



# STATE OF THE DISTRICT

2015 - 2016 Mike McLaughlin, Ed.D. -Superintendent





## MISSION STATEMENT

The mission of the **SAN LEANDRO UNIFIED SCHOOL DISTRICT** is to educate students to achieve and demonstrate academic excellence and become confident, collaborative and competitive in a global society, by utilizing state-of-the-art technologies and innovative teaching strategies within a well-maintained, secure learning environment, in a region rich in heritage and diverse in culture, where we value our traditions while welcoming change.



## STATE OF THE DISTRICT

2015 - 2016

Mike McLaughlin, Ed.D. - Superintendent

Dear San Leandro Community,

As we conclude the 2015-2016 school year and begin the joyous opportunities summer brings with our children and families, I feel it's important to share the district's accomplishments since adopting our Strategic Action Plan in 2013. When we first created the plan, we focused on five goal areas and wrote specific goals for each with a timeline to complete the goals in three years. We are proud to report that we have succeeded and all the goals in our Strategic Action Plan have been met. While there is still progress to be made, now is the time to take a moment to reflect on and celebrate our accomplishments during the past three years.

While compiling this report, we found many stories that truly illustrate the positive impact of our strategic plan and how the work and dedication to this project by everyone in the district is impacting our community. To better convey what the strategic plan set out to do and its accomplishments, we've put together a State of the District video featuring personal stories about the impact of our work. I hope you will take a few minutes to visit our website and view the video, available at [www.slusd.us/news](http://www.slusd.us/news).

At the beginning of the 2016-17 school year, the Board of Education and I will begin the process of developing a new multi-year strategic action plan. While we've achieved a great deal, there is still progress to be made to ensure we are helping our students succeed to the best of their abilities.

We encourage you to take some time during this summer break to review the accomplishments in this State of the District Report as the final narrative of the district's work with the 2013-2016 strategic plan. My contact information is included below; do not hesitate to reach out if you have questions or would like additional information about this report, where we are as a district, or our upcoming plans. I wish all of you a great summer and hope you enjoy this time off with your children and they return to school rejuvenated and ready for another great year of learning this August.

Sincerely,

**Mike McLaughlin, Ed.D.**

Superintendent

Dr. McLaughlin's Contact Information: (510) 895-4199 / [mmclaughlin@slusd.us](mailto:mmclaughlin@slusd.us)

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## STRATEGIC ACTION PLAN

In the fall of 2013, the San Leandro Unified School District Board of Education and newly appointed Superintendent Dr. McLaughlin began the process of developing a three-year Strategic Action Plan. Five areas of focus were identified, each with yearly goals that support the overarching plan.





**GOAL #1:**  
STUDENT ACHIEVEMENT, ACCESS AND EQUITY

**GOAL #2:** TECHNOLOGY

**GOAL #3:** COMMUNITY AND PUBLIC RELATIONS

**GOAL #4:** SCHOOL SAFETY, HEALTH & WELLNESS

**GOAL #5:** FACILITIES



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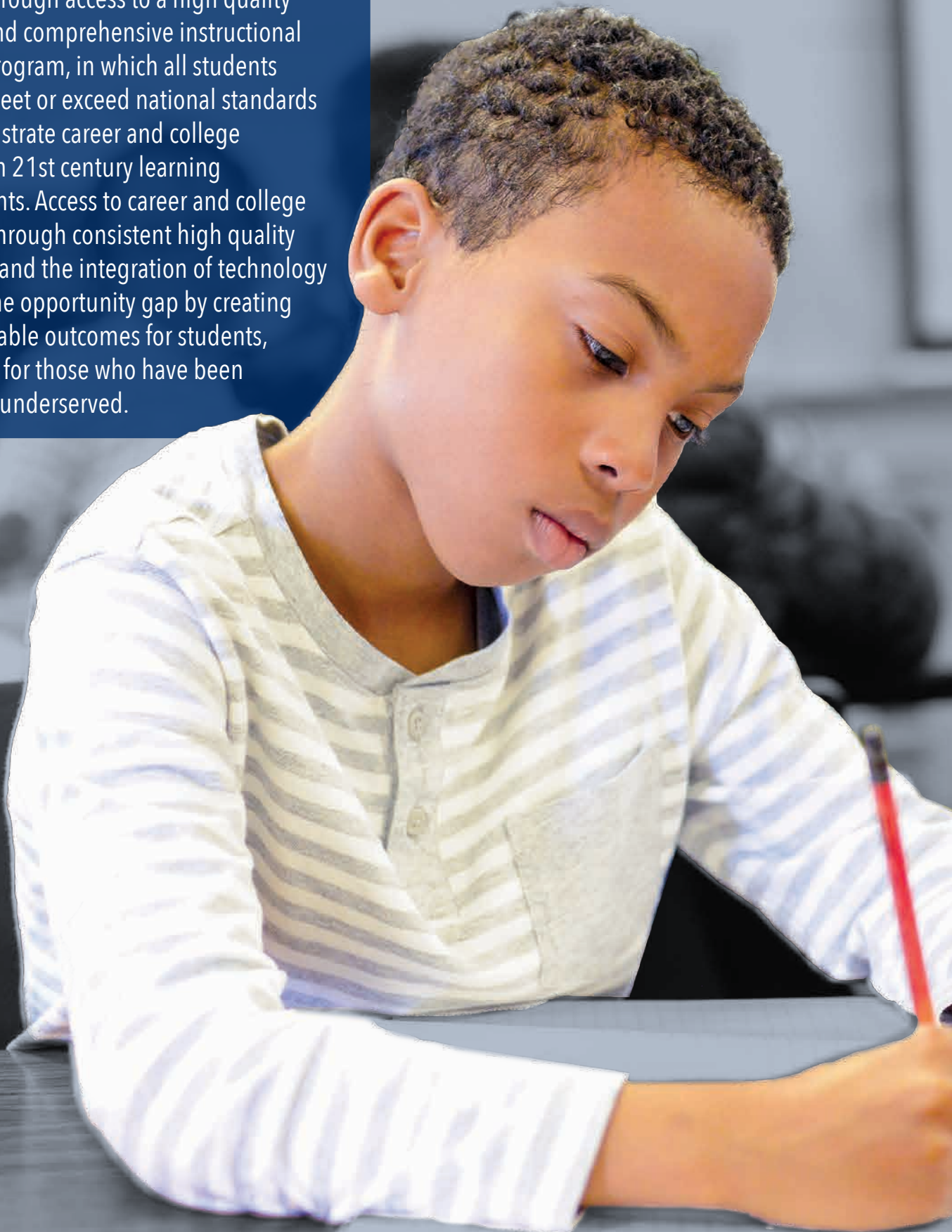
## GOAL #1:

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 instruction and the integration of technology will close the opportunity gap by creating more equitable outcomes for students, particularly for those who have been historically underserved.





# **G1** THREE YEAR REFLECTION

SLUSD has focused on making dramatic improvements in employee quality, engagement, motivation and growth during these last three years as a means to positively impact student performance. Our students deserve access to quality teachers and administrators who are focused on serving their needs and ensuring their success. In addition, our accomplishments reveal our commitment to increasing innovative and enriching programming to close the opportunity gaps for our students. Our work over the last three years reflects both improvements to current programs and new offerings and services for our students, impacting both the instructional day and extended learning outside of the classroom. Our district programming emphasizes critical thinking, communication, collaboration and creativity to ensure students are more engaged in their learning and graduate better prepared to succeed in today's global economy.

By investing in our staff and the development of new and improved programming, we believe our students are having deeper and more meaningful educational experiences. The accomplishments highlighted below demonstrate how we have moved closer to increasing student achievement, access and equity through a variety of strategic efforts linked to Goal #1.

## **ACCOMPLISHMENTS**

### ***Employee Development, Recruitment & Retention***

- Recent adoption of a district-wide wellness policy for all employees and plan for employee wellness programming.
- More robust professional development including district-wide professional learning days with internal and external subject matter experts.
- Increase in retention of highly qualified instructional leaders from 57% in the 2014-15 school year to 83% in 2015-16.

### ***Professional Development***

- Delivered two full days of district-wide professional learning in a conference format where teachers had a choice of learning opportunities.
- Offered an after-school series of professional development opportunities for teachers including workshops on becoming a Google Drive expert, text-based discussions, scientific inquiry, and modeling and teaching academic vocabulary.
- Included classified school support staff in our professional development days to enhance their skills.
- Offered all substitute teachers access to our two professional development days along with any after school training workshops.
- Instructional coaches have made over 4,000 contacts with K-12 teachers across the district.

### ***Equity & Access***

- Preliminary SAT (PSAT) offered free to all 10th & 11th grade students in October 2015. The PSAT is typically taken as preparation for the SAT.
- SAT offered free to all 11th grade students in May 2016. The SAT is an integral part of the application process for many four-year colleges.
- Elementary school libraries open full-time.
- Increase in library circulation rate by more than 60% at elementary school sites.
- Full day transitional kindergarten and kindergarten at all elementary school sites starting with the 2016-17 school year.
- Continued financial support for music programs district-wide.

### ***Improvements in Course Programming***

33 courses were added district-wide since 2013.

#### **Course additions at San Leandro High School that were A-G approved in 2015-2016:**

- English-B
  - AP English Language and Composition
- Laboratory Science-D
  - Earth Science
- College Preparatory Elective-G
  - CAD Solid Modeling with SolidWorks
  - Machine Technology 1
  - Social Justice Activism
- Language other than English-E
  - Mandarin 1
  - Mandarin 2
  - Spanish for Spanish Speakers 2
- Visual and Performing Arts-F
  - Character Design for the 21st Century

#### **Course additions at San Leandro High School for the 2016-17 school year (all submitted for University of California approval):**

- AP European History
- AP Economics
- Literary Analysis Through Film
- Multimedia 1

#### **Course revisions at San Leandro High School for the 2016-17 school year:**

- Wood Technology 1 and 2

### ***Improvements in Mathematics***

- Adoption of Eureka Math curriculum district-wide for the fall of 2016.
- Training for all teachers in the delivery of new Common Core State Standards based instruction in math.

### ***Special Education***

- Completed Special Education Strategic Plan.
- Launched Special Education Steering Committee.





## GOAL #2: TECHNOLOGY



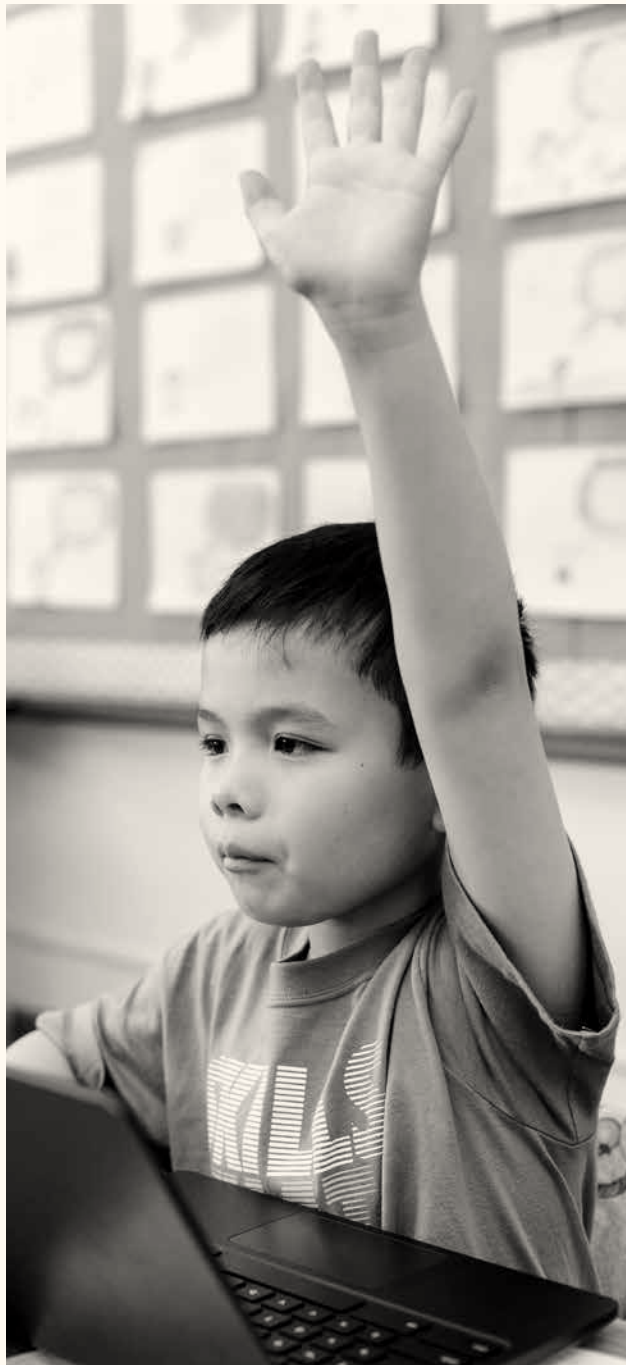
Every school in the District utilizes 21st century technology to support, improve and enhance student learning and to meet the Common Core State Standards (CCSS).





## G2 THREE YEAR REFLECTION

SLUSD believes that another key strategy to district wide improvement for students is a focused effort on eliminating the digital divide and providing 21st century teaching and learning. Over the last three years, we have transformed the technology landscape of the school district. Our commitment to eliminating the digital divide has led to investing in a reliable and powerful technology infrastructure, providing devices for both employees, students and families, and adopting large scale professional learning focused on integrating technology into the classroom and in the spaces that support the classroom. Our libraries were included in these technology upgrades, ensuring students attending before and after school programming have equal and consistent access to tools and resources. The accomplishments highlighted below demonstrate how we have moved the technology agenda forward for our students in SLUSD through a variety of strategic efforts linked to Goal #2.



### ACCOMPLISHMENTS

- 1-to-1 student to computer ratio complete by the fall of the 2016-17 school year. Devices include Android Devices, iPads, Chromebooks, and Virtual Desktop Interfaces (VDI)
- Adopted a new Internet Safety Curriculum.
- Trained internal Technology Education Consultants to assist at each school site with technology integration and support.
- Fiber Loop completed increasing network speed from 100 megabytes to 40 gigabytes.
- Increase in Wi-Fi access points at school sites for more consistent internet access.
- Tech Nights instituted in Spring 2016 providing parents with the necessary information and training to understand how their students and teachers are using technology in the classroom.

*"Providing new technology in the classroom and providing professional development to support the integration of these devices and programs has been a key focus for the last three years. The use of technology has allowed for an enhanced educational environment for our students and more resources for our teachers and staff."*

*-Evelyn González,  
SLUSD Board Member*





### 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.





# G3 THREE YEAR REFLECTION

Our district has determined the need to bridge connections between our school system, families, and the surrounding community. We hired Parent Facilitators across the district to effectively foster and nurture the connection between home and school. SLUSD remains committed to providing our parents with resources they need to inspire their students' college and career aspirations. The district also led large scale communication campaigns to ensure parents are well informed about our goals and the needs we are addressing. Our strategic plan demonstrated a renewed commitment to dramatically improved, multilingual communication that ensures our culturally and linguistically diverse student population and their families understand how to navigate our school system. The accomplishments highlighted below demonstrate how we have supported improving the connection between home and school for our students in SLUSD through a variety of strategic efforts linked to Goal #3.

## ACCOMPLISHMENTS

- Hired a full time Public Information Officer.
- Increased printed, online and on-site translations for district-wide communications.
- Launched two electronic newsletters:
  - District-wide monthly newsletter in three languages.
  - San Leandro High School bi-weekly newsletter in two languages.
- Increased social media postings and presence, including the launch of a District Facebook page.
- New communication channels in each school including robust websites.
- Continued to streamline new student enrollment process with four Enrollment Fairs leading up to start of 2016-17 school year.
- Continued partnerships with the SLED (San Leandro Educational Foundation) through the following projects:
  - Promoted Beautification Day where parents and community members volunteered their time to address beautification projects at each school in the district.
  - Expanded the Season of Service a 10-weeklong program to promote non-violence.
  - Instituted the Summer Girls Robotics Camp.
  - Provided an outdoor experience for elementary students
  - Lead STEAM focused work place tours.
  - Volunteers labeled approximately 60,000 books so students could access the Accelerated Reader software assessment system.
- Continued partnership with Keep the Music Rockin.
- Continued partnership with the San Leandro Scholarship Foundation through the "Dollars for Scholars" dinner, which continues to raise over \$140,000 annually for students
- Continued partnership with the San Leandro Sports Foundation through the following projects:
  - City-wide track meet was implemented over the past three years.
  - Created the San Leandro Athletics Hall of Fame.
  - Continued partnership with the City of San Leandro.
- Implemented teen programs at the Barbara Lee Health and Wellness Center.
- Adult School classes continued at the San Leandro Senior Center.
- City of San Leandro gave the district four strands of the Lit San Leandro

"Fiber Loop" and played a key part in the fiber loop project.

- City of San Leandro assisted the district in acquiring a digital sign at Burrell Field that will generate revenue for the current and future maintenance of the complex.

### ***Increase in parent participation across the district:***

- Every school in the district will complete a School Smarts Parent Academy.
- Established strong district parent leadership groups through the Local Control Accountability Plan Parent Advisory Committee and the District English Learner Advisory Committee.
- Held District-wide Common Core State Standards information nights for families.
- Held six district-wide Special Education Parent Involvement Meetings.

*"Our students benefit from our community partnerships tremendously. At San Leandro High School, the work with our partners enriches our curriculum. Students are presented with real world experiences and unique opportunities that enhance their learning beyond the classroom."*

*-Dr. Ronald Richardson*

*-Dr. Reginald Richardson*

*Co-Principals, San Leandro High School*



## GOAL #4: SCHOOL SAFETY, HEALTH & WELLNESS



Every student in **SLUSD** will attend a safe, healthy and supportive school that collaborates with civic and community partners to ensure best practices in 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.

## THREE YEAR REFLECTION

The district realizes that academic programs, technology and improved home-school partnerships all play a critical role in improving student outcomes. These improvements can only reach their fullest potential if students come to school ready and able to learn while feeling safe and included. The goal of our fourth area of strategic accomplishments underscores our unwavering commitment to the socio-emotional aspects of educating our children. Students need access to a behavioral and academic intervention infrastructure that delivers additional services to support the whole child. The district remained committed to a large-scale Positive Behavior Intervention Support initiative, to the opening of a student health and wellness center, support for the coordination of services referral process, the development of a tiered intervention model, and several initiatives focused on school safety. The accomplishments highlighted below demonstrate how we have supported large scale safety, health and wellness efforts for our students in SLUSD through a variety of strategic efforts linked to Goal #4.

## ACCOMPLISHMENTS

- Opened Barbara Lee Center for Health & Wellness.
  - Average of 80-100 students attend daily.
  - Health education groups focusing on dating, eating right and reproductive health.
  - 30 parents attended a 6-week class series on nutrition.
  - Health services for students including immunizations for incoming kindergarteners.
  - Installation of a new mural designed by a local artist & SLUSD students.
- Participated in National No One Eats Alone Day.
- Instituted Emergency preparedness protocols.
- Installed safety locks in every classroom district wide.
- Installed safety fencing to provide schools sites a secure learning environment.
- Increase in district-wide attendance by 1%.
- Decrease in district-wide referrals & suspensions:
  - Referrals down by almost 50%
  - Suspensions down by more than 50%
- Continued Positive Behavioral Intervention & Support (PBIS) work by building positive behavior plans across all school sites.



## GOAL #5: FACILITIES



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

## THREE YEAR REFLECTION

While we focused on the instructional aspects of the educational process, we simultaneously demonstrated our belief that our students deserve access to outstanding facilities that support teaching and learning. Although the maintenance and improvement of school facilities is an ongoing process, our accomplishments in this key area reflect our values of clean, modern, and well maintained facilities. Over the last three years, we have focused intensely on improving the district's facilities department and processes to ensure our schools continue to be clean and attractive learning environments. The accomplishments highlighted below demonstrate how we have supported campus improvements for our students in SLUSD through a variety of strategic efforts linked to Goal #5.

## ACCOMPLISHMENTS

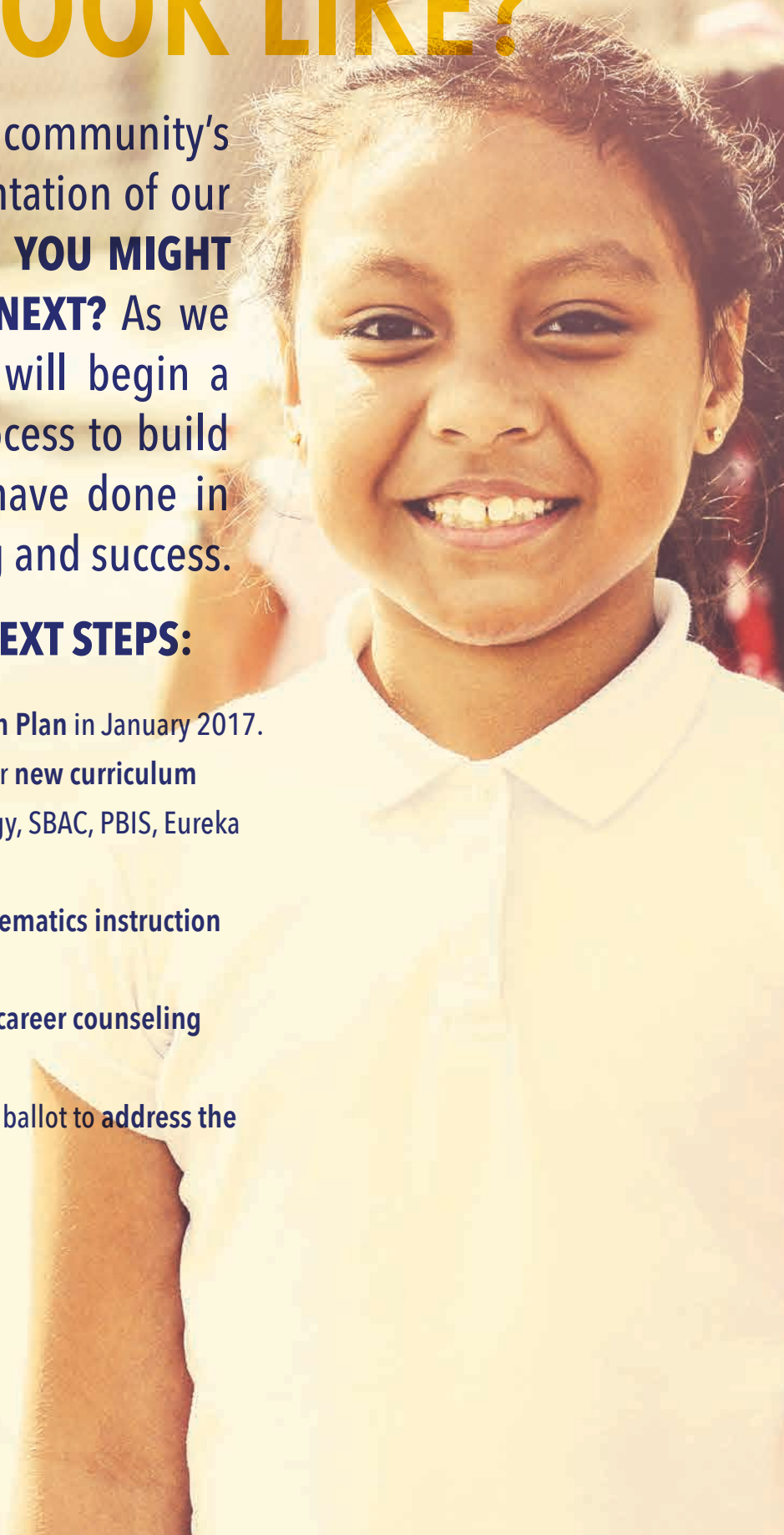
- Installed air conditioning at John Muir Middle School.
- Completed new safety fencing at eight school sites.
- Implemented a comprehensive water conservation plan district wide.
- Landscaping plan in place to ensure that all of our sites are maintained weekly.
- Painted maintenance yard.
- Completed solar project.
- Painted front of all school sites.
- Completed Barbara Lee Center for Health and Wellness.
- Completed Student Services/Special Education building.
- Completed new student drop-off/parking lots at Wilson Elementary School and Muir Middle School.
- Reduced turnaround time for facilities and maintenance work orders.
- Completed a comprehensive district wide facilities needs report.

# WHAT DOES THE FUTURE LOOK LIKE?

We appreciate all of the community's support with the implementation of our most recent strategic plan. **YOU MIGHT ASK YOURSELF, WHAT IS NEXT?** As we look towards the fall, we will begin a new strategic planning process to build upon the great work we have done in support of student learning and success.

## HERE ARE SOME OF OUR NEXT STEPS:

- District will adopt a new Strategic Action Plan in January 2017.
- Supporting staff in their growth with our new curriculum initiatives (e.g. Common Core, Technology, SBAC, PBIS, Eureka Math)
- Focused plan for improvements in mathematics instruction district wide.
- Expanding and improving college and career counseling services at San Leandro High School
- Place a bond measure on the November ballot to address the facilities needs in the district, including;
  - Leaky roofs
  - Inadequate ventilation systems
  - Aging portables
  - Electrical upgrades





# WE THANK OUR PARTNERS



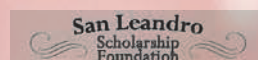
SAN LEANDRO EDUCATION  
FOUNDATION (SLED)



THE SAN LEANDRO SPORTS  
FOUNDATION (SLSF)



KEEP MUSIC ROCKIN'



SAN LEANDRO  
SCHOLARSHIP FOUNDATION



CITY OF SAN LEANDRO





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## STATE OF THE DISTRICT

2015 - 2016 Mike McLaughlin, Ed.D. Superintendent

## VIEW THE STATE OF THE DISTRICT VIDEO

The State of the District video is available to view on the SLUSD website.

Watch and listen to personalized stories from across the district related to the five goals contained in this report.

VISIT: [www.slusd.us/news](http://www.slusd.us/news)



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