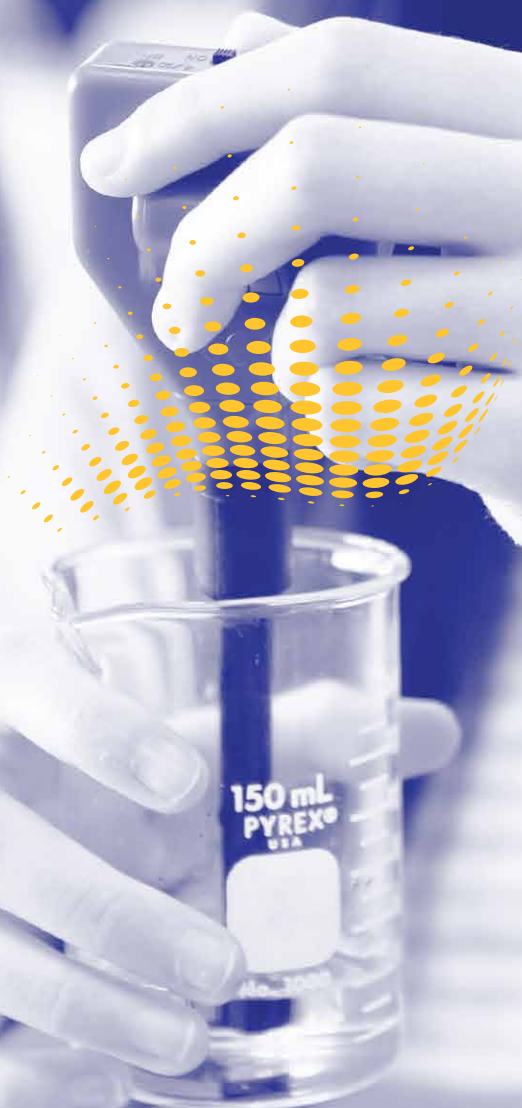




## STATE OF THE DISTRICT

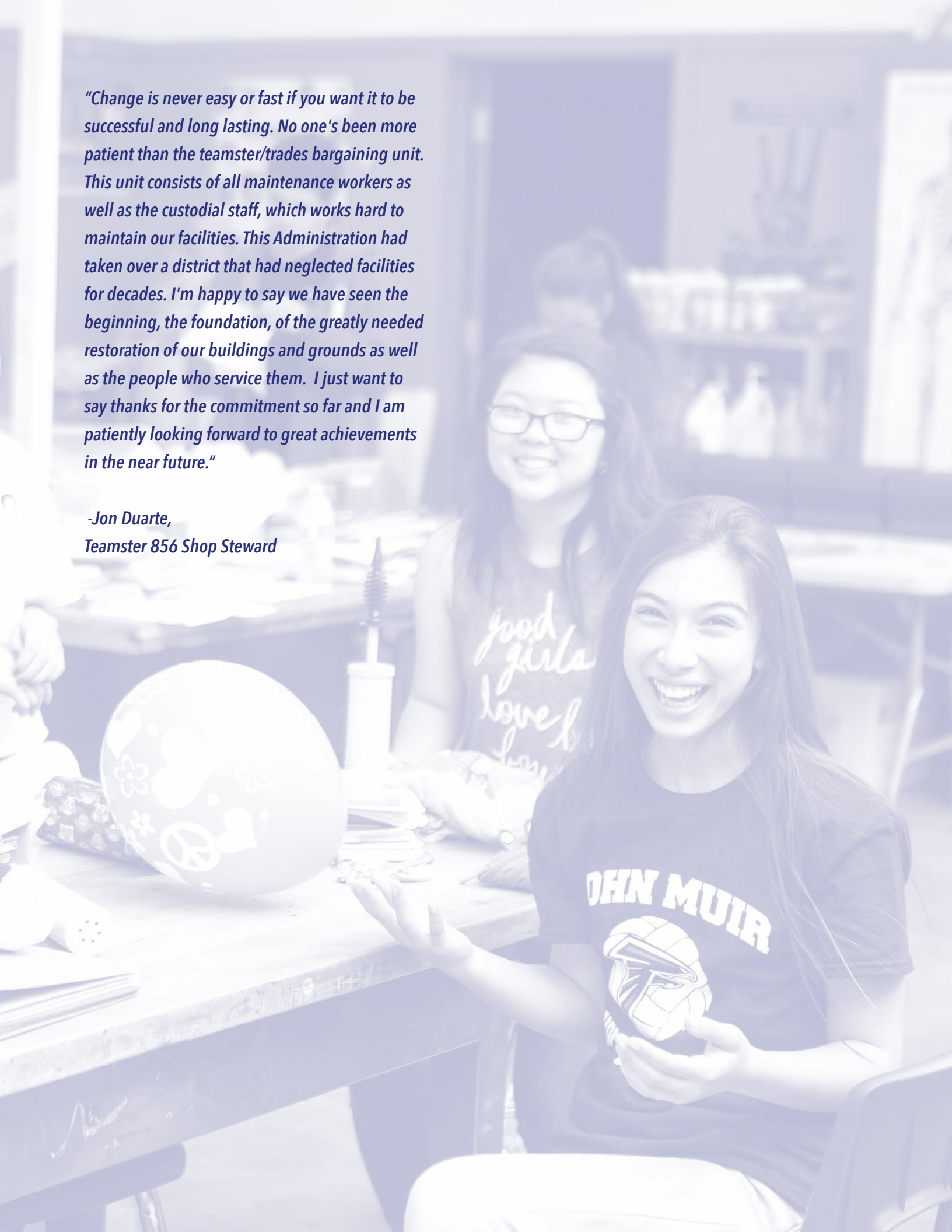
2014 - 2015

Mike McLaughlin, Ed.D. - Superintendent



*"Change is never easy or fast if you want it to be successful and long lasting. No one's been more patient than the teamster/trades bargaining unit. This unit consists of all maintenance workers as well as the custodial staff, which works hard to maintain our facilities. This Administration had taken over a district that had neglected facilities for decades. I'm happy to say we have seen the beginning, the foundation, of the greatly needed restoration of our buildings and grounds as well as the people who service them. I just want to say thanks for the commitment so far and I am patiently looking forward to great achievements in the near future."*

*-Jon Duarte,  
Teamster 856 Shop Steward*





## STATE OF THE DISTRICT

2014 - 2015

Mike McLaughlin, Ed.D. - Superintendent

Dear San Leandro Community,

What a year it has been! As we outlined in our Mid-Year report, we have made excellent progress towards our five strategic focus areas in the second year of our strategic plan.

Our team continues to excel, and we are finishing the year on a very strong note. We have spent time and resources improving our infrastructure this year: facilities, technology and programs to support our faculty.

While all of these achievements are critical to the functioning of our District, the real magic is happening in the classrooms. Our students in all grades are benefiting from our efforts: new courses, additional library resources and teachers who engage with students and help them to succeed. These are the real accomplishments we have seen. These are the stories that make our District special.

I hope you enjoy seeing the fruits of our labors in the following report. Please contact me if you have feedback or questions.

Sincerely,  
Mike McLaughlin, Ed.D.  
Superintendent

### SLUSD BOARD OF EDUCATION AND SUPERINTENDENT



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**GOAL #1: Student Achievement,  
Access and Equity**

**GOAL #2: Technology**

**GOAL #3: Community and  
Public Relations**

**GOAL #4: School Safety,  
Health and Wellness**

**GOAL #5: Facilities**







*"Under Dr. McLaughlin's leadership our district has experienced a period of dynamic change unlike any I have seen in my 30 years in education. Consequently, in my role as SLTA President, I have been very busy!"*

*-Jon Sherr,  
San Leandro Teachers Association*



## GOAL #1: Student Achievement, Access and Equity

**GOAL:** 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.

**YEAR 2 FOCUS:** SLUSD will implement human and fiscal resource allocation and provide high quality professional development to certificated staff to begin implementing the strategies and actions that will support new student achievement expectations, and conduct ongoing assessment of our work.

*"The creation of the Inclusion program has allowed students with moderate-severe disabilities to gain vital access to general education classrooms and curriculum alongside their grade level peers. In addition, students have been educated and trained on Ability Awareness and how to understand and support their peers with learning differences. We have seen such an amazing response from both programs schoolwide!"*

*-Jessica Toda,  
John Muir Middle School*





## GOAL #1: Student Achievement, Access and Equity

### EMPLOYEE DEVELOPMENT, RECRUITMENT & RETENTION:

- We have negotiated a 7.25% salary increase for faculty and staff over two years and are in current negotiations for the 2015-2016 school year.
- The District has provided a .2% contribution to teachers' salaries by covering the cost of their base dental plan.
- We signed an agreement regarding Grade Span Adjustment that ensures all SLUSD TK-3 classrooms will achieve a 24:1 student to teacher class size ratio by 2021, annually decreasing our class size to get there by implementing hard caps on class size.

### PROFESSIONAL DEVELOPMENT:

- We delivered two full days of district wide professional learning in a conference format where teachers had voice and choice as to what they learned.
- Our District launched an after-school series of professional development opportunities for teachers that included workshops on becoming a Google Drive pro, introduced text-based discussions, introduction to scientific inquiry, and modeling and teaching academic vocabulary.
- Instructional coaches have made over 2,000 contacts with TK-12 teachers across the district.
- Trained site leaders on how to integrate Google into their staff meetings and site professional learning and collaboration.

### IMPROVEMENTS IN COURSE PROGRAMMING:

- Added Robotics, Art, Drama, Health and Digital Media electives at the middle school level.
- The following courses are now A-G approved:  
ENGLISH - B  
AP English Language and Composition

LABORATORY SCIENCE - D  
Earth Science

LANGUAGE OTHER THAN ENGLISH - E  
Mandarin 1  
Mandarin 2  
Spanish for Spanish Speakers 2

COLLEGE PREPARATORY ELECTIVE - G  
CAD Solid Modeling with SolidWorks  
Machine Technology 1  
Social Justice Activism

VISUAL AND PERFORMING ARTS - F  
Character Design for the 21st Century

### ASSESSMENT:

- Developed new elementary Common Core Aligned Report Cards that integrate with our Illuminate Assessment Database.
- Developed new Common Core Aligned Interim Assessments.
- All 3rd through 8th graders are taking the Renaissance Learning diagnostic STAR Reading and Mathematics assessments in order for teachers and parents to have students' grade levels in the two core subjects.
- All 4th graders took an online Gifted And Talented Education (GATE) assessment to improve our identification process for future enhanced GATE programming.

### ELEMENTARY LIBRARIES:

- All 8 elementary libraries have been reopened and are being dramatically improved.
- Circulated over 22,000 books in our elementary libraries during the school year; over 1,000 books a month.

### PLANS FOR YEAR 3 OF STRATEGIC PLAN, 2015-2016:

- Deliver more outstanding professional development opportunities that focus on technology integration and implementation of new standards and assessments.
- Offer more university approved A-G courses to students including A-G fulfillment opportunities; expanded in both academic courses and career technical education.
- Expand elementary library use full time; including before and after school.
- Continue to expand Visual and Performing Arts opportunities for students.
- Ensure reduced class size in secondary intervention and English Language Development classrooms.

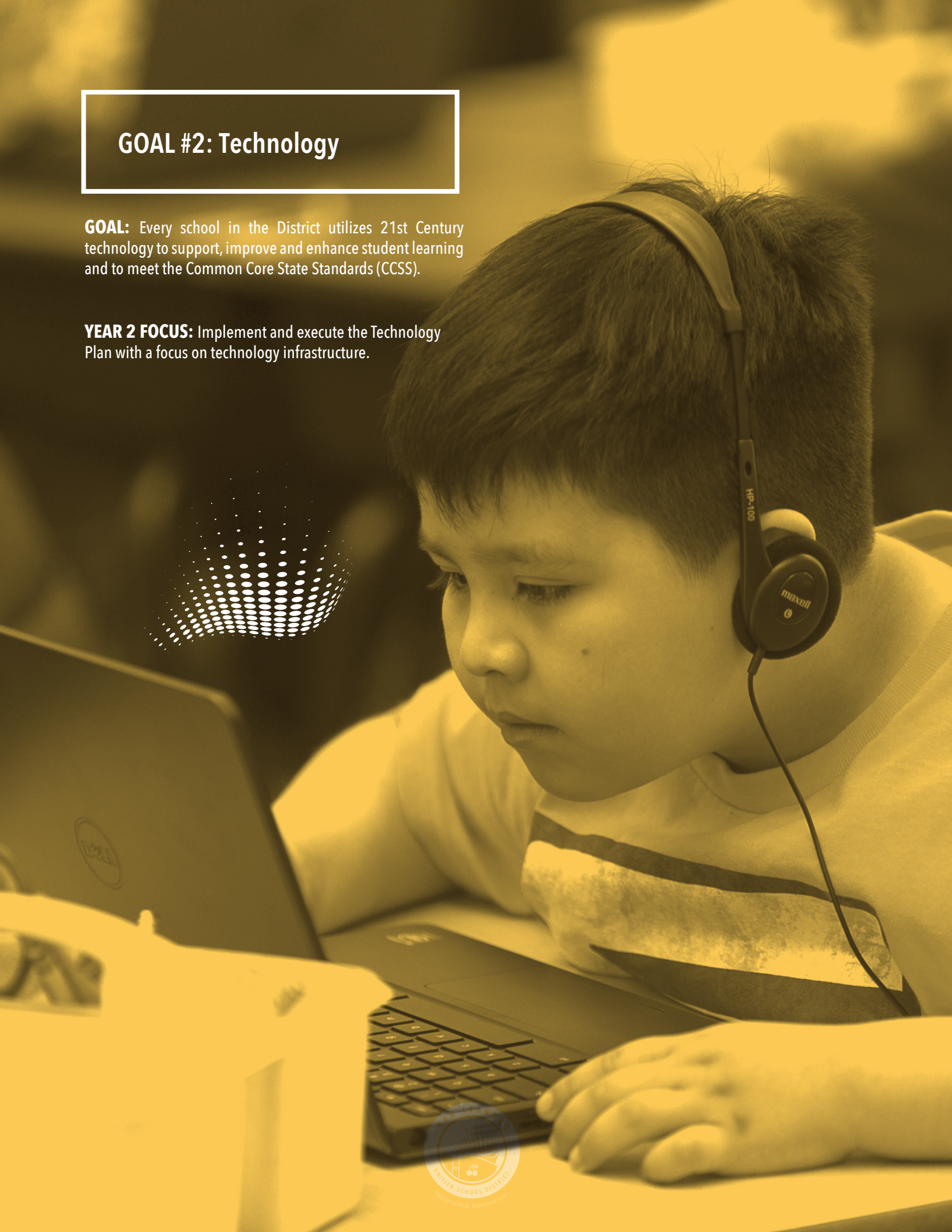
**College for All field trips - "For the last two years, Bancroft has created an opportunity for all 8th grade students to attend a field trip to a college or university. It started in 2013-14 with SLED donating \$5000 to use where needed most. Our wonderful counselor, Maya Taylor, came up with the idea of field trips for 8th graders to a college or university. The following year in 2014-2015, we put money in the budget to continue the field trips for all eighth graders. We also plan to budget money for the 2015-2016 year."**

**-Valentin DelRio,  
Bancroft Middle School Principal**

## GOAL #2: Technology

**GOAL:** 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).

**YEAR 2 FOCUS:** Implement and execute the Technology Plan with a focus on technology infrastructure.





## GOAL #2: Technology

### ACCOMPLISHMENTS:

- Published five Request for Proposals to rebuild our technology infrastructure to support 21st Century teaching and learning.
- Awarded five contracts and broke ground on the following:
  - Conterra has begun the process of connecting all schools to San Leandro Fiber Loop.
  - Brocade and AMS have started their work to replace all switches and internal fiber across the District.
  - AT&T is increasing the speed of our Internet connection to the Alameda County Office of Education from 1 GB to 10 GB.
  - Alameda County Office of Education is increasing the speed of our Internet bandwidth from 1 GB to 10 GB.
- Adopted a new Internet Safety Curriculum.
- Continued to improve our technology integration across all of our schools.
- Continued to manage and improve our implementation of our 3,700 Chromebooks and 450 Macbook Pros.



### PLANS FOR YEAR 3 OF STRATEGIC PLAN, 2015-2016:

- Complete all technology infrastructure upgrades.
- Integrate student Google Accounts across the District.
- Better integrate technology across K-12 classrooms.
- Integrate technology in spaces outside of the classroom, such as our offices and facilities.
- Improve our use of technology to communicate with parents and our community.
- Purchase devices that better meet the needs of K-3 classrooms such as Android Devices, iPads, Chromeboxes, or Virtual Desktop Interfaces (VDI).
- Complete our final testing and planning to ensure we have one device for every SLUSD student for 2016-2017.

*"One of our innovators, Guadalupe Saucedo, planned and implemented a four-session series of technology trainings for our teachers during Wednesday Professional Development. Teachers reported that the training sessions were instrumental in their ability to move forward integrating technology into their instruction, due to the ongoing nature of the training, and the follow up support."*

*-Jeannette McNeil,  
James Monroe Elementary Principal*

## GOAL #3: Community and Public Relations

**GOAL:** 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.

**YEAR 2 FOCUS:** Implement communications plan and marketing strategies.





## COMMUNITY PARTNERSHIPS

San Leandro Unified School District is fortunate to work with **excellent local community foundations** that support the work being done throughout the district. We are grateful for the support they provide in bringing **critical resources** to our schools. **Thank you!**

### ACCOMPLISHMENTS:

- Developed and began to implement a marketing and communications plan.
- Re-engaged the Board Communications Committee.
- Created a subcommittee to work on rebranding the district with a new logo and identity.
- Adopted a new logo for the District.
- Sent out multiple communications to community and parents/guardians:
  - LCAP meeting reminders
  - Enrollment postcards
  - Mid-Year Report to all families and residents in the city of San Leandro
- Improved our strategies for marketing events.
- Continued to provide outstanding customer service to new families through centralized enrollment.

### PLANS FOR YEAR 3 OF STRATEGIC PLAN, 2015-2016:

- Hire Public Information Officer.
- Establish standard operating procedures for district and site communication.
- Social Media Launch via Twitter, Facebook, etc.



*"Third grade teacher Patty Fishbaugh and her students attended the SLED-sponsored SL History Museum Field Trip. The students were so inspired by this trip that they are using this as the entry event to their next Project Based Learning (PBL) project. They are hoping to raise money to create a district-wide field trip fund so that other schools can continue to have this experience. These students engaged in real-world learning via the PBL model thanks to our invaluable partnership with SLED."*

*-Soraya Sablo-Sutton,  
Roosevelt Elementary Principal*



## SAN LEANDRO EDUCATION FOUNDATION (SLED)

Now in its seventh year, the community-based San Leandro Education Foundation (SLED) continued to support all twelve schools in our District through grants, technical assistance, and community outreach. Over the course of the year, foundation grants were used by schools for a variety of projects including building a nature habitat, sending students on outdoor education field trips, and funding family science nights, to name just a few. SLED also secured a significant grant to expand the Season of Service, Period of Peace service-learning program to our middle schools and coordinated our second annual district-wide Beautification Day, bringing hundreds of community volunteers together to spruce up our schools.

Additionally, SLED helped spread the news about the many impressive programs happening in our schools to over 2,600 subscribers through their free, weekly e-newsletter. For more information and to become a subscriber, please visit the SLED website at [www.sledfund.org](http://www.sledfund.org).



## THE SAN LEANDRO SPORTS FOUNDATION (SLSF)

The San Leandro Sports Foundation (SLSF) was founded in 2009, and is an ALL-volunteer organization, comprised of local business people, parents, teachers and concerned community members.

In 2010, the San Leandro Sports Foundation spearheaded the effort to rebuild the aging athletic facilities in the San Leandro School District. Over the past few years, SLSF successfully partnered with the School District on several fundraising events such as our Walk-A-Thon and Team Challenge, Run for the Schools, Fitness Fair, annual Spaghetti Feed and City-Wide Track Meet. These events galvanized community support for school programs and helped raise thousands of dollars for under-funded K-12 health and fitness programs in our schools.

San Leandro values its community public assets, particularly its public schools. SLSF's successful partnership with SLUSD is a testament to the determination of the citizens of San Leandro to improve their schools and health and fitness facilities for the good of all. Learn more at: <http://www.slsfi.org/>



## KEEP MUSIC ROCKIN'

The Keep Music Rockin' Foundation was created by local community leaders, educators, and music and radio celebrities. Their mission is to promote awareness of the importance of music in our schools and to raise funds to enhance and enrich the learning experiences of students. Music is so intertwined in our everyday lives that we sometimes lose sight of its importance in schools and the benefits that it offers our students.

Educational funding is stretched to the limit and, in some cases, funds have been reduced to nearly nothing. Fortunately, San Leandro Unified School District continues to provide staff and support for the existing vocal and instrumental music programs in their eleven schools.

The Keep Music Rockin' Foundation provides needed funds to all the school sites to help continue operating seventeen different programs. With these supplemental funds, teachers will be able to repair or purchase musical instruments, obtain needed musical supplies and equipment (sheet music, music stands, etc.) and restore eliminated programs in order to enhance educational opportunities and programs.



## SAN LEANDRO SCHOLARSHIP FOUNDATION

The San Leandro Scholarship Foundation was formed in 1966, to provide scholarships to graduating high school seniors who reside in San Leandro. With the continually increasing cost of higher education, our students need more financial help than we can provide.

The amount of money that we are able to give our students has continued to rise over the years, but it has not risen as much as the cost of higher education. We currently give about \$140,000 in scholarships each year. However, much more is needed.

Our income comes from charitable foundations, individuals, service clubs, homeowners' associations and businesses. The foundation also raises money through its own direct efforts such as the annual 'Dollars for Scholars' dinner and we receive funds from the Drake's Brewery First-Friday event.

We also arrange memorial scholarships and endowments for continuing scholarships. You can visit our website at [www.slsf.us](http://www.slsf.us), email us at [slsf@douglas.com](mailto:slsf@douglas.com) or call 510-289-9225 for more information.



## GOAL #4: School Safety, Health and Wellness

**GOAL:** 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.

**YEAR 2 FOCUS:** SLUSD will approve and implement a comprehensive vision for healthy school culture that aligns to best practices and high standards for safety, health and wellness, and behavior interventions.

### ACCOMPLISHMENTS:

- All schools have an established Positive Behavioral Intervention & Supports (PBIS) team.
- Construction of Student Health and Wellness Center continues.
- Developed a comprehensive emergency response plan for the District.

### PLANS FOR YEAR 3 OF STRATEGIC PLAN, 2015-2016:

- All SLUSD teachers will be trained in PBIS protocols and approach.
- Student Health and Wellness Center will open, and will include youth development, academic and enrichment programming for high school students.
- Implementation/practice of protocols for emergency preparedness.





## GOAL #5: Facilities

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

**YEAR 2 FOCUS:** Decide on a new bond for any other facility items not covered by previous bonds. Continue to upkeep District's infrastructure and make sure the general fund budget has adequate resources to maintain all the facilities, existing and new.

### ACCOMPLISHMENTS:

- Updated energy efficiency with completion of solar project.
- Completion of athletics sports complex at San Leandro High School.
  - Inaugural year of the water polo team, with 24 students participating.
- Remodeling of new Student Services, Special Education and Community Wellness Building.

### PLANS FOR YEAR 3 OF STRATEGIC PLAN, 2015-2016:

- Fund a deferred maintenance plan

## ENGAGING LEARNERS, INSPIRING LEADERS

*"California's Legislature recognizes the important contributions of classified school employees. Classified school employees play crucial roles in education, from feeding students to teaching them vital skills and ensuring that schools are operating smoothly. The members of San Leandro Chapter #94 of CSEA (California School Employees Association) are invaluable members of our school staff and our community.*

*I am so proud of each and every one of our classified employees and the amazing work they do each day. The classified staff at each site, not only engage our learners, their passion and commitment is a constant inspiration to our students, parents and staff as well.*

*We look forward to working collaboratively with our fellow staff (classified, teachers and administrators) to keep San Leandro Unified moving onward and upward."*

*-Carol Alvarez  
President  
San Leandro Chapter #94*





*"It was the first year of our water polo team, so we went over a lot of fundamentals. It was a difficult season sometimes, but I was proud of how our students stuck with it. Most of the kids were brand new to the sport and really enjoyed it. We will be looking for a strong turnout next year!"*

*-Shawn Trujillo,  
Water Polo Coach*







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**STATE OF THE DISTRICT**

2014 - 2015

Mike McLaughlin, Ed.D. - Superintendent