SFUSD Resource Alignment District Advisory Committee
Meeting 1 Summary
November 27, 2023, 6:00 pm - 8:00 pm

Location
- SFUSD Administrative Offices, 555 Franklin St, San Francisco, CA

Agenda
Agenda items at this meeting included:

1. What is a staffing model? And how is it different from what SFUSD does now? Staffing model scenarios and impacts.

Attendance
Members present: Geri Almanza, Tai-Sun Schoeman, Sarah Wilson, Camille Seiberling, Edward Parillon, Asipesionau Finau, Teddy Gomes, Orlando Leon, Debby Lu, Linda Ho

Members absent: ~~Omolade Rosalyn Roddy~~, Karen Rolph Morales, Mauricha Robinson

Actions Taken
- Identified priority roles for high schools and elementary schools

Key Takeaways
- PTA and PTO funds: concerns expressed re: how do PTA funds play into a new staffing model. What policies need to change in order to uplift the SFUSD's equity vision?
- Staff retention: concerns expressed re: how retention issues play into a new staffing model?
- Schools know best: concerns expressed that each individual school is best equipped to identify its own staffing needs
- Priority positions identified for High School:
  - Family Liaison
  - P.E. Teachers
  - Counselor
  - Assistant Principals - needed in all schools
  - PI / community coordinator
  - Instructional aide
  - Arts & Music Teacher
  - World Language
- Priority positions identified for Elementary School:
  - Family Liaison
  - Math & Literacy Coach

- Assistant Principal
- Social Worker
- Arts & Music Teacher
- P.E. Teacher
- Instructional Aide

District Advisory Committee Member Questions and Follow Up Requested
- Transparency on funds used when you say "leverage restricted funds first" in the new budgeting principles
- Updated link to "School Sizes, Staffing, and Salaries" report (current link does not work)
- What is being done to engage the SFUSD community on this issue beyond the 537 responses on the survey shared?
- Afterschool funding: how does this impact the school staffing model?
- How do PTA funds play into a new staffing model? What policies need to change in order to uplift the SFUSD's equity vision? Share data on how fundraised funds are used.
- How does SFUSD use its current budget and where is it overspending?
- Share more about proposals for using restricted funding. Can there be more transparency for how block grants will be used?
- With all the money available, why are certain programs not funded, particularly in smaller schools, and what are the metrics used to determine this?
- How many staffing decisions come down to centrally controlled allocations? What is the expense side of the formula?
- How do the roles differ between high school and elementary school?
- Why aren't P.E. and arts services classified as foundational?
- How do we ensure access to students with higher needs?
- How can we be flexible with our staffing? Can we distribute staffing based on individual schools' needs?
- What is the data on the efficiency of an Intervention Teacher?
- How are we, as a district, leveraging community funding?

Key Topics Discussed & Activities Undertaken
- Formally established the District Advisory Committee and discussed SFUSD Norms.
- Meeting facilitators provided an overview of the staffing model and the rationale for why the District is considering establishing a staffing model.
- Facilitators asked District Advisory Committee members to identify priorities and values to consider when considering school staffing, particularly at elementary and high schools. District Advisory Committee members shared:
  - Priority positions identified for High School:
    - Family Liaison
    - P.E. Teachers
    - Counselor

- - - Assistant Principals - needed in all schools
    - PI / community coordinator
    - Instructional aide
    - Arts & Music Teacher
    - World Language
  - Priority positions identified for Elementary School:
    - Family Liaison
    - Math & Literacy Coach
    - Assistant Principal
    - Social Worker
    - Arts & Music Teacher
    - P.E. Teacher
    - Instructional Aide
- DAC members shared questions and feedback about the school staffing model, including equitable funding for schools given outside fundraising efforts.
  - There is a major need for teachers in the classroom, and we're in a staffing shortage
    - We should be spending funds on focal students
    - Principals are challenged to fulfill their teacher evaluation roles because of all the other responsibilities they take over when staff is out
  - Trained educators should be the ones teaching - having extra help in classrooms is good, but if there is a shortage of teachers, they will take over the classroom rather than working one-on-one with students. This means less overall support.
  - Ensuring access to resources for focal students who need it most is a priority.
  - It's important to have a full-time social worker and family liaison at each school.
  - Concerns were expressed over who is / how we are making staffing model decisions
    - Members felt that trained educators should be making these staffing decisions
    - Should school sites self-determine their staffing priorities? Consider giving flexibility to schools to choose what they specifically need instead of pushing one of the 5 roles for every school
  - Address absenteeism - especially in key demographics (i.e. what is SFUSD doing to address absenteeism in the API community?)
- Heard public comment on building a feedback loop to evaluate the efficacy of programs.

Written Notes
The following written notes were taken during the District Advisory Committee meeting:

Priorities

Questions

- How will roles differ between High School and Elementary School?
- Why isn't P.E. & Arts services classified as foundational?
- How do we ensure access to students with higher need?
- How can we be flexible with our staffing? Can we surge staffing based on individual school needs
- What is the data on efficiency of Intervention Teacher?
- How are we as a district leveraging Community funding? Prop

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Priorities

PTA Policy
↳ (recommendation)

- Community Facing Liaison's / Point Person
  - Addressing absenteeism

- Roles focused around teacher support

- Should school sites self determine their staffing priorities?
- Custodians
- Trained educators should be making these staffing decisions
- Assistant Principal
- Literacy Specialists

Elementary School

Possible Focal Roles	Possible Program Roles
·Instructional Aide	·Librarian
·Math/Lit coach ||||	·ELO/Coach
·Intervention Teacher	·Arts & Music Teacher ||||
·AP (Assistant Principal) ||	·P.E. Teacher ||
·Family Liaison ||||	·Language Teacher
·Student Advisor/ Attendance Liaison	
·Social Worker ||	·Additional Academic Enrichment
·Ethnic Studies	

High School

Possible Focal Roles	Possible Program Roles
·Instructional Aide |	·Librarian
·Intervention Teacher — Data on efficiency?	·Arts & Music Teacher ||| |
·Family Liaison ||||	·P.E. Teacher |||
·Student Advisor/ Attendance Liaison	·Career Technical Education
·Counselor ||	·World Language |
	·Ethnic Studies