

# Annual Goals and Direction for the 2023/24 School Year

December 2023 Progress Report



**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. This document is designed to function as a strategic guide and prioritizes district staff efforts. Some goals are ongoing and will continuously remain, while others represent new initiatives that demand innovative efforts, funding, and programing details for full integration into the district's norms. Despite the pursuit of these objectives, daily school operations will remain our central focus throughout the year. The Goals and Direction outlined here are intended to complement and align with the daily operations at school sites. Together, these collaborative efforts are aimed at enhancing school performance leading 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.

This report is the culmination of our progress. As the District moves forward into the next cycle, our Goals and Directions have been updated with ongoing and new key actions and milestones.

December 2023 Update: Staff has made significant advances in these goals. As we prepare for the 2024 Board of Education workshop, many of these items will be completed or ready for phase two of their roll-out.

### Board of Education

Paul F. Diffley III, President

Nancy Young, Clerk

Linda Lunn, Member

Nicolas Pardue, Member

Julie Vandegrift, Member

### Superintendent

Ward Andrus, Ed. D.

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## Goals and Direction for the 2023/24 School Year (revised to include **June 2023 update** and **December 2023 progress report**)

### 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) – **completed November 2023**
- Working with students on visual posters for fall roll-out - **completed May 2023**
  - **September 2023** rolled-out poster campaign - updated website, printed and distributed posters for all secondary classrooms and school reception areas.
- Phase II: District Assessment of Profile Components (2023-24)
  - **Assessment of student learning in relation to the profile components completed at the November 2023 professional development training for TK – ATP teachers.**
- Revise High School Grade Level Projects to Align with Profile (2023-24) –
  - **Revision is currently underway.**

##### 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 –**
  - **All PLT Leads have been assigned.**
- Continue implementation of Common Assessments (2023-24) - **In progress at all levels, varies by grade level and subject.**

- Curriculum Advisory Teams are currently working through essential standards and creating/revising common assessments.
- 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.
  - Separate guiding coalitions supported by site administration have been established at all sites.

**Data and Metrics:**

- CAASPP Data
- Common Assessment Data - Elementary first year –
  - Quarterly summative district assessments are in DnA
- Professional Development Participation
  - Solution Tree PLC Team Lead training completed November 2023

**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.
  - 29 classrooms were fully staffed for the start of the 2023/24 school year.
- 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.
  - All new TK teachers are trained upon hiring.

**Data and Metrics:**

- Fall Teacher Qualification Data
  - 100% of all TK teachers meet current State requirements.

- Fall Enrollment Data:
  - 645 TK students enrolled across 11 sites in the 2023/24 school year
  - 2.5 million total impressions on marketing materials
  - 94 TK enrollment leads generated and 297 inbound calls to the district directly tied to the marketing campaign.
- Professional Development Participation:
  - 100% of the TK Teachers have participated
  - Professional development is provided to all staff on a continual basis.
- TK Memorandum of Understanding with MEA.
  - TK implementation MOU completed summer of 2023

#### 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 1<sup>st</sup> course Ed Foundations May 2023
- Evaluate and Revise Current Pathways (2023-24)
  - This is an ongoing process.
- Audit Curriculum and Equipment and Consider New Options (2023-24)
  - Staff participated in fall sector meetings to gain insight into industry trends and needs.
  - Reviews of classrooms, equipment, and curriculum were conducted to ensure industry alignment.
- Recruit and Ensure Appropriate Credentialing of New Staff (2023-24)
  - Ongoing collaboration with HR
- Explore Alternatives to Current Staffing Contract with RCOE (Spring 2023 and 2023-24)
  - The RCOE agreement was revised which resulted in 10 of the 12 RCOE teachers being replaced with MVUSD teachers, many were filled by the same individual.

##### **Data and Metrics:**

- Increase CTE Completers
  - The class of 2023 completers was 264 which was up from 246 for the class of 2022.

- Courses with highest enrollment: Food Service & Hospitality 47, Patient Care 44, Public Safety 42
- Completers by School: Vista Murrieta High School – 128, Murrieta Valley High School – 98, Murrieta Mesa High School - 38
- Increase College and Career Ready Graduates
  - 151 class of 2023 CTE completers met A-G requirements
- Increase Students Earning Credits through Articulation
  - Students can earn college credit in almost all pathways
- Increase Students Earning Industry Certification
  - The class of 2023 earned 572 Certifications

## 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 7<sup>th</sup> Grade (2023-24) - Waiting for each Middle School to secure co-teach volunteers for the required subjects (ELA and math for 6<sup>th</sup> & 7<sup>th</sup> 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 2022-23.
  - Introductory co-teaching training provided to WSMS, DMMS, TMS and SMS co-teachers.
  - There are 28 co-teaching sections in the current school year resulting in the elimination of RSP Basic pull out for ELA and math sections.
  - Peer mentoring classes have increased the ability of students with moderate-severe disabilities to be included in more general education classes at DMMS.
- Collaborate with MEA and Develop Memorandum of Understanding (Spring 2023) – completed and a copy of the MOU has been 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.
  - Developed draft expectations for RSP push in support and key components of high school RSP services model.

- 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.
  - Middle and high schools continue to offer Unified Leadership classes to support Unified Champion Schools' activities and Unified Games.
- 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
  - The average percentage of TK -12<sup>th</sup> grade special education students participating in general education classes is 72.84 %.
- Performance of Special Education Students on Dashboard Measures
  - Students with disabilities meeting or exceeding standards: ELA increased .34%; Math increased by 2.5%
- Student Participation Rates in Peer Mentoring and Unified Sports
  - Middle School: 90 students in Unified Leadership and 140 students in Unified PE
  - High School: 120 students in Unified Leadership, 140 students in Unified PE, and 140 students in Unified League
- Memorandum of Understanding with MEA – completed
- FCMAT Findings Report –completed
  - A Special Education Task Force has been formed to review key special education areas including FCMAT recommendations and develop a strategic plan for the department.
  - Training related to program eligibility and exit procedures is being developed.



## 2b. **Alternative Learning Opportunities**

### **Key Actions and Milestones:**

- Transition All Independent Study Options to the Learn@Home Program (Spring 2023 and 2023-24) – **completed**.
  - The transition was completed and the change in model implemented in the 2023-24 school year.
- 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**.
  - MCA is a school of choice for 9<sup>th</sup> grade students during the 2023-24 school year
- Explore Model to Align Alternative Programs Under Murrieta Canyon Academy (Spring 2023)
  - Collaboration to support Learn@Home independent study for secondary students.
- Market Learn@Home Program in the Community (Spring 2023 and 2023-24) - **Completed direct mail targeted effort-May 2023**
  - Produced video infomercial and target-based ads for target streaming on devices with a 79% completed view rate.
- 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 – as of October 2023:
  - Learn@Home combined enrollment 159; 35.7% TK-8 special education
  - MCA combined enrollment 274
- Student Dashboard Performance Data
  - The alternative school graduation rate of 90.4% exceeds the state average for all schools (89.1%).
  - Chronic Absenteeism K-8 (Learn@Home) increased 7.3%
  - Suspension Rate 4%
  - MCA CCI 10.8%
  - Learn@Home CAASPP Met/Exceeds
    - ELA: Grade 3 - 63%; Grade 4 - 67%; Grade 5 - 39%; Grade 6 - 50%; Grade 7 - 68%; Grade 8 - 52%; participation Rate 89.5% - Target is 95%
    - Math: Grade 3 - 67%; Grade 4 - 42%; Grade 5 - 29%; Grade 6 - 36%; Grade 7 - 26%; Grade 8 - 26%; participation Rate 86.0% - Target is 95%

- MCA CAASPP Met/Exceeds
  - Grade 11 ELA 33%; participation 94.3% - Target is 95%
  - Grade 11 Math 7%; participation Rate 92.0% - Target is 95%

## 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 2<sup>nd</sup> floor of ATP); Other training is already scheduled on an 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
  - Business and Operations

Department	Employees	Trainings	Promotions since 7/1/23
Business Services	25	120	3
Facilities	5	9	0
Maintenance	30	121	2
Operations	85	255	2
Grounds	25	121	2
Nutrition Services	143	1,350	4
Technology	28	51	2
Transportation	59	525	6

- All TK Instructional Aides have had 4 hours of training in Teacher/Aide Collaboration and Developmentally Appropriate Practices.
  - Playground Aides participated in Playworks training in December 2023.
  - Proact training provided to related service providers.
  - SEIS Technicians (special education) attend virtual monthly trainings provided by SELPA
- 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) - **Developed 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
  - Creating and Maintaining Effective Learning Environments – 33 elementary teachers and 37 secondary teachers attended
  - Adapting Technology – 52 teachers attended
  - All TK Teachers received 20 hours of training in Social Development, Learning Environments, Differentiation, Instruction via Play, Phonological Awareness, Numeracy in Early Learning, Literacy, Writing, and Math Integration.
  - Provided the following training to special education teachers and related service providers:
    - IEP administrative role – 41 participants
    - IEP transportation as a related service – 30 participants
    - Behavior Plan Development and Implementation – 48 participants
    - Co-teaching Key components – 32 participants
    - Dyslexia/Linda-Mood Bell reading strategies – 4 participants
    - Gestalt – 2 speech therapists

- 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.**
  - **Added Aspiring Administrators to the group.**
- 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)
  - **Added principal lunch with all K-12 principals twice this year to provide collaboration time.**

#### **Data and Metrics:**

- Professional Development Participation
- Survey Input and Feedback Regarding Training and Training Needs –
  - **Breakout topics determined by the August 30, 2023, survey results.**

## **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.**
  - **Tier 1 teams are using the playbook and padlet for reference and resources.**
- Train Site Teams on Playbook (Summer 2023) - **tentative dates for summer training: July 25<sup>th</sup> and 26<sup>th</sup> (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**
  - District MTSS Task Force working with RCOE coaches to develop Tier 2 for playbook.
- Professional Development Participation
  - 100% site attendance for Tier 1 training to date.
  - Site MTSS Team Plans and Evidence of Practice – Evidence of practice to be collected: schoolwide behavior matrix, teaching plan, site acknowledgement plan, response to behavior flow chart, and completed TFI with district coach.
- 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**
  - Expanded to 6<sup>th</sup> grade students
  - Able to offer a full day program for TK/K by coordinating with Family Services for wrap around supervision.
  - Created a morning meet and eat program at all 11 elementary schools.
- 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
  - 81% of the unduplicated students have participated in at least one ELOP program
  - Averaging 866 students per day district wide at Meet and Eat Program for all 11 elementary schools and 4 middle schools

- 2,653 students enrolled in 122 teacher-led programs (some may be the same student participating in more than one class)
- 11,990 students have participated in outside contract led classes (some may be the same student participating in more than one class)
- Site Plans for Proposition 28 Funding
  - Six total elementary VAPA positions in place for 2023-24 school year
- Student Participation in VAPA Programs
  - All K-5<sup>th</sup> grade students receive weekly VAPA lessons during either the fall or spring semester.
- Student Attendance Data
  - The 2023-24 Elementary Chronic Absenteeism Rate is currently 20.15%, down from 24.62% last year. The goal is to bring the rate below 20% for TK-8<sup>th</sup> grade.
  - The Elementary ADA is currently 93.8%, which is up from 92.3% at the same time last year.

#### 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) **completed.**
- The LCAP survey feedback will be presented in the spring 2024 to gather input and develop plans to respond.
- 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
  - Combined the PTSF and LCAP groups so site, district, parent advisory leads and students could be included in the meetings.
  - Began book study "Everybody Wins!" by Karen Mapp
- Explore Initiatives to Expand Opportunities for Family Engagement (2023-24) –
- Pilot Parent Liaison at three schools.

- Alta Murrieta, Avaxat, Rail Ranch, Shivela and Vista Murrieta were chosen to pilot the Parent Liaison program in the spring of 2024. Parent center location determined for anticipated opening in the 2024-25 school year.

**Data and Metrics:**

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

## Conclusion

This effort is not made 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

Nancy Young, Clerk

Linda Lunn, Member

Nicolas Pardue, Member

Julie Vandegrift, 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

The vision of the Superintendent's Office is:

To be the best unified school district in the state of California by any measure.

#### Accomplishments:

- 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. [Fall 2022](#), [Spring 2023](#), [Graduation 2023](#), [Fall 2023](#)
- Trustee Lunn and Staff presented on District Inclusion efforts at the AEC conference in San Diego, December 2022 [and in San Francisco, December 2023](#)
  - Trustee Lunn, staff and I are completing an application for a CSBA Golden Bell award regarding our Inclusion program. [Received CSBA Golden Bell Award for Inclusion.](#)
- Updated the Goals and Direction process with improvements to include Key Actions & Milestones, and Data and Metrics. [Data and metrics included in the December 2023 progress report.](#)
- Graduated 2,122 high school seniors.
- Completed a TK/K enrollment campaign. [Campaign metrics under TK and Alternative Learning sections.](#)

### Business and Operations

The vision of the Business and Operations Division is:

High Quality, Well-calibrated, fiscally Responsible and Consistently Engaged for Every Student, Every Day!

#### Accomplishments:

- 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 2<sup>nd</sup> 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

The vision of the Educational Services Division is:

To champion every student, every day, ensuring they thrive without limitations.

#### Accomplishments:

- 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 – 6<sup>th</sup> 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

The vision of the Human Resources Division is:

Serve, Invest, Care: Building a stronger educational community together.

#### Accomplishments:

- 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**

UNIFIED SCHOOL DISTRICT

[www.murrieta.k12.ca.us](http://www.murrieta.k12.ca.us)