

State of the District

Dr. Mike McLaughlin, Superintendent
May 2021


James Aguilar
Board Clerk
Leo Sheridan
Trustee
Peter Oshinski
Trustee
Our school board of trustees
Christian Rodriguez
Vice President
Evelyn Gonzalez
President
Monique Tate
Trustee
Diana Prola
Trustee

OUR CABINET

Dr. Kevin Collins

Assistant Superintendent
Business & Operations

Dr. Zarina Zanipatin

Assistant Superintendent
Administrative Services



Dr. Sonal Patel

Assistant Superintendent
Educational Services

OUR UNIONS



Tom Morse

San Leandro Teachers Association President



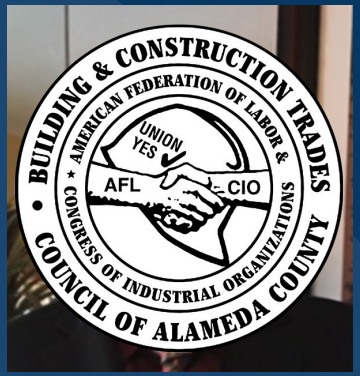
Veronica Sanchez

CSEA President, San Leandro Local Chapter #94



John Walters

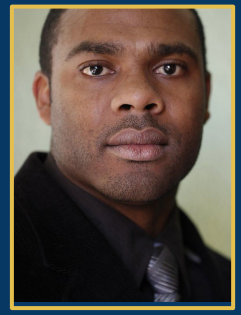
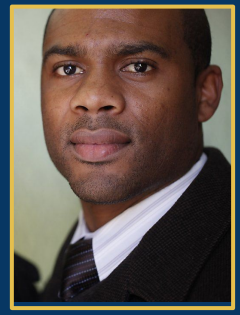
Teamsters Union Local No. 856 Shop Steward



Pedro Gonzalez Jr.

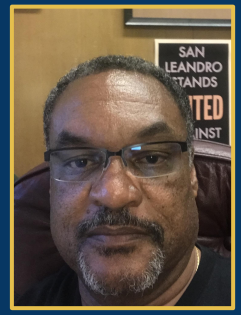
Alameda Building Trades Council Shop Steward




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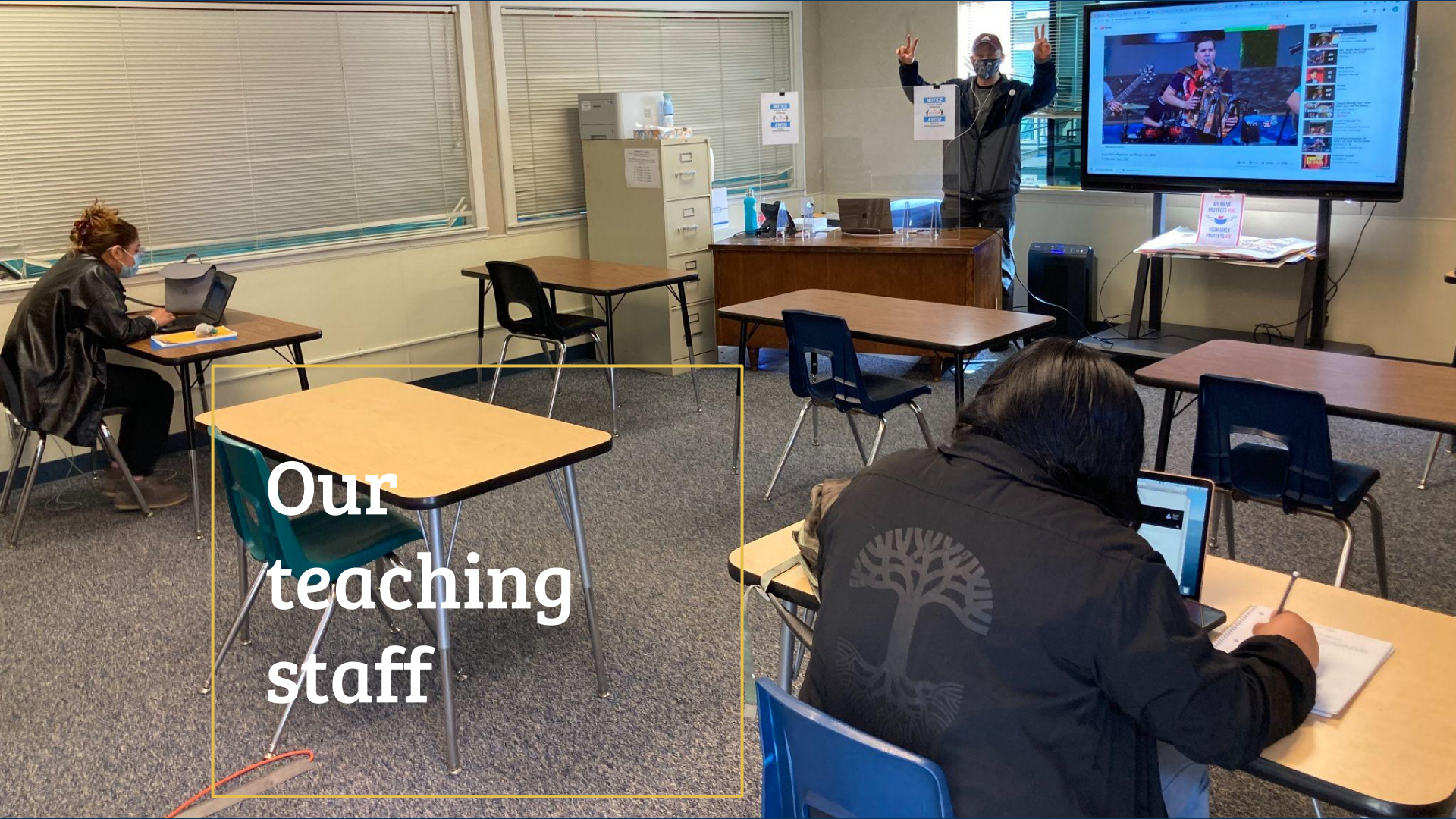


Our teaching staff


Our teaching staff
Kinder
2021


Our teaching staff


Our teaching staff


Our
teaching
staff


Our teaching staff



Nutrition Services

OUR SUPPORT STAFF

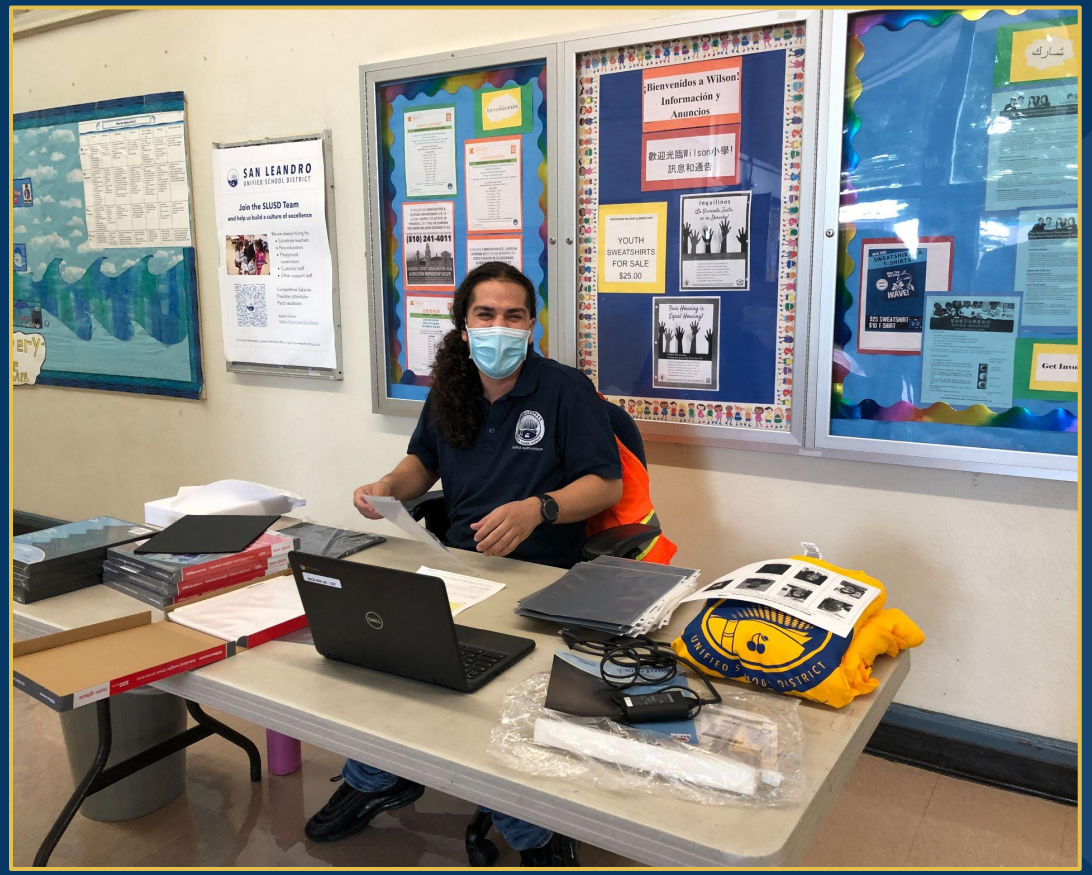
The professionals in and around our schools kept us healthy, safe and connected



Family Outreach

OUR SUPPORT STAFF

The professionals in and around our schools kept us healthy, safe and connected



Safety and Security

OUR SUPPORT STAFF

The professionals in and around our schools kept us healthy, safe and connected



Custodial Services

OUR SUPPORT STAFF

The professionals in and around our schools kept us healthy, safe and connected



Custodial Services

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Office & Clerical Support

OUR SUPPORT STAFF

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OUR FAMILIES

From supporting students at home to pivoting fluidly with every shift throughout this year



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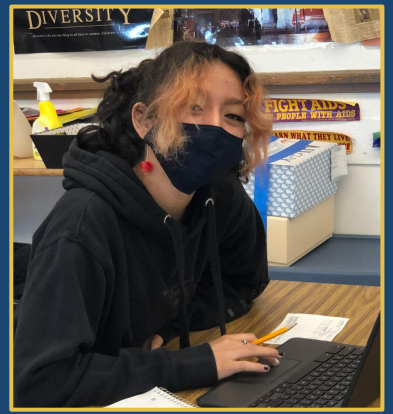
From supporting students at home to pivoting fluidly with every shift throughout this year



OUR STUDENTS





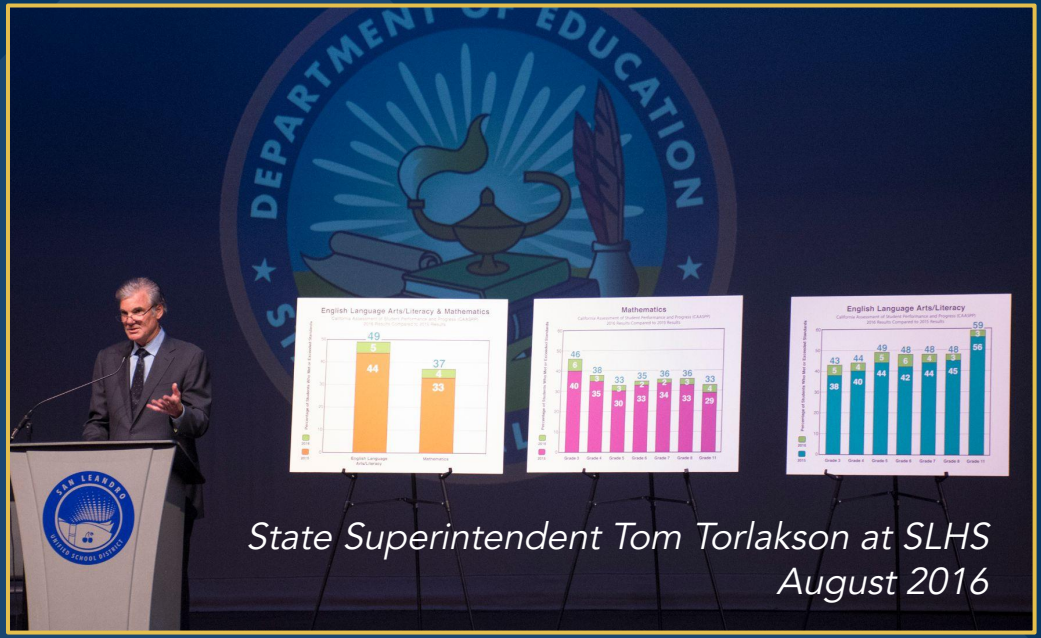




Resilient and brilliant, these young people have persevered through unrelenting challenges to learn, grow, and achieve

1 DISTRICT ON THE MOVE

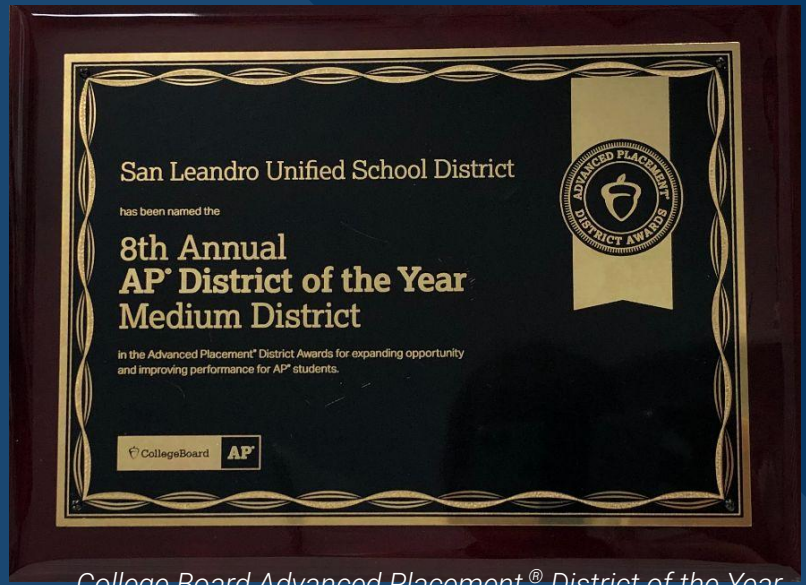
- Project Based Learning
- One to one technology
- College & career pathways
- Reopened all libraries
- Centralized enrollment
- Collaborative relationships
- Gained voter support for facilities improvements through Measure J1
- Raised student achievement



State Superintendent Tom Torlakson at SLHS
August 2016

2 BUILDING A CULTURE OF EXCELLENCE

- New math and ELA curriculum
- Expanded college & career pathways
- Adopted Graduate Profile
- Parent and family leadership academies
- Improved communication with ParentSquare
- Completed J1 construction including HVAC districtwide

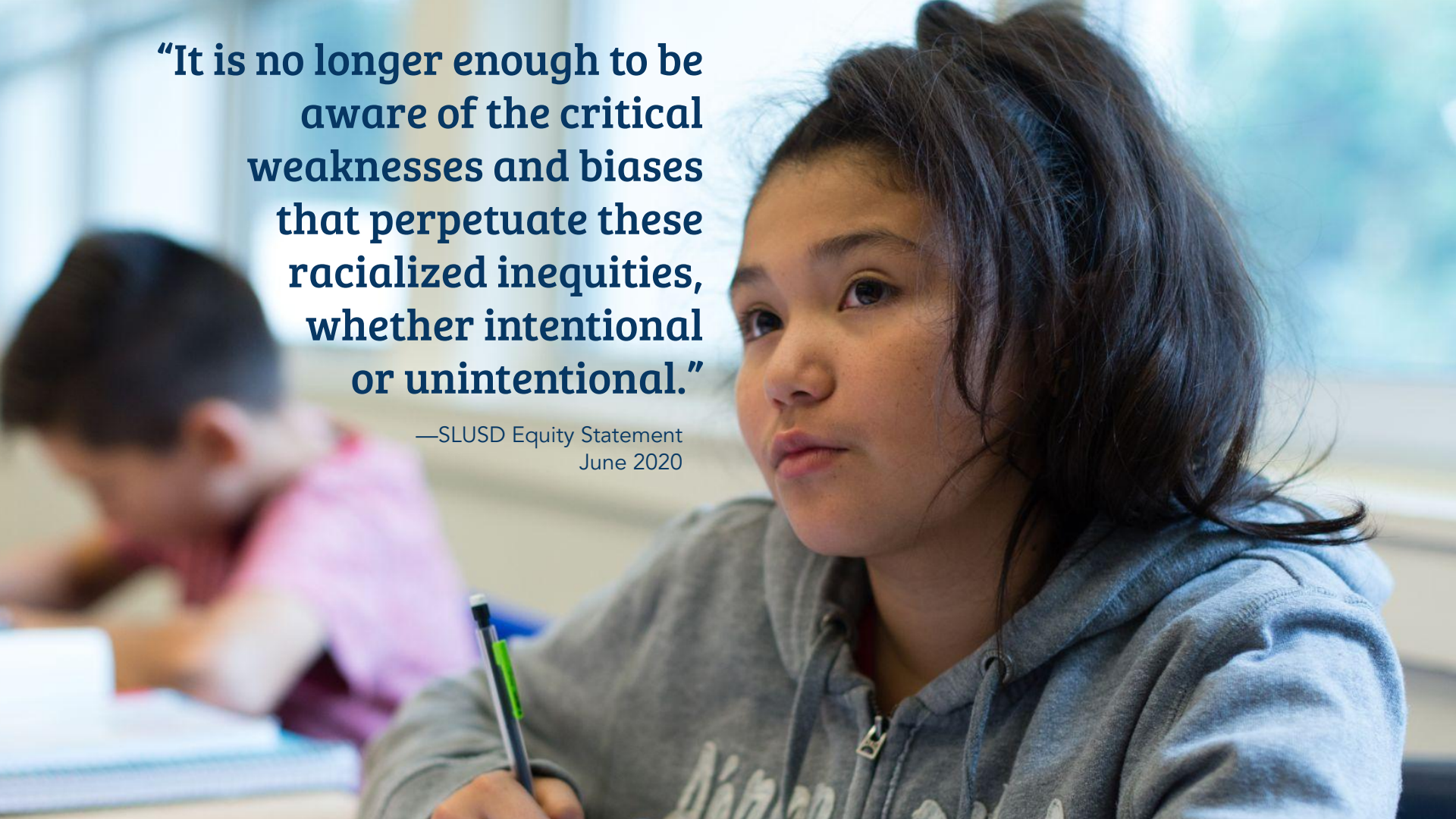


College Board Advanced Placement® District of the Year
April 2018

3

2021-2024: *MAKING EXCELLENCE OUR TRADITION*

Establishing exceptional, effective systems & structures that will leave lasting legacies of accessibility for our diverse community


“It is no longer enough to be aware of the critical weaknesses and biases that perpetuate these racialized inequities, whether intentional or unintentional.”
—SLUSD Equity Statement
June 2020

OUR STRATEGIC GOALS

1 **Engage, Educate, Empower**
High-quality, universally accessible learning

2 **Educational Equity through College & Career Readiness**
TK-12 career and college programming

3 **Equity-Centered Effective Employee Engagement**
Meaningful collaboration and engagement

4 **Valuing Diversity, Equity, & Inclusion with Families & Communities**
Strong reciprocal relationships

5 **Environmental & Technological Equity**
Optimal learning environments for all





Goal 1

ENGAGE, EDUCATE, EMPOWER

High-quality, universally accessible learning experiences across the content

ENGAGE, EDUCATE, EMPOWER

Effective & Meaningful Teaching and Learning



Purposeful Curriculum

Standards-based TK-12 science & history-social science



Project Based Learning

Cross-curricular instruction using arts integration and social justice standards



Math

Powerful, joyful learning that fosters positive math identities



English Language Arts

Systematic language development for multilingual success

ENGAGE, EDUCATE, EMPOWER

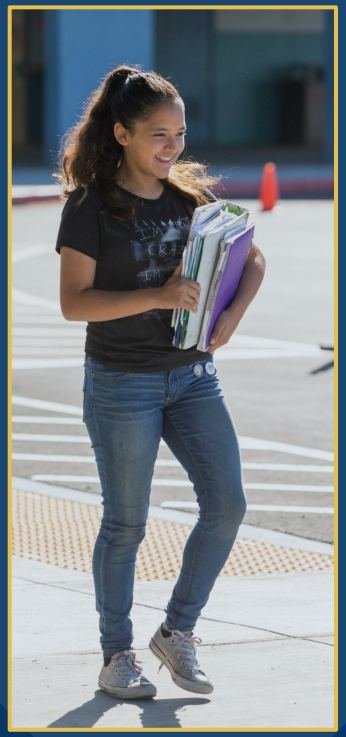
Responsive Support for Student Success

Expanded intervention & enrichment

Before & after school at every site

Intervention Specialist Teams

Direct services to elementary students and staff support



Equitable assessments & grading

Multiple ways to make learning visible

Cohesive inter-school programming

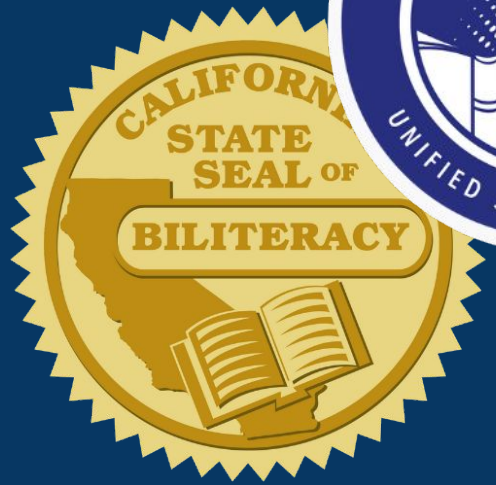
Smooth transitions from elementary to middle to high school

Anti-racist, culturally, & linguistically responsive practices

Arts-integrated methodology & Universal Design for Learning







Goal 2

EDUCATIONAL EQUITY THROUGH COLLEGE & CAREER READINESS

Adaptive and productive TK-12 career & college programming, with work-based learning, post-secondary opportunities, and robust mentoring

EDUCATIONAL EQUITY THROUGH COLLEGE & CAREER READINESS

Ethical & Cultural Leadership

Work-based learning, State Seal of Civic Engagement and Ethnic Studies Curriculum

Civic engagement

Critical media & information literacies

Develop and apply at school and in the community

Mentoring, counseling, and local/national partnerships

Career, college, & lifelong goal achievement

Fostering Multilingualism



Multilingual achievement

Expand Dual Language Immersion programs & access to State Seal of Biliteracy

Expanded staffing

ELD paraeducators to provide primary language support



Healthy Minds & Bodies

Self and social awareness



Collaborative solutions to issues that impact students' day-to-day lives

Social-emotional learning



Integrated and embedded across the content

Student mental health and wellness



Anti-racist, trauma-informed, healing-centered, and restorative practices



Goal 3

EQUITY-CENTERED EFFECTIVE EMPLOYEE ENGAGEMENT

Meaningful collaboration and engagement for outstanding educational experiences

EQUITY-CENTERED EFFECTIVE EMPLOYEE ENGAGEMENT

Employee Relations



Customer service

Cultivate gold standard support



Maximize resources

Improve fiscal processes



Elevate excellence

Celebrate staff contributions



Safety and wellness

Increased access to resources

EQUITY-CENTERED EFFECTIVE EMPLOYEE ENGAGEMENT

Talented and Diverse Workforce



Attract, hire and retain the best

Meet cultural competency goals

Professional advancement

Learning & career opportunities





Intentional recruitment

Staff that reflects student diversity

Supportive school environments

Regardless of race, ethnicity, religion, gender, LGBTQ+ identities, or abilities



Cohesive Collaboration

Compelling practices for shared alignment of professional expertise based on continuous improvement

Foster cycles of inquiry





Goal 4

VALUING DIVERSITY, EQUITY, & INCLUSION WITH FAMILIES & COMMUNITIES

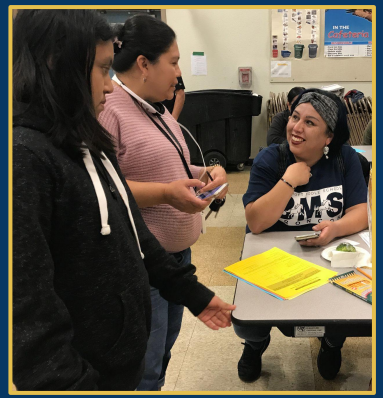
Reciprocal relationships that enhance social, emotional and academic development

Analyze, Audit, and Respond to Parent Needs

Authentic engagement

Respond to student needs and prepare for college and career





Outstanding, consistent translation

Connecting our community

Connecting Schools & Community Engagement



Partnerships



Leadership



Communication



Inclusiveness

Goal 5

ENVIRONMENTAL & TECHNOLOGICAL EQUITY

Improve and maintain infrastructure to provide optimal learning environments for all students



District Bond Improvements

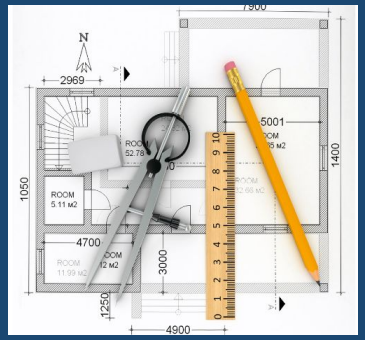


Measure N bond projects

New high school gymnasium, Lincoln High School campus, Bancroft and John Muir Middle School modernization, plus needed improvements at elementary schools

Ongoing planning

Including classroom and field renovations



Reducing District Impact on Climate Change



Reduce

Energy-efficient infrastructure and green building methods to reduce climate change impact

Modernize



Focus on energy efficiency and reduce CO2 emissions

Access to Internet & Technology



Modern technology

Regular cycle of review and replacement



Safety & security

Whether learning on or off campus



Network

Create a resilient, safe, and secure high-speed environment



Training

Ensure all staff and students are efficient & fluent technology users

OUR IMPLEMENTATION

YEAR ONE

Analyze and plan



YEAR TWO

Implement and monitor



YEAR THREE

Evaluate and adjust

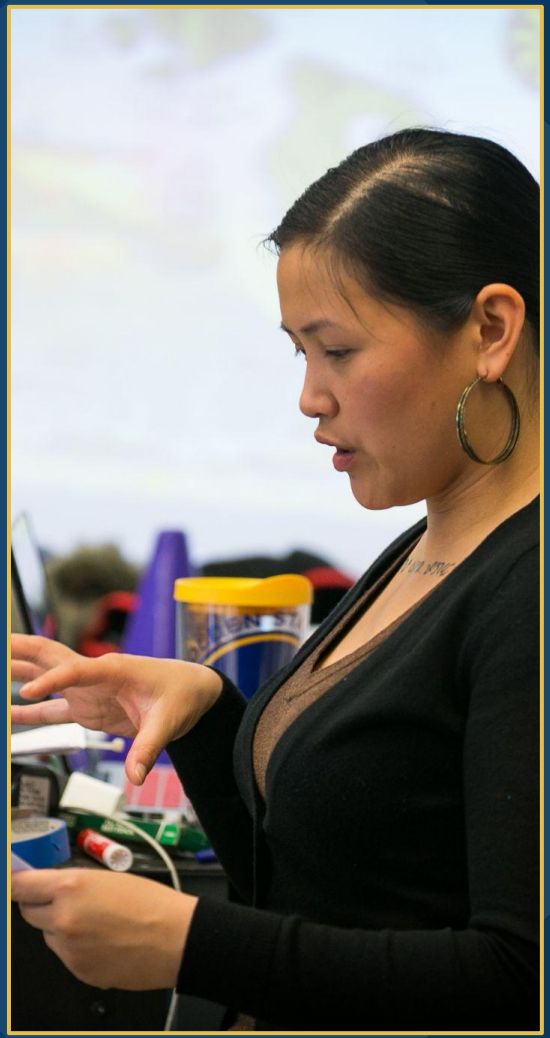


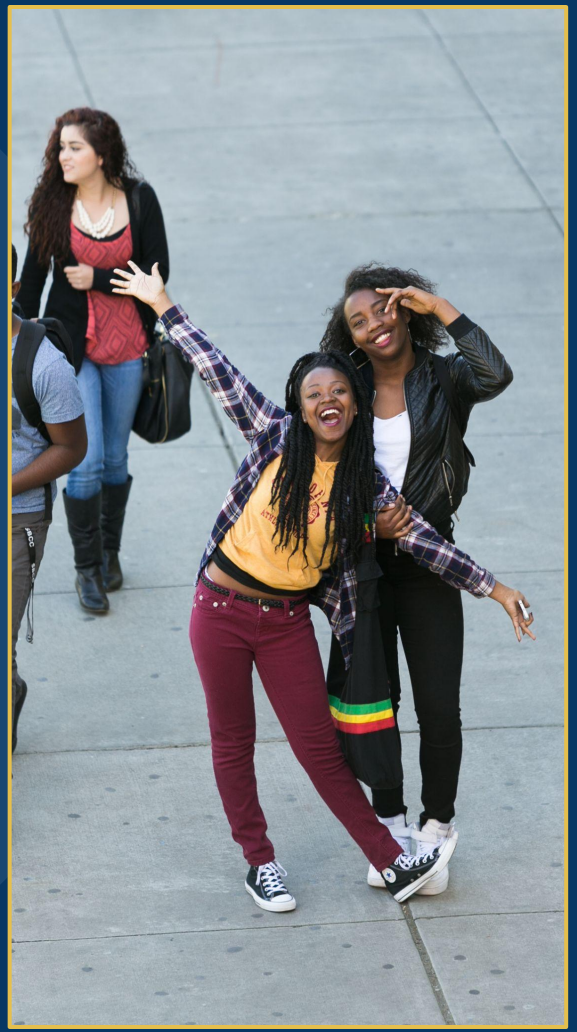
NEXT PLAN

Start again!











SAN LEANDRO UNIFIED SCHOOL DISTRICT

MAKING EXCELLENCE OUR TRADITION