

AUSD Master Plan: Superintendent's Recommendations to the Board of Education

February 9, 2010

Master Plan Working Draft

Overview

- Outline our path to becoming a model 21st century district by 2015
- Provide detail about the goals and strategies identified in the working draft of the Master Plan
- Share preliminary cost/benefit analysis of strategies embedded in the Master Plan

Goal 1 Redesign Central Office

- Redesign Central Office and establish core functions to 21st century standards
- Staff Central Office for maximum efficiency
- Improve customer service
- Utilize technology enhancements for efficiency
- Redirect more of the District budget to school sites along with greater flexibility and accountability

Goal 2 Raise the bar

- Build a “state of the art education system that will prepare all students for graduation, college and successful careers in the 21st century by 2015
- Reduce the achievement gap over the next three years by personalizing teaching and learning for each student, holding high expectations, and providing additional supports for student who require them

Goal 2 Raise the bar

- Develop individual school-site *instructional* initiatives
- Accelerate learning and eliminating the achievement gap for students not on track to graduate ready for college, employment, or adult life
 - SIMI-2, CSU East Bay Partnership- Early College Program, Math Academy, SIM, Inquiry by Design, 21st century technology standards, Teacher Incentive Plan, School Calendar and Collaboration Time

Goal 2 Raise the bar

- Ensure that school principals are instructional and community leaders
- Develop a tiered intervention system for schools
- Redirect funds to schools for release time to develop individualized education plans for all struggling students
- Provide professional development for teachers, staff and administrators to implement intervention strategies

Goal 3 Attractive School Options

- Design and fund educational programs designed to increase youth motivation to learn and family engagement
- Engage students in rigorous academic study while motivating them to prepare for careers, college and/or post secondary studies

Goal 3 Attractive School Options

- Expand secondary options such as magnet programs, academies and small learning communities at first Encinal, then at Alameda HS
- Expand elementary and middle school options such as magnet programs, academies and small learning based on community interests
- Continue to collaborate and learn from our charter partners

Goal 4 Neighborhood Schools

- Excellent neighborhood schools for every family in Alameda
- Maintain 10 elementary schools, 2 Alameda middle schools and 2 comprehensive high schools
- Preserve space for specialized programs and resources
- Optimize for enrollment and economies of scale (Goal 6)

Goal 5 Effective Enrichment

- Maintain all programs valued by the community and showing results
- Expand technology for 21st century skills
- Align music and art programs throughout the District
- Align ROP, Career Technical Education and Adult School

Goal 6 Optimize Enrollment

- Optimize enrollment targets for all schools and fill gaps with inter-district students who want to come here.
- Ensure that the population of inter-district transfer students extends across multiple school-sites
- Determine how to market the available spaces to inter-district transfer students to ensure that the inter-district transfers to fill the new targets

Goal 6 Optimize Enrollment

- After three years the BOE will review and evaluate the *optimum enrollment* policy

Goal 7 Build Partnerships

- Find the resources to support core initiatives
- Work with AEF as a strategic development partner to raise \$1.2 M over the next three years to support district initiatives

Goal 7 Build Partnerships

- Seek the partnerships with philanthropic organizations (both locally and nationally) that will support the need to build a “state of the art” education, beyond the funds needed to support basic education.
- Continue to build strategic partnerships with the City of Alameda

Goal 8 Pass a Parcel Tax

- Pass a new larger replacement parcel tax.

The Plan B - No Parcel Tax

- Continuing the redesign work in section 1, cutting Central Office to the bare minimum necessary for legal compliance
- Changing elementary configuration to K-6.
- Changing middle school configuration to 7-9.
- Changing high school configuration to 10-12.

*The District will need to negotiate these strategies with all bargaining units.

The Plan B - No Parcel Tax

- Increasing class size to 32:1 or higher for all grades.
- Reducing the inter-district transfer student program to the most minimal level and to only “even out” enrollment anomalies.
- Closing three or more elementary schools across the island.
- Closing one high school and consolidate all 10th - 12th grade to students to the remaining campus.

*The District will need to negotiate these strategies with all bargaining units.

The Plan B - No Parcel Tax

- Closing one middle school and redistributing students to other campuses.
- Changing enrollment boundaries to ensure that all existing schools (7 elementary schools; 1 traditional public middle school and 1 high school) are filled to capacity at the increased class size of 32:1 K-6 and 35:1 for grades 7-12.
- Eliminating or reducing most/all programs funded by Measures A and H.

*The District will need to negotiate these strategies with all bargaining units.

The Plan B - No Parcel Tax

- Providing only the most absolute minimum of classroom/instructional supplies.
- Reducing salaries and benefits for teachers, administrators, and classified staff.
- Cutting up to five (5) instructional days.
- Reducing or eliminating teacher work days.

*The District will need to negotiate these strategies with all bargaining units.

The Plan B - No Parcel Tax

- Cutting professional development/resources.
- Reducing the work year and corresponding salary for classified and administrative staff

*The District will need to negotiate these strategies with all bargaining units.

Immediate Next Steps

- Currently, AUSD has completed the first working draft of the Master Plan.
- Staff will revise and edit the first draft of the Master Plan for the February 9th board meeting based on direction from the Board this evening.

Immediate Next Steps

- Present a final Master Plan for adoption at the February 9th Board meeting
- Make a recommendation to put a parcel tax on the ballot this year to support the strategies proposed in the Master Plan.