

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

February 13, 2019

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 5:31 p.m. by President Montes at the Dr. John R. Kazalunas Education Center, 182 East Walnut Avenue, Rialto, CA 92376.

Members present: Edgar Montes, President; Nancy G. O'Kelley, Vice President; Dina Walker, Clerk; Joseph Ayala, Member; and Joseph W. Martinez, 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. 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 Martinez, seconded by Clerk Walker, and approved by a unanimous 5-0 vote, the Board of Education entered into closed session at 5:32 p.m. to consider and discuss the following items:

1. Public Employee Employment/Discipline/Dismissal/Release/Reassignment of Employees (Government Code section 54957)
2. Student Expulsions/Reinstatements/Expulsion Enrollments

(Ref. E 1.1)

3. CONFERENCE WITH LABOR NEGOTIATORS
Agency designated representatives: Cuauhtémoc Avila, Ed.D., Superintendent; Rhea McIver Gibbs, Lead Personnel Agent, Personnel Services; and Rhonda Kramer, Lead Personnel Agent, Personnel Services.
Employee organizations: California School Employees Association, Chapter 203 (CSEA), Rialto Education Association (REA), Communications Workers of America (CWA)
4. PUBLIC EMPLOYEE PERFORMANCE EVALUATION (Government Code section 54957)
Title: Superintendent

ADJOURNMENT OF CLOSED SESSION

Upon a motion by Member Martinez, seconded by Clerk Walker, and passed by a unanimous 5-0 vote, closed session adjourned at 7:07 p.m.

OPEN SESSION RECONVENED – 7:07 P.M.

Members present: Edgar Montes, President; Nancy G. O'Kelley, Vice President; Dina Walker, Clerk; Joseph Ayala, Member; and Joseph W. Martinez 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. Also present was Rosie Williams, Executive Secretary, and Jose M. Reyes, Interpreter.

PLEDGE OF ALLEGIANCE

Natalie Magaña, Kolb Middle School student, led the Pledge of Allegiance.

PRESENTATION BY KOLB MIDDLE SCHOOL

Under the leadership of Kolb Middle School Director, Mr. Nathaniel Robinson, the String Trio with Miriam Watkins, Ivy Gutierrez, and Krystal Calara, performed a minuet by *J. S. Bach*, followed by a quintet with Matthew Rosario, Julianna Baltierra, Natalie Magaña, Alyna Matthews, and Guy Ragone who performed *Habanera* by Georges Bizet.

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:

(Ref. E 1.2)

- Accepted the termination and unpaid suspension of classified employee #1682139.
- Accepted the request for an extension of the leave of absence for classified employee #1935828, February 16, 2019 through August 16, 2019.
- Accepted the request for an extension of the leave of absence for classified employee #1489129, February 22, 2019 through August 22, 2019.

ADOPTION OF AGENDA

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

AGENDA WAS AMENDED AS FOLLOWS: On page (Ref. J 2.3), section PLACE ON THE 39-MONTH REEMPLOYMENT LIST was pulled from the Agenda. Also, on the PRESENTATIONS section, the order of the presentations were changed as indicated below.

B. PRESENTATIONS

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

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

Alan Palma – Rialto High School
 Nyela Robertson – Carter High School
 Cesar Ramos – Eisenhower High School

23. 2018 USDA Food and Nutrition Service Western Region Summer Sunshine Award, RUSD Nutrition Services

Member Ayala presented a Certificate of Recognition to Nutrition Services staff for earning the 2018 USDA Food and Nutrition Service Western Region Summer Sunshine Award.

Representatives from Assemblymember Eloise Reyes' office, Congressman Pete Aguilar's office, Congresswoman Norma Torres' office, and Senator Connie Leyva's office also provided Certificates of Recognition for the Nutrition Services staff.

34. Recognition of 3rd Grade Teachers: For Students that Met or Exceeded High Level of Standards in English Language Arts (ELA) California Assessment of Student Performance and Progress (CAASPP)

(Ref. E 1.3)

Vice President O'Kelley and Jasmin Valenzuela, Lead Academic Agent, Liberal Arts and Literacy/Intervention, presented Certificates of Recognition to the following 3rd grade teachers for the work they have done with their students in order for them to meet or exceed high level of standards in English Language Arts (ELA) California Assessment of Student Performance and Progress (CAASPP):

Theresa Alvarado	Michele Horner	Kimberly Schnepf
Sandra Chovan	Darlene Liptak	Laurie Searcy
Billie Cox	Jaclyn Lonctaux	Delicia Shattuck
Deborah Gonzalez	Alexandra Madrid	Neang Tath-Slezak
Molli Gutierrez	Shannon McCreight	Maureen Trainor
Laurie Hicks	Imelda Mendez	Rafaela Valenzuela
Karen Holguin	Eva Rashid	Heather Worby

42. Strategics Mid-Year Update by Darren McDuffie, Ed.D., Lead Strategic Agent: Strategics, Congruence and Social Justice; Rhea McIver Gibbs, Lead Personnel Agent, Personnel Services; and Beth Curtiss, Academic Agent, Liberal Arts and Literacy/Intervention

Darren McDuffie, Ed.D., Lead Strategic Agent: Strategics, Congruence and Social Justice; Rhea McIver Gibbs, Lead Personnel Agent, Personnel Services; and Beth Curtiss, Academic Agent, Liberal Arts and Literacy/Intervention, conducted a PowerPoint presentation on the Strategic Mid-Year Review. The PowerPoint presentation is attached - see pages Ref. E 1.14 to Ref E 1.31.

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.

Elsy De La Rosa, introduced her parent group "Unidos De Corazón," and spoke regarding her background with helping people and volunteer work. She thanked all the parents, President Montes, Superintendent Avila, and numerous staff members for their support.

Parents Milagro Medina, Bertha Plascencia, Carmen León, shared how happy they are to be here to introduce their group, "Unidos De Corazón" that supports the needs of students, parents and the community. They congratulated Elsy De La Rosa for her dedication and commitment to the group and expressed their gratitude for all that Ms. De La Rosa does to help.

(Ref. E 1.4)

Member Martinez stated that he would like to see if the Board would like to extend the time for this topic. Normally, it is maximum 20 minutes per topic.

Member Martinez motioned to extend the time for this topic, it was seconded by Clerk Walker, and approved by a unanimous 5-0 vote by the Board of Education.

Parents Jamie Sanchez, Ojy Jimenez, Maria Salgado, Mario Santiago, also shared how happy they are to be here to introduce their group, "Unidos De Corazón" that supports the needs of students, parents and the community. They congratulated Elsy De La Rosa for her dedication and commitment to the group and expressed their gratitude for all that Ms. De La Rosa does to help.

Carrington Motley introduced himself as the newly elected President of the African American Parent Advisory Council (AAPAC) and shared a brief history of the group and his background. He thanked Bemis Elementary School Principal Osonduagwuike for helping them get everything started, and for the tremendous effort she puts in at Bemis Elementary School. He invited everyone to attend their African American Hero's Living Museum celebration on Thursday, February 28, 2019, 5:30 – 7:00 p.m. at Bemis Elementary School where they will be honoring Dr. Darren McDuffie and Ms. Fausat Rahman-Davies.

Natasha Iwuchukwu, newly elected AAPAC Vice President, also shared a brief summary of her background, and that is excited to be serving and making a difference.

Maria Sandoval, parent, congratulated Elsy De La Rosa, Fausat Rahman-Davies, and Natasha Iwuchukwu for being great leaders without prejudice, "united as one for our children." She thanked the parents and students who worked hand-in-hand with Ms. Rahman-Davies during the summer program. She also thanked Dr. D'Souza, Mr. Islam, Mr. Kelly, Ms. Mehochko, Ms. Watson and Dr. Avila for their support with providing child care services for Adult Education. Lastly, she stated she would like to see that the classes that they requested become a reality soon.

Celia Saravia, representing Amigos Unidos, a parent support group for children with special needs, spoke regarding bullying and asked all parents to unite against bullying. She thanked Dr. Avila and the Board for becoming involved with the parent groups and working for our students. She congratulated Bridgett Ealy, Lead Special Services Agent, for the good work she is doing in Special Education. She congratulated the Nutrition Services staff for the good work they are doing for our students, and to all the teachers for the success with students in reading. She congratulated Elsy De La Rosa and stated, "It is good to hear that parents

(Ref. E 1.5)

are becoming involved.” She spoke regarding the painting of murals, and asked that in the future consider the talent of many District students who are great artists and allow students to produce the murals with art teacher’s supervision.

Mirna Ruiz, parent, congratulated Elsy De La Rosa for her recognition and for all that she does. She also congratulated Fausat Rahman-Davies and thanked her along with her staff for everything they do for students and the PTA. She shared information regarding an arts Reflection program through PTA that she would like to see grow within the District. She also shared that one of the students in the Reflection program has progressed to the State level. She stated that she appreciates Dr. Avila’s support of PTA and hopes to see him at future PTA meetings. She thanked Mr. Kelly, Mr. Islam, Nutrition Services, Transportation, and Security for supporting PTA and attending their meetings. Lastly, she thanked Dr. Avila for establishing a Special Education Committee.

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

Mirna Ruiz and Celia Saravia, parents, commented on item (Ref. H 9.1). They wanted to know why the District is spending more money on training. President Montes advised that this item would be discussed prior to voting on the item.

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, Negotiation Bargaining Chair, provided President Montes and Superintendent Avila with a copy of their initial proposal.

Chris Cordasco, CSEA President, congratulated Nutrition Services on their awards. He invited the Board to visit the Nutrition Services Department to meet the staff and see what goes on there. He commented on item (Ref. K 4.1). He urged the Board to vote yes on this item. The Classified staff is eagerly looking forward to the process of the compensation study of job descriptions.

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

D. PUBLIC HEARING - None

(Ref. E 1.6)

CONSENT CALENDAR ITEMS

Upon a motion by Vice President O'Kelley, seconded by Member Martinez, Items E – H8, and H10 - J were by a unanimous 5-0 vote by the Board of Education. Item (Ref. H 9.1) was voted on separately.

E. MINUTES

1. Approve the minutes of the Regular Board of Education meeting held January 23, 2019.

F. GENERAL FUNCTIONS CONSENT ITEMS

1. Second reading of revised Board Policy 6170.1(a-d); Instruction: Transitional Kindergarten.
2. First reading of revised Board Policy 0450(a-d); Philosophy, Goals, Objectives and Comprehensive Plans: Comprehensive Safety Plan.
3. First reading of revised Board Policy 4119.21/4219.21/4319.21(a-e); All Personnel: Professional Standards.
4. First reading of revised Board Policy 5144(a-d); Students: Discipline.
5. First reading of revised Board Policy 5146(a-h); Students: Married/Pregnant/Parenting Students.
6. First reading of revised Board Bylaw 9322(a-g); Agenda/Meeting Materials.
7. First reading of revised Board Bylaw 9324(a-d); Minutes and Recordings.

G. INSTRUCTION CONSENT ITEMS

1. Approve 63 (34 boys and 29 girls) students of the Eisenhower High School Band and Color Guard and seven (7) chaperons (4 males and 3 females) to participate at the Chinese New Year's Parade in San Francisco, California, and attend a college tour at Santa Cruz college on February 22, 2019 through February 25, 2019, at a cost of \$7,120.00, to be paid from ASB funds (band account).
2. Approve forty (40) female cheerleaders of the Carter High School cheer team and four (4) female chaperones to attend the JAMZ National Championship in Las Vegas, Nevada, on February 21, 2019 through

(Ref. E 1.7)

February 24, 2019, at a cost of \$9,000.00, to be paid from the General Fund and ASB funds.

3. Approve ninety (90) Carter High School AVID students (60 girls and 30 boys) and nine (9) chaperons (6 female and 3 males) to attend a college tour on March 11, 2019 through March 13, 2019, at the following colleges: California State University Fresno; University of California, Merced; Norte Dame de Namur University; San Jose State University; University of California, Santa Barbara; and California State University Stanislaus and California Polytechnic State University, at a cost of \$24,000.00, to be paid from the College and Career Readiness Grant.
4. Approve twenty-five (25) students (19 girls and 6 boys) of the Wilmer Amina Carter High School Competitive Speech and Debate team, two (2) male advisors, and two (2) female chaperones to attend the 2019 California Lutheran University High School Speech and Debate Tournament at Cal Lutheran University in Thousand Oaks, California, on February 16, 2019 through February 17, 2019, at a cost of \$1,600.00, to be paid from ASB funds.
5. Approve twenty-one (21) student athletes (20 girls and 1 boy) of the Rialto High School Cheer Team and three (3) chaperones (2 female and 1 male) to participate in the USA National Cheerleading competition at Anaheim Convention Center in Anaheim, California, on Thursday, February 21, 2019 through Saturday, February 23, 2019, at a cost of \$6,000.00, to be paid from ASB funds.
6. Approve two (2) female student athletes of the Rialto High School girls wrestling team, one (1) male coach, and one (1) female coach to participate in a state wrestling tournament at Rabobank Arena in Bakersfield, California, on Friday, February 22, 2019 and Saturday, February 23, 2019, at a cost of \$1,000.00, to be paid from site athletic and ASB funds.
7. Approve twenty-seven (27) female students, grades 3rd through 5th, of the Garcia Elementary Cheer Team, two (2) female cheer coaches and one (1) female administrator to attend the JAMZ National Championship in Las Vegas, Nevada, February 22, 2019 through February 23, 2019, at a cost of \$4,430.00, to be paid from the General Fund.
8. Approve eighteen (18) female student athletes of the Rialto High School girls softball team, two (2) male coaches, and two (2) female coaches to participate in a softball tournament at Franklin High School in Elk Grove, California, on Thursday, March 7, 2019 through Sunday, March 10, 2019, at a cost of \$6,725.00, to be paid by site athletic and ASB funds.

(Ref. E 1.8)

9. Approve eighteen (18) female student athletes of the Rialto High School girls softball team, two (2) male coaches, and two (2) female coaches to participate in the Spring Jamboree softball tournament at Centennial High School in Las Vegas, Nevada, on Wednesday, April 17, 2019 through Sunday, April 21, 2019, at a cost of \$8,500.00, to be paid by site athletic and ASB funds.
10. Approve eighteen (18) female student athletes of the Rialto High School girls softball team, two (2) male coaches, and two (2) female coaches to participate at a softball tournament at Waikiki High School in Honolulu, Hawaii, on Sunday, March 17, 2019 through Saturday, March 23, 2019, at a cost of \$13,500.00, to be paid by site athletic and ASB funds.
11. Approve eighteen (18) female student athletes of the Rialto High School girls softball team, two (2) male coaches, and two (2) female coaches to participate in the Cathedral Catholic softball tournament in San Diego, California, on Friday, March 29, 2019 through Sunday, March 31, 2019, at a cost of \$4,500.00, to be paid by site athletic and ASB funds.

H. BUSINESS AND FINANCIAL CONSENT ITEMS

1. Approve Warrant Listing Register and Purchase Order Listing for all funds from January 5, 2019 through January 28, 2019, (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 Joseph and Antoinette Martinez, Kroger, Old Grove Orange, Amazon.com Services, Inc., Costco Wholesale (Fontana), and WinCo Foods, and request that a letter of appreciation be sent to the donor.
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 an agreement with Ludwig Engineering Associates, Inc., to provide topographical survey services for the addition of portable classrooms at Kelley Elementary School, effective February 14, 2019 through June 30, 2020, at a cost not-to-exceed \$3,800.00, to be paid from Fund 25 – Capital Facilities Fund.
5. Approve an agreement with Ludwig Engineering Associates, Inc., to provide topographical survey services for the Milor High School Cafeteria Expansion Project, effective February 14, 2019 through June 30, 2020, at

(Ref. E 1.9)

a cost not-to-exceed \$3,400.00, at a cost of \$3,400.00, to be paid from Fund 21 – Measure Y, Series C, General Obligation Bond.

6. Approve CMAS No. 3-18-70-2486N for the purchase of Information Technology Goods and Services from ConvergeOne, Inc., effective February 14, 2019 through December 12, 2022, at a cost to be determined at time of purchase(s), to be paid from the General Fund.
7. Award RFP #18-19-003 to Natural Gas Systems, Inc. for regular maintenance and service to be performed four (4) times per month, effective March 1, 2019 through February 29, 2020, for a cost not-to-exceed \$820.00 per month and a total annual cost not-to-exceed \$9,840.00. The District has an option to extend the agreement up to an additional four (4) years in increments of one (1) year periods. Additional costs for emergency services and repairs may be required, as needed, to be paid from the General Fund.
8. Approve an agreement with A Better Tomorrow Education to provide 180 sessions of alternative support tutoring services under the Every Student Succeeds Act (ESSA) Title I, Part A, for identified students at Preston Elementary School, effective February 19, 2019 through May 30, 2019, at a cost of \$16,200.00, to be paid from Title I Funds.

Upon a motion by Member Martinez, seconded by Member Ayala, Item H9 was approved by a unanimous 5-0 vote by the Board of Education.

9. Approve Amendment No. 1 to the agreement with Anne M. Beninghof to provide multiple trainings in the areas of Co-Teaching, Practical Differentiation Strategies, and Specially Designed Instruction. Trainings will be offered to administrators, special education teachers, general education teachers and related services providers from July 1, 2018 through June 30, 2019. Amend the agreement to add an additional week of training during the month of June 2019 for an additional cost of \$19,750.00, with all other terms of the agreement to remain the same, to be paid from Special Education funds.
10. Accept the FEDCO Classroom Enrichment Fund grant in the amount of \$1,500.00 to provide a field trip for Carter High School students and staff to visit the California Science Center and IMAX Theater.
11. 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 Dollahan Elementary School, effective February 19, 2019 through May 30, 2019, at a cost of \$17,220.00, to be paid from Title I Funds.

(Ref. E 1.10)

12. Approve an agreement with Godfather Films to film multiple sessions on Social Class and Strategic Thinking to use as a training tool, at a cost not-to-exceed \$13,000.00, effective February 14, 2019 through June 1, 2019, to be paid from the General Fund.

I. FACILITIES PLANNING CONSENT ITEM

1. Accept the work completed before January 31, 2019, by Dalke & Sons Construction, Inc. for all work required in connection with the Kucera Middle School Gym Heating, Ventilation, and Air Conditioning (HVAC) Replacement Project, 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. 1208 for classified and certificated employees.

K. DISCUSSION/ACTION ITEMS

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

1. Approve the change of date of the Board of Education meeting from Wednesday, March 27, 2019, to Tuesday, March 26, 2019.

Upon a motion by Clerk Walker, seconded by Vice President O'Kelley, Item K2 was approved by a unanimous 5-0 vote by the Board of Education.

2. Approve the revisions to the District's Mission and Beliefs based on recommendations of the Strategic Planning Team.

Upon a motion by Vice President O'Kelley, seconded by Member Ayala, Item K3 was approved by a unanimous 5-0 vote by the Board of Education, to appoint Clerk Walker and Member Martinez to the Ad Hoc Partnership Committee.

3. Approve the nomination of two Board Members to be a part of an Ad Hoc Partnership Committee with San Bernardino Valley College and the Rialto Unified School District.

Upon a motion by Vice President O'Kelley, seconded by Member Martinez, Item K4 was approved by a unanimous 5-0 vote by the Board of Education.

4. Approve an agreement with CPS HR Consulting to conduct a classification and compensation study of job descriptions in the classified bargaining

unit and the management/confidential/supervisory unit, effective February 14, 2019 through June 30, 2019, at a cost of not-to-exceed \$141,000.00, to be paid from the General Fund.

Upon a motion by Vice President O'Kelley, seconded by Clerk Walker, **STIPULATED EXPULSION** under Item K5 was approved by a unanimous 5-0 vote by the Board of Education. Item K5 under **REINSTATEMENTS** was approved by a 4-1 vote by the Board of Education.

The vote for **REINSTATEMENTS** under Item K5 was as follows:

President Montes – Aye
Vice President O'Kelley – Aye
Clerk Walker – Aye
Member Ayala – Aye
Member Martinez - Abstain

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

STIPULATED EXPULSION

Case Number:
18-19-31

REINSTATEMENTS

Case Numbers:
17-18-28
17-18-15
17-18-10
17-18-4
16-17-21

President Montes announced the following:

The next regular meeting of the Board of Education of the Rialto Unified School District will be held on Wednesday, February 27, 2019, 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 Walker, seconded by Vice President O'Kelley, and approved by a unanimous 5-0 vote by the Board of Education, the meeting was adjourned at 10:04 p.m., with a moment of silence in honor of two employees who recently passed away: former Kolb Middle School teacher, Mr. Rodney Waters, and Rialto High School Librarian, Mr. Jeffrey Frazier.



Clerk, Board of Education



Secretary, Board of Education



Strategic Mid-Year Review

Dr. Darren McDuffie, Lead Strategic Agent

Rhea McIver Gibbs, Lead Personnel Agent

Beth Curtiss, Academic Agent

February 13, 2019



Original Mission Statement



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

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



Revised Mission Statement



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



Revised Belief Statements

Original Belief

- There is unlimited power in all of us
- Each person deserves to be treated with respect
- High expectations lead to high achievement
- Risk is essential for success

Revised Wording

- There is boundless power in all of us
- Each person deserves respect
- High expectation inspires high achievement
- Risk is essential to success



"The purpose of the belief system ... is to establish the moral basis on which the plan will be constructed and the principles on which the enterprise will operate."

– Dr. William Cook

Revised Belief Statements

Original Belief

- Common goals take priority over individual interest
- A strong community serves all of its members
- Everyone has the ability to contribute to the good of the community

Revised Wording

- Common and individual interests are reciprocal
- A strong community benefits all of its members
- Everyone can contribute to the good of the community



Our language matures as we mature. –Dr. William Cook

Revised Belief Statements

We believe that...

- Everyone has unique talent
- There is boundless power in all of us
- All people have 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 success
- 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





Year II Mid-Year Review of Action Plans



Strategics Timeline Year II



- 17 Action Plans Phased for 18/19 school year
- September 12, 2018 - plan leads were given assigned plans
- September 14, 2018 - Strategic software training for leads
- October 28, 2018 - reviewed each plan with leads
- February 1, 2019 - District Mid-Year Progress report to District Planning Team
- February 13, 2019 - Board Update Year II









Diverse avenues
for learning both
inside and outside
the classroom.




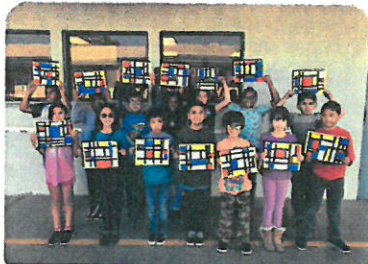


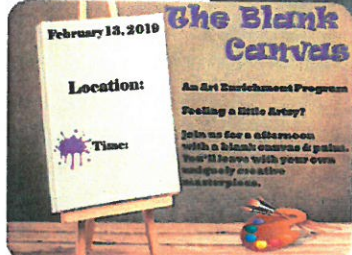
- Recruited VAPA teachers
- Reviewed Site Plans for Arts focus
- Contacted schools to determine interest
- VAPA teachers and Principals met to determine program
- Ensured student work was celebrated

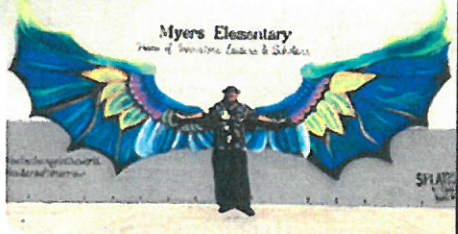
Strategy 1 Plan 3



After School Fine Arts









(Ref. E 1.18)

Strategy 1 Plan 6 After School Mentoring



- Big Brother/Big Sister Program- Kelley, Preston, Rialto High & Eisenhower
- Young Visionary & Youth Action Project- Working with African American Students
- Young Women's Empowerment- To begin work with Middle Schools



STRATEGY 2

Rigorous and relevant instruction that supports each student's unique learning.



Strategy 2 Plan 2 Learning By Personal Interest



- Career Cruising (Middle School)
- RISE -Rialto Inspires Science and Engineering (5th Grade)
- College Field Trips
- STEM Bowl
- Science Fair



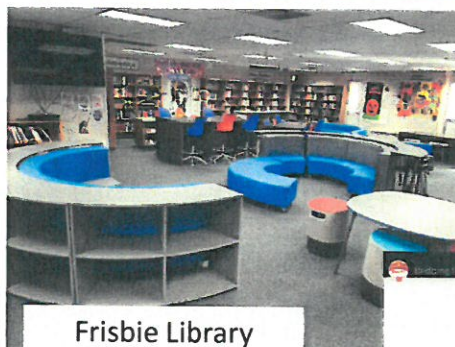
Career Cruising



Strategy 2 Plan 3 Fostering Creativity & Risk Taking



- #RialtoEdTech Team
One teacher per site
- Strategic financial support for sites through strategic funding
- Created flexible pacing guides
- Upgrade of our district web page and current Facebook and Twitter feeds.
- Video vignettes focused on student activities and achievement



Frisbie Library

BRIDGING  FUTURES



STRATEGY
3

Create a culture of high expectations.

Strategy 3 Plan 4 Parent Participation

- Parent/Teacher Assoc. (PTA); Parent/Teacher Organization (PTO)
- Local Control Accountability Plan (LCAP) Stakeholders
- Parent Institute of Quality Education (PIQE)
- Family Leadership Institute (FLI)
- Parent Summit
- Parent Enrichment Trips
Footsteps to Freedom, CA
Association of Bilingual ED (CABE), National Alliance of Black School Educators (NABSE)

Strategy 3 Plan 5 Hands-on Experiences



- Expanded partnership with West Valley Water District to provide field trips/ speakers
- High Schools participated in the UCAN Go to College Fair
- Center for Environmental Research and Technology (CECERT) talked to students.
- Middle schools attended the Science Technology Education Partnership Conference (STEPCon 18)
- District wide K-12 college fair at Carter High School



Field Trip to West Valley Water District

Rialto High School Student Brends Herrera, Keynote Speaker at STEP CON 2018



Strategy 3 Plan 6 Academic, Social, & Emotional Well Being



Academic-

- New Student Study Team (SST) process developed

Innovate Ed-Instruction

Social & Emotional-

- SMAART-Successfully Motivating African Americans through Resiliency Training
- Rialto USD is a 100% PBIS district (State recognized PBIS SILVER & PBIS BRONZE schools)
- Wellness Centers

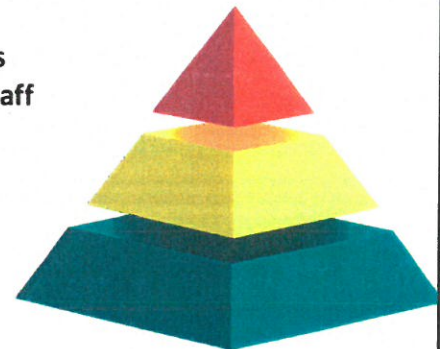
Tier 1---"First Best Instruction"



PBIS
Positive Behavioral
Interventions & Support

Tier 2--- Updated SST Process
--- Behavioral Health Staff

Student Name	Initial	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th
...



**STRATEGY
4**

Bridge school and community learning opportunities.

Strategy 4 Plan 11 Community Focused on Literacy

- Free books distributed at Summer Nutrition Program & 2nd grade students participated in San Bernardino Reading Rally
- January-May students to receive public library card
- Kaiser Educational Theater to present free theater presentation promoting literacy

Nutrition Services Summer Program

Announcement

RIALTO UNIFIED SCHOOL DISTRICT
PARTNERS WITH THE
RIALTO BRANCH COUNTY LIBRARY
January 17, 2019

Literacy, the Bridge to Success!

Study Trip for all 1ST and 6TH Grade Students

educational theatre
Kaiser Permanente
SOUTHERN CALIFORNIA

(Ref. E 1.23)



Ensure full engagement of Rialto Unified.

Strategy 5 Plan 3 Outreach Resources & Programs

- Updating Student Services (CWA, Health and PBIS) websites with resources for families.
- Community Safety Meeting at 3 comprehensive high schools
- Determining if RUSD will collaborate with Loma Linda to bring school-based clinic to our community

(Ref. E 1.24)

Strategy 5 Plan 4 Interactive Events & Activities



- Bring a Parent to School
- Coffee with the Principal
- Elementary literacy and STEM event
- Run Around the Rocks
- RISE
- Rialto High School Advance Placement Night
- Interactive Math



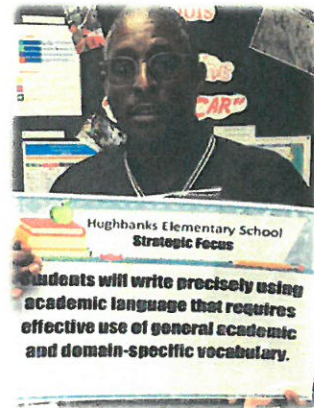
An exemplary staff who meet the unique needs and aspirations of our diverse students.



Strategy 6 Plan 1 Staff Experts In Their Field



- Equity Institute
- InnovateED
- Silicon Valley Math Initiative (SVMI)
- National Institute of School Leaders (NISL)
 - Students with Disabilities
 - Executive Development Program
- National Postsecondary Strategy Institute (NPSI)



Strategy 6 Action Plan 2 Knowledgeable, Skilled and Engaged Staff



- Career Technical Education Coordinator
- Development of CTE Teacher Pathway
- Counselor on Special Assignment
- Wellness Centers PBIS Counselors
- Hiring of Clinicians for Students with Disabilities

Perfect Math Score Students



Professional Development



Assistant Principal Collaborative



Strategy 6 Plan 3 High Standards for Staff

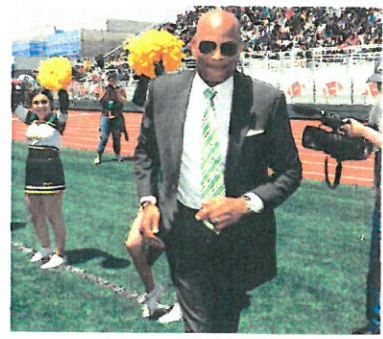
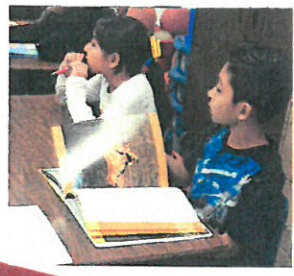


- **PAR PROGRAM (Peer Assistance and Review)**
- Permanent certificated staff provide mentoring support for their Peers
- Substitute Teacher Staff Development



STRATEGY 7

Resources and assets are allocated and developed to directly support student learning experiences.



Strategy 7 Action Plan 3 Flexibility and Responsibility in Campus Funding



- LCAP Funding and Metrics – Increasingly aligned to Strategies
- Site requests for funding provided through a Strategic Request proposal
- Cost-Benefit Analysis for site requests for personnel based on identified student needs



Medical Pathway



Innovative Work Spaces



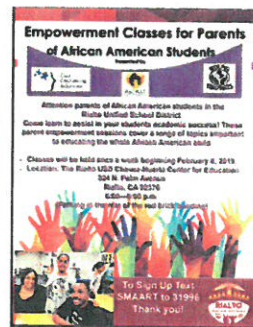
Strategy 7 Plan 4 Socio-Economic Resources



- Updating Student Services (CWA, Health and PBIS) websites with resources for families.
- Training of staff on trauma informed practices
- Wellness Centers at 4 high schools and in progress at middle schools
- Additional Parenting classes through the parent center focused on topics of social-emotional supports



Rialto Unified School District
Curtis T. Winton
Parent Institute



Building Connections to Change Behaviors,
Repair Relationships and Improve Results



STRATEGY
8

TALENT SCHOOLS

Blackboard PARENTLINK
twitter
facebook
peachjar

Streamline and simplify the dynamics of our organization.

GOVERNANCE
SUPERINTENDENT
SERVICES
FISCAL
PURCHASING
CATEGORICAL PROGRAMS
ENGLISH LANGUAGE
ASSISTANCE
SUPPORT
PROFESSIONAL DEVELOPMENT
COMMUNITY & FAMILY ENGAGEMENT
TRANSPORTATION
SENIORS
EDUCATION

SCHOOLS
CENTERS
PROGRAMS

Blackboard PARENTLINK
twitter
facebook
peachjar

Strategy 8 Action Plan 3 New Creative Ideas Encouraged and Supported

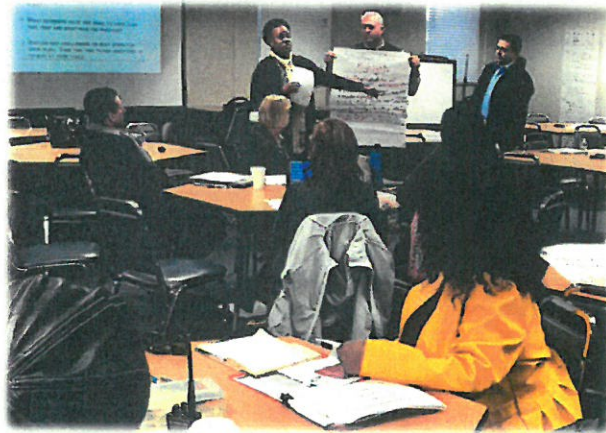
- Relocation: Education Services transitioning to Learning Support at Chavez/Huerta Center
- Classroom Furniture Competition (Tangram as Bridging Partner)
- Author Pam Allen Visits RUSD

**active minds.
active learning
active spaces.**

Strategy 8 Plan 5 Current Role Descriptors



- Role Descriptors = Mutual Commitments and Expectations (MC&Es)
- MC&Es differ from job descriptions
- Job descriptions list duties vs. MC&Es focus on commitments
- All District Managers have written MC&Es



Thank you to
Our action plan leads!



Kelly Bruce, Lead Innovation Agent
Dr. Edward D'Souza, Lead Academic Agent
Jasmin Valenzuela, Lead Academic Agent
John Roach, Lead Academic Technology Agent
Angela Brantley, Lead Services Agent
Rhea McIver Gibbs, Lead Personnel Agent
Elizabeth Curtiss, Academic Agent



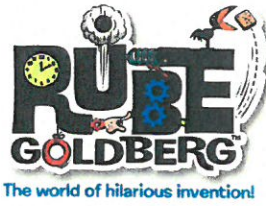
This just in!
Strategic Highlights...



Rialto Unified School District



Milor Continuation High School



Myers Elementary School

