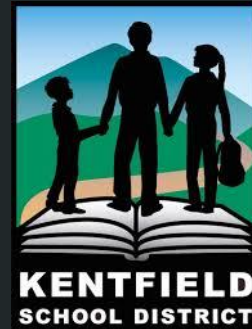


Superintendent & Staff Updates

Feb 13, 2024



General District Updates 2023-2024

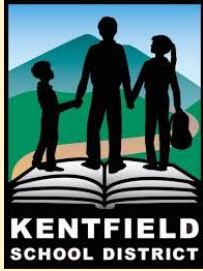
KSD Projected Enrollment | Fall Planning, 2024-2025

UTK Program Update, 2024+

LCAP Mid-Year Update | Budget Overview for Parents

Comprehensive Safety Report





Next Steps:

- Jan. 10 Registration Opens
- Monthly Enrollment Mtgs.
- Staffing Adjustment

As of 2/7/24:

18 Fully Enrolled UTK
8 Fully Enrolled Kindergarten

	2021-22	2022-23	Current 2023-24	Projected 2024-25	Difference 23-24 & 24-25
UTK-4	528	545	506 35 UTK	505* 45 UTK	-1 +10 UTK
5th -8th	516	513	512	492	-20
Districtwide	1044	1058	1018 35 UTK	997 45 UTK <small>*UTK K Est.</small>	-21 +10 UTK <small>*UTK K Est.</small>

KSD Fall Planning 2024-2025

Budget Cycle | 2024-25 Fall Planning

Budget Cycle

September:

Unaudited Actuals - Determines Beg. Fund Balance

December:

First Interim

January - February:

Governor Budget Proposal | Audit Report

March:

Second Interim

May:

Governor May Revise

June:

Budget Adoption | State Budget Adoption

2024-25 Fall Planning

November - December:

Monitor Enrollment - CALPADS submissions, project staffing adjustments

December - February:

Project enrollment (24-25) and accept changes in staffing (LOA, retirements, resignation)

February-March:

Determine reductions for preliminary layoff and any notices for Non-Re Elect - Action - Resolution to the Board

By March 15:

Preliminary notice of reduction/release of Non-Re Elect & Temp

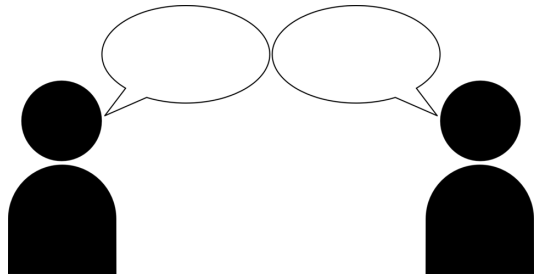
By May 15:

Final notice of reduction/release

May | June:

Public Hearing | KSD LCAP & Budget Adoption

Enrollment Monitoring - Staffing Alignment



- Monthly meeting with site registrar - ins/outs actual enrollees (Jan. - May)
 - Discussion with site principals regarding student to staff ratios and programs (Jan. - May)
 - Review data to determine programs for sustaining and/or adjusting
 - Review funding resources for programs
 - Adjust FTE based on enrollment projections - retirements - LOAs - resignations
-

Ed Code Requirements

By March 15 - Preliminary Layoff

Resolution - Particular Kind of Service

Resolution - Tie Breaking Criteria

Preliminary notices provided to employees - *right to hearing*

By May 15 - Final Layoff

Resolution - Particular Kind of Service

Final notices provided to employees

May | June

Public Hearing | KSD LCAP & Budget Adoption

Resolution

**BEFORE THE GOVERNING BOARD
OF THE KENTFIELD SCHOOL DISTRICT
MARIN COUNTY, CALIFORNIA**

In the Matter of the Reduction of) **RESOLUTION NO. 10**
 Discontinuance of Classified)
 Services for the 2021-22 School)
 Year)

WHEREAS, due to the lack of work and/or lack of funds, this Board of Education hereby finds that it is in the best interest of the KENTFIELD SCHOOL DISTRICT, that no later than June 30, 2021, the following classified services will be reduced and/or discontinued:

TITLE	FULL TIME EQUIVALENT
Classroom Paraprofessional	0.45 FTE
Business Services - Accounts Payable - Special Education Assistant	0.40 FTE
Executive Assistant to Superintendent	0.80 FTE

Total FTE = 1.65 FTE

NOW, THEREFORE, BE IT RESOLVED that as of the 30 day of June 2021, 1.65 full time equivalent classified positions of the KENTFIELD SCHOOL DISTRICT will be reduced or eliminated as set forth herein.

BE IT FURTHER RESOLVED that the Superintendent of the KENTFIELD SCHOOL DISTRICT is authorized and directed to give notice of termination of employment to the affected classified employees, pursuant to District rules and regulations as well as the applicable provisions of the Education Code of the State of California, no later than sixty (60) days prior to the effective date of layoff as set forth above.

The foregoing Resolution was **PASSED and ADOPTED** at a regular meeting of the Board of Education of the KENTFIELD SCHOOL DISTRICT on the 24 day of February 2021 by the following vote:

AYES: _____
 NOES: _____

Tie breaking...

**BEFORE THE GOVERNING BOARD
OF THE KENTFIELD SCHOOL DISTRICT
MARIN COUNTY, CALIFORNIA**

In the Matter of Determination of Seniority) **RESOLUTION NO. 6**
 Among Certificated Employees with the)
 Same Seniority Date)
 ("Tie-Breaker Resolution"))

WHEREAS, the Governing Board of the KENTFIELD SCHOOL DISTRICT resolves that the order of termination as between certificated employees who first rendered paid service to the KENTFIELD SCHOOL DISTRICT on the same date shall be based solely on the needs of the District and the students thereof. The specific criteria used in determining this need shall be as follows, but not necessarily listed in the order of importance:

- Credentials that permit supplemental support services - 1 point for each valid supplemental authorization held and on file with the Marin County Office of Education.
- Earned degrees beyond the B.A. or B.S. level - 2 points for each Masters degree earned and on file with the District (from a university accredited by one of the six regional accreditation agencies); and 3 points for each Doctoral degree earned that is related to instructional services and on file with the District (from a university accredited by one of the six regional accreditation agencies).
- Total years of teaching experience in a K-8 classroom, excluding years of service as a day-to-day substitute:
 - 1-5 years = 1 point
 - 6-10 years = 2 points

Letter to Staff

March 11, 2021

By Personal Delivery

KENTFIELD
 ADDRESS: DISTRICT

750 College Avenue
 Kentfield, CA 94964
 (415) 458-6100
 Fax (415) 458-6101
 Regular Hours:
 Superintendent
 www.kentfieldschools.org


Board of Trustees
 District Administrator
 Special Representative
 Health and Safety Officer
 Equal Opportunity
 Area 5a

Re: Notice of Recommendation that Services Be Terminated, Education Code §§ 44949 and 44955

_____ notified that the undersigned has recommended to the Governing Board ("Board") of the Kentfield School District ("District") that your services be terminated at the close of the 2020-2021 school year pursuant to Education Code sections 44949 and 44955, copies of which are attached herein. The reasons for this action are set forth in the attached Resolution adopted by the Board on February 24, 2021.

You are advised that you may request a hearing to determine if there is cause for not reemploying you in the 2021-2022 school year. Your request for a hearing must be in writing and must be received by my office on or before, March 18, 2021. If you fail to request a hearing on or before this date, your failure to do so shall constitute a waiver of your right to a hearing.

We regret the necessity for this action, and we appreciate your service to the District.

Sincerely,

 Raquel Rose
 Superintendent

Enclosures: Board Resolution #9
 Acknowledgment of Receipt
 Request for Hearing

KSD UTK Planning 2024-2025+

We believe in providing a UTK program that is high quality while fiscally sustainable.



KSD will operate a 3 hour UTK option for KSD families on the Bacich Campus in 2024-2025 - an AM/PM option will be provided based on enrollment

In 2025 we anticipate formalizing a partnership with College of Marin Early Learning Program by providing UTK on a COM facility

UTK will be staffed with one Certificated KSD Teacher along with KSD classified support staff

UTK Program will be grounded in the Preschool Foundations with focus on school readiness and social emotional development

The Purpose of UTK is to offer Equity & Access for ALL 4 years olds.

Common Questions



How many students do you predict will be in each class?

How will children be assigned to an AM/PM class?

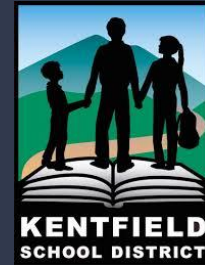
Will the children have access to the same offerings that the current UTK program receives?

Are there aftercare options on site available for families?

KSD

Local Control Accountability Plan - Strategic Plan

Annual Mid-Year Update - Feb. 2024

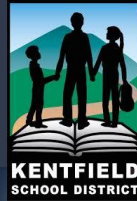


KSD CORE BELIEFS

Diversity

Inspiration

Connection



»»»
STRATEGIC
PLAN

KSD STRATEGIC | LCAP GOAL

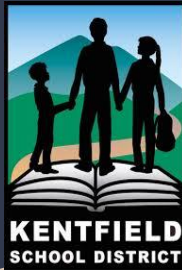
EVERY Learner

Support our Staff

Facilities & Fiscal Responsibility

Community

Background of LCAP | Strategic Plan Mid-Year Update 2024



The superintendent of the school district shall present a report on the annual update to the local control and accountability plan and the local control funding formula budget overview for parents on or before February 28 of each year at a regularly scheduled meeting of the governing board of the school district.

-

The report shall include both of the following:

- All available midyear outcome data related to metrics identified in the current year's local control and accountability plan.
- All available midyear expenditure and implementation data on all actions identified in the current year's local control and accountability plan.

Support our Staff – Goal #2

GOALS & INTENTIONS

Competitive Compensation

Gather Feedback

Increase Diversity of Staff

Building the Collective Wisdom

KSD must identify how we're supporting staff to meet the needs of our learners and address areas of focus - chronic absenteeism, suspension, ELL progress

METRICS

Open Positions - Fall 2024 Fully Staffed Certificated | Classified Staffing fluid based on need

Staff Retention Rate - Transition due to retirement, job satisfaction, life changes, cost of living

Staff Demographics - Increased Hispanic/Latino population - Decrease Caucasian/White population

Salary - Competitive Compensation & *Benefits*
Benefit coverage, retirement incentives

Professional Development - Ongoing professional growth opportunities

Facilities & Fiscal Responsibility Goal #3

GOALS & INTENTIONS

Increased Reserve Level

Long Term Facility Planning - Safe | Warm | Dry

Program Review - Adjustment

KSD must address facility needs and meeting the minimum/recommended reserve requirement. What are we currently doing and how might we adjust to meet our facility and financial obligations.

METRICS

Annual Budget - Res. Level - 9.5% | 8.8% | 8.65% (Dec. 2023)

AB1200 Review - Ongoing Positive Certification

Facility Needs Analysis - Completed Summer 2023

Finance Committee - Analyze program to leverage resources for students

Engage ALL Learners | Community - Goal 1 & 4

GOALS & INTENTIONS

Eliminate the Opportunity/Resource Gap - monitor summative and formative academic data

Increase sense of belonging and inclusion

Attendance & Discipline Data

Refine services for positive student outcomes

KSD must identify how we're addressing chronic absenteeism, suspension, ELL progress. What are we currently doing and how might we adjust for increased positive student outcomes.

METRICS

MAP Data - Fall 2023 ELA Range 78% to 95% and Math 72% to 93% for *Hi - HiAvg - Avg*

CAASPP Data - Spring 2023 varied results for student groups

ELL Data - See future slides

Attendance Rates - 95% ADA per Dashboard

Suspension Rates - 1.3% per Dashboard

23-24 *2 Bacich* | 22-23 *6 Bacich* | 23-24 *2 Kent* | 22-23 *5 Kent*



Kent ELPAC Data

Revised Jan. 2024

KENT - ELPAC Summative Data - May 2023

Bacich - ELPAC Summative Data - May 2023

Bacich ELPAC Data

Revised Jan. 2024



Kent Middle School

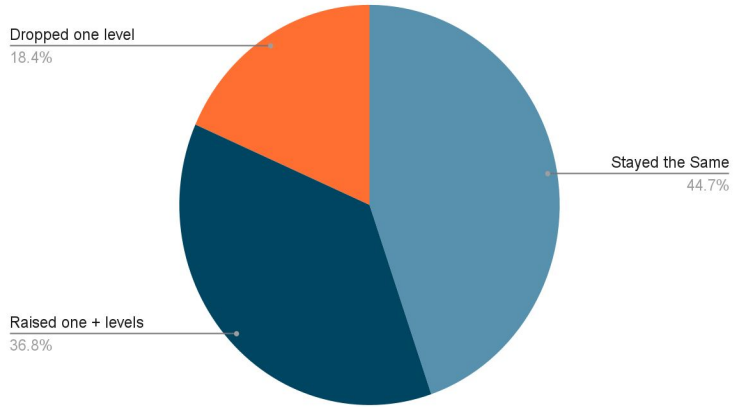




Bacich - ELPAC Summative Data - May 2023

ORIGINAL
(Corrections in red)

ELPAC Summative Progress, May 2023



ELPAC Level Change	# of students	Score Increased	Score Decreased
Stayed same level	17	15	2
Raised one+ level(s)	14	14	
Dropped one level	7		7
Summary	38	29 76%	9 24%

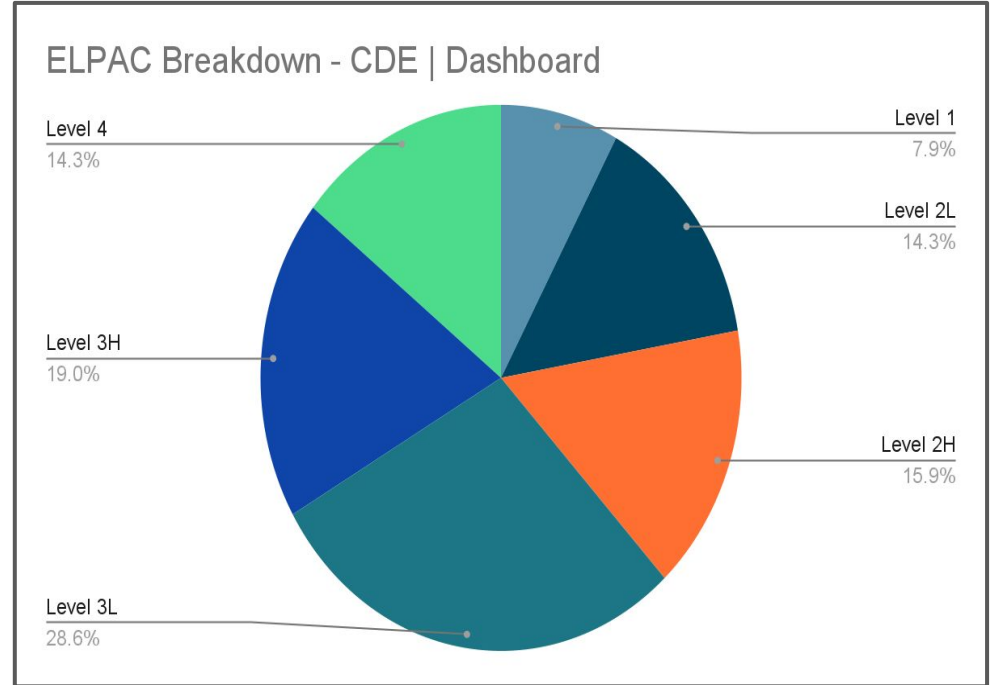
	# of Students % ELs
Level 1	5 8%
Level 2	19 30%
Level 3	30 48%
Level 4	9 14%
Total	63 students*



Bacich ELPAC Data

Revised Jan. 2024

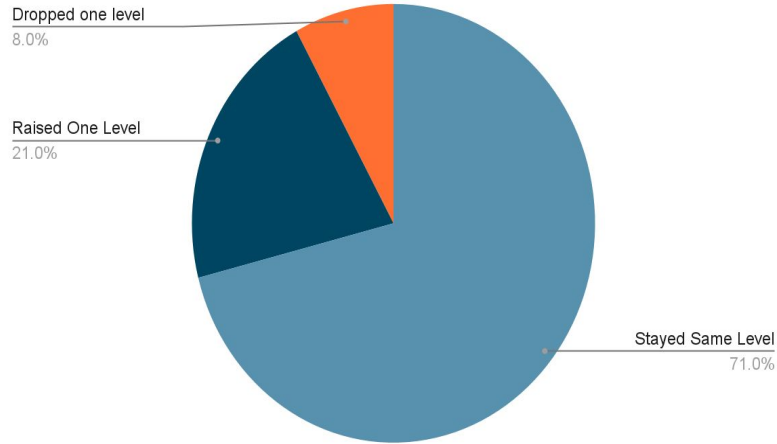
ELPAC Level Change (6 Levels)	# of students	Difference
Raised 1+levels	16 25%	+5 student
Raised 1+ levels & Reclassified as English Proficient	3 5%	0
Stayed the same level	6 9%	-11 students
Dropped one level	13 21%	+6 students
New EL students No ELPAC progress data	19 30%	0
New EL students (no progress data) Reclassified as English Proficient	6 10%	0
Total	63 100%	





KENT - ELPAC Summative Data - May 2023

ELPAC Summative Progress, May 2023



ELPAC Level Change	# of students	Score Increased	Score Decreased
Stayed same level	17 students	15	2
Raised one level	5 students	5	
Dropped one level	2 students		2
Summary	24 students	20 83%	4 16%

	# of Students % ELs
Level 1	6 19%
Level 2	13 42%
Level 3	12 39%
Level 4	0 students
Total	31 students*

*7 New EL Students no progress data

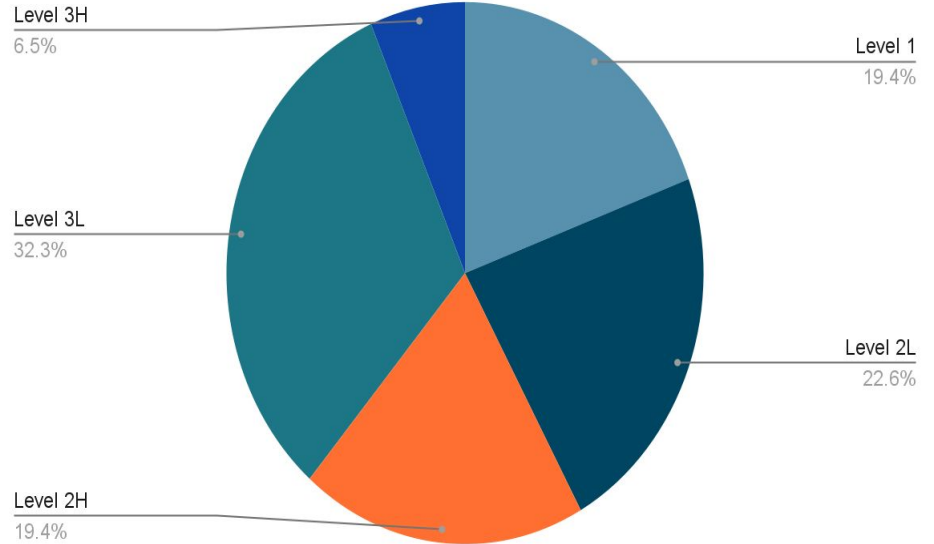


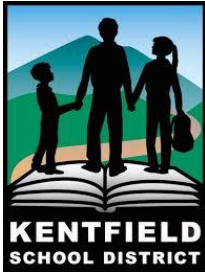
Kent ELPAC Data

Revised Jan. 2024

ELPAC Level Change (6 Levels)	# of students	Difference
Raised one+ level	6 25%	+1 student
Stayed same level	12 50%	-5 students
Dropped one level	6 24%	+4 students
Total	24 students	
New EL students No ELPAC progress data	7 students	

ELPAC Breakdown - CDE | Dashboard





KSD Annual Comprehensive Safety Plan, 2024

Annually develop/evaluate a comprehensive safety plan relevant to the needs and resources of the district. The plan must be adopted no later than March 1st of each year.

Mandatory Elements

- Procedures & Policies -

- Child abuse reporting
 - Disaster preparedness
 - Suspension & expulsion
 - Notifying teachers of dangerous pupils
 - Discrimination & harassment
 - School-wide dress code
 - Safe ingress/egress & orderly sites
 - School discipline
-