

WEST SONOMA COUNTY UNION HIGH SCHOOL DISTRICT

TO: Ted Walker, Board President
FROM: Steven Kellner, District Superintendent
DATE: March 29, 2017
ITEM: **APPROVAL TO MOVE FORWARD WITH THE PUBLIC RETIREMENT SERVICES (PARS) SUPPLEMENTARY RETIREMENT PLAN FOR CERTIFICATED EMPLOYEES**

BACKGROUND INFORMATION:

On January 18, 2017, the Board of Education approved Board Resolution #10.JAN.2016-2017 to provide a retirement incentive offer to eligible certificated employees who wished to voluntarily exercise their option to separate from West Sonoma County Union High School District.

The District and West Sonoma County Teachers Association (WSCTA) agreed a two (2) year plan was in the best interest of the District. The criteria for eligibility were as follows:

- Employed by the District as of January 25, 2017
- Have at least ten (10) years of District service as of June 30, 2017 or June 30, 2018
- Eligible to retire under STRS (age 55 with 5 years of STRS service or age 50 with 30 years of STRS service) as of June 30, 2017 or June 30, 2018
- Have resigned from District employment after completing the 2016-2017 school year effective on or before June 30, 2017 or after completing the 2017-2018 school year effective on or before June 30, 2018

CURRENT CONSIDERATION:

In partnership with West Sonoma County Teachers Association, the District opened the window for eligible certificated employees to submit an irrevocable letter of resignation from the District by 4:00 p.m. on Thursday, March 9, 2017. The District received six (6) irrevocable letters with an effective date of June 30, 2017 and fourteen (14) irrevocable letters with an effective date of June 30, 2018.

Once all letters were received, the District had to verify there was sufficient participation to meet the District's fiscal and operational objectives. Based on the participation of twenty (20) certificated employees over a two (2) year period, District Administration believes the fiscal and operational objectives have been met.

RECOMMENDATION:

It is respectfully requested the Board of Education move forward with the Public Retirement Services (PARS) Supplementary Retirement Plan for Certificated Employees.

ATTACHMENTS:

No

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TO: Ted Walker, Board President
FROM: Steven Kellner, Superintendent
DATE: March 29, 2017
ITEM: **2017-2018 DISTRICT GOAL SETTING WORKSHOP**

BACKGROUND INFORMATION:

School Boards often find it helpful to set goals and success indicators to pursue during the upcoming school year. Goals help focus the work of District leaders on particular areas that have been identified as especially important. Typically, the Board and Superintendent periodically monitor progress toward achieving District goals as the year progresses. Our District uses the District Goals in the Superintendent evaluation process.

CURRENT CONSIDERATION:

The Board has successfully used the following process in previous years.

Trustees prepare for the workshop individually by reviewing:

- WSCUHSD Guiding Principles, General Guidelines and Screening Criteria for Proposed District Goals
- 2016-17 Local Control Accountability Plan (LCAP)
- Public school district governance teams key activities and key areas of focus
- District Goals for the current school year and last school year
- Major projects and initiatives scheduled for the upcoming school year

At the workshop:

- Board refines (if needed) and gains agreement on the WSCUHSD Guiding Principles, General Guidelines and Screening Criteria for Proposed District Goals
- Trustees take turns suggesting goals (listed on wall chart) until all suggestions are heard
- Board collects input and additional suggestions from the public
- Board discusses the challenges and opportunities facing the District that each suggested goal might address
- If needed, Board groups, simplifies or reduces proposed goals
- Board gains agreement on 2-6 proposed goals for the upcoming school year
- Board gains agreement on success indicators for each goal
- If needed, Board directs staff to develop wording for proposed goals and success indicators
- At Board's direction, staff places consideration of approving district goals for the upcoming school year on the action agenda of a subsequent Board meeting

After the 2014-2015 District goal setting process, Trustees provided these suggestions to improve the process for 2015-2016:

- Provide headings under which to put suggested goals
- Consider having goals repeat from year to year, with new or updated success indicators
- Link goals to the Local Control and Accountability Plan

After the 2015-16 District goal setting process the Trustees:

- created 6 goals, 5 of which mirrored the 2016-17 Local Control and Accountability Plan.
- established new metrics to measure progress aligned with the evolving state and federal guidelines surrounding district accountability

RECOMMENDATIONS:

The administration recommends the Board examine progress toward the 2016-17 goals. Additionally the administration recommends that the Board discuss the suitability of the current data collected and the metrics established to measure progress toward each of the six adopted goals. Staff is available to take direction on this matter. This is not an action item at this time. At the Board's direction, consideration of approving goals for 2017-2018 will be put on a subsequent Board agenda.

ATTACHMENTS:

- WSCUHSD Guiding Principles, General Guidelines and Screening Criteria
- District governance teams key activities and key areas of focus
- District Goals for 2016-17

DISTRICT GOALS WORKSHOP

WSCUHSD GUIDING PRINCIPLES

The following Guiding Principles are to be used when making changes and/or solving problems:

- Make decisions that are best for kids
- Model respect and dignity in how we treat others
- Hold people accountable for doing what they agree to do
- Be responsive and responsible to all members of our constituency
- Enhance the sense of pride and inclusion throughout the District
- Consider both short and long term district needs

GENERAL GUIDELINES

- Be mindful of WSCUHSD Guiding Principles
- Adopt 2-6 goals, with success indicator(s) for each goal
- Consider goals that
 - Improve existing or continuing district functions or programs
 - Establish new ventures
 - Focus on staff needs
 - Focus on Board needs

SCREENING CRITERIA for PROPOSED DISTRICT GOALS

- Is what is being proposed truly a goal, or is it a strategy to reach an unstated goal?
- Is the achievement of the goal in our control?
- Is the achievement of the goal outside the scope of collective bargaining?
- Can the goal be accomplished during the upcoming school year?
- Can achievement of the goal be adequately measured?
- Is the focus of the goal district-wide?

CALIFORNIA SCHOOL BOARDS ASSOCIATION
Recommendations to
Public School District Governance Teams

Some Key Activities

- Promote success of all students
- Concentrate district efforts on learning and achievement
- Value, support and advocate for public education
- Recognize and respect differences of perspective; ensure that a diverse range of views inform board decisions
- Build unity of purpose, communicate a common vision and create a positive organizational culture
- Accept leadership responsibility and accountability for developing implementing the vision, goals and policies of the district

Some Key Areas of Focus

- **Curriculum, Instruction and Assessment** (examples: courses offered, measures of student achievement, K-16 articulation, instructional use of technology)
- **Student Support** (examples: counseling, student wellness, student attendance, credit make-up, campus climate, school-to-home communication, extracurricular activities)
- **Facilities** (examples: facility improvement, facility maintenance)
- **Human Resources** (examples: attracting and retaining staff, professional development)
- **Fiscal Management** (examples: expanding resources, creating efficiencies, maximizing enrollment)
- **Community Relations** (examples: communicating with stakeholders, building community involvement, encouraging school-community partnerships)

2016-17 West Sonoma County Union High School
District Goals and Success Indicators

1. School Physical, Social and Emotional Environment

- A. Score 100% on Facility Inspection Tool
- B. Increase parent input and engagement in district decisions
- C. Reduce rates of chronic absenteeism
- D. Students will engage in helping create a safe and secure school environment

2. Course Access and Student Success

- A. Provide access to core curriculum for all students
- B. A-G Completion Rate at comprehensive high schools will meet or exceed state rate
- C. All CTE Pathways will have multi-course sequences with a capstone curriculum.
- D. Percentage of district students earning sufficient credits to promote to next grade level will meet or exceed rate from prior year.

3. 21st Century Classroom Materials and Instruction

- A. Achieve Common Core State Standards Implementation
- B. Increase student access to technology
- C. Provide professional development for instructional transformation using technology

4. Decrease the academic achievement gap

- A. Provide classes, programs and support student achievement and course access for unduplicated students and students with exceptional needs.
- B. Unduplicated student achievement as measured by SBAC assessments will increase at a rate greater than the district's at a whole.
- C. Percent of EL students meeting CELDT AMAO 1 Criterion will exceed state rate.
- D. EL students redesignated Fluent English Proficient will continue to receive academic support necessary for post high school success.

5. Transition to post-high school success

- A. Graduation rate at each school will meet or exceed state graduation rate
- B. Drop out rate at each school will be less than state dropout rate
- C. Percent of students taking and passing an Advanced Placement Exam with 3 or better will increase until 50% of students are reached
- D. Increase opportunities for students to engage in workplace learning experiences