







Themes and Recommendations [July 14, 2011]

Priority Legend:  = moves the needle  = low hanging fruit





THEMES

ENGAGEMENT

Community Engagement




- Increase business support for teachers. (Red 2) not rated
- Recruit volunteers to tutor and assist in classrooms. (Red 3) 
- Encourage employers to offer release time to volunteer at schools. (Red 3) 
- Increase public awareness of school activities (i.e., promote school tours and special programs). (Red 3) 
- Create a broad coalition (faith-based, nonprofits businesses, etc.) to work on education from birth on. (Green 3) 
- Create a broad consortium of stakeholders change existing paradigm and restructure the schools. (Orange 2) 
- Create a broad collaboration to increase academic support for kids and advocate a range of new programs.
(Yellow 4) 

Parent Engagement

- Educate parents and caregivers about early childhood needs (milestones, etc.) through existing or new programs.
(Orange 1) 
- Encourage parents to become community liaisons to support families. (Orange 4) 
- Survey parents annually. (Blue 2) 
- Improve parent engagement. (Yellow 4) 

SCHOOL POLICY

School Staff

- Identify best practices. (Red 2) 
- Incentivize effective teachers. (Red 2) 
- Pay teachers well. (Orange 3) 

- Implement a 360 teacher evaluation. (Yellow 3) 🎓
- Offer more professional development for teachers. (Yellow 3) 🌅
- Cultural sensitivity training for school professionals. (Blue 3) 🎓

School District

- Embed the following concepts in the SFPS strategic plan: actively recruit and train more volunteers, encourage organizations to allow release time for employees to volunteer, and increase public awareness of what's happening in the schools (Red 3) 🎓
- Create a non-elected parent member for the school board and advisory committees. (Orange 4) 🌅
- Make SFPS a data-driven decision-making school group. (Yellow 1) 🎓
- Extend the school day to expand learning opportunities. (Brown 2 and Yellow 4) 🎓

PROGRAMS AND FUNDING

Academic Enrichment Programs

- Support AVID and other enrichment programs. (Red 1) 🎓
- Research children who excel and direct the school district to target efforts accordingly. (Green 1) 🌅
- Develop a “reading is cool” initiative with a paid coordinator and tutors. (Green 2) 🌅
- More dual-language opportunities for students. (Blue 1) 🎓
- More certification opportunities for teachers in dual language. (Blue 1) 🌅
- More bilingual programs, workshops on social issues (gangs, pregnancy prevention, etc.). 🌅
- Ensure that school enrichment classes (art, music, etc.) are provided equally for all schools (presumably, not just some). (Blue 4) not rated
- Increase academic support for students in the following ways: 1) ELL students, 2) college awareness and readiness, 3) business internships, 4) funding for career pathways. (Yellow 4) 🌅

Funding

- Lobby to change the funding formula. (Brown 1) 🌅
- Lobby to fund universal pre-k. (Brown 1) not rated
- Lobby to increase compensation “across the board.” (Brown 1) not rated
- Fund parent liaison program and parent membership on school board and advisory committees. (Orange 4) 🌅

- Take up a school bond initiative. (Yellow 2) not rated
- Increase tax on tourist industry. (Yellow 2) not rated
- Take money from college for pre-k – 12. (Yellow 2) not rated
- Create a system for voluntary contributions to public schools through biz and utilities. (Yellow 2) 🎓
- Raise personal income taxes by 1% a year to pre-2000 levels. (Yellow 2) not rated
- Tax million dollar plus homes. (Yellow 2) not rated
- Increase percentage of state budget allocated to k-12 education. (Yellow 2) not rated

GROUP RECOMMENDATIONS

Brown Group

Brown Recommendation 1: Lobby for changes to the funding formula, pre-k, and higher teacher pay

In order to ensure adequate and equitable funding and supportive statute which supports a high quality education for every child, a committee reflective of the community should expand lobbying efforts to address:

- Funding formula
- Universal Pre-K
- Compensation, (increasing salaries across the board)

The committee should include key community stakeholders (United Way of Santa Fe, Santa Fe Chamber, Hispanic Chamber, PLANE, church groups, retired educators, etc.)

Brown Recommendation 2: Extend the school day

In order to increase education opportunities, Santa Fe must extend the school day and expand learning opportunities, offering a variety of experiences young people would not usually have access to. This effort includes support for working families with care and safety issues, support for businesses in insuring that employees are not worried about childcare, and actively involving community and businesses in education of young people in our community. Activities will build community, with everyone holistically involved. Extending the school day will address the middle-school gap and improve high school graduation rates.

The effort would require family buy-in and business support through volunteerism and dollars. The effort would also require administrative support from school district, school leadership support, transportation support, and funding. The effort would require a whole district strategy, not just one school or area.

Brown Recommendation 3: Create business and philanthropic partnerships

In order to connect public school programs with business needs, expand resources for public schools, graduate employable students, and provide quality schools that attract local businesses, business and philanthropic partnerships must be established. These partnerships should include contributions of money, time, talent, internships, mentorships for career pathways, instruction in interviewing etiquette and job search skills. The program should include matching funds for any program (an entire program or just supplies) and support for political action. (The NM Early Childhood Development Partnership is a model.) Businesses should offer time-off for parents and volunteers in the schools (family friendly benefit component).

The partnership should include local businesses and philanthropists, superintendent, school board, business partnership liaison, volunteer program, high school principals, chamber of commerce, Hispanic chamber of commerce, service groups (Rotary, Elks, Kiwanis).

Orange Group

Orange Recommendation 1: Educate parents about early childhood

So that children can maximize their learning potential and be supported during these crucial early years (birth to eight years), parents and caregivers need to be educated and informed advocates for their children, understanding developmental milestones with the support of schools and the community. Some examples of existing programs follow the NM Early Learning Guidelines that train parents are: First Born, Abriendo Puertas, New Vistas, CYFD, PED, etc.

Orange Recommendation 2: Create a broad coalition

So that our children can be prepared for the work, demands, and opportunities of the 21st century to help sustain and contribute to our communities in a healthy and inclusive manner; a consortium of community stakeholders at individual schools will develop a statement of mission, the vision to achieve, the values by which we are going to govern our decision making, and the establishment of the goals to define success, areas for improvement or to change direction as we change our existing paradigm and restructure our schools.

Orange Recommendation 3: Pay teachers well

Santa Fe schools need a well-trained, professional teaching staff that is supported, respected and well paid so that students can achieve at a level that prepares them to be college- or career-ready. PED, Board of education, NM legislators, school administrators, teachers, parents and community should be responsible and accountable at appropriate levels.

Orange Recommendation 4: Put parents on school board and committees

In order to promote more effective parent/family partnerships with the schools at all levels to maximize student success, the district shall have non-elected parent membership on the school board and school advisory councils. At the school level, parents will be encouraged to work as school/community liaisons collaborating with community agencies and making home visits along with school personnel to determine family needs. Funding will be provided at the district level and via school-based initiatives.

Red

Red Recommendation 1: Support AVID and other enrichment programs

So that students stay in school, aren't bored, stay busy, find their strengths, develop confidence and receive support that teachers can't provide during school hours, Santa Fe schools should start programs like AVID in elementary schools. The schools should also offer additional curriculum choices such as art, music, and vocational education, and provide adequate funding for these programs and other activities. College or high school students should be recruited to volunteer or work as tutors.

This work should be organized by a community group that involves parents, school administration, the business community, and government entities, and then present to the school board for approval.

Red Recommendation 2: Incentive teachers with money and support

So that schools can identify and retain effective teachers who are creative, flexible, and innovative, and who can build confident critical thinkers, a collaboration of parents, students, administration, and business people should identify the most

effective teachers and practices as defined by desired student outcomes. (Such outcomes would include critical thinking and research skills as seen through portfolios, presentations, and student surveys.) Once the most effective teachers are identified, the schools should provide incentives for teacher retention such as increased pay, business sponsors for implementing teacher ideas, and business community support. The initiative should be started by the administration or a school district employee.

Red Recommendation 3: More volunteers, employee release time, public awareness

In order to achieve broad community participation in public education, the summit implementation team and Santa Fe Public School administration should undertake four actions:

- Utilizing proven models, actively recruit and train volunteers including retirees, parents and grandparents to tutor students and assist in classrooms.
- Encourage businesses and local and state governments to release time to allow employees to volunteer for schools through mentoring, job shadowing, and other volunteering.
- Increase public awareness of what's happening in the schools through media and invitations to tour schools and participate in special programs to learn more about our schools.
- Embed the previous concepts into the SFPS five-year strategic plan.

Green Group

Green Recommendation 1: Research Children Who Excel

So that each child can excel to the best of his/her ability through high school and beyond, contract with a university to conduct a scientific literature review on children who excel and direct the school district to target and evaluate successful programs and individual students in Santa Fe County.

Green Recommendation 2: Develop "Reading is Cool" Program

So that all students in Santa Fe County become motivated to read and students in 3rd and 4th grade will read at grade level or above, an action committee of school and community members (i.e., school personnel, literacy volunteers, business members, parents, librarians, faith-based groups, etc.) should organize and find funding to develop a "Reading is Cool" initiative, hire a program coordinator, and pay reading tutors.

Green Recommendation 3: Broad Coalition

So that everyone shares the responsibility for the education of our children, a broad-based coalition of businesses, nonprofits, faith-based communities, and families should create a family advocacy initiative that empowers and supports Santa Fe families to participate in their children's education from birth onward.

Blue Group

Blue Recommendation 1: Dual-language Programs and Bilingual Teacher Certificates

So that consistent, dual language, education programs can be established for students from Pre-K-12, the state and the district administration should offer certification opportunities to bilingual teachers and aides.

"Que el estado y la administración del distrito trabajen juntos para establecer educación consistente de lenguaje dual para estudiantes de preK-12. Que se ofrezcan oportunidades de capacitación para certificar a maestros y asistentes bilingües. Que se desarrolle un currículo para educación dual."

Blue Recommendation 2: Parent/Student Annual Survey

So that parents and students can share their experiences with the schools, the district should send an annual survey which can be submitted anonymously. The results should be reported in writing to school principals and parents.

“Que el distrito provea un cuestionario por correspondencia a los padres y estudiantes para que puedan dar su opinión sobre su experiencia con la escuela anualmente y anónimamente. Estos resultados se deberan reportar mediante un informe escrito al director tanto como a los padres.”

Blue Recommendation 3: Cultural Sensitivity Training

So that the needs of Spanish-speaking students and parents are addressed more effectively, district administration should implement cultural sensitivity training for administrators, teachers, parents, and students through the student curriculum, workshops, trainings, and pamphlets. All official information and meetings should be provided/conducted in both English and Spanish.

“Que la administración implemente educación de sensibilidad cultural para los administradores, maestros, padres y estudiantes. Que se lleven acabo talleres, entrenamientos, se distribuyan folletos, y que se incluya en el currículo. Que se distribuya toda comunicación oficial en Inglés y Espanol. Que las reuniones se conduzcan en Inglés y Espanol.”

Blue Recommendation 4: Bilingual Life Skill/Enrichment Classes

So that bilingual students and parents receive the information and skills they need to thrive, the schools should provide bilingual educational programs and workshops about substance abuse, gangs, stalking (including cyber-stalking), and premature pregnancy prevention for students and families. In addition, enrichment classes (e.g., art, music, physical education, and computer classes) should be provided equally at all schools.

“Proveer programas bilingües, educativos y talleres sobre prevención de abuso de sustancias tóxicas, pandillerismo, acoso (incluyendo cibernético), y embarazo precoz para estudiantes y familia. Que se ofrezcan clases de enriquecimiento (arte, música, educación física, computación) para todas las escuelas por igual.”

Yellow Group

Yellow Recommendation 1: Make SFPS Data-driven, Decision-making Group

So that Santa Fe Public Schools (SFPS) and the community make informed decisions that improve teaching and learning and implement working education models, SFPS should become a data-driven, decision-making, school district, i.e., collect and analyze evidence, base decisions on that evidence, and make reliable data and research available to all stakeholders.

Yellow Recommendation 2: Funding

So that revenue for public education is increased, a coalition of parents, students, businesses, and non-profits should advocate and lobby for the following legislative changes: 1) a local option to devote a percentage of new bond revenues to public school operational expenses, 2) increase tourism industry taxes with the revenue increase going toward public schools, 3) reallocate funding from higher education to Pre-K-12, 4) voluntary contributions through businesses to public schools, i.e., donation check-box on utility bill with a quote "thermometer" showing progress, 5) seek matching funds for money raised under voluntary contributions above, 5) raise personal income taxes by 1% a year to pre-2000 levels, 6) extra tax on million dollar plus homes earmarked for education, 7) increase percentage of state budget allocated to K-12 education.

Yellow Recommendation 3: Implement 360° Teacher Evaluation and Offer More Professional Development

So that Santa Fe Public Schools will have inspiring, high-quality teachers resulting in all students graduating as productive members of the community and well prepared for college or the work force, the administration, in close coordination with

teachers, the teachers' union, and parents, should implement a 360° teacher evaluation process and offer teacher-driven continuing professional development (e.g., job embedded teacher training, peer coaching, and mentoring). In addition, proven, high-quality teachers should be well compensated and have appropriate materials and supplies.

Yellow Recommendation 4: School District Policy, Parent Engagement, Academic Enrichment Programs

So that graduation rates increase and all students are prepared for post-secondary education, including career and technical training and job readiness, the community including students, parents, school teachers/staff/administrators, non-profit organizations, businesses, government officials, and institutes of higher education should work to extend the instructional day and school year, increase parent engagement, and increase academic support for students in the following ways: 1) ELL students, 2) college awareness and readiness, 3) business internships, 4) funding for career pathways.