

San Rafael City Schools

TOGETHER
2023



values · skills · goals · actions

STAFF MEETING #2

January - February 2020



Welcome & Introductions

Six Word Story: Actions taken to live our SRCs values of equity, community and joy

Today's Outcomes

Celebrate

Celebrate the progress made on values, skills and goals

Identify

Identify high-leverage actions to support our students, particularly our students of color

Articulate

Articulate the next steps in the Together 2023 process

Norms



Think of the bigger picture – all SRCS schools and students



Keep children at the center - refrain from labeling



Provide for equity of voice and allow wait time



Assume best intentions



Use data to inform decisions

Together 2023

Review of Purpose, Process and Timeline

Values

- ✓ Leadership Team Workshops
- ✓ Advisory Team - Kickoff Meeting
- ✓ Advisory Team

Skills

- ✓ Leadership Team
- ✓ School teachers / staff / students
- ✓ Community Workshops
- ✓ Advisory Team

Goals

- ✓ Leadership Team
- ✓ Supt.'s Parent Council - Dec.
- ✓ Advisory Team - Jan.

Actions

- Leadership Team
- **School teachers / staff / stu.**
- Community Wrksp - Feb.
- Advisory Team - Jan. - Apr.

Month	Activity
September	9/24 - Leadership Team Meeting (Values) 9/25 - Advisory Team Meeting (Values) 9/25 - Equity Blueprint
October	10/24 - Equity Blueprint
November	11/5 - Community Workshops (VV and DMS) (Skills) 11/7 - Community Workshops (TLHS and BV) (Skills) 11/15 - Schools will have completed staff meeting #1 (Skills) 11/20 - Equity Blueprint 11/20 - Advisory Team Meeting (Skills, Goals)
January	1/16 - Equity Blueprint 1/16 - Advisory Team Meeting (Goals, Actions)
February	2/25 - Community Workshops (VV and DMS) (Actions) 2/27 - Community Workshops (TLHS and BV) (Actions) 2/27 - Equity Blueprint 2/28 - Schools will have completed staff meeting #2 (Actions)
March	3/4 - Advisory Team Meeting (Narrow actions)
April	4/1 - Advisory Team Meeting - (Refine actions) 4/8 - DRAFT: Together 2023 4/29 - Advisory Team Meeting (Finalize Together 2023)
May	COMPLETE: Together 2023
June	Board of Education Final Review and Approval



District
 Leadership Team
 Meets Monthly



**Phase I:
District
Values**

Our District Values

Equity

We honor and empower individual identity and experience




Community

We welcome, value and support every member of our District



Joy

We engage in meaningful learning through energy, enthusiasm and humor

The background of the slide is a blurred image of a whiteboard. On the right side, there are several colorful sticky notes (yellow, green, orange, blue, purple) attached to the board. The text is overlaid on the left side of the image.

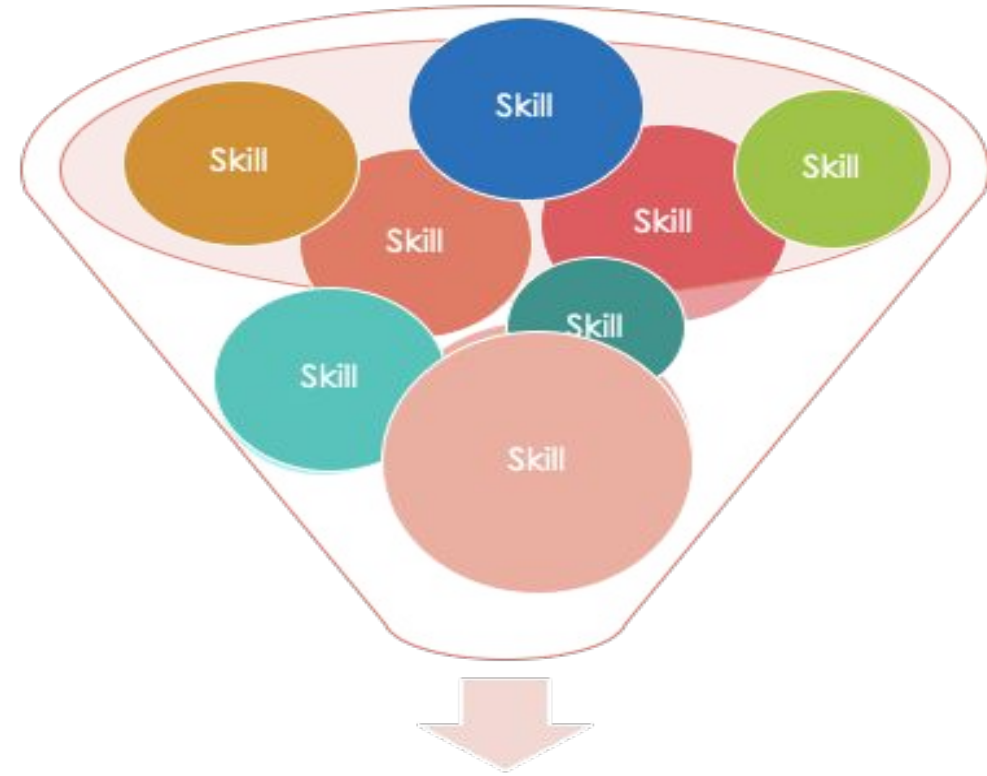
Phase II: Core Skills

Considerations for Identifying Skills:

Can these skills be taught, demonstrated and assessed?

Are these skills essential for future success?

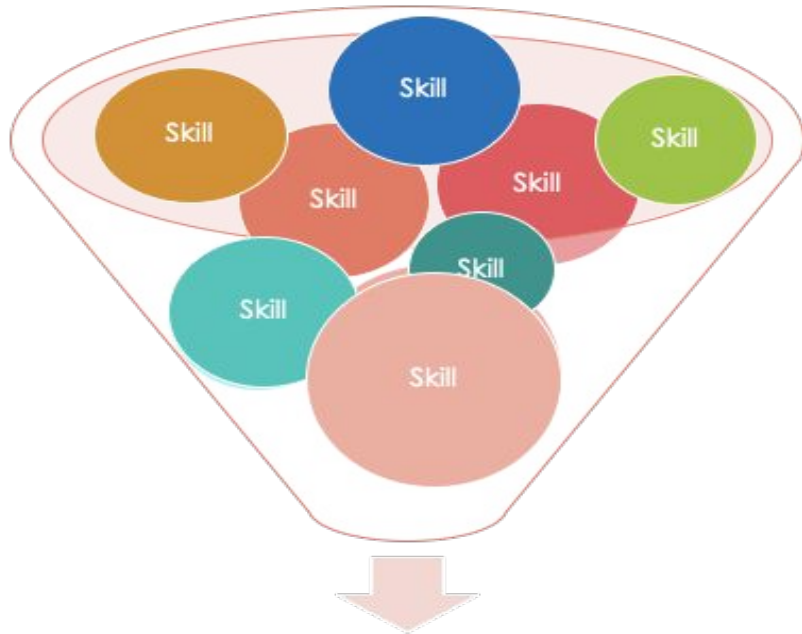
Are these skills that deepen over time (from TK-12) and apply to all subject areas?



Effective Communicator
Critical Thinker
Productive Collaborator
Courageous Advocator
Reflective Learner



Core Skills



Effective Communicator
Critical Thinker
Productive Collaborator
Courageous Advocate
Reflective Learner

Core Skills



Effective Communicator

Critical Thinker

Productive Collaborator

Courageous Advocate

Reflective Learner

Phase III:
Goals

Phase IV:
Strategic
Actions

District data shows we need to focus on...



**Student
Achievement**



**Graduation
Rates**



**Chronic
Absenteeism**



**Suspension
Rates**

Three-Year Goals

STAFF SUCCESS

SRCS is dedicated to attracting, developing and retaining culturally responsive teachers and staff that purposefully serve every student.



COMMUNITY ENGAGEMENT

SRCS values every member of our community and is committed to actively engaging our parents, community organizations and the broader community to ensure the success of every student.



SYSTEMS AND STRUCTURES

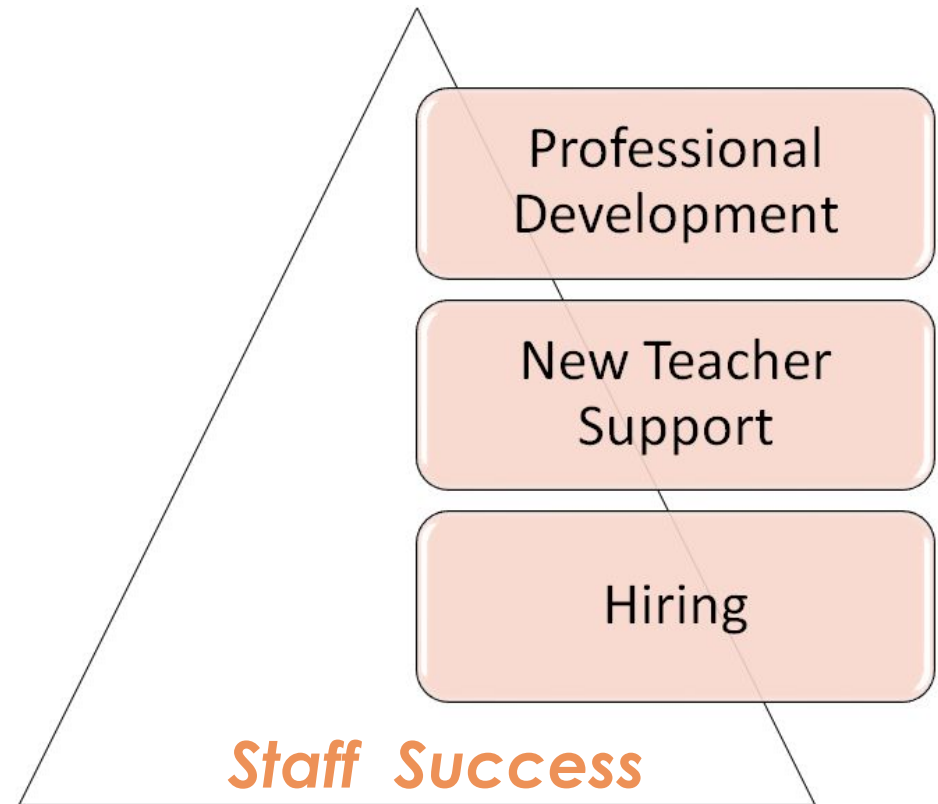
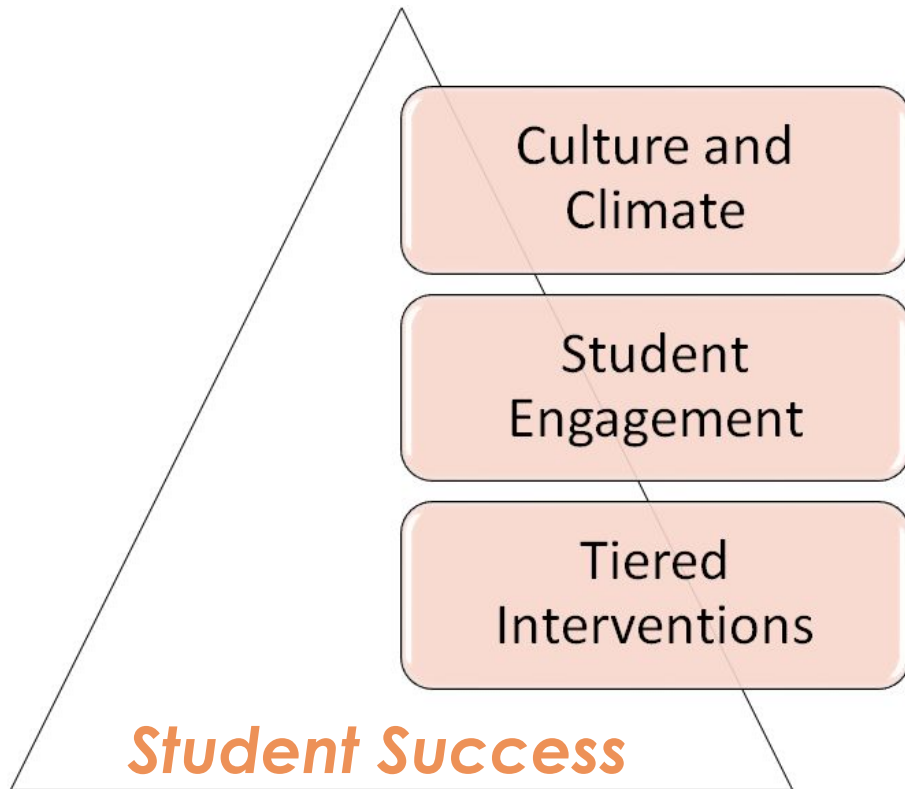
SRCS promises to create intentional and equitable systems and structures that monitor, adjust and improve outcomes for students, particularly students of color.



STUDENT SUCCESS

SRCS ensures that every student graduates with a profound love for learning, experiences a learning environment that nurtures and engages, and develops the necessary skills to meet the challenges of an ever-changing world.

Staff Success and Student Success



Generating action steps for staff and student success!

- 1) Individual quick write
 - a) What high leverage actions are we currently taking?
 - b) What high leverage actions should we be taking to increase student outcomes?

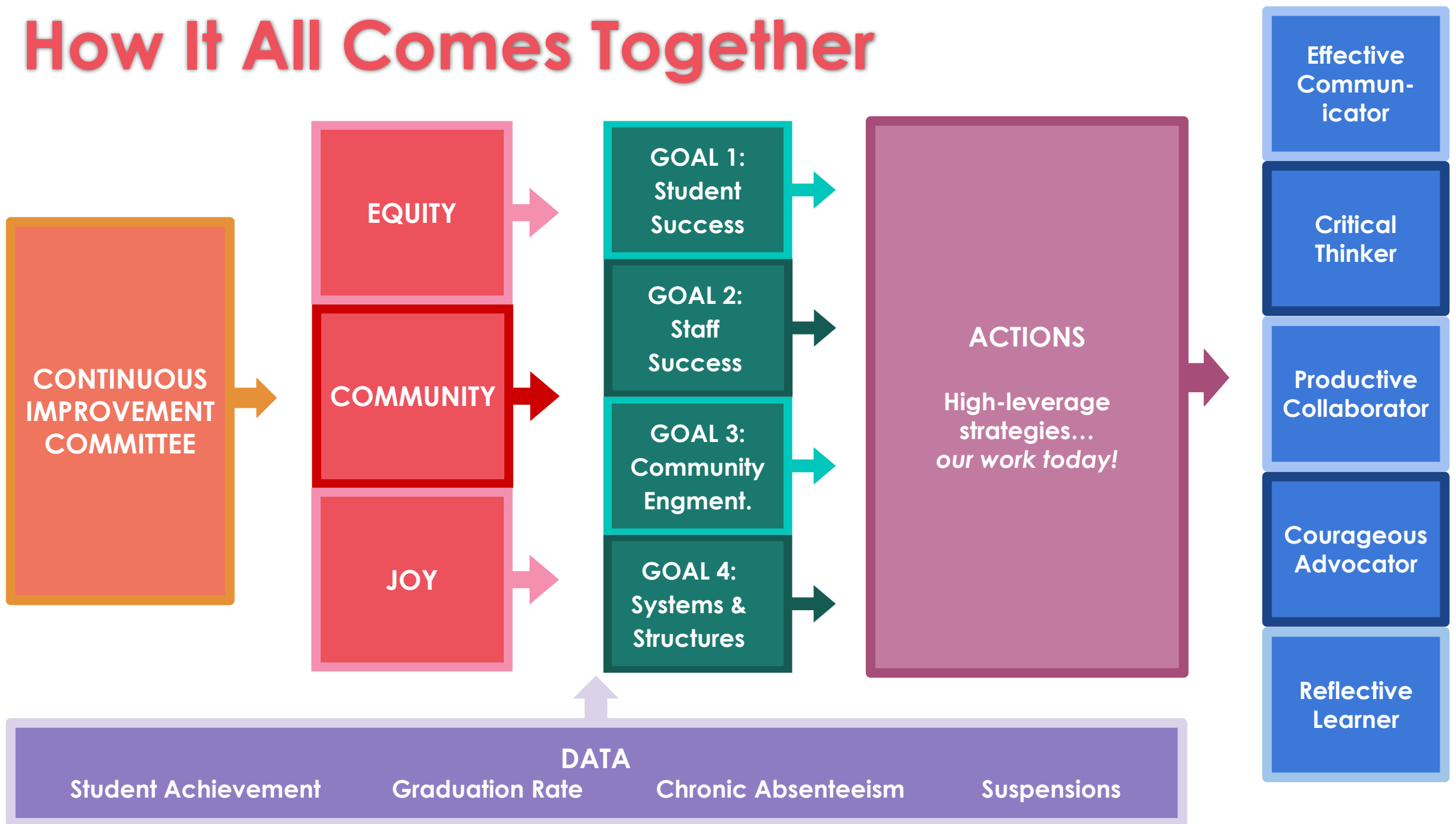
- 2) What does the research say?

- 3) As a table, agree on 5 high leverage actions that staff, schools, and/or the district should take that will lead to Student or Staff Success.

Table group share out

Share out one high leverage Staff and Student
Success action

How It All Comes Together



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Opportunities for

Input

THANK YOU!

School Meetings

January and February

Community Workshop #2

6 - 7:30 pm - Focus on Actions

- Feb. 25 – Venetia Valley & Davidson
- Feb. 27 – Bahia Vista & Terra Linda

Advisory Team Meetings

5 - 6:30 pm, District Office

- January 16
- March 4
- April 1
- April 29