

**MINUTES  
STRATEGIC PLAN STUDY SESSION/  
BOARD UPDATE**

**February 14, 2018**

**A. OPENING**

**CALL TO ORDER AND ROLL CALL**

The Strategic Plan Study Session of the Board of Education of the Rialto Unified School District was called to order at 4:02 p.m. by President Martinez at the Dr. John R. Kazalunas Education Center, 182 East Walnut Avenue, Rialto, CA 92376.

Members present: Joseph W. Martinez, President; Nancy G. O'Kelley, Clerk; and Dina Walker, Member. Edgar Montes, Vice President, and Joseph Ayala, Member, arrived at 4:34 p.m.

Administrators present: Cuauhtémoc Avila, Ed.D., Superintendent; Darren McDuffie, Ed.D., Lead Strategic Agent, Strategics, Congruence and Social Justice; Mohammad Z. Islam, Associate Superintendent, Business Services; Kelly Bruce, Lead Innovation Agent, Education Services; and Rhea McIver Gibbs, Lead Personnel Agent, Personnel Services. Also present was Rosie Williams, Executive Secretary.

**OPEN SESSION**

Upon a motion by Member Walker, seconded by Clerk O'Kelley, and passed by a 3-0 vote, the Board of Education entered into open session at 4:02 p.m.

1. Strategic Plan Study Session/Board Update: Presented by Dr. William Cook

Dr. Cook conducted a PowerPoint presentation providing an update on the Strategic Plan. The PowerPoint presentation is attached, see pages (Ref. E 1.13) – (Ref. E 1.24).

**B. ADJOURNMENT OF STRATEGIC PLANNING BOARD STUDY SESSION**

Upon a motion by Member Walker, seconded by Clerk O'Kelley, and approved by a unanimous 5-0 vote by the Board of Education, the Strategic Planning Board Study Session was adjourned at 5:53 p.m.

(Ref. E 1.1)

**MINUTES  
REGULAR MEETING OF THE BOARD OF EDUCATION  
RIALTO UNIFIED SCHOOL DISTRICT  
DR. JOHN R. KAZALUNAS EDUCATION CENTER  
182 EAST WALNUT AVENUE, RIALTO, CA 92376**

**February 14, 2018**

**A. OPENING**

**CALL TO ORDER AND ROLL CALL**

The regular meeting of the Board of Education of the Rialto Unified School District was called to order at 6:00 p.m. by President Martinez at the Dr. John R. Kazalunas Education Center, 182 East Walnut Avenue, Rialto, CA 92376.

Members present: Joseph W. Martinez, President; Edgar Montes, Vice President, Nancy G. O'Kelley, Clerk; Joseph Ayala, Member; and Dina Walker, Member.

Administrators present: Cuauhtémoc Avila, Ed.D., Superintendent; Darren McDuffie, Ed.D., Lead Strategic Agent, Strategics, Congruence and Social Justice; Mohammad Z. Islam, Associate Superintendent, Business Services; Kelly Bruce, Lead Innovation Agent, Education Services; and Rhea McIver Gibbs, Lead Personnel Agent, Personnel Services. Also present was Rosie Williams, Executive Secretary.

**OPEN SESSION**

1. Comments on Closed Session Agenda Items. Any person wishing to speak on any item on the closed session agenda will be granted three minutes.

There were no comments.

**CLOSED SESSION**

Upon a motion by Member Walker, seconded by Member Ayala, and approved by a unanimous 5-0 vote, the Board of Education entered into closed session at 6:02 p.m. to consider and discuss the following items:

1. Public Employee Employment/Discipline/Dismissal/Release/Reassignment of Employees (Government Code section 54957)

(Ref. E 1.2)

Administrative Appointment:

- Agent: Child Welfare and Attendance

2. Student Expulsions/Reinstatements/Expulsion Enrollments
3. CONFERENCE WITH LEGAL COUNSEL – ANTICIPATED LITIGATION  
Significant exposure to litigation pursuant to Government Code section 54956.9(d)(2): (1 Case)
4. CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION  
(Government Code section 54956.9(d)(1).
5. CONFERENCE WITH LABOR NEGOTIATORS  
Agency designated representatives: Cuauhtémoc Avila, Ed.D., Superintendent, Rhea McIver Gibbs, Lead Personnel Agent, Personnel Services, and Rhonda Kramer, Senior Director, Personnel Services.  
Employee organizations: California School Employees Association, Chapter 203 (CSEA), Rialto Education Association (REA), Communications Workers of America (CWA)
6. CONFERENCE WITH LABOR NEGOTIATOR (Government Code section 54957.6)  
Designated Representative: Board President, Joseph W. Martinez  
Unrepresented Employee: Superintendent

### **ADJOURNMENT OF CLOSED SESSION**

Upon a motion by Clerk O'Kelley, seconded by Member Ayala, and passed by a unanimous 5-0 vote, closed session adjourned at 7:00 p.m.

### **OPEN SESSION RECONVENED – 7:00 P.M.**

Members present: Joseph W. Martinez, President; Edgar Montes, Vice President, Nancy G. O'Kelley, Clerk; Joseph Ayala, Member; and Dina Walker, Member.

Administrators present: Cuauhtémoc Avila, Ed.D., Superintendent; Darren McDuffie, Ed.D., Lead Strategic Agent, Strategics, Congruence and Social Justice; Mohammad Z. Islam, Associate Superintendent, Business Services; Kelly Bruce, Lead Innovation Agent, Education Services; and Rhea McIver Gibbs, Lead Personnel Agent, Personnel Services. Also present was Rosie Williams, Executive Secretary, and Jose M. Reyes, Interpreter.

### **PLEDGE OF ALLEGIANCE**

Ethan Barnes, Carter High School student, led the Pledge of Allegiance.

(Ref. E 1.3)

## PRESENTATION BY CARTER HIGH SCHOOL

Carter High School Choir, led by Director, Ms. Susan Barnes, performed *Kaw-Ou-No Wan Gi, Pi*, a Swahili song, with percussion instrument accompaniment.

## REPORT OUT OF CLOSED SESSION

Superintendent Avila reported that no action was taken in closed session.

## ADOPTION OF AGENDA

Upon a motion by Clerk O'Kelley, seconded by Vice President Montes, the Agenda was adopted by Student Board Member Herrera's preferential vote and a unanimous 5-0 vote by the Board of Education.

### B. PRESENTATIONS

1. High School – District Student Advisory Committee (DSAC)

The following DSAC students shared information and activities held at their schools:

Adriana Magaña, Rialto High School  
Leslie Vargas-Garcia, Milor High School  
Kashmaila Ali, Carter High School

2. District Science and Engineering Fair Top Student Winners

Vice President Montes presented plaques to Alessandra Estrada, Itzel Martinez, Dominic Ortega, Nikkita Serrano and Oscar Vera, the top student winners of the District Science and Engineering Fair

### C. COMMENTS

1. Public Comments from the Floor: At this time, any person wishing to speak on any item **not on** the Agenda will be granted three minutes.

There were no comments.

2. Public Comments on Agenda Items: Any person wishing to speak on any item **on** the Agenda will be granted three minutes.

There were no comments.

3. Comments from Association Executive Board Members: Rialto Education Association (REA), California School Employees Association (CSEA), Communications Workers of America (CWA), Rialto School Managers Association (RSMA)

Leslie Chambers, REA Vice President, presented to the Board a copy of REA's initial proposal.

Raquel Torres, CSEA President, spoke on behalf of CSEA members who receive the bilingual stipend and are being asked to interpret/translate for IEPs, stating the training they receive does not qualify or certify them to be translators. She asked why the District cannot hire more interpreters/translators and why employees are asked to translate IEP's when they do not feel comfortable.

4. Comments from the Superintendent
5. Comments from Members of the Board of Education

**D. PUBLIC HEARING**

**PUBLIC INFORMATION**

1. Williams Settlement Legislation Quarterly Uniform Complaint Report Summary covering October – December 2017.

**CONSENT CALENDAR ITEMS**

Upon a motion by Member Walker, seconded by Vice President Montes, Items E – J were approved by Student Board Member Herrera's preferential vote and a unanimous 5-0 vote by the Board of Education.

**E. MINUTES**

1. Approve the minutes of the Regular Board of Education meeting held January 24, 2018.

**F. GENERAL FUNCTIONS CONSENT ITEMS – None**

**G. INSTRUCTION CONSENT ITEMS**

1. Approve seventeen (17) cadets from Carter High School's Army Junior Reserve Officer Training Corps (AJROTC), and three (3) advisors to attend the 2018 Junior Cadet Leadership Challenge Camp at Camp San

Luis Obispo, San Luis Obispo, California, March 1, 2018 through March 5, 2018, to be paid for by the United States Army Cadet Command.

2. Approve five (5) students of the Carter High School boys' wrestling team, and two (2) coaches to attend the CIF State Wrestling Championships in Bakersfield, California, effective March 1, 2018 through March 4, 2018, at an estimated total cost of \$1,000.00, to be paid from the General Fund.
3. Approve five (5) students of the Carter High School girls' wrestling team, and two (2) coaches to attend the CIF State Wrestling Championships in Visalia, California, effective February 22, 2018 through February 25, 2018, at an estimated total cost of \$1,000.00, to be paid from the General Fund.
4. Approve forty-five (45) high school students, and three (3) teachers from Carter High School to attend the Advanced Placement Readiness program at the University of California, Riverside, at a total cost not-to-exceed, \$8,293.32, which includes student registration and teacher hourly rate, to be paid from Carter High School, Title I funds. Transportation will be provided by the District at a cost not-to-exceed \$1,125.00, to be paid from College Readiness Block Grant, for a total cost for the program not-to-exceed \$10,000.00.
5. Approve a trip to Fresno State, UC Merced, Sacramento State, UC Davis, Chico State, UC Berkeley, UC Santa Cruz, and CSU Monterey Bay, March 7, 2018 through March 10, 2018, so that thirty-nine (39) AVID students and five (5) adult supervisors from Eisenhower High School may tour the campuses and receive information on admissions at a cost not-to-exceed \$15,000.00, to be paid from the College Readiness Block Grant.
6. Approve a trip to the following Universities: Fresno University, UC Merced, CSU Stanislaus, UC Davis, UC Santa Cruz, UC Berkeley, Stanford University, San Francisco State University, UC Santa Barbara, CSU Channel Islands and CSU Northridge, March 14, 2018 through March 17, 2018, so that forty-four (44) AVID students and six (6) AVID teachers from the Rialto High School may tour the campuses and receive information on admissions at a cost not-to-exceed \$15,000.00, to be paid from the College Readiness Block Grant.
7. Approve to donate a sculpture of an eagle to the City of Rialto which was created by Mr. Kyle Hadley's welding class at Eisenhower High School. The total donation of this sculpture cost approximately \$500.00, with \$300.00 of steel donated by Columbia Steel, and \$200.00 of classroom supplies were used to build this project.

8. Approve two (2) students and two (2) coaches of the Eisenhower High School girls' wrestling team to attend the CIF State Wrestling Championships in Visalia, California, effective February 22, 2018 through February 25, 2018, at an estimated total cost of \$1,000.00, to be paid from the General Fund.

**H. BUSINESS AND FINANCIAL CONSENT ITEMS**

1. Approve Warrant Listing Register and Purchase Order Listing for all funds from January 8, 2018 through January 29, 2018, (sent under separate cover to Board Members). A copy for public review will be available at the Board Meeting.
2. Accept the listed donations from from General Mills, Anthony Palmer/Autographix Screenprinting, Food 4 Less, Michele Horner/American Legion Auxiliary Post 422, Schools First Federal Credit Union, and Rafael Rivera, and request that a letter of appreciation be sent to the donors.
3. Declare the specified surplus equipment and miscellaneous items as obsolete and not-serviceable for school use, and authorize the Superintendent/designee to sell or dispose of these items as specified in the Education Code Sections 17545 and 17546.
4. Approve the use of Bid #16/17-004 for 3D printers, and RFP #13/14-01FA for furniture/equipment, for the 2017-2018 fiscal year, pursuant to Public Contract Code 20118, to be paid from the General Fund.
5. Approve the use of the piggyback bid from Savanna School District, Project No. SSPU #40-09/2016-17 with Elite Modular Leasing & Sales, Inc. per Public Contract Code 20118, for purchase and/or lease of portable buildings, as needed in fiscal year 2017-18 and 2018-19, to be paid from the General Fund and/or Fund 25, Developer Fee funds.
6. Approve Affiliation Agreement #I-2015-20-21 with Martinez and Turek, Inc. to provide internships with the Internship program from February 15, 2018 through June 30, 2020, at no cost to the District.
7. Approve an agreement with Christina Barker, Speech Language Pathologist, to oversee Speech Language Pathologist Assistant's for the remainder of 2017-2018 school year, effective February 15, 2018, at a total cost not-to-exceed \$10,000.00, to be paid from Special Education funds.



8. Approve an agreement with Therapeutic Counselor Trainer, Angelica Otero, for six (6) onsite trainings, effective February 15, 2018 through June 30, 2018, at a total cost not-to-exceed \$10,800.00, to be paid from Special Education funds.
9. Approve an agreement with InnovateEd to provide six (6) days of professional service for Middle School Principals to receive coaching to implement their site plans effective February 15, 2018 through May 31, 2018, at a total cost not-to-exceed \$24,000.00, to be paid from the District Title I funds.
10. Approve an agreement with Purchin Consulting to provide alternative dispute resolution (ADR) support to staff and families. Services will include trainings, coaching and meeting facilitation/mediation. Purchin Consulting will conduct five (5) full-day trainings and support effective February 15, 2018 through June 30, 2018, at a total cost of \$15,000.00, to be paid from Title II funds.
11. Approve the partnership with the San Bernardino County Office of Education for the Bilingual Teacher Professional Development Program Grant. This is a two and a half year grant in which university courses and professional development will be provided to Rialto Unified School District bilingual teachers, bilingual paraprofessionals and Seal of Biliteracy graduates at a reduced cost, through a customized program at an accelerated pace.
12. Approve an agreement with Irving Ventures, Inc., to have Captain Barrington Irving as the keynote speaker at Rialto Unified School District's Black History Celebration and make a presentation to students from Frisbie Middle School's Aeronautical Club on February 26, 2018, at a total cost not-to-exceed \$9,000.00, to be paid from the General Fund.
13. Approve an agreement with A Better Tomorrow Education to provide alternative support tutoring services under the Every Student Succeeds Act (ESSA) Title I, Part A, for identified students at Preston Elementary School, effective February 15, 2018 through April 30, 2018, at a total cost not-to-exceed \$5,400.00, to be paid from Title I, Part A funds.
14. Approve an agreement with Anna Corlew and Maranda Jarczewski to provide extended day services, under the Every Student Succeeds Act (ESSA) Title I, Part A, for identified students at St. Catherine of Siena School, at an approximate cost of \$1,607.20 per teacher for a total cost not-to-exceed \$3,215.25, to be paid from Title I, Part A funds.

(Ref. E 1.8)



15. Approve an agreement with Valdez Educational Services, LLC, to provide alternative support tutoring services under the Every Student Succeeds Act (ESSA) Title I, Part A, for identified students at Milor High School, effective February 21, 2018 through May 9, 2018, total cost not-to-exceed \$9,120.00, to be paid from Title I, Part A funds.
16. Approve an agreement with Sylvan Learning Center of Etiwanda to provide alternative support tutoring services under the Every Student Succeeds Act (ESSA) Title I, Part A, for identified students at Frisbie Middle School, effective March 5, 2018 through May 11, 2018. The approximate cost will be \$57,400.00, to be paid from Title I, Part A funds.
17. Approve an agreement with Leading Edge Learning Center, to provide alternative support tutoring services under the Every Student Succeeds Act (ESSA) Title I, Part A, for identified students at Jehue Middle School, effective February 20, 2018 through May 10, 2018, at a total cost not-to-exceed \$14,520.00, to be paid from Title I, Part A funds.
18. Approve an agreement with Leading Edge Learning Center, to provide alternative support tutoring services under the Every Student Succeeds Act (ESSA) Title I, Part A, for identified students at Kucera Middle School, effective February 20, 2018 through May 8, 2018, at a total cost not-to-exceed \$11,025.00, to be paid from Title I, Part A funds.
19. Approve an agreement with Valdez Educational Services, LLC, to provide alternative support tutoring services under the Every Student Succeeds Act (ESSA) Title I, Part A, for identified students at Curtis Elementary School, effective February 21, 2018 through April 23, 2018, at total cost not-to-exceed \$8,100.00, to be paid from Title I, Part A funds.
20. Approve an agreement with Valdez Educational Services, LLC, to provide alternative support tutoring services under the Every Student Succeeds Act (ESSA) Title I, Part A, for identified students at Dunn Elementary School, effective February 20, 2018 through May 17, 2018, at a total cost not-to-exceed \$25,920.00, to be paid from Title I, Part A funds.
21. Approve an agreement with Valdez Educational Services, LLC, to provide alternative support tutoring services under the Every Student Succeeds Act (ESSA) Title I, Part A, for identified students at Kordyak Elementary School, effective February 20, 2018 through April 6, 2018, at total cost not-to-exceed \$19,720.00, to be paid from Title I, Part A funds.
22. Approve an agreement with Valdez Educational Services, LLC, to provide alternative support tutoring services under the Every Student Succeeds Act (ESSA) Title I, Part A, for identified students at Kolb Middle School,

effective February 21, 2018 through April 23, 2018, at an approximate total cost not-to-exceed \$16,200.00, to be paid from Title I, Part A funds.

23. Approve an agreement with Valdez Educational Services, LLC, to provide alternative support tutoring services under the Every Student Succeeds Act (ESSA) Title I, Part A, for identified students at Rialto Middle School, effective February 22, 2018 through April 12, 2018, at a total cost not-to-exceed \$12,150.00, to be paid from Title I, Part A funds.
24. Approve Affiliation Agreement #I-2015-20-20 with Rialto Unified School District's Kazalunas Education Center Offices to provide internships with the Internship program from February 15, 2018 through June 30, 2020, at no cost to the District.
25. Ratify an agreement with Autism Spectrum Therapies, effective October 1, 2017 through June 30, 2018, at a total cost not-to-exceed \$25,000.00, to be paid out of Special Education funds.

**I. FACILITIES PLANNING CONSENT ITEM**

1. Accept the work completed on January 31, 2018, by Trane U.S., Inc., for all work required in connection with the third Energy Expenditure Plan (EEP No. 3) Prop 39 Implementation Phase III Project and authorize District personnel to file a Notice of Completion with the San Bernardino County Recorder.
2. Accept the work completed before January 31, 2018, by IVL Contractors, Inc., for all work required in connection with the Relocation of one relocatable classroom to Dollahan Elementary School Project and authorize District personnel to file a Notice of Completion with the San Bernardino County Recorder.
2. Accept the work completed on January 8, 2018, by Vector USA, for all work required for structured cabling for internal connections at Rialto High School, Eisenhower High School, Rialto Middle School and Werner Elementary School, and authorize District personnel to file a Notice of Completion with the San Bernardino County Recorder.

**J. PERSONNEL SERVICES CONSENT ITEMS**

- 1-3. Approve Personnel Report No. 1187 for classified and certificated employees.

**K. DISCUSSION/ACTION ITEMS**

Upon a motion by Vice President Montes, seconded by Clerk O'Kelley, Item K1 was approved by a unanimous 5-0 vote by the Board of Education.

1. Approve changing the Wednesday, March 14, 2018, Board of Education meeting to Wednesday, March 7, 2018.

Member Walker motioned for the Board of Education to return to closed session, it was seconded by Member Ayala, and approved by a unanimous 5-0 vote by the Board of Education.

Student Board Member Herrera was released from the Board meeting at 8:18 p.m.

**ADJOURNMENT OF CLOSED SESSION**

Upon a motion by Vice President Martinez, seconded by Clerk O'Kelley, and passed by a unanimous 5-0 vote, closed session adjourned at 9:42 p.m.

**OPEN SESSION RECONVENED – 9:42 P.M.**

**REPORT OUT OF CLOSED SESSION**

Superintendent Avila reported that in closed session the Board of Education, by a unanimous 5-0 vote, took the following action:

- Accepted the administrative appointment of Adam Waggoner, Agent: Child Welfare and Attendance.
- Accepted the Voluntary Mid-Year Reassignment Agreement by and between the District and Certificated Employee #1695428.
- Denied the request for a leave of absence extension for classified employee #1024238, February 20, 2018 through May 31, 2018.
- Approved existing litigation Case No. 17-18-01.

Upon a motion by Vice President Montes, seconded by Member Walker, Item K2 was approved by a unanimous 5-0 vote by the Board of Education, ***with the exception of Case Number 17-18-25, which was pulled.***

2. Approve the recommendations of the Administrative Hearing Panel (AHP):

**STIPULATED**

Case Numbers:

17-18-32

17-18-30

17-18-28

17-18-27

17-18-26

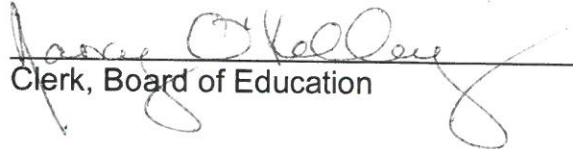
~~17-18-25~~ *This case was pulled.*


President Martinez advised that the next regular meeting of the Board of Education of the Rialto Unified School District will be held on Wednesday, February 28, 2018, at 7:00 p.m., at the Dr. John R. Kazalunas Education Center, 182 East Walnut Avenue, Rialto, California.

Materials distributed or presented to the Board of Education at the Board Meeting are available upon request from the Superintendent's Office.

**L. ADJOURNMENT**

Upon a motion by Clerk O'Kelley, seconded by Member Walker, and approved by a unanimous 5-0 vote by the Board of Education, the meeting was adjourned at 9:47 p.m.

  
Clerk, Board of Education

  
Secretary, Board of Education

# STRATEGICS<sup>©</sup>

THINKING | PLANNING | ACTION

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***PHASE I: Strategic Thinking***

***PHASE II: Strategic Planning***

***PHASE III: Strategic Action***

(Ref. E 1.13)



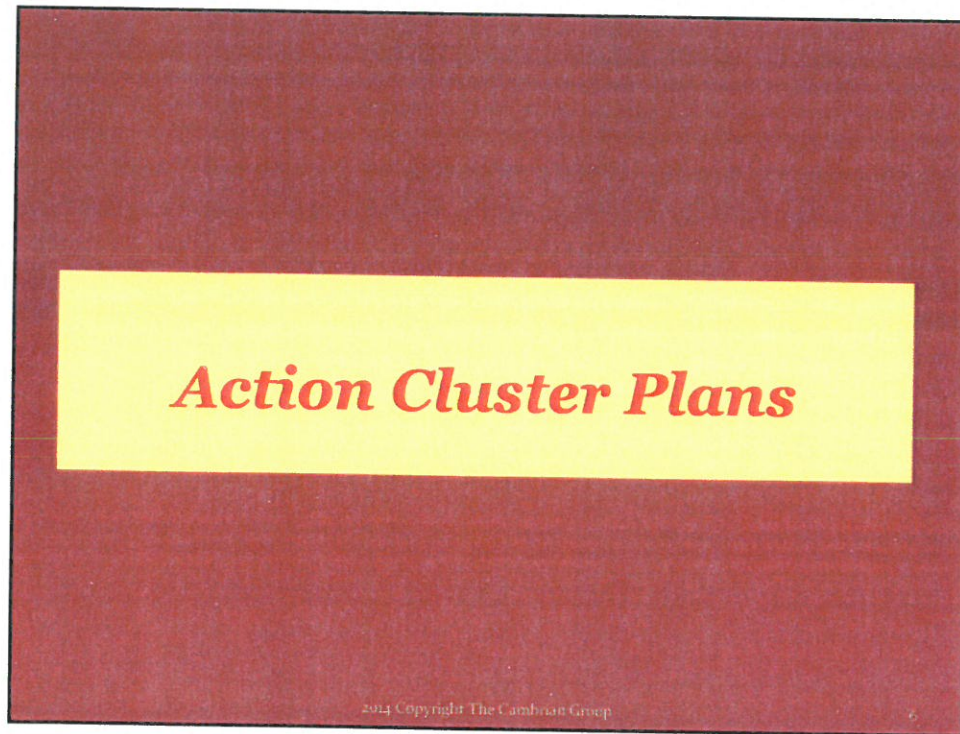
<b>STRATEGICS: THINKING / PLANNING / ACTION</b>		
<p><b>THINKING</b></p> <p>1. The Five Arenas of Strategic Thinking</p> <ul style="list-style-type: none"> <li>• Definitions</li> <li>• Condition vs. Cause</li> <li>• Leaders vs. Leadership</li> <li>• The Nature of Systems</li> <li>• Dynamics of Organization</li> </ul>	<p><b>PLANNING</b></p> <p>2. Commitment and Preparation</p> <ul style="list-style-type: none"> <li>• Internal Facilitator(s) training</li> <li>• Awareness Sessions</li> <li>• Exploration of System Capacity and Design</li> <li>• Information Base</li> </ul> <p>3. Strategic Planning Team</p> <ul style="list-style-type: none"> <li>• Inaugurability</li> <li>• Inclusivity</li> <li>• Microcosm</li> <li>• Goodwill</li> </ul> <p>4. First Planning Session</p> <p>Cardinal Features</p> <ul style="list-style-type: none"> <li>*1. Beliefs</li> <li>*2. Mission</li> <li>*3. Parameters</li> <li>*4. Objectives</li> <li>*5. Strategies</li> </ul> <p>Formative Features</p> <ul style="list-style-type: none"> <li>6. Internal Analysis</li> <li>7. External Analysis</li> <li>8. Competition</li> <li>9. Critical Issues</li> </ul> <p>5. Communication of Draft Plan</p> <ul style="list-style-type: none"> <li>• Organizational Awareness</li> <li>• Public Awareness and Involvement</li> </ul> <p>6. Action Teams</p> <ul style="list-style-type: none"> <li>• Participation and Balance</li> <li>• Trained Leaders</li> </ul> <p>7. Action Plan Development</p> <ul style="list-style-type: none"> <li>*10. Action Plans</li> <li>• Programs</li> <li>• Projects</li> <li>• Prototypes</li> </ul> <p>8. Second Planning Session</p> <ul style="list-style-type: none"> <li>• Presentation of Action Plans</li> <li>• Preparation of Final Draft</li> </ul> <p>9. Implementation Schedule</p> <ul style="list-style-type: none"> <li>• Phasing of Plans</li> <li>• Resource Allocation Plan</li> </ul> <p>10. Board Approval</p>	<p><b>ACTION</b></p> <p>11. Organizing to Action</p> <ul style="list-style-type: none"> <li>• Strategic Context</li> <li>• Concepts of Action</li> <li>• The Dimensions of Whole-Context Organization</li> </ul> <p>12. Capacity Through Action</p> <ul style="list-style-type: none"> <li>• The Dynamics of Whole-Context Organization</li> <li>• Mutual Commitments and Expectations</li> <li>• Morphing Formations</li> </ul> <p>13. Action Cluster Planning</p> <ul style="list-style-type: none"> <li>• Strategic Context/Intent</li> <li>• Kinds of Agency</li> <li>• Planning Process &amp; Discipline</li> <li>• Discovery of Possibilities</li> </ul>
		<p><b>PLANNING</b></p> <p>14. Continuous Creation</p> <ul style="list-style-type: none"> <li>• Constant Emergence</li> <li>• New Realities</li> <li>• Evolving Design</li> </ul>

# Mutual Commitments and Expectations

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(Ref. E 1.14)

Rialto Unified School District My MC&E Kaynee: 2017-2018				
"I do this ..."	"So that ..."	My Specific Objectives	Related Plans	Support Needed
Guide and support my teachers	pedagogical capacity is built	100% of my teachers will understand and apply DOK levels 3 and 4 and quadrant D instruction in every lesson by the end of the 2nd trimester. 100% of Boyd students are ready to be innovative entrepreneurs and are globally competitive by the time they graduate RUSD	Rialto Unified School District: Strategy I: Specific Result 1 Strategy I: Specific Result 4 Strategy II: Specific Result 1 Strategy III: Specific Result 3	- Built-in weekly PLC time for collaboration
Analyze data	intentional instructional decisions are made for students	90% of Boyd students will read on grade level by the end of the 19-20 school year.  Students in grades 3-5 will increase achievement on ELA and Math CAASPP by 10% by the end of the 17-18 school year.  EL students will reclassify at a 50% rate or higher by the end of the 17-18 school year.	Rialto Unified School District: Strategy II: Specific Result 1 Boyd Elementary School: Tactic III: Specific Result 3	- Built-in weekly PLC time for collaboration
Provide professional development	There is a shift from a focus on teaching to a focus on learning	100% of instruction is imparted with a focus on learning because teachers make learning visible through consistent formative assessment and feedback. 100% of teachers impart focused guided reading instruction to Tier 2 and Tier 3 students  100% of teachers implement the workshop model to ensure rigorous instruction that is differentiated and that supports small group instruction.	Rialto Unified School District: Strategy III: Specific Result 3 Boyd Elementary School: Tactic III: Specific Result 3  Rialto Unified School District: Strategy III: Specific Result 6 Boyd Elementary School: Tactic III: Specific Result 3  Rialto Unified School District: Strategy III: Specific Result 3 Boyd Elementary School: Tactic III: Specific Result 3	- Built-in weekly PLC time for collaboration  - Built-in weekly PLC time for collaboration  - Built-in weekly PLC time for collaboration
Facilitate for the use of technology in classroom instruction	Students have the ability to engage and excel in technology necessary for success in the 21st century.	All students will have access to technology on a daily basis to support core subject standards mastery.	Rialto Unified School District: Strategy III: Specific Result 5 Boyd Elementary School: Tactic I: Specific Result 3	- Financial resources to purchase computers to replace outdated ones so that all students have access to a device



(Ref. E 1.15)



**Kucera Middle School  
Short Version (2017-18)**

<p><b>MISSION</b> A declaration of the unique identity to which the organization aspires; its specific purposes and the means by which it will achieve its purpose.</p>	<p>The mission of Kucera Middle School, the STEAM engine that propels the journey to academic and personal success, is to ensure that each student explores and develops an individual pathway, creating an empowered and productive global citizen, through a vital system distinguished by: diverse cultural competencies, customs, beliefs, and values; creative partnerships and relationships, community, family, businesses, students, and staff; high expectations for rigorous, relevant, and engaging learning; social, emotional, physical, and character building; cultivation of individual strengths, talents, and abilities.</p>
<p><b>STRATEGIC OBJECTIVES</b> An uncompromising commitment to achieve specific, measurable, observable, or demonstrable results that exceed its present capability.</p>	<ul style="list-style-type: none"> <li>• Specific Objective 1: Every student will maximize their academic potential and pursue their personal pathway.</li> <li>• Specific Objective 2: Every student will develop their social, emotional, and physical well-being.</li> <li>• Specific Objective 3: Every student will engage as a productive member of the global community.</li> </ul>

**Kucera Middle School  
Short Version (2017-18)**

<p><b>TACTICS</b> Bold resolutions that delineate the organization's resources and energies toward the continuous creation of systems to achieve the extraordinary as expressed in the vision and goals.</p>	<p><b>Tactic I: We will support each student's academic and personal pathways, both inside and outside the classroom.</b>          Specific Result 1: Students reach their full potential and become self-confident creative thinkers through effective collaboration.          Specific Result 2: Students prepare to accomplish long-term college and career readiness goals.          Specific Result 3: Students build character through personal development and growth.          Specific Result 4: Students refine literacy skills to ensure academic success.</p> <p><b>Tactic II: We will ensure each student participates in STEAM learning, preparing them to be productive members of our global society.</b>          Specific Result 1: Make effective and efficient use of existing site technology.          Specific Result 2: Integrate STEAM into the four CORE classes (English, Math, Science, Social Studies).          Specific Result 3: Engage all students in STEAM-rich electives.          Specific Result 4: STEAM Kucera's after school program.</p> <p><b>Tactic III: We will engage family and community through outreach opportunities.</b>          Specific Result 1: Students participate in and showcase the STEAM program to the Rioito community.          Specific Result 2: Engage families and community members through utilization of 21st Century technology applications.          Specific Result 3: Partner with various federal and state agencies to provide disaster relief training for Rioito Unified School District staff, students, and parents.          Specific Result 4: Provide parent and teacher workshops geared toward college and career readiness.          Specific Result 5: Partner with local colleges and businesses to provide college and career readiness.          Specific Result 6: Students participate in hands-on work experience through community service.</p> <p><b>Tactic IV: We will establish support structures to nourish students' social, emotional, and physical well-being.</b>          Specific Result 1: Restructure the master schedule to enable all students to participate in intervention classes and programs designed to promote social and emotional awareness and development.          Specific Result 2: Establish a nutrition break with healthier food appealing to students, in order to cultivate positive physical wellness amongst all students.</p>
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# *Annual Update*

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## **Beliefs**

- **We believe that...**
  - ❖ **Everyone has unique talents**
  - ❖ **There is boundless power in all of us**
  - ❖ **All people have equal inherent worth**
  - ❖ **Diversity is strength**
  - ❖ **Each person deserves respect**
  - ❖ **High expectation inspires high achievement**
  - ❖ **Risk is essential to success**
  - ❖ **Common and individual interests are reciprocal**
  - ❖ **Integrity is critical to trust**
  - ❖ **Honest conversation leads to understanding**
  - ❖ **A strong community benefits all of its members**
  - ❖ **Everyone can contribute to the good of the community**
  - ❖ **Music is the universal language**

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(Ref. E 1.17)

## Mission

The mission of the Rialto Unified School District, the bridge that connects students to their aspirations for the future, is to ensure each student achieves personal and career fulfillment within a global society, through a vital system distinguished by:

- ❖ High expectation for student achievement
- ❖ Safe and engaging learning environments
- ❖ Effective family and community involvement
- ❖ Learning opportunities beyond the traditional school setting
- ❖ Appreciation of universal diversity

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## Parameters

- ❖ We will make all decisions in the best interest of students
- ❖ We will honor the worth and dignity of each person
- ❖ We will hold the highest expectations of everyone
- ❖ We will assert the unlimited potential of every student
- ❖ We will practice participatory decision-making throughout the district
- ❖ We will not allow the past to determine our future

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## Objectives

- ❖ Every student excels at the highest level throughout his/her career at Rialto Unified School District
- ❖ Every student will be a responsible citizen who contributes to a global society
- ❖ Every student will achieve success in his/her chosen life endeavors
- ❖ Every student will graduate with a personal pathway for success

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## Strategies

- I. We will provide diverse avenues for learning both inside and outside of the classroom.
- II. We will provide rigorous and relevant instruction that supports each student's unique learning style.
- III. We will create a culture of high expectations within Rialto Unified School District and our community.
- IV. We will bridge school and community learning opportunities.

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(Ref. E 1.19)

## Strategies

- V. We will ensure full engagement of Rialto Unified School District families in the education of their children.
- VI. We will ensure we have exemplary staff who meet the unique needs and aspirations of our diverse students.
- VII. We will ensure resources and assets are allocated and developed to directly support student learning.
- VIII. We will streamline and simplify the dynamics of our organization.

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## Strategy I

**We will provide diverse avenues for learning both inside and outside of the classroom.**

- 1. Technology infused learning environments
- 2. Exemplary program of distinction schools
- 3. After school fine arts program
- 4. Career exploration opportunities
- 5. After school enrichment program
- 6. After school mentoring program

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(Ref. E 1.20)

## Strategy II

We will provide rigorous and relevant instruction that supports each student's unique learning style.

1. Rigorous and relevant instruction
2. Opportunities to engage learning driven by personal interest
3. Fostering creativity and risk taking in the schools
4. Build and nurture "Grit"
5. 21st Century Skills to maximize student achievement
6. Learning experiences designed for student's unique learning styles

To be revisited by an Action Team

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## Strategy III

We will create a culture of high expectations within Rialto Unified School District and our community.

1. All students meet high expectations
2. Staff, students, parents, and the community demonstrate understanding of the District's high expectations
3. A culture of high expectations prepares all students to compete with their peers globally
4. The District possesses high levels of parent participation
5. Students gain hands-on experiences in professional/business environments
6. All students benefit from research-based practices that improve their academic, social, and emotional well-being

To be combined with Strategy VI

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## Strategy IV

**We will bridge school and community learning opportunities.**

1. A system of communication to facilitate the carrying out of collaborative plans
2. Community has common language and mindset
3. Students have a strong sense of civic responsibility and engagement
4. Students are ready to engage as global citizens by being culturally aware
5. Economic Literacy of students
6. Socially and emotionally intelligent students
7. Students reflect communication, critical thinking and collaborative skills
8. A community that encourages creativity
9. Students have strong math skills
10. A scientifically literate community
11. A community focused on literacy

**To be revisited by an Action Team**

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## Strategy V

**We will ensure full engagement of Rialto Unified School District families in the education of their children.**

1. **Oversight of programs and activities**
2. **Workshops and programs based on the self-reporting needs of school district families**
3. **Community outreach resources and programs**
4. **Interactive events and activities that include students**
5. **Welcoming and friendly school environments**

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(Ref. E 1.22)



## Strategy VI

We will ensure we have exemplary staff who meet the unique needs and aspirations of our diverse students.

1. Staff are high quality, above and beyond experts in their field
2. Knowledgeable, skilled, engaged, and diverse administrators, teachers, and staff
3. Rialto Unified School District's reputation exemplifies the high standards

**To be combined with Strategy III**

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## Strategy VII

We will ensure resources and assets are allocated and developed to directly support student learning.

1. Academic support to elementary or middle school in reading and/or math
2. Timely access to instructional materials and student learning materials in the classroom
3. Flexibility and responsibility in campus funding
4. Social emotional resources for students and families
5. Student centered decision making in fiscal matters

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## Strategy VIII

We will streamline and simplify the dynamics of our organization.

1. **A 3-dimensional organizational design that is student centered.**
2. **Supportive and confidential "mentoring clusters"**
3. **New, creative, and innovative ideas and initiatives encouraged and supported**
4. **Effective communication throughout the community**
5. **Current "Role Descriptions" for all staff**
6. **Technology protocols to meet the needs of our 21st Century organization**

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## Next Steps

- ***Development of Action Plans (Feb-April)***
- ***Second Planning Session (May)***
- ***Board Approval (June)***
- ***Immediate Implementation***

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(Ref. E 1.24)