Schools with Tomorrow Inside

Update 2018

Presentation to San Bruno City Council
Dr. Stella M. Kemp
Superintendent
November 14, 2018
- Fiscal Recovery
- Staffing
- Lack of Systems
- Troubled Labor Relations
- Planning for Educational Programming
  - General Education
  - Special Education
- Partnerships with Community
- BAC Recovery Plan
- Readiness for Change
- District Office Reorganization
DISTRICT GOALS

- Implement 21st century learning strategies and methodologies to ensure academic and personal success for all students
- Develop Community as Partners
- Achieve and Maintain Fiscal Solvency
- Attract, Retain and Develop Certificated and Classified Staff

ULTIMATE GOAL

The district has to have the fiscal resources to provide an equitable educational program that will serve our community for today and tomorrow.
Overall the district faces four major challenges:

• Financial health
• Under enrolled aging schools
• Recruitment and retention of staff
• 21st century educational program does not match current school design
FINANCIAL HEALTH

- Reorganization
- Special Education Program
- Positive 3 - year budget
- Consolidation of El Crystal
- Sale of EC
- Grant Acquisition
- Student Attendance
- Basic Aid Status
UNDER-ENROLLED AGING SCHOOLS

- Facilities Visioning Planning
- Passage of Measure X
- Consolidation of El Crystal
## Enrollment Trends

*10 Day Count

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# School Enrollment

*CBEDs Report*

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RECRUITMENT, RETENTION AND DEVELOPMENT OF STAFF

- Successful negotiations
  - Salary increases
  - Work conditions
- Recruiting staff
- Staff housing partnership
- Comprehensive PD plan
- Employee Appreciation and Recognition Programs
21st CENTURY EDUCATIONAL PROGRAMS
- Comprehensive PD plan
- English Learners programming
- Operationalize district wide timely monitoring and addressing student needs
- Special Education program redesign
- Expanded Partnerships for enrichment programs
The San Bruno Park School District educates and empowers all students to **thrive** academically, socially and emotionally to be contributing members of society.
DISTRICT VISION

San Bruno Park School District will engage and inspire our students to be productive critical thinkers who embrace diversity, curiosity and innovation throughout their lives.
Schools with Tomorrow Inside - Next Steps

**21st CENTURY EDUCATIONAL PROGRAMS**

- Educational Program Strategic Planning – Portrait of the Graduate
- Focus on English Learners: SEAL program expansion
- Middle School Transformation
- Expansion of STEM programming @Allen STEAM and John Muir STEM Project – based learning, Coding – Google CS First
- GATE
- Expansion of summer programs
- Early Childhood Community of Practice
- Data systems to monitor and adjust instruction
- Leadership Professional Development
Schools with Tomorrow Inside - Next Steps

FACILITIES

Measure X
• Formation of Citizen’s Oversight Committee
• Phase One Construction Planning

Facilities – Surplus Property
• Sale of EC Property
• Determination status of other surplus property
San Bruno Park School District

21st Century Schools

- Science Labs
- Design and Collaboration Spaces
- Technology upgrades
- Upgrade Kitchens and MPRs
- Handicapped Access
- Safety, Security, Path of Travel
- Flexible and multi-use spaces
- Plan for student growth
- Outdoor Spaces
- Address Parking and Traffic
Continued Implementation of BAC Recommendations
- Alignment of Strategic Planning, BAC and LCAP priorities
- Measure X Citizen’s Oversight Committee
- Monitoring and Refining to measure ROI
- Grant Acquisition
- Partnerships
San Bruno Community Engagement in District Decision-Making
- Surplus Property (7/11) Committee
- Facilities Visioning Committee
- Strategic Planning
- Measure X Citizen’s Oversight Committee
- Updated Communication Platforms

Parent, Staff and Students
- Superintendent’s Advisory Committee (SAC)
- District English Learner Advisory Committee (DELAC)
- PTA President’s Council
- Various Committees
- Annual District Survey
- Parent Education Programs
- Electronic Newsletters

Engagement at the Schools
- School Site Council
- PTAs
- English Learner Advisory Committee
Recruitment Plan
- Grant to support out of state recruitment for hard to fill positions
- Early recruitment at job fairs
- Updated recruiting materials
- Electronic platforms

Retaining
- Salary increases for classified and certificated staff
- Succession planning
- Updating teacher evaluation process
- Leveraging programs to provide for teacher prep time

Developing Staff
- Comprehensive multi – year
- Leadership development
- Leveraging partners to provide funds for PD
Final Thought and Comments

We are shifting from an organization that has primarily focused on looking in the rearview mirror to an organization that is focused on looking out the windshield.
@SanBrunoParkSD

New District Webpage

https://www.sbpsd.org/