

Annual Goals and Direction for the 2023/24 School Year (June 2023 Revision)



MURRIETA VALLEY
UNIFIED SCHOOL DISTRICT

Foreword:

Since 2012, the Board of Education, Superintendent, Senior Administrators, and representatives from Murrieta Educators Association (MEA), California School Employees Association (CSEA) Murrieta Chapter #223, and Murrieta Council PTA have met annually to review student data and set the vision for the upcoming school year. This collaborative discussion fosters policies that have continued the excellence, rigor, and consistency for Murrieta Valley Unified School District, resulting in being one of the top-rated educational programs and services offered in Riverside County.

This year is no different. Considering the changes in senior leadership and newly elected trustees, the process has once again proven effective for the Board of Education. On February 27, 2023, the Board of Education set the vision and direction for the district's upcoming school year. It is the intent of this document to serve as a strategic guide, a vision, that prioritizes and leads district staff's efforts. Many of the goals are ongoing and will continuously remain. Others are new initiatives that require innovative efforts, funding, and programing details to develop with the purpose of becoming fully incorporated into the norms of the district. Daily school operations remain our priority throughout the year. The Goals and Direction are meant to work in harmony with daily operations at school sites. These combined efforts are developed to improve the performance of schools which ultimately translates to improved outcomes for students.

The goals and direction fall into four categories: Student Learning, Student Intervention, Professional Growth, and Climate and Culture. These are also reflected in the District's Local Control Accountability Plan (LCAP). These four areas represent our primary focus. District departments and divisions support these four areas. From the Business and Operations Division to Human Resources and Educational Services, all efforts will strengthen our schools, classrooms, and students.

Our mission remains: To Inspire Every Student to Think, to Learn, to Achieve, to Care.

Board of Education

Paul F. Diffley III, President

Nicolas Pardue, Clerk

Linda Lunn, Member

Julie Vandegrift, Member

Nancy Young, Member

Superintendent

Ward Andrus, Ed. D.

To Inspire Every Student to Think, to Learn, to Achieve, to Care

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Goals and Direction for the 2023/24 School Year (revised to include June 2023 update)

The Board of Education met in a full-day workshop on Monday, February 27, 2023. The purpose was to review current student data and identify focus areas for the upcoming school year. In just four months, staff made significant advances in these goals and by February 2024, many of these items will be completed and prepared to make further advancements.

Goal 1 - Student Learning

1a. *Profile of a Graduate*

This initiative is directly supported in the District's LCAP

Key Actions and Milestones:

- Development of Profile with Educational Partner Input (2022-23) - **completed**
- Board Adoption of Profile (April 2023) - **completed and approved**
- Share Final Profile with Schools and Educational Partners (Fall 2023)
- Working with students on visual posters for fall roll-out - **completed May 2023**
- Phase II: District Assessment of Profile Components (2023-24)
- Revise High School Grade Level Projects to Align with Profile (2023-24)

Data and Metrics:

- Metrics to be Developed to Align to Profile Components in 2023/24 School Year

1b. *Professional Learning Communities (PLCs)*

Key Actions and Milestones:

- Principal Participation in Professional Learning Communities at Work Institute - **completed June 7-9, 2023**
- Explore PLC Team Lead Model - **completed spring 2023**
- Development of model to provide stipend to Professional Learning Team Leads starting in the 2023-24 school year. **Completed and approved through negotiations, April 2023**
- Continue implementation of Common Assessments (2023-24) - **In progress at all levels, varies by grade level and subject**
- Provide District-wide Training of PLC Team Leads by Solution Tree (2023-24) - **In negotiations with Solution Tree for dates, services, and pricing.**

- Develop Guiding Coalitions (2023-24) - in different stages, varies by school

Data and Metrics:

- CAASPP Data
- Common Assessment Data
- Professional Development Participation

1c. *Transitional Kindergarten (TK)*

Key Actions and Milestones:

- Accelerate State's Eligibility Timeline (2023-24)
- Market Program and Full-day Options in Community (Spring 2023) - completed May 31, 2023
- Early Recruitment of Qualified TK Teachers and TK Instructional Assistants (Spring 2023) - nearing completion
- Monitor Enrollment, Adjust Facilities, Resources, and Staffing Accordingly (Spring/Summer 2023) - In progress, staff meets weekly to monitor enrollment, as of this update TK enrollment is going well and already surpassed the SY 22-23 numbers. We anticipate summer surge in July and August.
- Collaborate with MEA and Develop Memorandum of Understanding (Spring 2023) - nearing a finalized MOU
- Provide Professional Development to Teachers, Aides, and Administrators (2023-24) - Elementary Principals have completed training, new principals will also be trained.

Data and Metrics:

- Fall Teacher Qualification Data
- Fall Enrollment Data
- Professional Development Participation
- Memorandum of Understanding with MEA

1d. *Student Learning: Career and Technical Education (CTE)*

This initiative is directly supported in the District's LCAP

Key Actions and Milestones:

- Implement Educational Pathway at VMHS (2023-24) - Board approved 1st course Ed Foundations May 2023
- Evaluate and Revise Current Pathways (2023-24)
- Audit Curriculum and Equipment and Consider New Options (2023-24)

- Recruit and Ensure Appropriate Credentialing of New Staff (2023-24)
- Explore Alternatives to Current Staffing Contract with RCOE (Spring 2023 and 2023-24)

Data and Metrics:

- Increase CTE Completers
- Increase College and Career Ready Graduates
- Increase Students Earning Credits through Articulation
- Increase Students Earning Industry Certification

Goal 2 - Student Intervention

2a. *Inclusion*

Key Actions and Milestones:

- Continue Assignment of District Staff to Support Inclusion at Primary (TK-1) Grade Level (Began 2022-23) - *this position will continue next year*
- Continue Co-teaching Initiative at Middle Schools and Expand to 7th Grade (2023-24) - *Waiting for each Middle School to secure co-teach volunteers for the required subjects (ELA and math for 6th & 7th grades); Held first co-teach introductory training to 2023-24 TMS co-teachers. Two Teachers of the Year from 2022-23 will be co-teaching next year. We had 27 sections in 22-23*
- Collaborate with MEA and Develop Memorandum of Understanding (Spring 2023) – *completed and a copy of MOU provided to secondary APs and Principals*
- Develop, Communicate, and Monitor RSP Staff Responsibilities (Spring 2023 and 2023-24) - *Implemented an RSP schedule at each school; currently going through CDE audit of IEP implementation, next year will develop an RSP committee and provide training to all RSP teachers on duties and best practices of providing RSP services.*
- Continue and Refine Peer Mentoring and Unified Sports Programs at Middle and High Schools (2023-24) - *Developed a Unified Q&A for Unified Programs that clarifies to school administrators the vision and nuts and bolts of implementation, met with Business Services to finalize the fiscal section of the Q&A so that next year each school administration has guidelines to follow regarding Unified; Met with TVUSD to discuss Unified Games schedule for 2023-24*
- Take part in FCMAT Study to Assess Special Education Department Needs (Spring 2023) - *Final report will be ready by end of June; Met with FCMAT to review their preliminary findings/trends: local contribution is under industry standard, Aides – over the industry standard; Office staff – over industry standard by one person (possibly because of ATP secretary); administrative support is*

- under along with SLP and psychologists. They will make recommendations to increase in SLP, psychologist, and add Program Specialist or TOSA. HR is already ahead of the game and has adjusted the contract ratio and increased SLP

Data and Metrics:

- Student Participation Rates in General Education Classrooms
- Performance of Special Education Students on Dashboard Measures
- Student Participation Rates in Peer Mentoring and Unified Sports
- Memorandum of Understanding with MEA
- FCMAT Findings Report

2b. *Alternative Learning Opportunities*

Key Actions and Milestones:

- Transition All Independent Study Options to the Learn@Home Program (Spring 2023 and 2023-24) - **completed**
- Expand Opportunities for More Students, including 9th Graders, to Access In-person Instruction at MCA (2023-24) - **Completed with the transition for all Independent Study students to Learn@Home, space in MCA teacher schedules has been created for 2023-24 school year.**
- Explore Model to Align Alternative Programs Under Murrieta Canyon Academy (Spring 2023)
- Market Learn@Home Program in the Community (Spring 2023 and 2023-24) - **Completed the first targeted effort**
- Update Plans and Explore Future Bond Opportunities for Expanded Facilities (2023-24) - **Bond Feasibility Study has been authorized and started in June 2023.**

Data and Metrics:

- Student Enrollment Data
- Student Dashboard Performance Data

Goal 3 – Professional Growth

3a. *Classified Employees Professional Growth*

This initiative is directly supported in the District's LCAP

Key Actions and Milestones:

- Provide Training in Working in Early Childhood Learning Environments for Transitional Kindergarten Aides (2023-24) - *Employees being onboarded May 2023, Training to follow. Emily Stewart Consulting scheduled for the fall*
- Continue Training DIS and Special Education Assistants in Registered Behavior Technician Training, Behavior Supports, Duties, ProAct, and IEP-related Coaching (2023-24) - *New aides continue to receive RBT training (every new employee is provided with access to a laptop and takes the virtual training on the 2nd floor of ATP); Other training is already scheduled ongoing basis*
- Provide Behavioral Training to Elementary Playground Aides (2023-24) - *In planning stages, narrowing the providers and scope*
- Explore Model for Ongoing Training for All Classified Positions (2023-24) - *In planning stages, developing list of needed skills*
- Provide Training Through the School Facilities Academy (2022-23) - *completed*
- Continue Ongoing Transportation Training (2023-24)

Data and Metrics:

- Professional Development Participation
- Promotions
- Survey Input and Feedback Regarding Training and Training Needs

3b. *Certificated Employees Professional Growth*

This initiative is directly supported in the District's LCAP

Key Actions and Milestones:

- Develop and Roll-out Updated Version of 'Essential Elements of Effective Instruction' Training for All New Teachers with Access for Current Staff (Spring 2023 and 2023-24) - *On target for this Fall, MEA is supporting the effort*
- Develop and Roll-out Training for Teachers in Proactive and Positive Strategies for Handling Student Behavior and Increasing Student Engagement (Spring 2023 and 2023-24) - *Developing mini-lessons for school staff meetings. Adding Restorative Practices training by level is scheduled*
- Provide Training in Proposed Social Science Curriculum K – 12 Pending Adoption (Summer and Fall 2023) - *training on new materials begins in August*

Data and Metrics:

- Professional Development Participation
- Survey Input and Feedback Regarding Training and Training Needs

3c. *Administration and Management Professional Growth*

This initiative is directly supported in the District's LCAP

Key Actions and Milestones:

- Principal and Educational Services Leadership Participation in Professional Learning Communities at Work Institute (Summer 2023) – **completed June 7 – 9, 2023**
- Continue and Enhance the Leadership Training Series (Began 2022-23) – **will continue in 2023-24 school year**
- Continue and Expand the Classified Management Leadership Series (Began 2021-22) – **completed June 6-7, 2023**
- Continue 1:1 Meetings with Site Administrators to Provide Differentiated Support from Various Departments (Ongoing)

Data and Metrics:

- Professional Development Participation
- Survey Input and Feedback Regarding Training and Training Needs

Goal 4 – Climate and Culture

4a. *Multi-Tiered System of Support*

This initiative is directly supported in the District's LCAP

Key Actions and Milestones:

- Introduce MTSS Playbook at Leadership Training (March 2023) – **completed March 6, 2023**
- Roll-out First Phase of MTSS Playbook with Focus on Supporting Behavior (Spring 2023) - **completed and shared draft with site representatives at full-day workshop with RCOE trainers (March 24, 2023) Sites developing Tier 1 Teams**
- Train Site Teams on Playbook (Summer 2023) - **tentative dates for summer training: July 25th and 26th (half day for elementary and half for secondary)**
- Meet with School Site Teams to Provide Training and Support During Implementation of Practices (2023-24)

Data and Metrics:

- MTSS Playbook - Tier 1 Sections Completed Spring 2023
- Professional Development Participation
- Site MTSS Team Plans and Evidence of Practice
- Discipline Data

4b. Student Engagement

This initiative is directly supported in the District's LCAP

Key Actions and Milestones:

- Scale-up Expanded Learning Opportunities Program (ELOP) to include Middle Schools, TK/K Full-day Options, and Enhanced Offerings at All Elementary Schools (2023-24) - Rob Lurkins, Principal on Special Assignment, selected to lead the effort begins July 1, 2023
- Work with School Sites to Develop Plans for Proposition 28 Funding for Arts Programs (Spring 2023) - Preliminary discussion with site principals February and March 2023. Preliminary Teams meeting with all interested educators (March 21, 2023)
- Continue Additional Funding for Athletics and Band (2023-24)
- Implement District Transportation Plan in Accordance with State Direction (2023-24)

Data and Metrics:

- Student Participation in ELOP Program, Including Participation of Unduplicated Students
- Site Plans for Proposition 28 Funding
- Student Participation in VAPA Programs
- Student Attendance Data

4c. Family Engagement

This initiative is directly supported in the District's LCAP

Key Actions and Milestones:

- Continue Participation in the State's Community Engagement Initiative with Shivela Middle School Team (Began 2022-23)
- Present Family Engagement Practices to District Leadership (Spring 2023)
- Continue Implementing Parent Advisories Organized Under District Partnerships for Thriving Students and Families (PTSF) Umbrella (2023-24) - Meeting of PTSF March 22, 2023 – Discussion of MTSS efforts and activity to garner parent input for 2023-24 LCAP, plans to begin book study for next school year

- Explore Initiatives to Expand Opportunities for Family Engagement (2023-24) - **pilot Parent Liaison at three schools**

Data and Metrics:

- Community Engagement Initiative Plan
- Parent Participation in Advisories
- LCAP Survey Parent Input

Conclusion

This effort is not done for the benefit of those doing the work. It is for the students, families, and community of Murrieta Valley USD. We connect deeply to our community and believe the work we do will make a difference for this generation and generations to come.

"The river never drinks its own water. The tree never tastes its own fruit. The field never consumes its own harvest. They selflessly strive for the well-being of all those around them."

—Mewari proverb, India

A special thank you to Senior Cabinet and the Employee Association representatives for the collaboration and goal setting discussions, as well as the Murrieta Valley USD educators, classified, certificated, management and substitutes for always inspiring every student to Think, to Learn, to Achieve, to Care.

With Gratitude

Board of Education

Paul F. Diffley III, President

Nicolas Pardue, Clerk

Linda Lunn, Member

Julie Vandegrift, Member

Nancy Young, Member

Superintendent

Ward Andrus, Ed. D.



Date: June 9, 2023

Executive Summary

MVUSD staff at all levels have accomplished many tasks and moved ongoing efforts forward. By all accounts, this has been a successful year with many achievements. I wish to thank our many team members in our schools and departments for their tremendous efforts, best thinking, and effective work to bring about so many accomplishments.

Sincerely,

Ward Andrus, Ed. D., Superintendent

Governing Board and Superintendent's Office

- On-Boarded and introduced new superintendent to community
- Initiated community forum on board roles
- On-Boarding for three new Board members
- Published videos with the Superintendent's messages
- Trustee Lunn and Staff presented on District Inclusion efforts at the AEC conference in San Diego, December 2022
 - Trustee Lunn, staff and I are completing an application for a CSBA Golden Bell award regarding our Inclusion program.
- Updated the Goals and Direction process with improvements to include Key Actions & Milestones, and Data and Metrics
- Graduated 2,122 high school seniors

Business and Operations

- Broke ground on Murrieta Elementary School classroom building
- Construction of a new sidewalk at Vista Murrieta High School entrance
- Converting a pod space into a student support center to avail more classroom space for expanded TK opportunities.
- Completed a districtwide facility assessment to implement preventative maintenance program and multiyear project implementation.
- Reorganized our Maintenance and Grounds departments to include a supervisor of grounds and a supervisor of maintenance.
- Implemented Facilitron, a new work order tracking system
- Launch new point of sale stations in cafeterias
- Introduced made from scratch salads and sandwiches at secondary schools

- Upgrade ASB accounting software
- Completed a full Transportation Study by Pupil Transportation Information Inc.
- Added a fleet manager position and additional bus mechanics
- Leased an additional warehouse
- Updated the travel policy and travel request process
- Changed demographic data collection process resulting in a higher unduplicated count generating more LCAP funds over the next 3 years (SY 22-23 {45.14%}, 23-24, 24-25)
- Purchased approximately \$1,000,000 worth of furniture for replacement and expansion purposes
- Installation of 800 new LED/lamp-less projectors
- Firewall reconfiguration for faster failure cutovers
- Commissioned and configured back circuits for phone connectivity failures (has already proved useful in an outage at the beginning of 2nd semester)
- The Knowb4 security platform was deployed to help combat phishing impacts
- More than 70 security cameras upgraded/replaced and completed the access project for Murrieta PD to view our cameras in case of emergency.
- We created our own training program, hiring non licensed school bus drivers and preparing them to earn a commercial license through the DMV and Special Certificate to drive a school bus, through the CHP.
- Added GPS to all white fleet and upgraded Zonar technology to all yellow fleet school buses.
- Relocated and restructured the payroll department creating a more cohesive working environment for the team and significantly reducing the need for extra duty costs.

Educational Services

- Launched Central Enrollment
- Expanded Universal Transitional Kindergarten (TK) offered at all elementary schools and prepared for more expansion for larger range of ages in SY 2023-24
- Launched K-5 PE program for students which also provided additional prep time for teachers
- Renewed Professional Learning Communities focus for all schools.
- Launched Expanded Learning Opportunity Program (ELOP) for TK – 6th grade
- Developed the Profile of a Graduate with staff, parent and community input and adopted by the Board
- Reviewed and adopted a new K-12 Social Studies curriculum
- Completed a Special Education self-study with FCMAT to improve services
- Launched the Multi-Tiered System of Support initiative
- Launched Education Career Pathway at VMHS for SY 2023-24

Human Resources

- Renewed the Oak Tree Pin for all current and new employees
- Renewed the Anniversary Service Pins for all current employees with 15 years of service or more
- Established the Legacy Employee Pin for employees that were once students in the district's schools
- Added letter of recommendation for permanent status to hiring process
- Enhanced Employee of the Year celebrations
- Added LiveScan operation within the department
- Modernized the Catastrophic Leave policy

MURRIETA VALLEY USD History



1885 The first K-8 school (14 students) was established on 2nd street. The school bell rang for the first time on October 28, 1885.

The first school was demolished and Murrieta Grammar School was built. This school had 49 students who necessitated grade level classrooms.

1920

1956 Murrieta Grammar School was declared unsafe. This was the first time a school facilities bond was needed and passed.

Murrieta Elementary School opened on Adams Avenue. There were four teachers and three support staff members.

1958

1972 Murrieta as a community, fought unification with Elsinore School District through the electoral process. This was a victory for the community.

Two ballot measures were proposed to transform education: school unification and a bond measure to build a high school. Both passed!

1989

1990 Murrieta's first high school opened, Murrieta Valley High School with 279 ninth grade students.

With 11 elementary schools; four middle schools, three comprehensive high schools and two alternative schools, the district is named a *CA Distinguished School District* by the CA Department of Ed.

2018





MURRIETA VALLEY

UNIFIED SCHOOL DISTRICT

www.murrieta.k12.ca.us