

SSFUSD Strategic Plan Community Dashboard

2025 April 10



Tonight's Presentation

1

Purpose of Strategic Plan Dashboard

2

Scorecard Metrics

3

Dashboard Architecture

4

Dashboard Preview

5

Next Steps



Strategic Plan Community Dashboard

- Public-facing dashboard to report to our community about Strategic Plan progress according to metrics identified in Scorecard
- Report on progress and impact
- Snapshot in time
- Updated bi-annually as data becomes available
 - Verified, standardized data sources
 - Protections for student and staff privacy
 - Qualitative and quantitative items



Scorecard Introduction

Purpose: To capture impact and progress of Strategic Plan (not implementation)

Metrics: Identified by leadership group and Strategic Priority Lead

- Quantitative and qualitative
- District-level
- Snapshot in time



Scorecard Metrics

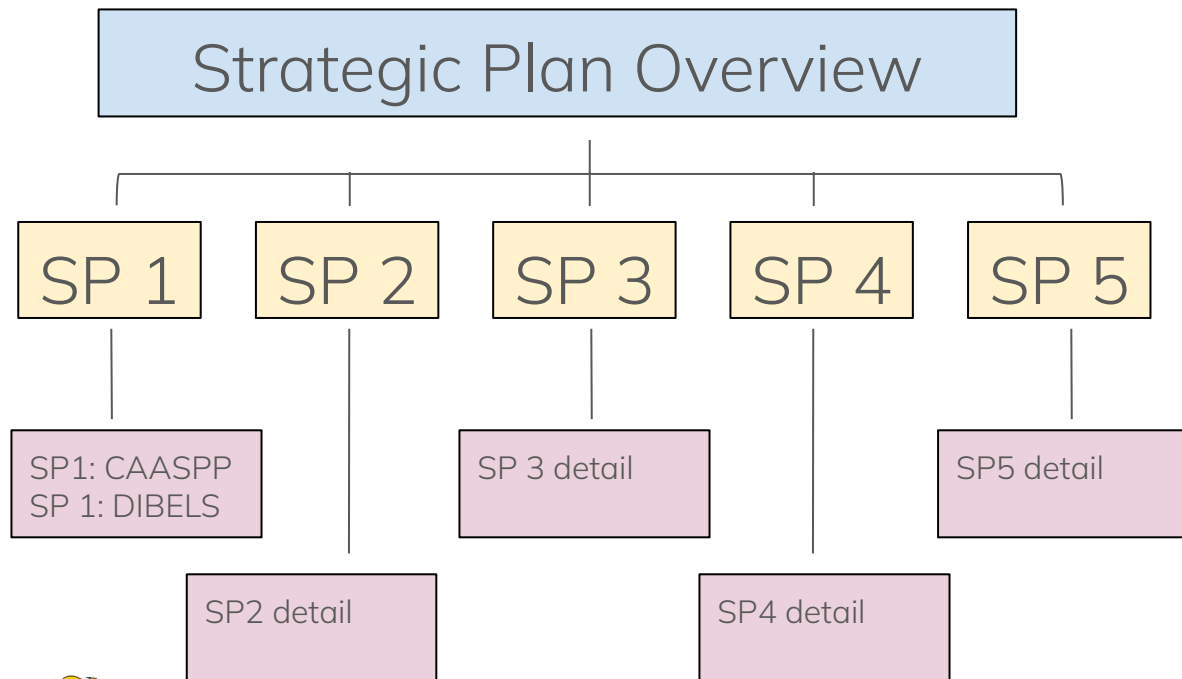
This Scorecard is designed to expand the metrics of success and support the SSFUSD Strategic Plan including our mission, vision, values, and Portrait of a Learner (POG). This Scorecard is focused on the two priority goals for 24-25 and the POG.

- Focus on 24-25 priorities: SP 1 (Exceptional Instruction) and SP 5 (Equity-centered systems)
- 24-25 is baseline (Year 1 of implementation) for many metrics)

SSFUSD Scorecard SY 24-25						
This Scorecard is designed to expand the metrics of success and support the SSFUSD Strategic Plan including our mission, vision, values, and Portrait of a Learner (POG). This Scorecard is focused on the two priority goals for 24-25 and the POG, and leverages the Progressions as a definition of success for each						
Guiding Principle	Success Indicator (orig proposed)	Metric/KPI	Data Source	Target	Notes	Dashboard display
1: Exceptional Instruction <i>Is learning relevant to students?</i> <i>Every student experiences exceptional instruction that is aligned with our Portrait of a Graduate</i>	+5% for all student groups that meet or exceed standards in ELA, Math and Science Growth on SBAC.	#% of students meeting/exceeding standard on CAASPP ELA	SBAC Results for ELA (DataQuest)	Increase by 5% for all student groups		chart, multiyear
		#% of students meeting/exceeding standard on CAASPP Math	SBAC Results for Math (DataQuest)	Increase by 5% for all student groups		chart, multiyear
		#% of students meeting/exceeding standard on CAST	CAST Data (DataQuest)	Increase by 5% for all student groups		chart, multiyear
	Inventory existing baseline data on local measures of ELA, Math, and Science Proficiency	#% of students at grade level on end of year DIBELS assessment?	Dibels (K-2) (Illuminate)		either beginning + end or growth? continue from finalized decision for 24-25	chart, 1 year snapshot
		#% of students at grade level on ELA benchmark assessment?	ELA benchmark		under discussion for 25-26. all grade levels? secondary only? all students?	
		#% of students meeting/exceeding standard	Math benchmark - SVMII qAssess (3-8, Alg 1, Geom, Alg 2) (Illuminate)		continue for 25-26? same grade levels? all students?	chart, snapshot
	Collect baseline data on the % of students and staff are aware of the Portrait of a Graduate and are using it to	#% of students report they are aware of the Portrait of a Graduate #% of staff who report they are	District Strategic Plan/LCAP survey + Focus Groups Evidence from principals at CAT			chart, snapshot



Strategic Plan Community Dashboard Architecture



Introduces District context and Strategic Priorities



Introduces Strategic Priority, key goals/actions for the current year, summary data



Detail pages with drill-down filters for schools and/or student groups, depending on metric





South San Francisco Unified School District

Strategic Plan Dashboard



Our new Strategic Plan describes our **Core Values** & the **Strategic Priorities** we will focus on to bring our **Portrait of a Graduate** to life

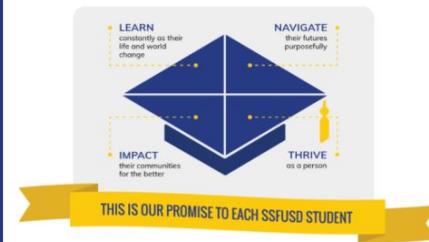
Core Values

- C** Community is our strength
- A** Authentic relationships matter
- R** Resilience propels us forward
- E** Equity is our north star

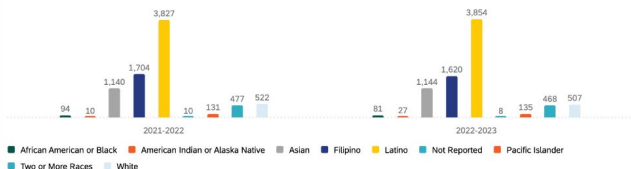
Strategic Priorities



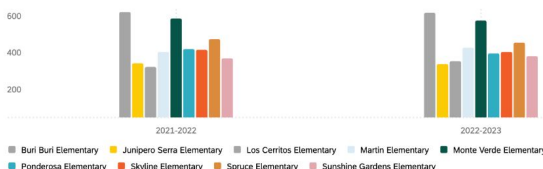
Portrait of a Graduate



Student Enrollment by Race/Ethnicity ▾

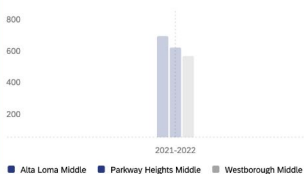


Student Enrollment by Elementary School ▾



District context:
schools, student
population,
staffing

Student Enrollment by Middle School ▾



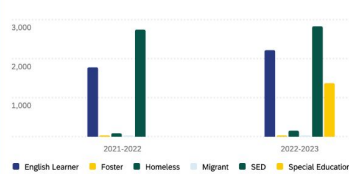
Student Enrollment by High School ▾



Student Enrollment by Grade Level ▾

Metrics ↑	2021-2022	2022-2023
Kindergarten	613	647
1st Grade	578	537
2nd Grade	607	580
3rd Grade	580	604
4th Grade	571	591

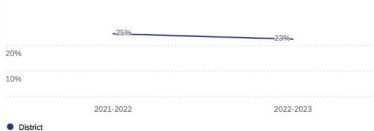
Enrollment by Program ▾



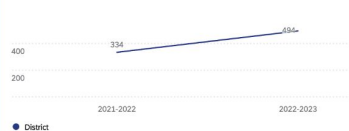
Students by Birth Country



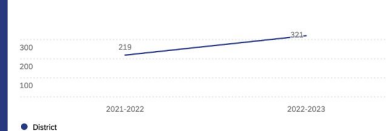
Chronic Absenteeism Rate ▾



Total Suspensions ▾



Students Suspended 1 or More Times in the School Year ▾



High-level summary
for each Strategic
Priority



Portrait of a Graduate

Our district's promise to every student in SSFUSD



Strategic Plan Goal 1: Exceptional Instruction

2024-25 Scorecard metrics include:

- CAASPP ELA, Math, Science
- DIBELS
- Math (MARS) assessment
- English Learner performance

Work in progress:

- Portrait of a Graduate awareness
- Portrait of a Graduate Learner Progressions
- Learning Walks data collection pilot





Exceptional Instruction



Strategic Priority 1: Exceptional Instruction

Exceptional instruction is the foundation that our students need to learn, thrive as people, navigate their future, and impact our society. If we want to see great instruction in every SSFUSD classroom, we need to take a multi-pronged approach. We will strengthen our instructional foundations, including: clarifying our instructional vision, adopting high-quality curriculum, and investing in teachers' professional learning, so they can implement research-based instructional strategies. We will act intentionally to meet the needs of historically-underrepresented and marginalized students, including English learners and students with disabilities. And we will test and grow innovative, engaging new learning experiences so students can develop the abilities we describe in our Portrait of a Graduate.

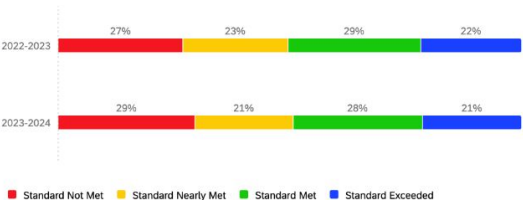
Planned actions in 2024-25

- Co-create our South City Way instructional vision
- Implement Science curriculum & assessments
- Pilot Math curriculum & assessments
- Complete two (2) Cycles of Inquiry
- Pilot Portrait of a Graduate-aligned signature strategies
- Develop plan to launch high-functioning Instructional Leadership Teams

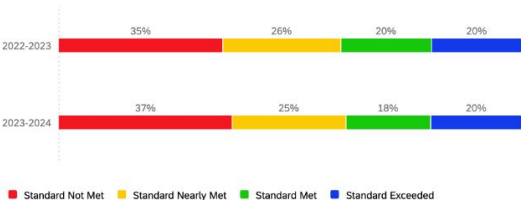
Budding Scientists



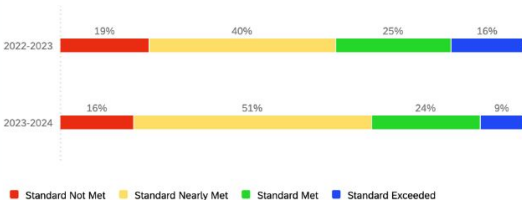
CAASPP English-Language Arts



CAASPP Mathematics



CA Science



ELPI by Elementary School

70%

ELPI by Middle School

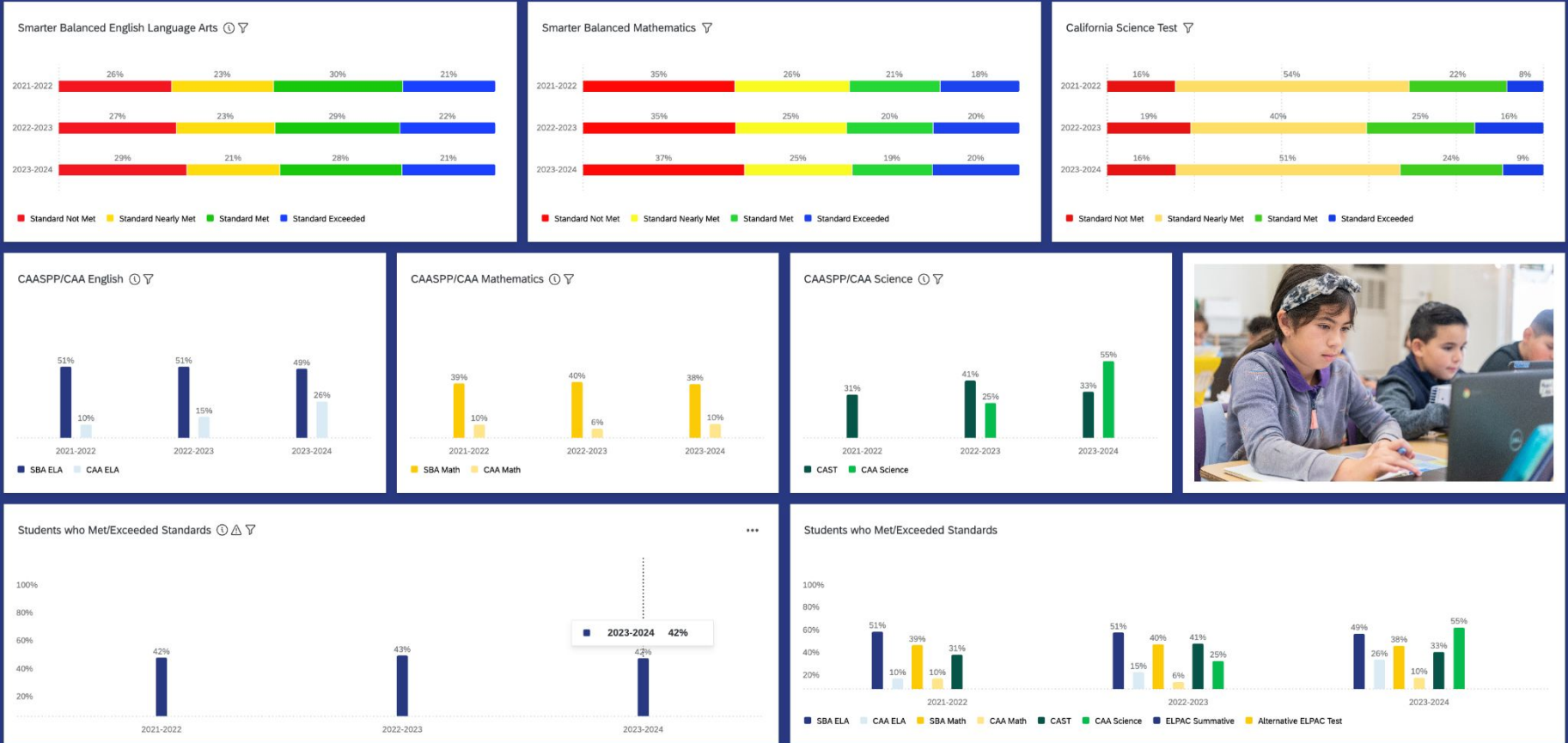
80% 73%

English Language Performance Indicator by High School

75% 60% 58%



SP 1: CAASPP detail page



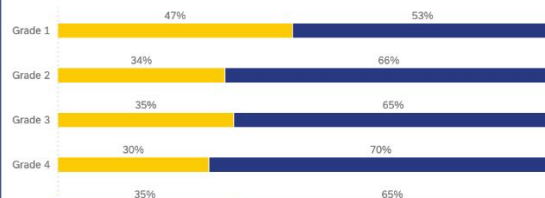
SP 1: DIBELS detail page

DIBELS Reading Assessment

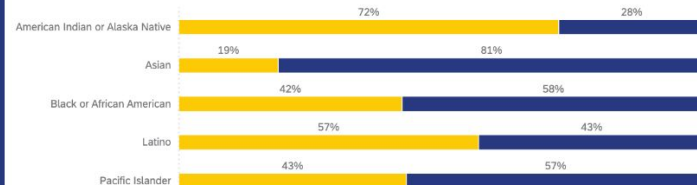


SSFUSD uses DIBELS mClass to assess and monitor students' reading skills three times a year. The DIBELS mClass assessment also serves as our universal dyslexia screener for younger students. Teachers use the assessment data to monitor progress and identify students for additional supports.

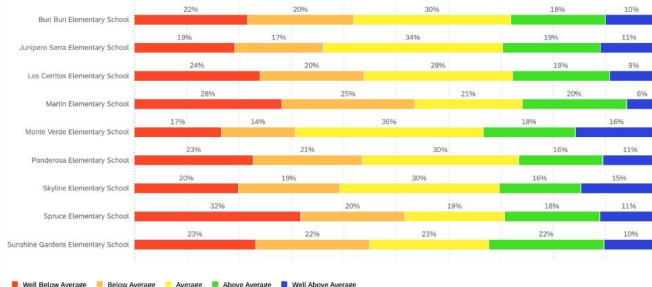
BOY Benchmark Levels by Grade Level



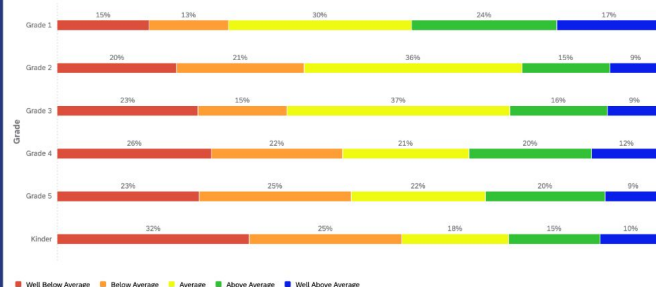
BOY Benchmark Levels by Race/Ethnicity



2023-24 Composite Growth by School



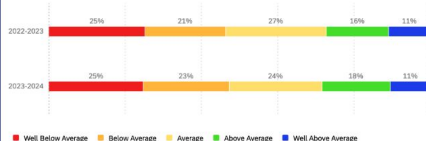
Composite School Year Growth by Grade Level



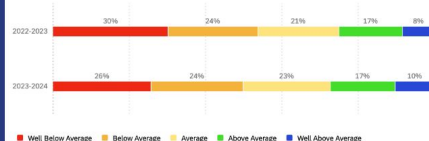
Special Education Composite Growth by School Year



Socioeconomically Disadvantaged Composite Growth by School Year



English Learner Composite Growth by School Year



Strategic Plan Goal 2: Engaged Students

2024-25 Scorecard metrics include:

- CA Healthy Kids Survey
- Chronic Absenteeism
- Suspension Rate
- Graduation outcomes
- College and career readiness

Work in progress:

- Student focus groups analysis (summary/highlights)
- LCAP/Strategic Plan community survey
- Student participation in co-curricular activities (athletics and clubs)



SP 2 Overview

PRIORITY
2

Engaged Students



Strategic Priority 2: Engaged Students

Students must be present, emotionally-prepared, and eager to engage with exceptional instruction. Deep learning begins with students feeling seen, safe, and connected. Fostering student well-being, a positive school culture, growth mindsets, and an unwavering belief that all students can learn at high levels is crucial for their academic progress and future success.

Our focus includes providing resources to ensure all students feel a sense of belonging and a desire to engage in learning every day. We are committed to preparing students to be self-directed learners, responsible citizens, and future leaders.

Planned actions for 24-25

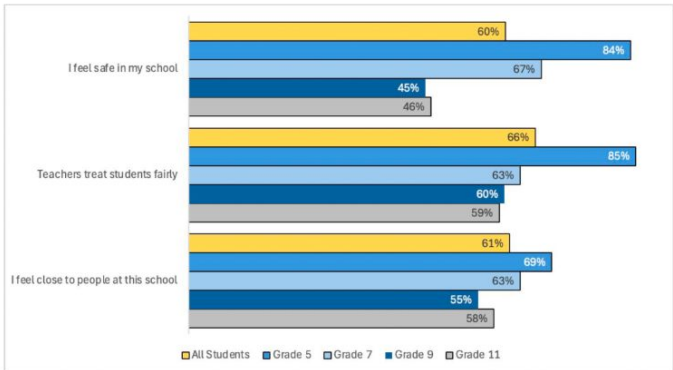
- Engage students to create a more inclusive learning environment
- Develop plan to increase mental health supports for students



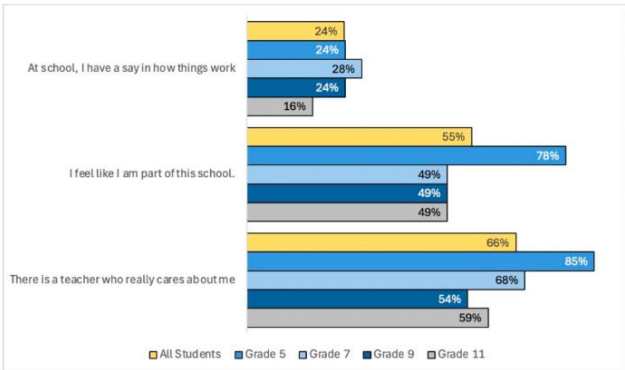
California Healthy Kids Survey (January 2025)

SSFUSD students in grades 5, 7, 9, and 11 take the California Healthy Kids Survey every two years. This survey, sponsored by the California Department of Education and WestEd, is a comprehensive snapshot of student perceptions and behaviors related to school climate, social emotional and physical well being, and adolescent behavior.

School Connectedness ①

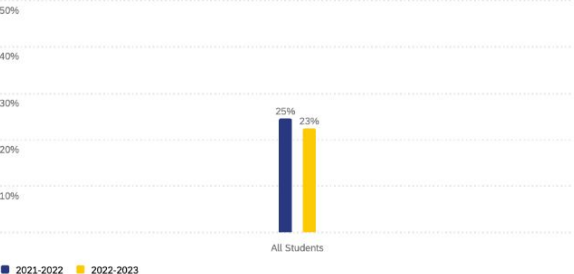


Student Belonging ①

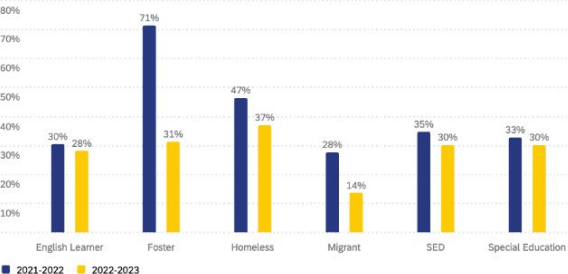


SP 2: Chronic Absenteeism detail page

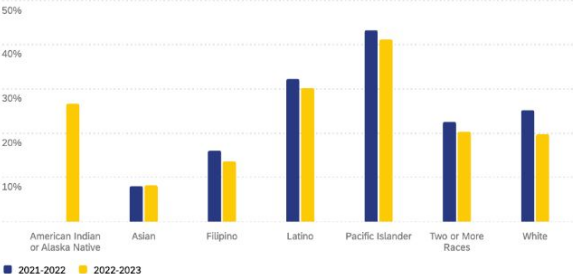
Chronic Absenteeism Rate ▾



Chronic Absenteeism Rate by Program ▾

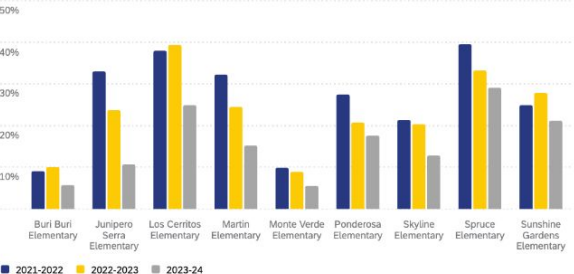


Chronic Absenteeism Rate by Race/Ethnicity ▾

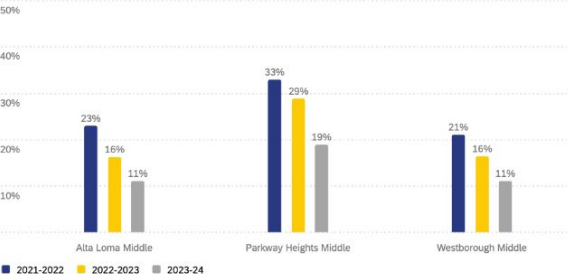


Chronic Absenteeism Rate by Elementary School ▾

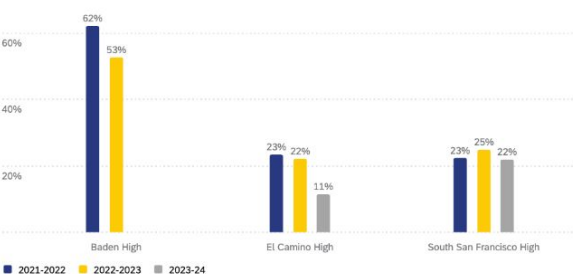
+ Add



Chronic Absenteeism Rate by Middle School ▾

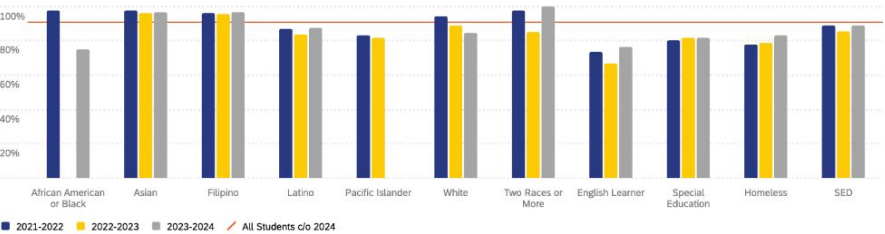


Chronic Absenteeism Rate by High School ▾

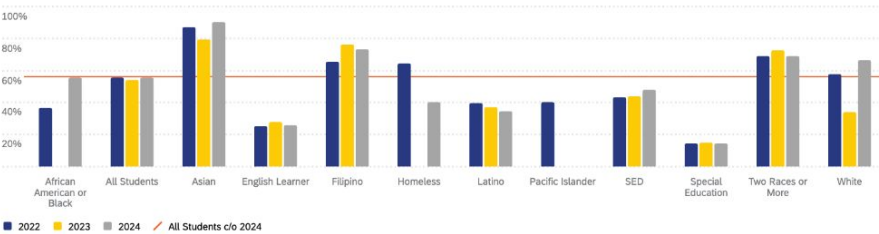


SP 2: Graduation Outcomes detail page

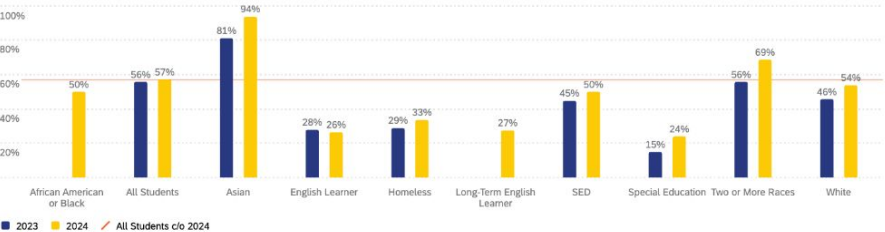
Graduation Rate ▾



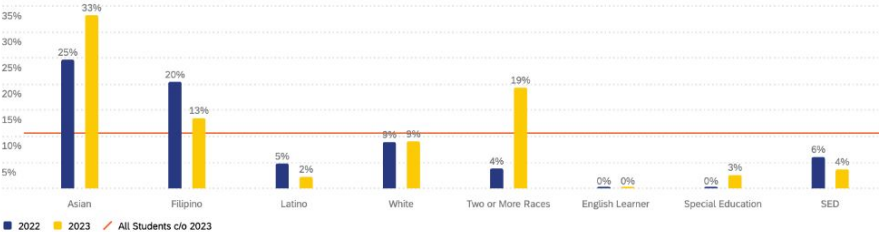
UC/CSU Requirements Met % ▾



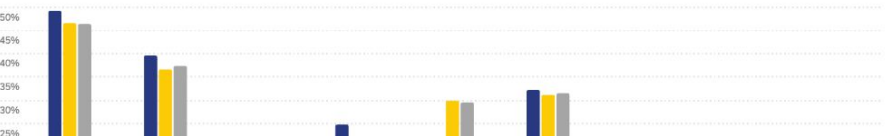
C/o 2024 College Career Readiness Preparedness % ▾



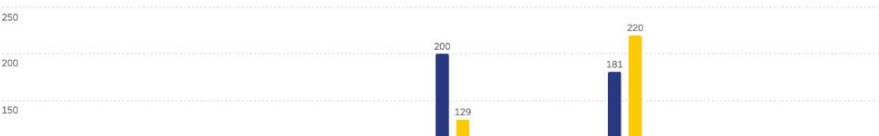
College Career Readiness- EAP Program Level 4 - Math ▾



2023-24 College Career readiness- EAP Program Level 4 - ELA ▾



AP Enrollment (Targeted Demographics) ▾



Strategic Plan Goal 3: Purposeful Partnerships

2024-25 Scorecard metrics include:

- List of partners
- CA Healthy Kids Survey results - parents/guardians

Work in progress:

- Parent focus groups analysis (summary/highlights)
- Partnership activities/highlights
- LCAP/Strategic Plan community survey



SP 3 Overview



Strategic Priority 3: Purposeful Partnerships

The power of our school system extends well beyond the school walls. Realizing our vision will require working hand-in-hand with families who are the utmost experts on their children. In the coming years, we will ensure there are transparent systems that give families a rich understanding of their students' progress, and empower them to work alongside schools to support their children. We will also leverage the broader community assets of South San Francisco and the Bay Area to provide catalytic experiences that leave students fired up and ready for the real world that awaits them.

Planned actions for 24-25

- Define a vision & roadmap for the Family Resource Center
- Operationalize our family engagement playbook

SSFUSD's Community and Industry Partners



SSFUSD is grateful and honored to partner with community and industry partners in support of our students, families, and staff. Together we are bringing innovative learning experiences to our students and families, providing rich professional learning opportunities for staff, and supporting the mental and physical well-being of students, families, and staff.



Strategic Plan Goal 4: Empowered Educators

2024-25 Scorecard metrics include:

- Teacher assignment monitoring
- Staff demographics
- CA Healthy Kids Survey - staff

Work in progress:

- Staff focus groups analysis (summary/highlights)
- Hiring and retention data
- Pipeline partnerships
- LCAP/Strategic Plan community survey



4

Empowered Educators

"MY TEACHERS ENCOURAGE ME TO ALWAYS DO MY BEST."

— LEO, STUDENT

Strategic Priority 4: Empowered Educators

We see every employee in SSFUSD as an educator. We believe our people are the fabric of our community—woven together by our diverse backgrounds, identities, and experiences. Our collective impact is bound by our shared commitment to ensure educational equity and excellence for each of our students.

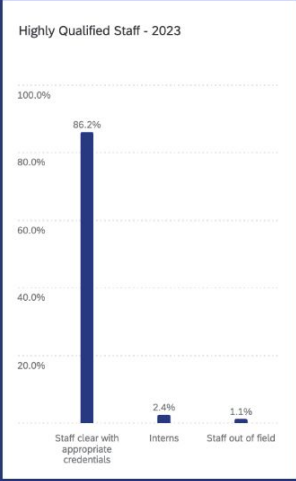
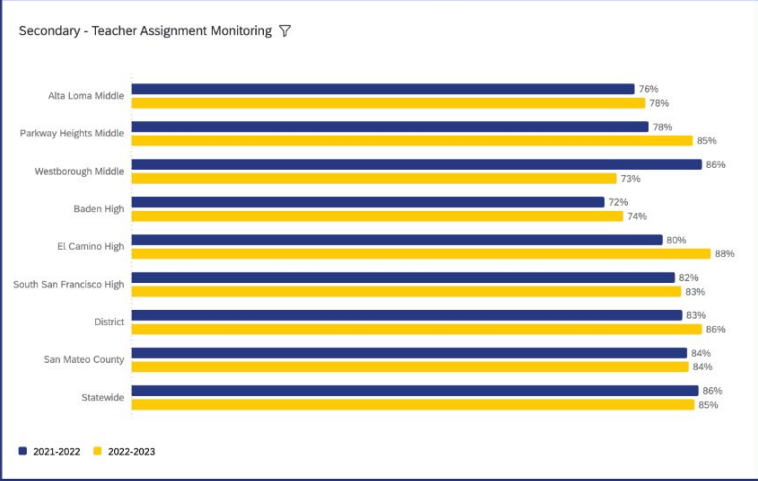
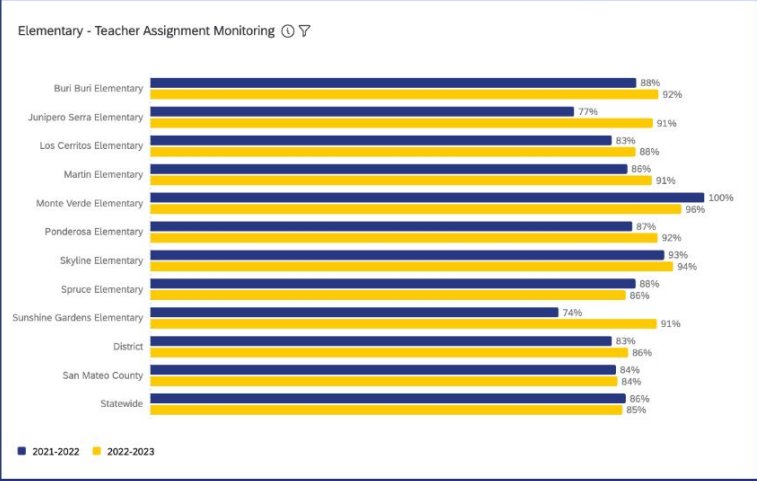
We cultivate and sustain an organizational culture that values our people and our profession. We support our people to be their best professional selves. We evolve through continuous improvement, and we embrace change through innovation. We ultimately understand that our students thrive when our educators thrive.

Planned actions for 24-25

- Co-create our Portrait of an Educator
- Improve educator & school leader recruiting processes
- Develop plan for teacher & leader pipeline programs
- Support retention & sustainability via labor negotiations

Educators image gallery

Please enable editing and configure widget



Strategic Plan Goal 5: Equity-Centered Systems

2024-25 Scorecard metrics include:

- CA School Dashboard
- Differentiated Assistance

Work in progress:

- Portrait of a Graduate Learner Progressions
- LCAP/Strategic Plan community survey



5 Equity-Centered Systems



Strategic Priority 5: Equity-Centered Systems

Transformational change will only happen if we are willing to move away from business as usual. This plan is rooted in our district's core values, including a deep commitment to advancing equity within and across our schools, as defined in our SSFUSD Board Equity Policy. To live these values, we must be willing to look critically at how we do things across the district, work with partners who have experience and expertise in this area, and make changes to keep equity at the center of our decision-making, including centering our efforts on the needs of students who have been historically marginalized or less successful.

We will build a shared understanding of what equity looks like in practice, and allocate our resources (people, time, facilities, and money) equitably and sustainably to our students and schools, in alignment with the priorities in this plan. That includes being transparent about our decision-making, our progress, and our outcomes. And it means being clear about what success looks like, gathering data and reflecting regularly to check our progress, and adjusting course to ensure we achieve our shared goals.

Planned actions for 24-25

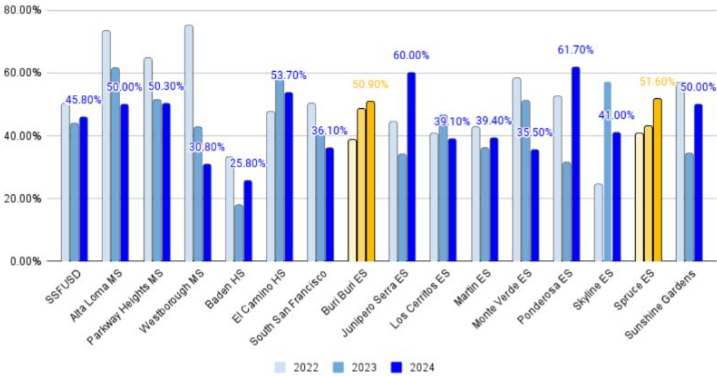
- Develop multi-year financial plan
- Clarify site & district hiring priorities
- Complete two (2) Title I project assessments
- Intro PoG & develop LEARN progressions
- Operationalize Scorecard & report progress on priority student metrics

Language-rich learning environments



SSFUSD supports our Multi-lingual Learner (MLL) programs which provide designated English Language instruction to students. Teachers and bilingual paraeducators use research-based instructional strategies to promote academic language production and mastery, and to help students access grade-level content.

English Learner Students (%) Making Progress



CA School Dashboard

The California School Dashboard is our state accountability system, and includes performance measures for schools and districts for the following categories: Academic Performance (English Language Arts and Mathematics), Chronic Absenteeism, College/Career, English Learner Progress, Suspension Rate, Graduation Rate, and Science. For each measure, schools and districts are assigned a performance level (indicated by color) based on a formula that combines both status (one-year level) and growth (change from previous year) for each student group. This Student Group report shows the District-level performance for each student group. Red and Orange indicates performance levels below standard or low and are SSFUSD's areas for growth and targeted improvement strategies.

Student Group	English Learner Progress	Chronic Absenteeism	Suspension Rate	Graduation Rate	English Language Arts	Mathematics	College/Career
All Students	N/A	Yellow	Green	Green	Orange	Orange	Green
English Learners	Yellow	Yellow	Green	Yellow	Orange	Orange	Yellow
Long-Term English Learners	Orange	Yellow	Yellow	Yellow	Red	Red	Yellow
Foster Youth	N/A	--	--	--	--	--	--
Homeless	N/A	Yellow	Green	--	Orange	Orange	--
Socioeconomically Disadvantaged	N/A	Green	Green	Green	Yellow	Yellow	Green
Students with Disabilities	N/A	Yellow	Yellow	Yellow	Red	Red	Yellow
African American	N/A	Orange	Red	--	Red	Red	--
American Indian or Alaska Native	N/A	--	Yellow	N/A	--	--	N/A
Asian	N/A	Blue	Blue	Blue	Green	Green	Blue
Filipino	N/A	Yellow	Orange	Blue	Green	Green	Blue
Hispanic	N/A	Yellow	Green	Green	Orange	Orange	Yellow
Native Hawaiian or Pacific Islander	N/A	Orange	Yellow	--	Orange	Yellow	--
White	N/A	Orange	Green	Orange	Yellow	Green	Green
Two or More Races	N/A	Yellow	Yellow	Blue	Yellow	Yellow	Green



Planning Ahead for 2025-26 Scorecard and Community Dashboard

In addition to what is listed for 2024-25 Scorecard, and based on this year's progress and discussions, potentially add the following:

SP 1 Exceptional Instruction	SP 2 Engaged Students	SP 3 Purposeful Partnerships	SP 4 Empowered Educators	SP 5 Equity-centered Systems
• ELA/Math benchmark assessment? • Students participating in inquiry-based learning?	• Students participating in career exploration activities • Students participating in peer counseling programs	• ELOP participation?	• Pipeline partnerships	•



Scorecard and Community Dashboard - Next Steps

- Continue loading baseline and current year data as it becomes available
- Continue work on user friendly features
- Add narrative sections for student/parent staff focus groups, other key initiatives
- Publish to community - Summer 2025
- Planning for 2025-26 Scorecard Metrics and Dashboard

