

Stege Community Meeting - Update on the Re-Imagining Stege

May 14, 2019 at 6:30 p.m.



Welcome and Introductions

By Superintendent Matthew Duffy



Who's in the room?

Hello
my name is

With a neighbor, take two
minutes and introduce yourself.
What brought you here tonight?



Goals and Outcomes for Tonight

- To provide the Stege community an update on the work completed since the last community engagement meeting and Board Study Session
- To communicate WCCUSD's prioritized commitment to stabilize and strengthen Stege Elementary
- To demonstrate responsiveness to the input that has been solicited from all stakeholders
- To generate energy and enthusiasm for the immediate community supports that are needed for Stege in 19-20

Review of Input from Stakeholders

By Executive Director of Elementary Schools, Ruben Aurelio

We asked, stakeholders shared, we listened



Input Collected from Stakeholders

- Input from community leaders engagement session
- Public survey shared prior to board study session and kept open the past couple of months
- Internal survey of all current Stege staff
- Input from current Stege leadership
- Input from Stege steering committee

Anonymous Staff Survey Data ($n=18$)

Additional classes (art, music, PE)	4.3
Smaller class sizes	4.3
Daily structured collaboration time	4.2
Teacher/Staff commitment (3 to 5 yrs.)	3.8
Focus on instructional practice or theme	3.7
Extended school year (PD days)	3.7
Mandated summer training (pre- & post -)	3.6
Extended school year (student days)	3.4
Extended instructional day	2.9

The higher the score the greater impact on student and staff performance.

Average score for each structural component on a scale from 5 to 1.

Community Survey Data ($n=13$)

Students work with highly trained teachers and staff	4
The school has a clear vision for student success	3.9
Students have a facility that is conducive to learning.	3.8
Students have social emotional supports at school	3.8
Students academic needs are met with an emphasis on accelerating learning	3.6
Students and families feel welcome and safe	3.5
Students have before and after school care on site.	3.5

Rank the level of importance to you.

Average score for each structural component on a scale from 4 to 1.

Community Survey Data ($n=13$)

The school honors the rich cultural and racial heritage and diversity of the community	3.5
The school offers extra-curricular activities	3.5
The school becomes a hub of the Stege Community	3.4
Students have access and use of technology as part of their day-to-day learning.	3.2
The school has a specific academic focus (e.g. world language, technology, arts)	3
Students have a longer school day.	2.5
Students have a longer school year	2.4

Rank the level of importance to you.

Average score for each structural component on a scale from 4 to 1.

Trends from community feedback

Engage the school and local community for support, including faith-based organizations, alumni, retired people.

Emphasize hiring or re-staffing the school with board certified, experienced teachers that are committed to working with this community of learners and are willing to commit for 3 to 5 years at a minimum.

Provide incentives to teachers and staff (monetary) and focused and ongoing professional development/training for all staff.

Trends from community feedback

Provide wraparound services for social emotional support of students and families.

Re-brand and build a strong school climate and culture of excellence.

Site administrator is visible, warm, welcoming and supportive to students, staff, and parents.

2019-2020: Strengthen and Stabilize

By Executive Director of Elementary Schools, Ruben Aurelio

Where are we going?

We are working to develop:

- a clear, articulated vision and plan for student academic success
- student social emotional health and development
- a strong parent/community engagement plan
- supports to maximize educator effectiveness for a re-imagined Stege for the 2020-21 school year.

Strengthening & Stabilizing Stege 2019-20

Stege Elementary is in urgent and immediate need of action to interrupt the downward slide that has been experienced in recent years. To **strengthen and stabilize Stege during 2019-20 school year, we are recommending structural changes**. These changes will strengthen and stabilize the environment and school offerings during the planning year and signal to the greater community that change is afoot.

Foundation for the structural changes proposed for Stege for 19-20 to Stabilize & Strengthen

Impact on all staff:

- All staff will be given the opportunity to opt in to the recommended programmatic changes for 2019-20 that would impact the working condition of Stege.
- Design Leader will be hired in October 2019 to lead the design team
- The 2019-20 design team will draw from the staff next year (a subset, including parents/community)
- Re-Imagined Stege will launch 2020-21.

Proposed Structural Changes for 19-20

To increase teacher/staff quality and retention:

- 10 additional non-student workdays (5 before & 5 during school year)
- Structured collaboration and preparation time (daily)
 - Allows for school to focus on data and providing a cohesive instructional program
 - Clear cycles of inquiry
- Prioritize hiring clear credentialed and board certified teachers and those,
 - Trained in culturally responsive teaching strategies
 - Trained in Positive Behavior Intervention Supports
 - Restorative Justice Practices
- \$10,000 stipended compensation to attract teachers to “significantly hard to staff school”
- Hire a full service community coordinator for Stege

Proposed Structural Changes for 19-20

To increase access to academics and enriching environment:

- Students receive instruction daily in some combination of the following by credentialed teacher:
 - Physical education
 - Visual and Performing Arts
 - Technology
 - Science
- Reading/Math intervention built into the daily schedule to address the achievement gaps
- School year will end one week later in June
- Instructional day extended for students and is the same Monday through Friday
 - Proposed 8:30 to 3:00 daily
 - Afterschool programming to be expanded to accommodate more students to 6:00 p.m. daily

Community Advisory Board Formation

By Director of Family & Community Engagement, Martine Blake

Stege Community Advisory Board

PURPOSE

- Give advice and recommendations to the WCCUSD school board and Stege's site administration.
- Work closely with the Design Team throughout 19-20 school year.

SCOPE OF WORK

- Assess the impact of programs, projects and events
- Serve as ad hoc on short-term events such as, the First Day of School
- Serve as a Stege community liaison to keep the community informed and engaged
- Provide input and recommendations to Design Team throughout 19-20 school year

Stege Community Advisory Board

MEMBERSHIP

- 15 - 20 members
- Members will be selected by the District's Stege Steering Committee and appointed by the WCCUSD School Board.
- Committee members will constitute a cross-section of the community including adult and youth Stege alumni, Stege staff, Stege parents, and community based organizations and members.

Stege Community Advisory Board

COMMITMENT

- The committee will meet **Monthly beginning in July, 2019**
- Members shall serve terms of at least **two years**.



Immediate Needs - Community Support Group

By Director of Family & Community Engagement, Martine Blake

Stege Immediate Needs

- Book club for upper grade students
- Academic and Social Mentors
- Volunteers to read and write with students in the library and in classrooms
- Greeters for families during the first few weeks of school
- Extra help at lunch and recess
- Send off team at end of day during first few weeks of school
- Provide and distribute back packs and school supplies
- Sponsor first weeks of school welcome events to new and returning families
- Help teachers to prepare their classrooms in early to mid August
- Help school leadership with making hallways and shared space rich and visually appealing
- Campus beautification projects

Community Feedback

By Director of Communications, Marcus Walton

Community Feedback

- 1. What are you most excited about?**
- 2. What needs more attention?**
 - Limit comments to two (2) minutes**
 - Additional comments, questions, and thoughts on cards**
 - Will type up and respond to questions**

Next Steps

By Executive Director of Elementary Schools, Ruben Aurelio

Timeline for upcoming actions

- Present strengthening and stabilizing recommendations to community group (tonight) and work to create Community Support Group
- Finalize MOUs with labor organizations for the programmatic changes
- Post necessary openings and positions related to strengthening and stabilizing recommendations
- Site planning for 19-20 with Instructional Lead Team and District Support over the next two months to ensure quality professional development and use of new structural changes
- Formulation of the Community Advisory Group
- Promoting and marketing the Stabilized and Strengthened Stege for 19-20
- Formulation of Stege Design Team

Thank you for supporting us.

An improved experience for students, teachers and leaders at Stege is one of our top priorities for WCCUSD. We want to get it right at this school. What you think and say matters, we are listening. We will do what we think is best, as informed by our valued stakeholders, and we will continue to iterate until we have it figured out and progress and improvement is demonstrated.