

Instructional Programs 2019-2020

| Concerns | | Comments | Suggestions |
|--|--|--|--------------------------|
| (Restructure Tech support) During Testing Periods? | | Teachers need a tech person on site, problems come up on-site live | Restructure Band program |
| (Eliminate PE specialist K-4) Teachers need prep | | restructure tech position to push in- Not in lab | Restructure PE good idea |
| Zero period will impact student engagement | | One tech support in not enough | |
| Elimination 0 period will impact donor support | | (eliminate zero period) hurt donations & enrollment | Might |
| PE will be out of compliance w/out PE teachers, possibly | | | |
| Devices would be "down" more often | | | |
| Prep for teachers | | | |

Fiscal 2018-2019 Operations

| Concerns | | Comments | Suggestions |
|--|--|-----------|---|
| #11 (Not fill Energy Manager vacancy) Solar Panel budgets? | | Good Work | Implement energy dashboard to facilitate engagement w/ energy & resource use- set goals for reduction in use of resources |

Student Support 2019-2020

| Concerns | | Comments | Suggestions |
|--|--|--|--|
| Positive school climate will be impacted | | Any service the county can provide to supplement reduction of counseling services? | Consider creating Dean of Students at Middle Schools |
| Crisis point adult to child ratio diminished | | Youth services Bureau Counseling interns? | Eliminate 4-5, put into middle school |
| Loss of outside donor support with cuts | | Mental health is so important. We have K-4 kids being hospitalized in our own District | Arroyo program at CMS / Mariposa program at TL |
| Risk of loss of good staff/principals | | | Share Asst. Principal between TL & CMS |
| Fewer Eyes / Teacher support? | | | |
| Counselor is our emergency GO-TO! | | | |

Operational 2019-2020

| Concerns | | Comments | Suggestions |
|--|--|--|--|
| How do you keep classes clean? | | #4 (reduce Custodian services) Total #? % reduction? | Build student ownership of trash pick up |
| #2 (reduce contracted work for maintenance and operations) Staffing Training? | | Preschool needs <u>daily</u> cleaning. Might require more staffing? | Contracts for only specialized work |
| #3(Reduce printer/ copy paper) What about teachers copy not enough books | | Net % future consultants? | |
| Emphasizing sustainability stewardship & environmental literacy is a very important 21st C. skill and with out it won't happen | | Who would facilitate rental of space at night? Open/Close | |
| | | How will we get custodians trained to implement these sustainability measures? | |

Projected Revenue Increase

Goal: Increase Reserves and Building / Facility Fund

| Concerns | | Suggestions | |
|--|---|--|--|
| Comments | | Comments | |
| DO move would be very disruptive & labor intensive | Support #1 (summer camp facilities fee) more charges for rentals- reassess each year | #7 (Increase ADA) Shadow but tell parents bring kids back / Make parents aware of cost of vacations or make SCEF Donation | |
| Limit classroom use to non-instructional / unused classrooms | Support #12(Lease District Office- Move DO staff to Central Middle) | Parent Ed | |
| Mindset of being a "Good District neighbor" | Where would teachers prep if their class is occupied? | Go big on ADA reformulate BP on indep. Study | |

Classroom 2019-2020

| Concerns | | Suggestions | |
|--|---|-------------------------------|--|
| Comments | | Comments | |
| #1 (Eliminate elementary classroom teaching) Impact on enrollment & do kids have to go to diff. school vs. home school | Need professional development day to develop skills | Furlough for entire District? | |
| Bigger classes = less attention to children | 34 classes in M.S. could impact every kid in the school, less attention behavior management classroom + no assistant principal? Yikes | | |
| Class size is hallmark of SCSD , Makes SCSD attractive | Easier in middle school hard in Elementary School Better class size management | | |
| Big donors will go to private school to get small class | | | |

**Instructional Leadership - Principals and VP Input to Budget DRAFT Stabilization Plan
2/11/19**

Operations 2019-2010

| Concerns | Comments | Suggestions |
|---|--|-------------|
| #3 Teacher printers are a concern - at middle school the teachers go through 1 cartridge a year - Middle School needs are different | implementation needs to be thoughtful and consistent across schools to avoid a point of contention with teachers Ensure night custodians are on site during all school-related evening events | |

Student Support 2019-2010

| Concerns | Comments | Suggestions |
|---|---|--|
| <p>#1 By stating that the 4/5 and Middle School are "one school" is not accurate to the philosophy that was created in the past. Eliminating AP's would have parents feel that it is a step towards combining 4th-8th grade.</p> <p>#1 Administrators fill the void that will exist with all of these cuts (more on our plates). We should not be reducing Admin support. Plus there is an uptick in discipline in middle school - highest need is in middle school.</p> <p>#1 Counselors are not admin; can't evaluate</p> <p>#2 Behavior Analyst role is for students with IEPs / SPED behavior support, not counseling; can't fill in for counselor role</p> | <p>Parents have high expectations of the administrators. (650:1 funding for elementary admin)</p> | <p>#1 Do not reduce Admin support (APs)</p> <p>#1 Be mindful of messaging to the community regarding the ½ model</p> |

Instructional Programs 2019-2010

| Concerns | Comments | Suggestions |
|---|---|--|
| <p>#12 What will happen to middle school athletics if we do not have an athletic director? (cost of AD shifted to Legarza)</p> <p>#13 Without a zero period, middle schools would need to re-do our entire master schedules.</p> <p>#11 we can expect a decrease in technology integration</p> <p>#11 we will lose support for SBAC testing</p> | <p>If Legarza is released and lunch duty is not covered a plan needs to be in place prior to a change. Elementary and Upper/Middle Schools are need support at lunch.</p> | <p>If we are reducing Music for Minors at Upper Elementary it is a good opportunity to switch 4th and 5th to a more "Music Appreciation" model tied with Middle School music teachers.</p> |

| | | |
|--|--|--|
| <p>in spring.</p> <p>#9 Reducing library schedules creates a job that is not attractive to someone who needs benefits. It sends a message to the community that books are an expendable part of the school. Thousands of dollars worth of books will be "unused" without the library open. Many students go to the library at recess and lunch to have another option for recess.</p> <p>#7 Loss Literacy Support is a big concern - turning support over to classified staff would not be beneficial for students</p> | <p>Consider that this library reduction may do more harm than is worth the \$50,000 savings in the big picture as finding a librarian is rare in this area and we have skilled people doing the job now.</p> | <p>Consider the schedule of having the library open every other week so that the job will be attractive to more people that are already doing the job.</p> |
|--|--|--|

Classroom 2019-2020

| Concerns | Comments | Suggestions |
|---|--|--------------------|
| <p>#8 If we are shortening teacher work year - and reducing salary this will reduce the quality teacher pool.</p> <p>#3, #4 Small class sizes in Tk-3 is a selling point for families. There may be a decline in enrollment if we continue to up class sizes.</p> | <p>Professional development is valued and important. We would like to see a continued focus on PD and support.</p> | |

TOP THOUGHTS

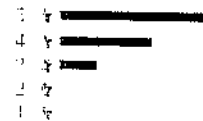
Thoughtexchange

Based on what you've learned, what is the most important thing the superintendent and board should consider during this process?

Q1 Based on what you've learned, what is the most important thing the superintendent and board should consider during this process?

Retaining excellent teachers Everyday in every classroom

4.1 ★★★★★ (153)
Ranked #1 of 46



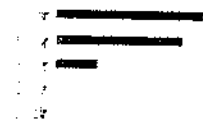
It's all about the students. They are the priority.

4.1 ★★★★★ (143)
Ranked #2 of 46



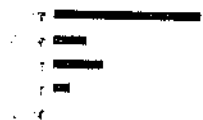
Class size This is a hot button issue, SCEF gets donations because we have small classes. Marketing is key to implementing this change

4.0 ★★★★★ (154)
Ranked #3 of 46



Maintaining an exceptional educational experience for our students

4.0 ★★★★★ (154)
Ranked #4 of 46



San Carlos has earned its reputation as one of the better school districts on the Peninsula
Better schools=better communities

4.0 ★★★★★ (153)
Ranked #5 of 46



District board members must be very open
Because they have last word

3.9 ★★★★★ (10/5)
Ranked #6 of 46



I hope the superintendent and board will pay
very careful attention to the input that comes
directly from teachers. They're on the front
lines with students!

3.9 ★★★★★ (10/5)
Ranked #7 of 46



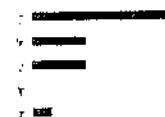
Impact on teachers and impact on students
Teachers are the heart of our system and the
key to our success

3.9 ★★★★★ (10/5)
Ranked #8 of 46



Priorities should be opportunities to reduce
and restructure that the district will be able
to sustain for years down the road. Quick fixes
or temporary reductions will just move the
problem to another school year.

3.9 ★★★★★ (10/5)
Ranked #9 of 46



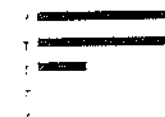
we need to make sure the student and
teacher's experience at school stays at the
level it's been. We will lose parent and
community support (and potentially more
students) if parents feel like their kids aren't
having a positive experience.

3.9 ★★★★★ (10/5)
Ranked #10 of 46



How to keep fundraising coming in while
making reductions Fundraising helps keep the
reductions from being larger

3.9 ★★★★★ (10/5)
Ranked #11 of 46



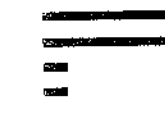
The impact on the kids. Because it's the
reason why we are all here.

3.9 ★★★★★ (10/5)
Ranked #12 of 46



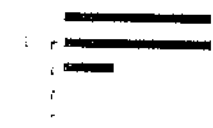
What will the impact of each cut have on a
student's experience at school? We don't
want to reduce the positive total experience a
child can have in school we're proud of.

3.9 ★★★★★ (10/5)
Ranked #13 of 46



What's most important for student AND staff.
It is important that without valued staff we would have nothing for students. Students need to make sure that they have a safe, clean learning environ

3.9 ★★★★★ (15 3)
Ranked #14 of 46



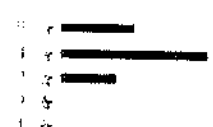
All reductions will impact students, staff and families so please consider impact carefully by engaging stakeholders We all want to maintain a safe learning environment.

3.8 ★★★★★ (15 3)
Ranked #15 of 46



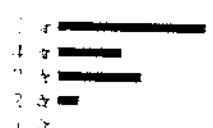
Need to balance core curriculum with offering electives Electives help keep kids interested in school. Would after school clubs achieve this?

3.8 ★★★★★ (15 3)
Ranked #16 of 46



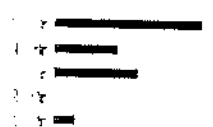
Our award-winning music programs in our middle schools is something that I think needs to be retained (especially jazz band). Our students have benefitted from the enrichment and have taken that passion with them to high school, college, & beyond.

3.8 ★★★★★ (15 3)
Ranked #17 of 46



Student achievement and well being should be top of mind for all decisions. This is the reason why we all do what we do!

3.8 ★★★★★ (15 3)
Ranked #18 of 46



We need to retain the focus on provya well rounded education San Carlos schools are sought after because of the robust curriculum

3.8 ★★★★★ (15 3)
Ranked #19 of 46



Increases in class size (esp. middle) increases risk of less attention, less connection, more classroom management issues - could impact all students s

3.8 ★★★★★ (15 3)
Ranked #20 of 46



We need to continue to be mindful of our Strategic Plan and whole-child philosophy, make appropriate cuts and still be innovative in our thinking Counseling, tech are fundamental to our children's education. If we cut too much we may have unintended consequences.

3.8 ★★★★★ (133)
Ranked #21 of 46



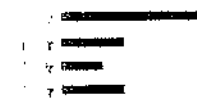
Potential revenue is unknown so we should not rely on this money. Potential revenue should be viewed as a way of increasing our reserves.

3.7 ★★★★★ (133)
Ranked #22 of 46



Removing the Legarza program Will teachers be willing to teach PE and lose prep minutes?

3.7 ★★★★★ (133)
Ranked #23 of 46



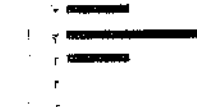
Eliminating middle school assistant principals could be problematic. Many of the disciplinary issues are handled by the AP so principals can focus on more macro issues on campuses. We need ap's at middle schools

3.7 ★★★★★ (133)
Ranked #24 of 46



Impact on staff Need to find ways to mitigate the extra burden on teachers, maybe by utilizing new technologies?

3.7 ★★★★★ (133)
Ranked #25 of 46



I believe this community values support of the whole child and it is important to demonstrate that we have engaging supports for students. Reductions in middle school assistant principals would drastically impact support for PBIS, behavior, and parent engagement.

3.6 ★★★★★ (133)
Ranked #26 of 46



Class size increase will cause loss of kids to other district/private Parents believe lower class size is overall beneficial to child engagement

3.6 ★★★★★ (133)
Ranked #27 of 46



Custodial staff reductions Cleaner well maintained classrooms are important to a good learning atmosphere. More after school rentals would mean more clean up

3.6 ★★★★★ (14.3)
Ranked #28 of 46



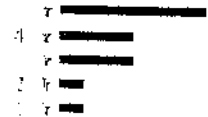
More inter district transfers Adding to total ADA is what we are after. Make San Carlos jewel of local districts

3.6 ★★★★★ (14.3)
Ranked #29 of 46



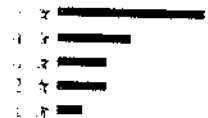
Trade-offs for eliminating zero period should be considered. Zero period allows students to pursue what is most engaging to them.

3.6 ★★★★★ (14.3)
Ranked #30 of 46



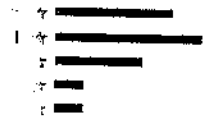
Zero period Motivated and engaged students elect zero period to achieve a well rounded middle school experience.

3.6 ★★★★★ (14.3)
Ranked #31 of 46



I think we need to be mindful of rebuilding our reserves higher than 4% for the long term. With the decline of 100 students and a much deserved raise for teachers our reserves declined dramatically.

3.5 ★★★★★ (14.3)
Ranked #32 of 46



Keep counselors Emotional healthcare (provided by non-teachers/admin) is vital.

3.5 ★★★★★ (14.3)
Ranked #33 of 46



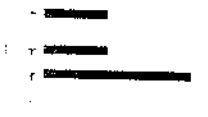
We have to balance decisions based on all the demands that we have. We can't only think about cuts through our own community stance.

3.5 ★★★★★ (14.3)
Ranked #34 of 46



People losing jobs Less services for students

3.5 ★★★★★ (14.3)
Ranked #35 of 46



DO admin Are there any DO admin cuts provided on lists? Is the DO running as lean as it can?

3.4 ★★★★★ (11/31)
Ranked #36 of 46



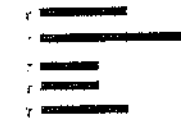
Can we use technology to be more efficient?
When cutting staff who will do the work and how do you balance increased work load?

3.4 ★★★★★ (11/31)
Ranked #37 of 46



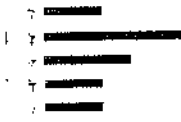
Employ a PR firm Messaging is key in any restructuring effort. Find best method to educate parents and stakeholders

3.2 ★★★★★ (11/31)
Ranked #38 of 46



Important to know how policy will work. Devil is in the details.

3.2 ★★★★★ (11/31)
Ranked #39 of 46



Revisit tech support Guarantee testing can be handled

3.2 ★★★★★ (11/31)
Ranked #40 of 46



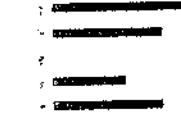
District Office Staff District office staff grows every year, when the D.O moved in this building there was lempy space, Now it is full with. Roughly the same students

3.2 ★★★★★ (11/31)
Ranked #41 of 46



District overhead Is the DO as lean as possible. There are a lot of proposed classroom/teacher reductions in comparison to the DO reductions.

3.2 ★★★★★ (11/31)
Ranked #42 of 46



What is the plan for maker spaces and the related staffing Focus on curricular learning over non-curricular extras

3.1 ★★★★★ (11/31)
Ranked #43 of 46



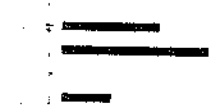
We need to prioritize all efforts to educate for sustainability and implement highest standards for waste diversion and energy conservation. We have reached a tipping point with climate change and can no longer wait to teach our students to deal with these issues.

3.0 ★★☆☆
Ranked #44 of 46



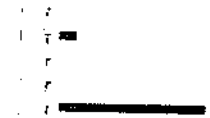
How many students at a middle school say their overall school experience was improved because of interactions with the counselor?

3.0 ★★☆☆
Ranked #45 of 46



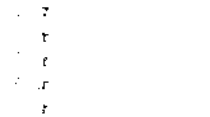
D

1.9 ★★☆☆
Ranked #46 of 46



Cause and effect. Consider what cuts do to daily operations.

0.0 ☆☆☆☆
Not ranked



Teachers are willing to teach PE, that's not the problem. The problem is that they would lose their prep and they NEED prep!

3.6 ★★☆☆
Not ranked

