

SAN MATEO UNION HIGH SCHOOL DISTRICT

M E M O R A N D U M

TO: Board of Trustees
FROM: Randall Booker
DATE: January 19, 2023
RE: Spotlight on Student Learning - 1st Semester Highlights

I. BACKGROUND

As we reflect on the beginning of the 2022-23 school year, educators across the District are feeling great pride in the academic and social-emotional growth of their students. This report serves to celebrate students' hard work and engagement in their learning process so far this year. While this list isn't all encompassing it serves to highlight much of the work being done in our District.

I would like to thank our educators for their incredible dedication and for all they do on behalf of our students. They are a remarkable team of professionals who continually strive to improve teaching and learning. I also would like to thank the many organizations, families, and volunteers who partner with the District to enhance and expand opportunities for our students. I am grateful for this breadth and depth of community support for public education, and proud of what we have accomplished together so far this year.

Curriculum and Instruction

- **Instructional Leadership Initiative** - Staff conceived and the Board approved an Instructional Leadership Initiative that aimed at disrupting predictable student outcomes (as disaggregated by race, gender and/or socio-economic status) in the following (but not limited to) areas:
 - Graduation Rates
 - CAASPP Performance
 - EL Proficiency Progress
 - Discipline
 - UC A-G Eligibility
 - Attendance
 - Panorama Survey Data

By establishing a culture of "Instructional Leaders" among our Principals and Assistant Principals we will prioritize best-practice classroom instruction strategies that specifically target the needs/issues that are driving our predictable student performance outcome trends.

- **Instructional Leadership Team** - developed and implemented five choices of professional learning series for teachers to participate in each month (Universal Design for Learning, Centering Student Voices in the Classroom, Knowing and Supporting Your

Multilingual Learners, Moving Towards More Equitable Assessment Practices and Understanding Complex Instruction) [Catalog](#)

- **Student Equity Teams** - formed teams at each of the comprehensive sites as well as Peninsula and Middle College programs. There are close to 200 students active in the teams across the district.
- **Classroom Visits with Board Members** - The Superintendent visited classrooms across all sites with Board members to observe instructional practices and answer their questions.
- **Bell/Learning Schedule** - all six schools are on a consistent bell schedule with four days of block schedule.
- **Convened a Literacy Intervention task force** - to reimagine our approaches to literacy intervention - developed a set of design principles that will guide new course development this spring.
- **Class Visit Tool** - developed to support district-wide classroom rounds and launch of Instructional Leadership Initiative.
- **Anti-Racist Leadership Vision** - developed by school and district administrators to guide our work this year.
- **Equity Advisory Committee** - continues to serve as an important advisory group for input on Local Control and Accountability and Coordinated Early Intervention Services (CEIS) plans.
- **Strong Workforce Grant** - Applied for and received \$750,000 for the Strong Workforce Grant to continue our support of Dual Enrollment partnership, the district's career and college coordinator and infrastructure/staffing to support the effort.
- **Career Technical Education Incentive Grant** - Applied for and received \$700,000 to support courses with work-based Learning experiences and professional development opportunities for our CTE teachers.
- **8th Grade Transition meeting** - Facilitated with elementary partner districts to strengthen vertical alignment and collaboration.
- **Dual Enrollment** - Continue to offer and support a wide range of course offerings in collaboration with College of San Mateo, Cañada and Skyline Community Colleges.
- **High School Graduation Requirement Board Policy** - updated to ensure our multilingual students are provided with a feasible graduation path.
- **Math Pathways** - Redesign of at Hillsdale and Capuchino High School
- **MTSS Coordinators** - Built capacity to facilitate and lead Tier 1 site teams in an Equity Transformational Cycle process.
- **School Counseling Training through Hatching Results** - to support development of Tier 1 Counseling program at schools (A-G Grant)
- **New Student Support Positions** - Hired FAFSA/college admission application coordinator, English Language Proficiency Test Administrator, Tier II Mentor

Teacher Induction, Professional Learning and Instructional Coaching

- **Teacher Induction Program and New Teacher Support Program** - SMUHSD is supporting 25 new teachers clearing their preliminary credentials through in-house accredited induction program and onboarding 40 newly hired teachers through orientation and PD workshops; 21 Instructional Coaches 130 teachers in professional growth goals through the evaluation system
- **CTC (California Commission on Teacher Credentialing) Classified Grant Program** - partnerships with SJSU and Marshall teacher residency supporting classified in earning teaching credentials

Human Resources

District Goals

- **Diversity, Equity, Inclusion, and Accessibility** - Initiated audit of the district focused on culture, recruitment, and retaining staff with a May, 2023 completion
- **Professional Development** - Finalized inclusive districtwide classified professional development on January 30 and 31 that supports the District's Transformational Journey

Recruitment and Retention

- **Diversity in Hiring**
 - 26% of new teachers identified themselves as Latinx (up from 12% last year)
 - Hired three new Pacific Islander teachers
 - Seven of 10 administrator hires are Asian or Latinx
 - New teacher hires of two or more races/ethnicities increased to 8.5% from 2%.
 - 73% of new teachers identified themselves as female.
 - Six of our seven teacher interns are BIPOC individuals
- **Certificated Vacancies** - Began the school year without any full-time teacher vacancies. Recruited and onboarded new administrators and deans on short notice. Expanded all current ADs and backfilled their teaching sections.
- **Classified Outreach Coordinator** - Created to manage district sponsorship of classified employees attaining baccalaureate degrees and teaching credentials
- **Employee Wellness** - Expanded employee wellness program to include site facilitators at all work sites

Policies and Regulations

- **Intradistrict Transfers** - Regulation approved that expanded automatic intradistrict transfers to 25 per school from 15
- **Interdistrict Transfers** - Streamlined the interdistrict transfer processes
- **Independent Study** - Revised independent study policy for better inclusivity of IEPs and enhanced reengagement strategies
- **Employee Acceptable Use Policy for Technology** - Board approved revised Employee Acceptable Use Policy for technology that provided enhanced data safety procedures and social media awareness

School Events

- **Electronic Ticketing** - Initiated electronic ticketing system at all school sites
- **Student Access to Events** - Maintained and streamlined free student admission process for school events
- **Staff Supervision of Events** - Introduced a revised and improved process for staff event coverage that included training in conflict prevention and intervention

Evaluation

- **Marzano Evaluation for Administrators and District Management Staff** - The Superintendent introduced a new evaluation system to aid in developing exceptional school leaders that support innovative teaching and student learning. The evaluation is a tool for growth, coaching, powerful feedback and the development of a culture of transparency and continuous learning.

District Governance/Operations

- **Emergency Preparedness** - The Superintendent activated a District Incident Command Center to be used during emergency situations including the initiation of SMCOE Big Five Protocol. District Office Staff have participated in two drills, and this work will continue in the coming months.
- **District Student Board Council Coordinator and Student Board Members** - Staff

convened a Board subcommittee to develop a process to recruit and hire a District Student Board Council Coordinator. Once hired, this individual will oversee a District Student Board Council of up to 17 students which will include two student Board Representatives.

- **January Board Retreat** - The District hosted a Board Retreat on January 20. This Special Meeting Governance Workshop was attended by all Board and Cabinet members.

Communications

- **Communications Vision** - Communications staff are aligning the department's vision to focus on content creation to continue to provide accurate information to our community; provide crisis communication when needed and manage the District's reputation to build confidence in the organization.
- **Multilingual Communications Specialist** - The Communications Department is in the process of recruiting, interviewing and hiring a Multilingual Communications Specialist to provide translation and interpretation services with a focus on transcreation or direct storytelling to multilingual audiences. This process will provide more direct, specialized communications than providing direct translations from English into another language.
- **Videography** - The Communications Department is focusing resources on communicating using short (two-minute) videos and brief vignettes known as reels for social media. The Department is currently in production working with Voler Strategic Advisors on a two-minute video to promote the positive narrative of Peninsula High School.
- **Peninsula High School Communications** - Communications staff are supporting Peninsula High School in sharing the positive outcomes made possible by Peninsula staff. Communications held a listening session with staff to identify positive narratives to communicate about the school. In addition to the video currently in production, we will support the school in the production of other assets (ex: Launched LinkedIn PHS Company page).
- **eNews Highlights:** Eight eNewsletters sent in the Fall via Constant Contact to community members - average open rate - 58% (industry average is 29%). This tool is also sent via ParentSquare to over 25,000 Families/Students/Staff. Students - 645 viewed email; 5792 texts delivered, 74 viewed on app. Parents/Guardians/Staff: 6,802 viewed email; 14,743 texts delivered; 907 viewed on app
- **Savvy Source Employee Newsletter:** This award-winning newsletter is sent monthly to staff. Fall Average Open Rate was 81.5% (average open rate across multiple industries is 68%.)
- **“What’s Coming Up” and “Board Summary”** - Developed two new electronic tools to provide the public with an at-a-glance preview and recap of Board Meetings.
- **[NextDoor Public Agency Account](#)** - Launched in December 2022 - 116,805 Nextdoor members are in our District “neighborhood”. Posts include topics such as Adult School classes, student achievement, current job openings. Average post impression is 4,300 neighbors. The Adult School has been added as an admin of a sub page.
- **Spotlight on Student Learning:** The communications Department is promoting Spotlights on Student Learning [launched in September](#). The web link is shared via eNews. Staff created an additional web page with additional [student learning highlights](#).
- **SMHS [120th anniversary celebration](#)** - On October 8, 2022, 400 community members including students, families, staff and alumni celebrated the 120th anniversary of SMHS and the District at the school. The event included a historic slide show, student-led tours of the school and student music drama and dance performances.
- **Capuchino High School Ribbon Cutting** - On November 28, 200 community members

including students, families and staff celebrated the completion of construction on the Capuchino Athletic Complex. The Mills Ribbon Cutting was rescheduled due to weather for March 16. Ground breakings for gyms are scheduled at San Mateo on May 16 and Burlingame on May 17.

- **Golden Apple Awards** - Ten Golden Apples have been awarded since the beginning of the school year to staff who go above and beyond. Communications promotes Golden Apple nominations and winners through the Savvy Source employee newsletter and via District social media (with staff permission). The link to the full nomination submissions is consistently the #1 item clicked in Savvy Source.

Mental Health, Health and Wellness

- **Social Workers - Learning Communities for School Success Program Grant (LCSSP)** (in partnership w/ Student Services) - \$2 million consortium grant focused on improving attendance for high schools and future high schoolers in middle schools. Hired three Social Workers through this grant.
- **Parent Education Series** - in partnership with the [Peninsula Health Care District and Parent Venture](#) live streamed educational events from prominent thought leaders in parenting, neuroscience, education and well being.
- **Therapeutic Day Classes (TEC)** (in partnership with SPED) - Hiring of six mental health therapists designated in each of our TEC Programs, that provide mental health services for students in the therapeutic program.
- **Latino Parent Night Meetings** (in partnership with EL) - Uniformed workshops for Spanish speaking families (in Spanish) regarding mental health supports, community resources, and other mental health information
- **Training of all Mental Health Staff** - new and updated mandated BBS (Board of Behavioral Sciences) and Ed Codes
- **Training of all School Counselors** - with our county adopted Suicide Protocol
- **Digital Handbook** - for all MH & SWs
- **RTS (Rape Trauma Services)**- site presentation for all 9th grade students (other grades as requested)
- **TUPE** - (w/ Student Services):
 - RJP Therapist P/T hire, per school site request, an equitable and alternative to using punishment-based approaches to school discipline
 - [Ripple Effects](#); A comprehensive, trauma-informed digital suite (SEL curriculum) of programs to personalize social emotional skill building and promote positive behavioral and mental health. Used across tiers, settings and sites
 - [Adolescent Counseling Services](#) (ACS) Substance Use Program; MOU to support students that may need a high level or have already completed our SUP (Substance Use Program) and need additional substance use support.

Health and Wellness

Student Health

- **Stanford Teen Mobile Health Clinic** - Organized and supported Stanford Teen Van Mobile Health Clinic biweekly providing physicals, vaccines, sensitive and reproductive health care for our student with no health insurance coverage (12 clinics as of January 13)
- **Hearing and Vision Screenings** - held monthly and set to complete nearly 700 screenings by the end of April 2023
- **Health Office Visits** - Over 3,800 between 08/22-01/23

- **Health Care Memos** - over 1,000 created for students with severe or life-threatening health needs that might require emergency care during the school day.
- **Emergency Medical Response Training** provided for all site emergency medical responses include Admin, Health Aide, Athletic Trainer for all sites. Including emergency medications, Epi-pen, and seizure first aid
- **Narcan/Naloxone Program** - Implementation and training started 12/2022
 - Site team trainings, community awareness messaging, and delivery to sites expected by 2/2023
- **COVID** - Case management, exposure follow up, and direction provided for over 850 Student COVID cases. Exposure notifications issued twice weekly for all cases reported to the District. Currently 1,048 cases reported since August 2022

Employee Health

- **COVID** - Case management, exposure follow up, and direction provided for over 190 Staff COVID cases.

Employee Wellness

- **Wellness Services and Facilitators** - Expanded Wellness services from nine sites to 12 sites with the addition of Wellness Facilitators at Bridge Program, Middle College and Hinckley
- **Flu Shots and Biometric Screenings** - In September 2022, offered district-wide Flu Shots and Biometric Screenings for all staff
- **Wellness and Fitness Schedule** - Spring 2023 includes:
 - Six weekly virtual classes
 - Four weekly in-person classes
 - Ten classes total are available weekly to all staff
 - Pre-recorded videos available to all staff at anytime, which include Yoga, Boot Camp, and Mindfulness classes
- **Weight Management Program** - In January 2023, we are offering a ten-week Weight Management Program for 25 staff members. Staff will be fully reimbursed upon completion of eight out of ten sessions,
- **Eco-Commuting Incentive** - increased from \$150 to \$200 for all staff who complete 25 eco-commutes to work during the 2022-2023 school year

EL and Academic Support Programs

- **Onboarded an AVID, LTEL/Ethnic Studies Coordinator** - these positions directly support teacher professional learning, teaching and fidelity to our programs
- **Professional Learning Series** - Partnered with the SMCOE to offer a year-long professional learning series for all ELD content teachers on best practices for welcoming and teaching newcomer students
- **Supporting ELD Teachers** - Manager of English Learner & Academic Support Programs and ELD Instructional Lead observed and supported all new ELD teachers classrooms
- **Academic Language Development** - Convened the teachers of our Academic Language Development course focused on serving our LTELs to re-envision and recreate that course to better serve our students
- **Ethnic Studies Professional Learning** - Continued our partnership with Acosta Educational Partnership to provide Ethnic Studies Professional Learning for ALL of our Ethnic Studies teachers, a cohort of non-ETHS teachers who want to learn more about ETHS pedagogy, and all school administrators.
- **Workshops for Families** - Our ELD social worker, in collaboration with our district Family Engagement Coordinator hosted workshops for families on Medical and Immigration Processes

- **Family Engagement Coordinators** - Our Family Engagement Coordinators have hosted several site based workshops for families on understanding our school systems, how to create and use CANVAS and Aeries accounts, how to best support the academic and social emotional health of their students

Special Educational Support Services

- **Reclassification Process** - Renewed focus on identifying students eligible for Reclassification through their IEP. Provided training to all sites and are seeing many students at all sites go through the celebratory reclassification process
- **Literacy Intervention** - Beginning a pilot implementation of MindPlay (evidence-based reading intervention program) in Spring Semester 2023 across all six comprehensive school sites with a total of 70 students enrolled

Inclusion/Increasing Meaningful Instruction in General Education Settings

- **District-Wide Support of Inclusion** - from site administrators to initiate and maintain inclusion in general education
- **Co-Teaching/Push In** - Continued training and implementation of inclusive practices with both co-teaching and and “push-in” service delivery models at our sites
- **Professional Learning for Co-teachers** - to review instructional practices, models, and the implementation of universal design for learning (UDL) as a planning tool that allows educational access to all learners
- **Professional learning for ALL Instructional Aides** in the District to increase support strategies for support and inclusion

School Psychologist Professional Learning Collaborative

- **Intentional Learning Opportunities** - for our team of school psychologists on an ongoing basis:
 - Calibrating assessments and report writing
 - Reviewing best practices for assessment and English language learners
 - Monthly meetings
 - Case analysis and legal updates
 - Review of SST pre referral process

Bay Intensive Support Services

- **Developed microbusinesses** - across the district and hosted a holiday fair
- **Coffee Carts** - Projected Opening of the first of three Cafe by the Bay coffee carts between Spring 2023 and Fall 2023 (DO, SMCOE, and Burlingame Community Center)

Behavioral Student Supports

- **Hiring** - Hired a full-time Behavior Specialist for the 2022-23 school year
- **Consultation** - Team provides consultation, collaboration and direct support services to eligible students across all school sites
- **Training** - Providing District wide Crisis Prevention Intervention Training for Staff. Trainings provide intervention strategies that support deescalation procedures for students

Parent Workshops

- **Latino Parent Night** - Information for our Spanish speaking families (in Spanish) regarding the identification, provision, and IEP process for their students with disabilities
- **Incoming 8th Grade Parent Night** - to support our 8th grade families to prepare for the transition to high school in the Fall and their Spring IEPs
- **Preparing for Incoming 8th Grade Parent Night** - for our families in Spanish as additional support to our families (this is in addition to the District wide event)
- **Parent Advisory Committee** - Preparing for the initial meeting to develop a parent advisory committee

Collaboration to Support Students and Families

- **Developing Partnerships** - Continuing to develop relationships and partnerships with our Non Public Schools (NPS), Residential Treatment Centers (RTC), and advocates to support students and their families

Supporting New Teachers to the Department of Special Education

- **Education Specialist Advisor** - The development of the Education Specialist Advisor to support new teachers with a credential match partner has created a coaching and mentorship program to help navigate the complex process of providing special education instruction and to create compliant education plans

Aragon High School

- **Professional Learning** - Friday cross-collaborative district-led professional learning options roll-out.
- **Admin Hiring and Training** - Successful onboarding of two new Assistant Principals and three new School Counselors!! Administrative Leadership Training through AALRR
- **Band** - AHS Band represented SMUHSD at the Pearl Harbor Memorial in December 2022
- **MTSS** -
 - Tier 1 Support of Student Equity Council in its second year;
 - Started training and implementation of our Tier 2 Programs as part of our Tier 2 Grant: CICO (Check-In/Check-Out) and HOPS (Homework, Organization, and Planning Skills);
 - Student Intervention Team is up and running with weekly meetings that are student-centered and connecting students with Tier 2 and Tier 3 supports
 - MTSS Tier 1 is now led by an Ethnic Studies teacher, bringing us into a new focus on student supports with an equity lens.
- **Parent Group Gatherings** - Initiated to connect all parent group supports to each other.
- **Girls Volleyball** - Girls Volleyball PAL & CCS Championship - first time in 21 years.
- **Events** - Sold out events - record-breaking numbers of students and families attending our football games, dances, and prospective family nights.
- **Advanced Placement** - Record number of students signing up for AP tests without adding sections of AP classes - this is an indicator of full engagement in the AP program.
- **Lip Dub** - Bringing AHS LipDub back! This is a whole-campus community initiative led by students and takes two years to plan, film and edit. It will be completed in the spring.
- **Dual Enrollment** - Fully-loaded Dual Enrollment Program including CRER 100, Counseling 240, Kinesiology 101 & 103, Business 100, Biotech, Digital Media Production, and Culinary Arts.
- **Instructional Coaches** - Instructional Coaches are supporting all new and on-cycle teachers. We are proud to have a few of the original ICs at Aragon supporting new ICs.
- **Leadership** - Under the direction of a new teacher we will maintain traditional events and add new ones.
- **Construction** - Construction projects were completed within deadlines with minimal impact to the instructional environment. Paint color change has had a positive impact.
- **Engagement/Culture** - We have an incredibly positive vibe on campus: staff are happy and students are friendly and engaged. Campus culture has shifted to make it 'weird' to be on walkabout in the hallways and courtyards during class time. This has normalized learning, being in the classroom, and 'doing school'.
- **CTE** - New CTE Coordinator and so many field trips and supportive conversations with our students and parents. We are excited to have our CTE Coordinator working with our

- PTSO to plan an amazing upcoming Career Day.
- **Parent Group Gathering** - began in January - this includes one representative from all of our Parent and Booster Groups with a view to providing them with a collaborative environment in which to provide additional support to one another.

Burlingame High School

- **Music** - Seven BHS Panther musicians were selected for the 2023 California All-State Ensembles! Every year, 3,000 students audition for the honor ensembles. In the district, 3 students from Aragon also earned a place in the ensembles (Vocal Jazz, Soprano, Tenor, Symphony Orchestra Oboe, Wind Symphony, Euphonium, Symphonic Band, Flute, Golden State Band, Tuba, SATB Choir, Soprano)
- **Staffing** -
 - BHS is fully supported with four administrators, one Dean, one Athletic Director and three Campus Safety Specialists. Only two of these staff members were in this same role in June 2022.
 - BHS is now fully staffed with three Wellness Staff to serve our students' mental health needs.
- **Stand United Against Hate** - Burlingame High School is participating with the city of Burlingame to Stand United Against Hate. A community meeting will be held on February 1st at 6:30 p.m. at the Burlingame Recreation Center.
- **Breaking Down the Walls** - BHS has a full day program planned for March to build community and explore tolerance with students.
- **Bridge Partnership** - Bridge students visited BHS in DEcember to partner with our students in a culinary class. students on a culinary day - Students from Bridge joined
- **Italian Exchange Program** - In November Nearly 50 Students from Carpi, Italy stayed with Burlingame families for ten days and attended classes at BHS. BHS students will participate in an exchange trip to Carpi in March.
- **Panther Pals** - We support mentorship between 9th graders and upperclassmen to celebrate the 9th graders, improve connectivity and support in their transition to High School
- **DEI Leadership Students** - Are working with Equity Council - to support ideals of inclusion, belonging and equity with monthly activities.

Capuchino High School

- **Math Pathway** - We are in year two of our Pre-IB Math Pathway to provide students with greater opportunities to take higher level math courses.
- **Supporting Rising 9th Graders** - Hosted Unity week with 8th graders to support future students from Parkside in transitioning to High School.
- **Band/Color Guard** - Summer band clinic with students via Capuchino Music Program; Supported promotion ceremony of a prominent community member to the rank of Army General; October 29 - placed 4th in Marching Band/Color Guard competition at Independence High School. Marching Band/Color Guard - placed first at Dublin High Competition - first-ever field show in November. December 8 - hosted fall concert for the first time since the pandemic with the string chamber and chamber orchestra performing.
- **Fall graduation for Keys Program** - Hosted a graduation ceremony for students in the Keys Program.
- **Construction** - Hosted a successful ribbon cutting attended by about 200 community members to celebrate the completion of construction on the Capuchino Athletics complex.
- **EL Community Building** - Organized community events to promote inclusivity. Outings included - Great America Field trip and Movie Night out.

- **Special Olympics Unified Sports Event** - Hosted District-wide event to support positive social and meaningful sporting opportunities.
- **San Bruno Lions Club** - Students, alumni and staff participated in phase II of the creation and unveiling of a community mural.
- **Why Apply Day** - Event hosted by career counselors, attended by colleges - helped students see the value in pursuing post-secondary education.
- **Latino Parent Organization** - Hosted first meeting to introduce new administrative team and hosted annual posada in December.
- **School Social Worker** - supporting attendance and connecting families with resources.

Hillsdale High School

- **Graduate Profile** - The Hillsdale community is collaborating to revise and update our Graduate Profile, naming what we expect to be taught and assessed in all classes.
- **Geometry for All** - Implemented second year of Geometry for All in 9th grade, with on-going revisions to the curriculum and instruction.
- **Empowerment Through Action** - More fully developed Empowerment Through Action, partnering with the Police Activities League to provide intensive mentorship, post-high school planning and extra-curricular opportunities for nearly 200 students.
- **Peace Pantry** - Maintained Peace Pantry post-pandemic, providing weekly food supplies and personal items for around 150 families, in partnership with Second Harvest and the Hillsdale community, which contributed \$80,000 to the cause.
- **Special Education** - Implemented inclusion model in Special Education. Worked to decrease racial disproportionality in SAI classes
- **Construction** - Significant progress has been made to encapsulate the building and update the painting and look of the school. Gym renovations are progressing well.
- **Wellness Counselors** - Proactive and engaged support from wellness counselors - targeting students who are affected by stress/anxiety/ depression
- **Dual Enrollment** - 200+ students in dual enrollment classes on campus - supported by onsite staff and faculty members from community colleges
- **ELD Students** - Intentional SEL work with our ELD students to support their transition and ongoing ability to engage at HHS
- **Student Clubs** - Increased support and opportunities for affinity clubs, including a larger voice in Hillsdale's student leadership program.
- **Professional Development** - Professional Development that is focused on students at the margins and mirror work; faculty completed a Equity Transformation Cycles, finishing with community share-outs
- **Indigenous Cultural Sovereignty/American Journeys** - 11th grade humanities completed an ambitious Indigenous Cultural Sovereignty exhibition as well as the American Journeys Project—an examination of immigration through oral histories.
- **Staffing** - Hired full-time CSS, Athletic Director, Dean and Assistant Principals, all by shifting extraordinary internal staff members.

Mills High School

- **Staffing** - Hired and on boarded two new assistant principals that bring a positive energy and new ideas to the table! Each new staff hired this year in some way reflects the identity, experiences and backgrounds of the students we serve!
- **Viking Ship Orientation** - held our first ever Viking Ship Orientation on the first day of school! This gave ALL students access to learn how to be successful Vikings without

having to come to school before the first day!

- **Co-Teaching** - Continued our co-teaching program - providing access and better learning outcomes for students with IEPs in the math classroom!
- **Construction** - Near completion of the awesome MAC (Mills Athletic Complex) that will provide outstanding physical education learning and athletic experiences for our students! Ribbon cutting scheduled for March 16!
- **Freshman Flex Advisory** - Fall semester we held a Freshman Flex Advisory program where all freshmen were assigned to one teacher for every Wednesday Flex to support the transition from middle to high school and build connection and support fall semester!!
- **Student Advancement Via Interdisciplinary Learning** -The SAIL program admitted its fifth cohort of students. SAIL (Student Advancement via Interdisciplinary Learning) is a SMALL LEARNING COMMUNITY for freshman students at Mills, providing supports, building relationships and promoting exploration the first year of high school. Students elect to be part of the SAIL program!
- **Dual Enrollment** -Two cohorts of first generation college bound students took the innovative College & Career class, a year-long dual enrollment class taught by two MHS Counselors that provides essential skills, knowledge and supports to be college informed and college ready! We restarted in-person college classes for students through Skyline, including a twilight Health Care Careers course and Intro to Business course, giving students access to community college courses while in high school on our school campus and earning college credits while in high school.
- **Mental Health and Wellness** -Student led Mental Health and Wellness Assembly in September addressed mental health well being and supports to the entire student body in an effort to destigmatize mental health issues and highlight Mills resources and supports!
- **United Against Hate** - Fourth Annual United Against Hate Week organized to send a strong and united message; principal's art contest, lunchtime activities that rallied our student body to be upstanders against hate!
- **Becoming an Inclusive and Equitable School** -The site leadership team designed and delivered a series of site professional development sessions to deepen our focus and practice on anti-racist teaching and the Ethnic Studies tenants. These workshops elevated our student voice through mini-fish bowls where students discussed experiences while staff listened and connected the experiences to the rubric and tenants, a recording of a student fishbowl comprising our Asian American students that discussed the model minority myth and the impact of that myth on their lives and experiences as a Mills student, and an anonymous interview of a student conducted by our lead Wellness counselor that stressed the importance of active listening and empathy when building relationships with our students. This data combined with our student Panorama Survey and achievement data is guiding our transformation towards becoming an inclusive and equitable school!
- **Professional Development** -On the October professional development day, each professional learning community (PLC) agreed upon a common instructional strategy to use for six weeks. In December, selected PLCs shared out the strategy, highlighting many culturally responsive strategies that we know best engage our students in the classroom!
- **Academic Senate** - (a committee comprised of department heads) worked on revisiting and revising our instructional norms, defining common practices and pedagogy to ensure all students access, support and success in learning. The Senate began discussions around including a new norm around student voice.
- **Wellness Center** -In January 2023, we embarked on creating a new location for our Wellness Team and a Wellness Center on campus. This move will allow greater

ACCESS for our students and become a hub for student support, intervention and resources around mental health and wellbeing.

Peninsula High School

- **Wellness Retreats** - are support groups for students with various staff members as leaders/mentors.
- **PumaTube** - Pumas of the Week five to seven minute showcase of news, events, and student academic performance with all staff making contributions.
- **The Puma Pulse** - Yearbook/Journalism class created an online publication spotlighting students, staff, and school events.
- **Outreach Tuesdays** - All staff puts aside an hour every Tuesday morning and communicates to students and their families via email, phone calls, and Zoom to share progress, concerns, and build relationships with our Puma Family.
- **Family Events** - Paint Night, Cultural Night, Awards Nights were opportunities to celebrate both student successes and support/education on how to support mental health and improve our wellness.
- **Fun Fridays & the return of Pruddy (school mascot)** - celebration of academic successes and team building activities.
 - Student & Staff food working together to build community and learn about each other collaborating to make food together.
- **Student Equity Council, SAGA** - utilizing Youth Participatory Action Research (YPAR) students working with staff and administration to share their educational experiences, evaluate what is missing, and work together to make changes to improve student engagement, academic performance, and post-high school transitions.
- **Leadership Student led events** - a return to our leadership class after a seven year absence has improved school culture and provide opportunities for students to expand their skills.
- **@DJTasi** - Provided background music at many of our fall school events of Back to School Night, Culture Night, and Awards Night.
- **Yoga & Meditation** - IClass met weekly weather permitting outside with mats to stress, reflect, and grow in how to become more connected to their emotions and increase perseverance. Many of our Guided studies classes incorporate time for mindfulness to re-center our students when there are challenges and struggles in their personal lives impacting their ability to focus on their education.
- **Farmer's Market** - Continued again for our second year with roughly six to eight students once a month interacting with the Burlingame community and getting experience in marketing, budgeting and building relationships. We have produced greeting cards, masks, 3D art/toys, paintings, and coming up January 29th wind chimes in addition to supporting our Tanzania friends with student produced handbags.
- **Neema International/Tanzania** - Students connect on Zoom and learn about cultures, schooling, and challenges of schooling by leaving video messages and PHS supporting the need for school supplies in Tanzania with school handbags and fundraising.
- **Social Worker** - Our Social Worker has been establishing a system of supporting mentally and socially students and families with bilingual home visits to help students reconnect to school. Has increased our attendance rate by 14% from this school year to last.
- **FLY (Fresh Lifelines for Youth)** - 25 students participated and graduated from the program in the fall where they learn about life choices, the law, and social justice careers.
- **RJP** - Implemented in many disciplinary or behavioral issues and reduced tensions on campus and reduced at least 40 days of suspension for students in the Fall. Great

- opportunity to support parents/guardians.
- **Coffee with the Principal** - Conducted at various times of the day and at least once a month providing parent/guardians updates about school, input on our Title 1 funding, and mental health resources.
- **Temperature Checks** - Every fourth period teacher conducted these checks on how students were doing once a week and met with students of concern and provided a coaching model on resources and communicated needs to students' core teachers.
- **MTSS** - Staff expanded and refined our resources and systems of support services for students and families to ensure that multiple steps of academic and social-emotional services are provided to transition and support students on academic success.
- **Yondr** - Implemented schoolwide since August and over 98% of students complying. Has increased student communication with each other, classroom engagement and instructional time use as well as reducing student anxiety.
- **Student Created Surveys** - A small group of YCLL students have worked to create surveys on what they believe students need to be asked related to attendance, mental health, and academic performance needs. On-going process that will be student led and collaborate with some of our staff to refine school policies, procedures, and structure.
- **Intramural basketball** - Team has begun practicing for another exciting competition in the spring. Great community building and co-educational opportunity to engage.
- **Culinary "pop ups"** - serving to students and staff. Students in his CTE program have begun trying to provide staff different food services and evaluate the production cost, marketing, and long-term impact of creating certain types of foods.
- **Dual Enrollment Class** - Under the guidance of our College and Career Advisor, Staff have signed up a record of 40 students for dual enrollment classes beginning on our campus in the Spring of 2023.
- **Work Experience Program** - Marketing has made integral achievements to appropriate jobs based on student interest. Every student must update their resume and complete a video interview at the end of their work to receive two academic credits. Over 60% of our students work in some capacity outside of the school day.
- **College & career focused field trips** - Students have taken field trips around career exploration exploring career opportunities connected to class content.
- **Expanded access to colleges** - School increased the number of students attending community college outside of PHS school day and with early graduates enrolled five students for early starts to college.
- **Employee/Alumni of the month** - Features what our former students are doing and building a foundation for our current students to connect and learn from alumni job opportunities, courses to consider, and routes to take to complete skills for certain trades and certifications.
- **Physics in the Universe** - Extended project in our science classes that helped many of our students improve their public speaking skills, collaborate with peers in group presentations, and understand the importance of professional dress and demeanor in communicating learning and critical thinking skills acquired.

San Mateo High School

- **120th Anniversary** - Celebrated the SMHS and District 120th Anniversary on October 8.
- **College Fair** - Hosted District College Fair-over 80 colleges present with information sessions and presentations in Spanish.
- **Community Building for Staffulty** - SMHS Social club hosted a variety of community building activities for staffulty: Tie Dye, Hungry Hippo costumes for Halloween, Dinner and theater, pumpkin carving, Bearcat Bakeoff.

- **49ers Coach of the Week** - 49ers Coach of the Week- October 30th.
- **Varsity Football** - SMHS Bearcats were PAL Ocean Division Champions
- **Speaker Series** - Hosted US Military Speaker Series and Union Trades Speaker Series
- **Marching Band** - SMHS Marching Band 1st place in San Francisco Italian Heritage Day Parade. Drum Major 1st Place in San Francisco Italian Heritage Day Parade
- **Jazz Band** - Jazz recording Artist Dmitri Matheny workshop with SMHS Jazz Band.
- **Student/Alumni Art Shows** - Redwood City County Offices student art exhibit October 4-November 4, 2022. Student Artwork on display at the San Mateo Public Library/Teen Lounge-Fall '22. California Landscape Artwork Alumni Exhibit in SMHS Art Gallery
- **SMHS Scholars** - The [Society for Science](#) recently announced the top 300 scholars in the 2023 [Regeneron Science Talent Search](#), the nation's oldest and most prestigious science and math competition for high school seniors.

Bridge

- **Facilities** - Upgraded our three classrooms with new technology and furniture
- **Community Food Pantry** - Started a Bridge community food pantry
- **Staff and Course Offerings** - Expanded our staff and our course offerings -we have a science and PE class for the first time
- **Professional Learning** - Our entire staff has been in ongoing professional learning and coaching focused on In Lak'ech Pedagogy and Latino Youth Development in partnership with LEGACY Youth Project
- **Graduation Rates** - Tripling our number of students who will earn a high school diploma this year
- **Concurrent Enrollment** - A small group of students will be taking a concurrent enrollment class at CSM during the spring semester
- **Enrichment Programming** - Implementing after school enrichment programming which will include Art, Fitness, and Reading
- **Holiday Party and Gifts for Students** - Hosted our annual holiday party and provided each student of our 66 students with a gift they chose and a gift card

Middle College

- **Enrollment** - Started 22/23SY, with over 200 students, largest enrollment in 25-year history of program
- **MTSS** - Conducted nearly 1,500 1:1 meetings between students and advisors as part of the Level 1 MTSS, universal offering to all students - foundation of our work
- **YCLL** - Added student leaders from YCLL to our site leadership team
- **Recruitment** - Presented to all SMUHSD sophomores on the benefits of attending Middle College (Jan. '23)
- **College Visits** - 185 students attended field trips to SJSU and UC Santa Cruz
- **Facilities** - Worked with CSM on plans to renovate Building 12, in order to gain two additional classrooms, and 4 additional offices for staff
- **Staffing** - Welcomed three new staff to the team, 33% of staff new to MC

San Mateo Adult and Career Education (SMACE)

English Second Language (ESL) Program

- **Enrollment** - Celebrating +2000 enrolled ESL Students this program year
- **Graduation** - Held 4th San Mateo Adult & Career Education ESL Graduation, since its 2021 inception

- **ESL Jail program** - at the San Mateo County Jail was successful and will continue
- **Hiring** - Hired and two former ESL students to work as Office Assistants
- **Coat Drive** - Senator Josh Becker joined SMACE to hold a Christmas Coat drive for the San Mateo Community.
- **Belle Air Elementary Food Drive**- SMACE collected and disbursed food for families in need during the holidays
- **Community Garden** continues to grow and provide fresh vegetables for our students.
- **Thanksgiving buffet** - SMACE hosted a Thanksgiving Buffet for our adult school students.
- **Student Ambassador/Volunteer program** - has grown to **50+ members**.

Adult Secondary Education (GED and HSD) Program

- **Hiring** - Hired new ASE Coordinator/Counselor
- **College Tours and Information** - Sessions provided to students throughout the year
- **San Mateo Library** - hosted information event on SMACE campus for students

Career Education Program (CE)

- **CE Expanded** - to offer the following **NEW 6** programs:
 - Phlebotomy Technician
 - Medical Coding and Billing
 - Dental Rover Sterilization Technician
 - Intro to Medical Terminology
 - ESL City Government Academy, partnership with City of San Mateo, is relaunching post COVID
 - Microsoft Excel Certification 1/SP23 MS Excel Certification 2

Student Services

Attendance

- **Learning Communities (LCSSP) Grant** - \$2 million grant focused on improving attendance for high schools and future high schoolers in middle schools - in collaboration with the wellness team managers
- **Site Attendance Review Team (SART)** - Revamped structure led by grant funded social workers - moving meetings to site level using site and district interventions
- **EveryDay Labs** - Sends centralized letters of truancy and chronic absenteeism for all schools and students - trained on the use of the EveryDay Lab Dashboard for admin, social workers, attendance technicians, and counselors

Training

- **Training Staff** - Provided training to 35+ new and returning administrators, deans, and social workers
 - ▣ SMUHSD ADMINISTRATOR - Student Services - Presentation and Guide - 2022/23

Incarcerated Youth

- **Incarcerated Youth** - Developing plan to have all previously incarcerated youths to have mentors upon release - working with ReEvolution <https://www.reevolutiongroup.org/> - meant to combat the struggles with county probation and understaffing and support.

Student Supports

- **Alternatives to Discipline and Restorative Practices** - Hosted four sessions of RJP for new and returning staff - expanded alternatives and coordinated more case management by TUPE staff

Technology

- **Supporting 1:1 Technology** - Distributed over 2,200 chromebooks to incoming 9th graders. Replaced an additional 500 older chromebooks for students.
- **ParentSquare** - Provided Aeries Communication (Parent Square) training to approximately 25 staff members.
- **WiFi** - Improved wifi connectivity by replacing 70 access points (WiFi) throughout the schoolsites.
- Created a secure FTP site for secure student data exchange with our partner schools and vendors.
- **Public Announcement Systems** - Back end setup for the school sites' new Juno Public Announcement system.
- **911 Notifications** - Completed 911 notifications for SMUHSD comprehensive sites
- **Security Audit** - Successful security audit of the network performed by a 3rd party vendor
- **Zoom/In-Person Board Meetings** - Implemented hybrid setup of board meetings with multiple cameras, interpreters
- **On-going Support** - Continued to provide support, setup, and integration for the following:
 - Frontline employee time and attendance
 - Canvas application setup and student setup
 - Process and verify Grades for all schools by importing data from Canvas to Aeries (progress report and six weeks report)
 - Clever application integration for teachers and students
 - SEIS-Special Ed integration in Aeries
 - Back end setup for the California College Guidance Initiative (CCGI)
- **CALPADS** - Submitted California Longitudinal Pupil Achievement Data System (CALPADS) State certifications
- **FAFSA** - Integrate FAFSA data in Aeries
- **Acceptable Use Policy** - Updated Staff Acceptable Use Policy (AUP)
- **Cybersecurity** - Trained Technology staff in cybersecurity
- **E-rate Funding** - Secured \$231k in e-rate funding for the district digital connectivity (telecommunications)

Business and Operations/District Operations

- **Strong Financial Position and Financial Operations**
 - Closed 21-22 year with strong financial position
 - All budgets and interim reports approved with a Positive Certification
 - All audit reports with no findings
- **Successful TRAN** at lowest rate in State
- **Measure L and Facilities Status**
 - Capuchino Athletic Complex – Complete celebrated at a ribbon cutting on November 30.
 - Mills Athletic Complex – Substantially Complete - Ribbon cutting was rescheduled due to weather and will take place on March 16.
 - San Mateo High School Music HVAC – Complete

- Mills HVAC – Complete
- Burlingame HVAC – Substantially Complete
- Hillsdale Transite Panel – Under Contract – Phase I Complete - Project Completion Summer 2023
- Aragon Transite Panel – Under Contract – Phase I Complete - Project Completion Summer 2023
- Mills Transite Panel – Under Contract – Phase I Complete - Project Completion Summer 2023
- Districtwide PA Replacement – Substantially Complete
- Districtwide Path of Travel Lighting – Substantially Complete
- Burlingame Gym – Schematic Design Complete - In DSA for Approval
- San Mateo Gym – Schematic Design Complete - In DSA for Approval
- Successful Bond Performance Audit (No Findings)
- Capuchino Athletic Complex Ribbon Cutting
- State Bond Eligibility Updated
- **Electric Buses and Infrastructure Grant** - District received \$4.6 million Electric Bus and Infrastructure Grant (promoted on www.smuhsd.org/sustainability page)
- **Sale of Crestmoor** - Proceeded with sale to Support Workforce Housing. Continued acquisition with Summerhill Homes. Finalized agreement with City of San Bruno around zoning issues
- **Facility Acquisition** - Began Process of acquiring site in Burlingame adjacent to Peninsula High School
- **Facility Use Revenues** - Returned to to pre-pandemic levels
- **Student Nutrition/Universal Feeding** - Projected to serve 1.4 million meals; Revenues of over \$5 million; Financially Stable

III. RECOMMENDATION: REVIEW AND ACTION

This item is presented for information only.