



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
- 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
- Launched new website design for the district and individual school sites
- Published videos with the Superintendent's messages
- Published individual school videos and digital flyers with school information for each site
- On-Boarded new administrators and site secretaries on communication norms and best practices
- Completed updated logos for E Hale Curran and Avaxat Elementary Schools
- Launched with technology a districtwide app notification system for critical incidents and emergencies
- 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 23-24
- 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
- Launched co-teaching and peer mentoring classes at the secondary level
- Launched the Multi-Tiered System of Support initiative
- Launched Education Career Pathway at VMHS for SY 23-24

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

District Goals and Directions: June 2023 Update

This annual process was revised this year with new and renewed efforts. Furthermore, Key Action & Milestones, Data & Metrics were added to increase accountability. In just 4 months, staff have made significant advances in these goals and directions. 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 **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 **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) **Completed. 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 6,7th grades); Held first Co-Teach Introductory training to 2023-24 TMS co-teachers. Teachers were excited. Two Teachers of the Year from 22-23 will be co-teaching next year. We had 27 sections in 22-23**
- Collaborate with MEA and develop memorandum of understanding **Completed. 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 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 re Unified; Met with TVUSD to discuss Unified Games Schedule for 23-24**
- 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, other districts do not have ATP as a separate school and have the ATP classrooms at their high schools; 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 SY23-24.**

- Explore model to align alternative programs under Murrieta Canyon Academy (Spring 2023)
- Market Learn@Home Program in the community (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 23, 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) **Regularly scheduled on going.**

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 schools staff meetings. Adding Restorative Practices training is scheduled by level**

- 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 [Completed June 7-9, 2023](#)
- Continue and enhance the leadership training series [Began in SY 22-23 will continue in SY 23-24.](#)
- Continue and expand the classified management leadership series (Began 2021-22) [Completed June 6th and 7th](#)
- Continue 1:1 meetings with site administrators to provide differentiated support from various departments (ongoing) [All sites visited by Division executives](#)

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 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) [Quarterly virtual meetings with site teams to develop understanding of Tier 1 and support implementation](#)

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 Assignment, selected to lead the effort begins July 1.](#)
- 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, Continue participation](#)
- 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