

# SRVUSD Strategic Directions: Deep Learning and Innovation Equity

November 15, 2022



innovative  
equitable  
inclusive  
excellent



# SRVUSD Strategic Directions

Built on a foundation of academic excellence, we are broadening our definition of success.



# 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



# Strategic Directions



## 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:

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- Experience social and emotional well-being
- Develop curiosity, confidence and independence as learners
- Appreciate the importance of teams and collaboration
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# Our Priority



Deep Learning, Innovation & Academic Excellence

Equity and Social Emotional Well-Being are Conditions that Support Deep Learning

Deep Learning Enhances Social Emotional Well-Being and Equity



Equity



Social Emotional Well-Being



Stewardship of Resources



Shared Leadership



Culture of Responsiveness

The Components That Support How We Do Our Work in SRVUSD

# Continuous Improvement Cycles

- Examine data leading to focused improvement goals in each school and department
- Determine the evidence that will be collected to show improvement
- Create learning plans so that staff may achieve continuous improvement goals
- Monitor improvement throughout the year
- Engage all partners in all aspects of continuous improvement efforts
- Communicate results, celebrating successes and learning from challenges



# MTSS and Equity Liaisons

- Key to successful and ongoing continuous cycles of improvement
- Help us fulfill our commitment to provide **effective instruction and precise intervention for all students in safe and inclusive learning environments**
- Work with educators to provide effective instruction and appropriate interventions that allow every student to feel a sense of belonging
- Help develop Professional Learning Communities in order to best support students through collaboration and intervention
- Collaborate with school counselors, school psychologists and school social workers
- Instrumental in implementing the strategies and analyzing the multiple measures of data

# Setting the Stage: Data Dashboard

- Developed and grounded in Strategic Directions
- Designed to demonstrate growth in our strategic goals and be an accountability tool
- Includes performance indicators that contain both baseline measurements and growth targets
- Contains three categories, two of which will be described in more detail as we delve into the Deep Learning and Innovation, and Equity Strategic Directions



## 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.

# Deep Learning and Innovation Goals and Actions

**1. Creating Coherence**

**2. Effective Instructional Models**

**3. Effective Assessment Practices**

# Creating Coherence

- Alignment to support instruction
- Academic screener assessments
- Interventions before, during, and after the school day
- Support from MTSS and Equity Liaisons



# Effective Instructional Models

- Students must be provided with ways to think critically and process ideas effectively
- Design challenge example
- The Profile of the Learner is our end goal



## Profile of the Learner in SRVUSD:

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Critical Thinker



Creative Designer



Effective Communicator



Insightful Collaborator



Global Citizen



Empowered Learner

# Effective Assessment Practices

- Grading Reform Committee
- How we assess learning and grade students
- How we communicate learning to parents
- Standards based reporting
- Explicit strategies for student choice
- Grading and Assessment Handbook

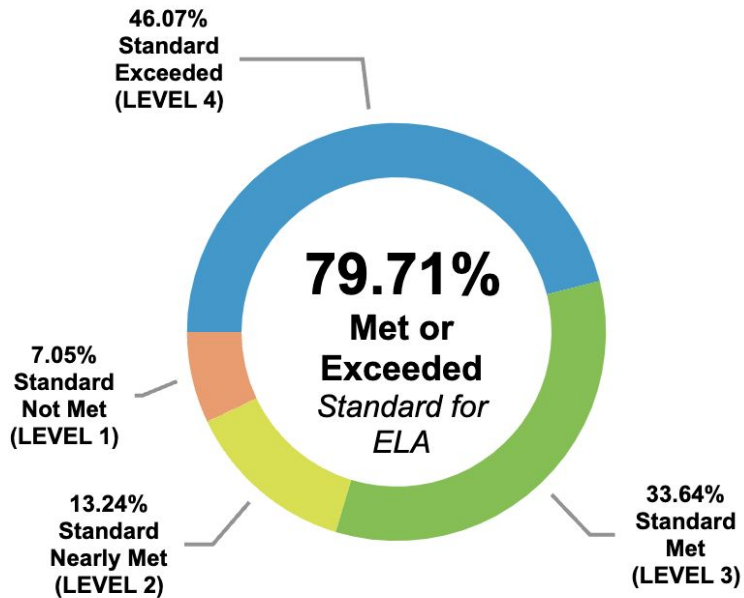


**Student CHKS 2021-2022 Meaningful Participation: *strongly agree or agree***

Grade Level	5th	7th	9th	11th
Overall	46%	33%	26%	25%
American Indian or Alaska Native	50%	40%	41%	N/M
Asian or Asian American	46%	36%	28%	25%
Black or African American	55%	20%	20%	34%
Hispanic or Latinx	45%	25%	28%	22%
Native Hawaiian or Pacific Islander	N/M	N/M	N/M	26%
White	48%	31%	21%	25%
Mixed (two or more) ethnics	44%	32%	23%	22%
Something Else	43%	32%	32%	27%
Male	43%	34%	28%	25%
Female	49%	33%	25%	25%
Nonbinary	N/M	27%	10%	21%
Something Else	N/M	25%	19%	31%

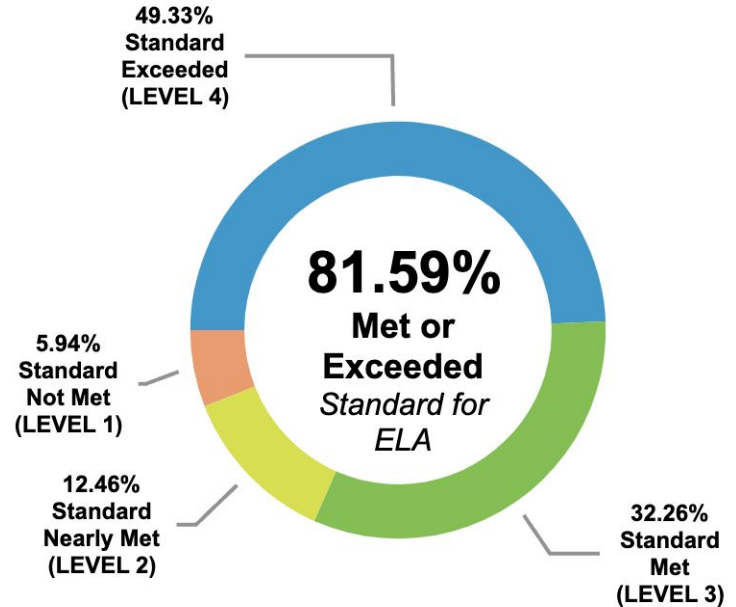
# San Ramon Valley Unified School District CAASPP English Language Arts

Percent of students within each achievement level



2021-2022

Percent of students within each achievement level

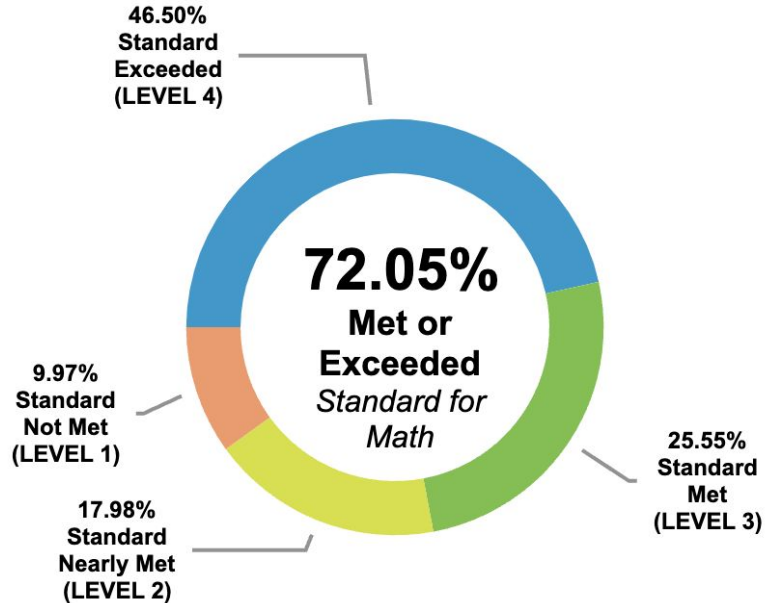


2018-2019



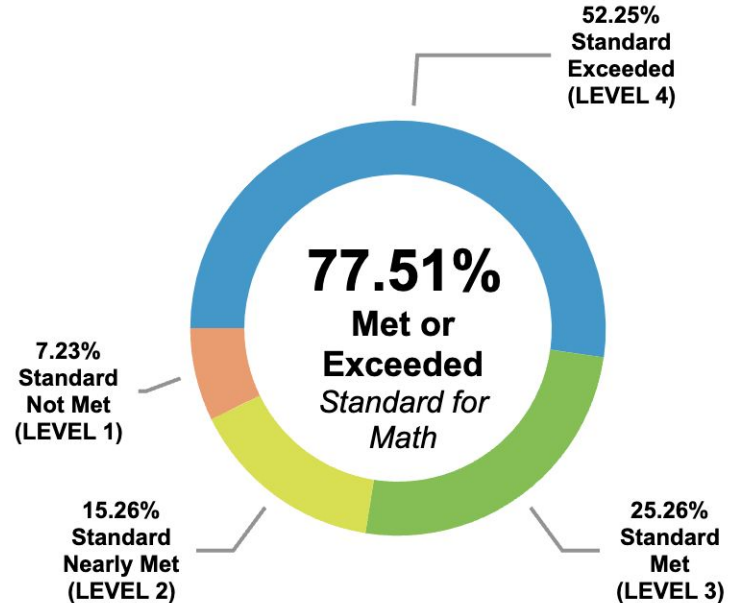
# San Ramon Valley Unified School District CAASPP Math

Percent of students within each achievement level



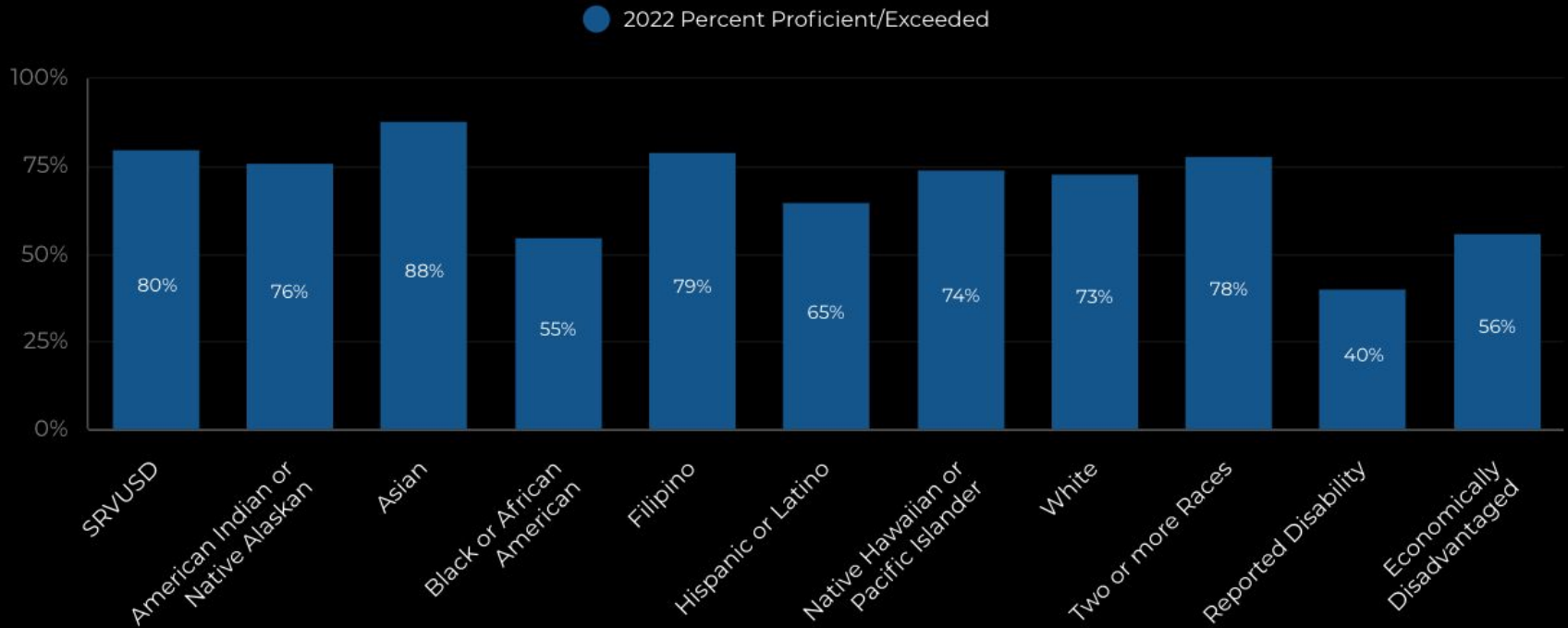
2021-2022

Percent of students within each achievement level

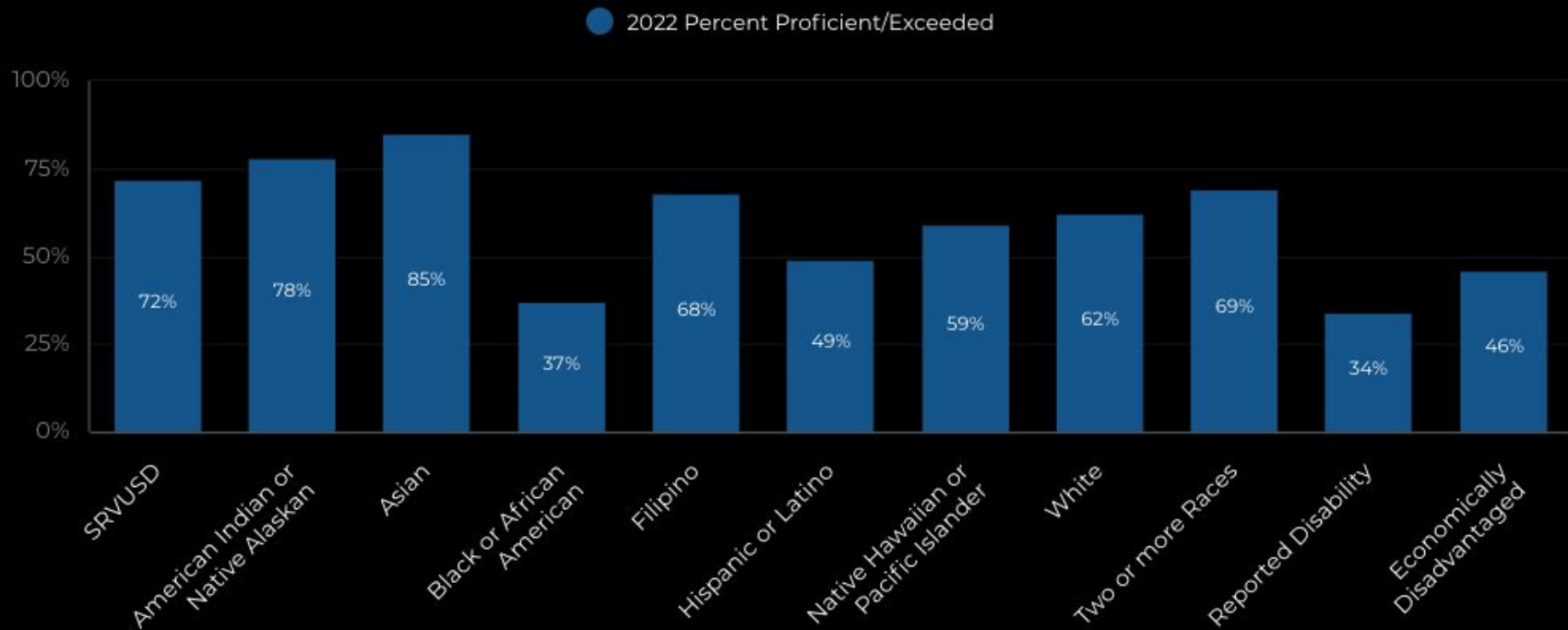


2018-2019

# SRVUSD CAASPP ELA 2022 Sub-Group Data



# SRVUSD CAASPP Math 2022 Sub-Group Data



# Measurements: Next Steps for Deep Learning and Innovation Work and the Data Dashboard

Data dashboard for Category 1 Deep Learning and Innovation, focuses on:

- Creating Coherence
- Effective Instructional Models
- Effective Assessment Practices

To ensure transformation of practice, we will take clear actions and achieve the goals outlined above.

As we improve in these areas, it will reflect directly on the dashboard and we will see improvements in:

- Dimension One: College and Career Readiness
- Dimension Two: English Language Arts
- Dimension Three: Mathematics

# Measurements: Next Steps for Deep Learning and Innovation Work and the Data Dashboard Continued

Our performance indicators have specific baseline measurements and growth targets in each Dimension:

- **Dimension One: College & Career Readiness**
  - Increase use of deep learning strategies in classrooms and codesign the *Profile of the Learner - College & Career Readiness* is compiled through the state of California Dashboard, which has yet to be released. Once this is published, we will align the dashboard.

# Measurements: Next Steps for Deep Learning and Innovation Work and the Data Dashboard

## Continued

- **Dimension Two: English Language Arts**

- Increase the percentage of students meeting or exceeding standard on CAASPP 2022 (79.71% Met/Exceeded) compared to pre-pandemic 2019 (81.59% Met/Exceeded) levels.
- Decrease academic disparities for underserved students on the CAASPP at a margin of 5%.

- **Dimension Three: Mathematics**

- Increase the percentage of students meeting or exceeding standard on CAASPP 2022 (72.05% Met/Exceeded) compared to pre-pandemic 2019 (77.51% Met/Exceeded) levels.
- Decrease academic disparities for underserved students on the CAASPP at a margin of 5%.

# Measurements: Next Steps for Deep Learning and Innovation Work and the Data Dashboard

## Continued

- Support from MTSS and Equity Liaisons
- Professional development
- Deep Learning and Innovation Steering Committee

## Equity



We will ensure all students are empowered to reach their full potential by valuing student voice, addressing systemic inequities, and closing opportunity gaps.



# Equity Goals and Actions

**1. Safe Learning Environments**

**2. Equity-Informed Policies,  
Practices and Procedures**

**3. Culturally Responsive Experiences**

**4. Diversifying Staff**

# Safe Learning Environments

- Safe and respectful learning environments are essential for student success
- Professional development for all staff
  - Intent vs. impact
  - Implicit and explicit bias
  - Example of intent vs. impact
- Amplifying student voices and experiences



# Equity-informed Policies, Practices, and Procedures

- Responding to Discrimination and Hate Handbook
- Restorative Justice professional development - exploring a systemic approach



# Culturally Responsive Experiences

- Student voice and being reflected in the curriculum
- Diverse read-alouds
- Equity-minded rubrics for new curriculum adoption



# Diversifying Staff

- Revise hiring and recruiting practices to reduce bias
- Training for all administrators on new hiring and recruiting protocols
- Provide exit surveys to all staff who leave the district

**Student CHKS 2021-2022 School Connectedness: strongly agree or agree**

Grade Level	5th	7th	9th	11th
Overall	81%	69%	61%	58%
American Indian or Alaska Native	80%	73%	65%	N/M
Asian or Asian American	82%	69%	62%	56%
Black	75%	57%	57%	46%
Latinx	75%	66%	58%	53%
Native Hawaiian or Pacific Islander	N/M	N/M	N/M	65%
White	83%	70%	63%	63%
Mixed (two or more) ethnics	79%	70%	60%	57%
Something Else	78%	62%	58%	56%
Male	80%	72%	65%	60%
Female	82%	67%	60%	56%
Nonbinary	N/M	52%	40%	32%
Something Else	N/M	43%	42%	36%

**Student CHKS 2021-2022 Safety Data: *Perceived safety at school: yes most of the time or yes all of the time (elementary) and very safe and safe (secondary)***

Grade Level	5th	7th	9th	11th
Overall	90%	73%	71%	73%
American Indian or Alaska Native	86%	80%	74%	N/M
Asian or Asian American	91%	74%	72%	75%
Black or African American	87%	67%	81%	60%
Hispanic or Latinx	95%	69%	64%	60%
Native Hawaiian or Pacific Islander	N/M	N/M	N/M	100%
White	90%	75%	70%	78%
Mixed (two or more) ethnics	87%	77%	71%	69%
Something Else	86%	65%	69%	60%
Male	90%	78%	76%	78%
Female	90%	71%	69%	71%
Nonbinary	N/M	51%	42%	35%
Something Else	N/M	52%	34%	24%

**Student CHKS 2021-2022 Safety Data: Reason for harassment: 2 or more times**

Grade Level	5th	7th	9th	11th
Race/Ethnicity/Origin	N/M	9%	7%	6%
Religion	N/M	4%	3%	3%
Gender	N/M	5%	5%	6%
LGBTQ+	N/M	6%	4%	4%
Disability	N/M	2%	2%	3%
Immigrant	N/M	2%	2%	2%
Any other reason	N/M	12%	9%	7%



### Student CHKS 2021-2022 Safety Data:

***Victimization: 2 or more times (secondary) and most or all of the time (elementary)***

Grade Level	5th	7th	9th	11th
Physical e.g. pushing	4%	12%	6%	4%
Fear of being beaten up	N/M	7%	5%	2%
Rumors & lies	5%	18%	14%	14%
Jokes general	7%	N/M	N/M	N/M
Sexual jokes, etc.	N/M	19%	18%	17%
Stolen property	N/M	7%	4%	3%
Appearance or speech	23%*	20%	17%	13%
Name Calling	N/A	24%	19%	13%
Cyberbullying	5%	14%	12%	12%

\* Yes/No percentage only available / No likert scale

# Measurements: Next Steps for Equity Work and the Data Dashboard

Data dashboard Category 2 for Equitable, Inclusive and Safe Learning Environments focuses on:

- Safe Learning Environments
- Equity-Informed Policies, Practices, and Procedures
- Culturally Responsive Experiences
- Diversifying Staff

As we improve in these areas, it will reflect directly on the dashboard and we will see improvements in:

- Dimension Four: Social Emotional Well-Being
- Dimension Five: Student Voice and Agency
- Dimension Six: Diversifying Staff



# Measurements: Next Steps for Equity Work and the Data Dashboard

Our performance indicators have specific baseline measurements and growth targets in each Dimension:

- **Dimension Four: Social Emotional Well Being**
  - Improve students' social emotional well-being: 71% → 76%
  - Decrease disparities in students' social emotional well-being: 63% → 69%
  - In light of our safety and inclusivity California Healthy Kids Survey data we will be expanding and revising the dashboard to include a benchmark in this area.

# Measurements: Next Steps for Equity Work and the Data Dashboard

## Continued

- **Dimension Five: Student Voice and Agency**
  - Increase percentage of students who feel they are meaningfully participating in school activities: 33% → 36%
  - Increase inclusive classroom experiences that allow student choice and voice: *Target goal will be determined once baseline data is collected.*
- **Dimension Six: Diversifying Staff**
  - Increase the percentage of people of color as new hires: 42% → 47%
  - Decrease the percentage of employees of color who leave the district due to job dissatisfaction: 13% → 10%

# Measurements: Next Steps for Equity Work and the Data Dashboard

## Continued

- Professional development
- Supported by MTSS and Equity Liaisons
- Elevating student voice
- Equity Steering Committee



# Concluding Remarks



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equitable  
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excellent

# Questions/Comments?



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