

**Survey Name:** Point Loma Cluster Budget Survey 2009

**Response Status:** Partial & Completed

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## 2. As a budget saving option, class sizes should: - Comments

### Answer

While I understand the importance of smaller classes in the elementary level, perhaps those classes can be increased by 1-2 students. IN addition, the same holds true for the gate and advanced classes. Those kids are bright as it is and can work much better independently. As a child in regular classes who is very much being left behind and missed, I think the regular classes need smaller classes not larger.

Grade school children need more individual attention while developing their skills of concentration. The larger the class, the less individual attention possible.

This is not the answer. There are better options.

Class sizes are already nearing 40 students/class at the secondary level. To increase them will seriously impact both teaching and learning.

furlough days for teachers!!

Decrease the number of school days furlough the teachers but don't increase the class size.

I don't know if this is reasonable considering the budget crisis, but I truly believe it is key to effective instruction.

They are too large now, I will pull my child from the public school system if they are increased. As it stands now with busing, too much time is spent bringing students "up to speed", the brighter students are not getting the education they deserve.

What is expected of students and teachers continues to increase, yet so does class size. How are teachers expected to teach more and students expected to learn more when there are more bodies to teach? It is physically impossible! The cuts should be made as far from the classroom as possible, not directly to the classroom every time there needs to be a cost savings.

Given all things are the same. Tax revenues are the same. Lotto money, the same. Teacher and admin, the same. Student population, unchanged. WHAT BUDGET CRISIS??

Class size already increased last year by 4, which is felt greatly in my son's kindergarten year. The amount of one on one is greatly reduced. My daughter's third grade class is also affected.

Class sizes are already too large - Please do not increase class sizes. Seminar classes at 25 are appropriate.

I would rather shorten the school year than increase class sizes.

We cannot continue to increase the sizes of our classes. We need to work on reducing back to 20 in k-3 and in the mid 20's for 4th.

Class sizes were already increased for this school year. A few other parents and I petitioned against this past increase with the school board. Obviously, our petition did not make a difference in the final decision. Please - no more increases to class sizes at the elementary school level.

Larger classes means less time for student learning.

Having too many children in a classroom is not a positive learning environment. It would result in children being 'left behind' and standards slipping.

If you are going to have larger class sizes, why can't we have student teachers who are currently getting their degree in education help our teachers in the classroom. Why not make it an intern position or give them credit for college.

As a parent and an educator, I know that smaller class sizes allow for students to get more individualized instruction and attention from the teacher. Larger class sizes result in students falling through the cracks. Large classes are more difficult to manage, teachers have a greater workload and have a less opportunity to make personal connections with students and parents. The result will be less engaged students, poor student performance, and less contact between teachers and parents.

Increase Elementary school class size only. The High School classrooms are already at or over their limit.

go back to 20 for k-3

Advanced placement classes have 40 students in them - how can a teacher provide adequate input to students who are already in need of intensive support, when numbers are so high? Do we want success for our students or not?

I think classes should stay the same so our kids can learn more

Too many children falling under the radar.....need smaller class sizes

The current number is manageable for K-2 but 3rd/4th should be 25.

Possibly cut out the 1/2 day all together making it a 4 day school week leaving children with what they have and possibly having some of the arts reinstated.

If more parents were doing their job (working with children at home on studies and discipline) we wouldn't have a problem with larger classes. Unfortunately many parents are NOT doing their job!

If class sizes go up AT ALL my son will attend a private school.

We cannot afford to increase class size, I feel teachers are already expected to handle too much in the classroom. How can they do more with more children and fewer resources. THIS IS IMPORTANT!

it was well documented how the cap on K-3 class size of 20 max was responsible for the increase in academic success. It is impossible to expect any real teaching/learning at these young ages with 25 or more kids in a room absent other adults in the room other than the teacher. The middle school classes for 5-6 at 35-38 kids is ridiculous. The kids are being warehoused already when they cannot get help or get held accountable for not knowing what they should.

My daughter, who is a high achieving student, is getting "left behind" as the teachers don't have time to give her more challenging work nor are they grading the work she is turning in on a regular basis. They just don't have time. She is bored. The teachers who work her hard and stay on it allow her to enjoy going to school.

smaller class sizes is a teacher's union ploy to have their constituents do less.

Class size is already too big!

Elementary school is where children get there foundation - it's not the place to increase class size.

With NCLB Act teachers are responsible to give more individualized attention to Tier II and Tier III students. High achieving students are given less attention. More students in the class means less support for all students. One teacher can't meet all the needs of 24+ students.

class size already exceeds limit

k-3 should have 20

In the younger grades they should be increased up from 20.

Raising class size at the elementary level doesn't make sense with NCLB. It is more difficult to make the large gains necessary to increase test scores with more children in the room. (And we all know how important those test scores are....)

While I think adding 1-2 students to each class will not be the best option, I think with the size of the deficit, many options will be necessary. Adding 1-2 students per class is a relatively small impact on the current class structure but should offer some budget relief.

With such a huge deficit, multiple strategies to reduce the deficit must be employed. Unfortunately, class size incr is one of many things which must be done. On #3, you still have to pay teachers, even if you do half day, so you really aren't saving that much. You might get economies if you had fewer classrooms and the teacher had a morning group and a different afternoon group (ugh).

We need to follow the state mandate: 20 to 1 in primary grades.

We need to hold the State of California accountable for providing their appropriate budget allocations.

Until the teacher's union makes concessions, I believe the class sizes should be reduced or remain the same. I believe that the current size of the classroom makes it more difficult for the teacher's to teach and the children to learn.

There is already not enough attention per student and to go the other way would be to the detriment of my and others kids in the system now.

24 kindergarden students per one teacher is too much. Our children are being let behind and lost in the crowd. If class sizes must increase, then get an aid for the teacher. How about student teachers or college interns to help out in the classroom?

Only in K-3

All other should remain the same

I feel the class sizes are too large already. I don't feel that they should increase at all. In fact I wish they would make them smaller. This would help students focus more and receive more help.

Classes already run over the size limit at the high school level. We will pay the price years from now if we increase the elementary classes - if they are still at 20 (haven't been there in awhile) then MAYBE 25 - but 5 more bodies makes a HUGE difference.

25 is already too high! No more students added! The quality of the classroom is being degraded by this.

Classes are already too crowded.

A slight increase is not of great concern providing some controls are put in place.

If you took away bus trips to an from school you would save enough not to have a budget problem. I went to school in my neighbor hood and those who didn't want to have their children in their neighbor hood school sent them with bus tickets on the regular bus system.

Look anywhere but the classroom to begin making cuts. What happens in the classrooms takes priority over all else, so please don't hamstring the teachers by cramming in more students.

Haven't our test scores gone up since we reduced class sizes?

Especially for k-3: under 25 - if the class size goes to 30, I will not send my 3 year old to public school

This year we went to 25 K-3 and 30 in 4th. 25 and up is too many.

The current size of 25, although not ideal is managable and still allows for some differentiation. Adding more beyond that will significantly impact my ability to meet the individual needs of students.

Remain the same in K-3 and reduce in grade 4.

Increasing class size as a budget-saving device only works if you increase the class size by a number sufficient to allow the release of a teacher. One or two students per class may be enough at Dana, Correia, or PLHS, but not at the smaller elementary sites.

In a society that values test scores more than it values education, it makes no sense to overcrowd classrooms.

As a 20 year+ veteran educator, there is NO evidence that reduced class size impacts student achievement, UNLESS, instructional practice changes. That is why, it is important to have system by which ineffective teachers can be removed, and class size could be in mid 30's and all children will learn.

Classes of 36 5th or 6th graders is an outrage.

26 max is ideal!

This is doable. We did it years ago....we can do it again. Granted, folks will be laid off, but there is a cost here and this is it.

Class size was already increased last year. Also, kindergarten was half day for the twenty years before Bersin.

Increase at elementary schools in K-3 only.

You should cut top-paid administrators and stop all the new building that is not needed.

Some lecture classes are appropriate to have over 50 students in an auditorium type setting with other more intense instruction of 10-15 students for Hands-on, lab or discussion type classes.

smaller class sizes insure more personal attention to each child. please go back to what it was last year.

we are already at minimum staffing requirements- don't hurt the students' education

Larger Student to Teacher ratio's will have a negative effect on the budget. Neglecting our childrens needs now "as a budget saving option" will only cost more in the future to correct.

I am particularly concerned about kindergarten - there is no way teachers can accommodate 30 kindergartners without additional resources.

Classes are already too big to meet the needs of students.

If you increase the class size a lot of us would be switching to private schools.

class sizes are already too large for this age of child.

I grew up in another county - if they want to increase class size - fine BUT we were streamed according to academic ability, this actually makes it easier on the teacher to teach more kids in a class

At our school the average class size is 37.

In my opinion, class groupings should be done according to testing done in prior grade. While I realize that this would be difficult, especially in smaller schools, you could then group a few more students together in each class. If they are similar in where they are in grade level-AD/PRO/BASIC/or below, having more students per class shouldn't slow down the class. Additionally, in smaller schools, students could be grouped in combo classes to assist in keeping AD/PRO/BAS/below students together.

It depends on the cost savings per student increase.

It is the administration costs and salaries and management costs and salaries that need to be cut, not the teachers and custodians and their salaries.

Do not expand class sizes. This should never be everyone shares the pain together so the pain includes the children..

At least. I believe the current administration and management costs of our public schools are also the result of poor foresight and bad

The class sizes have already increased. The school exists to educate children the best possible way. It has been proven (and obvious) that children will learn best with a low student to teacher ratio. Please implement the work furlough choice.

I would prefer class sizes be reduced, but I don't see how that can save cost. If we must increase class size, make it as small as possible.

In K-4, 24 students without an aide is the maximum number of students that our hard-working teachers should have to teach. They cannot give enough individual attention to more than 24 in the lower grades. In 5th grade and above, class sizes could be a little bigger, maybe 28-30.

The reality of less money in the near term means more work for less people, an increase of 3-4 students is what I would support and only as a last resort.

we will not be able to meet student needs if it keeps increasing

The biggest gift we can give the students is a lower teacher student ratio. Period. All of the computers and special programs are worthless without the attentive concern of an adult in a child's life. Bells and whistles can not take the place of teachers and aides.

If our goal is to meet the academic and social/emotional needs of the students in SDUSD then class size should not be increased any further. Trying to provide a meaningful individualized program for more than 24 students is an impossibility. More students will mean less individual attention, less rigor, less success for all.

### **3. Kindergarten should be reduced to half-day (would save ~ \$17.6 Million) - Comments**

#### **Answer**

[No Responses]

### **4. The vice principal (VP) positions should be: (Dana has one VP, Correia has 2 VPs, and Pt. Loma High has 4 VPs) - Comments**

#### **Answer**

Cut back on two VP positions at high school level. In the past, schools the size of PLHS have only had 1 VP

And to cut Correia down to 1 VP

1 VP per school is sufficient.

I think the VP position at the high school level can be reduced. I wasn't even aware there were 4, and that is after my child has been there for 4 years and I am very, very active in the parent association, so I am not a parent who is uninvolved and clueless.

How would the principal answer this question ??

Eliminate 1 position at the high school.

Seniority should not be the factor that maintains or eliminates one from the position, but rather the VPs who have the most strength and integrity of character, and are most open to parent involvement, ideas, desires and input. Those strong enough to do what's right, not be a "Yes man". We did better with 2 VPs for years, than we are w/4 VPs, currently. Discipline was actually enforced back then. Now, most employees on campus are disgusted and dismayed at the lack of discipline.

I don't think that each grade requires it's own VP. I would rather cut this instead of electives, music/theatre or sports

V.P. play an extremely important role on a site campus. They assist to ensure that the campus is safe and orderly. They take on departments and serve as instructional leaders to increase teaching and learning. They also assist with all of the many operational duties imposed on the school as a whole. If V.P. were reduced/eliminated, principals would merely serve as operational leaders, which would seriously reduce high quality teaching and learning.

furlough days for teachers!!

The VP's keep order at the schools. Without the VP's the learning environment would suffer.

I don't see why PLHS needs 4

Maybe the High School can decrease by 1 leaving it at 3 V.P.'s.

I know how important VPs are to the school especially with discipline and teacher support. However, from experience only one VP is needed.

Keep the funds with the teachers. VP is a "nice to have", teachers are the most important expense.

I believe each middle school should have 1 VP and the high school should have 2. A principal cannot do their job without support, but additional administration at the expense of students is unacceptable.

Principals and VP's do nothing but collect a salary. They teach nothing. Nix em.

only one vice principal and instead administrative secretaries or are the counselors being considered VP's?

I don't think the schools should share principals or vice principals, but I wouldn't be opposed to Correia having 1 and PL having 2

I don't have enough information about Correia and Point Loma Highs Principal duties however a decrease of one at the upper middle school level (Correia) and one at the high school level (Point Loma) may need to be considered.

Laying people off is not a good option. I would rather shorten the school year than let people go.

One VP per school seems reasonable to me. At least that's what it was like where I grew up and my high school had well over 1,000 students.

PL should be able to get by with 3.

One for Dana; one for Correia; One-Two for Pt Loma High. What is the salary for a VP? The above question states savings of \$17.6M if kindergarten was reduced to half day but no dollar figures are given for VP positions. Most of us had one VP in much larger schools - there is no sense to having four.

depends on school size. Safety is an issue

I only put decreased, as I am not sure of the true need for a VP at Dana, but I feel that at the higher grade levels, the position of the VP is very important. When my son was at Correia, his VP played a vital roll in his education and success at Correia. If there had not been a VP for him to be his advocate, we would be in a very different place.

perhaps have one full time VP at each school with one other VP that would offer support between Correia and PLHS

Why so many??

Dana needs a VP?

at the high school and stay the same at Dana & Correia

Exception High school is overkill with VP's

Vice Principals are a necessity at our schools. The school teachers and principals have to deal with increased school sizes (too many students) and the students benefit from the help the VPs give.

The VPs at PLHS are falling all over each other. Discipline is at an alltime low, and the left hand has no idea what the right hand is doing. I have never seen so many perfectly clean desks - a sure sign that there's not enough to do. All the while, teachers are constantly given more and more administrative duties. Check with parents - they're not too happy either.

I think with 1 Vice Principal and 1 Principal should be enough

does point Loma need so many?

It is necessary to have adequate administration so that teachers can do the job of teaching.

can't comment without knowing their functions

Eliminate 1 VP position at Correia.

Decrease to 3 VP's. VP's help with discipline, supervision and classroom teacher support.

A few years ago PLHS had 2 VPs.

4 is an utter waste. What are you thinking?

2 VPs is equivalent to 2-4 teachers.

Teachers do all the work.

Get rid of those VPs.

As I recall, VPs are the administrative backbone of the school. They should not be cut.

Administrators should be decreased and/or reduce their pay. Teachers already have enough responsibility for the pay they receive.

I went to a high school of 1

1300 kids ( three grades) and we had one principal and one vice principal.)

decreased to no more than 2 each

It seems excessive, but then again I'm not sure of their roles in the schools.. If there were a No Opinion answer, I would have chosen that...

it takes some of the load off of the Principal. This is important, especially at the middle and high-school levels.

If I recall correctly, when my children were at PLHS 20 years ago there were only two VPs. Enrollment hasn't doubled, so why has the number of VPs doubled?

should be maintained if they are really needed. There are times when you can't get a hold of any of the VP's so if they are really there to do their job then yes maintain the current level.

Perhaps there can be fewer VPs at the high school level?

I think in some instances perhaps schools with 3 or more can go down by 1.

definitely decrease.

why 4 vps?

There was no space to comment on Kindergarten being cut back. It depends on the # of hours they are cutting it back to, If teachers would have to teach 2 classes of 30 kindergarteners or if they cut the day shorter and have 15 and 15 in the am/pm session so that we can still teach. Last time we had 30 plus K's in a class we had aides. I agree the day is too long for K's now, but I would like to know more information on this before agreeing.

I'm not familiar with the VP role since my children are still young and at elementary level.

Correia one VP and Point Loma 2 VP's. Leave Dana at one.

Maintaining student behavior is a safety issue as well as necessary for learning to occur.

One Vice Principal per school is probably sufficient.

decreased at the high school

Pt. Loma High School in my opinion does not need 4 VPs.

Decrease Pt Loma VPS to 2.

The vice principal is responsible for campus safety. Eliminating or reducing this position seems dangerous.

PL operated with two VP positions for many years until about 2 or 3 years ago. It CAN work with just two VPs

Lean out administrative leadership.

VPs do the heavy day to day lifting in terms of student morale and safety ...perhaps the security force should be cut instead if it all comes from the same pot of money.

PL could lose one; others should be maintained.

Not clear why you need more than one VP per school.

Decrease in PLHS and Correia. Put some teeth in the rules and you wouldn't need as many. Get back to the basics of education and allow a VP to exercise some authority and their job wouldn't be so hard. Then find a VP that has some backbone and it could be done by fewer!

If decrease of one at Correia and one or two at Pt. Loma could be done without hurting the quality of Education, then I am for it.

VPs are most responsible for discipline and order in the schools. They let our teachers teach while problems are dealt with outside the classroom.

Go back to 2 vp's and more office help

I don't really know what the VPs do. Is 4 too many at the high school level? I'm sure there should be at least 1 at each school, but it depends on the jobs they do as to how many are needed at each school.

1-2 VP's

Correia could get by with one VP

Dana could possibly eliminate the VP if lead teachers were identified to take on some of the tasks and compensated for the extra work. After all for all intents and purposes Dana is serving elementary aged students and other elementary schools have no VP.

Point Loma could possibly cut one position if the same counselor worked with 10th and 11th. Freshman and Seniors probably need the most attention.

Dana should have two. School discipline is more of an issue than people realize. Teachers need all the help they can get.

VP's ensure, first and foremost, campus security and safety. They oversee the discipline and operational issues that are constant and ongoing. If VP's were removed or even reduced, instructional leadership would be virtually non-existent, as the principal would be a "building manager" and never be able to provide classroom feedback, professional development, or build relationships with the community. There would be an increase in lawsuits, as student injury, harassment, would increase.

Dana Middle needs and deserves 2 VP.

2 grade levels = 2 VP's.

Is there an ratio of VP's to students? How many children are at Correia and PL High to warrant so many VP's?

These folks are more vital than the principals. They have more direct contact with the students and are mandatory for maintaining the civility in the schools.

At the high school level only

It depends upon how much work needs to be done and whether a lower position could perform the tasks.

I do not know what a current vice principle does. They used to be "the enforcer of rules" one for girls and one for the boys. It depends what the job is and how many kids are in the school.

operational person shared between sites, whether v.p. or other certificated so that principals may focus on instruction.

Schoolc should have at least two VP's.

I am not clear why Pt. Loma High has so many, do they have a higher student population?

At the high school level is 4 necessary?

High School does not need 4 VP

bare minimum staff currently exists-any cuts will impact students immediately

Assuming the VP staff is based on work load due to Student count at each location. However if Student counts decreased or increased I would expect to see comperable changes in the VP staff.

One VP per school, maximum!

1 VP per school

no opinion

Every school should only have 1 VP, the US government does!

4 VPs for a high school is too much.

If there are any decreases maybe one less at PLHS

At the secondary level, VP's provide supervision before and after school, between classes AND at both lunches. They also provide discipline and counseling, meet with parents, attend IEPs, and provide admin coverage when the Principal is off campus for mandatory meetings.

depends on savings as a result and what the other choices are!

I think this should be determined by each school. VP's can serve an important role.

4 VPs at the high school? You've GOT to be kidding me. What a waste of money.

See my comment above.

I was not aware that a Jr. High and High school would have more than one VP. I understand that they are large schools. I would rather see schools drop down to one VP than see class sizes increased.

What does a VP do?

I'm sure office staff can fill this void.

I don't know what the VP's do at PLHS, but seems like you could eliminate one of their positions.

One VP per school should be enough!

The emphasis needs to be shifted with the budget cuts to more teachers and less administrative positions.

no opinion - We don't have children at those schools. I am not sure how that would affect the schools.

There should be at least one VP of Dana and Correia and 2 VP at Pt. Loma High

one per school

only if the schools feel this is appropriate

For Point Loma High I think you should have only 2 VP's.

I believe that each school should be able to make due with one VP.

##### **5. School counselor positions should be: - Comments**

###### **Answer**

Too many students at PLHS to cut back on counselors. The school is over crowded. Feel rushed to visit with the counselor because of their work load.

In our 10 years in the cluster I can count on one hand the number of times we have interacted with a counselor and the number of times that interaction has been helpful. Hasn't technology been added in a manner that reduces the need of counseling staff?

I like the idea of counselors, but perhaps they should get merit pay for a job well done. This applies particularly to at risk, or marginal kids. My kid, in my opinion is at risk, but her counselor feels that she is just fine, and maybe even on track for a 4 year university (with a 1.8 GPA)

Are they busy the entire day, or could they be as effective, say, three days a week ??

They do not "counsel" the kids in life problems, as much as guide them through their college and career paths. We could cut back there a smidge.

With so much stress in young students' lives, the presence of school counselors is more necessary than ever before. Counselors offer emotional, social, and academic support. They also supervise students before and after school and during lunch to ensure campus safety.

furlough days for teachers!!

I do not know the ratio of counselors at Correia and Pt. Loma High. Silver Gate has a counselor 1 1/2 days a week which is absolutely the bare minimum! How is someone supposed to counsel 500+ students when they aren't even there two days a week? We have to help children in the younger grades, then they will not need as much intervention in the older grades. As for Dana, one counselor per grade seems to be sufficient, but I am not on campus often and don't know if more counselors are necessary.

Counselors are useless. No need for them. Nix em.

There is not enough counseling currently at the middle or high school level. Matriculation is important but I don't see regular education social skills groups or social emotional counseling occurring.

Laying people off is not a good option. I would rather shorten the school year than let people go.

Counselors are important in the high risk schools.

Counselors also play an important role in the older students education. The student needs somebody to talk to and to guide them through important decisions that will affect their future.

1 per school

I am not sure what they do, besides put the kids in a cookie cutter schedule. They are too lazy to be creative and help the needs of individuals.

depending on how many are currently employed at each school?

I don't know what the current levels are.

High School counselors should be maintained at the current level -- no cuts there. High school is when the students and parents need and receive guidance for college preparation.

As long as we keep the currents we should be ok

I have a elementary child and am not familiar with this role.

again without knowing their load, I can't make a educated vote.

Unless schools have changed drastically since we were kids,,,,,the counselor position is useless. Ask most recent high school graduates.

by 1.

they provide a valuable service.

Given the very poor academic counseling my children received in high school, those positions might as well be eliminated.

maintained in the middle and high schools but not in elementary

The same applies as the previous questions. If their there to do the job certainly.

We hardly have our counselor as it is.

Especially at the high school!

Or increased

We have school counselors? I have never heard of one at Sunset View.

This would also decrease attrition rates.

vp's should take on some of their responsibilities and a clerk-type position should do the scheduling.

Eliminated (old staff) and have the VPs take over the position of counselor

Schools need counselors. We have many children in crisis these days.

There aren't enough and they are for the most part ineffective.

If the counselor could be used at more than one school, that might work.

We only have 2 counselors for more than 800 students at Correia.

as needed. A very important position at schools, especially these days.

no opinion, it is nice to have them, we have managed without them

At the elementary level, one day of counselor time is not sufficient. It would great to have at least 3 days.

Both for class assignments and to help students in need of counseling support, we need to bolster our counseling departments. I say this despite the fact that my experience with the counselors at PLHS was not positive in any way. By that point, they seem to think that the only students worth their time are the ones going to UC or Ivy League.

Counselors provide emotional support, class scheduling, groups for students, resources for parents. We do not have enough, as it is.

Dana Middle is deserving of our 2 counselors.

What are the current levels?

What are they currently?????

Counseling should be like an academic cheer leader! I do not know the current levels, nor duties of counseling staff.

counseling needs increase as more mainstreamed SpEd, and societal stress due to economic crisis, repeated deployments of our military population  
no opinion

We already do not have many and they are spread very thin.

I don't know the purpose of a school, counselor due to growing up in another country. We didn't have them and I don't know enough about the position

One counselor per grade level is absolutely mandatory. They provide group and individual counseling, campus supervision, discipline assistance and are a vital support to classroom teachers.

Students already have trouble finding direction. Reducing this position would hurt students. Should increase, but we all know that won't happen.

depends on savings as a result and what the other choices are

They serve a purpose, but I'm all about efficiency. Decrease whenever possible!

At least.

Only maintained if class size does not increase. If it is a choice than decreased to not have class sized increase.

How often do students meet with their counselor?

Once or twice a year

I would rather see administration position eliminated than to see classroom sizes increase

You don't show us current counselor information. Are they based by grade or number of students. I know Dana and Correia both have one counselor per grade. If PLHS needs more do to more than double the number of students, that should be considered.

With the state of the economy, many parents serving in the military, pressures of academics affecting kids at a younger age, there are many reasons for having a counselor on site. Kids need someone they can turn to with confidential issues.

I would support retaining counselors in lieu of VP's one per school

I am very disappointed with the counselors at PLHS, if those folks could be replaced with effective ones, then the current levels might be sufficient.

We have students who need the support but can not get it with only a 1 and a half day counselor

#### **6. Library positions should be: Currently: PLHS, Correia, and Dana have a librarian and a library Tech. Our elementary schools have library assistants. - Comments**

##### **Answer**

Explorer Elementary runs their library on parent volunteer. Library tech, what for?

The cluster's effective implementation of technology again helps to make this reduction realistic.

More emphasis should be put on the development of reading skills and the joy of reading.

Parents could write grants or conduct fundraisers for library expenses

Don't need a library Tech.

I can't imagine a school in the 21st century without a highly qualified librarian. Our library at Correia is CONSTANTLY in use by students, teachers, and even parents.

furlough days for teachers!!

Keep the status of the Librarian's and assistant's the same but have the school IT person now handle the Library?

Librarians are critical! If children do not have access to the library and computers then ALL the monies we have spent on updating our books and computers is all for not. The staffing we have now is the bare minimum!

An increase would be a blessing!

Library can be self serve, and self sufficient and run by student volunteers earning civil service credit. Overseen by a rotating staff of teachers. Schedule and 'turns' to be worked out as necessary.

There should always always always be a librarian at each school of our middle and high schools. Not sure what the Library Tech position is and how much this position is needed and for what purpose.

If having a library assistant vs. a library tech at the Middle, Junior and High levels will save money, I would consider that.

Laying people off is not a good option. I would rather shorten the school year than let people go.

Our elementary school needs more help in the library. Maybe the Library Tech positions in the upper grades could be eliminated. Student participation/volunteers to assist the librarians could be implemented.

Don't you need libraries at schools and with librarians? Can a library assistant run a HS or Middle School library?

1 per school

The library is very important. Reading is vital for students and being able to have another person at the school to provide help with this area is crucial. It helps teachers as well keeping updated on new books and supporting what is being taught in the classroom.

Elementary schools should have AT LEAST one librarian.

can parent volunteers handle this job?

As far as I know, there is no paid, full-time library position at Loma Portal Elementary. Decrease the library positions at PLHS, Dana, and Correia, and use those funds to pay for full-time library positions at the elementary schools. Once again, elementary school is where the educational foundation is built.

Adding library assistants to elementary schools for 1 year knowing the budget is in crisis was an extremely foolish action.

It should be determined by each site and not as an entire cluster. Each site knows its needs more. I can not speak for the needs of the middle and high school. I can only speak to the needs of Barnard Elem and Silvergate in which I am associated with.

Parents, as volunteers, could be brought in and trained to supplement some of the library duties. It is my understanding that the union doesn't allow this currently. We are a very intelligent and eminently teachable group and would donate MANY volunteer hours to ensure the school libraries stay open.

I think librarian techs could be eliminated and volunteer parents used for this, as long as there is a librarian per library.

I feel it is EXTREMELY important to have the library position maintained at its current status.

Children in 5th through 8th grade need that level of assistance in the library to learn CORRECTLY how to use the library, and all of its references.

Keep the librarian. She is very valuable. Have parents volunteer to reshelve books. Eliminate the library assistant.

Leave them in the HS where students begin research concepts and learning. Try going electronic it works and saves \$\$\$\$\$.

Do not eliminate the Librarian. If it is between the Librarian and library tech the tech should be the one eliminated.

important to maintain librarians at the highschool level.

I suggest making the library position the prep time position for every school.

The credentialed teacher could then act as a resource for teachers and students.

Each elementary needs a full-time librarian. Why did we build all these new libraries under MM?

We must have qualified staff in our libraries, although for some smaller campuses, a clerical, tech person is enough to meet the needs of the students.

Dana Middle is so lucky to have both a full-time Librarian/educator and great library Tech. So needed.

Libraries can be maintained with assistants. Period

I do not believe Silver Gate has a district funded library assistant. I believe the parents pay for her salary.

Does anyone need a library any more? Computers need to be available to those who don't have them at home (though truly, many learned quite a bit long before computers)

Learning how and where (hard copy [books, periodicals] and computer access) to find out about things should be a primary goal of education.

decreasing means no or extremely minimal library services- impacting student educations

What is a library tech? How much do they get paid?

the library assistants seem to do a good job.

books are critical to learning.

Not all children can afford to buy books and unfortunately there are some children who's parents are not involved enough to take them to the public library. These children should not be put at a disadvantage due to circumstances beyond their control

district Program Improvement. Our schools have an ever-increasing number of English Learner students (English is a second language.) To support Literacy, Information Literacy (21st Century Learning Skills via technology) and to provide a reading program, Credentialed Librarians are essential. To allow the Librarians to teach and still maintain circulation and an operational library, Library Staff is mandatory. Librarians and their staffs manage our textbooks at the secondary level.

Libraries are important to the kids, esp. the little ones. They need good help there.

At least.

Again, maintained only if not at the detriment of class size. Libraries are so important. In- room teaching is more important.

There is the internet and 2 public libraries in our community

We should have a librarian at the elementary level of the same caliber we have at Dana.

I don't see how students could be well served with less than the current staffing pattern.

one per school

Money can be shared with the public system. Volunteer staffing also.

## **7. Nurse positions should be: - Comments**

### **Answer**

I've found that younger children use "growing pains" to get out of school early. Nurses are known to show great sympathy towards these kids.

Important to have health care available at all times in case of emergencies...

I am shocked and appalled that there is not a full time nurse at school. That should be mandatory for the safety of our children. They should cut back somewhere else but NOT there.

Everyone who thinks we can reduce nursing support needs to spend just one day at a school site. At the middle school level, we see an average of 15 students/day with issues ranging from minor cold/flu symptoms to more pressing threats brought on by Type 1 diabetes, broken bones, and severe depression. Again, I can't imagine a 21st century school without proper nursing support.

furlough days for teachers!!

At Silver Gate we have a health tech which is also the bare minimum. Because of the changes in special ed we have more medically fragile children on our campuses than ever. To decrease nursing positions would be medically dangerous. We have to have medically capable people on every campus to maintain the health and safety of our students.

The nurse is never there when needed. Therefore, what's the difference if one is ever there or not? Another unnecessary position. Nix it. Does your work place have a 'nurse?' (Hospitals and doctors offices excepted.) I rest my case. It's unnecessary and downright absurd. Send the kid home if he/she has a problem. It's not the schools job to 'nurse.'

This may be very difficult!! I don't know too much about this, but it could be considered

I could not believe it when I heard that our elementary school did not have a school nurse. Many parents that I have spoken to were extremely concerned about this as well. This should be a permanent position at every school.

I think the nurse staffing is at a minimum already, especially in the elementary schools.

I cannot imagine a school with over 2000 students without a nurse on campus. Every school needs trained medical supervision.

If there is a emergency the teachers are not qualified to handle it...I have seen this first hand. They are not also willing to deal with children with allergies. we need nurses on staff to handle disasters and children with special needs. it is dumbfounding that teachers are not required to take cpr every 2 years.

Floating/Roaming brilliant idea!

This would assist with childrens health and helps get kids home while giving medical tips. LVN's and lower RN's are less expensive and offer similar talents

I wish I knew more about the roll the nursed played in our schools today. From past experience, it seems important for the health of the school to have a nurse on site as much as possible.

Nursing levels should be staffed according to the needs at the school site on a case-by-case basis, not one size fits all!

We basically have no school nurse - what a useless question!

why doesnt SDUSD use stay-at-home Moms and Dads who are R.N.'s?

A licenced health care individual to audit immunization records.

Health of students should fall to parents.

There is a pressing need for at least a LVN at every school given the response time for the paramedics/firefighters. If the district can't afford that, then it should require that every non-classified person be trained in advanced first aid, CPR, etc. It's a whole lot cheaper than a potential lawsuit!

I have put 5 kids various ages thru school the older ones always had full time nurse at school site. The two younger ones have not, and I have seen a big increase in lice, stomach virus, etc... I think this is do to the lack of a nurse at each site.

I think we only have one for one day a week.

Notes from above apply

Keep the nurse within the cluster

what is it currently?

Keep the health tech at elementary with a .2 Nurse

High Schools and Middle Schools should have a full time nurse due to student numbers. Elementary schools should share a nurse or two.

For us, whenever there is a problem, the nurse isn't around. However, parents are often called to deal with these issues and I'm fine with that.

Go for greatest flexibility and highest use of nurse time.

I am not sure about this. Roaming nurses could work if they aren't spread too thin. This could easily be abused though.

We have children with diabetes here that need attention. We also have a medically fragile child.

This question does not provide adequate background information.

Eliminate the Health Aide and keep the nurse full time.

Our current nursing situation is a tragedy waiting to happen. We only have a nurse on Fridays at our school.



High school and middle school should have a full-time nurse; elementary schools could have a cluster nurse to roam schools within cluster

If not full time, at least a 2-3 more days.

Do you have any idea what it's like to tell a kid not to get hurt or sick today because there's no nurse?

This is critical. When there are hundreds of children in a building, safety and health issues must be considered. How can you rest at night, thinking that at schools there is no qualified RN to assist in an emergency should there be a serious injury or illness. Again, I feel that ignoring student safety and well-being will ultimately result in district lawsuits. Someone is bound to NOT get the service and support they need, causing injury, and file a lawsuit against the district.

Absolutely all schools need a full-time Nurse at every site.

What are they currently?????

Sorry, I don't know what she does. If she can roam then she's obviously not necessary.

I believe an onsite nurse or nurse-practitioner should be available at each school. Health education could be a part of that persons duties.

It seems pointless to have someone one day a week. My child never got sick on a day the nurse was there. I do think it would be nice to have one full time.

Illness and accidents cannot be predicted. You take away a nurse and my child suffers because of it- I can see a parent initiating a lawsuit.

It does not seem very effective to have the nurse at one school one day a week. For ex SSV has one on Friday but things come up other days so I think it might work better if the person was floating within the cluster

this I'm not sure of, but I know the nurse coverage at my child's school is one day a week. What if a child gets sick or has an accident on one of the other 4 days of the week. isn't this a huge liability?

We did not have a school nurse

Mandatory again at secondary level. Our nurses are a safety net for our students - all students, but they are essential for our students with IEP's, serious health issues, emotional issues, and all the Federal and State mandated paperwork!

Dont know

Again, if we could afford full time that would be ideal, but we can't so the roaming one is better than nothing.

At least.

maintained only if class size stays the same

Office staff can offer aspirin and bandaids

Each school site should have a nurse. Heaven forbid that a child had a serious illness that went unrecognized because it happened on a day when there was no health professional present! That is unconscionable.

one per school

Would love to see nurses play a more active role is getting kids health care instead of paper pushing.

#### **8. Funding for Visual and Performing Arts (VAPA) Department should be: - Comments**

##### **Answer**

Is a core requirement to have one full year. My daughter was unable to get into choir this year at PLHS because of the overcrowding of all the other classes was not able to fit in her schedule. We live in Loma Portal and are not able to get the classes.

Unfortunately the arts also needs to share in the pain of this. Students/parents who want to be involved in performing arts can pay to participate. And there's always grant and foundation money out there to be had.

The visual and performing arts are so important on so many levels please, please do not even consider eliminating them.

If funds must be cut, the three R's are the most important subjects.

Again....parents and community members could pick up the slack.

In a perfect world, NO CHILD should be denied access to VAPA support. However, CA is in a true fiscal crisis, and I believe that just as with sports, parents need to take on more of the financial obligations so that their child can participate in music/art programs. I really believe that parents would support the programs if they had to.

Each school site in the cluster received no funding from VAPA. A cut in VAPA would not effect the programs at Dana, Correia, or PLHS.

furlough days for teachers!!

I know this is where people always look to reduce or eliminate but I strongly agree to keep it intact. It is proven that the Arts develop different areas of the brain that enhance the overall development of the children.

This is a nice to have, but it is more important to prepare the students for college-math, science and english.

VAPA is crucial to our students. To continue to make cuts in the arts robs our students of some of the most valuable learning experiences of their education. Music and art are directly linked to academic performance in the other areas of the curriculum.

Drama class? Waste of time. Attention should be focused on music and how to compose it and use modern technology and equipment to create it as a career. Or learn to play an actual instrument.

Shorten the school year to maintain all programs. There are school districts in Camarillo that have already taken this action.

Children learn differently; it is important to encourage creativity in humanities and sciences.

The visual and performing arts are often the only thing that keep students in school. They are essential to student development. However, they are expensive, and might have to be reduced, should all other options be utilized. Get rid of those excessive administrators first!

Cut back on standardized testing b/4 eliminating these important departments. We have become too short sighted in focusing primarily on language and math.

the successful cluster band program (very strong at Dana and very critical to school's success as evidenced by how many band kids are in honor roll) should be protected and maintained as should the musical theater.

Many kids otherwise would not get socialized or feel attached to the school absent an organization to belong to. These classes/programs are not extra fluff--they are critical to the success of many students and a big reason many parents stay in the cluster for Dana.

Without art in kids lives - what's the point?

When I was growing up, these programs were a part of the school day. I was an excellent student but if it weren't for these programs I wouldn't have done as well. You need to be well balanced and use both sides of your brain, not just the analytical side.

fundraising

There are ample services available in the community for families that desire VAPA for the kids.

We need more emphasis on the Three Rs - reading, writing, and arithmetic. We are "graduating" students who can barely read and write, can't balance a checkbook, don't know how to use a library for research, etc.

Why is it that half the freshmen at our state colleges have to take remedial math and remedial English? We need to get back to fundamentals!

I like the new 4th grade music "general survey" approach. Bless Mr. Flores and his elementary music program after school on Mondays.

A small amount. Need to meet the California Standards level.

We are fine with having access to VAPA, and funding it through Foundation. Keep as is.

Being a single mom, and NOT able to afford dance classes outside of school, I feel it is important to have this available for the children who are gifted in the arts. My daughter is in Musical Theater at Dana, and I am so proud of her and her classmates performance at the Holiday Showcase. Without the VAPA no child will be able to show off their talents, unless parents have a lot of money for these classes. Please don't cut the funding for VAPA Department.

We need to educate the whole child.

If can do without hurting the Education of the children.

These are things that keep kids in school!!!! and improve their grades and minds.

It's critical for keeping kids stimulated, enriching their lives, and developing them fully

but I understand that funds are not available for this extra activity

Students will thrive if they have a well-rounded, balanced curriculum.

This should also be considered as a required prep-time focus.

Are we expected to produce test-takers or well-rounded citizens.

When Horace Mann initiated 'free public education' he focused on CORE subjects, basic Physical Education, and Health, and keeping children safe. All else is 'frosting'. In a dire budget crisis, the one and only focus MUST be CORE education and student safety. Children can get art class or singing lessons at the YMCA or through other avenues.

Very important programs for our students development in the ARTS!!!!

Important for developing imagination! When so many kids grow up with videos & movies instead of books, when and where do they get to create their own pictures of the words???

Have participating students pay for these activities.

thought foundation paid for that, not SDUSD

In my opinion VAPA type programs are very important to providing a well educated child. That is why as a SSV foundation member I strongly supported our paying for it at SSV

Children develop differently. Not all children are going to be academic but they could be very artistic and this may be the only thing to keep them in school

Our cluster SHINES because of our magnificent music and art departments. We are turning out well rounded, performance experienced, award winning students. For so many of our students who struggle academically, these electives are their chance to succeed and build self confidence.

I have no comment on this.

Perhaps we could collapse some into larger groups, or just keep the very active ones that serve the most kids. Let the bottom, less active groups go.

At least.

only if class size stays the same

Art is a very important part of learning, especially for children who do not do well academically

I don't understand what the funding for VAPA funds. Does it pay teacher salary, equipment, materials, curriculum? If decreased how will it be decreased? I think we need to maintain magnet schools for performing arts.

Our students need a balanced education. I am a college professor, and I believe in a strong emphasis on language arts, math, and science. However, I also strongly support having the arts represented as well. I see many students coming out of high school having no appreciation for the arts. I think that this is not healthy nor good for our society.

this an activit that will give our children an outlet to get exercise and enjoyment with friends.

they should be getting grants and serving all schools.

#### **9. All high school athletics should be: - Comments**

##### **Answer**

It's interesting that you didn't provide an option for DECREASED like you did in other categories. If I had to choose between increasing class size and eliminating athletics, I would eliminate athletics. Athletics, like everything else, should share its brunt of the budget cut burden - tough to do considering lacrosse and rugby are being added. Being as it's extra curricular, students/families could pay to play to close the funding gap. Or, let a business or grant underwrite it. Learning 1st.

With the growing obsity in America I don't see how they can even consider eliminating sports. In addition to the benefits that sports programs give to kids, such as learning about team work, time management to balance the sport and school work and the possibility for scholarships.

Cheering for your school team makes you a part of the the school .... a team player.

Boosters!

Again, athletics are an extremely important part of a whole educational experience. However, I believe that families need to financially support these programs. A free, public education doesn't necessarily extend into the field of athletics.

Eliminated if they can't pay for the program through fundraising and individual support.

furlough days for teachers!!

Sports is the one place we can cut without directly affecting academic instruction. Sports programs are available through community groups and students who wish to participate in soccer, softball, swim, etc... can do so through entities like the Peninsula YMCA. Also, given the current court case related to funding of field trips and extracurricular activities, expensive sports programs will become an albatross around the neck of school district throughout California.

Never take away. You will have very unhappy non productive students. Athletics are not just for the players but also for the spirit of the school students. Another must with the Arts. We need to remember that education is also about social development too not just test scores and academics.

These are important to students, however, they don't have to be free they can pay to play.

Sports is another crucial area to our students' learning. Team work and sportsmanship will carry our students through the rest of their lives. To believe that all learning takes place in a classroom from a textbook is naive and wrong. Our students have to have the opportunity to succeed in AND out of the classroom.

Too much injury. Bad for the body. Football should be OUTLAWED.

However the distribution of funding at the high school level should be more equalized. There are sports that are completely underfunded and others that have huge booster clubs AND get a lot of money through CIF.

Each sport should have a paid coach minimally.

NEVER consider eliminating High School sports!!!! This is vital to a well rounded, healthy, BUSY student body

Shorten the school year to maintain all programs. There are school districts in Camarillo that have already taken this action.

Do not eliminate school athletics. Children need athletics to learn about themselves/become their personal best, stay physically active, and learn about the world and people through the type of interpersonal/social relationships only gained through athletics.

Sports and activities help kids learn teamwork and leadership; they also keep children out of trouble.

All the sports barely get any support from the school anyway. The referees get paid and a pitence goes to the coaches. It is hard to have winning teams when you cannot pay the coaches what they are worth. We get low quality coaches or they leave for better opportunities. All except football. See next question.

Why are you only quoting \$ amounts for certain cuts? It seems a little biased.

High Schools need athletics to 1)create school spirit and unity 2)give students access to sports 3) stay healthy 4) become well rounded individuals 5) leverage entrance into colleges 6)obtain college scholarships. There are so many good reasons to keep athletics in the school and these are just a few.

They should be reduced, but not eliminated. Make those expensive football teams come up with funding! If they cannot support themselves at a higher level, perhaps they are not as important as some people think they are. Most teams receive little or no funding - why does football drive it all?

we need to keep or children active for many reasons

Core of kids futures rides on this. Kids who are in sports tend to stay out of trouble, why would we destroy opportunities for scholarships and success by destroying this core opportunity.

Students will drop out if there are no athletics.

there is not enough physical education in the schools--we have a national obesity epidemic and we want to cut athletics? Crazy. The school teams forge lifetime memories, create camaraderie and good vibes for the school. They provide community spirit and give alums a reason to remain engaged.

How could it only be 3 million, if the Kindergarten is 17 million plus? All the coaches, uniforms, field maintenance etc. are more than three million easy.

Kids need to run around to burn off their energy. Sitting all day does not allow them to want to learn. Our kids are getting fat. There have been studies where exercise actually helps in the learning process.

kids need athletics

Students are old enough to pursue their favored sports outside school time.

Make football and baseball intramural sports only rather than competitive. Emphasize low-cost sports such as cross-country, wrestling, volleyball, etc.

I believe high school athletics helps keep kids in school.

Decreased 25%.

but with a budget decrease. Maybe not paying for busses to so many away games or any games that are non-league.

cut back

I wish they could be expanded to the middle schools!!! But I also realize that - at this time - that would not be fiscally possible.

These should be after school programs and should be privately funded

HS Athletics are an important part of the high school experience. Studies show that kids who participate in sports also excel in other areas of their lives. Why would we want to take away enrichment programs?

High school athletics are a huge part of high school and a way into college and careers for some of the athletes. Eliminating athletics would do a huge disservice to the all the kids, from the athletes to the spectators who go and enjoy the games.

So necessary for this age!!!

But I would decrease football.

Middle school students should not be allowed to participate in any sports or athletic clubs at PLHS. Eliminate 8th grade sports and have JV and Varsity only.

Why an "all or nothing" approach? This questions seems loaded to force a reply.

Is there another option, like decreasing the spending on them?

or increased. a very important activity for students!!! keeps them out of trouble.

Eliminate some

Again, "free public education" is about CORE curriculum and BASIC physical education and health. Children can join intramurla neighborhood leagues and get organized athletics other ways.

decreased

DO NOT MESS WITH HIGH SCHOOL SPORTS!!!!!!

NO DISCUSSION!!!!!!

Athletics are very important to creating a community within the high school.

More movement needs to be incorporated into more young people. Some of the sports seem to get to extravagant with distant travel, costumes, etc and many kids don't participate. More activities like dance, tumbling, rowing, kayaking, circus? might be affordable without some of the dominant expenditures of football type sports.

possibly not funding jv- cuts can be made here. The primary purpose of a school is education not sports.

However, students should pay extra to participate as they do for club sports.

3 million really isn't even a dent and the impact it would have on the students is potentially very damaging. In the US we hear about childhood obesity almost everyday in the news. How can decreasing the opportunities for exercise and sports help this problem. Currently it is my understanding that the parents are required to pay for much of the required equipment.

Athletics are very important to the kids. It keeps kids in school and not dropping out. It gives them a reason to do well in school. It keeps them off the streets and physically fit. It also is important to the kids wanting to do college sports and in getting scholarships!!

Junior High kids need to keep busy and this program should be brought back. Enough of the traveling leagues, etc.

Hello have you seen how fat kids are these days???? Also a competitive spirit can be fostered through sports which is an advantage in the business world

Sports are a vital part of high school, preparation for continuing sports at the college level and for many, a chance at a college scholarship. Could admission be charged or increased to help offset the cost of the programs?

Why is there no question about closing our tiny elementary schools instead of eliminating VAPA and sports??

Again, keeps kids in school instead of dropping out. Keep sports!

At least.

Is this not a requirement to enter the UC system?

children learn a lot with movement and sports helps them with social skill

Go team

Once again, athletics programs are an important way for students to stay healthy and fit, something that we don't have enough of in our society. Team sports teach many skills besides just the sport itself. I don't see a need to expand to middle school, but I think that high school athletics should be maintained. The students need options to choose from and need to be well rounded.

When the priorities are set by budget cuts the athletics should not be ranked equal to art or classroom instruction.

this an activit that will give our children an outlet to get exercise and enjoyment with friends.

reduced staff

#### 10. High school football should be: - Comments

##### Answer

What is it 1 in 800 kids who goes on to play in the NFL? With those statistics we're paying way too much for football, and at the expense of CLASSROOM LEARNING. In the scheme of things, football is just not that important. Also, the schools over emphasize football at the expense of other sports. If students/families want it they can pay to play. We send our children to school to learn to read, write and become critical thinkers.

Are you kidding me? DO NOT ELIMINATE High School Football.

IF a sport must be eliminated, it should be football. Equipment costs must be great....

Again....rely on fundraisers in this area

with a lower budget

On so many high school campuses, the culture of the school is tied to their football teams. Why aren't we paying attention to our academic scholars in the same fashion? How about recognizing children who enter science fair contests and math competitions? How about those who enter literary contests? We typically give little, if any, recognition to these talented and hard working children. Our priorities need to be re-evaluated.

furlough days for teachers!!

While this is important gateway to allow certain students to access scholarship money, it only applies to a small percentage of all high school students and, due to the nature of the sport, is highly skewed toward males.

Again, this is something that can be cut that will not directly affect core academic instruction.

Never eliminated for reasons stated above.

Again, they can pay to play and have fund raisers.

See above comments.

Too much injury. Bad for the body. Football should be OUTLAWED. TOO MUCH RISK FOR PERMANENT AND CRIPPLING INJURY INCLUDING PARALYSIS.

Because football has ability to bring in money it seems that their CIF money should be reduced or their booster money should be shared with underfunded sports.

Shorten the school year to maintain all programs. There are school districts in Camarillo that have already taken this action.

Too much money & importance goes to football. PLHS football gets 18 coaches & buses to take them to away games - no other sport gets this. Who pays for the 40 kids standing on the sideline all in uniforms? Very unfair to all the other sports that get nearly nothing from the district. Pass the wealth to some of the other sports. Make it fair.

School spirit, unity and opportunity for all. Keep football in high school.

Or decreased slightly

See comments for #9

Are you kidding me?

Reduced.

kids need athletics

What percentage of students play football?

See my response to question 19; make it an intramural sport.

Thats a big part of your high school experience.

Same as above

Decreased 25%, not eliminated

but with a decrease in funding. Maybe not paying for busses, etc for far away games or non-league games.

cut back

too much of the "athletic" money goes to football. The athletic money should be spread fairly among all sports.

Is there really no intermediary options here? Think outside the box! Get a prof team to subsidize the district football program or something like that.

Decreased.

Who wrote this survey?! It is incomplete in terms of options for answers.

Very important to keep football. Not only does it help students keep up their grades they can get scholarships to go to college.

Why an "all or nothing" approach? This questions seems loaded to force a reply.

High School athletics is a primary reason why a number of kids stay in school.

As above, decrease the spending on them. Let the parents shoulder a little more of the costs.

why is this question different than other highschool sports? Is there a way to reduce without eliminating, but spend less than current?

Same as above. We are supposed to be EDUCATING children, not providing free football teams for them to participate in.

you didn't give a choice of "reduced"

the football budget is incredibly out of proportion to the number of students who benefit from the program

It's the schools draw.

Do not cut football.

See above

High school football seems very popular so I don't think it should be eliminated but maybe there are ways to cut back.

However, students should pay extra to participate.

Too many injuries. Let the private sector handle football programs.

Team spirit? Pride in the school?

strange choices, what about eliminating 9th grade teams?

Schools with limited interest in football should be allowed to drop football but those schools where it is popular should be able to offer it.

I love h.s football. It would be a huge hit to lose this.

only if class sizes stay the same

I don't know enough about this program to comment.

Students can play football in a private league. HS football is great for school spirit but if it means larger class sizes I cannot support it.

this an activit that will give our children an outlet to get exercise and enjoyment with friends.

reduced staff

#### 11. The SDUSD Desegregation Plan needs to be evaluated for effectiveness and modify if necessary. - Comments

##### Answer

Eliminate VEEP, or restrict it to students that maintain a GPA of 2.75, or return to the district they come from. If the students are not serious about their education. PL families have purchased homes, pay higher property taxes to have a good school district.

Children should attend schools in their communities! My son attends special ed classes in Clairmont. I do not feel connected to the school or community there. He is on the bus over one hour...EACH WAY...for a total of more than 2 hours per day on the bus. I'm looking forward to him attending our neighborhood school next year.

In a budget crisis as radical as ours, everything should be scrutinized carefully.

I don't feel that it's working

The 60s and 70s are long past. It is time to look at the present and design schools that best meet the needs of students WHILE maintaining a healthy fiscal "bottom line." There's no evidence that busing students closes the achievement gap or increases better relationships between students of different ethnic groups. The real need is to ensure that a high quality teacher is in EVERY classroom, regardless of geographical location.

THE PLAN WAS CREATED 30 YEARS AGO. ABOUT \$20 MILLION IS SPENT ANNUALLY. WHAT EVALUATION IS BEING CONDUCTED? HOW MANY NEW PROGRAMS HAVE BEEN INITIATED DURING THIS TIME? HAVE OTHER COMMUNITIES DEVELOPED HIGHLY EFFECTIVE PROGRAMS TO SHARE CULTURES AND BRING PEOPLE TOGETHER? SHOULD MORE COMMUNITY PROGRAMS TAKE PLACE OR BE INITIATED AFTER THE CST TESTING IS COMPLETED SO THAT CLASS TIME CAN BE MORE EFFECTIVELY UTILIZED?

furlough days for teachers!!

Magnet school funding is being reduced or cut altogether. Charter schools are offering special programs that in past years were provided by Magnet programs. San Diego's ethnic and cultural diversity has changed significantly since 1973; its integration programs need to be evaluated to see if they are still effective.

Busing has not improved test scores or the education of those bused.

I think it is time to stop the VEEP program

All programs need to be included in an overall evaluation process that evaluates and prioritizes programs for possible deletion.

Need more info on the effectiveness and proven achievements of goals.

The kids do not integrate. Why spend all the money on the busing.

I agree that any program should be evaluated for effectiveness and modified if necessary. The key to doing that is WHO will be evaluating the effectiveness and by what criteria?

Why do we want kids who have no respect whatsoever for their environment to come into ours. PLHS is paved in GUM. Walls painted in phlegm stains. Furthermore, with the reverse discrimination that's going on the so-called under privileged schools are getting all the good equipment, computers and so on. Why are they coming here? They have better stuff at home ! Segregation is a choice. There hasn't been any mandated segregation in this country since the early sixties ! Obvious!

It is always important to address if the mission is being met.

Keep kids in their own neighborhood eliminating the need for bussing and you'll save a lot of money and get some kids who are in private schools to return to their neighborhood schools.

Schools remain unbalanced, and district wide solutions apply differently to each school cluster.

if we need to cut, why have these extra programs

Schools need to be improved so that students want to stay at their neighborhood school instead of taking a bus to a far away school. Diversity can be highly overrated and make it so parents do not want to send their kids to the local schools. In addition, parents who want to send their kids to their local school should not be punished with late starts to due bussing issues.

I know and work with these kids that are bussed in. They are tired all the time and I know that their performance suffers. The waste of time and money and fuel and pollution generate by bussing kids is appalling. The kids are suffering. Send these kids to schools in their own neighborhoods so they can get some rest, quit wasting our limited resources and polluting our air with these busses!

The bused in students and the neighborhood students do not mingle. I don't see how this is an advantage to anyone. Most are not even in classes together. Integration starts at the parent level - it has to be more than just putting your child on the bus. Learning values need to be taught at home.

the Old Town program was too extensive. one or two field trips would suffice.

I think these programs really tie up the SDUSD Budget and in some cases have a negative affect on schools and their academic performance.

has there been accountability for theis programs?

I think parents should consider filling a class

action lawsuit against the district so this can be reversed.

OCILE does not accomodate kids in wheelchairs and is a waste of money.

Keep OCILE

Magnet schools are fine but charge parents for the transportation.

We are paying huge amounts of money to have kids bused to our schools. This policy is broken and costly and needs to ne eliminated asap. If they live out of district they can get their child to school the taxpayers should not have to fund this. It's absolutely criminal what we spend onthis

The Plan was implemented in the 1970's and it has not been re-evaluated!? After 40 years don't you think its way past it's time to be evaluated!?

I believe in desegregation to an extent. I think that the schools that are low performing ones should be updated and improved so that kids in their neighborhoods want to attend their local school. The kids that are being bussed are not necessarily getting a better education because alot of times their parents don't even speak English and cannot give them the support at home. Plus it makes for a very long day. I have helped out alot in the class and I am not convinced that this system works.

Dont waste millions on a re evaluation! Why are we paying to bus kids across town when we cant afford a basic education.

My observation is that we taxpayers are wasting a lot of money busing kids to high school - by the time they reach high school age they've self-segregated themselves in White, Black, Hispanic, and Asian groups.

I would consider eliminating OCILE. I don't see how eliminating magnet programs would save money for our schools. The other programs I would like to learn more about.

How do we evaluate the efficacy of the program? (objectively) In the time of this huge problem we must focus on the "must haves". The individual schools must serve their resident population first - no matter where in the district the school is located. If this was actually done, no child would need to be bussed anywhere.

Agree to a simple in-district evaluation. We need to evaluate, but we do not need to spend \$ to do it.

I agree that the programs should be evaluated for cost effectiveness but I also believe that all the contracts for the San Diego Unified school district should be evaluated for cost effectiveness and that wasteful spending should end.

My experience with the OCILE programs is that they are fun for the students, but hardly fulfil the objectives of integration.

1977 was a long time ago - people of many cultures and backgrounds live in many of our communities.

When the desegregation plan was first implemented there was very little integration. But 30 years later our city has gotten much more diverse. Consider Clairemont. It is totally diverse on its on its own.

I think that our students are pretty well integrated now. It is a different time than the 60's and 70's. I don't see a need. BUT...I think the Old Town Program, Balboa Park and 6th grade camp are important for the enrichment of the curriculum.

Keep neighborhood schools as neighborhood schools. However, VEEP & Magnet programs are useful in integration, and is important. Charge a nominal busing fee to those in the VEEP & Magnet programs.

its time

Having neighborhood schools is preferable to simply having a school in your neighborhood

We are spending money on things like this instead of teachers and the schools themselves. This is a HUGE part of the problem! The community of the neighborhood school is being destroyed by all the PCness of this.

There is always a way for kids who REALLY WANT to go to a different school and flourish, to get there. But spending the money to bus kids who don't want to be somewhere else just to make things sound better on paper (while making things worse in reality) is not smart.

I believe that the funds that go into these programs might be better spent directly in the schools that students/families are escaping. By the high school level, kids self-segregate by neighborhood anyway. My kids friends were largely from the neighborhood. Even my son's football friends were local, though on the team and during school they integrated. Logistically, it's difficult being buddies with someone who lives 20 miles away.

Busing is no way to solve the problem. Get this part right and you fix the bigger issue.

Everything should be assessed.

Busing students across town is a failure. A school is a community center and students families that live 20 miles away have no connection to the school or the community. Spend the money on busses to improve the inner city schools.

I am a strong supporter however of magnet and innovation programs. I don't care at all if the OCILE programs are eliminated.

Need to charge for bussing. We are over free transportation.

quit paying for any and all buses

This is true all the time, not just during times of budgetary woes.

I believe in neighborhood schools.

It should be eliminated as the cited concerns were over 30 years ago.

Is there a better way to handle the transportation, maybe a hub and spoke system rather than the individual drop off and pick up at every school?

The current integration plan is a failure.

I believe that segregation is when separation is IMPOSED on a race, religion or class. Schools in SDUSD have always been open to any property owner within that particular school's boundaries. As a property owner in Point Loma, we pay a huge premium to live here and one of the benefits is that our children attend school here. We donate to and volunteer in our local schools to make them what they are.

Walking to a good local school should be the goal of the district. The expense of busing is absurd! That bus money could easily improve the currently less desirable schools! If a child from outside the school boundaries should have the choice to attend another (better) school, but the tax payers should not have to pay for their transportation. Students should go to their own neighborhood schools.

It creates social isolation, please provide "quality" education at each and every school.

We have become a multi-cultural county, more and more people are now more than one race. We should no longer be looking at it that way as people who are half and half will choose the race that aids them in achieving their goal through race alone and not their academics. There should no longer be free rides based on race.

Please! Let's get over this race stuff already. San Diego is diverse no matter what street you live on. I say, lose these programs.

Desegregation is an extremely important societal goal.

Create after school social programs that students from all over the district can work together on.

This would help eliminate funding problems with busing, bell times and violence.

30 years of moving resources around to the detriment of our neighborhood schools, "rich" AND "poor" all over California is enough. If people choose to send their children outside of their neighborhood, then let them get their children to school on time, fed, and ready to learn.

I am not sure that this plan is effective or is achieving its goals. I'd like to see an evaluation of this plan take place, as long as it's not too costly.

waste of funding. you would have more local involvement if their work helped the area students and not some body whose bused in.

We have had the same programs since 1970? Yes, time to reevaluate.

## **12. Eliminate Race/Human Relations and Advocacy Program (would save ~ \$1.2 Million) - Comments**

### **Answer**

I don't even know what this is.

Haven't even heard of this, so is it really necessary?

I have yet to see data that justifies the expense of this program. Funnel any savings into merit pay for teachers/administrators who select to work in schools with students of most need.

furlough days for teachers!!

The focus must be on the academic core (English, Math, Science, History, etc.)

Needs to be reevaluated and prioritized

Need more info on the effectiveness and proven achievements of goals.

I agree that any program should be evaluated for effectiveness and modified if necessary. The key to doing that is WHO will be evaluating the effectiveness and by what criteria? I am not familiar with all of the programs but I believe the OCILE program benefits every 4th, 5th and 6th grader in our district. This program reaches more children than any of the others, I believe, and should therefore be maintained.

I don't even know what that is nor have ever heard of it. Its not helping my family nor yours I'm sure, whatever it is. Nix it.

The programs under this initiative need to be evaluated for individual clusters. The size of the district means application to each school is different.

I used to be a Race/Human Relations representative. In the last few years, I have seen NO evidence of this group's work - obviously it can be eliminated.

Not aware of program

Its a different world we live in today, kids don't see each other in the same ways as we used to.

I really don't see where any of these programs have accomplished much.

don't understand the program completely.

There should be a character education emphasis at all schools rather than all attention being paid to race.

Are you kidding?

I am not familiar with this program.

It's a great program for our students. Make principals 10 months and keep our OCILE program- something rewarding for OUR STUDENTS!

Schools can implement their own similar programs on a school by school level. No need to spend this much on a district level.

This year the ocile department scheduled Dana Middle to attend with Marshall Middle (Scripps Ranch). Is integration the true goal of this program?

The unfortunate reality is that all schools are not equal in resources facilities and quality. Until that issue is resolved it does not seem right to not allow students to get the benefit of the best schools available in their city/county.

The amount of money saved doesn't justify the long-term impact.

Despite last year's election, I see more evidence of racism than I have since I was in school. Our schools need to be stronger advocates for the fact that we live in a multi-racial, multi-cultural society (like it or not)!

I have been an employee in the district for 20+ years. I have never experienced any strong benefit from having this department. what do they do for kids anyway?

All other districts have pay programs with some scholarships for 6th grade camps and no 4th/5th grade program. Can we implement something similar to this, maybe free/reduced lunch children get scholarships and others can apply for hardship funding but otherwise it becomes a pay program.

I believe it is important to have diversity in our schools and that many if not most have become far more diverse since the 70s. This needs to be looked at again. SSV for example has a very small number of children in the program and realistically I do not feel it has made the school much more diverse. The cost of busing alone in this program is fairly large.

Yes!!! These programs are a HUGE waste. Let's keep the money on learning in the classroom. Again, focus on the basics - these programs are EXTRAS we can't afford!

Don't know enough about the effectiveness of this program.

This program obviously doesn't work because bullying is increasing at alarming rates

I would need more info to make this decision.

need to evaluate which programs are making a significant difference

### 13. Eliminate Magnet and Innovation Program (would save ~ \$9.8 Million) - Comments

#### Answer

I do not think it should be eliminated but maybe modified to help with the budget crisis.

My oldest child was at Sunset View Elementary when it was a magnet school teaching Spanish. It was a total waste of time as she can't speak a word of Spanish to this day. They mostly taught a few words and sang songs.

Again, free and public education did not, at its inception, recognize expensive programs such as magnet schools. If we stick to the original premise of public education, we would realize a tremendous savings.

furlough days for teachers!!

Many of these "innovation" programs are nothing more than "we've-bought-lots-of-new-technology" programs. There is little systematic training and/or "innovation" going on with the teachers at these sites. Prop S money is providing new technologies district-wide. Don't waste money on "innovation" or "STEM" programs that are obsolete within a few years of opening.

Needs to be reevaluated and prioritized.

Same as above.

STRONGLY DISAGREE!!! Magnet programs add variety to the district.

This is a nice to have program. It does not benefit enough students.

I thought most if the magnet programs were eliminated years ago. Silver Gate lost their magnet under Bersin and we have continued to attract "ethnic" children from across San Diego. I believe that good schools will attract students without the need for additional magnet funds.

Not sure. How many kids actually utilize the option to go to a magnet school? And what benefit is it to them? Isn't a school a school? Isn't there supposed to be consistency of quality within the education program? Nix it.

With school choice, no school in SD has boundaries. It appears the magnet program is being used to save schools that were previously at risk. It is smart to try re-setting schools that were failing, but when magnets are continuing to fail there is a problem.

Disagree as long as people drive their OWN CHILDREN to these schools.

I believe this has been a good program, but in the financial difficulties we are experiencing, perhaps we could look at replicating magnets on a smaller, local scale.

No - all kids need an equal chance to learn no matter where they are from.

Some kids are not strictly academic or motivated by the arts. They need to be allowed to explore those things that they can feel good about and excel in. If all these programs were included in every curriculum than we wouldn't have this problem but they are not.

Language Magnet programs like Barnard's Mandarin program and the Spanish bi-lingual programs in high school and junior high school should be maintained.

The magnet schools allow for families to send their children to schools that hold specific areas of interest and academics. Regular schools are not able to offer the same opportunities for families. Magnet schools offer choice and variety.

Magnet schools draw students to schools where they can pursue their interests while they learn. It is incentive for these students.

HOW?????

This is a poor option, but cuts need to be made somewhere.

Depends upon the law and the need to integrate.

Keep the CHOICE program.

Reduce...look at what school is working and what isn't. Need to be data driven. If the magnet program doesn't improve the student achievement then eliminate it. By now there is data show if the program works.

Keep Magnet schools, but CHARGE a fee for busing. The parents that send their kids to Magnet schools are OK with paying a nominal fee for this.

Open the program to better offer options.

Students need opportunities to explore individual talents. No one classroom fits all kids.

families should provide transportation

Since we have choice schools now, are magnet programs still necessary, or put all magnet schools in the most impacted areas

Magnet program allow students with certain interests to explore them while still getting a comprehensive education.

I knw that these schools are wonderful for students. If we have to make tough decisions, we have to cut programs that only serve a few, and are costly. Public education should be about providing a basic core education for all students. period.

STEM (Science, Technology, Engineering, Math), Global Citizenship, Int'l Studies . . . I would like to think these would be incorporated into every school's curriculum. Mandarin Chinese???? Shouldn't that be a college elective? Isn't this a form of segregation in itself?

May need adjustments

My kids were in the initial Spanish magnet program. Both are still spanish speakers. The busing was like a baby sitter, The program was great but could the expense be transferred to a spanish emersion class at several local schools???

I chose the emersion program because there was better ability to get great teachers and remove poor teachers. The dual language also increased creativity and acceptance of alternate ways of solving problems.

I don't think the magnet program should be eliminated but the bussing should be eliminated for magnet schools.

Not necessary. Our neighborhood public schools should get the extra funds to improve their programs instead.....especially in math and science departments!!

I think each magnet school should be looked at individually not as an entire program. Which ones attract a lot of students and are successful and which ones are not.

Typically the family that pushes to have their child attend a school further from their home will expect more from their child

I see some success here, but again, let's focus on the schools that are making REAL progress and get rid of the ones that are not performing.

Why should only the lucky few be offered advanced education.

At the very least, eliminate the free transportation. This choice afforded to parents is enough of a gift. Support your choices fully by getting your students to school.



#### 14. Eliminate VEEP Transportation (would save ~ \$1.1 Million) - Comments

##### Answer

Restrict to choice only. Have the parents be involved with their child's education, and find a way to the school. Explorer Elementary accepts choice students with the commitment that there is parent involvement and is very successful at this. Or restrict to those students who are serious academically and will achieve a decent GPA, if they do not achieve it, then they return to their own school in their neighborhood.

Kids should go to school in their own neighborhood.

I think everyone should have bus service

Busing cost a lot of money and it doesn't work. If parents want their kids to go to another school, something should be done utilizing city buses

This is a tough one, because if we do eliminate the VEEP program, then we will not have the space to seat all of the involved children in schools south of I8. We have created this problem, and I do not believe that innocent children should pay the price for adults' lack of understanding the future needs. Until we have the schools built where they are needed, I believe we must bus children to existing sites. furlough days for teachers!!

Children should be able to attend their schools. They should not have to get hours earlier than their local counterparts and stand at the bus stop in the dark waiting for a pick up/drop off. Support neighborhood schools so busing is not necessary.

Needs to be reevaluated and prioritized.

Same as above

I know that parents' ultimately choice into schools, and most need to use the buses. BUT if a parent truly wants their child at a specific school, the PARENT will do what it takes to get their child there.

I believe VEEP transportation is important for those families wishing to have their child attend another school other than their neighborhood school. Many of these families cannot afford to transport their children across the city but should be afforded the opportunity to send them anyway.

Whats VEEP? Don't all neighborhoods have their own perfectly good schools to go to that they pay property taxes for to support?!! And we pay in kind, to support OUR OWN ? Quit bussing em in. It makes no sense. Indeed a waste of money and always has been.

Or reevaluate the way in which students are transported. We have some full size buses that carry VERY few children. There has to be a more efficient way

Do not participate. Assume program limits distance of transportation and sets patterns to save money.

Expensive program - Choice, VEEP students could be asked to use public transportation.

Many of our kids need the Veep program to get 2 school

Since they get so much money, keep them at their schools.

Sell advertising inside the buses to help compensate. I would love to get rid of the buses but we need them to keep all of our local schools open.

See comments above.

Put money into the neighborhood schools and increase self esteem and pride

This transportation wastes so much money. If a parent chooses to send their kid to a school out side their neighborhood than the parent should be responsible for getting them there. My husband and I have to. A lot of times these

kids arrive late to school, have to be fed, and

are missing out on important class time. At my daughters old school they had one busload of kids which wasn't even full. What a waste of gas.

why are parents of VEEP students required to pay for their student's transportation? Families should share the cost for this. Why are my tax dollars paying for this?

i transport my children (2 at Dana and 1 at Loma Portal) from Tierrasanta to Point Loma every day. i think that if a parent wants to their child to go to a school other than their home school, they should transport them there.

In my experience, VEEP is a waste of the students' time and the District's resources, as well as increasing highway congestion and air pollution. Drop VEEP!

Most districts don't pay for busing. When the budget is tight then the perk of free busing should be the first to be cut. If parents want their children to be in out of neighborhood schools then they should pay or find a means of transportation. Transportation should not trump class size or academic programs. Free busing for students is a privilege not a right. Just about every other district in the county does not provide free busing.

How would these students get to VEEP schools without transportation?

We should eliminate all subsidized busing. If people want their children to ride a bus to school then they should be able to pay a fee for that privilege,

Integration is important to our children's character education.

Depends upon the law and need to integrate.

Again, I think all programs should be evaluated to eliminate wasteful spending. This does not mean eliminate the program, maybe open the bidding for services to Non-union companies?

Keep, but fees to be paid by parents or by VEEP fund. Look for outside funding if needed (corporate giving, etc.)

Transportation is not education

Schools like High Tech draw students from all over without offering bussing. If you want to go to a school outside your neighborhood then you can take the responsibility of getting there. If my kids wanted to go to another school I would get them there and home every day, no matter what it took.

Transportation is the lifeblood of this program, as it is in the PReuss School, La Jolla, which succeeds because the kids have a way to get to school.

Parents should have to pay some kind of fee per student.

Not needed use bus passes on reg. San Diego, ones

We all have to make some sacrifices during this time.

Huge waste of gas and resources.

Students should attend neighborhood schools.

some buses have only 4 or 5 students, maybe cluster them and offer fewer VEEP options

Each VEEP school needs to be audited to see what the level of ethnic minorities would be without VEEP. If the neighborhood is already integrated, we may be able to give more serious consideration to this.

Schools that have a high number of bussed in students have a whole new set of problems. Negative bus behavior, inability for students to get help after school, students are often on the bus for an hour in the a.m. and an hour in p.m. It's costly and many times, students never refelct real ownership and a sense of belonging at the school across town. I believe in neighborhood schools.

Best idea ever!

Parents and children from communities outside their district do not have a vested interest in either the school or it's community. I would rather see that money spend on schools in neighborhood that need attention and not sending kids away from their own community where they can develop a sense of pride in their own area.

I do think it needs to be more efficient. Maybe the pick up is at one school in every 5 mile radius and the number of schools getting VEEP drop offs becomes smaller or small buses run between cluster schools rather than big buses running back and forth.

Not only would I eliminate paid transportation, I would recommend that students choicing into a school be required to pay tuition on an income-based sliding scale. In lieu of tuition, low-income families would be required to volunteer their time in the classrooms, beautifying the school or at school events.

Schools would not support the increase in number in highly impacted areas.

Students should find other transportation (public or parents).

if these parents really want their kids in these out of neighborhood schools, then they will be happy to transport them to the school and save our district tons of money!!

this is a hard one as I think since it is a voluntary program the district should not provide transportation. However, I also know that the children currently in the VEEP program may not have private transportation available to them and/or their parents may not be able time wise to take them to and from school.

How can we afford to continue a program that does not work.

Get the child to school yourself - it is your responsibility as a parent to take them to school

YES! How about some personal responsibility here parents. If you want your kid to go somewhere special, drive them yourself! I can't believe we're still funding this!

Don't know enough about the effectiveness of this program.

parents should be responsible for transportation. For those whom can not afford to, please stay in your community and work with the school to make it better.

we can work with public transportation to help get VEEP kids to other schools

**15. Which statement(s) reflect your position on OCILE Programs? (Choose all that apply) - Comments**

**Answer**

Have parents pay if they want these trips. Old Town is very inexpensive and very local. Transporation can be done with parents.

You didn't provide an option for REDUCED. These are LEARNING experiences that if anything should only be REDUCED.

I feel strongly that the Palomar program should be eliminated. If continued it should be completely privately funded...Old Town and Balboa park are much more beneficial to the students from an academic standpoint

These have been important programs for the kids for at least 30 years. It is something special each grade can look forward to, that their parents probably experienced as well... Great memories...

My kids hated Old Town. I even went one day and was bored. Both it and Balboa Park could be done as field trips. It's not necessary to spend an entire week there.

This is a "no-brainer." These programs do little, if any, good toward closing achievement gaps in academics or in social awareness and acceptance.

OCILE PROGRAMS SHOULD BE EVALUATED FOR EFFECTIVENESS AND IMPROVED.

furlough days for teachers!!

The largest gap between the "haves" and the "have-nots" is life experience. OCILE programs help close that gap.

Needs to be reevaluated and prioritized.

If forced I would eliminate 4th grade experience and see if individual schools can have famalies pay or fundraiser's to go. The age of a 4th grader might not get as much out of the experience as the older ages.

STANDARDS!!! This program correlates with the standards!

These are nice programs, however, if they need to go to keep class sizes down then they need to go.

The OCILE programs are so important for student learning. It gives them the opportunity to learn about San Diego History, California History and so much more. To rob our children of these learning opportunities that I and many other parents enjoyed as children would be a detriment to their education.

How about you explain what an OCILE program is so we can intelligently answer this question?

6th grade camp is a joke. Whats it for exactly?

What a shocking waste of money.

DO NOT ELIMINATE 6TH GRADE CAMP - THIS IS A LIFE CHANGING EXPERIENCE FOR OUR CHILDREN - It is more than a program that encourages diverse students to interact - it also allows students who never see outside of the city to have a taste of rural life - it also allows students to grow independent of their families and is a passage to the beginning of adulthood.

We have no further information on program.

Have parents pay for camp and let the others be 1 day field trips

The camp does little for effectively integrating kids and often does the opposite. Many parents opt out, including myself.

I would ONLY eliminate if foundation could sponsor these programs. Otherwise I would keep them ALL.

I think they are all valuable programs however when considering needed programs, staffing, etc... these would not take preference.

Cut back on 4th and 5th grade programs, if possible. Many of these students will be unlikely to learn about areas of their fine city and its history without these programs. However, if absolutely necessary - after the beaurocracy has been weeded out - the porgrams may have to be put on the shelf.

Keeping the programs would be ideal. Perhaps there is a way to off-set the cost (parents pay for it in whole or part like a field trip).

These programs have needed to go for a long time!!! The philosophy behind the program is fine it is the execution that is poor.

Lets get back to the basics....EDUCATION ! Lower class sizes and eliminate these "special programs" that are just fluff. Is it any wonder our schools are behind.

I don't know enough about these programs to comment. My daughter is in kindergarten and I haven't heard enough.

These programs provide thoughtful insights for our kids and expose them to other kids within our City. My child had very positive reactions to the programs very different from having already been to Old Town, Balboa Park or camping with our family.

Reduce costs within each program, Let teachers use self-guided curriculum with parent volunteers.

Old Town is not being run the way it used to be (mainly due to lack of funds too), so there is less benefit to the children.

Don't know anything about this program

families should share the cost for this.

Old Town provides great hands on San Diego history.

5th and 6th grade programs were not of value to my children.

My children's experience at 6th Grade Camp was that it did nothing to improve racial integration. By the time students reach 6th grade they are pretty well on their way to self-segregating themselves. You can put oil and vinegar in the same cruet and shake it all you want, but you'll never truly mix them.

OCILE needs to stay a part of our student's experiences. It gives students an opportunity and experience that stays with them their entire life. I have seen/lived it as a teacher and as a student of SDUSD. All students benefit.

Sorry--in times of budget crisis, the extra programs, such as these, should be temporarily halted.

Let the individual school teachers take their kids there - not have a separate program and teachers

I hate do do away with them, but cuts need to be made somewhere, and parents can take students to Old Town or Balboa Park.

I'm not familiar with these programs.

Three generations of our family have been to 6th grade camp. It would be a shame to see this go.

This program is great for our students, cut/reduce Admin. instead!!! Principals 10 months

THE 6th grade camp experience was an incredibly valuable activity which provided my children the opportunity experience nature while applying their independence. I never felt so loved and appreciated as I did when they returned home!! It was an incredible experience for them!

I do not know what these programs do?

I had three students go to Palomar and all didn't like it. The original science curriculum has been eliminated. Is this program helping student achievement? Nope. The better way to support race relations is through sports, music, and volunteer projects that get kids working together.

Evaluate in context of all other cutbacks

DO NOT ELIMINATE THESE PROGRAMS!!!! Very valuable for our students!!!!

We can survive without this, if it means keeping our class sizes smaller.

burden outweighs the value

These are great experiences for the kids. One of them should probably be eliminated until the budget is under control though. It's just like when you are having personal money problems, you have to eliminate things, and some might be things you don't want to eliminate, but you have to do it until things swing the other way. I do get very annoyed at the budget cuts always being aimed at the kids and schools though. I think it's a ploy to tug at the heart strings of voters, parents and teachers.

These programs are not necessary.

Parents should pay 1/2 cost of 6th grade camp.

Sad, but these programs should be cut before others.

These are valuable but we have to cut somewhere.

These programs are important, and contribute to our childrens education.

Suspend these programs until we are more financially sound.

These are part of a comprehensive education, which I believe is part of the social agreement we have.

Reduce each program...eliminate one day of each program.

I went to 6th grade camp as a child in the 70's. I went in the 90's as a teacher-same exact experience. No lessons, nice frosting, but no CORE curriculum relevance. Parents can provide summer experiences at Old Town, Balboa Park and the local mountains.

All students need and deserve these programs.

Children learn by hands on experiences not just sitting in the classroom.

Balboa Park is accessible to all with the free Tuesdays and other programs. Add a pay component to the other 2 programs to reduce but not eliminate district costs.

Camp has been reduced to four days. At this point, by the time the students drive there and back, they only get to have about three full days at camp. If it were still five days my I would say keep it.

4th and 5th grade programs are relatively new (last 10 years) and the curriculum could just as easily be a class field trip (maybe with a buddy class from another school).

If the goal is to provide an integrated learning experience, has there been any proof that these programs have any lasting effect? The 4th graders spend 1 week in Old Town primarily with the same kids they attend school with every day. 6th grade camp is a five day program that we used to call SUMMER CAMP.

These programs teach our children about our local heritage and culture. They are very important.

Old Town and Balboa Park have academic value so should be kept. 6th grade camp should be eliminated!!!! It is not good usage of taxpayers money. 3.4 million could be used for teachers or to save programs that are vital.

temporarily until funding returns from state

It would be great to keep these programs if possible, but considering the budget crisis, they are really not necessary, and I am doubtful that they are that beneficial.

When my child went to Old Town he had a great time but I'm not sure it was really integrated.

my oldest child has only experienced Old Town so far and I can say that although it is a good thought, she did not learn much more than 1 day's worth of work. one whole week is not needed and frankly more shaparones are needed during and once the busses return to the school. complete lack of supervision was apparent when no one stopped my daughter from walking home by herself.

what kid in San Diego hasn't already been to these places?

These are great fun and they do learn, but we could keep the learning to the classroom with engaging powerpoint presentations of Old Town and Balboa Park, and maybe have a few sessions on outdoor camping/living/survival in the classroom as well. Save 6.8 Million!!

I like these programs and if they are on the block I think that they should be temporarily suspended for the year. however, I am concerned that once they are gone they will not be brought back. My 4th grader had a great experience at the Old town one and it is sad that my 2nd grader may not have that experience.

If you need to cut one for budget reasons, cut only 1 not all 3.

I don't know what this program offers

Schools should keep these programs. However, in neighborhoods where parents CAN afford to pay for these, they should be required to. I would be willing to pay for my child to attend these events.

These programs provide children with important learning opportunities and experiences with nature they may not otherwise have.

Who hasn't been to Old Town or Balboa Park, really? Let's put this back on the parents to fork over the cash to do this field trip. Save this money! But I do still have a soft spot for the 6th grade camp even though I hated going myself. But, my brain says save the money...

Don't know enough to really be informed on this issue.

Keep 6th grade. This is a rite of passage

this is a wonderful program!

**16. The GATE (Gifted and Talented) Department should be eliminated and the oversight functions of GATE should be delegated to other District departments. ) Administrative oversight at the District level, not the programs or administration at the local level. - Comments**

**Answer**

There needs to be an expansion of GATE to include gifted first graders.

typos all over this. Hard to define your intent. Perhaps a GATE student should have written it.

These kids have special needs. It is important that they are challenged to meet their potential. San Diego focuses too much on the underachieving. This is not just a punishment for high achieving kids, but for the parents who have done their jobs well, too. We need GATE to stay...

ALL children should be exposed daily to BEST PRACTICES and face an academically rigorous and relevant curriculum. Parents who feel that child's needs will not be met by public schools need to invest in private schools. The elitism fostered by some GATE families flies in the face of public education.

furlough days for teachers!!

Our gifted and highly gifted have already seen their programs cut and class sizes enlarged. We done this before where the GATE department was moved and administrative oversight was delegated to the "Special Education" department. It was a disaster! Don't make that mistake again!

Let's not dumb down the schools.

Needs to be reevaluated and prioritized.

The district will it's brightest students to private school. What parent would take risk of allowing a high performing student to get lost in an oversized underperforming classroom?

I believe the GATE department is rather small at this point anyway. Who would do the GATE assessments at the 2nd grade level and the retests at the other grade levels? I believe that many of the districts budgets can be overseen by a central fiscal office and that monies can be saved at the district level instead of making cuts to the classrooms.

Keep the gate kids and the schools open for them and them alone. All the other kids with low brain power should be trained as waiters, waitresses, food service workers, truck drivers, trash collectors, NBA, NFL, Pro baseball, Zoo or Sea World workers and janitors and so on.

how much would we save?

I don't understand what this means. I DO NOT think the GATE program should be eliminated although oversight may be completed through another department

Strong students would go to Charter or private schools and this would leave our community schools very weak!!!

Without the Gate/Seminar program, our district has very little to offer our high achieving and out of the box learners. To do away with the Gate program would be a disgrace!

I would need toknow more

There appears to be no oversight now. Local GATE is a wonderful program - but district involvement appears minimal at best in current form.

The gate program is one of the few reasons my kids are not in private school.

GATE/Seminar is the only service available for high achieving students. They need the challenge and motivation. All other services are supporting the under achievers.

I have a GATE child and the activities she is engaged in help her stay more interested in school and look forward to projects, etc... Before being in GATE class, she was not challenged and did not learn at the level she should have.

These people are some of the few District personnel that exhibit rational thinking skills. If you eliminate this funding or relegate oversight to other departments, you will lose the best and brightest of our students. Their parents WILL find a way to send them to private school - especially with the constant pressure from Washington to promote a voucher system. Don't cut off your nose to spite your face!

I think this department needs to get their act together. There are so many GATE kids in our community.

How much would this change save? What would be the impact to the GATE programs?

There should be not be any "only seminar" classes. Both GATE identified and seminar students are high achieving and can still thrive while learning in the same classroom.

If you eliminate GATE, you will lose many families who will otherwise attend parochial or other private schools. I am not aware of any differentiated curriculum at either the elementary or middle school level unless the child is Seminar. The hope of any extra or GATE teaching is a lure that our cluster cannot afford to lose. You will be left with minimal neighborhood participation if such programs do not continue. The travesty is that GATE children in less affluent sections get nothing.

I have to say that I am not sure. I think of the class size was reduced and the teachers could handle all the different needs of the kids then this program wouldn't be needed. I feel that there are too many kids that are being passed onto the next grade levels when they shouldn't be. As I said, I have helped in the classroom and it amazes me how so many kids can't even write a sentence in my daughter's fifth grade class yet her school is considered a high performing school. A

only service for kids that are achieving. nothing else is done for kids that do achieve or meet goals

Both my children are "gate" and I see no benefits to having my children labelled as "GATE." The seminar program is wonderful and all children deserve a "seminar" like education program. IE reduced class size, special projects etc.

As Vice-President Dan Quale famously said, a mind is a terrible thing to waste. If a student has the mental ability to do advanced work it is incumbent on SDUSD to challenge them academically. If the district doesn't use GATE to identify and then challenge gifted students, the result will be more "high ability, low achievement" and frustrated students, a lose-lose for the student, SDUSD, and society in general.

Not really sure the GATE students' needs are being met. It seems that the district is more concerned about the Tier II and Tier III students.

The entire GATE program should be eliminated - the children at Jr High level in the Seminar gate classes are the only ones being taught what used to be taught across the board. It should begin with the GATE test, which is the same test given to autistic patients to gauge their level of intelligence. It is a flawed program and many kids that are very bright are being left out.

The GATE dept took a 25% red. last yr alone. How many other departmts took a 25% hit? Most admins do not know how to support GATE students. Ex: how are we evalng if a child is making a year's worth of growth? Most schools (even in PL) have not implemented MAP testing so it is unknown if the child made a yr's worth of progress. "Don't worry, they are still scoring 'advanced'" is an unacceptable answer. All our children deserve better. Keep GATE, expand differentiation strategies for all students.

I can't understand the wording of this item. However, it is appalling that already, there is such a preponderance of resources going to low-achieving students rather than high-achieving students. There should be as many special resources and programs for high achievers as low achievers, an ideal that is not even a goal for the district. GATE and seminar are the least that can be done for high-achieving students. Eliminating the department would make things worse.

This program should follow the law, but it should cost no more than regular ed. A credentialed teacher is mostly all that is need for gate classroom, probably one mentor teacher for 5 to 10 gate classes. Do not eliminate the GATE programs or departments. These children have waited for 3 years to be challenged in a public school. They are the ones who carry the test scores at individual schools and they deserve for the public school system to acknowledge them. I think there should be GATE type programs for the K-2 grades. There are many children who are bored and ready to be academically challenged at a young age.

I'd rather have the gate program with district oversight than to cancel the whole program entirely.

I feel the Raven Progressive Matrices is NOT a good indicator for students. I feel teachers are in a better position to identify students.

I do think a cap on Seminar classes is ridiculous. Why should classes with students who are on the most part meeting standards be lower than our classes of students who are not meeting standards? Which students would benefit from a smaller class size?

Oversight at the district level would be a trainwreck. Programs need to be micromanaged on a local level, as every area is different and has different needs.

Not enough people work in this department to make cutting it a solution for the budget crisis.

You cannot eliminate such a crucial department. These students deserve as much attention as any other special needs population. The GATE Dept. is such a tiny blip on the budget scale anyway. It is remarkable that they can do what they can with the amount of cuts that are being made.

Gifted students have special needs too.

GATE was based on weird puzzle-solving tests; tracking kids on this basis to me was ridiculous. Highly intelligent kids who don't test well were left out of this program that creates an elitist group. Smart kids will rise to the top without labels.

It doesn't need to be eliminated it just needs to be managed better.

The seminar program definitely should be eliminated. Why should they be in classrooms with 25 or less when students who have learning or language problems have to be in a class with 36. Seminar has created a bunch of snobs.

Confusing question. Do you mean to eliminate GATE or just the bureaucracy in place to oversee it?

Eliminating the GATE program will be a death-knell to the San Diego public schools. GATE students are critical to the test scores at all school sites. If the program is eliminated, all parents who can afford to do so will move their children to private schools or schools outside the SD unified area. This will bring down test scores and reduce federal funding to the schools.

The district spends so little time on this. Leave it a separate department. Both my kids are in this program. It does make a difference. In fact our classes are so dumbed down these days without the GATE program our kids (even those not GATE) would never be prepared for college.

Without the gate/seminar program, I would take my kids out of public school

I believe GATE (class level) is important and beneficial to our future. I imagine we could find a cheaper way to administer the program.

Without some type of administrative oversight schools will not have any accountability to GATE students. This population really does have very unique needs. Historically these kids would drop out of High School early, that is why the GATE program was started.

Make everyone equally stupid???

Don't understand this. GATE should not be eliminated, but possibly could be managed more effectively.

To whom would you give a full-time new assignment if she or he already has a full-time assignment?

GATE serves a small population of students. Administrative oversight can be done at the district level with minimal staff.

**PUT THOSE EDUCATORS BACK IN THE classroom!**

We need to spend money on the children who will be the leaders of tomorrow. The kids in the GATE program are in just as much need as the other spectrum of 'special needs' education. But they, the gifted and talented, will be our future and that is what we should invest in, not just building up the lower levels.

I'm not sure what impact this would have on the GATE programs, testing and identification. What function does the central department perform and would be impact be significant on the programs? I think the programs are vitally important. Keeping public schools relevant for all populations is important or those who need GATE services will be forced to seek other schooling options.

Sounds like SEGREGATION!!!! Let's group a bunch of kids together based on test grades and isolate them from the rest of the population through the most socially awkward years of development.

You can't even make the question clear. There's no need to keep re-inventing the wheel. Keep the GATE and run it the way it's been run. No need for high-paid administrators.

I think intelligent kids learn at different levels. Don't know heirchy of oversite. Developing enthusiasm to learn and do things is important for all kids.

We must support our gifted students as a critical population. Read Atlas Shrugged.

I am not sure how much money this would save. My child is a GATE student and we like the program. Would it be the same or maybe better?

Gate is a joke.

We need to invest in our best and brightest as much, if not more, than in our low performing students.

Not sure if that would work.....still need teachers to be GATE certified and trained on teaching curriculum at faster pace for gifted learners

How would that work?? and what is the savings vs cost to our students?

It is key for smart and talented students to be challenged. They will be running America in the future.

Streaming is an effective tool for the teacher to focus on the needs of ALL kids. Put the academically kids together, the average kids together and the lower performing ones together. This will save the district money as you don't have a teacher having to try and teach across the board

Seminar programs should be kept only if they reclassify and identify students that are truly seminar material.

I do think this program benefits kids - and we should be fostering that with our best, not just focusing on the lowest performers. Seems like the "low ends" always get the funds.

Absolutely should not be eliminated. However, see my above costs/administration comment.

should be at the local level with district oversight.

**17. SDUSD Prime Time Before and After School Program should: - Comments**

**Answer**

If families are not on free or reduced lunch they should pay a fee.

It's interesting that you didn't include the option to "share costs for program" under performing arts or athletics. When a person or family pays for something -like the privilege to participate in sports as well as in a before- or after-school program - it has more value. Anything outside of classroom learning should, given the budget circumstances, include a cost-share aspect. It's a form of discrimination to ask one demographic to share program costs outside the classroom and not another.

Perhaps this can be a shared cost based on income level. It is a very needed program however for parents who can afford it, they should be made to pay.

Many parents can and should share the cost

But, parents should be strongly requested to donate what they can afford to help pay for the program.

Free and public education never intended for the schools/districts/states to "raise" taxpayers' children from 6 a.m. to 6 p.m. Let's get real and insist on parents footing this bill.

THE DISTRICT SHOULD FUND THIS PROGRAM UP TO THE LEVEL OF DEMAND AT ALL SITES. FAILING THIS,

PARENTS SHOULD BE ALLOWED TO PAY FOR THE PROGRAM AT SITES WHERE DEMAND EXCEEDS DISTRICT FUNDING.

furlough days for teachers!!

It is unfair that families that have two parents working to make ends meet, often make "too much money" to qualify for Prime Time. They still need a safe place for their children and are paying out of pocket for before/after school child care expenses. All families should share the costs for this program (even if it is on a sliding scale.)

Needs to be reevaluated and prioritized.

A little unsure with how it is being paid for now.

This should not be a "handout." It's purpose is to help working parents. All participating parents should help with the costs.

I believe that anyone who has children understands that there are costs involved. If they are afforded the opportunity to have after school care, they should be partially responsible for paying for that care.

I worked to pay for my kid to go to school and after school.....so I could work....to afford to pay the school to watch the kid.....so I could go to work...to pay the school so I could go to work.....round and round it goes. Hell yeah there should be no cost to parents. And if there is, it should be realistic and a break even proposition. The after school person should get minimum wage and the expense be divided up between all the parents whose kids are in there.

This program should be sustained without cost for LOW INCOME FAMILIES - those families who do not fall within low income guidelines should pay for this service. This should be a sliding scale fee program.

Absolutely they should cover the cost for the program....it's baby-sitting!

I would need to know more

Be responsible for your own kids.

Again, if it is valued, parents will find a way to pay a small fee. I paid for my children's care, and I was employed only part time, while putting myself through school. Let's keep the educational programs going first.

Many of us depend on this program to keep our kids safe before and after school

!!!!

Perhaps cost for participation could be on a sliding scale

Where is this offered? I have had to sustain that cost for all of my children. Is this only at certain schools? Either offer it to everyone or none.

I work as well as my husband and we have to work it out to get my daughter to school around our schedules. If people want this privilege of before and after care they should have to contribute something.

User pay!

i paid when my children attended Klassic Kids.

Families utilizing the program should "get some skin in the game" and make at least some effort to offset the SDUSD's costs for the program.

as they are able

Perhaps on a sliding scale?

It should be done based on income. Parents who can't afford to pay, shouldn't have to, but parents who can afford, should share the costs.

I am not familiar with these programs.

sliding scale for cost. Those who cannot afford it should continue to receive the care for free. Those who can afford it should pay.

Even at a minimum level.

These afterschool programs are a godsend for many working parents, most of whom cannot afford to pay for child care (no matter what their income is on paper). If the schools care about their students and parents at all this program should be left alone.

Parents can share this cost.

This is funded by the state, not the district. Cutting it isn't an option that the board has.

Based upon ability. Some simple cannot afford even \$25 a week.

Not only should participating families share the cost, they should pay the cost. This isn't a necessary program. Why is it free. It just dilutes the amount of resources for the actual school day. That has to be the priority. You can't help out people when the ship is sinking! Focus on what is necessary to educate the kids during regular school hours. Stop focusing on kids who don't want to be at school. All the kids suffer because of the focus on kids who don't care.

Clamp down on who really needs the program and how it's funded. Far too many are using it as an answer to day care.

Other districts have parents pay. Check out how much parents pay in Poway.

Some cost is acceptable.

On sliding scale

Don't know enough about this to answer.

especially, for those parents who live below poverty level

costs on a sliding scale

sliding scale with the neediest families still getting the program at little to no cost.

Payment should be on a sliding scale according to income/need.

Don't know what this is, but in that case maybe it is not very effective.

based on financial need

If parents had to share costs, the quality would go up. As a site leader, this is a huge issue, and often ends up being another very time consuming responsibility that takes away from the focus on instruction. Lax, unprofessional staff, complaints from parents, no discipline-these are daily issues that School Admin deal with because of the free, entitled program. If parents had to pay, the quality would most assuredly go UP->

to the extent they can afford them. Why didn't you say how much the high school football program costs?

Why don't you define -- spell out -- the names of all the programs that have anacronisms?

\$ FOR THIS SERVICE

Great idea.

with sliding scale based on family income.

Sliding scale share of cost.

Income based sliding scale.

It's my understanding that people pay for this now unless you qualify. If you are low income you should not have to pay.

Is a sliding scale practical?

Costs should be based on income

Participating parents should cover ALL costs associated with this program! It is not up to the taxpayers to feed and babysit all of these kids!

I don't understand why some schools have free Prime Time and some pay. I pay \$17 a day for my child based solely on my school site.

This is a big deal!!!!!!! Make parent at least pay something, like \$2/hr minimum.....I see moms picking up 6-to-6 kids in brand new "Escalades" and "Mercedes Benz", much nicer cars than we can afford in a two income home and I pay for daycare. I think the screening process for these parents must be revamped. I have seen a lot of these parents at the gym at 5pm instead of picking their kids up from the free 6-to-6 program as well!!! C'mon, talk about scamming the system people!!!

I can't afford the program at Loma Portal currently and we are constantly adjusting our schedule to accomodate our daughter

Absolutely parents should pay! Again, personal responsibility. I can't stress that enough during these tough times. I'm tired of schools raising our kids - perhaps we should FORCE parents to be involved by taking away the crutches.

Don't know enough to really be informed on this issue.

More "education" money being robbed from ALL of our children as we continue to degrade public education so some families can have free child care. This money should be coming from the Welfare or Health and Human services budget Not the education budget.

There should be a sliding scale for these programs based on income, but families who can afford to pay, should. Severely economically disadvantaged families should not have to pay.

I don't know enough about the program.

How about a need-based exemption from cost? For families that can afford it, they could pay.

on a sliding scale

#### **18. The SDUSD should accept the BRACE team's cost reduction opportunities. - Comments**

##### **Answer**

[No Responses]

#### **19. Employee benefits and policies, such as qualification criteria for receiving benefits, vacation and sick leave policies, etc. should be evaluated and renegotiated if not justifiable. - Comments**

##### **Answer**

[No Responses]

#### **20. Health Care Insurance: - Other responses**

##### **Answer**

explanation is incomplete

discourage excessive Dr. app'ments

leave it the way it is

furlough days for teachers!!

Pay your doctor out of pocket and save everyone major money.

renegotiate rates with large insurance providers to get better coverage for all

Strongly disagee with all 3 above

?

Don't rip off the Employee's

maintain the same as current

District should bargain with SDEA

This needs to be realigned with current benefits of most major organizations.

benefits should be eliminated when spouse has benefits, whether or not he/she is

RETAIN CURRENT BENEFITS

all of these options

sould pay what private workers pay

Pay employees to opt out if they show proof of other insurance.

Our teachers deserve to have their benefits untouched.

Keep PacifiCare.

The health insurance is ridiculous!

employees should pay share

employees should have to pay a portion for dependents, that are covered.

none of the above

Leave alone

Double spouse benefit employees should be given the difference of any Money saved

more equal to the rest of the workforce

The double spouse elimination is equal to a pay cut for one employee. Illegal!

most people are paying \$15-20 in copays for each visit to the doc. This is fair

Insurance should be one per family..there is not another place where copay are 5

Why not \$ 40.00? I pay that now.

teachers should pay a small fee \$50./month

leave it alone. this is why teachers have given up cola for years!

keep the way it is. Many of our teachers work hard for the benefits.

## **21. Payroll Freeze of Step (pay increases based on seniority) on the salary scale - Comments**

### **Answer**

Many government places have taken furloughs without raises to preserve jobs.

PERFORMANCE BASED NOT SENIORITY

School is about LEARNING. Experience and tenure of professional staff must count for something - it does when a seasoned pilot uses his skills to land a plane in the Hudson. We need to retain qualified, experience

teachers to optimize our students' learning.

Unfortunate, but better than eliminating positions entirely.

Teachers should be given raises based on merit, not longevity.

Many other sectors of our society work force

are taking pay cuts, freezes or furloughs...

albeit, they are TEMPORARY and at least they

still have a job.

pay for talent not tenure!!!

Morale is already low. The district needs to keep its good teachers.

Teachers are not the ones who created this budget crisis; they should not have their pay or benefits reduced in any way.

furlough days for teachers!!

Needs to be reevaluated and prioritized.

Should also be based on annual evaluations too. It should be highly considered but need to have high marks on the teaching to children.

Teachers deserve the pay increase per years of service. There should not be a freeze on the pay scale.

Educators need to be paid fairly.

I believe a TEMPORARY freeze in step and column would be appropriate because of the current budget crisis. However if the state and/or district continues to mismanage or misuse funds then they should not balance their budget on the backs of the teachers and students.

More \$ just because you have suffered at your lame teaching job for a long time? How absurd. No one increased my wage at my job just because I had been doing it longer. Wage increases are based on merit-able reasons. Increased production, efficiency and quality. When teachers can aspire to that, reflected in student academic achievement, then they would deserve more money I'm sure.

until the budget has funds to continue supporting it

Why should teachers pay the price of the students education - they are already paying to price by choosing this profession in which they are adequately but not paid well.

Are you kidding????!!

Let's stop all of this nonsense. A furlough of days is the only acceptable solution. Programs would be saved, staff would be saved, payroll and benefits would be saved. Yes, teachers would take a cut for two or so years, but again, we will save jobs, programs and be able to reduce class sizes back down.

I don't completely agree with the payroll freeze, but hope that each pay increase is examined and approved based not only on seniority, but also the effectiveness of the teacher/administrator. Just because an employee has been an employee for a long time does not mean that they deserve a pay increase.

Pay should be based on merit.

Parents must have the opportunity to evaluate teachers for efficiency and effectiveness. It is extremely frustrating to most parents that I know, that we effectively have no voice regarding individual teachers. Those of us that work in corporations are evaluated regularly, with pay and continued employment affected by evaluations. The evaluations in the school system are much too internally based.

The quality of the teacher should be rewarded, not based on seniority

Your teachers are working in good faith without a contract. In my thirteen years of teaching, I have experienced almost NO increases in pay, other than step increases. I am one of the best teachers on my campus, and work 12 hour days, plus many 8 hour weekend days. We are near the bottom of the pay scale, compared to other area districts. I you have a problem with senior teachers who are not good teachers being "rewarded" for their longevity, find a way to get rid of them!

Companies all over the US and in SD are doing this, all kinds of industries.

You've already dismantled this.

I hate to say this, because I think teachers are underpaid, but everyone needs to chip in.

As in the private sector, your pay increase should be based on both seniority and performance. Not just on seniority.



There should be only a limited number of step-increases. Look at the federal civil service model, ten steps spread out over 20 years.

Teachers already don't make enough money as it is.

District should bargain with SDEA

Teachers haven't had a salary increase in several years--that already constitutes a pay freeze, especially for teachers already at the top of the pay scale.

Implement merit pay and stop giving in to the union in all negotiations. I would be willing to pay more in taxes for education if the union did not have a stranglehold on the district. Because the union is so inflexible, and the contract is so restrictive, do not increase taxes one dime to pay for this shortfall. For our excellent teachers with documented efficacy, we need to pay them more!  
no way!

Contrary to whining, teachers are well paid. Cut step increases after a certain point (let teachers get to a certain level before steps are cut).

IT IS AGAINST THE LAW TO VIOLATE THE TEACHER'S EMPLOYMENT CONTRACT - IT IS NOT THE BUSINESS OF THE POINT LOMA CLUSTER TO INTERFERE WITH TEACHER'S SALARIES AND BENEFITS.

Merit pay? Reevaluate seniority.

If there is a freeze, should start at the highest paid level and work down to lowest on the payscale.

But only until things change back to previous fiscal states.

Pay increase based on RESULTS not on how long a teacher has been teaching!

Reduce the number of days school is open.

Pay for performance NOT years of service - that model is out-dated.

Pay increases need to be given based on merit, just like any other business. The whole thing is corrupt.

What's the incentive to keep teaching. You will loose experienced teachers. You won't get new teachers- why would anyone want to go into this profession? It is hard enough to live here on what we make. We are way under norms for salary!

This survey does not differentiate between faculty and staff. In my opinion, faculty should not be cut in any way, to incentivize this career.

There is not enough information to give an informed answer to this question. This survey is starting to look like a tool to be used to spin what the public sentiment is.

Just until things get better.

Most teachers would do this to avoid class size increases and losing valuable programs for students.

I agree if the freeze is for a specified, limited time.

I haven't had a raise in three years. Do we want to leave the newer teachers with no one to serve them as mentors? Meanwhile, gas goes up, food goes up, kids go to college and need tuition,... Why do people say they what I do, but then decide that my two decades of service are not worth the pay I get. I could have stayed in the private sector, but chose something I considered to be of more value to my community. Obviously, the community doesn't value it as much as I thought.

I am a university teacher and had my pay frozen last year. I am thankful for a job and think this is a wise move.

When i think of the additional hours that teachers put in on a regular basis for no extra compensation I feel that this is not a good choice. Government and state workers that have acquiesced to these cuts, work hourly, and have no outside work responsibilities. Teachers are different, and this would cause a hit to morale, which our children cannot afford!

pay increases should be tied to teacher performance, not (1) seniority, or (2) students' test scores

I worked TOO hard to be frozen!!!!!!!

Pay raises should be performance based

It depends upon how much work needs to be done and whether a lower position could perform the tasks. >>That answer popped in here somehow from a prior page... Get rid of BRACE and Principal Budget Committee and private consultant and overpaid administrators. Keep teachers, pay them, and let them teach.

Great teachers who get students motivated to learn and to do things should be rewarded. Long term teachers are not necessarily great teachers!

just like the rest of the country!

Stop punishing teachers for the mismanagement of the district.

or just put a ceiling on their pay range

I don't know what this means- I would reduce pay increases purely based on by seniority, and place it more on certifications, and quality of teaching.

Again, we need to save everywhere. I've been in the private sector for 14 years (I'm 36) and the last raise I got was 10 years ago. And teachers are making more money than me, so yeah, I'm a little bitter about these pay increases.

What incentive would this give a good teacher to stay in the District? We want strong senior teachers to support and mentor younger, less senior teachers.

They are overpaid for what they do. Parents should have more input, voice and oversight. The Teacher's Union has created a monster. The parents pay the salaries of everyone, therefore more say.

we are already paid less than most of our peers in the county

## **22. Payroll Freeze of Column (pay increases based on certifications) on the salary scale. - Comments**

### **Answer**

How can we ask our professional teachers to continue to educate themselves for the purpose of educating our children and then tell them it's not worth compensating them for? What message would this send to our students about the importance of learning?

Certifications are expensive to obtain and should be recognized. They also increase effectiveness of the individual.

Teachers should be rewarded for increasing their skill set

same as above

pay for use of new degrees, not for wallpaper

COMMITMENT TO CONTINUING EDUCATION SHOULD BE REWARDED

Teachers are not the ones who created this budget crisis; they should not have their pay or benefits reduced in any way.

furlough days for teachers!!

Needs to be reevaluated and prioritized.

As long as they are getting the certifications while still teaching.

Teachers that go forth and obtain higher certifications should be paid more.

This encourages teachers to be better educators, what is more important.

I believe a TEMPORARY freeze in step and column would be appropriate because of the current budget crisis. However if the state and/or district continues to mismanage or misuse funds then they should not balance their budget on the backs of the teachers and students.

Clearly, salary increases encourage and reward certification aspirations. A comparison done between lesser certified instructors vs ones with more certs. needs to happen.

Inasmuch as a teacher pretty much is stuck with his own teaching skill set, leaving him/her unable to, and it impossible to actually increase 'production' efficiency' and 'quality.' Without a pay increase coming from mere seniority, certifications (In what? Why?) would be the only way for them to increase their pay.

see above

This would lead to a poorly motivated teacher base with the minimum degree and certification levels.

I don't completely agree with the payroll freeze, but hope that each pay increase is examined and approved based not only on certifications, but also the effectiveness of the teacher/administrator. Just because an employee has a particular certification does not mean that they deserve a pay increase.

Pay should be based on merit.

The teacher still must be rated based on merit, not only on the certification they have. Though basing pay on certifications is a step in the right direction.

A doctor who enhances his education to better provide care, earns higher fees. This is called a specialty or, better preparation to care for the ill. How is this different from educators enhancing their education to better prepare their students for higher education? How can we tell our students that they must gain an education in order to be successful in life, and then demonstrate that higher education earns no reward.

Better to tell them to go for the 6 figur govt. job ordering screwdrivers.

Again, I never thought I would suggest a teacher pay cut b/c they are underpaid, I don't know how else to begin to balance the budget.

If a particular certification isn't directly related to the teacher's assigned duties, SDUSD shouldn't use it as a basis for computing pay.

District should bargain with SDEA

Same as above

Freeze pay on this for 2 yr only.

no way!

Certifications are worthless.

IT IS AGAINST THE LAW TO VIOLATE THE TEACHER'S EMPLOYMENT CONTRACT - IT IS NOT THE BUSINESS OF THE POINT LOMA CLUSTER TO INTERFERE WITH TEACHER'S SALARIES AND BENEFITS.

Payroll freezes are only fair if they apply to ALL LEVELS of school district employees, starting at the very top.

Pay increase based on RESULTS not on how long a teacher has been teaching! If taking classes helps a teacher get results, then the teacher should take classes.

Reduce the number of days school is open.

I really don't know what this means, so take my answer with a grain of salt.

Most teachers would do this to avoid class size increases and losing valuable programs for students.

I agree if the freeze is for a specified, limited time.

Should provide a percentage increase of National Board Certified Teachers

So on the one hand, we constantly hear and read in the media that teachers are unqualified, but now you want to know if I think we should stop teachers from enhancing their qualifications.

Freeze of column implies that teachers that are highly educated are not valued...BAD message if we are trying to uphold the QUALITY teachers from wanting to stay in the profession.

pay increases should be tied to teacher performance, not (1) seniority, or (2) students' test scores

Stopping professional growth with \$

Bad idea.

Pay raises should be performance based

If reimbursed

The District should close (completely dark)for five to ten days to make-up the budget deficit (reduce every salary by their average daily rate)... this will amount to the "salary reduction" for staff....If needed close the school district next year for the same amount of days.

Increases should be based on merit

Pay teachers. Reduce top paid if they are not contributing significantly to the education of the students. They don't need to be re-inventing the wheel all the time. Private schools get by with far less oversight.

See above

just like other industries in this economy!

Stop punishing teachers.

just like in healthcare, the more certifications you have as well as continuing education to improve your knowledge, the better clinician you are. Teachers should do the same and be rewarded equally.

Private businesses are freezing increases

If you've done the work to earn more, I guess you should, but a temporary freeze is understandable.

Again, this takes away incentives for current teachers, especially younger ones, to take advantage of opportunities for professional growth. Not a good idea!

STOP the half days for teacher's improvements. What other job allows their employees half a day each week to "improve themselves" They pay for it themselves not work.

we need to have the best teachers possible and they pay for their continued learning on their own. The district has not provided good trainings so teachers need to look elsewhere.

I agree as long as the freeze is temporary. A long term freeze would have a dramatic impact on the quality of teachers in the classroom.

### **23. District-Wide Salary Rollback: - Other responses**

#### **Answer**

some reduction - same answer as #21

Reduction of 12%. Gov't employees get 1.3% increase/year.  
furlough days for teachers!!  
Part of a overall plan  
%15 reduction  
see 21 and 22  
Targeted paycuts for district administrators  
Reduce the administrative burden!  
10%  
Reduce administrative salaries and costs before teacher salary cuts  
I reverse my position on all the other cuts - just cut teacher salaries 5%  
1/2 percent: Must be everyone  
Payroll reduction for upper administration  
furlow days  
private business surviving a 10% cut  
Teachers are already underpaid, it's hard to imagine cutting their salaries  
you decide what is fair but what will also retain the dedicated teachers  
voluntary pay roll reduction, with emphasis on those making most cutting theirs  
6 days of furlough to save \$60 mil.  
14%

Furloughs, with the those earning \$50,000 or less exempt from salary reductions  
Voluntary payroll reduction

#### **24. Institute a 4-day district-wide work furlough (shut down the district/school sites entirely) - Comments**

##### **Answer**

Only if the freeze in giving raises does not do enough for the budget.

His idea is SPOT-ON, and would eliminate the "my program is more important than yours" mentality.

We need to take our schools back, and stop pandering to the Board. How about making the students and their parents (esp VEEP) responsible for their school choice...you do good work, you get here and on time, you get to stay. Enough hand-outs.

Mr. De Beck brings experience and continuity to this situation. His observations and recommendations for shortening the school year should be seriously considered and implemented in some form. Add to that a pay-to-participate in programs outside class room learning and you have a viable solution.

This would be an enormous burden on working parents to find suitable day care.

A 4 day reduction of salary, district-wide, to include Mr. DeBeck's salary.

Put out a call to grandparents who are retired with full faculties to fill some teaching positions gratis !!!!!!!

Who will suffer? Our kids.

Kids need to go to school and going one day less each week is going to effect their education. Also, this would cost working parents alot of money they may not have to supply day care to kids that are home.

##### **WOULD IMPACT INSTRUCTION**

furlough days for teachers!!

This is a great idea. Rather than systematically rolling back salaries, which will cause anger and resentment, work furloughs help people see "I'm-not-working-as-many-days-I-can-see-why-my-paycheck-is-smaller." This may seem to be simply semantics, but you've got to get personnel buy-in or they is going to be massive push back.

The chopping block list that we just went through just pits one advocacy group against another and will end up decimating many programs without a real evaluation and prioritization. Better to trim everyone a little and then start the job of setting up the priority list.

This four day furlough is expected to be the four days teachers are preparing for the upcoming school year. Do you really think teaching and learning will take place on the first day of school if the teachers haven't been there all summer? I think that John deBeck expects the teachers to come in for days or even weeks of their summer to prepare for the upcoming school year out of the goodness of their hearts. It will not happen and the children are the ones who will lose.

Good grief. THEY ALREADY HAVE THE WHOLE SUMMER OFF !!

last week of the school.

This is the most cost effective way to go that saves programs and jobs. There is no question that this is the way to go!

If this is what we need to do to save the money, let's do it. I think Mr. deBeck has a good point and a good idea. We could try it once and see what how things go.

For one year , Max 2 years- Organize a Parent, Student & Staff Rally for Sacramento and Washington during this time.

We could not disagree more with Mr. DeBeck's proposal. This would be a mJOR step backwards and CA schools are already hurting in achievement.

A similar initiative was recently instituted in Hawaii: Savings were dubious, learning is down, programs were necessary to start in order to occupy student time on "furlough days," parents need to arrange daycare, and no positive benefits are evident.

What do working parents do? Have they considered the domino effect this would cause?

Although I don't believe this amount is accurate anymore.

We already have one of the shortest school years of all developed nations and the disparity in the development of our childrens education is plain to see when compared to other countries. In many ways it is shameful!

I agree, as long as we DO NOT go below the state's mandate of 174 school days.

We need to reserve "shut down" days for emergency situations; for example when the school were shut down for 5 days due to fires.

And how do we reach the mandated number of educational minutes? I have no doubt that the teacher prep days prior to opening will be cut, and the district/board will expect that teachers will work for free to get ready for their students. If this time cut happens, I have no doubt that our students will come to school on the first day so that they can move furniture and clean classrooms, not so that they can learn. Their teachers and counselors had no time to prepare for them

MR. deBeck should be commended for thinking outside the box to solve problems. Thank you sir.

Creates financial hardship for parents. Encourages delinquent behavior because of lack of supervision.

As long as these furlough days are not at a time when teachers would already be working in their classrooms (i.e. the first days of the school year). They should be tacked on to existing vacations or weekends.

I hate to "agree." Our children ultimately suffer. But desperate times "call for desperate measures." God, how cliché. But \$30 million is \$30 million. It might save a job or two..

This amounts to cutting the school year only 2.2%, a negligible amount.

This seems like the least painful option to cut expenses, while having no dire consequences for the students.

Our problem is not having too many school days, it is too few. In order to address academic shortfalls, the school year needs to be extended.

ABSOLUTLEY, i'm sure they can fit that much curriculum over the rest of the year. and how about spending less time prepping for the state wide testing.... and spend time on content and not just your ranking.

District should bargain with SDEA

It needs to be one a month for 4 months to spread out the financial effect of losing 4 days of pay.

We don't get enough school as it is!

His plan doesn't clarify whether that would be a loss of salary for teachers. We are already struggling to make it on our meager salaries and many could not afford to lose pay.

Take more off at the end of the year instead.

How are we supposed to teach all of the standards with 4 fewer days? Is the district going to eliminate 4 mandatory testing days (benchmarks or practice CAHSEE, etc) so that we get 4 teachign days back???

Ridiculous.

I agree with JOhn DeBeck in cutting the school year for next year and this year if need be. I would however, like to return to what it is after the buget is balanced after next year.

Especially if this it would eliminate the need to increase class sizes or eliminate programs!

San Diego public schools already suck. Losing a few more days of education won't make a bit of difference.

Unfortunately this never works. They will just bring back people hourly. Plus the custodians didn't lose time...if you are going to do it, it should be EVERYONE!

I would be for this if the district leaves our teachers salaries alone. I see how hard our teachers work in the schools. Many come in 1-2 hourse early, leave 1-2 hours late, and even come in on the weekends to work and are not getting paid for this!

The days should be all together though, so parents can plan. One random day here and there is more of a burden to parentgs. This should be added to Spring Break.

Maybe temporarily... the whole school system is such a mess that it needs to be completely torn down and started over.

As a furloughed UC employee (staff), there is some anecdotal evidence that furloughs do not save money. This should be investigated. By the way, I don't mind my 6% pay cut and furloughed days, but others I know have left UC for other work.

If no one has the strength or desire to push back on the state legislator to find money that does not negatively effect education, then I think that John deBeck's approach sounds like it is the best for all stakeholders.

Instead have year around and shut down some schools period.

This has large implications, but I think it is sound. Education should be about quality, not quantity.

Can this fit with state requirements?

Only if that saves the class size and full day kindergarten

Makes good sense. spreads the pain, and may help us save programs

This seems like a fair and equitable solution for now. We should also consider eliminating district ownership of departments that have nothing to do with educating children. We do not need to employ carpenters, plumbers, bus drivers etc. These services can be contracted out on an as need basis, eliminating the need for the district to provide ongoing benefits, retirements, etc.

When testing is over toward the end of the schoold year, it appears to me as an outsider that not a lot gets done at that point. Perhaps those furlough days should be a part of a shortened end (w/out moving testing up).

At least the pain is evenly distributed and the State, and the people, can see what the economy is doing the these children and those of us who strive to serve them.

Dumb idea.

Bad idea.

I need to teach and kids need to learn 5 days a week.

This should seriously be looked into.

Only agree if furlough is fewer teaching days.

I would like to see more shortening days to maintain class size. GREAT IDEA!

You are in the business of teaching kids! Teach them to read, do math and have a desire to learn on their own! Teach them to use librays and perhaps you could shorten the school year. How many parents who work can afford kid care if school year is shortened??? What about year round schools??? how do those affect budget?? Does having schools vacant for longer periods help? Can schools publicly supported by tax payers be used during "down time" by charter groups???

this is best option, it supports quality not quantity, we retain our supports for students, this is a motivating option for all stakeholders

If this is a one time deal and will the children get their required hours of learning?

This would be a good solution because it preserves salary and benefit levels. When the funds return, the school year can return to the longer length.

These kids need to be in school learning!!!

The Asian countries have their kids in school throughout most of the summer with much less time off.

Depends on when this would happen as a working parent this could be difficult

I like this idea much better than cutting programs. I have read DeBeck's proposal and it makes sense. I would like to also proposed, lessons on DVD or internet or other written homework could be assigned over the break, so students could still continue to learn even tho the school year has been shortened.

Already this country is behind too many other countries with the amount of days spent in schools. I personally feel that the 3 months off in summer is ridiculous and detrimental to the kids learning - they forget too much information when they are out of school for such a long period. Cutting back the days kids are in school is going to put us even further behind other countries

this way the district keeps programs and cuts are equitable.

I love this idea!! I personally hate that we have a minimum day every Thursday at Loma Portal. Such a waste. This is a radical idea that really works the budget. I'm on board!

That will only hurt the kids and parents. Look at the staffing and overhead. Salaries are the largest budget issue.

Seems like an easy solution.

#### **25. Modify the Academic School Year by: - Comments**

##### **Answer**

Let's be the voice of reason and reality. No one's programs are more important than anothers. With on-line possibilities, I think a shortening of the school year would not be a catastrophe.

Don't make graduating seniors who are graduating on a Friday return on Monday!!!!!!!

Look deeply into the many possibilities of volunteer workers. Retired, disabled but brain functional, rich and bored, etc.

I completely back this proposal if it means that

jobs are not lost and could be just a temporary situation.

seems if minimum days were eliminated, and those increased hours on former minimum days went to instructional time (and staff meetings were before or after school hours) the @8 days of instructional time could be made up. Maybe my math isn't exact but teaching during minimum day times would seem to get another full day of instruction every month or so - which SDUSD could then shorten the days, but not hours of instruction, of the school year.

Shortening the school year only hurts the kids. Teachers and Admin always "claim" "It's all about the kids". Malarky! Teachers and Admin get a huge payraise each year, when the rest of the population has to endure paycuts. Even it up, and cut the pay, like the rest of the population.

One week less of school wouldn't hurt their education and could be a huge savings

CALIFORNIA HAS AUTHORIZED A REDUCED SCHOOL YEAR OF 175 DAYS. SDUSD HAS 183 DAYS - TO SAVE COSTS WHILE THE STATE UNDERFUNDS EDUCATION, THE SCHOOL YEAR SHOULD BE REDUCED AT THE END OF THE YEAR.

furlough days for teachers!!

Shorten the school year as much as possible, without incurring a penalty. Over the course of the last 10 years, student time in school has increased. Shortening the school will simply take time back to pre-2009 levels.

Get rid of half-days and then you could shorten the school year with little effect

This has to be done very carefully to obtain real savings because it involves negotiations with the Unions. Will need to be used in conjunction with other budget cuts.

If shortening the school year by a few days means that we don't have to cut beloved programs, I say we do it.

Give the kids a ski week and end school early. They don't do anything the last week of school anyway.

If the district decides to shorten the school year what standards will we not be expected to teach? We already have so much to cover in so little time. How can the district expect to add students, take away instructional days and still expect increases in test scores?

TEN DAYS IS NOTHING. Is there any learning going on during the last week of school? The wind down?

Then shut it down ! Shut it down hard without warning so there is no wind down week of wasted time of teachers just babysitting ! And quit graduation ceremonies too. All pomp,unnecessary.

Only for one year. 2 year max. Then go back to regular calendar

The idea is to maximize academic achievement. Shortened school days already hinder student learning time. Shortening the school year would only further the problem. Children will be handicapped in joining the real world if we shortchange their educational opportunities.

Have they considered how much time the kids are already out of school, how many 1/2 days are in a school year. How many assemblies, etc. there are keeping kids out of the classroom?

Not sure if numbers are accurate...

I read the article and was not at all impressed. His suggestion that we should not 'cannibalise' other peoples programs for the sake of 'our own' makes me mad. There should be NO PET PROJECTS! We need to focus more on getting our kids proficient and capable in the fundamentals!! I do not understand the idea of penalising the majority of kids for the sake of keeping alive projects that benefit only a minority.

At most shorten the school year by 3 days. We already have many days during the school year that are "lost" days as students and teachers prepare for the holidays, or teachers are absent and have substitutes that are there to "babysit" not to teach.

I am not a follower of our illustrious president, but that's what he wants, and it appears that our students need more time to learn. What about a year-round schedule?

provide pay as you go childcare linked to school sites if you shorten the school year. Involve local YMCA etc.

I feel that there is alot of time wasted which could be managed better.

A five-day district-wide work furlough amounts to less than a 3% cut in the school year, a negligible amount.

The 5 days this year and 10 days next year savings costs could possible save all programs. We already pay penalties for more than 20 students in k-3, not to mention the penalties paid in the 5-12 grades.

be more effective with the time you have. and how about getting rid of the half days / shortened days, its a joke. lengthen your days tehre adn now you can save 8 days and 48 million

District should bargain with SDEA

the Thursday half days should go away.

I think it may be a reasonable solution during this economic crisis until state government financing can be corrected.

This is the only option that seems to really work. The penalty will be easily defended.

The last two weeks of school are a waste! Take off 14 days there. In the last month both my middle schooler and high schooler have watched a movie in class (Disney). This is a waste too. We can shorten the school year and become more efficient in what is taught.

The school year is already too long. What ever happened to a three month summer? Now it is only 2 1/2 months.

STOP the reduced day on Thursday and eliminate the last day of school being a 1/2 day.

We are about education! How can shortening the school year possibly help kids?

Ever since the focus of the school year shifted to testing, there has been a lot of down time after testing is complete -- little learning seems to occur. If this continues, I say shorten the school year. However, I would prefer to see teachers continue to build skills and prepare the kids for next year during the last 6 weeks of school.

It's an interesting proposal and one that should be carefully considered, especially if the district is unwilling to do what really needs to be done to fix this mess that the schools have become. I would honestly send my kids to private school if we could swing it. My daughters friends who go to private school get so much more out of school with so much less fluff. Bad behavior isn't tolerated, the school day runs smoothly, and the kids are much happier.

Many days throughout the year are wasted with films, yearbook signing, etc. I would spread these 5 days throughout the year.

Have year around and due away with some schools

agree to shorten school year 5-10 days.

This affects all stakeholders equally, a fair solution.

same comment as above...

The last week of classes has always been a waste of time for my kids...there is no new work assigned; teachers have already completed grades, it seems.

If instruction is sound, I think a few days would not be detrimental for learning.

Leave the school year alone.

This should seriously be looked into.

Shut down during the president's week holiday. Don't hold school on the last day (Monday! 1/2 day, high absenteeism) Cut days vs. programs and provide additional tutor support somehow to low performing schools.

Fewer days hurts students less than larger classes and fewer teaching days is more fair than furloughing the prep days in summer. Cut more days if necessary to provide support funding at low performing schools.

Increase school year with regular private use of shorter "public" school year. Create a teaming partner for public/private use of school facilities

best option, retains supports, supports quality not quantity, keeps personnel in place at sites for education and safety of all students, we can work with this, other options starve our students' needs

Lose days- see test scores go down and then further intervention by the state and federal governments.

With so much material to learn, 5 days is already a hardship. More than 5 days would make too much of an impact on learning.

I think kids need to be in year round to the end or middle of July.

how about 6 days as the last day of school is 1/2 day on a Monday anyway which is ridiculous.

unless this would incur a penalty

They don;t spend enough time in school as it is. They also are not pushed hard enough - I went to school at 4 years old and I wa doing what the kids now do in Kindergarten.

I don't believe that cutting five days from the school year will have any impact on student learning while eliminating programs will have a tremendous impact

The last week of school is such a waste. Get summer going already! More school days does not mean better education. Let's cut 10 days and keep our important programs!!!!!! Best idea yet!

Year round works elsewhere and we are falling behind.

This is the absolute best solution I've seen to date. Thank you John De Beck for a great idea of reducing the days by 5. A solution that doesn't effect programs increase class size. 8 days is even better if it gives us more insurance that we won't lose more teachers, VAPA or any athletics.

## **26. Teacher recruitment and retention: (Please check all you support) - Comments**

### **Answer**

Accountability.

Teacher recruitment and retention needs to be a combination of appropriate considerations.

Teachers need accountability for a job well done, not just seniority.

Teachers are worth every penny the State can afford to pay, but should never be unionized. It should be an honor and a duty to be chosen to instruct the future leaders of this great country. If a teacher doesn't believe that, do something else

talent should trump tenure

Basing a teacher's salary on student performance is a theory that has too many factors involved. An advanced class would have higher performing students. The students I have this year may or may not perform well based on their individual backgrounds---parents and home situations, previous classroom and out-of-classroom experiences, etc. There is not logical way to apply all of this to a teacher's salary.

Teacher's should be qualified for the position they are hired in, and stay that way.

SOME OF OUR MOST CREATIVE AND ENGAGING TEACHERS ARE AT RISK OF LOSING JOBS, NOT BASED UPON PERFORMANCE, BUT RATHER SOLELY BECAUSE OF UNION-ADVOCATED SENIORITY RULES WHICH PROTECT THE INCOMPETENT. TOTALLY INAPPROPRIATE FOR A "PROFESSIONAL" OCCUPATION.

furlough days for teachers!!

Schools should be able to recruit and hire teachers that meet their needs (whether that is based on specific skills, gender needs [i.e. we need a female PE teacher to staff the locker room], languages spoken, etc...)

This is a short list of changes to the teacher evaluation system that should be evaluated and changed.

Do you REALLY need to ask the question of how to hire or fire a teacher? Come on now.

Teachers should have some benefit for doing a good job other than " a pat on the back." Teachers who are not doing what they should do (not just based upon test scores but also based upon administrative, parent and student feedback) should be fired.

I strongly disagree with pay for student performance. There is much more accountability in a students success that a teacher could EVER be solely responsible for.

I was a teacher so I know what I am talking about. What other industry keeps employees based on seniority vs production? I am sickened to see quality teachers let go for the sake of tired, disgruntled senior counterparts.

It is unacceptable and a huge disservice to our children!

The Union's perpose is to protect the rights of the employee against employer abuse. This seems like a union bashing question.with a hidden agenda.Employees should be hired because of their skills and abilities, experiences and credentials.

Regarding "Removal of teachers should be based upon ineffectiveness or divisiveness, and not be arbitrary or capricious," removal should be based on inability to "Engage, Empower, and Educate our Students for the 21st Century" through measured achievement increases per student.

Seniority means nothing if the teacher is no good. On the contrary, senior teachers should be the first to go and new ones should come in if they are not doing their jobs. Again, common sense!

Keep and reward the good teachers. Sack the bad teachers.

Wide spread parent evaluations of every teacher their child is involved with must be incorporated into this now internal only process.

Remove a teacher when they are not effective in the classroom. Don't just shuffle to another position within the district (unless they can teach in a lower level school). When complaints go to the school regarding a teacher (by the parents) these teachers should be evaluated for removal.

The first option leaves too much open, sounds too political, Since "agreement" is usually driven by administration: "You WILL agree to ...."

Simple seniority is no excuse for anything, except for eccentricity in senior citizens among their families and friends.

these questions are stacked; it is well known which teachers are not as successful or committed or capable or who is retired in place. Find ways to move these people OUT!!

Welcome to the real world!

I feel that there are many teachers which should not be teaching anymore, either because they don't care since they are tenured or they are just plain tired. Too many dedicated teachers are losing their jobs because they haven't been teaching long enough. Teachers need to be reevaluated on their performance as do people who work outside of the schools.

Using seniority as the sole criteria for job retention and placement is absurd. Can you think of anywhere in Corporate America where that concept is employed? I think not!

get rid of the unions and the protection it provides those ineffective teachers, how much that would save! my son has a teacher now that should be gone, and my other son has 2 teachers he couldn't understand, finally now he's used to one and transferred out of the other class.

District should bargain with SDEA

I did not check the last box (removal due to ineffect or div) because sometimes a really good teacher is not supported by the principal. We need to protect our teachers who are effective (use a mutually agreed upon criteria). Teachers (and principals) who have documented multi-year ineffectiveness should be counseled, and encouraged to pick another career. Our children are too important. How many ineffective teachers w/documented pbms has the union encouraged to find other employment?

Studies show that about 1/3 of teachers are bad (incompetent or mean) and should be removed. The teachers' union is the single worst problem in education (and I'm a teacher). Seniority should be removed as a consideration in teacher placement.

IT IS AGAINST THE LAW TO INTERFERE WITH THE TEACHER'S UNION CONTRACT. THE SALARIES WHICH TEACHERS MAKE IS NOT THE PROBLEM.

THE PROBLEM IS THAT THE STATE OF CALIFORNIA IS OUT OF COMPLIANCE BY NOT FUNDING EDUCATION PROPERLY.

Please Please Please work with the Unions and Fix this problem we have!

I might have picked the first choice but I am so sick of seeing these stupid mission statement type of titles on things. Usually means that all the energy went into creating a cute title and now nothing will happen that is effective. UGH!

Teachers cannot be measured on whether a student achieves or not. Do you know what is going on at home? Some students are just trying to survive a divorce, family crisis, and being a lock key kid.

Not enough context to answer the following intelligently. "Schools should not be required to accept a teacher without the mutual consent of the teacher and principal, regardless of the teacher's seniority"

The best, most effective teachers should be retained over less effective teachers regardless of seniority. Yes, use test scores as part of the evaluation. Do what we need to get federal funding based on these requirements. I completely agree with them.

I support removal of teachers based on ineffectiveness, but "divisiveness" sounds like a management issue that management should be held responsible for.

It is not a great idea to have the most difficult schools consistently staffed by the newest teachers. One reason many teachers leave the classroom is because there is no career ladder. If the most effective and best trained teachers were recruited to teach in the most impacted schools and given a significant stipend for this we could possibly improve achievement in these schools.

You have unfairly characterized the hiring process.

There must be changes in how teachers are documented. I know of teachers that are ineffective, receive support the Peer Assistance and Review program, sometimes for YEARS, and are never removed! What will take for an administrator to be able to fire a teacher for being ineffective?? Now it takes more than 5 years, and usually, a deal is struck.

There needs to be a balance negotiated here -- to hold teachers accountability and provide them with a positive work environment

Seniority is a very poor criteria for recruitment. Principals need some flexibility to staff appropriately, but need to be accountable.

This is an employment question and not appropriate for this survey.

A conflict of interest arises when teachers are depended on principal evaluations. Teacher's need to be able to report fraud, abuse, and advocate for special needs without fear of reprisals.

Seems "no child left behind" guidelines expect teachers to extract the same test performances from ESL students, students coming in with very low skills, students who are highly motivated or highly capable, or those with highly supportive homes. Don't use unreasonable bases to evaluate a teacher's ability to teach.

Note: Divisiveness should not mean against what the union wants. All criteria must be who teaches the kids to learn!

I observed at Silver Gate and Dana Middle, that there are many teachers with seniority who are half-heartedly doing their jobs, while newer ones, ready to give 200% effort, are struggling for work (or job security with low seniority.)

Incentive based pay is very judgmental and difficult to track with real students where every mix is different. occasional monitoring of teachers by peers and team teaching can keep standards up.

Should be based on the collective bargaining unit of the Teachers Union. If changes need to be made it should be negotiated in good faith by both parties at the next contract.

We have teachers that are allowed to stay in their positions, despite lack of progress in their classroom - and there is no accountability. This is not how most businesses work! You have to perform to keep your job and receive salary increases!!!

Most teachers are good. Some are not. Most principals are good. Some are not. You can not put too much power in the hands of one person. A bad principal can ruin a good teacher's career. There should be a teacher led board that determines the effectiveness of teachers. Teachers want bad teachers out, just as much as anyone else and they actually know what it means to be a teacher.

I know many teachers who teach for the money and not for the love of teaching. It is obvious in the classroom as well as outside the classroom. Remove them if they are not effective. Improve the evaluation process of our teachers and their personal classroom test scores. Some of these teachers should not be teaching anymore or find a different career their hearts are into. Many teachers burn out.....weed these out.

Seniority should be a part but not the entire basis for retention

However, removal of substandard teachers should be done efficiently and quickly.

In the business world you perform or get axed. After saying that though what happens when you have so many kids in the class and the parents don't hold them accountable. If my kid misbehaves at school then there is also follow through at home. Too many parents think that it is the teachers job to raise their kids when in actuality the teacher is supposed to teach them academics.

Principals should be given hiring and firing RESPONSIBILITIES.

These are worded in a very leading fashion so the responses are quite biased. I wonder what the evaluation criteria would be for response #1?

Seems like there were always a few teachers who everyone knew were bad but had seniority and could never be fired. I hate that. It would never work in the private sector, so why do we put up with it at our schools?

Any removal should be for: "just cause" and provide meaningful Due Process.

Should be negotiated with the appropriate parties, not decided upon by the general public

Run the school as a standard business practice. Poor performance, two warnings in one year. Then fired!!!

I mark this until there are more administrators that can evaluate more on the facts, and less on a personal level.

## **27. Teachers salaries should be based: - Other responses**

### **Answer**

Credentials and "Experience"

combination of all above

Both the second and third

all

earned credential and incentive based pay

upon seniority, earned credentials, and his/her ability to engage and educate

NOT incentive based pay

Credentials and ability to engage and educate students

seniority, earned credentials, effectiveness as a teacher, service to school

More choices needed

seniority and incentive

need more space to elaborate

seniority/credentials AND ability/results

contract

seniority plus incentive - ability to engage/educate

IT IS AGAINST THE LAW TO VIOLATE THE TEACHER'S EMPLOYMENT CONTRACT

as stated in contract

ALL THREE, seniority, credentials, effectiveness, data

Combo seniority and performance based incentive

seniority plus earned credentials and upon their ability to engage & educate

Eliminate tenure!

combination, so that seniority and credentials still get some percentage of reward

seniority plus willingness to accept leadership, provide services and NBTC

Why can't I comment on this?

combination-seniority, ability, school

negotiated

Incentive-based as long as the "incentives" are realistic

See comment #26

We need more "Freedom Writers" teachers! They love to teach and see kids learn.

a combination of the above

a combination of incentive based-pay and seniority + earned credentials

ability, as judged by principal, a superior as in other work environments

a combination of credentials and #3 with % ESL students factored in

If seniority = experience then I'd like to have checked the 2nd and 3rd options

it would be nice to have incentive based-pay, but that is very subjective

Negotiated with appropriate parties

**28. Please prioritize your preferred possible budget reductions.1. Increase class size2. Eliminate Vice Principals3. Eliminate Counselors4. Eliminate Librarians5. Eliminate Nurses6. Eliminate Race/Human Relations Department7. Eliminate 4th Grade Old Town8. Eliminate 5th Grade Balboa Park9. Eliminate 6th Grade Camp10. Eliminate Magnet and Innovation Program11. Eliminate VEEP Transportation12. Eliminate VAPA Department13. Eliminate High School Athletics14. Eliminate GATE Department15. Increase Seminar Class Size16. Reduce Kindergarten to Half Day17. Reduce Employee Health Benefits18. Reduce Employee Compensation19. Furloughs During the School Year20. Shorten School Year - Responses**

### **Answer**



1. Furlough
2. Shorten school year
3. Reduce Health Benefits
4. Eliminate VEEP transportation
5. Reduce Kinder to half day

20, 2,6

- 11
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- 10
- 1
- 13
- 12
- 18

1. Shorten School Year
2. Furloughs during year
3. Reduce Employee Health Benefits
4. Reduce Kindergarten to 1/2 day

- 5.
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- 1

FIRST - Shorten school year

SECOND - Implement a cost-share program for ALL programs outside the classroom from sports to transportation to performing arts and before and after school programs.

THIRD - Reduce Kindergarten to Half Day

FOURTH - Decrease number of vice principals

20

First priority

- 1) Shorten School year
- 2) eliminate 6th Grade Camp
- 3) eliminate VEEP transportation
- 4) Increase Seminar Class Size
- 5) Increase class size
- 6) Health Insurance: Increase insurance copay
- 11, 10, 6, 7, 8, 9, 16, 20, 19, 3, 2, 5, 4, 17, 18, 12, 13, 14, 15, 1
11. Eliminate VEEP Transportation
13. Eliminate High School Athletics
17. Reduce Employee Health Benefits
18. Reduce Employee Compensation
7. Eliminate 4th Grade Old Town
8. Eliminate 5th Grade Balboa Park
9. Eliminate 6th Grade Camp
15. Increase Seminar Class Size
10. Eliminate Magnet and Innovation Program
12. Eliminate VAPA Department
6. Eliminate Race/Human Relations Department
16. Reduce Kindergarten to Half Day
1. Increase class size
2. Eliminate Vice Principals
3. Eliminate Counselors
4. Eliminate Librarians
5. Eliminate Nurses
19. Furloughs During the School Year
20. Shorten School Year
14. Eliminate GATE Department

Reduce health benefits, reduce K to 1/2 day, furloughs, eliminate 4th/5th/6th grade camps, increase seminar class size, eliminate high school athletics, eliminate GATE, ,

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14-

1

#20-first

#19-second [temporary]

magnet + veep busing need to be looked at as money saving option

--all others should remain

1. Eliminate 5th grade Balboa Park
2. Eliminate 4th grade Old Town
3. Eliminate Magnet and Innovation program
4. Increase Seminar class size
5. Eliminate VEEP transportation
6. Reduce Kindergarten to half day
7. Shorten school year

seems if minimum days were eliminated, and those increased hours on former minimum days went to instructional time (and staff meetings were before or after school hours) the @8 days of instructional time could be made up. Maybe my math isn't exact but teaching during minimum day times would seem to get another full day of instruction every month or so - which SDUSD could then shorten the days, but not hours of instruction, of the school year.

1. Eliminate district payment for AP testing.
2. Eliminate district payment for PSAT testing.
3. Eliminate Race-Human Relations Department.
4. Cut a percentage of the budget from VEEP transportation, GATE, Special Ed, Vice-Principals, 4th grade camp. Keep everything else as is.
2. Eliminate VP's

18. Reduce Employee Compensation (payscale/raises)

4. Eliminate library Tech
3. Cut back on Counselors
16. Reduce Kindergarten to Half Day
17. Reduce Employee Health Benefits
11. Eliminate VEEP

6,7,8,9,10,20

1. Shorten School Year
2. Eliminate Race/Human Relations Dept
3. Eliminate VEEP transportation
4. Eliminate VAPA Dept
5. Eliminate 4th Grade Old Town
6. Eliminate 5th Grade Balboa Park
7. Reduce Kindergarten to half day
8. Eliminate Magnet & Innovation Program
9. Eliminate Vice Principals
10. Reduce Employee Health Benefits
11. Reduce Employee Compensation
12. Eliminate 6th Grade Camp
13. Eliminate Librarians
14. Eliminate Counselors
15. Eliminate Nurses
16. Increase Seminar class size
17. Eliminate GATE program
18. Increase class size
19. Furloughs during the school year
20. Eliminate high school athletics

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20, 19, 6, 10, 11, 2, 12, 3

- 20. Shorten School Year
- 17. Reduce Employee Health Benefits
- 18. Reduce Employee Compensation
- 1. Increase class size
- 15. Increase Seminar Class Size
- 5. Eliminate Nurses
- 7. Eliminate 4th Grade Old Town
- 8. Eliminate 5th Grade Balboa Park
- 9. Eliminate 6th Grade Camp
- 3. Eliminate Counselors
- 13. Eliminate High School Athletics
- 11. Eliminate VEEP Transportation
- 2. Eliminate Vice Principals
- 6. Eliminate Race/Human Relations Department
- 10. Eliminate Magnet and Innovation Program
- 14. Eliminate GATE Department
- 12. Eliminate VAPA Department
- 19. Furloughs During the School Year
- 16. Reduce Kindergarten to Half Day
- 4. Eliminate Librarians
- 19, 20, and whatever else. Furlough days for teachers!!

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- 1. Furloughs During the School Year
- 2. Shorten School Year
- 3. Eliminate VEEP Transportation
- 4. Eliminate Race/Human Relations Department
- 5. Eliminate VEEP Transportation

We can't cut the programs to the student anymore.

Adults must pay the price of our funding problem and vote for change.

- 1. best solution..Shorten the school year
- 2. Reduce Employee Health Benefits
- 3. Furloughs During the School Year
- 4. Eliminate Race/Human Relations Department
- 5. Eliminate VEEP Transportation
- 6. Reduce Employee Compensation

- #1 eliminate VEEP Transportation-
- #2 reduce employee health benefits
- #3 eliminate 4th grade old town
- #4 eliminate 5th grade balboa park
- #5 eliminate 6th grade camp
- #6 elimnate Magnet and innovation program
- #7 eliminate race/human relations departs
- #8 reduce kindergarten to half day
- #9 furlough during school year
- #10 shorten school year
- #11 reduce employee compenstation
- #12 increase Seminar class
- #13 eliminate counselors
- #14 eliminate librarians
- #15 increase class sizes
- #16 elimiate GATE department
- #17 eliminate VAPA department
- #18eliminate nurses
- #19eliimnate v.p.s
- #20 eliminate high school sports

Ranked in order of preferences with #1 being my first choice:

- 1st- #6
- 2nd- #11
- 3rd- #10
- 4rth- #15
- 5th- #16
- 6th- #20
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- 18
- 1

Ranked from most preferred to least preferred:

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- 3. 16
- 4.19
- 5. 17
- 6. 2
- 7. 5
- 8. 10
- 9.13
- 10.18
- 11. 4
- 12. 12
- 13. 6
- 14. 7
- 15.8
- 16.9
- 17. 3
- 18.14
- 19. 1
- 20.15

Consider:

- 2, 6, 10, 11, 14, 17, 20

DO NOT consider:

- 1, 3, 4, 5, 7, 8, 9, 12, 13, 15, 16, 18, 19
- This is not my job.

Eliminate ALL positions that don't teach except for building maintenance and before and after school babysitting.

Sell Palomar to developers or for an Indian gaming and entertainment venue.

Or keep it as rental property to subsidize the schools. At least rent it out for conventions or clubs to use during the summer when its unused by the schools.

first 19 then 20 17 2 10 18

Eliminate 5th grade balboa park, Eliminate VEEP Transportation, Reduce Kinder to half day, Reduce Employee Health Benefits, Reduce Employee Compensation, Shorten School year, Increase Seminar class size, Furloughs during school year, Eliminate Magnet program,

DO NOT INCREASE CLASS SIZE!!!!!!

20, 19,8, 7, 17, 11, 6, Nothing else should be cannabalised

6,7,8,9,17,18,15,12,2,5

20,11,8,12

1. Furloughs during the school year
2. Shorten the school year
3. Eliminate 4th grade to Old Town
1. Eliminate VEEP Transportation
2. Eliminate VAPA Department
3. Shorten School Year
4. Eliminate Magnet and Innovation Program
5. Eliminate Race/Human Relations Department
6. Eliminate Vice Principals
7. Eliminate 4th Grade Old Town
8. Eliminate 5th Grade Balboa Park
9. Eliminate 6th Grade Camp
10. Furloughs During the School Year
11. Increase Seminar Class Size
12. Increase Class Size
13. Eliminate Librarians
14. Eliminate Counselors
15. Eliminate GATE Department
16. Eliminate Nurses
17. Eliminate High School Athletics
18. Reduce Kindergarten to Half Day
19. Reduce Employee Health Benefits
20. Reduce Employee Compensation
1. Reduce Kindergarten to half day
2. Eliminate VEEP Trans
3. Eliminate 6th grade camp
4. Eliminate Race/Human relations dept.
5. Eliminate VAPA dept
6. Reduce employee health benefits
7. Reduce Employee compensation
8. Eliminate Magnet and Innovation program
9. Shorten school year
10. Reduce number of VP's.

The rest I either have no opinion or disagree with.  
Eliminate 6th Grade Camp

The district needs to organize with Continuing ed, community Colleges, 4 year colleges in San Diego, Students ,Staff and Parent organizations to rally on Sacramento and Washington. This Government needs to start making Education in the US a priority.We need to invest in the future of our students. Especially in these times. We are all outraged at waht is happening and do not want to take it anymore.We need some leadership and coordinated activities. We are very large in numbers and can make a change.

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That is all I support reducing

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nothing else  
11,16,17, 20, 2, 3, 19  
6,7,8,9, 11, 14,15, 3, 2, 4, 5  
1. eliminate veep transportation  
Shorten School Year  
Eliminate VEEP Transportation  
Reduce Employee Healyh Benefits  
Reduce Employee Compensation  
Furlough during school year  
Eliminate 4th, 5th & 6th grade trips  
Eliminate VAPA Department  
10, 11, 15, 14, 6, 7, 8, 17, 16, 20, 19, 9, 3, 4, 2, 1, 5, 12,

I will not include athletics, teacher pay and increase class size as all three are totally unacceptable options.

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2 (Reduce # of VP's)  
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\*DEFINITELY NOT #'s 1, 16, 19 or 20

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#3, 6, 8, 9, 14 ARE TOP ON MY LIST TO CUT!

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16, 8, 15, 11, 10, 20, 7, 9, 14, 17, 19, 5, 4, 6, 12, 18, 2, 1, 13, 3  
14, 15, 17, 5, 6, 16, 10, 7, 8, 2, 11,

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Shorten school year  
eliminate Magnet  
Eliminate VEEP  
Eliminate 5th gr Balboa Pk  
Eliminate 4th gr old town  
Eliminate 6th gr camp  
Reduce Kindergarten to half day  
11, 20, 7, 8, 9, 17

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I cannot respond to this "shopping list," since it is worded in absolutes. Education does not exist in absolutes. Anyone who responds to this request is treading on dangerous ground.

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I would like priority to be based closest to the classroom...class size, counselors, nurses, librarians, school year the same, all programs athletics and otherwise.

GET RID OF VEEP transportation...they can pay to ride the bus.

Get rid of race human relations.

In order:

7, 8, 9 10, 11, 20, 19, 1, 17, 18, 6

No opinion on:

12, 13, 16

Do Not use for budget reductions:

14, 15, 2, 3, 4, 5,

4.,11.,16,20,9,18,17,2,3,4,6,5,4,12,15,16,7,8,16,13,14,1

Shorten School Year  
Furloughs During the School Year  
Eliminate 4th Grade Old Town  
Eliminate 5th Grade Balboa Park  
Eliminate Magnet and Innovation Program  
Eliminate GATE Department  
Eliminate Vice Principals  
Increase Seminar Class Size  
Eliminate VEEP Transportation  
Eliminate VAPA Department  
1. Shorten school year  
2. Eliminate 4th grade Old Town  
3. Eliminate 6th grade camp  
4. Eliminate VEEP transportation

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11 Eliminate first

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1 DO NOT INCREASE CLASS SIZES ANYMORE

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You need to give more explicit instructions on what you expect here.

I greatly resent including employee relations with choices involving our children.

If I could summarize my feelings about this kind of questioning I would say "FUCK YOU".

- 1 is 16
- 2 is 17
- 3 is 18
- 4 is 19
- 5 is 20

I don't know enough about the other programs to comment on them. However, as a daughter of a kindergartner, I think 1/2 day would be okay. It's a long day for five year olds and even though they do a lot of interesting things, they would not be adversely impacted by 1/2 day.

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- 19.

Everything else kind of ties up. None of those things should change.

The schools are operating at bare bones as it is. Our kids are asked to fundraise every month or every other few weeks. Parents are nicked and dimed for "public" education. Where on this survey was there anything about reducing ADMINISTRATION at CENTRAL?? There is no more to cut on site. Either shorten the school year (as if we had a FIRE EMERGENCY) or furlough some days (as the state is doing in all branches). DO NOT INCREASE CLASS SIZE, DO NOT REDUCE PROGRAMS, ESPECIALLY ANYTHING FOR GIFTED OR SEMINAR, AND DO NOT REDUCE THE TEACHERS' COMPENSATION. FREEZE IT AS NECESSARY BUT THEIR MORALE IS BAD ENOUGH.

- 6, 7, 8, 9, 11, 12, 10, 14, 15, 2, 3, 4, 5, 13,
- 16, 17, 18, 19, 20, 1

- #1 Shorten School Year
- #2 Increase Seminar Class Size
- #3 Eliminate High School Athletics
- #4 4th Grade Old Town
- #5 5th Grade Balboa Park

- Most desired to least desired
- 11, 6, 16, 17, 19, 20, 18, 5, 2, 3, 4, 10, 15, 14, 7, 8, 12, 13,
  - 9, 1

- 20., 19., 2., 6., 7., 12., 15., 5., 4., 14., 3., 8., 9., 11., 10., 13., 17., 18., 16., 1.

6, 2, 11, 20, 19, 15, I really can't prioritize any more of these current programs, etc

I believe that we should get rid of some of the administrative wastes, such as hiring private consulting firms to help run the district. What is the superintendent for and his staff if they need another outside organization to help them?

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We should NOT increase class size

We should KEEP 4th grade Old Town.

Prioritize list: 1. First to consider, 20 last to consider.

1. Reduce Kindy to 1/2 days
2. Shorten School year
3. Furloughs
4. Elim VEEP
5. Elim VAPA
6. Elim Race/HRD
7. Elim Magnet
8. Reduce Employee Comp
9. Reduce Employee Health Benefits
10. Elim HS sports
11. Elim Balboa
12. Elim 6th grade camp
13. Elim GATE
14. Elim counselors
15. Elim nurse
16. Elim Vice P
17. Elim 4th Old Town
18. Elim Library
19. Increase Seminar Class
20. Increase Class size

Where is the option to eliminate admin positions at the district level? What is the ratio of students to admin position....look at comparisons at other school districts.

eliminate VEEP transportation  
reduce employee health benefits  
eliminate race/human relations department

Eliminate old town  
eliminate balboa park  
shorten school year  
furloughs during school year  
increase seminar class sizes  
reduce employee compensation  
eliminate 6th grade camp  
eliminate gate department  
reduce kindergarten to half days  
eliminate nurses

Eliminate OCILE  
Reduce kindergarten to 1/2 day  
Furloughs during the school year  
Shorten school year

1. Eliminate VEEP Transportation
2. Eliminate VAPA Department
3. Eliminate Race/Human Relations Department
4. Eliminate 6th Grade Camp
5. Reduce Employee Health Benefits
6. Reduce (Freeze) Employee Compensation
7. Eliminate 2 Vice-Principals at PLHS
8. Shorten School Year (by 5 days, less than 3%)
9. Reduce Kindergarten to Half-Day

15, 6, 11, 10, 7, 8, 4, 16, 9, 5, 12, 19, 14, 13, 17, 18, 3, 2, 20, 1

1, 16, 2, 15,

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I only agree with the VEEP proposed budget cut(11).

I do not agree with the other proposed budget cuts.

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1

1-5 as follows:

Principals should share the duty of more than one school at a time

Kinder half day

Race Human Relations

Librarians

Vice Principals

Veep Department

Veep Transport...

Lastly...

Losing high school athletics would be tragic

Health benefits

Employee compensation

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1. Eliminate Vice Principals

2. Eliminate Race/Human Relations Department

3. Eliminate 4th Grade Old Town

4. Eliminate 5th Grade Balboa Park

5.

16. Reduce Kindergarten to half day  
7. Eliminated 4th Grade Camp  
8. Eliminate 5th Grade Camp  
11. Eliminate VEEP Transportation  
20. Shorten School year  
17. Reduce Employee health benefits (employees pay higher health premiums)  
2  
17 Employee health benefits  
20 shorten school year  
16 K to half day  
eliminate 4th and 5th OCLIE  
15 increase seminar size... they can handle it.  
18 employee comp, just like the rest of us.  
2 to many VP

also, eliminate employees in the district offices

District should bargain with SDEA

7.

8.

9.

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19.

eliminate race/human department

eliminate 5th grade Balboa Park

Eliminate VEEP transportation

Eliminate 4th grade Old Town

Eliminate Magnet and innovation program

Eliminate 6th grade camp

shorten school year

reduce kindergarten to half day

7,8,9

19,20, 15

12,11,10

shorten school year by 5 days

reduce employee health benefits

reduce employee compensation

furlough days during school year

increase class size by 1-2

eliminate some VP

eliminate race/human relations dept

eliminate Old Town, Balboa and 6th grade camp

eliminate magnet

eliminate VEEP

increase seminar class size to 30

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18 17 15 16 20 7 11 10

- 11. Eliminate VEEP Transportation
- 10. Eliminate Magnet and Innovation Program
- 17. Reduce Employee Health Benefits
- 2. Eliminate Vice Principals

Do NOT increase class size  
Do NOT shorten school year  
Do NOT eliminate VAPA  
Do NOT eliminate high school athletics!

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- eliminate down to do not eliminate
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Start:

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combo of most of rest,

lastly 14 and 15 which have already substantially reduced by more than 25% per year x the last 3 years. After the other programs have reduced by 25% or more, then come back to 14 and 15 if necessary.

2,9,11,16

17. Reduce employee health benefits.

20. Shorten the school year (it is too long - whatever happened to a three month summer?)

18. Reduce employee compensation.

16. Reduce kindergarten to half day.

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1.

PROTECT THE INTEGRITY OF THE BASIC CLASSROOM BY KEEPING TEACHER'S SALARY AND BENEFITS IN TACT AND MAINTAINING CLASS SIZES AS MANDATED BY THE STATE OF CALIFORNIA.

FOLLOW FAIR LABOR LAWS.

17,18,19,20.

11, 19, 20, 6, 7, 8, 17, after that I can't decide.

17, 18, 2, 6, 1, 5, 16, 20

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11, 17, 12, 7, 8, 6, 5, 20, 19, 10, 18, 4, 3, 2, 15, 16, 1  
Reduce K to half day  
Eliminate GATE Dept.  
Eliminate VAPA Dept.  
Eliminate Race/Human Relations Dept.  
Increase Seminar Class size  
Eliminate Magnet  
Eliminate Counselors  
Eliminate VP  
Increase Class size  
Furloughs During School Year  
Eliminate Librarians  
Eliminate Nursing  
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1. Eliminate Gate Dept
2. Eliminate VEEP Transportation
3. Shorten School Year
4. Reduce Kindergarten to Half Day
5. Increase Seminar Class Size
6. Eliminate Race/Human Relations Department
7. Eliminate Magnet and Innovation Program
8. Furloughs During the School Year
9. Eliminate Race /Human Relations Dept
10. Eliminate VAPA Department
11. Eliminate Counselors
12. Eliminate Nurses
13. Eliminate 4th Grade Old Town
14. Eliminate 5th Grade Balboa Park
15. Eliminate 6th Grade Camp
16. Eliminate Vice Principals
17. Eliminate Librarians
18. Reuce Employee Health Benefits
19. Reduce Employee Compensation
20. Increase Class Size

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Only if absolutely necessary:

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Unacceptable:

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What about eliminate administrators?

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do these and then come back

6,9,14,15,10,17,8,16,1,

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do not consider

1,6,7-16

20

19

15

none of the others should be looked at

7,8,9,20,19,6,5,4,3,2,17,18,11,10,13,12,14,15,1

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20,19,7,8,9

1. Shorten school year.

2. Increase seminar class size.

3. Furloughs during the school year.

4. Reduce kindergarten to half day.

7,8,9,17,18,19,20,6,3

20, 12, 8, 1

9,6,7,8,15,14,

10,11,16,20,2,3,6,7,8,9,10,20

13. Eliminate High school athletics

11. Eliminate VEEP transportation

6. Eliminate race/human relations dept

9. Eliminate 6th grade camp

JUST START OVER! These priorities are not going to fix anything, no matter what order they are placed! There is too much infrastructure and not enough common sense. Start with teaching the kids who want to learn, and everything else will follow. By coddling kids who don't want to be at school learning the schools have created a place where acting out is what gets you noticed instead of good grades, values and hard work. Start praising those kids and you might see some of the difficult kids turn things around in order to get attention. Difficult kids usually need attention the most because they don't get it anywhere unless they act out. Give praise, attention and rewards to the kids who are at school doing what they are supposed to do. And give those kids a peaceful place to get their work done.

7,8,11,16,20,14,6,10,19,9,2,3,4,5,

Reduce Employee compensation

Furloughs during school year

I totally agree with DeBeck's proposal- shorten the school year- I don't see any other way to come up with that large amount of money- that doesn't penalize certain groups or programs.

Eliminate Magnet

Increase Seminar Class

Eliminate GATE

Eliminate 4th Grade Old Town

Eliminate Race/Human RELations

Shorten school year

This is ridiculous -- why are they all 'eliminate' and not 'decrease'?

7,8,9,6,11,17

Shorten School Year

Eliminate VEEP Transportation

20,1,11,17,18,14,9,8,7,6

1st priority: #19 Furloughs during the school year

2nd priority: #9 Eliminate Camp

3rd priority: #8 Eliminate Balboa Park

4th Priority: #7 Eliminate Old Town

5th priority: #20 Shorten School Year

20, 16, 9

1 - 20

2 - 7

3 - 8

4 - 9

5 - 10

5 - 16

6 - 6

7 - 14 (only seminars - keep cluster)

8 - 2 keep one per middle school

9 - 11

I will not put any more down.

1. Increase class size

2 Eliminate Vice Principals

3 Shorten School Year

4 Eliminate Librarians

5 Reduce Employee Health Benefits

6. Reduce Employee Compensation

7. Furloughs During the School Year

8. Eliminate VEEP Transportation

9. Eliminate High School Athletics

10. Increase Seminar Class Size

11. Reduce Kindergarten to Half Day

12. Eliminate VAPA Department

13. Eliminate Counselors

14. Eliminate Race/Human Relations Department

15. Eliminate Nurses

16. Eliminate 4th Grade Old Town

17. Eliminate 5th Grade Balboa Park

18. Eliminate 6th Grade Camp

19. Eliminate GATE Department

20. Eliminate Magnet and Innovation Program

17. Reduce Employee Health Benefits! It is absolutely ludicrous that SD Unified's employees have benefits that no other sector of society has!

20. Shorten the school year. I don't believe that shortening the year by 3-5 days will have much of an impact on education. Put in a "ski week" during February like many other schools in San Diego County.

11. Eliminate VEEP Transportation. I do not believe the majority of the kids receiving this transportation are motivated to

16. Reduce Kindergarten to half day. I think that half-day Kindergarten is PERFECT for 5 year olds.

I do not believe any of the other options should be seriously considered.

1. John DeBeck's plan

2. Eliminate OCILE programs

3. Half day kindergarten

4. Increase Seminar Class Size

11, 2, 9, 8, 7, 20, 19, 16, 1

6,2, 10, 11,15,16,7,8,9 should be considered for budget cuts.

7,15,16,20



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6, 8,7,9, 20, 19,12, 11, 2

1. Eliminate VPs.
2. Increase class size.
3. Increase Seminar Class Size.
4. Reduce Employee Health Benefits.

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19. and 20. good idea  
17. reduce employee

6.  
11. eliminate free bussing districtwide

1. Shorten School Year
2. Furloughs during the school year
3. Eliminate 6th Grade Camp
4. Eliminate 4th Grade Old Town
5. Eliminate 5th Grade Balboa Park
6. reduce VPs
7. reduce nurses

Furloughs During the School Year

Shorten School Year

Eliminate VEEP busing

Eliminate 6th Grade Camp

11--number 1; 16--2nd; furloughs--3rd

1. Eliminate Race/Human Relations Dept.

2. Eliminate/Suspend OCILE (all three)

3. Shorten school year

17 most palatable

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14 least palatable

Reprioritization

1. Eliminate Vice Principals

2. Eliminate VEEP Transportation

3. Increase class size

4. Increase Seminar Class Size

5. Eliminate 6th Grade Camp

6. Eliminate 5th Grade Balboa Park

7. Eliminate Librarians

8. Eliminate Nurses

9. Eliminate Race/Human Relations Department

10. Reduce Kindergarten to Half Day

11. Furloughs During the School Year

12. Eliminate Magnet and Innovation Program

13. Eliminate VAPA Department

14. Eliminate 4th Grade Old Town

15. Eliminate High School Athletics

16. Eliminate GATE Department

17. Eliminate Counselors

18. Reduce Employee Health Benefits

19. Reduce Employee Compensation

20. Shorten School Year

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6,7,8,9,16,11,15,1,10,16,12,13,20,19

Eliminate programs that foundations run by parents and others support e.g. football

15, 11, 7, 8, 6, 9, 16, 14, 19, 20, 12, 10, 13, 2, 5, 4, 3, 17, 18, 1

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1. Shortening the school year

2. Reduce employee health benefits

3. Furloughs

14. Eliminate GATE/Seminar at the District level

1. Eliminate VEEP Transportation

2. Eliminate Race/Human Relations Department

3. Reduce Kindergarten to Half Day

4. Increase Seminar Class Size

5. Shorten School Year

20, 19, 17, 6, 8, 16 - but make class sizes 20:1, less savings but learning in fewer hours with fewer students is preserved.

15 - should track K-3 class size, if that goes up, this should also, make sure to preserve the curriculum differentiation.

2, 16, 20, 14, 10, 13, 6, 2, 1, 19

Eliminate Librarians  
Increase Seminar Class Size  
Reduce Kindergarten to Half Day  
Eliminate 4th Grade Old Town  
Eliminate 5th Grade Balboa Park  
Furloughs During the School  
Shorten School Year  
Shorten school year  
eliminate 5th and 6th grade camps  
reduce kindergarten to half day  
eliminate VEEP transportation  
eliminate GATE  
Increase Seminar Class Size

the others are equal

20, 19, 7, 8 10, 11, 12, 16, 17,  
11,10,9,8,7,14,15,16,17,19,20,6,18,1,12,13,4,2,5,3

20.

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2.

1st priority: shorten school year

2: furloughs during school year

3: reduce kindergarten to 1/2 day

4 eliminate veep

5. increase seminar class size

6eliminate magnet program

7eliminate vice principal

11 Eliminate Librarians

12 Eliminate GATE dept.

13: Eliminate Race/Human Relations

14Eliminate nurses/counselors

15: Eliminate High School Athletics

16Eliminate 6th grade camp

17 eliminate 5th grade balboa

18Eliminate 4th grade ocile

19: Reduce Employee Health and Compensation

20 Increase class size (this is what I'd like you to do as a last priority)

17. Reduce Employee Health Benefits

18. Reduce Employee Compensation

6. Eliminate Race/Human Relations Department

7. Eliminate 4th Grade Old Town

8. Eliminate 5th Grade Balboa Park

9. Eliminate 6th Grade Camp

15. Increase Seminar Class Size

16. Reduce Kindergarten to Half Day

19. Furloughs During the School Year

20. Shorten School Year

1. Increase class size

14. Eliminate GATE Department

2. Eliminate Vice Principals

12. Eliminate VAPA Department

3. Eliminate Counselors

4. Eliminate Librarians

5. Eliminate Nurses

11. Eliminate VEEP Transportation

10. Eliminate Magnet and Innovation Program

Shorten school year  
eliminate 6th grade camp  
Reduce Employee health benefits.increase copay  
increase class size  
eliminate race human relations  
eliminate magnet and innovation program  
eliminate VEEP transportation  
Increase Seminar Class size  
reduce kindergarten to half day  
1st choice: Eliminate all OCILE Programs (4th, 5th, and 6th grade)  
2nd Choice: Furloughs During the School Year  
3rd choice: Eliminate Vice Principals  
4th choice: Eliminate Magnet and Innovation Program  
5th choice: Eliminate Veep Transportation  
6th choice: Increase Seminar Class Size  
7th choice: Eliminate VAPA Department  
Possible options:  
1. Furloughs  
2. Eliminate OCILE for 4th and 5th.  
3. Incese Seminar class size

Please do not consider:

- 1.Eliminate Athletics
  2. Reduce Kindergarten to half day
  3. Eliminate Vps or Counselors
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2 incorporate to head counselor duty  
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20 if can team with private instruction for when public portion is not in use.

reduce administrative positions- get more teachers in the classrooms!  
allow use of non-credentialed low paid or volunteer help in classrooms  
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#6

#11

#4

#10

#16

#4

#5....

20, 19, 7, 8, 9

1. Shorten school year.
2. Eliminate 4th, 5th & 6th grade camps
3. Eliminate VEEP transportation
4. Eliminate race relations.
5. Reduce Kindergarten to half day.
6. Eliminate extra Vice principals.
7. Furloughs during school year.
8. Reduce employee compensation.
9. Eliminate Magnet program.
10. Increase seminar class size.

Furloughs During the School Year

Eliminate Race/Human Relations Department

Eliminate VEEP Transportation

Reduce Employee Health Benefits

Reduce Employee Compensation

Eliminate Counselors

Eliminate Vice Principals

Eliminate 4th Grade Old Town

Eliminate 5th Grade Balboa Park

Eliminate 6th Grade Camp

Eliminate Magnet and Innovation Program

Shorten School Year

Eliminate GATE Department

Increase Seminar Class Size

Eliminate VAPA Department

Reduce Kindergarten to Half Day

Eliminate High School Athletics

Eliminate Nurses

Eliminate Librarians

Increase class size

1. Reduce Kindergarten to Half Day

2. Shorten School Year

3. Increase class size

4. Eliminate 4th Grade Old Town

2,19,15,20,11,6,14,10,17,16,3,4,5,18,12,13,7,8,9,1

most to least

shorten school year by 5 days to save 30 mil.

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- 1.shorten school year
- 2.reduce kindergarten to half day
- 3.eliminate VEEP Transportation
- 4.eliminate Vapa dept
- 5.eliminate Magnet and innovation Program
- 6.eliminate 5th grade balboa park
- 7.eliminate VPs

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Eliminate busing and cut administrative by 50 %!

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I would not at all like to see class size increased any more!

I certainly would not like to see HS athletics eliminated!

- 1.reduce kindergarten to half day
- 2.eliminate vapa department
- 3.reduce employee healthcare benefits
- 4.reduce employee compensation
- 5.eliminate librarians
- 6.eliminate vp
- 7.eliminate magnet and innovation program
- 8.increase seminar class size
- 9
- 16
- 11
- 20,11,2,10,12,15,16,18,17,19,6,7,8,9,
1. Shorten School Year
2. Eliminate Vice Principals
3. Eliminate VEEP Transportation
4. Eliminate VAPA Department
5. Furloughs During the School Year
6. Eliminate Race/Human Relations Department
7. Eliminate 4th Grade Old Town
8. Eliminate Librarians
- 9.Eliminate Nurses
- 10.Reduce Kindergarten to Half Day
- 11.Eliminate Counselors
- 12.Increase Seminar Class Size
- 13.Eliminate GATE Department
- 14.Eliminate High School Athletics
- 15.Eliminate 5th Grade Balboa Park
- 16.Eliminate Magnet and Innovation Program
- 17.Eliminate 6th Grade Camp
- 18.Increase class size
- 19.Reduce Employee Health Benefits
- 20.Reduce Employee Compensation



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1.reduce kindergarten to half day

2.shorten school year

3.reduce employee health benefits

3.reduce employee compensation

4.eliminate veep transportation

5.eliminate race/human relations department

7.eliminate vasa department

8.eliminate counselors

9.eliminate vice principals

10.rurloughs during the school year

11.increase seminar class size

12.eliminate magnet and innovation program

13.eliminate nurses

14.eliminate librarians

15.eliminate 5th grade balboa park

16.eliminate 4th grade old town

17.increase class size

18.eliminate 6th grade camp

19.eliminate gate

20.eliminate high school athletics

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- 1 shorten school year (this is the most savings and to me will have the least effect on education. This should not be permanent but rather a one time thing.
- 2 Reduce Employee health benefits, no place that I have ever worked continues to have only \$5 co pays and families do not need dual coverage from the same employer
- 3 Eliminate VEEP and it's transportation after study.
- 4 study and possible eliminate race/human relations department.
- 5 furloughs during school year depending on the time
- 6 eliminate Magnet and Innovation program
7. Reduce K to half days

Also, Can we look at DeBeck's idea of splitting the district? Possibly into even smaller districts? If the districts were smaller there would not be so many competing interests.  
20, 2, 6, 10, 11, 12, 14, 15, 3, 4, 5, 13, 17, 18, 19, 7, 8, 9, 1, 16.

Reduction from highest to lowest preferred method.

. Eliminate Vice Principals Eliminate Race/Human Relations Department Eliminate Magnet and Innovation Program Eliminate VEEP Transportation Increase Seminar Class Size Reduce Kindergarten to Half Day Shorten School Year  
Shorten School Year  
Furloughs During School Year  
Reduce VPs

Start with the first as what should be implemented:

20 and 19 are at the top for me, I don't quite understand the difference between them, but they seem to save the most without losing important programs

11- Veep transportation

2- vp

17- emp health benefits

16- kind half day

one of 7,8,9 not all

Do NOT increase class size or eliminate GATE

15,7,8,6,3,4,5,11,9,10,14,2,19,20,16,1,17,18

19 and 20, all of the other options don't even make a dent in \$60-200 mil.

Eliminate:

counselors

nurses

Veep transportation

16,20,5,2,3,4,14,11,10,12,6,7,8,9

I don't go shopping without looking at the price tags. I don't order food from a menu that doesn't include the prices. I think this question is pointless - why not give a grid with options and each cost . . . like a menu!

20 is #1, 19 is #2, 15 is #3, 1 is #4

1. shorten school year
2. eliminate VEEP
3. eliminate vice principals
4. eliminate race/human relations dept.
5. increase seminar class size
6. eliminate magnet and innovation program
7. reduce employee compensation
8. reduce employee health benefits
9. reduce kindergarten to half day
10. furloughs during the school year
11. eliminate nurses
12. eliminate 4th grade Old Town
13. eliminate 5th grade Balboa Park
14. eliminate 6th grade camp
15. eliminate librarians
16. eliminate VAPA department
17. eliminate GATE
18. eliminate high school athletics
19. eliminate counselors
20. increase class size

1. Eliminate Vice Principals;
2. Reduce Employee Health Benefits;
3. Reduce Employee Compensation;
4. Eliminate 4th Grade Old Town;
5. Eliminate 5th Grade Balboa Park;
6. Eliminate 6th Grade Camp;

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15

- 1-shorten school year
- 2-eliminate VEEP and Magnet bussing.
- 3-eliminate Race and Human Relations Department
- 4-Eliminate Magnet and Innovation Program

I'd take all others off the table. All of these are short-term band-aids. The Point Loma Cluster needs to get out of San Diego Unified and form our own school district. We deserve better than being part of a program improvement district no matter how high we score, no matter how many volunteer hours we log or fundraising dollars we earn. We will remain "disadvantaged" by being part of a large urban district. Smaller districts do better-period.

According to the town hall meetings the only way we can get to \$100 million reduction is to reduce employee compensation. Even if we eliminate all the programs, it won't be enough.

That being said:

18, 20, 17, 16, 6, 7, 8, 9, 15, 11, 4, 3, 2, 5, 14, 12, 13, 10, 19, 1  
Priority #

1. Reduce Kindergarten to Half Day
2. Shorten School Year
3. Eliminate Vice Principals
4. Furloughs During the School Year

I am not in favor of any of the others.

1. Reduce Kindergarten to Half Day
2. Shorten School Year
3. Eliminate Vice Principals
4. Eliminate Race/Human Relations Department
5. Eliminate VEEP Transportation
6. Eliminate Magnet and Innovation Program
20. Shorten School Year

15  
11  
6  
16  
18, 10-12 and 1-6

Priorities in order of preferred cuts:

2,15,16,20,17,19,  
20,19,16,9,3,13,12,6,3,8,7,11,10,14,15,5,4,2,17,1  
15  
6  
10  
7  
8  
9  
16

items to keep: health benefits, employee compensation, full day kindergarten, class size, counselors, and nurses

possible reductions: shorten the school year, race/human relations department, VAPA, magnet and innovation program, gate department, and increase seminar size

additionally, some schools should not be at a 15:1 ratio. Research states that the single biggest factor to student success is teacher training and thus effectiveness. The 15:1 ratio should not have occurred especially in our current financial situation.

20. Shorten school year!!!!

16  
6  
7  
8  
9  
11  
15  
14

20. Shorten School Year

16. Reduce Kindergarten to Half Day

6. Eliminate Race/Human Relations Dept.

3. Eliminate Counselors

1 being the highest priority

1. Shorten school year

2. Furloughs during the school year

3. Eliminate GATE department

### Answer

Look at the administrative board for SD Unified. How effective is a bloated administration when schools can't even provide BASIC art supplies and are threatening to cut teacher salaries?

It was discussed to make the PL Cluster a 501c non profit to be able to request for grant monies.

OR, to make the schools in PL Charter Schools to be able to have more control over how monies are spent. Explorer Elementary has done an exceptional job on this with dedicated teachers and parents.

Please listen to the years of experience that Mr. DeBeck brings to the table.

Implement an across-the-board cost-share program for ALL programs outside the classroom from sports to transportation to performing arts and before and after school programs.

I would increase the capacity of the district to write and monitor federal, state and foundation grants, to develop partnerships and coordinate volunteers.

Get the parents involved where they contribute to costs that are especially important to them, and to volunteer their time at school and at home to help the kids learn. If the kids learned at home, they wouldn't need as much school time. Get the retired people working at the schools as counselors, etc.

Add solar on to roofs of all school sites, advertise on school busses, rely on grants and fundraising to make up the differences

seems if minimum days were eliminated, and those increased hours on former minimum days went to instructional time (and staff meetings were before or after school hours) the @8 days of instructional time could be made up. Maybe my math isn't exact but teaching during minimum day times would seem to get another full day of instruction every month or so - which SDUSD could then shorten the days, but not hours of instruction, of the school year.

Eliminate district payment for AP tests and PSAT. This is a huge waste of money.

AP-there are fee reductions for those students who need it already.

PSAT-again there are fee waivers for those students who need it. The test is designed for 11th graders who are looking at a 4-year college, and those interested students will pay to take it. Some motivated 10th graders will also take it to practice for the PSAT in 11th, which is just a practice test. 9th graders haven't even had all of the material

Principal needs to be strong enough to stand against legal parents, and not treat students as equals. Adults need to be authority figures. If this is not the case, this person should not be running the school. Students need guidance, particularly in their teen years, from responsible adults who have lived life awhile. We need a qualified Principal.

Cut all pay of TOP 10% salaries by 20%. Then furlough the rest...NO programs should be deleted.

REVISE USE OF UNDERUTILIZED SCHOOLS - SMALLER SCALE MIDDLE AND HIGH SCHOOLS - VERSUS NEW \$20 MILLION CHARTER HIGH SCHOOL IN A PUBLIC LIBRARY - WASTED SPACE TO LIBRARY AND WASTED DOLLARS TO SCHOOLS

Get rid of upper management between principle and Superintendent that work at the district office. Stop paying people to write curriculum. Start looking at District waste of funds and stop looking at cutting programs and staff that actually work each day. If everyone above the principle position doesn't show up for work, school goes on as normal. If teachers don't show up the whole education system in SDUSD would come to a halt.

furloough days for teachers!!

Let advanced students test out of required high school classes. Vary class size by subject. Have larger class size for history, music, art, science and lower class size for math, English, and foreign languages.

Eliminate all busing.

Eliminate busing to MAGNET schools

A lot of ideas that may not be legal and contentious and take legislation and time to install. Let's solve the immediate problem and then tackle the long term solution

I don't see very many budget cuts to the central office. I believe additional cuts can be made there. If you give me a copy of the budget I'd be happy to over it line by line and find some monies to be saved. Are we planning to spend thousands of dollars in the near future to search for another superintendent, just to pay him a huge signing bonus and then pay him to leave early? I think Bill Kowba is doing a great job and we don't need to search at all!

1.STOP BUSSING

2.STOP 'TRYING TO SPEND' whenever money comes.

3. Build the schools with windows that can open for fresh air and to let in free light. Use less electricity. Use solar panels.

4. Why did Dewey school paint over brand new stucco? Stucco, being a nearly maintenance free product, covered with paint which will need repainting !! Unless they used a 'lifetime' paint product.

5. Rent out the classrooms for traffic school and whatnot when not used during the summer. Adult school

Get rid of CST's having 2 office spaces if they are to work at sites have space at said site and not a second one at district offices that are doubling the cost and can be used for space that we have to pay for otherwise.

How much money is spent on Special Education compared to what is received for these kids?

see above

The district needs to be broken up into multiple districts. Currently the district is far too large to administer. This results in too many middle managers drawing high salaries, inability to deal with school issues in varying clusters, unwieldy budget decisions based on schools with greatly varying achievement demographics, and asinine ideas like Mr. deBecks.

eliminate from the central office. eliminate curriculum department. eliminate textbook adoptions. force parents to pay for lost books and report to credit bureaus. eliminate standardized testing. make kids pay token amount for lunch. decrease custodial staff by making kids do chores at school.

Mandarin chinese at Correia?

YES, they need to sell land & schools that are currently empty. Close schools that are too small. They need to follow the nations standards & curriculum and delete the department that develops curriculum. I strongly believe the district needs to FIRST negotiate with the union prior to making any more budget cuts that DIRECTLY effect our children & their classrooms.

Modify the elementary principal's work year. Having all principals work summer school is not a good use of funds. If they must work 11 months, have them do curriculum development, gate testing, grant writing, budget, etc...

Why is the cost of standardized testing not mentioned in the budget analysis? Or the cost of new textbook adoptions? I know that our district spends millions on testing each year. Why not eliminate testing for one year?

Or just test our children every other year? In ELA there are new textbook adoptions every few years, but the content essentially stays the same. I would like to at least see the cost of testing and textbook adoptions discussed with parents.

Split the district into smaller pieces, get rid of all the central office staff

Remove departments that create curriculum ie.

math modules and Language of Arts, Units of Inquire. We already pay for text books why are we paying for someone to rearrange these books, these chapters, and these stories? This is the teacher's job. Let the teacher do it. Also it is an incredible waste of paper.

Audit the district's expenditures. I know for a fact that tremendous expenditures have been made to entertain "visiting dignitaries" in the past. There is a lot of "cronyism" in our district - look at all of the outside

"consultants" to whom we pay HUGE fees - including teaching our board members how to conduct a civil meeting - how pathetic! No travel for board members. I'd suggest putting many of the expensive administrators we have into the classroom, but they would fail - then fire them.

Have 1 principal and 1 VP for 2 schools where enrollment is lowest.

1) Ask EBAY past president or a company to draft the budget, try an effective company who has had to deal with unions and make budget cuts and is profitable to help solve the problem.

2) Stop bussing period.

3) Union is BIG BIG BIG problem, frankly the main concern. We need to elect a non union biased board.

4) 4 day school week

5) Have more schools go Charter, allow 100 to go.

Have employees pay for a portion of their health insurance coverage just as most employees do in private industry.

Follow John DeBeck's Plan

Summer school could be dropped saving funds to support admin, counselors, teachers, transportation.

Do NOT pay for AP tests.

Get rid of those extra VP's.

Do NOT pay for PSAT.

We need to be willing to accept federal funding. School board members and district administrators need to accept a pay cut as well.

vouchers for pay cuts.

minimize central administration, close some cluster schools at elementary level if necessary and do a better job at inner city schools so those kids don't have to be bussed elsewhere.

Look at my comment from the question before.

Eliminate more district level admin positions.

Look for community sponsorships.

I have seen neither a list of the proposed budget cuts nor the rationale behind them.

Consider cutting the salaries/benefits of the District Board members.

Eliminate funding for PSAT Test except for hardship cases of those who desire to take the test. All testing should be reevaluated. Ask parents to help with supplies.

Evaluate teachers' performance based on the test scores of their students so that we will be eligible for more federal education dollars. Although not really a cut in the budget, it will have the same effect of providing resources for the people that are being served - the students.

Busing-streamline stops, students who use the bus pay or find another way.

Look at administrative cut backs. Stop cutting from the classroom.

Let clusters work their own budgets.

Corporate sponsors for district wide foundations.

Partnering with solar energy companies for energy savings.

Outsource janitorial and other physical plant with competitive bidding.

Elementary administrators should share the responsibilities of 2 or more schools. Although I believe that administrators are necessary, they are far removed from the classroom and spend the majority of their time micromanaging. They are paid a significant salary and should be placed at more than one school therefore saving the \$ it would take to pay a second administrator. Teachers and staff members are more than capable of helping to run the school.

OFFER MORE ONLINE COURSES THESE WOULD BE GOOD FOR HIGH SCHOOL.

Why is there no option to reduce cost of running the district? There never seems to be an option to lower overhead costs. Public schools spend more \$ per pupil than private schools, but the education is not as good.

Why can't the public school system compete with the private school system? We need to look at that statistic as a basis and develop a way to make the public schools give more education for our money.

Cut offices at the ed center:

reduce or eliminate Math department

reduce or eliminate Lang. Arts department

Let teachers make curriculum decisions

If you can prove the cost-effectiveness of any type of Golden Handshake early retirement incentive, I think that should be studied and implemented. I didn't retire last year for financial reasons--but I'm willing to go out this year if the incentive were repeated, just to leave SDUSD before it turns into a situation (due to the budget cuts) where teaching will be next to impossible.

Split the district.

School closures - low attendance schools such as Cabrillo Elem. & Dewey Elem.

I would need more information before I could make suggestions.

less administration at the main office

At the budget meetings the board members held, most did not include staff/labor union reductions. It is unfair to not include this component when talking about cost cutting.

I think we need to break this huge district into smaller districts which serve the needs of their resident populations and solutions can be customized for the communities and children involved.

withdraw from the district so we can run ourselves and not be paying for programs we don't need on the point.

CONTACT STATE OFFICIALS & LOCAL OFFICIALS. INCREASE STATE AND LOCAL TAXES TO COVER COSTS OF PUBLIC EDUCATION AS DESCRIBED IN CALIFORNIA STATE CONSTITUTION.

Renegotiate all the contracts for services and goods. Do not automatically give these contracts to union companies. Watering the grass doesn't require a union member. Contracts should be taken out to bid, all the redundancies should be eliminated and the contracts given to reputable companies regardless of union status. The 3 board members who consistently vote with the unions need to realize that they are not helping the children they are supposed to represent.

But what I want to know is if any effort is being made to eliminate penalties for breaking rules in order stay within the reduced budget (like class-size overage penalties).

1-Reduce the amount of free food given to students. It mostly ends up in the trash. 2-Stop printing everything in Spanish. Spanish speaking people should be encouraged to learn English. 3-Reduce teacher compensation, they have enough time off already with 2 weeks for Xmas, 1 week for Thanksgiving, 1 week Easter and 2+ months summer. 4-Definitely raise Health Insurance co-pay for teachers. 5-No shared teacher positions, probably costs more for benefits.

have certain programs per school only subsidized by parents that elect to have the program if they want

Make principals 10 month employee's. Shorten Ed Center hours, close every Wednesday.

eliminate transportation for magnet schools.

All of the budget cuts proposed are demoralizing to teachers and students and will ultimately decrease the quality of education in SD City schools. I would like to see some effort put into finding creative ways to properly fund schools so that they aren't always the first thing sacrificed when the politicians screw up the budget.

administrators also - look at the benefits - I do not know of anyone who pays \$5 or \$10 when they go to the doctor's office - this is not reality. What are we paying for everyone's retirement fund?

Have the day custodian 5 hours days

Hiring freeze (classified, certificated and outside agencies) along with all building and other programs. Account for all money no matter their assigned destination and only then is it proper to examine what money is being spent wisely.

A. Many employees have spouses that are covered by medical plans elsewhere. If an employee can prove proof of insurance, give them \$200.00 a month to opt out of medical benefits, (Medical benefits cost 900.00 a month for each employee). Some employees would prefer to get a medical plan that supports their religious beliefs. This pays them 1/5th of our cost, and they get to purchase the plan they want.

B. Employees should pay something for each dependent on their medical plan.

I feel strongly that if a teacher is ineffective in their position as a teacher they should be let go. We have too many educators out there that do a poor job in their field.

School closures/combinations

explore revenue generating activities

expand volunteers

Look at cutting the positions in our district of the people who do not directly work with students!

Charge for magnet and veep busing. Nominal fee. Will help offset cost.

Break the District by Areas, ie, Coast, Inland, South Bay

Special Education Department cuts

Education Center cuts

Some athletics programs such as golf, tennis, swimming, water polo, wrestling, and all freshman sports etc. Keep only Varsity and JV Men's and Women's Basketball and Baseball. Keep Varsity and JV Football

Give the money per student to each school, with more control over decisions. Then let them decide what they are going to keep and cut.

Fewer buses and drivers.

My comments reflect my ideas.

Reduce the amount of people up in the Ed. office writing curriculum and sitting around all day. Have teachers use technology and what they know works with their students.

Allow volunteer work groups to assist in the maintenance of school sites. Several schools our son has attended have had parents willing to volunteer weekend hours but they were not allowed to because of union conflicts with landscapers and janitors. If we are unable to pay them to do their job should our children suffer? Let's consider it temporary and maybe even log all the hours necessary to show what we have done and how badly they are needed for possible future rehire.

Consolidate and manage the inventory as a collective. Far too much of your money is being spent doing things in a stovepipe fashion.

The complex schools only need 1 principal at each school. That is a big waste of money.

DO AWAY WITH THE BUSES

What about ways to generate revenue through grants and private/public partnerships with business?

eliminate free bussing.

Eliminate all departments not directly connected to teaching children.

We do not need to own our own fleet of buses, that can be contracted out and made competitive.

We do not need our own fleet of maintenance vans, this too can be contracted out.

Stop paying the military \$3million/year for ROTC, have them pay the district for access to our students.

Last summer, the Ed. Cntr. hire over 30 classroom teachers to leave the classroom and write curriculum. The quality of curriculum that comes out of the Ed. Centr. would have to improve drastically to become mediocre.

We have texts that supply lessons, in a logical and sequential order. Put those people back in the classroom. If they don't want to teach, let them find another job.

Eliminate the dept. that is in charge of distributing federal funds. Give those responsibilities to other administrators.

Eliminate the resource teachers who come visit a site and tell the school how they are not in compliance then leave.

Eliminate the middle admins. of depts. like janitorial services and landscape that interfere with parents who are trying to volunteer at their schools.

BTSA induction should be given back to the university-the Inkind \$ that we contribute is wasted. Support providers hardly visit-it is not a program of support, but of paper work. As any new teacher that has suffered through it.

PAR-nice fluff-ineffective teachers get to work with an exemplar. What profession wastes talent on the worst of the worst? Wasted money and "no bang for the buck" the teachers rarely if ever improve-I know!

Intern program should be run by universities as well.

Reduce the pay of substitutes.

Do not provide education to non-citizens who are not contributing to the tax base, but expecting FREE education. The public schools are not free - we pay for them through our taxes. This would save the schools a lot of money. Also, go back to the years when California was a leader in education and look at what they did then. What are we doing differently now that has put us into this crisis. Find out that answer and fix the problem so teachers can teach without loss of pay.

Put textbook updates on a by request schedule, rather than automatic updates. Institute needs based central supplies rather than each site trying to stockpile so they are sure they have supplies for the following year.

Parents to supply more school supplies at elementary level - already required in upper grades, why not have everyone supply their own crayons, paper and pencils, again institute scholarships for those in need.

cut custodian hours. our custodians empty the trash and take a nap! there is no accountability at Sunset view elementary.in the summer they both hang around and do little to nothing.

Shorten year, furloughs!

Break up the district into smaller districts. Make a south, east, and north districts.

\* Conduct a thorough analysis of support service overlaps with other school districts and public entities then enter into cooperative agreements to spread the costs of support services across several public entities. For example, explore consolidating the school police with other law enforcement agencies.

\* It is essential to cut benefits for employees: increase the co-pay, offer fewer plans, require buy-up for premium plans.

\* Impose an across-the-board pay cut like the City's 6% cut

Expand grants or development department to increase funding or partnerships to cover costs. It could more than pay for itself plus.

Small High Schools could be consolidated

Salary roll back according to amount earned

Eliminate or reduce overpaid and excessive administrative positions.

see above ?28

Look with in District operations for reductions in overhead and waste if possible.

This List appears to be one sided and against Unions which stand for a Living wage and Healthcare and a strong middle class. It also appears to not be concerned with the task at hand the whole reason for the districts existence. To teach and guide the next generation of young adults to be productive members of society.

It appears the schools are already running lean and doing a good job. Is the District.....?

cut transportation for Magnet schools, not the Magnet programs themselves.

Long-term leases on school properties not being fully utilized. Do not sell. 20 or 30 years leases.

I see a lot of patients with killer health insurance, either free or \$5 co-pays. That is unheard of today. You could save a lot of money by changing benefits to a reasonable plan.

Are they looking again at closing some of the smallest schools?

How about having people pay based on sliding scale to participate in sports or VAPA?

I support John DeBeck's Furlough proposal.

Stop paying outside people tons of money when it's simple math. Balance the budget, stop pork spending

Stop spending money on technology.

Also, start letting students drop out (fail them if necessary), maybe put them in alternative training schools. Students who don't want/appreciate to be in school should not be taking up a seat. Maybe then, students will realize that it is a privilege to get a free education, work hard, and endless and costly testing will not be necessary.

Eliminate testing. Let teachers grade and require students to pass their classes.

Please renegotiate employee compensation and benefits. I feel we are being bullied by the unions and our kids are suffering. The benefits are too luxurious and I mean that sincerely.

Not as I sit here.

GET YOUR HANDS OUT OF THE COOKIE JAR!

Our children are THE FUTURE

Break up each cluster into its own district.

Rent facilities to qualifying groups to offset maintenance costs.

Reduce the credentialed teachers not in direct contact with students on a daily basis. Everyone holding a credential should be working with students as much as possible. Eliminate positions at the Ed Center first.

What other ideas do they have? Cut the OVERHEAD SALARIES!!!!

Raise revenues! This is a community concern, this is our future.

some schools should not be at a 15:1 ratio. Research states that the single biggest factor to student success is teacher training and thus effectiveness. The 15:1 ratio should not have occurred especially in our current financial situation.

**30. Teacher professional development, staffing needs and program design should be determined by the needs of the school cluster rather than at the District level. - Comments**

#### **Answer**

Every school has it's strengths and weakness'...that can only be determined at local level.

before and after school

Different schools in different geographical/economical areas might have different needs

furlough days for teachers!!

Support more local supervision and control.

Every cluster has different needs and should be determined by those needs not a universal fix.

Each school site is aware of what professional development they feel would benefit the teachers and students the most. It is very hard to select something at the district level that will apply across the district. There are too many differences site to site and classroom to classroom.

School cluster? District? Whats the difference?

They are both clusters of schools !

Let the district do its job

However there should be some sort of district oversight so that the privileged communities don't the option of cutting out those more needy from getting appropriate public education.

Let's start realizing that we are not all one clump sum. Each area has it's own set of problems, struggles, enhancements, priorities, strengths and parent participation. What works in one area does not work in another, but we should not dampen the successes because we are a one size fits all district. Not only that, we can learn from one another and implement ideas that are working in ways in one neighborhood to fit the needs of another.

need more information

not the cluster level but the site level or department level.



The district hasn't a clue what is needed at individual schools or within a cluster.

Our standards are higher (generally) than the district..

This is not a one-size-fits-all program, it should be tailored to the specific needs of the school cluster.

One size does not fit all in our diverse district.

Must have strong parent input and oversight. it is VERY difficult to get a principal to change if they are not motivated.

PRINCIPAL SHOULD DECIDE WITH TEACHER AND PARENT INPUT.

BUT only with district representation as well as each school representation

There are dramatic differences between clusters. Targeting specific needs and training would be more efficient than forcing one solution/way for all.

duh

Each site knows their staff and what they need.

Not enough context to offer opinion.

Professional Development takes teachers out of the classroom and students do not learn from subs. Have principals work with their teachers or have Professional Development on Saturdays so no subs are involved.

See how many teachers would be willing to go on their own time.

I made a mistake on the prior sheet: I prioritized areas for budget cuts and mistakenly put VAPA on there which I don't think should be on there: please correct

We are a K-12 district, the needs of the district and the cluster should be considered, not one or the other.

We know our community. But remember, just because you have driven a car doesn't mean you could build one. Educators don't walk into the operating room and tell the surgeon how to do the job.

different areas have different needs and the PD should be differentiated and the leaders at school should have input as to what is needed.

Absolutely.

The site knows best.

While I laud the Point Loma Cluster group for the great work it has done in bringing consistency to our neighborhood schools as our children move up through them, there are benefits of being part of a greater entity that we need to preserve, most importantly, magnet schools that keep children engaged in their passions.

If you want consistency, district level minimums should be set. Be sure it doesn't "dumb down" the poorest schools!

With overall supervision. Each cluster will have different needs but also must reach common goals.

Each cluster has unique needs that can be identified by the local cluster parents and schools, NOT the District.

The district is huge and there is no way that they can possibly know everything in depth. If there are clusters they will be able to identify problems earlier and quicker plus they will also be able to see the benefits of what works quicker

The district serves too many kids with too many issues. Schools would run better if they could control the money in a more localized way, such as clusters. I feel the district moves like a dinosaur and is not nibble/efficient!

This would be a non-issue if we were our own small district.

NO paid professional development on the backs of kids or parents. You do what we all do PAY FOR IT OURSELVES. More parent oversight, stop the dictatorship model.

**31. Charter schools are part of the public school system but have autonomy with regards to program design, budget and hiring procedures. Is this an idea I would like to see researched further. -**

**Answer**

furlough days for teachers!!furlough days for teachers!!

Charter schools have a lot more flexibility than regular schools and can often pick and choose what students attend their programs and can mandate certain things like hours of parent participation for parents who wish their child to attend that school. This places Charter schools at an unfair advantage. If the Charter school system works, why can't all schools be allowed the same flexibility? (Other than the fact that the state only allows so many Charters school in an certain area per year)

Need more info on how charter schools run

Why not match the charter schools appeal?

Too much autonomy

Charter school should be more of an option for our students if the public school system doesn't become more innovative and creative in their attempt to educate our children.

At a cluster level!

Not sure what this really means.

If they are more effective then yes.

Charter schools serve a purpose as an alternative option. It should never take the place of the public school options

I don't understand what you are asking

My jury is still out on this one. There are a number of concerns.

PLEASE!!! Great opportunity. Look at the successes of many charters, RAH RAH!

I don't understand the question.

get rid of charter schools....they serve so few and cost us all.

I don't understand what is meant by "researched further." Can the district learn from them or does the district want to impose their standards upon charter schools? I don't know enough about what the issue is here.

Charter schools should be required to follow the same guidelines as public schools.

Frankly, I don't think this needs any more research - just look at the results of the charter school program in the District of Columbia. I strongly feel it needs to be implemented on a larger scale in the SDUSD.

There are many outstanding teachers who would leave if they weren't protected by the contract, including pay and benefits. I feel that it would be a tremendous loss to the community and I would consider putting my child in private school. I could not support public education that didn't support and take care of it's teachers.

DO IT!

Charter for Dana and Correia NOW!

What about a charter cluster?

CLUSTER SCHOOLS LACK ACADEMIC RIGOR. THEY ARE TOO LAX.

I think the bean counters need to keep their paws off the magnet schools for now. Some of them work very well, and they don't need district bureaucrats messing things up.

We need to ensure the cluster prepares students for a college/university education appropriately. I'm not sure that a charter school model would HELP our cluster achieve a high rate of success in the college world

Smaller schools should be closed and go Charter. It's a more efficient and successful use of space, time and money.

The community needs to research the impact of charter schools in other parts of San Diego before they blindly follow the lead of a few.

This "question" is unclear and needs to be rewritten...I strongly agree that charter schools need to be scrutinized

Bad idea.

I think the District should do away with supporting the Charter Schools.

Many of them are happy to take the money, but they don't seem to be accountable to the district.

They need to be.

I was so impressed by the READER'S story of Gompers. What an improvement!

Good for them.

No -- not spend money researching it further. It already works. Just do it.

See teaming charter with "regular" schools. Even to go 2/3 to 1/3 ratios??

I think it is a wonderful opportunity to have this option but do not want to see it become the norm. Not all are automatically successful. There can be a lot of hard work and growing pains in areas where it may not be necessary.

Perhaps every school should operate this way. I am extremely frustrated and disappointed with the way things are functioning at San Diego Unified.

STOP with the research and implement

I'd rather see our own public school district. Going charter at this school or that school does not solve for the biggest of our problems.

**32. Another governance plan being considered is a Cluster Governance Model. This cluster governance model, while under the umbrella of the school district might include more budget and programmatic control by local stakeholders (principals, teachers, parents). This is an idea I would like to see researched further. - Comments**

**Answer**

Bringing the families BACK to our local schools...this would be the only way that I foresee this happening

The only way I would support this is if the people making the decisions were elected by all taxpayers in a voting process much like we elect our school board. This cannot be an insular group of people making decisions because they appointed themselves.

I'd like to see all PLC schools go charter.

Get back to Teachers and Students, stop with all the boards and meetings.

furlough days for teachers!!

SDUSD is too big. It can't be all things to all people and spends most of its time and money addressing "under performing schools." Let the people who know their area have more "say" in how it is organized.

The SDUSD is too large to respond to local communities. It is too remote and impersonal.

Cut from the top

I would be interested in learning more about a program like that. However if "further research" translates to \$\$\$, then we can't afford to do that right now.

Researched? Just do it. There is no way to research this. Stop wasting time and just do it!

need more info

Sounds brilliant

The current theory is a continuation of the Bersin regime's "One size fits all - Shut UP" model. One size does NOT fit all.

It's a very good idea to decentralize more of the decision making to the level at which the decisions will be implemented. Too often it seems that these types of decisions are made in a vacuum at SDUSD headquarters.

would need more details

Yes! Schools should meet the needs of the children in the community they serve. No matter what the community! What PL needs is different than Mira Mesa or City Heights. Target solutions for the children in the community and EVALUATE if the solutions working! Is each child making at least a year's worth of growth? Are the individual schools working toward the cluster's strategic plan?

HOW CAN A ECONOMICALLY HIGH SCHOOL COMMUNITY TELL AND ECONOMICALLY DISADVANTAGED SCHOOL WHAT TO DO? EVERYONE IS NOT ECONOMICALLY EQUAL, AND IS NOT CUT FROM THE SAME CLOTH. SUNSET VIEW IS NOT THE SAME EXPERIENCE AS BARNARD/DEWEY.

Having real Neighborhood schools is preferable to simply having district schools in my neighborhood

Great idea.

The involved parents will be heard but what about those unwilling or unable to get their opinions heard. Will the involved parents be able to make educated decisions for those that are not? Do we have a large enough group willing to put in the time?

Many schools are 2 years and opinions will change continually. Is this fluctuation finically viable?

I would like to see where my tax dollars go within my community. I chose to send my child to a public school and I would like to see the bottom line.

As long as community members are also included.

I love this idea!!!!

Only if parents heads it up and have the majority vote.

**33. Board member John deBeck has a plan to divide SDUSD into two districts creating a "coastal district" which would encompass the PL cluster. This is an idea I would like to see researched further. -**

#### Comments

#### Answer

Increase costs by creating MORE administrative levels? That's just stupid.

Based on John DeBeck's informative meeting a while back sounds like it would take a lot of time and effort. Would not come to fruition for many years.

Best thing that could happen!!!!

furlough days for teachers!!

I think even smaller districts would be appropriate.

I do not believe splitting up our district will not benefit anyone and it will probably add more levels of administration and bureaucracy.

Well of course. Coasties and inlanders are vastly different.

We surf. They ride horsies, & work on and race cars and off road vehicles.

Watch out... the coastal district is the district with people who are the "haves" as it is very expensive to live in the coastal regions these people tend to be a very homogenous group.... ensuring we don't go back to segregated schools is going to be very important.

Depends on the purpose!

need more info

This is just the wealthy district. Who are you kidding?

I have not read anything about this therefore cannot comment.

Depends mostly on leadership and budgeting. I do believe that our district is too large.

It should a break of Elementary from Secondary.

San Diego Elementary Union and

San Diego Secondary School Union.

This district is utterly out of control. It is too large and too diverse for the "one size fits all" model to prevail.

I need to know more about the advantages and disadvantages of this from a non biased source.

we are one City, coastal and inland or southern coastal. De Beck can start his own school if he has so many ideas. Coastal district selfishly would be nice but it would cast off the least able and this will be devastating to us all down the road. We are already developing into a first world and third world state (see Dan Walters in Sacramento Bee). We don't need to emphasize this at the micro-level. Many parents in our cluster specifically want to lift all boats, not just their own.

This is an intriguing idea. Perhaps SDUSD has grown too large to effectively manage. We really don't want to replicate the mess the Los Angeles school district is in because it is so large it is essentially unmanageable.

And the purpose being????

John deBeck has always had good, sound ideas, but would need more details.

this is a racist/classist idea to further separate the "good" schools (white, richer) from the "bad"

Bring it on! The schools need to serve the students in their community.

yes, yes, yes!

I can't see how it will help in the long run. There is not enough money in the State as a whole so making smaller units of governance can't yeild significantly more money per student, can it?

I don't know enough to have an opinion at this time.

no - just complicates things!

If you are going to divide SDUSD, divide it like some other districts do: A separate high school district.

Another idea: 4 separate districts.

This would increase the disparity between the north/south of 8 type of schools and would probably cause a decrease in funding for the "coastal district"

This is long overdue. This would also save considerable time, money and resources.

Please do the research on this before supporting it. It has never successfully happened in a large urban district and almost always leads to higher costs because of the need to out-source. We will need to maintain our own maintenance dept, IT departments, legal, health, food services, etc...or pay for it from the county. The county has their own bureaucracy. How will moving from one pile of red tape to another help?

John deBeck might have the most sense out of anyone in the whole district.

Not enough context to offer opinion.

Our district is too big to be effective. We can't even keep a superintendent because no one can meet our diverse needs.

Two layers of administration is wasteful. While I am in the coastal district and would benefit, the "brain drain" of the affluent areas leaving is not fair to the remaining.

This would help address some of the difficulties that occur in a large district with such diverse needs.

Why not?

More great ideas to ponder.

Removes choice and flexibility for many families.

Huge districts have too many non teacher positions. Two smaller districts could function more effectively. But would it become the "haves vs the don't haves"???? It seems it would eliminate some of the current transfers of students from south east to west San Diego??????

This is a great idea w/ much interest in the coastal community. Let's do it!

I would like them to look at even smaller districts

The district is too big

YES YES YES!!!!!! I do not buy the argument that we have more "pull" being big. Quite the contrary. We can't be nibble or efficient when we are this big. I fully support this idea and would be willing to knock door to door to push this forward.

What benefit?

Again, this will still be too big, but is a step in the right direction I'd like to see fully vetted.

NOT THE ANSWER!!! Think.

#### **34. The PLCS Foundation is always looking into ways to improve student learning. Do you have any out-of-the-box ideas that you would like to share? - Comments**

##### **Answer**

More field trips. Children learn best when they are more engaged.

Thank you for all you do, unfortunately I do not have any out-of-the-box ideas, just a passion for our PL Cluster to thrive not divide itself. We need our community to know that we offer more than an impacted heavily bussed-in school for them to send their children to. The money that is spent on tuition at private institutions is astronomical in our cluster alone...think if that same money could be put to use in our cluster, what a difference that would make.

Team up with one or more of our state universities - UCSD, SDSU - to create a partnership that brings ideas, information and trends that are happening at the collegiate level into our junior and senior classrooms for science, language arts, foreign language, mathematics, psychology, etc.

Look at High Tech High structure to get some ideas. Increase community connections with local businesses. we need a development director who could increase the resources.

Request all parents to assist their children with their homework enlisting the aid of the internet to find definitive answers. The parents will learn something themselves and increase the bond with their child.

Rely on community experts to volunteer their time in the schools to round out the curriculum

Smaller high schools

Flexible scheduling

Combined subject area classes: humanities (art, music, literature, philosophy, history, religion), math/science (interactive, organized around key understandings)

Streamlined curriculum that provides foundations of fields of study and encourages critical thinkers, but doesn't drown students by demanding memorization of discrete facts that can be easily accessed through the internet when they need to know it.

Encourage cooperation, not competition

BRIGHTLY PAINT SCHOOL FACILITIES

MORE HANDS-ON LEARNING OPPORTUNITIES

MORE ASSEMBLIES WITH PASSIONATE PRESENTERS

INCORPORATE GREAT EDUCATIONAL TEACHING IDEAS

RECRUIT & RETAIN MOST ENGAGING TEACHERS

furlough days for teachers!!

Let advanced students take one class a year on line. Require failing students to spend the early release time during minimum days doing homework. Require a 2.0 GPA and no F's for free bus transportation.

While SDUSD has been working on digital/computer curricula, it is far from implemented. It needs to be incorporated in conjunction with teacher education in the effective use of digital/computer technology.

I wish I did. I'd like to look for ways to help students who are falling behind.

1. Stop changing classes every hour. It's not enough time to delve deeply enough and concentrate on the topics at hand. Ending classes too soon is unproductive, inefficient and disruptive. Small wonder it has never worked and still doesn't.

Do it more like college classes do.

2. Why is a school day so short?

Add an hour. Then balance it out with an added week or two of summer vacation, or a break in addition to the traditional holidays. I sure do miss the 6 weeks on, four off (or whatever it was)

Relook at how we use busing.... take money and support neighborhood schools - have schools that have stronger economic bases (parent involvement/contributions) have a sister school in a less affluent neighborhood that can be supported.

not at this time

interdisciplinary schools within a school. taking a stand against standardized testing. outward bound type of programs, study abroad programs, going "grade free". project based learning.

Again, common sense please! Stop bussing the kids, it wears them out. Don't keep bad teachers just because they have seniority. Everyone should be responsible for some of their health care costs. Don't cut programs that work.

It seems common sense is "out of the box" these days.

I have heard that the PLCS is considering making all school charter. I like this idea and think it should be looked into further.

Yes! Get a program established where students from colleges come and assist the teachers for college credit.

Get rid of the one size fits all thinking. Create a much smaller scale where students can be seen as individuals - smaller district, smaller schools, smaller classes. Almost all money should go directly to paying teachers...this is the money that has the biggest impact on students.

partnerships or internships with career fields in the San Diego area. Our kids need hands on experiences.

Point Loma's 1 hour lunch should be 1/2 hour lunch and 1/2 hour study hall for all

I would like to have more autonomy to develop individual learning plans for my students. However, I need more support - both in terms of personnel and funding. Not enough time, either, due to worthless meetings and isolation from expert teachers.

Unfortunately, there seems to be a lot of resistance at the local level at some of the schools here on the point. It seems so easy to set up programs where kids can work with upper grades if they have a special skill set.

I would like to see more parent involvement as a way to close the gap in the classroom. So many parents are concerned about what sacrifices our students are being asked to make. I think we have unlimited human resources when it comes to individual experience and abilities. What about a parent corp that can go into the classrooms and help out. If parents got together and learned what the teachers needed, they could provide it in ways other than just financial.

I have already commented.

I don't have any at this moment! ;o)

More internship opportunities for high school students with credit for program. Businesses get "free" help and students get experience.

No ideas currently but would like to explore the idea.

School size "institutes" encompassing teachers and parents to encourage and educate parents and their involvement in academics.

I GENERALLY BUY THE BOOK OF THE STATE STANDARD TESTS FOR MY CHILDS GRADE LEVEL. TO RAISE HER SCORE.

THE SCHOOL SEEMS TO HAVE TRIED TO DO THIS BUT MY POINT IS MY CHILD ONLY GETS TREATED WHEN THE CHILD GETS EVERY THING RIGHT.

ALSO SINCE IT IS NOT A TEST MY CHILD CAN USE ANYTHING TO ANSWERE THE TEST QUESTIONS.

lengthen the modified days to full days and shorten the school year.

All my ideas include more teachers, smaller class size, tutors available before and after school, homework clinics...everything costs money, but I believe that people are what help students learn!

I think if we can educate parents, to bring them onboard to be partners in their child's education by having skills and strategies they can learn to use at home, this will help students come and stay more prepared to learn.

1.In PL implement MAPS testing for student learning.

2.Move past the CST and "Benchmarks". The evaluation piece must incorporate where the child starts the year (Sept), with periodic reviews (4x/yr approx), and allow for out of grade level work (above and below grade level). Must be easy for tchr and parents (imple/review). Forget other district testing where possible.

3. For tchrs w/doc imprvmts to all student performance - let them be - or use as mentors.

5. Incorporate Kaplan's ICONS acr

All teachers should receive 360 degree evaluation - they should be evaluated by both students and parents, as well as the fairly meaningless evaluations by principals.

Classrooms should be open to all visitors with no notice required.

Character education programs should be developed and implemented at all schools.

IF YOU WANT TO PURCHASE COMPUTER LEARNING SOFTWARE AND BOOKS, THAT WOULD BE MORE BENEFICIAL THAN PLAYING POLITICS.

Not at this time, however, I plan to attend meetings next year.

Sorry. It's too big a problem for my tiny mind. Maybe the kids have some idesa?

Reduce the power of the board. More things shold be settled at the individual schools.

not at this time

stick to the basics and sports

Knowledge College: Ask La Jolla Elementary about this program. A parent paid afterschool program tutoring kids.

Evaluate teachers for effective, engaging rigor and collaborate with local businesses to educate students at the high school level with internships, work experience etc.

I would favor giving kids a chance to do more homework at school.

I have shared... :)

I am wondering how much the promethean boards cost and are they effective. More differentiated instuction. Classrooms should have all levels of students in them. There should be no tracking and more project based learning and choices rather than lecturing and whole class learning methods.

Many courses are offered online these days. Could some classes be completed that way, possibly with a proctor? (Not just remedial or makeouvers but on a first time basis.)

Get more involved in PTA and Foundation fund raising.

Get the local service clubs more involved in the schools. There is an opportunity for students to interact with various professionals as well as fund raising possibilities. Organize seniors as tutors, there are an amazing group of retirees that can be tapped for their time and expertise.

There is no one size fits all magic formula for student success. If you have a well trained, hard working staff they will adjust and tweak things until they work it out. If the site administration can learn to trust the teachers to do the right thing, and not constantly intervene with the latest "strategy of the week" they might discover that everyone has the same goals after all.

Bring in experts from the community in our schools.

Keep pushing for out of the box... consider models such as those put forth by High Tech Learning. Student-centered, digital-based, learning from all levels -- students, parents, teachers, staff.

Focus on a hybrid learning environment which allows differentiation through use of technology. Maybe a math class has several groupings of students at different levels, perhaps some of them are higher than grade level and should be doing an advanced online curriculum, others could use online supplementation and this allows the teacher to focus in on the needs of those who might be less self motivated or struggle to understand.

Make the elementary schools K-5, Middle schools: 6 & 7, H.Schools 9-12

SDUSD needs to reorganize the counseling department at the district level. Sweetwater District has a much better model. Good counseling can increase attendance which increases ADA income. County Office of Education and local universities have resources that could provide training instead of having district staff create curriculum. I recommend research based programs. Additionally, the district should develop partnerships and open up to collaboration using the Healthy Start collaborative model.

I don't understand why homework is graded but often not passed back -- same with exams. How is child to learn from mistakes and keep from repeating them? Teachers all leave at the sound of the bell (I understand why but...) so he's not been successful in tracking them down to ask about these.

I don't understand why a P.E. class watches movies&other in-classroom activities that the 2 paralyzed kids are unable to get to, when these are the only activities they could actually enjoy/participate in.

I've shared in coments above

This is not outside of the box, but we need to figure out how to provide services cluster wide for tech support at schools, nursing, and counseling that are cluster-based and not district-appropriated. Thanks!

Have students that understand a concept help those that are behind. This can be a powerful lesson in community and working with others. Those that are "ahead" will be challenged in other ways. Educate the kids and cut the BS.

thanks for taking this on! I'd love to see PLC break away from SDUSD and their old sluggish beureaucracy!

More current events discussions in social studies and history. There is so much going on in our world that our kids need to be informed about. Perhaps having the kids research, create reports, and teach portions of the class on subjects such as current events to really engage them in important subjects plus give them opportunities to critically think as well as discuss controversial subjects going on in our nation and world. Good for confidence building and improving stage presence.

I have seen various specials that confirm a correlation between a healthy lunch and learning. In both these cases, it was determined that a lunch cooked using fresh ingredients that was healthy was the same price as packaged frozen processed food nuggets. Just a thought

As I've mentioned we grew up being streamed. Like abilities were put together. This does actually take a lot of strain off the teacher as all the kids are at the same level. We constantly had exams and we knew the importance of them. If you came in last in your class you were probably being demoted into a lower set. I know this wouldn't actually work here as teh kids get to choose they're course work through credits - we had no choice, we were told what to learn. How is yearbook a credit?

See previous comments

Find more ways to do things for free. Seriously. Guest speakers, like the business community could add a lot to our schools. More recess. The kids don't get to run around enough. Use what you have.

Have the special education teachers and occupational therapist teach teachers how to help students so no child is left behind

Get rid of the on going assessments and state standards and TEACH!

Bring back art,P.E.,music on a daily basis

ASK THE STUDENTS FOR HELP. THEY KNOW WHAT THEY NEED AND HAVE GREAT AND EASY IDEAS.

MAKE SCHOOL FUN AGAIN!!!!!!!!!!!!!!

Let's get out of SDUSD.

YES. Do what you are hired to do!!! Simple.

eliminate the ed center on normal street, decentralize all functions and radically cut all non-teaching positions. every administrator and credentialed employee at every school site should teach at least one period a day or spend some minimum amount of time in the classroom teaching.

average kids are getting short changed. the money goes to kids at the ends of the spectrum whether it be gate or special education. as a teacher i find the district and site "professional development a waste