



## Justification for Reinstating Position

<b>Position</b>	Coordinator II, Curriculum & Instruction - Science
<b>Department</b>	Curriculum & Professional Development
<b>SCUSD Goal</b>	GOAL 1 – College, Career, and Life Ready Graduates
<b>Date Approved</b>	Approved layoff at the March 7, 2019 Board Meeting due to the district’s fiscal status.
<b>Reason for Reinstating Position</b>	SCUSD Science Coordinator supports teachers and site leaders with implementation of the newly adopted Next Generation Science Standards. The Coordinator develops and coordinates the work of the science training specialists building their capacity to assist classroom teachers with lesson design, formative assessment practices, and improving teaching by modeling lessons, co-teaching, observing instruction, and providing coaching and feedback. The Coordinator provides and coordinates science professional learning and is a key lever in supporting teachers with standards implementation. The science coordinator also oversees the adoption of instructional materials and new science course development including the new integrated science pathway. He also develops university and other partnerships to support science standards implementation and coordinates elementary STEM initiatives and grants such as the Healthy Youth Act.
<b>Impact on Students</b>	Teachers and leaders who receive Science Coordinator support are working to improve their instruction and to be better teachers which impacts the quality of instruction for students.
<b>Impact on Employees</b>	Eliminating the Science Coordinator position would negatively impact the district’s ability to implement science programs and initiatives including the Next Generation Science Standards. The district will not have a vehicle to build the capacity of teachers in the areas of science, particularly amongst elementary teachers who do not have a science background. Responsibilities once held by the Science Coordinator would need to be absorbed by the Assistant Superintendent of Curriculum and Instruction, an already impacted position.
<b>Impact on Operations</b>	<ul style="list-style-type: none"> <li>• The district will engage in a new K-12 science instructional materials adoption over the next two years which will require centralized coordination to ensure consistency in the adoption and implementation of the new materials.</li> </ul>

<b>Impact on Operations (cont.)</b>	<ul style="list-style-type: none"> <li>• The state of California has introduced new more rigorous science standards and assessments which requires teachers to gain new knowledge and skills for students to be successful.</li> <li>• Elementary teachers traditionally do not have a deep knowledge of science and require professional learning and support that the Science Coordinator provides.</li> <li>• The state of California just released a new Health framework which will require coordination to effectively implement</li> <li>• The lack of a Science Coordinator will result in increased workload for other employees who may not have science content and pedagogical skill.</li> </ul>
<b>Funding Options to Reduce Fiscal Impact</b>	Position will be funded by Base and Restricted funds.

Budget Option: Eliminate Science Coordinator and Science Training Specialists

Description of Service/Program	SCUSD Science Coordinator and Science Training Specialists support teachers and site leaders with implementation of the newly adopted Next Generation Science Standards. They assist classroom teachers with lesson design, formative assessment practices, and improving teaching by modeling lessons, co-teaching, observing instruction, and providing coaching and feedback. They are experienced teachers with a strong instructional background in science who push into classrooms and provide real-time support. They are the district's primary vehicle for science professional learning and are a key lever in supporting teachers with standards implementation. The science coordinator also develops university and other partnerships to support science standards implementation and coordinates elementary STEM initiatives and grants such as the Healthy Youth Act.
One-time or Ongoing Funds:	Ongoing
Savings Estimate	<p>Science Coordinator <del>\$148,731</del> 111,434 ✓</p> <p>Training Specialists – Science (2) <del>\$305,451</del> (NOT CLOSED AT THIS TIME)</p> <p><b>TOTAL</b> <del>\$454,182</del></p>
Subject to Collective Bargaining	No
Impact on Students	Teachers who receive training specialists and coordinator support are working to improve their instruction and to be better teachers which impacts the quality of instruction for students
Impact on Employees	Eliminating the science training specialists and coordinator reduces the amount of professional learning the district can provide to teachers in science
Impact on Operations	<p>The district's science standards implementation would be negatively impacted. The district will not have a vehicle to build the capacity of teachers in the areas of science, particularly amongst elementary teachers who do not have a science background.</p> <p>Increased workload for other employees.</p>
Impact on Long-term Fiscal Solvency	Positive impact. Savings will contribute to reducing the structural deficit.
Impact on Enrollment	Families who have options will not send their children to under-performing schools or place them in classes with ineffective teachers.
Will Service Be Eliminated or transferred	Services will be eliminated