

DATE: September 20, 2022

TOPIC: STRATEGIC DIRECTION- CULTURE OF RESPONSIVENESS

DISCUSSION: This report to the Board is intended to provide an outline and information about our Strategic Direction - Culture of Responsiveness - and the plan for the 2022-23 school year. As one of the six tenets of our Strategic Directions, the overarching objectives of a Culture of Responsiveness are to effectively serve all partners by listening and responding to questions and concerns in a timely fashion, change processes and practices when appropriate, and communicate the rationale for decisions so that student learning and social emotional well-being remains the focus of all our efforts.

As you have heard us explain previously, three goals support the Culture of Responsiveness Strategic Direction. First, ensure timely, relevant, and accurate communication with all partners. Second, engage partners in decision-making to promote student learning and social emotional well-being in equitable and inclusive learning environments. Third, enhance the service we provide to our community.

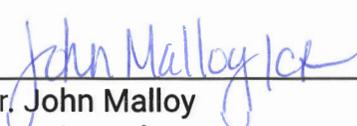
To meet these goals SRVUSD will spend the fall gathering baseline data through in-person and virtual meetings in our existing meeting structure where we will invite participation in a survey. We will also add some additional virtual meetings for those who would like to participate and are not presently a part of an SRVUSD committee. In the Spring, we will invite the same groups to provide data using the same survey. Using the data collected through the fall and spring, we will create an action plan with specific, measurable goals for the following year. Each September we will bring a strategic report to the Board.

In the meantime, every district, school, and department leader is engaged in professional learning to effectively implement continuous improvement processes.

SRVUSD is committed to fostering a Culture of Responsiveness that, in conjunction with our Strategic Directions of Shared Leadership and Stewardship of Resources, creates a foundation that supports our commitment to academic excellence and a broader definition of success so that all students can learn and thrive.

RECOMMENDATION: Informational item only

BUDGET IMPLICATION: Unknown at this time



Dr. John Malloy
Superintendent



**San Ramon Valley
Unified School District
ANNUAL REPORT
TO THE COMMUNITY
2022-23**

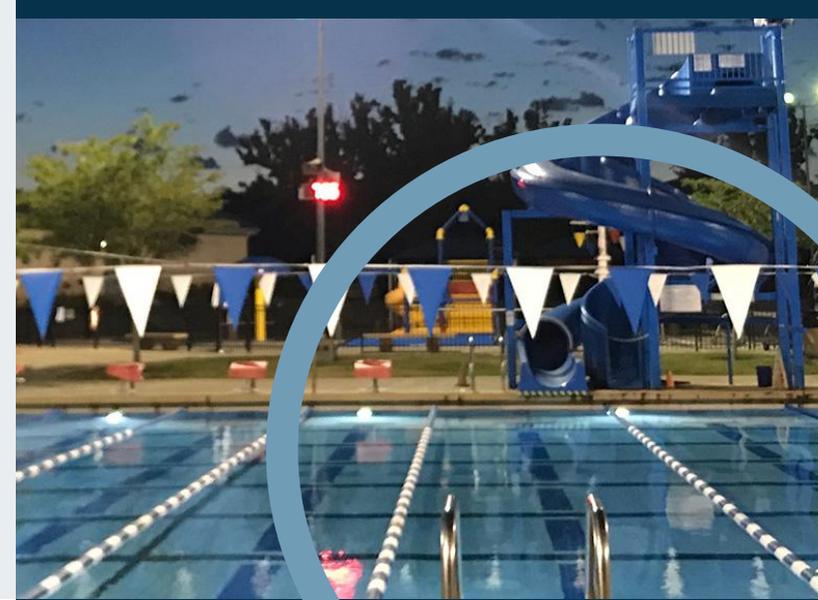


San Ramon Valley Unified School District (SRVUSD) covers an 18 square mile area, encompassing the communities of Alamo, Blackhawk, Danville, Diablo, and San Ramon as well as a small portion of the cities of Walnut Creek and Pleasanton. The District is comprised of 35 schools serving approximately 30,000 students in Preschool through Grade 12. The District employs approximately 3,500 people.

SRVUSD is one of the top-performing districts in California. Over 95% of our graduating seniors plan to attend college or university, and District students are accepted into the University of California and the California State University systems at rates far exceeding state averages. Furthermore, the District has been recognized for its excellence through such honors as the coveted State Department of Education's Distinguished Schools Award (schools in the district have received this honor more than 50 times), and through recognition by the U.S. Department of Education as National Blue Ribbon Schools.

The District has a wide range of state and federally-mandated special education programs. The District's Inclusion Program is a model in the state.

SRVUSD is proud of its highly trained, talented, and dedicated staff and an involved, committed, and highly educated community of parents/ caregivers.



Who We Are in San Ramon Valley



30,000 students enrolled
(approximate)



97% average daily attendance rate
(based on 2019-20 data)



96.5% graduation rate
(based on 2020-21 data)



95% of graduates plan to attend college
(based on 2021 student survey data)



35 school sites

- 22 Elementary Schools
- 8 Middle Schools
- 4 High Schools
- 1 Alternate Education/Continuation



Performing Arts Centers, swimming pools, athletic stadiums at all four high schools



A science lab and a certified science classroom specialist at all elementary schools



3,500 Certificated and Classified employees
(approximate)



Strong partnerships with the City of San Ramon, the Town of Danville, SRV Fire District, Contra Costa County, and numerous community organizations



31,000 Volunteers providing services at all school sites



More National Blue Ribbon and California Distinguished School distinctions than any other Northern California school district, with one school awarded the California Exemplary Arts Education Award.

2021-2022 Census Day Enrollment Information

Enrollment

30,068

English Learners

1,451
4.83%

Special Education

2,869
9.54%

Socioeconomically Disadvantaged

1,870
6.22%

Foster Youth

22
0.07%

Homeless

27
0.09%

BOARD OF EDUCATION

2022-23



Ken Mintz
Board President



Rachel Hurd
Board Vice President



Laura Bratt
Board Clerk



Shelley Clark
Board Member



Susanna Ordway
Board Member



Anya Ayyappan
Student Board Member

The Board of Education is a five-person policy-making body that operates within the laws of the State of California and Contra Costa County.

Each board member is elected for a four-year term. Terms of office are staggered, with elections held every two years.

The Board is responsible for approving the District's budget and adopting all policies and curriculum. The authority of the Board is as a whole and no Board member may act as an official of the District except when the board meets in a regular or a special session.

The Board of Trustees is elected to represent all of the people of the school district. In making its decisions, the Board is guided by what is in the best interest of the entire District.

I am pleased to share our 2022-23 Annual Report to the Community. In the pages that follow, we share a broad summary of San Ramon Valley Unified School District's commitment to providing every student with opportunities for individual success.

We understand the importance of connecting with each other, including students, families, staff, and our community. This is vitally important, especially after the past three years. We have much to celebrate while we continue to grow and improve. Strong relationships are the foundation that we are building upon as we look for ways to create and improve for our students. We can do that when we work together.

Our Strategic Directions are built on our existing foundation of academic excellence. We are focused on creating innovative and inclusive environments where our students will succeed and thrive.

Our commitment to responsiveness, where we help each other navigate our district in service to our students; our commitment to the responsible use of resources to the benefit of our students; shared leadership, which brings our expertise and experience together in service to our students; this is the foundation of our work and how we do this work together.

Our commitment to equity and social emotional well-being are the conditions that are necessary for our students. Our focus is deep learning, innovation, and academic excellence. These are not separate components. They are integrated and support each other to create environments where our students learn and thrive.

This important work is certainly done within our schools, but our greater community plays a crucial role as well. We have engaged our local communities to partner with us in this strategic work.

We have amazing students in San Ramon Valley Unified School District. We know if we give them the opportunity, they can move mountains.

Dr. John Malloy
Superintendent



Dr. John Malloy
Superintendent



San Ramon Valley Unified School District Strategic Directions

Built on a foundation of academic excellence, we are broadening our definition of success. **Success** means our teams create and nurture:

Equity



We will ensure all students are empowered to reach their full potential by valuing student voice, addressing systemic inequities, and closing opportunity gaps.

Social Emotional Well-Being



We are committed to creating and nurturing inclusive learning environments where all students, staff, and families feel deeply connected to their school community.

Deep Learning and Innovation



We will create learning environments that empower students to own their learning so they find purpose, meaning, and joy in their education and excel in post-high school endeavors.

Shared Leadership



We will create the conditions for shared leadership by building a culture of trust, collegiality, and shared responsibility with students, staff, and families.

Stewardship of Resources



We will maximize resources including time, talent and finances, to advance our student success goals.

Culture of Responsiveness



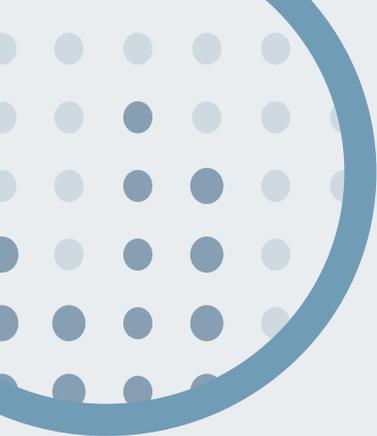
We will effectively serve all stakeholders by listening, responding promptly, changing practices when appropriate, and communicating the rationale for decisions so students remain the focus of our efforts.

SRVUSD... Dedicated to academic excellence where all students thrive and succeed in innovative and inclusive learning environments.



Success means our students:

- Achieve academically
- Experience social and emotional well-being
- Develop curiosity, confidence and independence as learners
- Appreciate the importance of teams and collaboration
- Demonstrate empathy and compassion
- Determine their purpose and understand the importance of service
- Set and achieve goals
- Love learning



Our Priority



Deep Learning, Innovation & Academic Excellence

Equity and Social Emotional Well-Being are Conditions that Support Deep Learning

Deep Learning Enhances Social Emotional Well-Being and Equity



Equity



Social Emotional Well-Being



Stewardship of Resources



Shared Leadership



Culture of Responsiveness

The Components That Support How We Do Our Work in SRVUSD



Deep Learning & Innovation

SRVUSD will create learning environments that empower students to take ownership over their learning in order for them to find purpose, meaning, and joy in their education and to excel in post high school endeavors.

Board Presentation | <https://bit.ly/deeplearningandequitysrvusd>

DESIRED OUTCOMES

We are creating a coherent system that supports instruction that engages students at deep levels. We incorporate authentic assessments where students are expected to meaningfully apply their knowledge and skills.

ACTIONS for 2022-23

- Expand our understanding of deep learning and innovation
- Focal schools
- Identify and develop authentic assessments
- Align curriculum with deep learning principles (Recommended by Steering Committee)
- Spotlight strong SRVUSD examples (Recommended by Steering Committee)





Social Emotional Well-Being

SRVUSD is committed to creating and nurturing inclusive learning environments where all students, staff, and families feel deeply connected to their school community.

Board Presentation | <https://bit.ly/social-emotional-2-srvusd>

DESIRED OUTCOMES

We are developing a culture of wellness that places a priority on student emotional health, engagement, and student voice. SRVUSD provides instructional environments that support social emotional well-being.

ACTIONS for 2022-23

- Core instruction, preventative in nature, for ALL students through school-wide initiatives and whole class support.
- Increased frequency, duration, and individualization through individual support or groups
- Increased parent/community involvement and education (per steering committee)





Equity

SRVUSD will ensure that all students are empowered to reach their full potential by valuing student voice, addressing systemic inequities, and closing opportunity gaps.

Board Presentation | <https://bit.ly/deeplearningandequitysrvusd>

DESIRED OUTCOMES

We are building learning environments that are safe, equitable, and provide a sense of belonging for all students and staff. We are implementing culturally responsive and equity-informed policies, procedures, and practices that lead to equitable outcomes for students. Our teaching and learning experiences are responsive to and supportive of diverse cultures and identities.

ACTIONS for 2022-23

- Engage staff in implicit bias professional development
- Support the effective implementation of Gender Support Plan
- Nurture inclusive learning environments
- Build capacity in staff to lead restorative justice work
- Diversify District staffing
- Review District policies, procedures, and practices
- Training on DEI and LGBTQ+ topics (Recommended by Steering Committee)
- Address disparity in academic achievement gaps and disciplinary actions of BIPOC groups (Recommended by Steering Committee)
- Hire diverse staff (Recommended by Steering Committee)
- Diversify curriculum (Recommended by Steering Committee)
- Accountability and clear expectations (Recommended by Steering Committee)
- Common language across schools (Recommended by Steering Committee)





Culture of Responsiveness

SRVUSD will effectively service all stakeholders by listening, responding to questions and concerns in a timely fashion, changing processes and practices when appropriate, and communicating the rationale for decisions so our students' learning and social emotional well-being remain the focus of our efforts.

Board Presentation | <https://bit.ly/responsivenesssrvusd>

DESIRED OUTCOMES

We desire to provide timely, relevant, transparent and accurate communication with all stakeholders. Stakeholders are engaged in decision-making to promote student learning and social emotional well-being in equitable and inclusive learning environments.

ACTIONS for 2022-23

- Hanover survey to collect baseline data
- Develop a strategic communications plan to engage with students, staff, families, and the community
- Engage in deep learning about the science of continuous improvement cycles





Stewardship of Resources

SRVUSD will maximize resources including time, talent and finances, to advance our student success goals.

Board Presentation | <https://bit.ly/stewardshippersrvusd>

DESIRED OUTCOMES

Our students and families expect a standard of excellence from SRVUSD schools. Our budgetary decisions and processes support the goals and success of our students.

ACTIONS for 2022-23

- Balance the District budget
- Receive positive Certification from the Contra Costa County Office of Education
- Engage our staff, families and community in budgetary discussions
- Elementary school Counselors
- Intervention supports
- Elementary Art and Music classes
- Elementary Assistant Principals
- Technology 1:1 Program
- Curriculum refresh
- Elementary Library staff





Shared Leadership

SRVUSD will create the conditions for shared leadership by building a culture of trust, collegiality, and shared responsibility with students, staff, and families

Board Presentation | <https://bit.ly/leadershipsrvusd>

DESIRED OUTCOMES

We are working towards a culture of collective responsibility and shared investment in the success of each of our students. We encourage collaborative decision-making with students, staff, and families and strive to develop trust amongst all stakeholders.

STRATEGIES, ACTION and MEASUREMENT for 2022-23

- Increasing Student Voice
- Community Engagement
- Grow and Nourish Leaders



STEERING COMMITTEES

2022-23

SRVUSD STEERING COMMITTEES

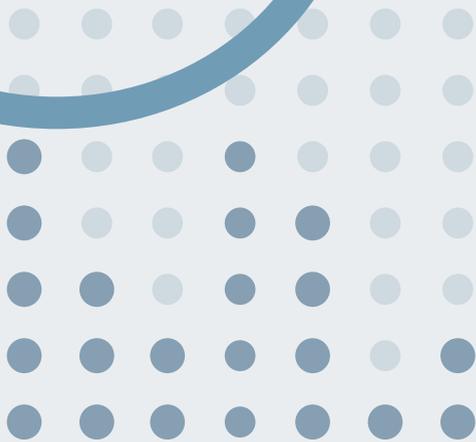
- Deep Learning and Innovation
- Social Emotional Well-Being
- Equity
- Access to Excellence (a2e)

PURPOSE

To inform, provide feedback, guide action steps, measure impact.

Our steering committees are comprised of parents/caregivers, students, staff, and community members who meet regularly throughout the year.





EDUCATION CENTER

699 Old Orchard Drive
Danville, CA 94526
925-552-5500
www.srvusd.net

SERVICE CENTER

3280 Crow Canyon Road
San Ramon, CA 94583
925-552-5500

ELEMENTARY SCHOOLS

Alamo
Bella Vista
Bollinger Canyon
Country Club
Coyote Creek
Creekside
Golden View
Green Valley
Greenbrook
Hidden Hills
John Baldwin
Live Oak
Montair
Montevideo
Neil Armstrong
Quail Run
Rancho Romero
Sycamore Valley
Tassajara Hills
Twin Creeks
Vista Grande
Walt Disney

MIDDLE SCHOOLS

Charlotte Wood
Diablo Vista
Gale Ranch
Iron Horse
Los Cerros
Pine Valley
Stone Valley
Windemere Ranch

HIGH SCHOOLS

California
Dougherty Valley
Monte Vista
San Ramon Valley

ALTERNATIVE EDUCATION

Venture (Independent Study)
Del Amigo (Continuation)

