



District-wide Annual Priorities Update & 24-25 Priorities

Board Meeting
June 20, 2024





In June of 2023, we shared with the board our annual priorities for this school year

Priorities for 2023-2024

Academic Excellence (Teaching and Learning) DP 1

- Prioritize efforts and implement systems to improve academic excellence across the district (the "what")
- Aligned, coherent CIA & PL (prof. learning - below is "the how")
- Collaborative Cycle of Inquiry with a specific focus on the planning, rigorous, engaging lessons and teaching in ways that are relevant and engaging to students (more student discourse and agency in their learning)
- Use and monitor the use of scope and sequence via classroom visits
- Provide professional learning led to the collaborative cycle of inquiry planning and teaching steps and supporting HR in other EOS specific learning opportunities.
- Work in collaboration with HR regarding the FTE instructional framework
- Validating classrooms, collecting data, giving feedback, and reporting out
- Performance management (process and tools for turning our strategies into actions that are progress monitored) (continuous improvement)
- Implementation of programs and strengthening systems to be more equitable

Talent Management (Human Resources) DP 2

- Recruitment, hiring, placement, training, retention, and negotiations through an equity lens
- Utilize evaluation system to establish baseline data and determine a plan and system for more targeted support for continued growth & improvement in order to improve student outcomes
- Targeting recruitment more intentionally utilizing engaging methods to show our commitment to inclusion, equity, and excellence
- Shifting hiring practices that align to our aspirations for DEIB
- Work in collaboration with EOS to align to professional learning to gauge teacher and staff performance and support needed (eventually compare to student outcome data)

Operational and Fiscal Stewardship (Budgeting) DP 4

- Allocation of resources equitably
- Deepen understanding of needs at each site and align resources and monitor implementation to gauge success
- Implement beginning phases of the school bond facility
- Securing grants to support priorities
- Investment in staff via financial resources
- PL and negotiations
- Performance management (process and tools for turning our strategies into actions that are progress monitored) (continuous improvement)
- Implementation of programs and strengthening systems to be more equitable

Community engagement and connectedness (School Climate & Safety) DP 3

- Prioritize efforts and implement systems to improve chronic absenteeism across the district
- Deepen systematic implementation of programs, practices, processes and alternative supports with:
 - Restorative discipline practices
 - School safety (including MOU with police)
 - Social, emotional and mental health supports
 - Online Registration
 - Alternative to Suspension/Expulsion Program
 - Student Advisory committee
- Performance management (process and tools for turning our strategies into actions that are progress monitored) (continuous improvement)
- Implementation of programs and strengthening systems to

Continued Efforts 23 - 24 (and beyond)

- Educational Equity
- Implement
- Equity & Student Centered Strategic Plan
- Building positive, trusting, inclusive relationships & excellent customer service across all sites
- Strengthen and evaluate partnerships
- Further establishing that of a data-driven culture to understand progress and use that to drive our professional learning foci
- Communication
- Continue to utilize communication tools to ensure two way communication and transparent information sharing

In February, we aligned the priorities to our new strategic plan

Our SY23-24 annual priorities align with our new strategic priorities

SY23-24 ANNUAL PRIORITIES

5 YEAR STRATEGIC PLAN PRIORITIES

Academic Excellence



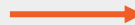
Exceptional Instruction

Community Engagement:
Absenteeism & Student Culture



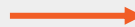
Engaged Students

Talent:
Hiring/Recruitment & Professional Learning



Empowered Educators

Culture & Communications:
Two-way Communication, Strong Relationships



Purposeful Partnerships

Culture & Communications: Transparency,
Data-driven decisions

Operations: Budgeting & Facilities

Educational Equity



Equity-Centered Systems



WE MADE GOOD PROGRESS AGAINST THIS YEAR'S PRIORITIES

HIGHLIGHTS

- **Academic Excellence (Exceptional Instruction):** Collaborative Inquiry Cycles launched at all sites and we aligned Professional Learning for next year around the Portrait of a Graduate. ●
- **Community Engagement (Engaged Students):** Suspension rates ● decreased by 7,11% & we had a 3.4% reduction in Chronic Absenteeism. ●
- **Culture/Communications (Purposeful Partnerships):** We did not send out a Spring Survey. We held a community learning exchange on May 22nd to capture the attributes of what belonging currently looks, sounds, and feels like, however. ●
- **Talent (Empowered Educators):** New hiring system (Nimble) in place for spring hiring. ●
- **Educational Equity (Equity-Centered Systems):** Developed annual processes based on new strategic plan and began implementation of our Portrait of a Graduate. ●
- **Operations (Equity Centered Systems):** Facilities improvements are being planned/put in motion with a focus on equity. ●

For a majority of the priorities this year, we made significant progress which is indicative of the green color; however, there were steps involved and metrics we outlined, that still need to be prioritized, executed, and monitored in 2024-2025.



WE HAVE REFLECTED ON HOW WE WILL ADDRESS OUR CHALLENGES



CHALLENGES

- **Clarity:** During this past year we focused on many new initiatives
 - Solution: Next year we will focus on two main priorities - Exceptional Instruction and Equity-Centered Systems and align our professional learning. This will allow us to go deep on how to continually improve our instructional practices
- **Capacity:** Our central office team is stretched between responding to site needs + launching and leading these change efforts
 - Solution - Hired a new Chief of Strategy and Communications and will develop a reorganization plan that demonstrates how resources can/will be used to more effectively support the SSFUSD Strategic Plan.
- **Data:** It is taking more time than expected to create the tools and gather/analyze the data we need to measure the impact of our work
 - Solution - Hiring a partner to help with an equity audit of our finances and work closely with our Chief of Strategy and Communications to help with progress monitoring.



WE WILL REMAIN FOCUSED ON OUR STRATEGIC PLAN

NEXT SCHOOL YEAR:

*Main focus for next year will be on **exceptional instruction** at all grade levels and continue to implement **equity-centered systems**.*

1. Exceptional Instruction

- Continue our Collaborative Inquiry Cycles (a process of continuous improvement) at schools, so we can reflect on what is working instructionally, and where/how we can adjust with a laser like focus on equity
- Roll out science curriculum, and train leaders and staff on what exceptional instruction looks like using these curricula and pilot new math curriculum.
- Build a bank of high-quality instructional strategies

2. Engaged Students

- Engage students to co-create a vision for welcoming, self-affirming, and inclusive learning environments.

3. Purposeful Partnerships

- Provide customer service training for office and district staff

4. Empowered Educators

- Develop a Portrait of an Educator that is aligned to a Portrait of a Graduate

5. Equity-Centered Systems

- Portrait of a Graduate will be embedded in everything that we do.
- Implement a focused, transparent annual planning process
- Implement an equity-centered school facilities plan to meet the needs of all students and staff



QUESTIONS & DISCUSSION

