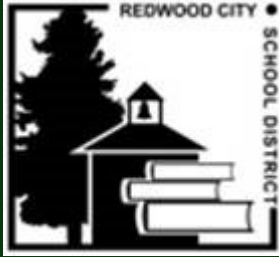




# Henry Ford Elementary School

2498 Massachusetts Ave. • Redwood City, CA 94061 • (650) 482-2404 • Grades K-5  
Dr. Al Rosell, Principal  
arosell@rcsdk8.net  
www.rcsdk8.net/henryford

## 2019-20 School Accountability Report Card Published During the 2020-21 School Year



### Redwood City School District

750 Bradford Street  
Redwood City, CA 9406  
(650) 482-2200  
www.rcsdk8.net

#### District Governing Board

Alisa MacAvoy  
**President**

Maria Díaz-Slocum  
**Vice President**

Cecilia I. Márquez  
**Clerk**

Janet Lawson  
**Member**

Mike Wells  
**Member**

#### District Administration

Dr. John Baker  
**Superintendent**

Wendy Kelly  
**Deputy Superintendent**

Liz Wolfe  
**Assistant Superintendent,  
Educational Services**

Dr. Linda Montes  
**Assistant Superintendent,  
Educational Equity**

Priscilla Aquino-Dichoso  
**Chief Business Official**

### School Profile

Henry Ford Elementary School is a neighborhood school that provides a safe and enriching environment for all students. We strive to create an atmosphere of academic excellence in a safe and nurturing environment for all students with a highly trained teaching staff that provides varied and individualized approaches to 21st learning for students of all backgrounds, languages, and cultures. Our teachers are well trained and experienced in differentiating instruction so that all students have the knowledge and skills to reach their potential. Differentiated instruction involves providing different students with individual avenues to learning (often in the same classroom) for acquiring content; processing, constructing, or making sense of ideas; so that all students can learn effectively and be successful, regardless of their differences. We continue our growth as a Professional Learning Community based on the work of the DuFours. The goals of a Professional Learning Community (PLC) are a focus on learning, collaboration and results as we believe the key to student learning is ongoing adult learning.

On any given day, Henry Ford School students are moving and exercising their bodies in physical education classes, learning good character through our PBIS education program, developing their artistic and creative skills in Art in Action and our music programs, diving into new ideas and exciting stories through our well-stocked library or with Chrome books and Ipads. In addition to art, chess and sports after school, we have the REACH program from Redwood City Parks, Recreation that offers students after school enrichment. Our school community thrives and families connect at our annual Fall Fiesta, Field Day and our fabulous end of the year Pasta Dinner. For these reasons and more, we invite you to meet, choose and love Henry Ford School.

Our commitment is to address and fulfill the needs of each of our students by providing the academic, social, and emotional supports that are essential to the development of a child's potential. Together—through home, school and the community—we support our students to successfully meet today's challenges and to prepare for tomorrow.

## About the SARC

By February 1 of each year, every school in California is required by state law to publish a School Accountability Report Card (SARC). The SARC contains information about the condition and performance of each California public school. Under the Local Control Funding Formula (LCFF) all local educational agencies (LEAs) are required to prepare a Local Control and Accountability Plan (LCAP), which describes how they intend to meet annual school-specific goals for all pupils, with specific activities to address state and local priorities. Additionally, data reported in an LCAP is to be consistent with data reported in the SARC.

- For more information about SARC requirements and access to prior year reports, see the California Department of Education (CDE) SARC web page at <https://www.cde.ca.gov/ta/ac/sa/>.
- For more information about the LCFF or the LCAP, see the CDE LCFF webpage at <https://www.cde.ca.gov/fg/aa/lc/>.
- For additional information about the school, parents/guardians and community members should contact the school principal or the district office.

### 2019-20 Student Enrollment by Grade Level

Grade Level	Number of Students
Kindergarten	89
Grade 1	88
Grade 2	122
Grade 3	84
Grade 4	93
Grade 5	84
<b>Total Enrollment</b>	<b>560</b>

### 2019-20 Student Enrollment by Group

Group	Percent of Total Enrollment
Black or African American	1.8
American Indian or Alaska Native	0.5
Asian	2.7
Filipino	1.3
Hispanic or Latino	65.2
Native Hawaiian or Pacific Islander	1.3
White	23.4
Two or More Races	3.9
Socioeconomically Disadvantaged	58.4
English Learners	33.9
Students with Disabilities	16.6
Foster Youth	0.5
Homeless	0.7

## A. Conditions of Learning

### State Priority: Basic

The SARC provides the following information relevant to the State priority: Basic (Priority 1):

- Degree to which teachers are appropriately assigned and fully credentialed in the subject area and for the pupils they are teaching;
- Pupils have access to standards-aligned instructional materials; and
- School facilities are maintained in good repair

Teacher Credentials for Henry Ford Elementary	18-19	19-20	20-21
With Full Credential	15	25	24
Without Full Credential	1	0	1
Teaching Outside Subject Area of Competence	0	0	0

Teacher Credentials for Redwood City School	18-19	19-20	20-21
With Full Credential	♦	♦	347
Without Full Credential	♦	♦	11
Teaching Outside Subject Area of Competence	♦	♦	0

### Teacher Misassignments and Vacant Teacher Positions at Henry Ford Elementary School

Indicator	18-19	19-20	20-21
Teachers of English Learners	0	0	0
Total Teacher Misassignments*	0	0	0
Vacant Teacher Positions	0	0	0

Note: "Misassignments" refers to the number of positions filled by teachers who lack legal authorization to teach that grade level, subject area, student group, etc.  
\*Total Teacher Misassignments includes the number of Misassignments of Teachers of English Learners.

## Quality, Currency, Availability of Textbooks and Instructional Materials (School Year 2020-21)

All Redwood City School District students have equal access to state adopted, standards aligned textbooks and instructional materials. Funds are appropriated according to the textbook adoption cycle.

Additionally, the district is using EngageNY <http://www.engageny.org> to support English language arts instruction as we transition to the Common Core State Standards.

Pursuant to the settlement of Williams vs. the State of California, Redwood City School District thoroughly inspected each of its school sites at the start of the 2020-2021 school year to determine whether or not each school had sufficient and good quality textbooks, instructional materials, and/or science laboratory equipment. All students, including English Learners, are required to be given their own individual textbooks and/or instructional materials (in the four core subject areas: English language arts, mathematics, history/social studies and science), for use in the classroom and to take home if necessary. Additionally, all textbooks and instructional materials used within the District must be aligned with the California State Content Standards and Frameworks, with final approval by the State Board of Education.

The Redwood City School District Textbook selection is done by a District, grade level and subject area committees coordinated by Executive Directors of Educational Services. The final textbook selections for grades TK-8 from the current approved State lists are then selected and the recommendation goes before the School Board for final approval.

The chart below displays data collected during the August 2020 District Textbook Audit, in regards to student editions in use at Henry Ford School during the current school year (2020-2021).

### Textbooks and Instructional Materials

Year and month in which data were collected: August 2020

Core Curriculum Area	Textbooks and Instructional Materials/Year of Adoption
Reading/Language Arts	Benchmark Advance/ Adelante California Edition - Benchmark Education Company ©2015, Kindergarten through 5th Grade – State Approved, Board Adopted in 2017 <b>The textbooks listed are from most recent adoption:</b> Yes <b>Percent of students lacking their own assigned textbook:</b> 0%
Mathematics	Pearson Scott Foresman, enVision Math ©2015, Kindergarten through 2nd grade – State Approved, Board Adopted 2014  Pearson Scott Foresman, enVision Math ©2015, 3rd through 5th grade – State Approved, Board Adopted 2015 <b>The textbooks listed are from most recent adoption:</b> Yes <b>Percent of students lacking their own assigned textbook:</b> 0%
Science	Full Option Science System (FOSS) Delta Education, Inc. ©2007, Kindergarten through 5th grade – State Approved, Board Adopted 2008 <b>The textbooks listed are from most recent adoption:</b> Yes <b>Percent of students lacking their own assigned textbook:</b> 0%
History-Social Science	Macmillan / McGraw – Hill California Vistas ©2005, Kindergarten through 5th Grade – State Approved, Board Adopted 2006 <b>The textbooks listed are from most recent adoption:</b> Yes <b>Percent of students lacking their own assigned textbook:</b> 0%

Note: Cells with N/A values do not require data.

### School Facility Conditions and Planned Improvements (Most Recent Year)

Henry Ford School was originally constructed in 1954, and is currently comprised of 26 classrooms, one computer lab, one library, one multi-purpose room, one staff lounge, an upper-grade playground, a Kindergarten play area, a play field, and the administrative/support offices.

The school was completely modernized in 1993, and further renovated in 2000 as the result of two separate bond projects (Measures A & B). Measure A renovations were completed by August 2001 and included the addition of five new classrooms, one reclaimed classroom, and a new library/media center, cafeteria/ multipurpose room, and administrative support center. Measure B projects have been completed at variable times over the past three years and have included: construction of a new play field; roofing and sidewalk replacements; installation of energy efficient lighting and walkway coverings; resurfacing of the parking lot, playgrounds, and various walkways; replacing of window coverings; addition of fencing to Kindergarten play area; and campus-wide American Disabilities Act (ADA) improvements.

**School Facility Good Repair Status (Most Recent Year)**

Using the **most recently collected** FIT data (or equivalent), provide the following:

- Determination of repair status for systems listed
- Description of any needed maintenance to ensure good repair
- The year and month in which the data were collected
- The rate for each system inspected
- The overall rating

**Year and month in which data were collected: 8/11/2020**

System Inspected	Repair Status	Repair Needed and Action Taken or Planned
<b>Systems:</b> Gas Leaks, Mechanical/HVAC, Sewer		
<b>Interior:</b> Interior Surfaces		
<b>Cleanliness:</b> Overall Cleanliness, Pest/ Vermin Infestation		
<b>Electrical:</b> Electrical		
<b>Restrooms/Fountains:</b> Restrooms, Sinks/ Fountains		
<b>Safety:</b> Fire Safety, Hazardous Materials		Room 7: High storage (WO#82587) Room 9: High storage (WO#82588)
<b>Structural:</b> Structural Damage, Roofs		Room 11: Broken window above door (WO#82628)
<b>External:</b> Playground/School Grounds, Windows/ Doors/Gates/Fences		
<b>Overall Rating</b>		

## B. Pupil Outcomes

### State Priority: Pupil Achievement

The SARC provides the following information relevant to the State priority: Pupil Achievement (Priority 4):

- **Statewide assessments** (i.e., California Assessment of Student Performance and Progress [CAASPP] System, which includes the Smarter Balanced Summative Assessments for students in the general education population and the California Alternate Assessments [CAAs] for English language arts/literacy [ELA] and mathematics given in grades three through eight and grade eleven. Only eligible students may participate in the administration of the CAAs. CAAs items are aligned with alternate achievement standards, which are linked with the Common Core State Standards [CCSS] for students with the most significant cognitive disabilities); and
- The percentage of students who have successfully completed courses that satisfy the requirements for entrance to the University of California and the California State University, or career technical education sequences or programs of study.

### CAASPP Test Results in ELA and Mathematics for All Students

#### Grades Three through Eight and Grade Eleven

#### Percentage of Students Meeting or Exceeding the State Standard

Subject	School 18-19	School 19-20	District 18-19	District 19-20	State 18-19	State 19-20
ELA	51	N/A	53	N/A	50	N/A
Math	42	N/A	46	N/A	39	N/A

Note: Cells with N/A values do not require data.

Note: The 2019-2020 data are not available. Due to the COVID-19 pandemic, Executive Order N-30-20 was issued which waived the requirement for statewide testing for the 2019-2020 school year.

Note: Percentages are not calculated when the number of students tested is ten or less, either because the number of students in this category is too small for statistical accuracy or to protect student privacy.

Note: ELA and mathematics test results include the Smarter Balanced Summative Assessment and the CAA. The "Percent Met or Exceeded" is calculated by taking the total number of students who met or exceeded the standard on the Smarter Balanced Summative Assessment plus the total number of students who met the standard (i.e., achieved Level 3-Alternate) on the CAAs divided by the total number of students who participated in both assessments.

### CAASPP Test Results in Science for All Students

#### Grades Five, Eight, and High School

#### Percentage of Students Meeting or Exceeding the State Standard

Subject	School 18-19	School 19-20	District 18-19	District 19-20	State 18-19	State 19-20
Science	35	N/A	32	N/A	30	N/A

Note: Cells with N/A values do not require data.

Note: The 2019-2020 data are not available. Due to the COVID-19 pandemic, Executive Order N-30-20 was issued which waived the requirement for statewide testing for the 2019-2020 school year.

Note: The new California Science Test (CAST) was first administered operationally in the 2018-2019 school year.

### State Priority: Other Pupil Outcomes

The SARC provides the following information relevant to the State priority: Other Pupil Outcomes (Priority 8):

- Pupil outcomes in the subject areas of physical education.

### 2019-20 Percent of Students Meeting Fitness Standards

Grade Level	4 of 6	5 of 6	6 of 6
5	N/A	N/A	N/A
7	N/A	N/A	N/A
9	N/A	N/A	N/A

Note: Cells with N/A values do not require data.

Note: The 2019-2020 data are not available. Due to the COVID-19 pandemic, Executive Order N-56-20 was issued which waived the requirement to administer the physical fitness performance test for the 2019-2020 school year.

**CAASPP Test Results in Science by Student Group**  
**Grades Three through Eight and Grade Eleven (School Year 2019-2020)**

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Not Tested	Percent Met or Exceeded
All Students	N/A	N/A	N/A	N/A	N/A
Male	N/A	N/A	N/A	N/A	N/A
Female	N/A	N/A	N/A	N/A	N/A
Black or African American	N/A	N/A	N/A	N/A	N/A
American Indian or Alaska Native	N/A	N/A	N/A	N/A	N/A
Asian	N/A	N/A	N/A	N/A	N/A
Filipino	N/A	N/A	N/A	N/A	N/A
Hispanic or Latino	N/A	N/A	N/A	N/A	N/A
Native Hawaiian or Pacific Islander	N/A	N/A	N/A	N/A	N/A
White	N/A	N/A	N/A	N/A	N/A
Two or More Races	N/A	N/A	N/A	N/A	N/A
Socioeconomically Disadvantaged	N/A	N/A	N/A	N/A	N/A
English Learners	N/A	N/A	N/A	N/A	N/A
Students with Disabilities	N/A	N/A	N/A	N/A	N/A
Students Receiving Migrant Education Services	N/A	N/A	N/A	N/A	N/A
Foster Youth	N/A	N/A	N/A	N/A	N/A
Homeless	N/A	N/A	N/A	N/A	N/A

Note: Cells with N/A values do not require data.

Note: The 2019-2020 data are not available. Due to the COVID-19 pandemic, Executive Order N-30-20 was issued which waived the requirement for statewide testing for the 2019-2020 school year.

**CAASPP Test Results in ELA by Student Group**  
**Grades Three through Eight and Grade Eleven (School Year 2019-2020)**

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Not Tested	Percent Met or Exceeded
All Students	N/A	N/A	N/A	N/A	N/A
Male	N/A	N/A	N/A	N/A	N/A
Female	N/A	N/A	N/A	N/A	N/A
Black or African American	N/A	N/A	N/A	N/A	N/A
American Indian or Alaska Native	N/A	N/A	N/A	N/A	N/A
Asian	N/A	N/A	N/A	N/A	N/A
Filipino	N/A	N/A	N/A	N/A	N/A
Hispanic or Latino	N/A	N/A	N/A	N/A	N/A
Native Hawaiian or Pacific Islander	N/A	N/A	N/A	N/A	N/A
White	N/A	N/A	N/A	N/A	N/A
Two or More Races	N/A	N/A	N/A	N/A	N/A
Socioeconomically Disadvantaged	N/A	N/A	N/A	N/A	N/A
English Learners	N/A	N/A	N/A	N/A	N/A
Students with Disabilities	N/A	N/A	N/A	N/A	N/A
Students Receiving Migrant Education Services	N/A	N/A	N/A	N/A	N/A
Foster Youth	N/A	N/A	N/A	N/A	N/A
Homeless	N/A	N/A	N/A	N/A	N/A

Note: Cells with N/A values do not require data.

Note: The 2019-2020 data are not available. Due to the COVID-19 pandemic, Executive Order N-30-20 was issued which waived the requirement for statewide testing for the 2019-2020 school year.

**CAASPP Test Results in Mathematics by Student Group  
Grades Three through Eight and Grade Eleven (School Year 2019-2020)**

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Not Tested	Percent Met or Exceeded
All Students	N/A	N/A	N/A	N/A	N/A
Male	N/A	N/A	N/A	N/A	N/A
Female	N/A	N/A	N/A	N/A	N/A
Black or African American	N/A	N/A	N/A	N/A	N/A
American Indian or Alaska Native	N/A	N/A	N/A	N/A	N/A
Asian	N/A	N/A	N/A	N/A	N/A
Filipino	N/A	N/A	N/A	N/A	N/A
Hispanic or Latino	N/A	N/A	N/A	N/A	N/A
Native Hawaiian or Pacific Islander	N/A	N/A	N/A	N/A	N/A
White	N/A	N/A	N/A	N/A	N/A
Two or More Races	N/A	N/A	N/A	N/A	N/A
Socioeconomically Disadvantaged	N/A	N/A	N/A	N/A	N/A
English Learners	N/A	N/A	N/A	N/A	N/A
Students with Disabilities	N/A	N/A	N/A	N/A	N/A
Students Receiving Migrant Education Services	N/A	N/A	N/A	N/A	N/A
Foster Youth	N/A	N/A	N/A	N/A	N/A
Homeless	N/A	N/A	N/A	N/A	N/A

Note: Cells with N/A values do not require data.

Note: The 2019-2020 data are not available. Due to the COVID-19 pandemic, Executive Order N-30-20 was issued which waived the requirement for statewide testing for the 2019-2020 school year.

### C. Engagement

#### State Priority: Parental Involvement

The SARC provides the following information relevant to the State priority: Parental Involvement (Priority 3):

- Efforts the school district makes to seek parent input in making decisions for the school district and each school site

#### Opportunities for Parental Involvement (School Year 2020-21)

Parents play an important role at Henry Ford School through active participation and involvement in the School Site Council/School English Learner Advisory Council (SSCS/ELAC), Parent Teacher Association (PTA), and other activity specific committees. Parents are encouraged to help at school events such as the Fall Fiesta, Pasta Dinner, Book Fair and to volunteer in their child's classroom with Cornerstone, Art in Action, gardening, computer lab or other classroom activities as suggested by their child's classroom teacher.

Henry Ford School is proud of the strong support it receives from its community neighbors such as Lucky's, Wells Fargo, Woodside Deli and Rosita's Taco Stop, and many other local businesses.

Parents who wish to participate in Henry Ford School's committees and activities, or to become a volunteer may contact their child's teacher, call the school at (650) 482-2404, or visit the school's website at [www.rcsd.k8.net/henryford](http://www.rcsd.k8.net/henryford)

**State Priority: School Climate**

The SARC provides the following information relevant to the State priority: School Climate (Priority 6):

- Pupil suspension rates;
- Pupil expulsion rates; and
- Other local measures on the sense of safety.

**School Safety Plan (School Year 2020-2021)**

The School Site Safety plan is reviewed and evaluated annually by the School Site Council. Revisions to the Safety Plan are communicated to all staff members. Key elements of the safety plan include disaster preparedness, the safety of students and staff on campus and character education. The school is in compliance with the laws, rules, and regulations pertaining to hazardous materials and state earthquake standards. The school's disaster preparedness plan includes steps for ensuring student and staff safety during an emergency. Fire, disaster and lockdown drills are conducted on a regular basis throughout the school year.

Safety of students and staff is a primary concern of Henry Ford School. To ensure student safety, supervision is provided on campus throughout the school day. Teachers, support staff and administration supervise students before and after school and during breaks. All visitors to the school must sign in and out at the office, and receive prior authorization for classroom visits. Henry Ford trains some of its fourth and fifth grade students in conflict resolution in alignment with trainers from the Peninsula Conflict Resolution Center. These students become Conflict Managers on the yard and assist other students in peacefully resolving playground conflicts using words. The school uses the YMCA Cornerstone program, an asset building program that helps to reduce bullying. Cornerstone is based on parent participation, and provides common understandings, vocabulary and additional trusted adults on campus.

**Suspensions and Expulsions**

(data collected between July through June, each full school year respectively)

Rate	School 2017-18	School 2018-19	District 2017-18	District 2018-19	State 2017-18	State 2018-19
Suspensions	1.0	1.5	2.3	1.6	3.5	3.5
Expulsions	0.0	0.0	0.0	0.0	0.1	0.1

**Suspensions and Expulsions for School Year 2019-2020 Only**

(data collected between July through February, partial school year due to the COVID-19 pandemic)

Rate	School 2019-20	District 2019-20	State 2019-20
Suspensions			
Expulsions			

Note: The 2019-2020 suspensions and expulsions rate data are not comparable to prior year data because the 2019-2020 school year is a partial school year due to the COVID-19 crisis. As such, it would be inappropriate to make any comparisons in rates of suspensions and expulsions in the 2019-2020 school year compared to prior years.

**D. Other SARC Information**

The information in this section is required to be in the SARC but is not included in the state priorities for LCFF.

**Ratio of Pupils to Academic Counselor (School Year 2019-2020)**

Title	Ratio
Academic Counselor*	0

\*One full time equivalent (FTE) equals one staff member working full time; one FTE could also represent two staff members who each work 50 percent of full time.



**Student Support Services Staff (School Year 2019-2020)**

Title	Number of Full-Time Equivalent (FTE)
Counselor (Social/Behavioral or Career Development)	
Library Media Teacher (Librarian)	
Library Media Services Staff (Paraprofessional)	
Psychologist	
Social Worker	
Nurse	
Speech/Language/Hearing Specialist	
Resource Specialist (non-teaching)	
Other	2.5

\*One Full Time Equivalent (FTE) equals one staff member working full time; one FTE could also represent two staff members who each work 50 percent of full time.

**Average Class Size and Class Size Distribution (Elementary)**

Grade Level	2017-18	2017-18	2017-18	2017-18	2018-19	2018-19	2018-19	2018-19	2019-20	2019-20	2019-20	2019-20
	Average Class Size	# of Classes* Size 1-20	# of Classes* Size 21-32	# of Classes* Size 33+	Average Class Size	# of Classes* Size 1-20	# of Classes* Size 21-32	# of Classes* Size 33+	Average Class Size	# of Classes* Size 1-20	# of Classes* Size 21-32	# of Classes* Size 33+
K	22	1	3		17	2	2	3	22		1	
1	30		2		17	3	3		29		3	
2	28		2		15	4	2		24	4		1
3	31		2		17	2	2		21	1	3	
4	30		2		17	2	2		31		3	
5	26		2		16	2	3		21	1	3	
Other**					25		1					

\*Number of classes indicates how many classes fall into each size category (a range of total students per class).

\*\* "Other" category is for multi-grade level classes.

**Professional Development (Most Recent Three Years)**

Measure	2018-19	2019-20	2020-21
Number of school days dedicated to Staff Development and Continuous Improvement	3	2	

The Redwood City School District has a system of professional growth and improvement that includes teachers from the induction program to veteran teachers, including principals, other school leaders and the private school personnel.

The Redwood City School District has invested in the professional development of its staff and focuses the work on the essential elements of high quality professional learning that cut across specific content knowledge, pedagogical skills, and dispositions.

The professional standards guide the work that is done for Professional Development and include: Data, Content and Pedagogy, Equity, Design and Structure, Collaboration and Shared Accountability, Adequate Resources, and Alignment and Coherence.

**2018-2019**

The Redwood City School District Staff Development team continues to plan and provide professional development for PreK-8 classified and certificated staff.

This year the focus of professional development is on the social emotional and academic success of all learners. Administrators, teachers, and classified staff will gain an awareness and understanding of current challenges, which include Trauma Informed Classroom Practices, Human Trafficking Issues, a presentation on Gender Spectrum, implications for instruction with the new English Learner Performance Assessment of California, content specific pedagogy for integrating academic language across content, and including writing across the content areas.

In order to further deepen state standard implementation, RCSD will embark on a new Instructional Coaching model. The Instructional Coaching Model has the potential to raise the academic rigor across the district.

“The goal of the RCSD Instructional Coaching Model is to remove any barriers obstructing the implementation of effective instruction that positively impacts student success. “

Together, with the Staff Development personnel, each principal will be released two days a month to provide coaching for teachers and/or lead data analysis meetings to target coaching sessions.

The Staff Development Team, including the SEAL and Literacy Coaches, will continue to provide additional coaching support to all school sites on the implementation of the Platinum Ticket using district-adopted curriculum. Clifford School has been added as an official SEAL Site.

Finally, in partnership with the National Urban Alliance (NUA) and international speaker, Dr. Yvette Jackson, the Redwood City School District will work to create classrooms as places where there is truly a belief in the intellectual capacity of all students. Instructional practices that develop the cognitive potential of students will be highlighted and shared. These “gifted” practices will be implemented with all students through this work. The understanding is students develop higher cognitive potential through the intentional implementation of high order teaching practices. RCSD understands that instruction begins with student strengths and provides enriching options and direction to bring those strengths to the surface and promotes high intellectual performance for all students.

**2019-20**  
Principals and teachers have received training in strategic use of data to improve instruction, collaboration through professional learning communities, technology in the classroom, equity, and implementation of the new Common Core State Standards to better align the teaching and learning toward District Goals. In addition, all staff take part in the required mandatory reporting and other federally required professional development through online modules at the start of each school year.

Using a train-the-trainer model, the District is calling on the rich and varied expertise of its own staff. Veteran teachers work with Staff Development coaches to further their knowledge, practices and language to explain to other staff.

Each administrator determines the progress of individual teachers based on a district agreed upon tool for implementation of effective instruction across the content areas. The tool is called the Platinum Ticket Scoring Guide, which indicates levels of implementation from beginning to maturing practice in all content areas.

**Induction Program**  
The Induction program serves two functions: it is the program second tier of the teacher credentialing system, and provides comprehensive support to eligible beginning teachers; primarily the understanding of the California Standards for the Teaching Profession. The objectives of the RCSD Induction Program are to:

- Development of the habits of mind expected in the teaching profession
- Meeting the learning needs of students
- Increasing teacher retention
- Continuing professional growth through the application of knowledge and skills acquired in the credential program.

**Veteran Teachers, Principals and Other School Leaders**  
Principals and teachers have received training in strategic use of data to improve instruction, collaboration through professional learning communities, technology in the classroom, equity, and implementation of the new Common Core State Standards.

Using a train-the-trainer model, the District is calling on the rich and varied expertise of its own staff. A standard defines what students should know and skills they should master at each grade level.

Finally, the principals participate in annual retreats both at the end of the year and the beginning of each school year to learn more in-depth regarding federal requirements, district adopted curriculum, assessments, assessment analysis, and ways to develop site plans. The trainings may also include assistance in the development of the School Plan for Student Achievement, budget development and monitoring, faculty evaluations, the instruction of English Learners and Special Education populations.

**Classified Personnel**  
Classified personnel meet regularly with their department Directors to learn more specifically their assigned responsibilities. All classified staff are provided with professional development through small group or like position collaboration time. The content is determined by the Directors using state and local regulations as well as observations of personnel.

**Advancement**  
The Redwood City School District believes personnel are most effective when they are up to date on responsibilities. There are opportunities for advancement within a site and in the district. Directors work with staff to set goals for their professional advancement. Many staff members have risen through the ranks into leadership positions.

2020-21:

In March of 2020, all RCSD students were sent home to engage in Distance Learning. In the words of the California Department of Education (CDE), 'distance learning' means instruction in which the student and instructor are in different locations. This may include interacting through the use of a computer and communications technology, as well as delivering instruction and check-in time with the teacher. Distance learning may include video or audio instruction in which the primary mode of communication between the student and instructor is online interaction, instructional television, video, telecourses, or other instruction that relies on computer or communications technology. It may also include the use of print materials incorporating assignments that are the subject of written or oral feedback."

In Redwood City, Distance Learning continues to mean high quality education, provided remotely to each student, by well-trained, hard working, caring adults - teachers, support staff, and administrators. Teachers interacted in daily live "synchronous" sessions with their students + provided engaging "asynchronous" assignments - both for small groups and for individuals. In addition, instructional assistants, librarians, their principal and community partners (like PE+) interacted in live sessions with students - in assemblies, reading books, one-on-one check-ins and small group enrichment activities.

Students attended a combination of synchronous and asynchronous instruction on Mondays, Tuesdays, Thursdays, and Fridays. Teachers designed and prepared lessons using a variety of high quality instructional applications, available to each student through the Clever app on their iPad (preK - 2) or Chromebook (2-8). On Wednesdays, teachers prepared their upcoming lessons, collaborated within their team, analyzed student data and prepared feedback. Students participated in a variety of activities on Wednesdays, including the asynchronous lessons that had been prepared by teachers, PE+, assemblies, tutoring, social-emotional supports and a variety of other options, determined by each site.

Last spring:

On March 18th, teachers across the district received their first set of Professional Development online learning resources. Teachers were asked to learn Google Classroom, Google Meet for live sessions with students, Screencastify (a tool for recording lessons), to review the use of Dreambox for math lessons, and become more proficient with Google Apps for Learning. In addition, the most effective online applications such as Raz-Kids (for free online books for K-2 students), EdPuzzle (pre-recorded lessons for Math), NewsELA Pro, and BrainPop were recommended for all to learn and utilize with students. Teachers remained in contact with the Staff Development team for more support. One-on-one and school level check-ins were conducted to assist the teachers as needed. Following two weeks of intensive work by the teachers, online instruction began in grades 3-8.

By mid April, the second grade teachers and students also began to utilize Chromebooks for online learning. Given that second grade teachers and students were unfamiliar with most of the Chromebook features, the expectation was for students to utilize the devices for consumption of Dreambox, Raz-Kids, and EdPuzzle lessons while teachers learned to teach using the online tools. Staff Development personnel established a series of professional development opportunities. Second grade teachers were learning while teaching resulting in a range of practices and levels of implementation.

District teachers participated in a series of professional learning activities focused on culturally responsive teaching and the issues related to educational equity in a distance learning environment. Administrators and teachers attended a summer conference on "Student Engagement with an Equity Lens". Rigorous instruction for all learners through opportunities for collaboration, creativity, communication, and critical thinking were highlighted. In addition, there was one full week of training for both certificated and classified staff. Staff members were asked to do a self-assessment of their knowledge regarding technology tools and curriculum, and were given a menu of PD choices from which to select. A sample of these offerings follows:

TK - 5: Effective Online Math Instruction, Intro to Dreambox, Small group Reading Considerations, Digital Citizenship, Seesaw 101, Introduction to iReady (our new diagnostic assessment), Elements of Effective Instruction, Reading Assessment through Pioneer Valley, Getting to Know Newsela, SEL for Distance Learning, Using the ReadWrite Ex, tension to Support ELs, attend office hours with the Staff Development Coaches

6 - 8: Nearpod 1-1, Science Lesson Flow, Math Lesson Flow, ELA Lesson Flow, HSS Lesson Flow, PE in a Hybrid or Distance Learning Model, Creating Your Virtual Classroom, Newsela, iReady, Remote Learning with Dreambox, Desmos Activity Builder, Read/Write SPED 3-8, office hours with Staff Development Coaches

Instructional Assistants: Clever, Screencastify, Google Classroom, Dreambox, Google Meet, GSuite Apps, SEL for Distance Learning, Getting to Know Newsela, ReadWrite to Support ELs, Training for Newcomer IAs, Read & Write for SPED

In August, the RCSD School Board voted to begin the year in 100% Distance Learning. As a result, district instructional coaches prepared several days of training in order to prepare teachers for the successful beginning of the new school year.

Teachers were brought back to work 3 days earlier than planned to engage with their school teams in developing their schedules and to participate in additional training in lesson design, district supported applications and curriculum, and for 1-1 coaching sessions. Staff was again presented with a variety of options, with a sample of the PD as follows:

TK - 5: Asynchronous and Synchronous Community Building/SEL using online tools, SEAL Unit Resources, Creating Your Virtual Classroom, 50 Ways to Use Screencastify in the Classroom, Getting to Know Newsela, Effective Learning and the 4Cs, Reading Assessment through Pioneer Valley, Nearpod, Book Creator, Seesaw, iReady, Office Hours

6 - 8: Amplify (science), TCI (social studies), CPM (Math), Amplify (ELA), Deep Dive into Nearpod, PE Teacher Forum, iReady, Office Hours

Classified staff: invited to attend any of these trainings

Additional Professional Learning Planned for 2020-21:

## National Urban Alliance (NUA)

NUA mentors and coaches worked collaboratively with teachers in grades 4-8 (in Adelante Selby, Clifford, Garfield, Hoover, Kennedy, MIT, Orion/Mandarin Immersion and Roosevelt), to further develop rigorous instruction for all learners through opportunities for collaboration, creativity, communication, and critical thinking in an online environment. Mentors and coaches co-planned and co-taught lessons throughout the year. Optional planning took place on Wednesdays. NUA mentors were available all day.

## SEAL

Prek-3 teachers developed their expertise in promoting language and literacy development through developed units of study, supported by SEAL designated Staff Development coaches.

### FY 2018-19 Teacher and Administrative Salaries

Category	District Amount	State Average for Districts In Same Category
Beginning Teacher Salary	\$51,343	\$51,004
Mid-Range Teacher Salary	\$78,552	\$82,919
Highest Teacher Salary	\$99,923	\$104,604
Average Principal Salary (ES)	\$135,033	\$131,277
Average Principal Salary (MS)	\$135,033	\$136,163
Average Principal Salary (HS)		\$128,660
Superintendent Salary	\$218,426	\$230,860

Percent of District Budget	District Amount	State Average for Districts In Same Category
Teacher Salaries	29.0	35.0
Administrative Salaries	7.0	5.0

\* For detailed information on salaries, see the CDE Certificated Salaries & Benefits webpage at [www.cde.ca.gov/ds/fd/cs/](http://www.cde.ca.gov/ds/fd/cs/).

### Types of Services Funded

#### Federal Funding:

- Title I: Basic Grants Low Income
- Title I: Migrant Education
- Special Education
- Title II: Part A Teacher Quality
- Title IV: Part B 21st Century Community Learning Centers
- Title III: Limited English Proficiency
- Medi-Cal Billing Option

#### State Funding:

- After School Education and Safety ("ASES")
- Lottery: Instructional Materials
- Special Education

### DataQuest

DataQuest is an online data tool located on the CDE DataQuest web page at <https://dq.cde.ca.gov/dataquest/> that contains additional information about this school and comparisons of the school to the district and the county. Specifically, DataQuest is a dynamic system that provides reports for accountability (e.g., test data, enrollment, high school graduates, dropouts, course enrollments, staffing, and data regarding English learners).

### California School Dashboard

The California School Dashboard (Dashboard) <https://www.caschooldashboard.org/> reflects California's new accountability and continuous improvement system and provides information about how LEAs and schools are meeting the needs of California's diverse student population. The Dashboard contains reports that display the performance of LEAs, schools, and student groups on a set of state and local measures to assist in identifying strengths, challenges, and areas in need of improvement.

### FY 2018-19 Expenditures Per Pupil and School Site Teacher Salaries

Level	Total	Restricted	Unrestricted	Average Teacher Salary
School Site	\$12,299	\$4,198	\$8,101	\$89,238
District	N/A	N/A	\$7,975	\$81,144
State	N/A	N/A	\$7,750	\$84,183

Percent Differences	Unrestricted	Average Teacher Salary
School Site/District	1.6	12.3
School Site/ State	7.6	7.6

Note: Cells with N/A values do not require data.