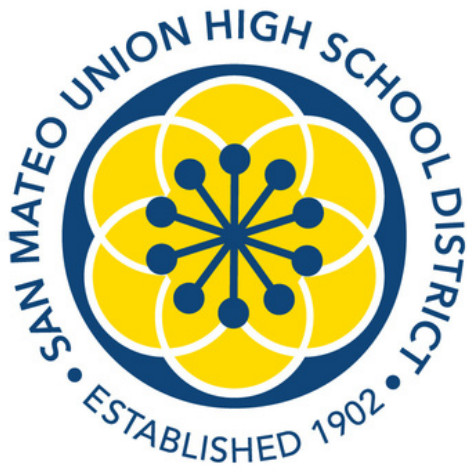




The Spotlight: 2025-2026

A YEAR OF LEARNING, GROWTH AND ACHIEVEMENT



10 Schools | 6 Cities | 1 District

Every Student Graduates

Every Student Thrives



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Superintendent's Message



Dear San Mateo Union High School District Community,

As we reflect on the 2025-26 school year and begin a new school year, I am proud to invite our community to take a moment to read about our achievements in this edition of *The Spotlight: 2025-26 - A Year of Learning, Growth and Achievement*. This report highlights the many accomplishments of our students and educators and celebrates the collective efforts of our entire District including parents, guardians, caregivers and community members. Each of these partnerships continue to strengthen our schools and communities.

Within these pages, you will find highlights that showcase academic excellence, student leadership, innovation, equity in action and the vibrant culture that defines our District. These achievements are the result of a shared commitment to student success. Whether you are a student, family member, educator, community partner or neighbor, your support and contributions help make this work possible.

SMUHSD serves students across 10 schools in six cities, united by a common purpose: ensuring that every student has the opportunity, support and resources needed to thrive. While each school has its own unique identity, we are ONE District working together to prepare students for success in college, career and life.

Our mission extends beyond academics. We strive to create safe, inclusive and engaging learning environments where every student feels seen, valued and empowered to reach their full potential. With just four years to help shape students' futures, we are intentional in providing meaningful learning experiences, strong relationships, social-emotional support and opportunities that inspire purpose and belonging.

As you read this report, I hope you see the impact of our collective efforts and the promise of what we can accomplish together. Thank you for your continued partnership, trust and commitment to the students of the San Mateo Union High School District.

With gratitude,
Randall P. Booker
Superintendent

Board of Trustees



TERI CHAVEZ, PRESIDENT



JENNIFER JACOBSON, VICE PRESIDENT



GREG LAND, CLERK



LIGIA ANDRADE ZÚÑIGA, TRUSTEE



ROBERT H. GRIFFIN, TRUSTEE

2025-26 Cabinet



Randall P. Booker
Superintendent



Kirk Black, Ed.D.
Deputy Superintendent,
Human Resources and
Student Services



Yancy Hawkins, CPA
Associate Superintendent
Chief Business Officer



Julia Kempkey, Ed.D.
Associate Superintendent of
Curriculum and Instruction



Laura B. Chalkley
Director of
Communications



Charlene Aquino
Senior Executive Coordinator
to the Superintendent and
Board of Trustees

2025-26 School Principals/Directors



Mike Jones, Ed.D.
Aragon High
School



Samia Shoman, Ed.D.
Bridge Academy



Jen Fong, Ed.D.
Burlingame High
School



José A. Gómez
Capuchino High
School



Jeff Gilbert
Hillsdale High
School



JeNora Lewis
Middle College
and Peninsula
High School



**Pamela
Duszynski**
Mills High School



Yvonne Shiu
San Mateo
High School



Angela Taylor
San Mateo Adult and
Career Education

Our District

District Mission: Statement of System Purpose and Critical

The mission of the San Mateo Union High School District is to challenge and motivate each student to achieve their full potential as a responsible member of our diverse community, in a safe learning environment that promotes intellectual growth, health, creativity, and respect for self and others.

Beliefs: Fundamental Convictions and Basic Values

We believe that:

- Each individual has equal inherent dignity and worth.
- Family is essential to the development of an individual's values.
- Learning develops the aesthetic, emotional, intellectual, practical, and social aspects of the whole person.
- Learning is a unique, personal, and lifelong experience.
- Motivation is essential for reaching one's potential.
- Higher expectations yield higher results.
- Communities have a responsibility to the individual as individuals have a responsibility to the community.
- Diversity enriches the community.

Equity Vision and Mission

Equity Vision: All students will learn in a safe, inclusive and equitable environment that validates, respects and honors their unique backgrounds, interests and identities.

Equity Mission: We will continually identify, disrupt and eliminate institutional biases and barriers to ensure that all students have the skills and knowledge to thrive physically, emotionally and academically.

Local Control Accountability Plan (LCAP): 2025-26 Goals

The San Mateo Union High School District (SMUHSD) sets annual goals through our Local Control Accountability Plan (LCAP). The LCAP is intended to help our District prioritize resources to achieve the best outcomes and experiences for our students. These goals are approved by our Board of Trustees and they guide all of the work we do in support of our students, their families, educators* and our community.



Safe & Connected Community: We are dedicated as a District to creating a culture and community in our schools and across the District that is welcoming, culturally responsive, and supportive. Effective learning environments are created when students, educators, and families are emotionally, physically, and socially safe.



Humanizing Education: All students will participate in learning experiences that are joyful, uplifting, empowering and validating of their identities.



Empowering Educators: Ensuring that educators have and utilize the tools, resources, training and professional learning that promotes a culture of well-being and learning among students.

Every student graduates

Every student thrives

*In the San Mateo Union High School District, ALL of our employees are educators. No matter their role or title, each of our dedicated educators plays an important part in the success of our students and their education.

By the Numbers

10 Schools

- Six Comprehensive High Schools
- One Continuation High School
- One Alternative School for Multilingual Learners
- One Adult School Program
- One Middle College Program

Six Cities

- Burlingame
- Foster City
- Hillsborough
- Millbrae
- San Bruno
- San Mateo

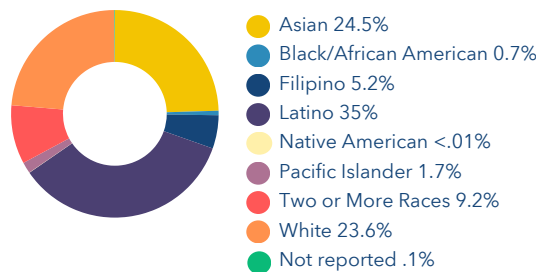
1 District



2025-26 Student Demographics*

Student Race/Ethnicity

2025-26 Total Student Enrollment: 8,700



Languages Spoken by Students/Families

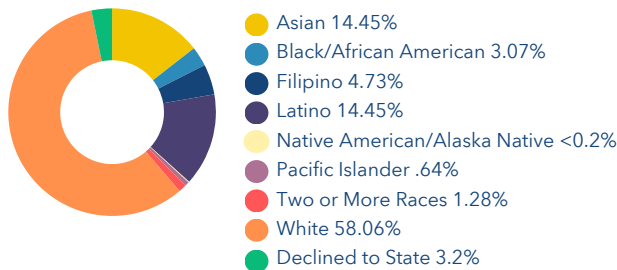


- English
- Spanish
- Arabic
- Chinese (Cantonese and Mandarin)
- Japanese
- Tagalog
- Portuguese
- Russian
- And many others

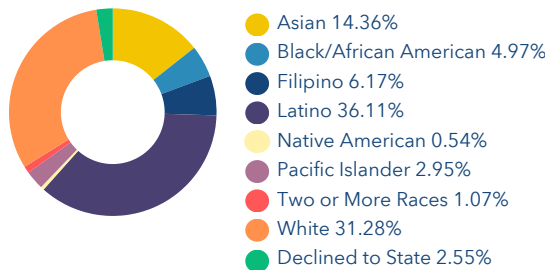
Educator** Demographics

Total number of educators: 1,527 (classified and certificated permanent and substitute)

CERTIFICATED EDUCATORS: 782 TOTAL
637 permanent certificated and 145 substitutes



CLASSIFIED EDUCATORS: 745 TOTAL
584 permanent classified and 161 substitutes



*Source: California Department of Education DataQuest

**In the San Mateo Union High School District, ALL of our employees are educators. No matter their role or title, each of our dedicated educators plays an important part in the success of our students and their education.

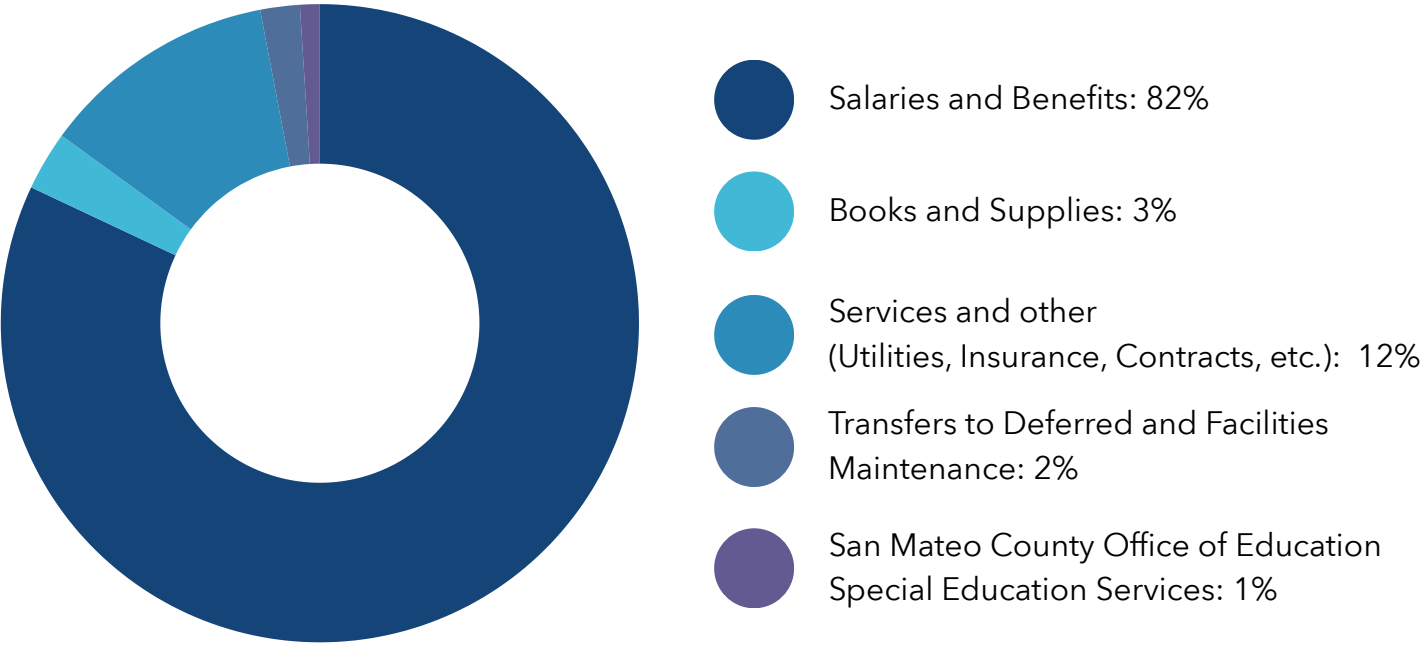
2025-26 Budget



The Finance Team celebrates a Golden Apple Award.

San Mateo Union High School District's Primary Funding Source is secured property taxes based on the assessed valuation of all residential and commercial property in the District.

- The 2025-26 Annual Budget was approximately \$248 million.
- In 2025-26, the assessed valuation grew by 4.72%.
- Visit www.smuhsd.org/budget to see the 2025-26 Budget.



Sustainability



Water Equity event panelists, with moderator Dave Emanuel of Hillsdale High School

EV Charger Project Rebate - Peninsula Clean Energy awarded SMUHSD a \$240,000 rebate through its EV Ready Program for Businesses to support our EV charging project. The funding is allocated across four sites, Aragon, Hillsdale and San Mateo High Schools, and the District Office, at \$60,000 per site to support installation of EV charging stations. This partnership demonstrates Peninsula Clean Energy's commitment to environmental stewardship and community well-being and supports the District's energy solutions for school needs.

Electric Vehicle (EV) Charging Stations and Solar Panels - Electric Vehicle (EV) charging stations have been installed and activated at sites across the District. Solar Panels have been installed with installation remaining at Mills High School. The District anticipates that all solar panels will be activated by December 2026.



Earth Week - During the week of April 19-26, sustainability facilitators at each site partnered with students, teachers, environmental organizations, and community members to organize activities that build environmental literacy. Activities included a campus clean-up day, Earth Day trivia, and promotion of reusable products instead of single-use items.

Sustainability Week - In November 2025, Sustainability facilitators from each site worked with students, teachers, environmental organizations, and community members to organize activities that promote environmental literacy. SMUHSD's Sustainability Committee, including David Emanuel, culminated Sustainability Week with a dynamic panel discussion on water equity on November 20 at Hillsdale High School. Panelists (pictured above with Dave Emanuel) included Sejal Choksi-Chugh, SF Bay Keepers; John Oberholzer Dent, Yaruk Tribe biologist; and Bill Eisenstein, River Partners. More than 100 students, parents, teachers, and community members attended.



Sustainable and Climate Resilient Schools Awards - The San Mateo County Office of Education announced the recipients, including several SMUHSD students, of the 2026 Sustainable and Climate Resilient Schools (SCRS) Awards. These awards honor those who are driving meaningful and lasting change in support of environmentally sustainable practices across their school community.



Learn more about SMUHSD's sustainability efforts:
www.smuhsd.org/sustainability.

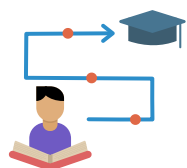
Spotlight on Student Learning and Achievement



Middle College Class of 2026



Graduates - 95% of 12th graders (2,096) graduated in 2026.*



On Track to Graduate - In the fall of 2025, 91.8% of the class of 2027 were on track to graduate.



Rigorous Course Offerings - The District continues to offer and support college level courses through a robust District-wide Dual Enrollment Program (in collaboration with College of San Mateo, Cañada College and Skyline College), Advanced Placement (AP) offerings and the International Baccalaureate Program (IB):

- o 77.5% of our 11th grade and 12th grade students were enrolled in at least one Dual Enrollment, Advanced Placement or International Baccalaureate Course.



AP Exams - 91% of 11th and 12th grade students choosing to take an AP Exam earned a score of 3 or higher.



A-G Eligibility - 73% of our graduates were A-G eligible in the 2025-26 school year meaning they were eligible to attend a school in the University of California or California State University System.*

*Student Learning and Achievement data based on preliminary reports within our student information systems. The California School Dashboard will be released in the 2026-27 school year with official results. To see the most up-to-date information, visit www.caschooldashboard.org. While the state's student data includes methodology nuances such as state-verified students who have left the District, SMUHSD data highlights the success of students who were enrolled during their senior year within SMUHSD, as verified in the District's database/student reporting sources at the end of the 2025-26 school year.

Spotlight on Student Learning and Achievement



AVID Field Trip to Cal State Fullerton



Advancement Via Individual Determination (AVID) A-G Completion - 87% of all Class of 2026 (118) AVID program students were A-G/college-ready.

AVID Post-Secondary Outcomes - Of the 98 Class of 2025 AVID students who graduated, 85 went to college immediately after high school, 50 of those students went straight to a four-year university.



Newcomer Multilingual Learner (ML) Advancement - 86.4% of ML Newcomer students who have been in our schools a full academic year advanced to the next level of ML English, transitioned into Standard Program, or were Redesignated Fluent English Proficient (RFEP).



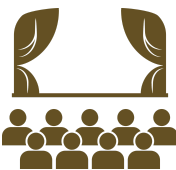
College Attendance: From the class of 2025, 79% of our students enrolled in a two- or four-year college after graduation.



Career Technical Education (CTE) - The District offered 45 CTE core subject courses enrolling 2,471 students for the 2025-26 school year.



School Engagement - In the Panorama survey, 59% of our students responded with feeling a sense of belonging at school.



Visual and Performing Arts Classes - 79% of students were "ever" enrolled in a VAPA class by the end of this school year. 50% were enrolled in a VAPA class for the 2025-26 school year. (This includes CTE courses that may also fulfill the VAPA requirement.)

Equity



Student Equity Council workshop

Student Equity Councils (SECs) at each of our high schools provide students with opportunities to lead and promote diversity, equity, inclusion, and accessibility (DEIA) on their campuses. Through training, collaboration, and project-based work, students identify ways to strengthen school culture and create more inclusive learning environments for all students. The District hosted training workshops in the fall and spring semesters for Student Equity Council members. The three-day fall training was attended by approximately 150 students and allowed for onboarding, community building and a time to focus on the work at each school. Students took part in projects that addressed dehumanizing language, sports equity, accessibility and cost barriers. More than 100 students attended training in the spring semester. Activities included sessions on:

- Building connections with SEC leaders from other schools
- Practicing empathy and listening more deeply to student experiences
- Understanding what's beneath the surface of equity work (people, power, policy)
- Learning from what's working at other schools
- Leaving the workshop with clear next steps for SEC projects

Board Policy Update - Nondiscrimination Harassment - On September 10 the Board of Trustees approved policy language changes to Administrative Regulation 5145.3 (Nondiscrimination/Harassment) which includes protections for transgender and gender-nonconforming students. The District's approach included adopting California School Boards (CSBA) language revisions where possible and making revisions in the best interest of students, parents and guardians where needed. The policy review included: acceptance of gender identity recognizing student's asserted Identity; use of names and pronouns - respecting requests without requiring legal documents; access to facilities, programs, activities in alignment with Education Code 221.5(f); and Dress Code/Uniforms - freedom consistent with gender identity.

Black Educator Affinity Group - Using resources from the California Anti-Bias Grant, the group continued to serve as a meaningful Districtwide professional community for African American educators through eight convenings, one of which was at the Domini Hoskins Black History Museum. The group also extended its impact through partnership with the Black Teacher Project and administrator professional learning focused on inclusion, belonging, and support for BIPOC educators. Finally, the annual Panorama Survey of staff saw improved outcomes related to staff relationships, increased knowledge and skills around bias and racism, greater feelings of belonging, and more practical tools for administrators. Overall, the group contributed to broader District goals around creating a more inclusive culture, sustaining support networks for staff, and strengthening leadership practices that better support BIPOC educators.

Equity



4th Annual San Mateo County Pride Prom

Pride Prom 2026 - The 4th Annual Pride Prom was held on Friday, April 17 on the College of San Mateo campus. SMUHSD welcomed 188 students from all over San Mateo County to the inclusive and free event! Visit www.smuhsd.org/prideprom for an event recap.

Equity Visits - The District completed its second year of Equity Visits as part of its commitment to being an anti-racist organization dedicated to reflection and ongoing learning. Equity Visits are rooted in our Anti-Racist Transformational Journey and the SMUHSD Instructional Framework, these visits advance our shared mission to:

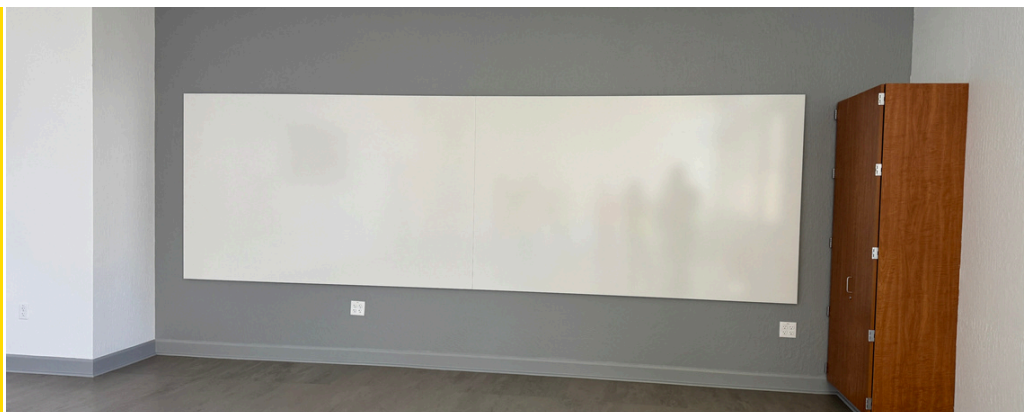
- Confront systemic inequities.
- Build trust and accountability within our community.
- Center student voices and lived experiences.

District educators visited each of the nine high school campuses. They visited classrooms, heard directly from students and educators, and reflected on how school experiences are supporting equity, access, and belonging. This provided professional learning opportunities for both the visiting team of administrators and teachers as well as meaningful feedback to the host school.

Equity Advisory - A dedicated team of educators, parents, caregivers and community members participated in seven meetings during the 2025-26 school year. The committee reviewed District data (such as academic outcomes, attendance, and discipline), provided input on key initiatives like the Local Control and Accountability Plan (LCAP), and discussed ways to improve student experiences, especially for groups who may face barriers. Through small-group discussions and collaborative problem-solving, members help identify needs, share perspectives, and recommend actions that promote belonging, access, and success for every student.

Emergency Response Protocol: Unidentified Individuals Attempting to Remove a Student, Educator or Parent/Guardian - On September 25 Trustees approved a District-wide Emergency Response Protocol providing guidance to school sites in the event that unidentified individual(s) (e.g. claiming to be federal law enforcement) attempt to abduct or remove a student, educator or parent/guardian from a campus without proper identification and a valid judicial warrant. This protocol shall be implemented in alignment with the San Mateo County Big 5 Emergency Protocols, specifically the Lockdown/Barricade response. The Board's decision follows Governor Newsom signing the Safe Schools Act which includes AB 49 and SB 98 intended to strengthen protections for California students and families from immigration enforcement activity on school campuses. AB 49 prohibits school employees from allowing immigration officers on campuses or sharing student information without a warrant or court order and requires immigration officers who are allowed on school campuses to be restricted to areas where students are not present. SB 98, known as the Sending Alerts to Families in Education Act, requires schools and universities to notify students and staff when immigration enforcement officers are present on campus.

Measure L Bond Updates



Classroom Transformation Project

The San Mateo Union High School District wishes to extend its gratitude to the voters and taxpayers of our District for their support of Measure L - a \$385 million general obligation bond, passed by voters in 2020, to make improvements to facilities across the District.

Moody's Investors Service maintains a Aaa rating on Measure L. This is the best possible rating for a general obligation bond and reflects the District's ability to repay debt. This means Measure L is a solid investment for our taxpayers in addition to being a great investment for the future of our students and their schools.

On August 28 the Board of Trustees adopted a resolution to issue the remaining \$96.25 million of its Measure L bond authorization. The bond sale resulted in very competitive interest rates and received significant investor attention due to the District's 'Aaa' bond credit rating. The District completed its Measure L bond sales one year ahead of the original schedule. The overall interest rate of Measure L is 3.0%, which is far below the original estimate of 5.75%. The principal and interest costs for Measure L total \$547.4 million, which is \$267 million less than what was represented to voters at the time of the election in 2020.

Learn more: www.smuhsd.org/measureL

Measure L Construction Projects Completed in the 2025-2026 School Year

Burlingame High Gym and San Mateo High Athletic Training Complex - Thank you to the hundreds of students, educators and community members who joined us at ribbon cutting ceremonies in August 2025 to celebrate the completion of construction of the Burlingame High Gym and San Mateo High Athletic Training Complex.

- **BHS Gymnasium** - Construction began in June 2024 and was completed in August 2025 with a budget of \$40.5 million. The 37,492 square foot building features a full-size gym, with locker rooms, a weight room, and coaches' offices on the first floor, and a practice gym and multipurpose room on the second floor.
- **SMHS Athletic Training Complex** - Construction began in June 2024 and was completed in July 2025 with a budget of \$23.58 million. The approximately 20,085 square foot building features a gym which may be used for basketball, volleyball or badminton, as well as locker rooms, a training room, coaches' offices and a classroom.



Measure L Bond Updates



Solar Panels at San Mateo High School

Measure L Construction Projects Completed in 2025-2026

- **Classroom Transformation Projects** - The Classroom Transformation Project (CTP) is a \$106 million general education classroom modernization project. The transformation includes replacing student furniture, teacher furniture, technology, flooring, ceilings, LED lighting, walls, and the teaching wall. The summer of 2026 transformations will take place at Burlingame and Capuchino, with Aragon and Mills to follow in 2027 - ending with Hillsdale and San Mateo in the summer of 2028.
- **Building C HVAC** - Burlingame High School - \$3,020,000
- **HVAC Controls** - Burlingame and Mills High Schools - \$736,934
- **Solar Photovoltaic (Solar Panels)** - Districtwide - Anticipated to be complete December 2026 - \$12,840,000

Other Construction Projects Completed in 2025-26

- **Public EV Charging** - Districtwide - Completed April 2026
- **EV Fleet Chargers** - Transportation - Completed April 2026
- **Kitchen Upgrades** - Burlingame, Hillsdale, Mills and San Mateo High Schools - Completed September 2025
- **Backup Generator** - District Office - Completed August 2025
- **Temporary Portables** - Bridge Academy - Completed August 2025
- **Kiln** - San Mateo High - Completed August 2025
- **Modernization** - SMART Center's Venus and Saturn Rooms - Completed August 2025
- **LED Stadium Lights** - Burlingame High - Completed August 2025
- **Boiler/Chillers** - Hillsdale High - Completed August 2025
- **One-Button Lockdown Test** - Peninsula High - Completed April 2026

Facilities Master Plan

SMUHSD has embarked on a Facilities Master Plan (FMP), our comprehensive, long-term roadmap, that guides decisions about maintaining, modernizing, expanding, and funding school facilities to support the district's educational mission and student needs.

The plan evaluates the condition of buildings and infrastructure, analyzes enrollment trends and campus capacity, identifies deferred maintenance and modernization needs, prioritizes capital improvement projects, and provides cost estimates and implementation timelines.

Our FMP is important following the passage of Proposition 2 (2024), which authorized \$8.5 billion in state school facility bond funding for K-12 schools, to support modernization, repairs, new construction, career technical education facilities, and health and safety improvements.

Learn more: www.smuhsd.org/fmp

Curriculum and Instruction



SMUHSD School Counseling Team

New Courses of Studies - Educators developed and the Board of Trustees approved the following new courses of study to provide additional rigorous opportunities for our students:

- ML Environmental Science
- Intro to Business
- Entrepreneurship
- Broadcast Journalism
- College & Academic Success
- Physical Education 3
- Coming in 2026-27
 - Sports Medicine
 - Health Care Careers
 - Career Exploration and Life Planning

Career Expo - More than 200 SMUHSD students and their family members attended the 5th Annual Districtwide Career Expo on February 26, at Hillsdale High School. Students learned about high-paying careers, networked with industry professionals, participated in hands-on activities and learned about various opportunities from the 35+ representatives from Bay Area companies, apprenticeships and training programs. The main goal of the Career Expo is to educate and expose students to opportunities for high-paying careers that don't necessarily require a four-year degree.



Artificial Intelligence (AI) Update - SMUHSD continues to advance its strategic goal of preparing students and educators for a rapidly changing world shaped by emerging technologies. AI represents both a significant opportunity and a critical area for thoughtful, equity-driven professional learning. On November 20, our Board approved job descriptions for an AI Capstone Teacher, an AI Fellowship #2 as well as AI Fellowship Lead Instructor and Assistant Instructor, with the ultimate goal to support the District's work in using artificial intelligence ethically and to advance student learning. Additionally, the District formed an AI Taskforce, a collaborative group of students, families, educators, and community members working together to guide how artificial intelligence is used in our schools. The group gathered input, studied research, and developed recommendations to share with the School Board, helping shape clear guidance and a thoughtful path forward for AI in our classrooms.

Professional Development (PD) - Over the course of the year, certificated educators participated in four days of professional learning in August, October and culminating in January with two days. The shared District Instructional Framework, grounded in Humanizing Pedagogy, continued to guide the work for professional learning to support strong teaching and meaningful learning for students.

Summer Leadership Professional Learning - Site leadership teams analyzed refined equity goals and collaboratively planned for the 2026-2027 school year. Leaders engaged in learning sessions focused on integrating District priorities into the instructional framework, modernizing syllabi through an equity lens, and navigating developing guidance on cell phone policies and AI in education. The two-day session, held in early June, concluded with planning time designed to ensure site leadership teams left with concrete, aligned communication strategies for staff openings this August.

Curriculum and Instruction



Trades Day at USS Hornet, Alameda

The Personal Finance Work Group is a cross-site team of educators charged with designing and implementing a new one-semester personal finance graduation requirement in alignment with AB 2927. The group has worked collaboratively to develop a student-centered course that builds essential financial literacy while considering how key economics concepts can be meaningfully integrated. The group addressed critical implementation logistics, including the timeline for piloting the course in 2027-28 and full graduation requirement rollout in 2030-31, how the course will coexist with or potentially replace the economics requirement, and options for scheduling across sites. The team has explored models such as pairing the course with existing electives, offering hybrid or shared sections across schools, and ensuring access even with varying enrollment levels.

Career Technical Education (CTE)

- **Update** - On March 10, Director of Curriculum and Assessment, Dr. Brian Simmons, and Kris Shouse from the San Mateo County Office of Education, presented an update to the SMUHSD Board regarding the District's CTE Program. This was the fourth update in a series of discussions which shared how the District's approach to CTE pathways, dual enrollment, and the College and Career Indicator (CCI) intersect and reviewed implications of potential CTE and elective-related graduation requirement changes, while grounding the discussion in student participation data and program realities.
- **Field Trips** - On November 13, more than 135 students, enrolled in various CTE classes at Aragon, Burlingame, Capuchino, Hillsdale, Mills and San Mateo High Schools, attended the Construction Industry Education Foundation's Trades Day event in Alameda. Students engaged with professionals across the trades and construction management fields. Other opportunities included field trips to Gilead Sciences, Autodesk and the Sheet Metal Workers' Local 104 Training Facility.

San Mateo Adult & Career Education (SMACE) proudly served over 3,500 adult learners.

SMACE's Annual English as a Second Language (ESL) Graduation

Ceremony was held April 22, and honored 20 advanced-level ESL students who successfully completed all levels of ESL coursework. These students demonstrated exceptional dedication and academic preparedness, passing rigorous assessments in grammar, listening, reading and writing.



Summer School - More than 1,900 students attended one of four summer school offerings throughout the District. Multilingual Learner Summer School took place at Peninsula High School. Two sessions of the Credit Repair/Acceleration Program took place at San Mateo High School (SMHS). The Extended School Year program, open to students identified by their Individualized Education Program Team, was also at San Mateo High School. A non-graduating class of 2026 program was also offered with an in-person (at SMHS) or remote option. 106 teachers and 77 classified staff members were on hand to support the students.

Human Resources



SMUHSD Instructional Technology Curriculum Coordinator Dom Bigue presents at the new teacher orientation.

Benefits - The Human Resources Department continued to successfully support the District-wide rollout of the Difference Card - an employer-funded Health Reimbursement Account (HRA) debit card that works alongside District-provided medical insurance to offset employee out-of-pocket expenses, helping the District to lower overall healthcare costs without cutting back on existing employee benefits.

Newly-Hired Teacher Support Program - This year, 48 newly hired teachers participated in our New Teacher Support Program (renamed SCOPE for the 26-27 SY). Newly hired teachers participated in an orientation and series of workshops to help them align their practices with the SMUHSD Instructional Framework. Teachers enrolled in the program attend up to five workshops over a two year period of time, and have the opportunity to earn transcript units through our partnership with the University of the Pacific.

Educator Tenure and Permanency - On October 23, the Board of Trustees recognized 87 educators, both certificated and classified, who have earned tenure or permanency - a milestone which affirms that an educator has become an essential, invaluable part of the District's learning community by demonstrating skill, compassion, and a steadfast belief in the potential of every student who walks through their door.



2025-26 Hiring at a Glance

Classified

- 39 Classified Educators
- 46 Classified Substitutes

**SMUHSD started the 2025-26 school year without any certificated vacancies!*

Certificated*

- 53 Teachers
- 3 San Mateo Adult and Career Education (SMACE) Teachers
- 36 Substitute Teachers (includes 4 retirees and 5 SMACE Substitute Teachers)
- 3 Counselors
- 1 Psychologist
- 1 Administrator (Assistant Director, SMACE)

Human Resources



Instructional Coaching Workshop

Classified to Teacher Program - The District supported nine aspiring classified employees interested in pursuing teaching credentials. These employees are working on either degree completion or credential preparation at a partner institution: San Jose State, San Francisco State, and Notre Dame de Namur. This year, the District was proud to support two more program completers, with four program participants - Webster Cruz, Nancy Fraser, Russell Horton, and David Lopez are currently teaching in the District.

Teacher Induction Program - The District supported 32 teachers this year, with 14 recommended for a clear credential in June. Across the District, 23 mentors provided support for teachers in special education and general education classrooms. Mentors engaged in seven mentor colloquiums and candidate meetings throughout the year focused on supporting novice teacher development as well as applying the revised California Standards for the Teaching profession to their practice.

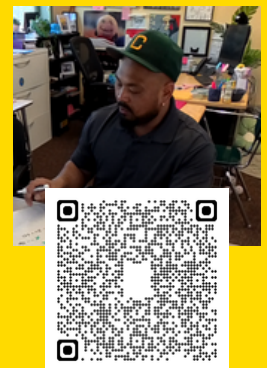
Instructional Coaching and Evaluation - This year, 36 certificated employees provided support through instructional coaching or mentoring. Our coaches and mentors provided support for over 140 certificated employees undergoing full evaluations. Instructional coaches assist with setting professional growth goals and engage educators in coaching inquiry cycles throughout the fall and spring. Additionally, instructional coaches participate in year-round professional learning, starting with a full-day kickoff event in August, and continuing with nearly monthly meetings to strengthen their ability to facilitate equity-focused conversations with the teachers they support.

Volunteers - 610 individuals registered as volunteers for the 2025-26 school year. The Human Resources team also supported school sites by assisting with their Live Scan mobile events.

Negotiations - The Board of Trustees has approved a tentative agreement with the SMUHSD Teachers Association in June. The Board approved contract reopeners with California School Employees Association (CSEA) Chapter 519, and American Federation of State, County and Municipal Employees AFSCME) in June.

Read about Classified to Teacher Program Participants:

Webster Cruz



Russell Horton



District Governance and Operations



SMUHSD hosted weekly dinners and grocery support at Capuchino, Hillsdale and San Mateo High Schools.

The Board held Study Sessions this year as a way to prioritize learning and discussion on the following topics:

- Budget - November 6
- District English Language Advisory Committee (DELAC) - April 23
- Artificial Intelligence - May 14
- Special Education - June 3

Initiative to Support Students with Food Insecurity - Following the loss of federal Supplemental Nutrition Assistance Program (SNAP) benefits on November 1, the Board of Trustees voted unanimously to approve an initiative and resolution which allowed our District to address the crisis of food insecurity within our community.

Through this program, SMUHSD:

- Provided over 1,100 \$50 grocery cards to students intended to support those who had temporarily lost this benefit. The District ended the grocery card portion of this program the week of November 17, when SNAP benefits were restored to families.
- Served over 9,200 dinners on Sundays from November 9-December 21 at Capuchino, Hillsdale and San Mateo High Schools for all SMUHSD families enrolled in SNAP and the Free and Reduced Lunch Program.
- Provided 4,500 bags of shelf stable groceries from Mi Rancho Market valued at \$112,500.



School Safety Collaboration with Public Safety Agencies - In August 2025, District and school administrators met with the San Mateo Police Department and other public safety agencies to discuss school emergency preparedness including role playing for an active intruder event.

Coast2Coast Advocacy for Special Education Funding - Board President Teri Chavez and Board Clerk Greg Land traveled to Washington, DC in April to attend the California School Boards Association (CSBA) - and the Association of School Administrators (ACSA) on the Coast2Coast Conference where they met with legislators to advocate for full funding of the Individuals with Disabilities Education Act (IDEA).



District Governance and Operations



ACSA Region 5 Awards

Association of California School Administrators (ACSA) Region 5 Awards - Dr. Julia Kempkey and Dr. Samia Shoman were both recognized at the ACSA Region 5 Administrators of the Year Awards Gala on April 24. Dr. Kempkey, associate superintendent of curriculum and instruction, was named as the Curriculum and Instruction Administrator of the Year. Dr. Shoman, Bridge Academy principal and manager of academic support programs, was named as the Secondary Principal of the Year. These awards honor the impactful work these leaders have accomplished which strengthens systems, uplifts communities, and improves outcomes for students.

The Robert H. Griffin Leadership Award honors individuals whose leadership exemplifies excellence, equity, and commitment to student success. This award is named in recognition of Trustee Robert H. Griffin, a deeply rooted community leader whose lifelong commitment to public education reflects both personal experience and professional conviction. On December 18, the Board of Trustees presented the inaugural Robert H. Griffin Leadership Award to Dr. Samia Shoman, principal of the Bridge Academy and manager of Academic Support Programs.



Mobile Communications Devices in Schools - On March 26, the Board voted unanimously to implement a District-wide policy banning student use of cell phones for the entire school day (also known as a “bell-to-bell” policy) starting in the 2026-27 school year. On May 7, the Board voted to approve the purchase of Quiet Case pouches for students starting in the 2026-27 school year. San Mateo High (which has had a bell-to-bell policy since 2019) will continue to use Yondr pouches in 2026-27. On June 25, the Board adopted policy which will include a ban on cell phones and all student personal computing devices (e.g. Macbooks, tablets, smartwatches, etc.) during the school day. In addition to the adoption of the bell-to-bell policy, the District is committed to developing and implementing a comprehensive digital citizenship curriculum to ensure students build the skills needed to navigate technology in healthy, responsible, and appropriate ways. Learn more: www.smuhsd.org/cell-phone-policy.

The SMUHSD Student Board Council is made up of 17 student representatives from each of the District’s high schools who represent diverse interests of the student body. On December 2, 12 students attended the California School Boards Association's Annual Education Conference where they learned about: good governance; budget basics; community engagement; advocating on student concerns and funding priorities; communications best practices and presenting information to the Board. Additionally, students supported the development of numerous proclamations for Board approval and participated in discussions with District leaders about artificial intelligence, the new District cell phone policy and more. Learn more: www.smuhsd.org/student-board.



Communications



Voler Strategic Advisors videographer with Middle College students

National School Public Relations Association (NSPRA) Awards - The SMUHSD 2024-2025 Annual Report, "The Spotlight" was recognized with an NSPRA Award of Excellence in the Publications and Digital Media award(s) category. SMUHSD's Districtwide Electronic Newsletter and its Facebook page for Spanish Speaking Families were also recognized with Honorable Mentions in the Publications and Digital Media award(s) category.

Videography - The Communications Team directed the production of the following videos in English and Spanish:

- Middle College at a Glance
- Construction Update
- Facilities Master Plan

Watch all of SMUHSD's videos on the SMUHSD YouTube Channel.



Prioritizing Accessible School Newsletters - In Spring 2026, the Communications Department collaborated with Peninsula High School and Capuchino High School on creating more accessible and user-friendly newsletters for families. The purpose of the collaboration was to provide families with a newsletter that is not only ADA friendly but also accessible in their preferred language. The team continued to assist Aragon High School with their weekly newsletter.

Interpretation - Multilingual Communications Specialist Dulce Hatch, developed a process to certify SMUHSD staff interested in serving as Spanish interpreters for the District, including a brief interview, an evaluation of interpreting skills and an assessment of their educational terminology knowledge. The communications department provides interpretation services in multiple languages for a wide range of school events, including Back to School Nights, ELAC meetings, Athletic Parent Sports Nights, 8th Grade Parent Nights, PTO meetings, College Info Nights, and others.

Outreach to Schools and Latino Parent Organizations - The District's Multilingual Communications Specialist continues to visit Latino parent meetings across the District to promote the SMUHSD Spanish Facebook page and Instagram account. The goal is to ensure Spanish-speaking families receive timely and relevant information in their primary language.

Communications



Capuchino High's 75th Anniversary Celebration

75th Anniversary Celebration at Capuchino - The Communications Team supported the planning and promotions of Capuchino's 75th Anniversary Celebration on October 25. Over 300 Capuchino students, educators, alumni, family members and community members celebrated the 75th anniversary of the school which opened its doors in September of 1950. Assemblymember and CHS Alumni Diane Papan spoke at the event. Learn more: chs.smuhsd.org/anniversary

LinkedIn Growth - LinkedIn School Pages continue to see increased followers and engagement, with the highest engagement rate related to posts about student achievement and Field Trips. Followers (as of June 22):

- SMUHSD: 2,004 (+261 since January 1)
- Aragon: 2,557 (+223 since January 1)
- Burlingame: 2,747 (+376 since January 1)
- Capuchino: 88 (+22 since January 1)
- Hillsdale: 422 (+318 since January 1)
- Middle College: 32 (Created in October 2025)
- Mills: 1,532 (+160 since January 1)
- Peninsula: 55 (+13 since January 1)
- San Mateo: 2,483 (+302 since January 1)

Key takeaways include:

- LinkedIn users (both followers and non followers) are more likely to interact with our posts (Comment, Like, Repost) when a company or person is tagged in the post.
- More high school students have an established LinkedIn presence.
- Alumni continue to engage with school page content



Transcreated Content involves awareness of and appreciation for the cultural nuances of multilingual audiences rather than exclusively creating direct translations of English content. During the 2025-26 School Year, the Multilingual Communications Specialist transcreated more than 270 pieces of content specifically for our Spanish speaking community. This content was shared on the SMUHSD page on Facebook for Spanish speaking families, SMUHSD Facebook page and Instagram page, and in SMUHSD newsletters.

- **Spanish Facebook** - From July 1, 2025 - June 22, 2026, the SMUHSD Spanish page on Facebook has 56,280 views, 565 content interactions and 496 followers.
 - The most popular posts have been related to events specifically for Latino parents including Latino Parent Organization (LPO) meetings and events, Cultural Nights, San Mateo High's Grupo Folklórico performance (April 24) and posts in general about Family Engagement Coordinators.
 - The Multilingual Communication Specialist continues to engage in person at events to encourage our Spanish speaking families to follow the page on Facebook.

Mental Health and Wellness (MHW)



In October 2025, members of the Mental Health and Wellness Team participated in a professional development session that involved a drum circle.

Establishment of Full-Time Clinical Supervisor Position - This school year, the Mental Health and Wellness (MHW) Program established a full-time, permanent Clinical Supervisor position. This addition is a critical step in building a well-developed and sustainable internship and training program. With consistent supervision, mentoring, and structured professional development, we are able to expand mental health supports for students and families, strengthen service quality, and cultivate a strong pipeline for training, hiring, and retaining clinicians.

Strengthening a Comprehensive, Multi-Tiered System of Support (MTSS) - During the 2026 Spring Semester, the MHW Program continued to strengthen and expand its MTSS across all school sites. Through a balanced focus on Tier 1 prevention, Tier 2 targeted interventions, and Tier 3 individualized services, the program ensured that students had access to timely, responsive, and developmentally appropriate mental health support.

Increased Student Engagement Through Innovative Outreach and Programming - Across the District, Wellness Centers expanded creative and accessible approaches to student engagement, including:

- Wellness-centered classroom collaborations across disciplines
- Interactive tabling events and campus-wide outreach initiatives
- Therapy dog visits, wellness fairs, and student-led programming
- Expanded use of Wellness Centers as safe, welcoming, and stigma-free spaces

Professional Development - This fall, the MHW team participated in a half-day training with Epoch Education, focused on cultural humility, courageous conversations, and compassionate dialogue. Educators engaged in reflective practice using the RIR (Recognize-Interrupt-Repair) Protocol and the Cycle of Inference framework to deepen their ability to support inclusive, affirming, and culturally responsive experiences for students, families, and colleagues.

Mental Health and Wellness (MHW)



Ryan Matlow, Ph.D. of Stanford's Department of Psychiatry and Behavioral Sciences and April Torres, SMUHSD Director of Mental Health spoke with staff about supporting the mental health of newcomer and immigrant youth.

Partnership with Stanford - The MHW Program, in collaboration with the Multilingual Learner Programs team, continues meaningful collaboration with Stanford's Department of Psychiatry and Behavioral Sciences to strengthen staff capacity in supporting immigrant and newcomer youth.

Community Partnerships - The MHW Program continues its strong commitment to partnering with community-based mental health agencies to ensure students, families, and staff have timely access to prevention resources, education, and support.

- Through an MOU with allcove San Mateo, the District provides students with workshops, classroom presentations, and direct referral pathways to youth-centered clinical and wellness services.
- The MHW Team collaborates with Rape Trauma Services RTS and Community Overcoming Relationship Abuse (CORA), both of which offer workshops, classroom presentations, student groups focused on healthy relationships, and ongoing tabling at lunch and school events to increase visibility and access.
- In addition, the National Alliance on Mental Illness (NAMI) continues to support SMUHSD students through stress management groups and mental health education delivered in partnership with school sites.



Strengthening Student Voice, Belonging, and Cultural Connection - School sites continued to prioritize programming that builds connection, identity, and belonging, including:

- Expansion of affinity-based groups such as Latino Boys Club, Girls Groups, and Peer Support Groups
- Student-led cultural events and community-building activities
- Collaboration with student leadership groups and campus organizations

Academic Support Programs



AVID Senior Standout Presentation at the April 30 Board Meeting

Ethnic Studies

- Ethnic Studies teachers participated in various professional development opportunities this year. In the fall, educators attended an all day professional learning workshop hosted by the San Mateo County Office of Education at the Jefferson Union High School District office. SMUHSD hosted part one of a two-part professional development series in the District focused on building safe and strong classroom communities through Ethnic Studies pedagogy. In the spring semester, Ethnic Studies teachers participated in two days of professional learning focused on various access points into the curriculum for students and co-constructing lessons together.
- The District welcomed two Ethnic Studies coordinators this year to provide direct teacher support.

Advancement Via Individual Determination (AVID)

- All AVID students grades 9-12 attended at least one college field trip in the 2025-26 school year. All AVID seniors completed at least one college application.
- AVID students across the District were admitted into over 50 different universities; included all of the UCs and CSUs in addition to private schools such as LMU, USF, and Occidental among many others.
- AVID educators and the Board of Trustees recognized four 12th grade AVID standouts at their April 30 Board Meeting.



Student Health



SMUHSD, with the Kyle J. Taylor Foundation and the Peninsula Health Care District, hosted a heart screening event in February 2026.

2nd Annual Heart Screening Event - Over 270 youth participated in a free heart screening event held in February and hosted by SMUHSD, Kyle J. Taylor Foundation and the Peninsula Health Care District. Five abnormal electrocardiogram (ECG or EKG) were detected and seen by an on site with a cardiologist for followup. Eight echo-cardiograms were provided to identified students with abnormal screenings and referral to follow up care were provided. Nearly 30 community members were seen as walk ins. A total of 509 youth have been screened since February 2025.

Trainings - The Student Health Team delivered several training sessions to ensure student health and safety:

- G-tube feeding administration as well as potential emergencies and appropriate actions
- Individual anaphylaxis emergency response plans and EpiPen administration
- Individual seizure emergency response plans and emergency medication administration
- Proper medication administration protocol
- Health Aide training on the clinical recognition of asthma and standardized protocols for intervention and care
- Health Aide and Athletic Trainer training on the emergency administration of epinephrine auto-injectors (EpiPens, Auvi-Q, Neffy) and anaphylaxis management
- Opioid overdose response, including the assessment of clinical signs and the administration of intranasal Naloxone (Narcan).
- Comprehensive medical emergency preparedness training for high school administration teams, covering critical protocols for asthma, seizures, anaphylaxis, and diabetes management

Stanford Teen Mobile Health Van provides free wellness services to students who are 12-25 years old who are uninsured, underinsured, homeless and/or in need of sensitive health care support. 436 students were served through three school visits this year. Learn more: www.smuhsd.org/teen-health-van



Employee Wellness



57 staff members and coaches were trained and certified in CPR, AED and First Aid.

Preventative health screenings and seasonal vaccine protection - In September, the District delivered 216 Flu Shots and 185 Biometric Screenings for staff throughout the District.

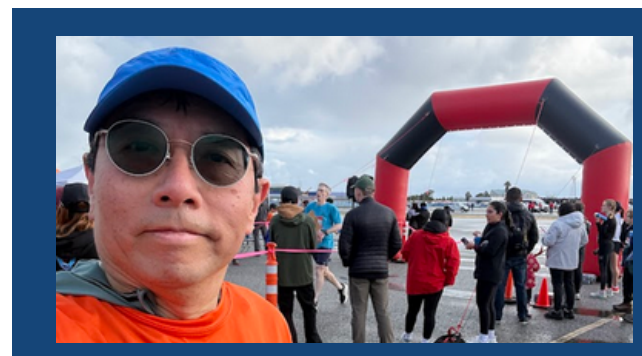
Eco-Commuting - Ana Herold, Health Services & Employee Wellness Lead, presented on SMUHSD's Eco-Commuting Incentive Program at the Commute.org Employer Summit on February 24. The SMUHSD Employee Wellness Program was recognized with a Gold Level Certification award from Commute.org for the number of employees participating in the Commute Star program. 214 educators qualified for the District's eco-commuting stipend.



First Aid Training - 57 staff members and coaches were trained and certified in CPR, AED, and First Aid at a District training.

Wellness Classes and Offerings - SMUHSD continues to offer onsite and virtual fitness classes attended by hundreds of educators each semester. The District continues to engage in corporate partnerships with a number of fitness centers and other wellness businesses that offer discounts to educators.

Active healthy lifestyle incentives - The Employee Wellness Team processed incentives for 31 educators participating in races or adult recreation leagues. SMUHSD employees can receive \$150/semester or \$300/school year for Race/Adult League Reimbursements!



Student Services



Student Behavior - The latest SMUHSD data from 2024-25 shows positive trends in student behavior.

- General suspension rates decreased by 21.5% compared to the prior year (2023-24), resulting in the lowest loss of instructional time since 2020-21.
- The Alternative to Suspension (ATS) program is proving highly effective, with approximately 74.5% of participating students not incurring a subsequent suspension, leading the District to focus on aligning ATS with restorative practices to address violence.

Enrollment - The District's overall enrollment totals are approximately 8,700 students, aligning closely with adopted capacity and staffing levels, indicating the District is operating at full capacity utilizing available staffing. Student Services hosted evening enrollment events on January 14 and January 28 to better support families of incoming 9th graders who may find it difficult to visit the District Office during regular business hours, offering a more accessible opportunity for assistance with the enrollment process.

Gateway Collaboration - Student Services has built a strong and positive partnership with Gateway Community Schools, a temporary education program that gives students a chance to positively re-engage in their learning and make progress toward high school graduation, helping create a more supportive and seamless transition for students moving to and from Gateway. Students typically participate in the Gateway program for one or two semesters and may stay longer, with permission.

Collaboration with Partner Districts and Schools

- Enrollment Assistance - Student Services worked with San Mateo-Foster City School District (SMFCSD), Parkside Intermediate School, Borel Middle School, and Bayside Academy to host in-person events to help families complete the enrollment process. In January, the team assisted families of incoming 9th grader needing assistance with the enrollment process outside of the District's normal business hours at an evening event.
- Outreach to 8th Graders - Student Services attended 8th grade nights at comprehensive high schools to answer questions about the enrollment and transfer process.

College of San Mateo Foster Youth Partnership - Student Services has developed a partnership with the College of San Mateo's Extended Opportunity Programs and Services (EOPS) / NextUp Department, grounded in the shared belief that foster youth benefit from continued support beyond high school and deserve clear access to the tools and resources available to them.

Multilingual Learner (ML) Programs



SMUHSD educators attended the CalNEW learning day "Understanding & Supporting Newcomers at School."

Professional Learning - Educators have participated in a wide range of professional learning experiences and collaborative workdays, furthering the District's commitment to meaningful access and best practices for multilingual learner (ML) students.

Family Engagement Coordinators supported hundreds of families with the required Data Confirmation process in July and supported families with an array of needs and to connect them with District and community resources. Family Engagement Coordinators were instrumental in scheduling families for the Medi-Cal clinics hosted at Bridge Academy, San Mateo High School, Hillsdale High School and Capuchino High School.



MLP School Social Workers continue to build partnerships with our community-based organizations to provide services and support to our ML students and families with quarterly Community Network Meetings at different hosting sites by our partners. MLP continues to partner with allcove San Mateo, Faith In Action Bay Area, El Centro de Libertad and CORA (Community Overcoming Relationship Abuse) and Kara Grief Support. Medi-Cal HSA will continue to offer clinics where families can work directly with Medi-Cal representatives to complete their applications, and connect families to CalFresh. SMUHSD has assisted over 65 families to either submit a new or re-new their Medi-Cal applications.



Multilingual Learner (ML) Programs



Multilingual Learner Summer School took place at Peninsula High School.

ML Intake and College Access

- At the end of April, nearly 100 Newcomer students participated in the first District-wide 12th grade Newcomer field trip in SMUHSD to the College of San Mateo (CSM). The goal of this experience is to provide students with a firsthand look at college life, learn more about the ESL program, and introduce them to key campus resources that will support their transition to higher education.
- On March 23, 40 incoming 9th-grade newcomer students participated in a transition experience hosted by the SMUHSD Multilingual Learner Program teams. Representing middle schools across the San Mateo-Foster City School District, students from Abbott Middle School, Borel Middle School, Bowditch Middle School, and Bayside Academy spent the day exploring both San Mateo High School and Hillsdale High School.
- A New ML Intake process was implemented this year and 224 8th graders across all partner middle schools and some private schools were assessed and interviewed by the ML Program team, ensuring more accurate placement for 9th graders.

ML Summer School took place on the Peninsula High School campus in Burlingame from June 3 - July 2 and offered 124 students the chance to strengthen their English language skills, improve grades and obtain new academic credits.

Supporting Newcomers - The Multilingual Learner (ML) Newcomer Intake Counselor conducted training with College and Career Advisors to discuss Newcomer college access needs, review data per school site and discuss best practices in supporting newcomers' college pathways. A new Newcomer English course is offered at two sites and is specifically designed for students with limited or interrupted formal education (SLIFE). Newcomer English focuses on developing foundational literacy, English language proficiency, and academic skills through explicit, scaffolded instruction in a small-group setting.



Special Education Support Services



2nd Annual SELPA Awards

Special Education Local Area Plan (SELPA) - Special Education team members attended the San Mateo County Special Education Local Plan Area (SELPA) Community Advisory Committee (CAC) meetings held on February 11 and April 8. Where the CAC assist in advising the SELPA Governing Board, SELPA Administrator and, local plan and, parent education.

SELPA Recognizes SMUHSD Educators - The following educators were recognized at an awards ceremony on January 30 by the San Mateo County SELPA and its Community Advisory Committee (CAC) for their dedication to students with disabilities:

- Janette Iñiguez - Special Education, Executive Assistant
- Jennifer Vilfort, BCBA - Behavior Program Manager
- John Paul "JP" Luana - Ed Specialist at Hillsdale High

Summer Professional Development Opportunities - The Special Education Department provided all its staff the opportunity to participate in professional development prior to the start of the 25-26 school year. Sessions included in-person training on the Woodcock Johnson V standardized tests of cognitive and academic abilities directly from the publisher, as well as an "IEP Bootcamp" led by Assistant Director of Special Education, Scott Reardon to assist Special Education staff in growing their capacity in understanding the "Golden Thread" of assessment, goals, and services which links a student's assessment, treatment and progress ensuring that they receive the best supports for their needs.

Unified Special Olympics - On November 12, Hillsdale High School hosted a Unified Special Olympics Kickball event welcoming students from Mills, Burlingame, Terra Nova and Jefferson High Schools! This event brought together more than 100 students of all ability levels and members of the community for a day of fun. More than 50 students from SMUHSD's Adult Transition Programs (ATP), Bay University and Bay Quest, participated in the Unified Special Olympics Basketball Event held at Burlingame High School on March 27. The District partners with Special Olympics of Northern California on various events throughout the year. The mission of Special Olympics of Northern California is to create an inclusive community where people with and without intellectual disabilities can make connections, develop healthy lifestyles, achieve success, and experience the joy of sports.



Special Education Support Services



Bay Academy Holiday Boutique

Bay Academy Holiday Boutique - On December 10, more than 25 Bay Academy students and their teachers and instructional assistants, representing eight classroom businesses, held a Holiday Boutique at the District Office to offer handmade goods in exchange for donations to their classrooms. Items offered included: hot drinks and candy, baked goods, tie dye apparel, coasters/pins/magnets, sugar scrubs, body butters, keychains, and dog treats.



Districtwide CPR/AED Certification - The Special Education Department hosted a CPR/AED Certification Session in January. More than 140 instructional assistants (who work directly with our students) and additional classified staff took the three-hour training for adult/child/infant CPR certification. Staff were also trained on how to use Automated External Defibrillators (AED), which are located at each school site and District Office.



Extended School Year Summer School - More than 145 students participated in the Extended School Year, open to students identified by their Individualized Education Program (IEP) Team. Each Friday, students were treated to an afternoon dance party with a DJ.



Technology Support Group (TSG)



TSG Director Simon Bettis presents at the New Teacher Orientation.

Chromebooks - In the summer of 2026, TSG supported the procurement of new 14-inch Chromebooks for incoming 9th graders to support the requirement that students use District-issued devices while on campus. Standardized devices provide a secure testing environment, seamless access to District educational technology resources, and equitable access to digital learning tools for all students. As the District adopts a policy banning student use of cell phones for the entire school day also known as a “bell-to-bell” policy starting in the 2026-27 school year, Chromebooks will serve as the primary technology tool for instruction, collaboration, and research throughout the school day. The larger 14-inch screen offers more workspace for educational applications and assignments, while upgraded processors improve performance for multitasking and other demanding learning activities. Together, these enhancements will provide students with a more reliable, efficient, and productive learning experience.

QuietCase - TSG supported the Curriculum and Instruction Department in the procurement of QuietCases to be used to implement the new District policy banning the use of cell phones and other mobile devices during the school day.

Enterprise System Support - Maintained high-volume support for account access, system troubleshooting, and platform usage for students, families and educators (i.e. Canvas, Aeries, Frontline, Parent Square.)

Cross Department Collaboration

- Strengthened collaboration with the Curriculum, Human Resources, and Student Services Departments on course coding, attendance, and reporting improvement. Addressed timekeeping, scheduling, and calendar issues across departments. Continued development of automation tools and system integrations.
- TSG supported Student Services and the Multilingual Learner Program teams in entering and validating data for incoming Multilingual students, including placement, assessment preparation, and California Longitudinal Pupil Achievement Data System (CALPADS) reporting.

Summer School Support - TSG supported the Summer School program, ensuring student and staff connectivity for over 1,500 students and over 120 certificated and classified educators, including onboarding, technology logistics, summer schedule setup, and grade processing.

Support of Career Technical Education - TSG set up and deployed multiple Career Technical Education MAC and PC digital labs across the District.

Aeries Con - TSG’s Data Team attended the Aeries Fall Conference to gain new skills and knowledge.

Business and Operations



SMUHSD's recent Bus Driver Training participants included a van driver, vehicle mechanic and current bus driver upgrading their certificate.

Strong Financial Position and Financial Operations

- Received Positive Budget Certifications from San Mateo County Office of Education (SMCOE) for the Adopted Budget, First Interim, and Second Interim budget reports
- Successful Financial Audit with no adjustments or findings
- Successful Measure O & L Bond Performance and Financial Audits with no adjustments or findings

Transportation

- **Bus Driver Hiring** - Hired two new school bus drivers in the 2025-26 school year bringing the total number of dedicated professionals to 27 certified school bus drivers and five Special Education van drivers, further increasing the reliability of transportation services by reducing dependence on alternative transportation companies.
- **Bus Driver Training Program** - Our next training class has begun and includes a current Special Education Van Driver and our new Vehicle Mechanic, both of whom will obtain a Commercial Driver License and California Special Driver Certificate upon completion, as well as a School Bus Driver who is upgrading their California Special Driver Certificate to remove restrictions.
- **Increased Special Education Transportation Support** - Transportation began services to two non-public schools, which previously required alternative transportation. This resulted in three new routes.
- **Electric Bus Fleet Infrastructure Updates** - Twenty-two electric charging stations are in operation for the current electric fleet.
- **Electric Bus Rollout** - Deployment of the District's electric school bus fleet continues and is expected to expand in 2026.

Business and Operations



San Mateo High School Turf Field undergoes regular maintenance.

Maintenance

- **Work Orders** - The Maintenance Department completed 5,213 work orders in the 2025-26 School Year.
- **Grounds Upgrades** - The Grounds team completed major field improvements across multiple sites enhancing field safety and drainage. The team also supported large-scale tree pruning efforts and managed Districtwide chemical applications.
- **Paint Upgrades** - The Paint team completed extensive exterior and interior painting across the District and contributed to a scoreboard project.
- **Electrical Upgrades** - The Electrical team responded to critical infrastructure needs, including troubleshooting and supporting a 21kV transformer failure. The team completed point-to-point systems at multiple schools and sites, retrofitted theater catwalks with LED lighting, relocated washer and dryer units, and replaced inverters at theaters. Additionally, the team completed the PAC LED retrofit, a marquee installation, main breaker and AED replacements, Transportation WiFi yard installation, scoreboard support, and Districtwide rekeying.
- **Mechanical Upgrades** - The Mechanical team completed a wide range of system improvements, including coil flushes, register replacements, and system rebalancing, relocation of a DP switch, and installation of a new boiler and domestic hot water system. Additional work included compressor replacement, preparation and support for heating, storm drain and manhole installation, pool boiler repairs, and ongoing Pelican system troubleshooting across multiple campuses. The team also redesigned and installed new ductwork for the acid room exhaust fan at a site, completed pool drain repair and concrete work, and replaced make-up air units. Additionally, the team made HVAC improvements and Districtwide backflow testing.
- **Carpentry Upgrades** - The Carpentry team enhanced functionality and addressed structural needs to stay ahead of painting work and also supported a scoreboard installation.



Business and Operations



Orchestra Concert in the Aragon Theater

Operations

- **Burlingame and San Mateo High Gym Facilities** - The team successfully outfitted the new gym facilities at Burlingame and San Mateo with all essential operations equipment and supplies, ensuring both sites are fully prepared to support athletic and instructional activities.
- **Professional Development for Operations Staff** - The team conducted an educational and practical job-alike training for all Operations staff, featuring hands-on seminars. These sessions supported skill development and reinforced consistent operational standards throughout the District. The team conducted Turf Maintenance training including reassessing turf usage trends and developing an updated standardized process to meet the high-use needs within the District. Additional efforts included work to meet ADA compliance standards, assessing and improving site radio reception, coordinating summer project site planning, and completing deferred maintenance site inspections, along with associated cost proposal assignments.
- **Key Operational Accomplishment** - The Operations team completed the mandatory District reports, including a comprehensive evaluation tool for assessing the condition of school facilities.



Facilities Use Revenue

- **Year-to-Date Total** - \$2,640,215.74 (through May 2026)
- **Site Disbursements** - \$100,126.61 distributed in August and \$85,831.30 in January, totaling \$185,957.91 for the year.

Business and Operations



Kitchen remodel at Burlingame High School

Student Nutrition

- **Universal Meals** - In the 2025-26 school year, Student Nutrition has served over 1,200,000 meals at no charge to students. This has included introducing monthly scratch cooked specials and more options at sites with new equipment.
- **Sunday Meals for Students Facing Food Insecurity** - The Student Nutrition Department quickly planned, structured, and coordinated with staff to prepare meals for families in our District who were impacted by the SNAP benefit shortage. This project provided over 9,200 meals over the seven weeks of Sunday service from November 9-December 21.
- **Serving Updates** - Food courts have been replaced at Hillsdale, Mills, and San Mateo. Students now have a more visual method of viewing meals receiving efficient service.
- **Kitchen Remodels** - Construction to provide new cooking equipment to support universal scratch cooked meals has been completed at Burlingame, Hillsdale, Mills, and San Mateo. The new equipment has supported scratch cooked meals, better tasting food, and more efficient cooking times at these sites.
- **Staffing** - The program continues to be fully staffed including substitutes. The department continues to have monthly training to support and review the program, District, and health standards.





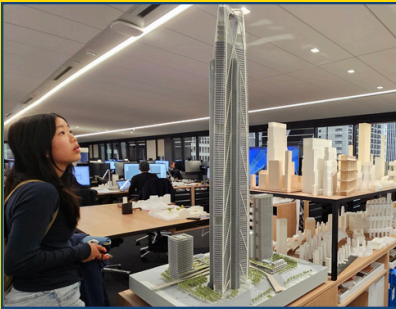
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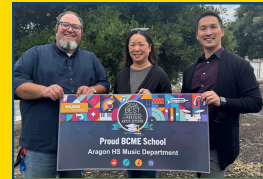
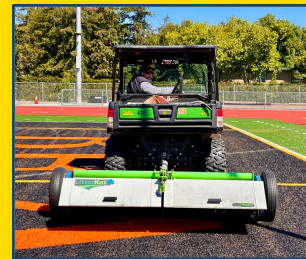
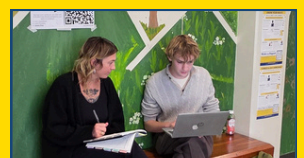
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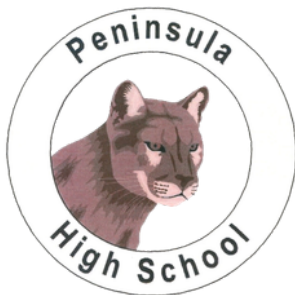
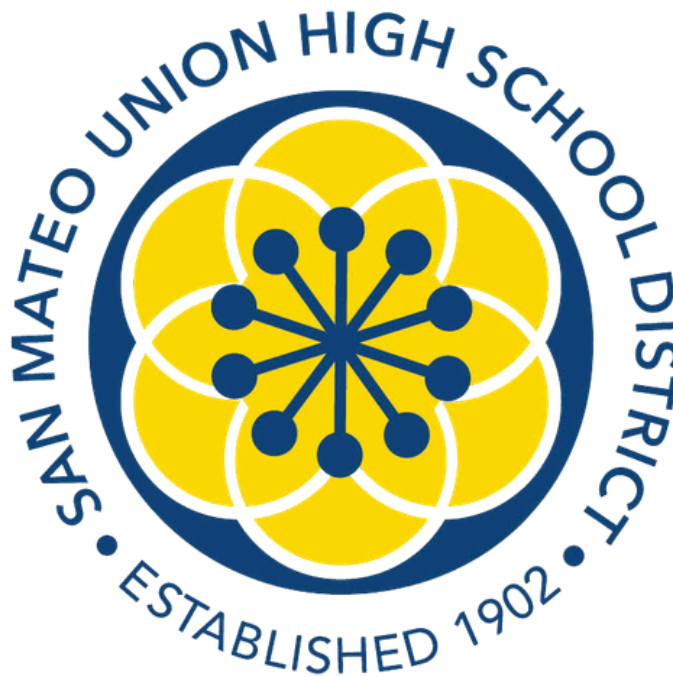
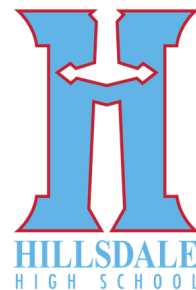
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Every student thrives**