

ThoughtExchange

Data Analysis
December 15, 2022



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Our Strategic Directions Guide Our Work

We remain committed to engaging our community, staff, and students to help us move the work forward and identify areas where we need more attention.



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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

ThoughtExchange is *one* method being used to garner feedback about highest priorities for continued organizational improvement.

ThoughtExchange Artificial Intelligence (AI) elevates comments based on user rating, which then allows for the generation of themes across highly rated thoughts.



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Participation Statistics

Parent/Caregivers

Participants - 2677

Thoughts - 1040

Ratings - 56748

Staff

Participants - 811

Thoughts - 418

Ratings - 18476

Students

Participants - 7646

Thoughts - 7618

Ratings - 211571



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Top 200 thoughts for each exchange were analyzed:

- Wide variety of thoughts
- Thoughts organized according to the Strategic Directions

The complete list of thoughts for each Exchange are posted on the district website 'Partner Engagement' page.



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Community - Top Rated Thoughts

Remove "Equity Liaison" positions, make them all classroom teachers again. We need teachers in the classroom and lowered student to teacher ratios, not this cadre of people doing nothing all day.

4.3  (79 )
Ranked #1 of 1040



 Comment  Action

When asking for feedback, split SRVUSD into groups; Elementary, Middle and High school. Give examples of equity and success for each group. It's clear by the comments that Elementary students and high school students need different things.

4.3  (63 )
Ranked #2 of 1040



 Comment  Action

Reduce class sizes in SRV to a maximum of 22 students per class. Our average student to teacher ratio is too high for effective learning. CA ranks as the highest student to teacher ratio. SRV can do better! Even FL set a state law capping size to 22 for TK-5 and 25 for high school.

4.3  (62 )
Ranked #3 of 1040



 Comment  Action

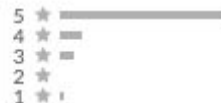
Staff - Top Rated Thoughts

Smaller class sizes In order to successfully reach all students, we need to have a manageable class size.

 Comment  Action

4.6  (58 👤)

Ranked #1 of 418



Offer more non college prep classes such as auto shop, culinary, home economics. This will honor and, more importantly, provide options for students who aren't planning on attending college right after high school.

 Comment  Action

4.5  (58 👤)

Ranked #3 of 418



Please consider the amount of new things you are asking your teachers to do. We can't take much more and expect to be mentally and physically present for our students.

 Comment  Action

4.5  (56 👤)

Ranked #8 of 418



Students - Top Rated Thoughts

More OPPORTUNITIES to improve grades When you mess up once it can sometimes be hard to recover from it.

 Comment  Action

4.7  (34 )

Ranked #1 of 7816



I think that is important to provide better school lunches This is important because some students don't have time to make homemade lunches so they rely on school lunch which most of the time is unsatisfactory



 Comment  Action

4.6  (35 )

Ranked #2 of 7816



being safe and being kind to others so everyone at school can be safe learning

 Comment  Action

4.5  (36 )

Ranked #11 of 7816



Strategic Direction Pillar: Equity (Community)

Themes

- Support Diverse Learners
 - Multiple pathways to success
 - Meet the needs of all students
 - Challenge, enrichment , support for all students
- Understanding Equity
 - Clearly define equity and social emotional learning
 - Equal access to opportunity
 - Less focus on equity
- Post-Grad Options
 - Expand pathways for students that may not seek a four year college after high school



Strategic Direction Pillar: Equity (Staff)

Themes

- Support Diverse Learners
 - Celebrate all learners. Success can be achieved by every student in their own way
 - More pathways
 - ‘Success’ needs to be broad and inclusive
 - Individualized instruction



Strategic Direction Pillar: Equity (Staff) Continued

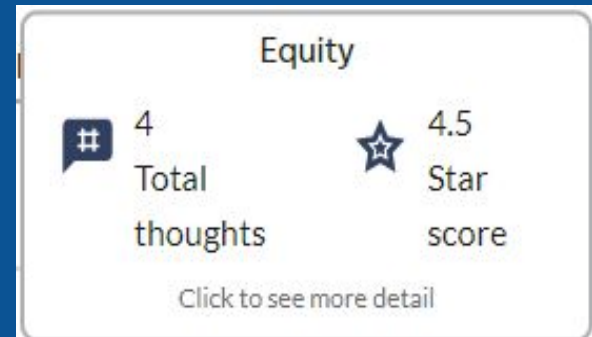
Themes

- Post-Grad Options
 - Offer and educate on different pathways for students not bound for 4-year college
 - Give more opportunity for career exploration, especially through vocational classes
 - Value all students, not just college-bound ones. Success looks different for each student

Strategic Direction Pillar: Equity (Students)

Themes

- Support Diverse Learners
 - Environment where students feel included and safe
 - Respect for others, treat everyone fairly
- Understanding Equity
 - No racism



Strategic Direction Pillar: SEL (Community)

Themes

- Safety & Student Behavior
 - Bullying
 - Drug addiction education
 - Student accountability
- SEL & Mental Health
 - Shared role of teacher/parent/student
 - Positive relationships, interaction
 - Support emotional well-being
 - Foster kindness & empathy



Strategic Direction Pillar: SEL (Staff)

Themes

- Safety & Student Behavior
 - Accountability and consequences for behavior
- SEL & Mental Health
 - Develop student character and resilience
 - Unhealthy pressure from too many AP classes
 - More counseling and resources
 - Emotional needs impeding learning
 - Less focus on test scores



Strategic Direction Pillar: SEL (Students)

Themes

- Safety & Student Behavior
 - Feeling safe, being kind to all
 - Clean bathrooms free of smoking/vaping/drugs
 - Bullying
 - Fewer tardies and detentions
- SEL & Mental Health
 - N/A



Strategic Direction Pillar: Deep Learning (Community)

Themes

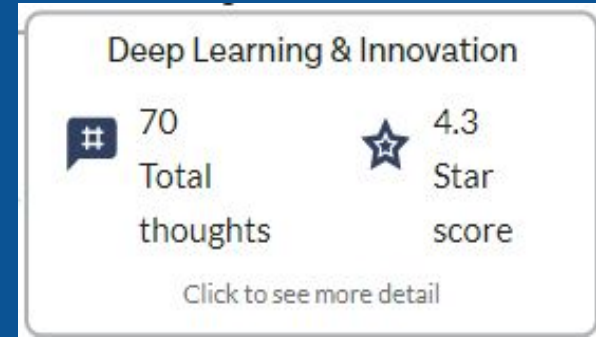
- Smaller Class Size
- Curriculum & Programming
 - Monitor homework load
 - Enrichment
 - Multiple pathways
 - Focus on the arts
 - Offer choice and voice in learning
- Academic Excellence
 - Maintain high standard of excellence
 - Focus on effort and a love of learning
- Tutoring & Additional Support
 - Focus on intervention to alleviate the need for tutoring



Strategic Direction Pillar: Deep Learning (Staff)

Themes

- Smaller Class Size
 - Smaller class sizes to serve students' additional needs
- Curriculum & Programming
 - District-funded intervention specialists
 - Focus on the Arts
 - Add electives
 - Real world skills- critical thinking, public speaking
 - Eliminate combo classes



Strategic Direction Pillar: Deep Learning (Staff) Cont.

Themes



- Academic Excellence
 - More support & intervention
 - Respect all staff, not only teachers
 - Realistic expectations on teachers
 - Too much emphasis on Advancement, AP classes, and grades
- Instruction & Innovation
 - Multiple ways to demonstrate learning

Strategic Direction Pillar: Deep Learning (Students)

Themes

- Opportunities to Improve
 - More opportunities to improve grades
 - Catch up after absences
- Curriculum & Programming
 - More field trips & social events
- Homework & Assignments
 - Less homework
 - No homework weekends & vacations
 - More class time for assignments & homework

Deep Learning & Innovation

 92	 4.6
Total	Star
thoughts	score

[Click to see more detail](#)

Strategic Direction Pillar: Deep Learning (Students) Cont.

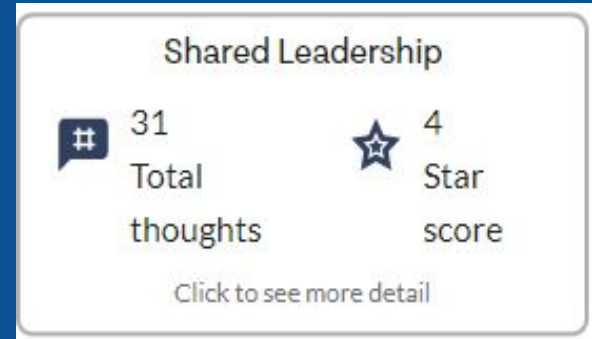
Themes

- Instruction & Learning Support
 - More engaging work & instruction
 - Listen to music in class
 - Teacher summarizes and prep for tests
 - Teachers who are friendly, engaging, patient, open-minded
- Schedule & Breaks
 - Longer passing periods and lunch time
 - Breaks during block classes

Strategic Direction Pillar: Shared Leadership (Community)

Themes

- Parent Involvement
 - Balance parent feedback
 - Welcome all feedback
 - Parents should engage actively
 - Include parents in decisions
- Trust and Transparency
 - Ensure transparency and trust
 - Share protocols around decision making



Strategic Direction Pillar: Shared Leadership (Staff)

Themes

- Involve Students & Parents
 - Help parents shift their definition of success
 - Parent anxiety and pressure affects students
- Opportunities & Time for Collaboration
 - Need more time to collaborate and plan



Strategic Direction Pillar: Shared Leadership (Students)

Themes (N/A)

Strategic Direction Pillar: Stewardship of Resources (Community)

Themes

- Equity Liaisons
 - Taking away from putting teachers in the classroom and lowering class sizes
- Recruitment & Retention
 - Find ways to recruit and retain highly qualified teachers
 - Hire staff that promotes positivity and growth mindset



Strategic Direction Pillar: Stewardship of Resources (Staff)

Themes

- Instructional Support
 - Assistant Principals in elementary
 - More support & staff at sites with full-time special education programs (SDC)
 - Resource and behavior support needed
- Professional Development & Preparation
 - Additional, quality Professional Development
 - More time, training on new curriculum to facilitate deeper learning



Strategic Direction Pillar: Stewardship of Resources (Staff) Cont.

Themes

- Recruitment & Retention
 - Need adequate staffing
 - Higher pay for certain positions
 - Keep elementary counselors
- Support for Teachers & Staff
 - Staff needs to feel supported, valued
 - Parent aggression, feel threatened
 - Overwhelmed

Strategic Direction Pillar: Stewardship of Resources (Students)

Themes

- Food & Nutrition
- Clean water fountains

Stewardship of Resources

	92		4.6
Total		Star	
thoughts		score	

[Click to see more detail](#)

Strategic Direction Pillar: Culture of Responsiveness (Community)

Themes

- Engagement
 - Consistent, clear, timely
 - Include varied perspectives
 - Organize by elementary, middle, and high
 - Vary communication (email, town halls, website)
- Parent/Teacher Communication
 - Engage often when a student is struggling
 - Descriptive feedback about student progress
 - Garner feedback directly through schools
 - Curriculum updates regularly



Strategic a Pillar: Culture of Responsiveness (Staff)

Themes

- Engage & Listen to Teachers
 - Trust teacher input
- Parent/Teacher Communication
 - Parent partnership for realistic course selection
 - Parent education around alternative pathways



Strategic Direction Pillar: Culture of Responsiveness (Students)

Themes

- Engage & Listen
 - Teachers who listen to their students, student suggestions
 - Teachers reiterate material, slow down, and review answers to improve student understanding

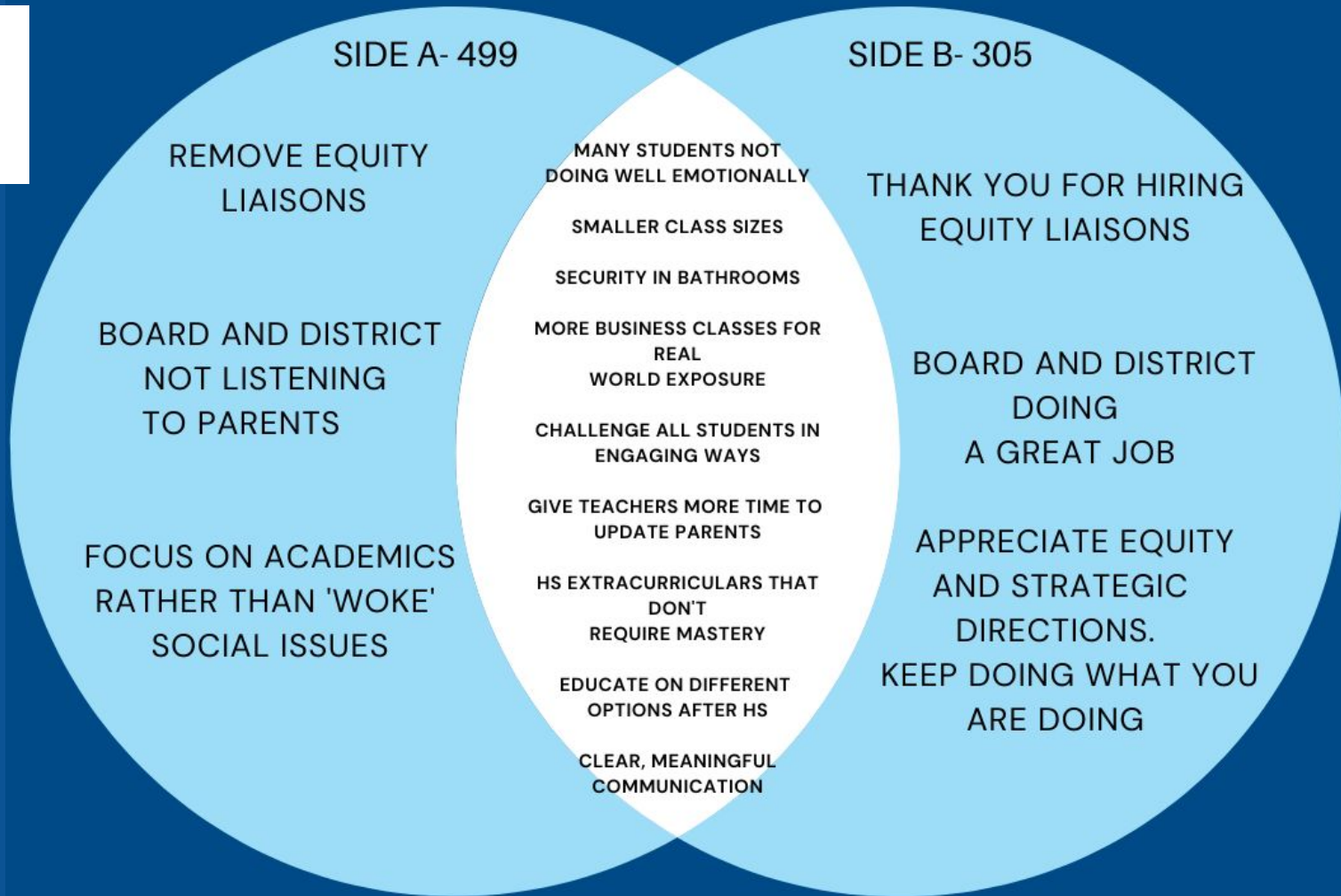


Many varied thoughts were shared which were, at times, polarized particularly in the parent/caregiver community.

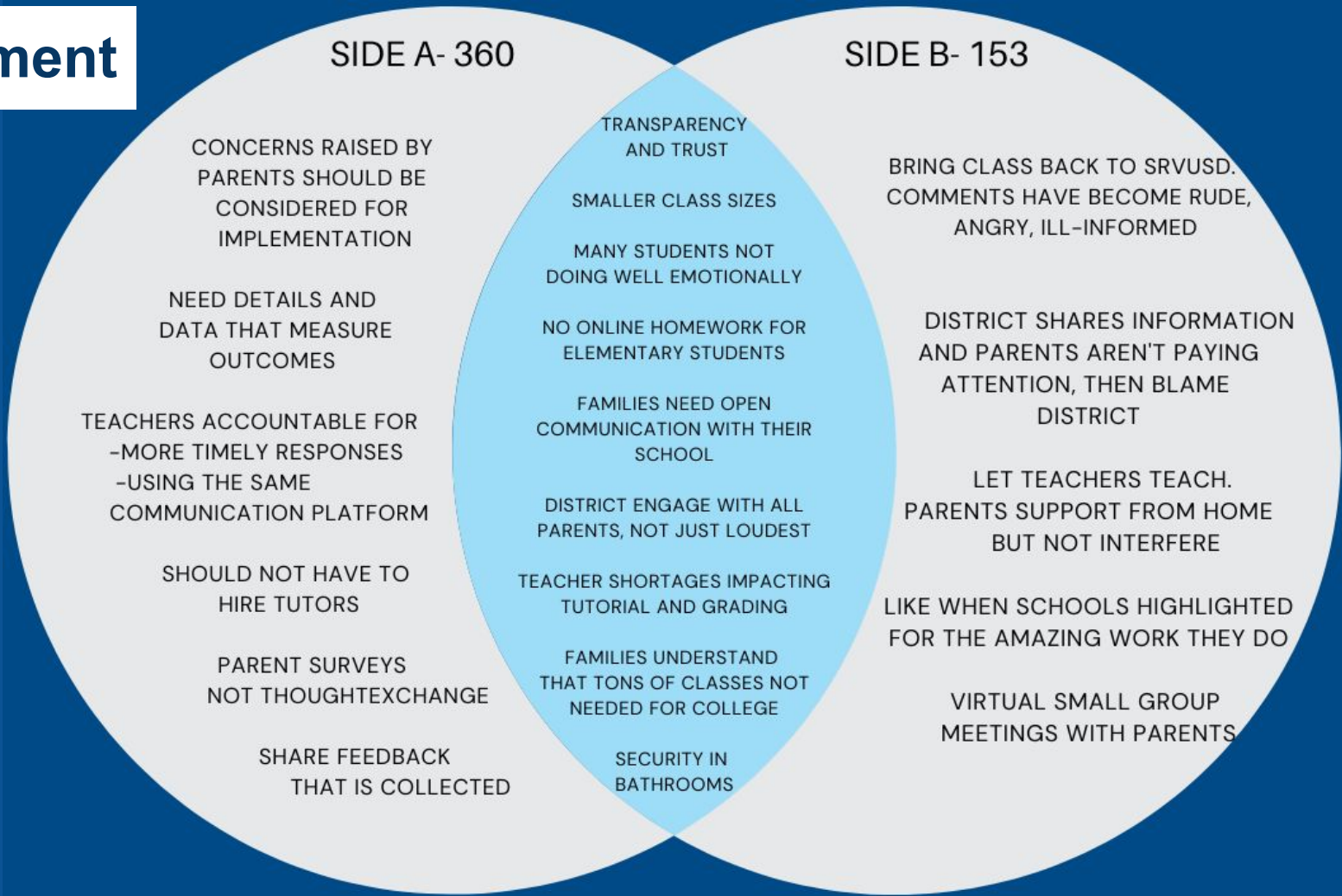
When there is polarization, ThoughtExchange Artificial Intelligence (AI) highlights differences and areas of similarities within groups of thought.

When one group of users rates multiple thoughts as important and the other group group of users rate the same thoughts as unimportant, a visual can be created showing the Differences and Similarities between these groups (Side A/Side B).

Equity & Support



Engagement



Affirmation of our Work:

➤ **Deep Learning**

Real world learning, critical thinking, more engaged work and instruction

➤ **Grading & Assessment**

Multiple opportunities to demonstrate learning and to improve grades

➤ **Recruiting and Retaining Effective Staff who represent our community**

Affirmation of our Work cont'd

- **Broadening the Definition of Success on the Foundation of Academic Excellence**
More pathways, different courses, Arts, celebrate all learners, maintain high standards
- **Social Emotional Well-Being/Equity**
Additional elementary counselors, student voice, building strong relationships with students, students feeling safe, respected and included

Issues that are Challenging to Resolve

- **Smaller Class Sizes**
Need ongoing budget
- **No Combined Classes**
- **Food Trucks Outside of Schools**
Do not meet nutritional guidelines
- **Communicate/Engage Differently for Elementary, Middle and High School**

Issues We Need to Work on:

- **Trust**
- **Parent/Caregiver Engagement Regarding our Strategic Directions and Their Children's Progress**
- **Staff Sometimes Feel Unsupported and Overwhelmed by too Many Expectations**
- **Equity Work- Equity Liaisons**
- **Clean and Safe Bathrooms**

Issues We Need to Work on: cont'd

- **Lunch**
- **Student Behaviors, Pressures and Mental Health Issues, Bullying, Accountability and Restorative Resolutions**
- **Students need Tutoring, Especially in Math**

Next Steps

These insights will inform our work, and feedback will be brought to the Board through strategic reports

We will continue to engage our parents and caregivers so that everyone understands our strategic directions and inform these directions. More ideas will be brought forward in 2023

We are finalizing a student voice plan that will strengthen our ability to engage students

We will share examples and illustrations regarding aspects of our strategic directions, e.g. short videos

Next Steps cont'd

We hired a Math Coordinator by shifting existing resources, we have created essential math standards and we are supporting teacher professional development. We will also study the effectiveness of our Math program (K-12) starting next school year

We are creating multiple opportunities for our staff to share their perspectives so that we can collaboratively resolve challenges/issues

We will develop our College & Career readiness plan that allows all students to understand their strengths, explore careers and be supported in their post-secondary decisions (December 2023)

Next Steps cont'd

Our MTSS process will support our students academic progress, their social emotional well-being and their ability to make good decisions (behavior)

We are working on a communication plan to increase the timeliness of cleaning and refilling supplies in secondary restrooms. An increase in the frequency of supervised rotational schedules of personnel during the school day is also under consideration

We created a School Meal Experience Task force last spring which brought forth recommendations for improvements to our child nutrition program and are now working on an implementation plan. Additionally, we are launching a School Meal Ambassador program that will incorporate student voice to provide input and feedback

We remain committed to listening to the thoughts and needs of our community, staff and students.

Feedback is valued and will drive our work moving forward.



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Appendix

Community Top 200 Thoughts, Themed

Staff- Top 200 Thoughts, Themed

Students- Top 200 Thoughts, Themed

Access each Appendix above by going to

bit.ly/TETOP200

Questions/Comments



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