

LCAP Advisory Committee Meeting 06

Wednesday 3/12/25 | 5:30-7:30

[2024-2027 Local Control Accountability Plan \(LCAP\)](#)

[2024-2027 LCAP Goals & Actions At-A-Glance](#)



SLIDES

Meeting Objectives	SFUSD Values/ LCAP Task Force Community Agreements
<ul style="list-style-type: none"> Review Fiscal & Operational Health-Budget Stabilization plan Debrief the School Planning Summit & SPSA development Preview Community Engagement Determine additional plans for engagement 	<p>SFUSD VALUES :</p> <ul style="list-style-type: none"> Student-Centered, Fearless, United, Social Justice, Diversity-Driven <p>LCAP Community Agreements:</p> <ul style="list-style-type: none"> Keep students & equity at the center Be part of the solution towards anti-racism, equity, and social justice Be engaged: speak up, listen up, question & interrupt Brave space: allow ourselves to hear, internalize, and reflect on how we are acting in order to interrupt systemic oppression and improve experiences/outcomes for all SFUSD students, especially those on the margins What is learned here leaves here and comes back to inform what we do in this space

Facilitator: Tim

Timekeeper:

Notetaker & Action Items:

Process Checker(s): Committee

Time	Item	Framing/Guiding Questions/Notes
5:30-5:40 10 min	Opening Moves	<ul style="list-style-type: none"> Welcome- please sign in (and below) Connector: Review Objectives, determine roles
5:40-5:45 5 min	Public Comment	<ul style="list-style-type: none"> <i>Please indicate in the chat your interest in making public comment upon arriving to the meeting</i>
5:45-6:30 45 min	Fiscal & Operational Health Update	<ul style="list-style-type: none"> Budget Stabilization Plan Debrief School Planning Summit/ SPSA Goals, Priorities, Resource Allocation
6:30-7:15	LCAP Community Engagement	<ul style="list-style-type: none"> Preview Community Engagement Determine additional plans for engagement <ul style="list-style-type: none"> Town Halls, Site Visits, Empathy Interviews, Student panels, CBO partner engagements
7:15-7:30 15 min	Closing Moves	<ul style="list-style-type: none"> Action Items Process Check Feedback form Announcements & Appreciations

Additional Resources:

- VVGGs and Interim Goals and Guardrails (VVGG/LCAP>>>SPSA)
- 2025 LCAP Mid Year Report Executive Summary
- Executive Summary of 2024 LCAP Community Engagement
- SFUSD Public Data Dashboard ([Tableau Dashboard](#))
- Executive Summary: 2024 San Francisco Unified School District (SFUSD) California School Dashboard
- California K-12 Equity Gaps ([Tableau Dashboard](#)); CA Dashboard **Goal Setting Tool** from Riverside County Office of Education ([Tableau Dashboard](#))
- Californians Together: [Addressing the Needs of Long-Term English Learners](#)
- [Edunomics Lab webinar \(30 min\) A Tough Budget Season- What You Need to Know](#)

Notes:

- Do schools have autonomy to make choices locally?
 - Can an instructional coach be swapped out with another role
 - Dialogue re: the nuances per school site
- Math- worried re: where the district is at with Math- unclear where the school can spend additional dollars
- Dr. Su framing
 - Was it clear what we were going for with the Summit?
 - Plan to further unpack how we got to where we are at, what we are doing to get out of this oversight we are experiencing
 - Unpack the supplemental hiring guide
 - Explain position control (it has looked different and varied from school to school over many many years)
 - Ex: March 12th- 98 classrooms do not have a teacher
 - Yick Wo has experienced this all year; same with Lincoln
- PTA funding can be used for many many positions- we are asking to hold off
- Hiring guide re: Coaches being district assigned v. coming out of site discretionary funding
- SPEC CAC- need to build a system of Multi Tiered System of Support...lots of eggs in the Tier 1 basket- need to build up Tier 2 & Tier 3
 - Coaches do not work directly with students who need additional support
 - Ask is to allow some flexibility in their job description- please don't decimate whatever Tier 2 interventions we have
 - MTSS as a 3 legged stool- if one stool wobbly, the stool doesn't work
- NURSE- crucial for our MS
- Number of students at my school with IEPs- need a strategic reading intervention program
- Facilities- millions of dollars, looks like a \$10 paint job; things don't get fixed- need Quality Control across schools and things looking clean
- MS block scheduling- 90 min of PE on TH/FRI...MS Assistant Supe to re engineer the schedule so kids can get ample intervention time
 - Yes, we need to audit (continue to audit) our instructional minutes- Data team and C&I team need to work in alignment
 - Quality Control- best flesh out the role of the County Office of Education
- At my school, we are struggling so much with the keep the lights on staffing...examples of teachers out of my child's school for variety of reasons- appreciate the bare minimum for each school- callout to the lit coach and the para
 - Concerns re: the timing of things
 - We usually set our goals and then submit our budget
- Overall funding went down for focal students
- Pink slips
 - SERP- well received, 352? Applicants...which will help us in position identification...going through to offset the layoffs with the SERP
 - Take as many people off the list as possible
 - We will share soon how many people we
 -
- 8th grade math- 10 years to get it back in the district...my son is doing well, but there are many who have not been prepared

2025-26 PRELIMINARY School Site Staffing FTE & Budget Allocations

Position or Funding Source	Allocation Methodology
LCFF Base & QTEA & Add ons; Positions or allocations driven by enrollment or are required by collective bargaining agreements or other mandated services <ul style="list-style-type: none"> Principal Clerk TK-12 Classroom Teachers TK Paraeducator Advanced Placement Prep (CBA) 	<ul style="list-style-type: none"> One principal per school One clerk per school and an additional clerk per 550 students with no more than 3 clerks per school Staff classrooms to the CBA: For K-3: 1 to 22 for 4-12: 1 to 33 (MS/HS: # of teachers needed to offer each student a six period day) Staff classrooms per Ed code Tk: 2:20 Nursing allocations for Specialized Physical Health Care Services
LCFF Supplemental/Concentration Funds <ul style="list-style-type: none"> Assistant Principal (K-8, MS, HS) Counselor (K-8, MS, HS) & HS Additional Counselor A-G Augmented Course Offerings T10-Security Aide Noon Monitor (ES, K-8) MS Initiate Wonder 	<ul style="list-style-type: none"> 1 AP at MS, K-8, HS per 500 students , no more than 3 APs One counselor @ MS, K-8 HS per 450 students & an additional counselor HS with >90% underserved student population FTE required to offer A-G Augmented Course Offerings T10s - status quo allocations from 24-25 One noon monitor @ ES per 50 students FTE to offer MS Initiate Wonder 7-period day
PEEF SLAM & CTE Funds; These allocations are driven by ongoing restricted funding including PEEF SLAM (Sports, Libraries, Arts, and Music) or Career Technical Education	Based on funding allocation: <ul style="list-style-type: none"> Librarians ES Physical Education Teachers Career Technical Education Arts Teachers
Local, State, Federal Restricted Funds: This allocations are in support of our student outcomes goals and other board priorities <ul style="list-style-type: none"> Instructional Coach World Language School Social Worker Community Health Outreach Worker (K-8, MS, HS) MS Health Teacher Site Discretionary Non-FTE (PEEF Baseline) 	<ul style="list-style-type: none"> One Instructional Coach per ES, K-8, and MS ES World Language CHOW: 1 FTE per site secondary site with a wellness program MS Health Teacher - .50 FTE School Social Worker: <ul style="list-style-type: none"> 0.5 FTE SSW Base for all schools ES =1.0 FTE if enrollment > 300 OR Chronic Absenteeism > than 24% or greater than 90% of underserve MS/HS 1.0 FTE if enrollment > 450 OR Chronic Absenteeism > than 24 Up to \$150,000 per site: <ul style="list-style-type: none"> ES, K-8, MS: \$5,000 per school + \$100 additional per pupil HS: \$25,000 per school + \$75 additional per pupil
LCFF Supplemental/Concentration Funds: Focal Student Allocations (e.g. students from low socio-economic households, multilingual learners, special education, and foster and homeless youth)	<ul style="list-style-type: none"> Supplemental/Concentration: \$400 per focal student, plus \$600 concentration weight (ES, K-8), \$200 per pupil (MS, HS) Multilingual Learner: \$100 per pupil Newcomer: \$500 per pupil, based on school pathway capacity African American & Pacific Islander: \$150 per pupil Special Education: \$80 per pupil for students with IEPs

Example of School level engagement:

What does –school– need to support positive outcomes for students? (academic achievement, attendance, sense of belonging)	What do YOU need from –school– that will support positive outcomes for students? (academic achievement, attendance, sense of belonging)	If money was no object what would you want for –school–?
Academic: Tutoring/academic support during the school day. Peer tutorial. Teacher/staff tutorial	Academics: Workshops: How to navigate ParentVue	More clubs to promote self respect and pride.
Office Hours offered by teacher for support as needed	Peer Study Groups. Students help each other	Field trips: expose student to the community
Sense of belonging: Multi-cultural celebrations of all the cultures of MLK	Sense of Belonging: Opportunities to share with families across difference.	More workshops for parents about SEL support with their student
Learning resources (Books, Apps that increase academics)	Less Consequences	Better Lunches
Increasing Security	Increase in safety (hire more security)	Trash Cans increase around the school
A chance for students to do redos, retakes, missing assignments to catch up	More Books, MOre academic stuff like apps that increase academics	Increase & enhance schol security; upgrade school camera, install on upper & lower yard; hire more security guards
Morning Announcements that Advisory/class is about to start	Ask students if they need help/support	Better school supplies
Advisory Teachers in their hallway to tell students to go to class	Teacher Assistant for each class	Remodel the whole school; During rainy seasons students can eat outside but something to block the rain.
Survey or ask students what they want to see @ –school–	Better Breakfast	Uniforms for the school - merchandise
Materials/ Resources at reading lve /Math leaves (manipulatives/ games) skills practice	Have something student is looking forward to, to increase attendance	More space for the lunch line
Acceleration support with ELL	For the education part, have like more projects to engage students	Better Field trips, Activities, PBL
Before / After / during school for Reading / Math	More people support in class; another adult in the room; volunteers/ CBO's/internrs; students from college; classroom support/ sense of belonging; BSU, LaRaza PACE PIC Musilin Student Association	Cleaner Bathroom; Remodel the Bathrooms; change the stalls to a better one; change the locks on the stalls
Wellness Center	Attendance - Wrap Services; engage families to feel seen and hear	Macbooks for everyone
Attendance something to excite students to attend; fun field tripl more activities	More lunch time for Clubs to meet + Beacon to provide emotional support	Reward Students like money and food
PTSA/ PTO	More positive incentives PBIS	Remodel the school's gym

	(Attendance "Good")	
Better Teacher (more Professional Development)	Plan out individual attendees status/certificates/ cards	Plant more trees and nature in the courtyard
Math- more attentiveness to kids struggling. Empathy (To self advocate)	Peer Mentorship; Reading, attendance	change the cafeteria to a restaurant
More attention in how Teachers relate to students and parents. Better Communications with Parents (Grades, Missing Homework Assignments)	Planning/ unstructured collaborate	More clubs to promote self respect and pride.
Good to support all our students that have the academic need	Better Parent teach communication (Academic in the classroom)	more electives
Support for students that are above average	A more strict environment in the class. Be not so lenient	more lunch clubs
Other school students are learning ahead and accelerating academic	More supervision during Recess - students leaving school grounds. Better Safety supervision	computer lab
Support for students to have better HS achievement	Bathroom flexibility for girls, to prevent accidents	2-3 teacher per classroom; social worker; para
Perfect attendance awards? sick days included? Exclude the sick days	Morning Supervision, get kids into schools	Wellness Center well resourced
More adults in the classroom to support learning (paraeducators, teacher assistants, etc..)	More tutorials, because parents do not know how to help their kids	A play structure / obstacle course
More communication with the parents on what's happening with their child. **	Better Qualified teachers	Unlimited fun field trips
Increase student engagement**	Increase academic rigor; have not reached Rigorous and relevant learning	Chefs and well stocked and equipped kitchen
Boys and girls groups to learn about relationship building***	Increase Differentiation of learning	Cheerleading and coach
More family engagement**	More homework and Practice and need to be added and calculated into grades	A music/ video editing studio
Can we have information about tutoring? Can there be small batch tutoring?	More up to date grade/assignment information*	Monthly
For students who are behind, more support is provided for students who miss assignments or return to school after absences.*	More information about what students are learning so we, as parents can support**	Parent Room/Bungalow
	Keep parents informed about student progress	A functioning garden
	Increase relationship between staff and parents.	Cooking Classes
	Call home proactively*	Life -skills Classes

