Committee of the Whole Bayview Update

December 6, 2016
Outcomes

• Understand the current reality and context in the Bayview
• Analyze factors that have influenced or led to the outcomes
• Explore existing opportunities to impact outcomes for African American students
• Identify focus area in SFUSD’s Theory of Action for changing the academic outcomes for African American students
• Share Strategies in Action work to date and next steps to disrupt the data pattern and identify progress measures
Our Bayview Schools
Cohort 3 Data

INPUTS  OUTPUTS

CHALLENGES  ASSETS
SBAC ELA Percent Proficient 2015-16

Percent Proficient

SBAC Math Percent Proficient 2015-16

Percent Proficient

Chronic Absenteeism 2015-16

Percent Proficient
Our Targets

10 x 10

% increase whole school & subgroup
• High concentrations of racial isolation
• High concentration of poverty - Free/Reduced Priced Lunch and Public Housing
• Above average percent of SPED populations
• Below average percent of EL populations
• Students entering elementary school not kindergarten ready
• Large numbers of new and newer leadership team members
• High concentrations of teacher turnover
• Highest percentage of first and second year teachers
### INPUTS

<table>
<thead>
<tr>
<th>Input</th>
<th>Fall 2016 District</th>
<th>Fall 2016 Bayview</th>
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</thead>
<tbody>
<tr>
<td>High concentrations of teacher turnover: 2014-15</td>
<td>21%</td>
<td>40%</td>
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<tr>
<td>Highest percentage of first and second year teachers</td>
<td>20%</td>
<td>33%</td>
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</tbody>
</table>
• Human Capital and Talent Management
• Mindset and Morale
• Resource Allocation and Alignment
• Transition and Flux
• Managing Expectations of Stakeholders (Internal and External)
• Communication
ASSETS

• Some support staff who live and work in the community
• Dedicated administrators who own a growth mindset about their schools
• Schools embedded in a rich resilient community
• Many community resources and partners
• Schools prioritized for MTSS resources and supports
• 75% of our elementary schools have early education programs
If we:
1. Support all students and educators to develop a **growth mindset** informed by implicit bias and stereotype threat
2. Focus on how to **engage**, **affirm**, and **empower** African American students and families
3. Provide **comprehensive wraparound** supports to guarantee readiness to learn
4. Ensure African American students receive **culturally responsive, rigorous instruction**

SFUSD will have built **relational trust** with African American students and families and created conditions for African American students to be **prepared for life, work, and study** beyond their secondary school years.
## Strategies in Action

<table>
<thead>
<tr>
<th>Classrooms</th>
<th>The Instructional Core</th>
<th>The Dimensions of Teaching and Learning</th>
<th>Implementing the SFUSD Core Curriculum</th>
<th>Family-School Partnerships</th>
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<tbody>
<tr>
<td>Schools</td>
<td>Instructional Guidance</td>
<td>Student Centered Learning Climate</td>
<td>Leadership</td>
<td>Professional Capacity</td>
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<tr>
<td>Central Office</td>
<td>Teaching &amp; Learning</td>
<td>Safe &amp; Supportive Schools</td>
<td>Resource Management &amp; Impact</td>
<td>Talent Development</td>
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<tr>
<td>Board Room &amp; The City</td>
<td>Policy and Governance</td>
<td>Priority Policy Areas</td>
<td>Collaboration with City Agencies and External Partners</td>
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</tbody>
</table>
Ensure African American students receive **culturally responsive, rigorous instruction**

- Teaching & Learning
- Safe & Supportive Schools
- Family Empowerment & Community Partnerships
- Talent & Culture
- Resource Management & Impact
Ensure African American students receive **culturally responsive, rigorous** instruction.
Pillars of Practice

- Frequent Observation & Feedback
- Coordination of Resources and Partnerships
- Strengthen Family & Community Engagement
- Optimize Use of Collaboration & Common Planning Time
- Clear Instructional Focus
- Data Informed Decision Making

SFUSD
Developing System Coherence

V2025
TL. TL. Strategies in Action
AAALI - Theory of Action & Goal Scorecard

African American Student Achievement

Human Capital

Organizational Learning / Continuous Improvement

Supt Fellows
AA Achievement Gap, Talent & Culture

LEAD
PDSA/MTSS, AA Achievement Gap, PK-8 Literacy, HS Math

SLT
Bayview/ Culturally Relevant & Rigorous Instruction

Resource Mgmt
ROI + AA CAL Implementation

Talent & Culture
Human Capital Strategy

Safe & Supportive Schools
TFI/PBIS/RP HOPE SF

Teaching & Learning
Academic RtI C&I Digital District

Human Capital

Organizational Learning / Continuous Improvement

African American Student Achievement
THANK YOU!