SAN LEANDRO UNIFIED SCHOOL DISTRICT
SUPERINTENDENT'S MIDYEAR UPDATE
ON STRATEGIC ACTION PLAN IMPLEMENTATION
FEBRUARY 2015

January 2015 serves as the midyear marker for the first year of the implementation of the San Leandro Unified School District's Strategic Action Plan. The following midyear report serves as information regarding the progress being made in each of the following five focus areas:

1. Student Achievement, Access and Equity
2. Technology
3. Community and Public Relations
4. School Safety, Health and Wellness
5. Facilities

Midyear Progress Towards Goals

Goal #1 Student Achievement, Access and Equity

SLUSD will ensure social justice through access to a high quality and comprehensive instructional program in which all students meet or exceed national standards and demonstrate career and college readiness in 21st century learning environments. Access to career and college readiness through consistent high quality will close the opportunity gap by creating equitable outcomes for students, particularly for those who have been historically underserved.

EMPLOYEE DEVELOPMENT, RECRUITMENT & RETENTION

- Our district has negotiated a 3.25% salary increase for our teachers, classified support staff, and unrepresented groups.
- Teachers, Classified Support Staff, and Administrators have received more high quality professional development to support the implementation of 21st century learning environments and technology integration during district wide training days, job embedded opportunities, and a summer conference.
- Our district has developed a team of Instructional Coaches to support professional learning for classroom teachers across all of our schools.

IMPROVEMENTS IN COURSE PROGRAMMING

- 17 secondary courses have been aligned to the new state standards through the course revision and approval process.
- 15 of these courses have also been redesigned to meet the A-G eligibility requirements to better ensure college access and readiness for students at San Leandro High School.
- We have created an online course catalogue that reflects these updates and improvements for families to have better access to the information regarding secondary course programming. Please visit the SLHS website to view the catalogue.

- Middle school and high school intervention semester courses replaced yearlong ones in order to increase access to enriching elective courses for all students.
- Elective offerings at the middle and high school levels have been significantly increased.
- Blended learning credit recovery opportunities were implemented during our 2014 Summer School.

CURRICULUM, PROGRAMS & INSTRUCTIONAL TOOLS

- Engage NY English Language Arts materials were purchased for all English Language Arts teachers in order to provide access to supplementary Common Core State Standards aligned materials.
- Compass Learning was adopted as our district's personalized learning platform for intervention and acceleration in English Language Arts and Mathematics.
- Imagine Learning was adopted at our three bilingual elementary sites to provide online English Language Development curriculum for our English Learner students.
- Discovery Education Streaming was adopted as a content platform to enhance and enrich instruction across all grade levels.
- Our district is in the process of deploying an online curriculum, AUP online, which will be used to teach students about digital citizenship and responsibility.
- The Naviance software program was adopted and will be launched this spring in the high school as a tool for secondary students and their parents to use for college and career planning. This tool will also support efficiencies in the counseling department.
- We have expanded the training opportunities on the AVID model as we prepare to expand the AVID program at our middle schools.
- A group of our teachers, administrators and classified support staff are working together to make recommendations that will inform the design and implementation of English Learner Instructional Programs aligned to the new state standards.

SPECIAL EDUCATION

- A special education task force has been working all year to analyze and draft recommendations on how our special education programming can be improved across the district while looking at what changes need to be made in general education programming to better support students who might need further academic and behavioral support.
- All SLUSD schools have conducted a Special Education Self Review (SESR) in order to evaluate our level of compliance with mandates. The data gathered through the SESR also provides information on what professional development Special Education staff and administrators may need to improve our procedures and protocols.

ASSESSMENT

- Our district adopted a new assessment system for English Language Arts and Mathematics that is aligned to the expectations students will be held to on the new state online assessment, Smarter Balanced Assessment Consortium (SBAC).
- All 3rd through 8th graders are taking the Reinassance Learning diagnostic STAR Reading and Mathematics assessments in order for teachers and parents to have students' grade level performance levels in the two core subjects.

- All 4th graders are being administered an online Gifted And Talented Education (GATE) assessment in order to improve our identification process for future enhanced GATE programming.

THE ARTS

- Our music program received increased monies for the purchase and repairs of wind and string instruments.
- Our district partnered with Keep the Music Rockin' Foundation to provide afterschool percussion classes at both middle schools.
- Two additional sections of music programming were added at San Leandro High School.
- Elementary art specialists received funding for supplies and for professional development in order to enhance their visual arts program.

ELEMENTARY LIBRARIES

- All 8 elementary libraries have been re-opened and are being dramatically improved. Our District Librarian and Multimedia Manager and the team of Library Multimedia Specialists are improving our library selection, integrating more technology, and teaching lessons to supplement the classroom curriculum.

Goal #2 Technology

Every school in the District utilizes 21st century technology to support, improve and enhance student learning and to meet the Common Core State Standards (CCSS).

INFRASTRUCTURE

- Request for Proposals have been published to improve the technology infrastructure across the district in order to support teaching and learning in all of our classrooms. The following projects are being launched:
    - Joining the San Leandro Dark Fiber Loop
    - Replace the switches and fiber at each school site
    - Increase internet bandwidth across the district

DEVICES

- We have deployed approximately 450 Dual Boot Macbook Pros (MAC OS; Windows 7) for all teachers and site administrators.
- 3700 Chromebooks have been deployed for student use.
- A uniform printer and copier system has been adopted across the district improve consistency, efficiency, and quality.

GOOGLE APPS for EDUCATION

- Our district transitioned from Exchange to Google Apps for Education for all employees.
- Our district staff is modeling and utilizing a high level of Google Apps across the Educational Services Division and site administration.
- Our district is preparing to create student Google Accounts that will follow them throughout their academic career in San Leandro.

Goal #3 Community and Public Relations

All students, staff members, parents and community members will be able to communicate with district schools and departments in a clear, accessible, and efficient manner.

DISTRICT AND SCHOOL WEBSITES

- Our district and its schools have dramatically improved its communication through improved web presence via websites. In addition, an SLUSD phone app was launched late last fall.

MOVE TO CITY HALL BUILDING

- In order to improve its partnerships with the city and community based organizations, our district moved its administrative offices to the city hall building in downtown San Leandro. This move has also improved the district management team's accessibility to schools.

PARENT FACILITATORS

- All schools have assigned parent facilitators working in collaboration with the administrator and staff on increasing parent engagement and providing parent education workshops.

CENTRALIZED ENROLLMENT

- The Student Services team will be launching centralized enrollment services this February in order to streamline registration processes, provide families a strong orientation to our TK-12 programs in our district, and demonstrate excellent customer services when enrolling in SLUSD. All of the centralized enrollment events and appointments will be held at our new Student Services building in downtown San Leandro.

COMMUNICATIONS PLANNING

- Our district has secured a communication consultant who is guiding our transformation of internal and external communication systems. With this support, district staff is developing a comprehensive communication plan to guide information sharing to constituents and to ensure involvement from the broader community. Tools used to share important information will include: website, postcards, quarterly reports, social media and email updates. Plan will take into account input from all stakeholder groups.

School Safety, Health and Wellness

Every student in SLUSD will attend a safe, healthy and supportive school that collaborates with civic and community partners to ensure security, health and wellness, thereby creating campuses that have thriving positive school climates. These positive school climates will ensure inclusiveness, healthy living habits and relationships based upon mutual respect. Students will be provided access to resources and support to promote social and emotional well-being throughout their educational experience.

POSITIVE BEHAVIOR INTERVENTION AND SUPPORT (PBIS) INITIATIVE

- All of our schools have established a PBIS team that will begin working with staff to implement behavioral systems and protocols that will promote a positive school climate and culture.

ESTABLISHED A DISTRICT WELLNESS COUNCIL

- The district's new wellness council is evaluating our wellness practices for the district while all sites have an assigned wellness coordinator supporting wellness efforts at our schools.

UPDATING ALL EMERGENCY OPERATIONS PLANS AND PROCEDURES

- Significant progress is being made towards ensuring that our schools have current emergency preparedness plans and the resources necessary to keep students safe in case of a natural disaster or large-scale emergency.

PREPARING FOR THE OPENING OF THE STUDENT HEALTH & WELLNESS CENTER

- The construction and program development for the new Student Health and Wellness Center is progressing and will be opening this summer. All services and programs will be available to students for the opening of the 2015-2016 school year.

INCREASED TRAINING OPPORTUNITIES FOR OUR PHYSICAL EDUCATION TEACHERS

- Through the Carol White Grant, all physical education teachers have received high quality professional development in order improve their skills and capacity in delivering a high quality physical education program.

IMPROVED COMPLIANCE TRAINING FOR ALL EMPLOYEES

- Our Human Resources Department has improved the deployment of compliance training in the following areas: mandatory reporting, sexual harassment, and bloodborne pathogens in order ensure employee and student safety.

Facilities

Continue to improve school facilities to ensure facilities are user-friendly, accessible and energy efficient.

- The following facilities projects have been completed this fall:
  - Solar project
  - Exterior painting and installation of the digital marquee at San Leandro High School
  - Athletics sports complex at San Leandro High School
  - Parking lots and driveways at Wilson Elementary and John Muir Middle School
  - Repurposing and remodeling of the new Student Services, Special Education, and Community Wellness Building