San Rafael City Schools

TOGETHER 2023

values · skills · goals · actions

ADVISORY TEAM MEETING

January 16, 2020

Welcome & Introductions

"Six Word Story" based on how we live our SRCS values of equity, community and joy

Today's Outcomes

Celebrate	Celebrate the progress made on values, skills and goals
Review	Review data and research ➢ Recognize the achievement gaps and the need to create more equitable outcomes
Establish	Establish criteria to support upcoming decision-making on actions; practice how we'll use the criteria
Understand	Understand Advisory Team's role we move through final phases of the 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 - This evening!

Skills

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

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.

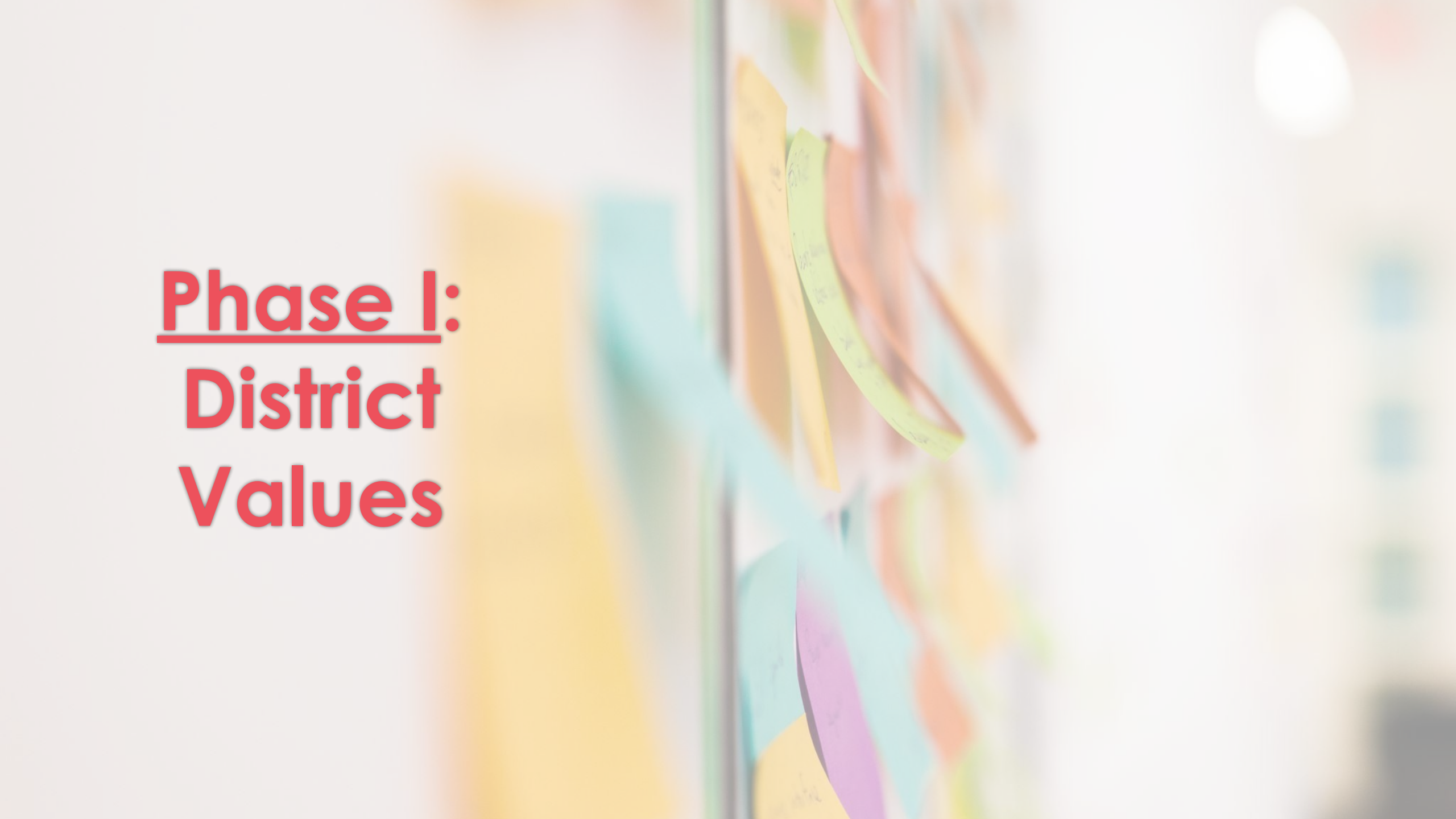
Month	Activity
September	9/24 - Leadership Team Meeting (Values) **9/25 - Advisory Team Meeting (Values)** 9/25 - Equity Blueprint
October	10/24 - Equity Blueprint
November	**11/5 - Community Workshops (VV and DMS) (Skills)** **11/7 - Community Workshops (TLHS and BV) (Skills)** 11/15 - Schools will 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

Equity Audit Blueprint Planning

Report Out of Progress

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

Phase II:
Core Skills

Core Skills

Effective Communicator
Critical Thinker
Productive Collaborator
Courageous Advocator
Reflective Learner

Phase III: Three-Year Goals

Three-Year Goals

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

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

COMMUNITY ENGAGEMENT

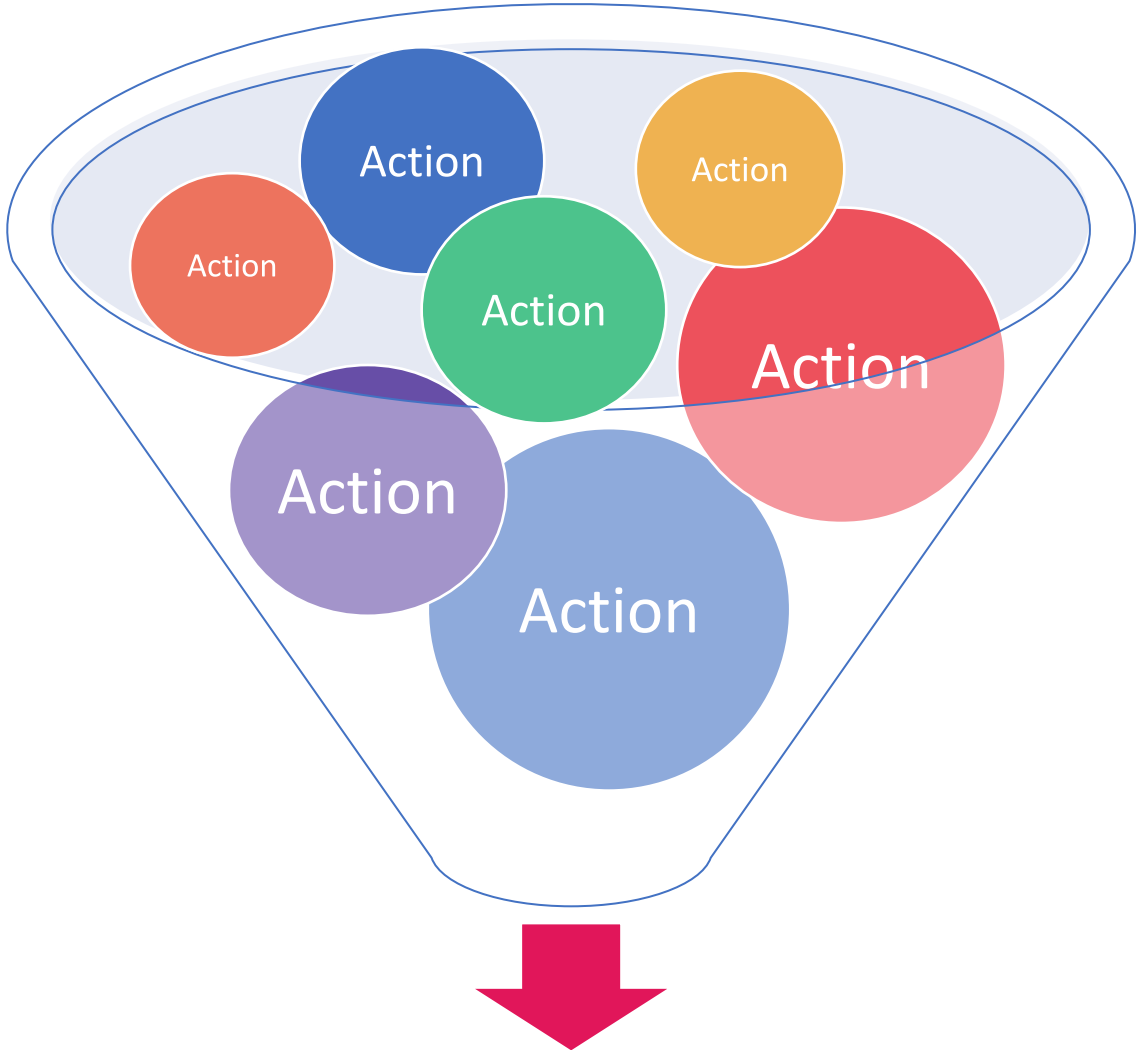
SRCS values every member of our community and is committed to actively engaging our parents, community organizations and the broader community to ensure the success of every student.

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.

Phase IV: Strategic Actions

Process to Identify and Prioritize Actions



High-Leverage Actions

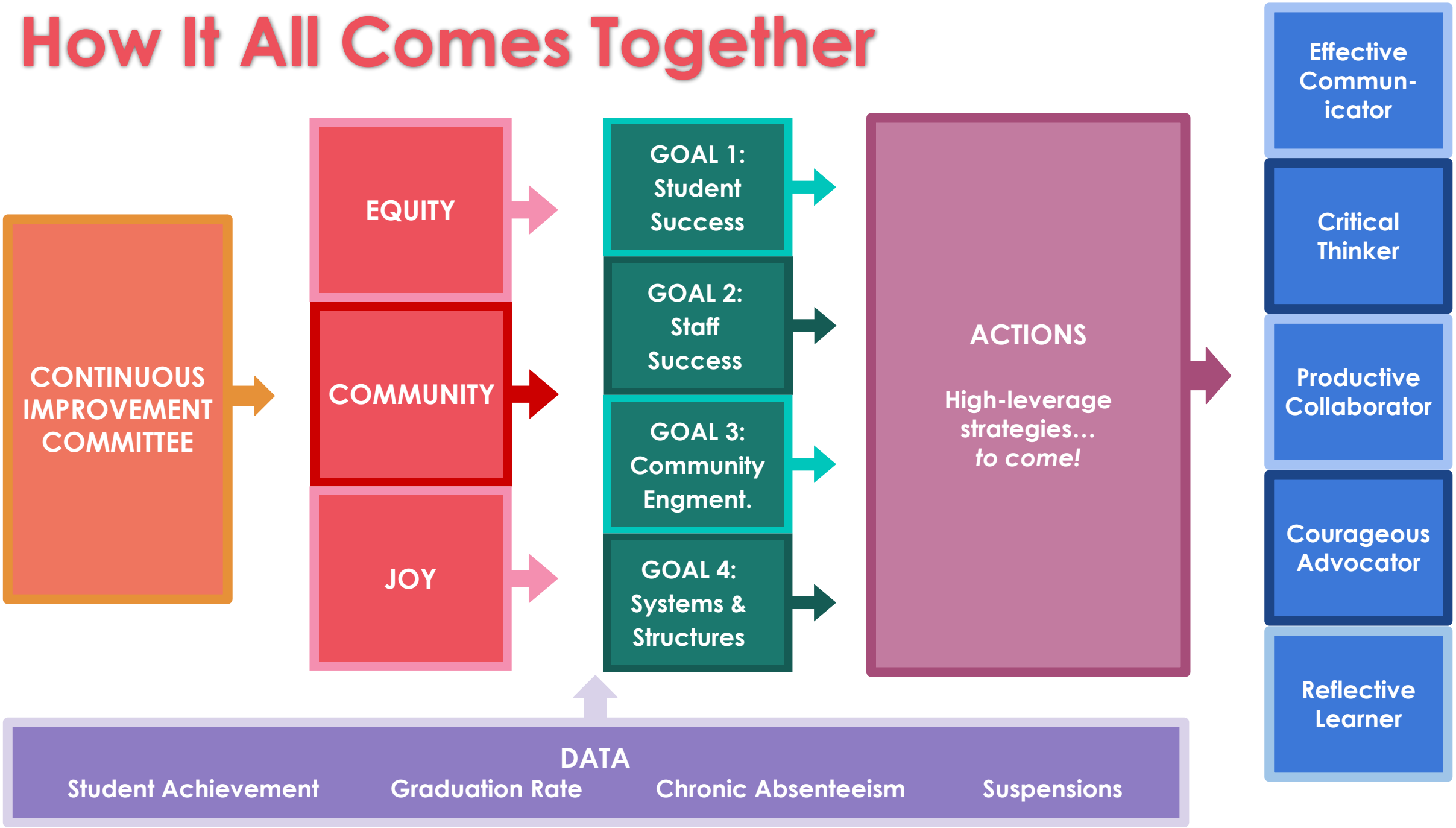
BRAINSTORM

- Community Workshops
- Staff Meetings
- Student Voice
- Equity Planning
- Other

REFINE

- Advisory Team
- Equity Planning
- Leadership Team

How It All Comes Together

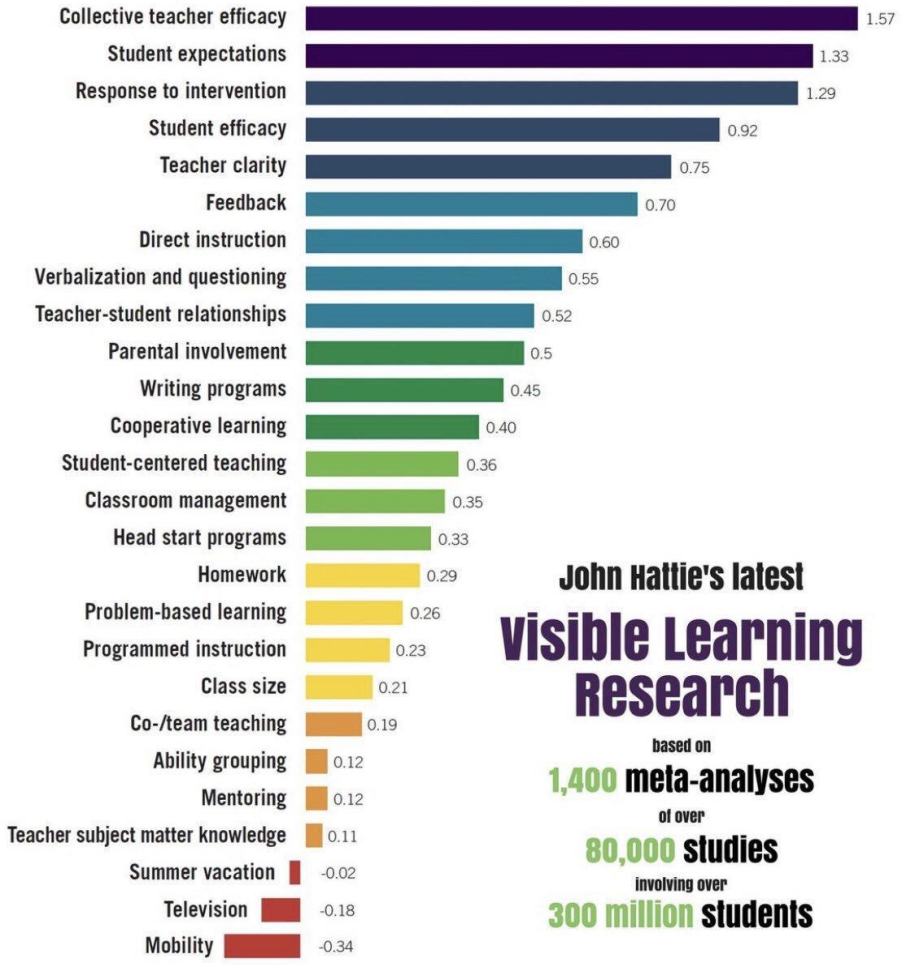


Dashboard Data

Research:
What does the research tell us?

Taking a look at the research

- Take five minutes to read through some of the actions backed by Hattie's research
- Think about how it aligns with the data you've seen and our SRCS Values and Skills



Establishing Criteria

Establishing Our Criteria

DATA

__Action__ is a high-leverage action that will address the goal of _____ by increasing / decreasing __data__ for __student group__.

RESEARCH

The research does / does not support __action__ when it says _____.

ALIGNMENT

__Action__ is aligned to __goal / value / skill__.

Samples

DATA

Writers Workshop is a high-leverage action that will address the goal of Student Success by increasing student achievement for all students

RESEARCH

The research does support Writers Workshop when Hattie identifies Writing Programs with a .45 effect size.

ALIGNMENT

Writers Workshop is aligned to the values of joy and equity, and the skills of effective communicator and reflective learner

Samples

DATA

Homework is a high-leverage action that will address the goal of Student Success by increasing student achievement for all students

RESEARCH

The research does not support Homework when Hattie identifies Homework with a .29 effect size.

ALIGNMENT

Applying the criteria

- ❑ Apply your understanding of the data and research to potential Together 2023 actions.
- ❑ Use the sentence frames to help structure the conversation.

Potential Actions

- Counseling
- AVID
- Restorative Practices
- Phonics Instruction
- MTSS
- Summer School
- EL Strategies (SEAL)
- Coaching and PD
- PBIS
- Decreasing class size

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NEXT STEPS

THANK YOU!

Community Workshop #2

6 - 7:30 pm - Focus on Actions

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

School Teacher & Staff Sessions

- Throughout January and February

Advisory Team Meetings

5 - 6:30 pm, District Office

- March 4
- April 1
- April 29