challenges and more than usual students opted out. The participation rates at schools and grade levels ranged from 29% to 96%. While some schools improved and some maintained or declined, the overall color was yellow.

Progress in ELA (2019 - 2022)



Percentage of students meeting/exceeding standard (All Students in Testing Grades)

- 1 school improved by more than 5 percentage points
- 5 schools returned to pre-pandemic levels
- 10 schools declined
- Target student groups improved from 2021 to 2022; Socioeconomically disadvantaged group returned to pre-pandemic levels

The year was pre-pandemic and there was no testing done in 2020. Dr. Hew noted that it was a different test, a Smarter Balanced blueprint, in 2019. “By comparison, what was administered in 2021 and in 2022 was almost half of the items for ELA and math to make it more manageable for schools to deliver, especially during that remote testing year, but we wanted to keep it that way so there's consistency, so we have points of comparison.”

Progress in Math (2021 - 2022) 

Percentage of students meeting/exceeding standard (All Students in Testing Grades)

- 7 schools improved by more than 5 percentage points
- 3 schools maintained
- 6 schools declined
- Target student groups maintained


Progress in Math (2019 - 2022) 

Percentage of students meeting/exceeding standard (All Students in Testing Grades)

- 1 school improved by more than 5 percentage points
- 2 schools returned to pre-pandemic levels
- 13 schools declined
- Target student groups improved from 2021 to 2022 but remain below 2019 levels

SWD Progress (2019 - 2022)

Percentage of students meeting/exceeding standard (All Students in Testing Grades)

From 2019 to 2022: 

- Declined in Smarter Balanced ELA and Math
- Declined in CAST
- Declined in CA Alternate ELA and Math

In 2021, due to distance learning and remote testing, participation rates in SSFUSD were below the target 95%, ranging from 29% to 96%. Because the CA Alternate Assessments were administered only in person, participation was very low. For Smarter Balanced and alternate assessment in ELA and math, there has been a decline. There was an increase in CAST testing in 2019 where they had a 0% to 6% now in 2022.

CA Science Progress (2019 - 2022)



Percentage of students meeting/exceeding standard (All Students in Testing Grades)

- 6 schools improved by more than 5 percentage points
- 3 schools maintained
- 6 schools declined
- 1 Target Student Group maintained; 2 declined

Dr. Hew reported that the science test, unlike the Smarter Balanced Assessment, was the same assessment given in 2019 and 2022. “So you're comparing apples to apples in terms of the test itself, but keeping in mind that, again, because this is a cumulative test given over what students should have been covering over the last three years or four years, you know, we have to take into consideration the overall effect of multiple years of shutdown and distance learning as we look at these results.”

Key Takeaways

- Moving in the right direction: several target student groups and schools are showing progress from spring 2021 testing to 2022
- Performance in early grades among all student groups
- Math is a continued focus. The Smarter Balanced Assessment for math is given in 11th grade, but right now 11th graders are not taking math. When they do take the test, it might be a year out from the content they are familiar with.
- 6th grade results show a need to focus on transition to middle school.
- Progress in science with implementation of NGSS and instructional strategies. They are taking a look at the District's science course taking patterns and the effect that that has on CAASPP results. 12th grade students take the test and many take only two years because of the graduation requirement, so they might be two years out by the time they take this assessment.

Trustee Lujan thanked Dr. Hew for the presentation and the good look at data from multiple angles and beginning the process of unpacking the data. She appreciates the efforts to understand whether it is “...the testing conditions because students have been in courses for a certain amount of time, or are there things we can do systemically to support students so they do better?”

Vice President Richardson thanked Dr. Hew for the detailed report and how it provides the Board with a snapshot of what is happening. She worries about SWD, the ones who struggle the most. “But they seem to be coming out of the pandemic in a haze or fog or whatever, but

that's good news to hear. Overall, I share your optimism about the progress that we're making.”

Trustee Hsieh said the analysis was excellent, especially the helpful comparison of the District's data to that of the County and State which provides a full perspective. She also said the analysis, such as the progress in ELA, is very thoughtful. All the District's schools are continuing to recoup from the pandemic. She asked whether the trend is also happening within the various ethnicities. Dr. Hew replied that they are looking at both race and ethnic groups and also the target groups of ELs, economically disadvantaged and SWD groups to compare the results from 2019 to now. “We look at 2022 as our new baseline.” “...now that we are back...we have a point of reference that we can then move forward with and look at that student data. Again, CAASPP testing, CAST testing, those are all just one data point that we are looking at along with everything else that our teachers and students are doing on their campuses.”

Trustee Murray thanked Dr. Hew for her report and said she appreciates that it showed the data in understandable ways.

President Baker said “...the tests may have an overstated importance in terms of what they mean to non-education politicians and some people in the community, because...we need a little bit of breakdown to really know what these tests mean. You know, how are we comparing like group to like group across not only our whole District but across the State.” He said he data confirms a large drop in math during the pandemic which was likely due to the difficulty in teaching this subject on a screen. In regards to using the data, he hopes that the new Board can work with the Cabinet and staff to implement some funding for more math TOSA's or an additional science teacher, or a science tutoring program to move forward.

3. HUMAN RESOURCES

a. Approval of CBEST and Variable Term Waivers

MOTION #76 (Murray/Lujan) to approve two CBEST Waivers for Christian Fierro, at Westborough MS and Anne Tricia Baltazar at Los Cerritos ES, and a Variable Term Waiver for Lisa Hickman at Junipero Serra ES. Motion Carried (Unanimous)

4. BUSINESS SERVICES

a. Approval of Change Order #1 to the Bana Builders Inc. Agreement for the ECHS Pedestrian Bridge Project

MOTION #77 (Lujan/Richardson) to approve Change Order #1 to the Bana Builders, Inc. agreement, in the amount of \$36,745.25, for unforeseen conditions encountered during the work. Motion Carried (Unanimous)

b. Approval of Award of Contract to Southwest Construction for the SSFHS Food Service Improvement Project

MOTION #78 (Murray/Richardson) to approve the award of contract to Southwest Construction and Property Management, in the amount of \$386,200 for the SSFHS food service improvement project. Motion Carried (Unanimous)

c. Approval of Deductive Change Order #18 to the AAA Network Solutions Agreement for the Structured Network Cabling Project

MOTION #79 (Hsieh/Lujan) to approve Change Order #18 to the AAA Network Solutions agreement, a savings for the District in the reduced amount of **-\$222,927.26**, for the structured cabling project. Motion Carried (Unanimous)

d. Approval of Change Order #1 to the AAA Network Solutions Agreement for the Wireless Network Upgrade Project

MOTION #80 (Lujan/Richardson) to approve Change Order #1 to the AAA Network Solutions agreement, in the amount of \$73,569.00, for additional indoor and outdoor wireless access points, licensing, and installation. Motion Carried (Unanimous)

REVIEW OF FUTURE AGENDA ITEMS AND MEETINGS *(subject to change)*

December 15, 2022

- Resolution ratifying November 8 election
- Ceremonial Oaths of Office for new Board members
- Board of Trustees reorganization
- Resolution honoring outgoing Board President
- Resolution honoring Trustee Baker for his years of service on the Board
- Selection of Trustees to District sub-committees/committees
- Teaching and learning presentation - Parkway Heights MS
- Presentation and approval of First interim budget report “positive certification”
- CSBA Delegate Assembly nomination(s)
- AFT Sunshine Proposal
- Approval of 2023 Summer School Program

January 19, 2023

- Recognition for outgoing Student Trustee Oller
- Teaching and learning presentation - Junipero Serra ES
- Teaching and learning presentation - Skyline ES
- Presentation on Induction
- Audited actuals report for the fiscal year ended June 30, 2022
- Approval of SARCS
- Williams report for 4th quarter ending 12/31/22
- Resolution honoring African American History Month (February)
- Approval of 2023 Young Audiences Professional Development MOU
- Approval of agreement for Electric Vehicle (EV) Charging Stations at the District Office

February 9, 2023

- Introduction of new Student Trustee Torres
- Teaching and learning presentation - Sunshine Gardens ES
- Presentation on Performance Management - Special Education
- Approval of DTS contract for 2023-24
- Approval of implementation of Science for Scientists for 2023-24
- Update on Governor's 2023-24 budget proposal

February 23, 2023

- Teaching and learning presentation - Los Cerritos ES
- Teaching and learning presentation - Children's Center
- Presentation on Performance Management - English Learners
- Presentation on supplement to the annual LCAP update for 2022-23
- Resolution for Women's History Month (March)
- Resolution for Red Cross Month (March)
- 2023 CSBA Delegate Assembly election
- Approval of declaration of need for fully qualified educators, 2023-24

February 25, 2023 – Special Meeting/Board Workshop (*District Office*)

- Good Beginnings

March 9, 2023

- Teaching and learning presentation - SSFHS
- Presentation on Performance Management - English Learners
- Presentation and approval of 2nd interim budget report "positive certification"
- Approval of dates for 2023-24 LCAP and Budget Hearings and Adoptions

March 23, 2023

- Teaching and learning presentation - Martin ES
- Presentation on Structured Literacy Block
- Presentation on Nutrition Services Department
- Approval of LCFF supplemental funded positions

- Resolution for Child Abuse Prevention Awareness Month (April)
- Resolution for Autism Awareness Month (April)
- Resolutions for retirees

April 13, 2023

- Teaching and learning presentation - Spruce ES
- Presentation on Performance Management - College and Career Readiness
- Williams report for 1st quarter ending 3/31/23
- Resolution for Earth Day (April 22)
- Approval of Skyline Middle College MOU for 2023-24
- Resolutions for retirees
- Resolution for Day of the Teacher (5/10)
- Resolution for Classified School Employee Week (5/14-5/20)

April 27, 2023

- Teaching and learning presentation - Monte Verde ES
- Approval of designated representatives to
- Approval for 5th graders to attend SMCOE Outdoor Education
- Resolution honoring Asian Pacific American Heritage Month (May)

SUMMARY OF BOARD DIRECTIVES

1. Staff to provide the Board with information on how the Washington D.C. field trip was promoted.

GOOD AND WELFARE

Vice President Richardson reported that she attended the Alta Loma MS Rain Barrel Project which informs students on how to process rain water and she also saw the site's Academic Night on November 9. She watched the Bell Game with the ECHS Colts winning the trophy. She saw the Sunshine Gardens ES 5th graders performance of 'La Boehme' coordinated with the San Francisco Opera Guild. She went to the Taste of SSF with Dr. Moore. She also attended the bench dedication for Mr. Jim Cresta at ECHS where several people honored his memory. She participated in the 100-year anniversary of Martin ES which included a tour of the school by alumni. This week, she participated in the Ruby Bridges Walk to School event with Dr. Moore and many dignitaries and also included a surprise visit by Ms. Bridges. Vice President Richardson said she could not miss the opportunity to attend the event on the night of the October 6 Board meeting and said it is probably the first time she has asked to be compensated for her absence. She said President Baker's comment "...was really uncalled for, and I believe that all Board members should attend as many opportunities given to them. And I just took that opportunity and I appreciate a little consideration." She wished everyone a Happy Thanksgiving.

Trustee Lujan said she enjoyed time with President Baker at the City sub-committee meeting. She attended the 50th anniversary of the 4Cs, where two individuals were honored and one organization, The Community Collaborative, were recognized for efforts to expand childcare and specifically early learning in San Mateo county. She said the need exceeds the providers. She thanked President Baker for his leadership, his voice, and strength and said it has been a pleasure serving with him on the Board. She also wished everyone a Happy Thanksgiving.

Dr. Hsieh reported that, along with Trustee Murray, she attended the Paper presentation and said Assistant Superintendent Irish did a great job with the meeting. She thanked President Baker for his leadership this past year which helped the Board focus on priorities and led them through many obstacles and difficulties while remaining positive.

Trustee Murray reported that she attended ten to twelve events at various schools and said it is renewing to see what is happening in the District. She thanked President Baker for his service and said he made them a better Board. Years ago, they bonded right away even though they were running against each other. "The thing about John is he is doing the job for the right reasons. Even though we've disagreed from time to time, he's always been respectful and we've been able to talk about issues." She shared that he is her daughter's favorite Board member. Trustee Murray acknowledged that he leaves behind an all-woman Governance Team in the District. She thanked him for being her friend and for all he has done.

Superintendent Moore wished everyone a wonderful Thanksgiving holiday. "Please cherish your loved ones that you have the opportunity to spend time with, enjoy good food and remember there are always things for which we can be grateful." While she will give her remarks about President Baker at the December Board meeting, she wanted to echo the sentiments expressed by the Trustees. A Board President and Superintendent work closely together and he has been accessible, communicative, and a great thought partner. "And what I've really appreciated about you is your steady leadership and your perspective, because you can see both sides of an issue. You are unafraid to communicate and articulate both sides and take a stand, and it has been truly a joy to work alongside you." Dr. Moore thanked President Baker for setting an exemplary example of a strong president.

President Baker shared that he would have more comments at the next meeting. He said that while there are occasional disagreements between Trustees they all recognize they are working to serve the community. Sometimes there are different viewpoints, but they are all trying to do good. He reported having attended several of the same events with other Trustees including the ECHS celebration for Mr. Cresta's 60 years working in the District and had the honor of speaking on Ruby Bridges' day at City Hall. He will miss the sense of community one gets from being a Trustee and attending a myriad of events where they see what students are doing and how teachers are helping them. His last event representing SSFUSD is at the Project Read Trivia Night and hopes his team brings a trophy partially crediting the District.

ADJOURNMENT - 9:31 p.m.