

#WeAreCarmelUnified

March 11, 2019

Superintendent Barb Dill-Varga, Ed.D.

Update on Key Leadership Positions

Every organization seeks to find the very best candidates for leadership positions. We pride ourselves on hiring and retaining the very best teachers to serve our students instructionally, and we work just as diligently to find qualified superior candidates for other leadership positions. What is true about our district -- for both teachers and administrators-- is that we have a demographic that is quickly closing in on our retirement deadlines. This spring has been no different and I want to update you on some key changes in the district, a majority of which are occurring because of retirements.

Director, Fiscal Services

Jeannette Ayala, our Director of Financial Services, is set to retire at the end of April, 2019. We have been working hard to find her replacement. She has worked closely with our Chief Business Official Rick Blanckmeister and is an instrumental part of why we have a AAA bond rating in the district.

Chief Business Official

Rick Blanckmeister, our Chief Business Official, has also announced that he will be retiring on June 30, 2019. Rick has been a solid member of Cabinet for 13 years. His leadership and work ethic have ensured that our district has remained one of the top districts, earning us consistently our AAA bond rating. I cannot say enough about the steady hand at the tiller he has provided during his tenure here. It will be difficult to find someone of equal value! We have enlisted the support of School Services, a search firm that specializes in locating CBOs for school districts. We hope to interview and bring a candidate forward, most likely at a May board meeting.

Chief Human Resource Officer

Ken Griest has announced that he will be retiring on June 30, 2019. Many of you will know Ken as the former Carmel Middle School Principal. Currently, he has been an integral part of my cabinet, serving as our Chief Human Resources Officer in the district office. He is going to be sorely missed. His position is posted on Edjoin.org and we hope to conduct interviews in late March, bringing a finalist to the Board for approval at the April 24 Board meeting.

Carmel High School Principal

We have engaged *Leadership Associates (LA)*, an executive search firm, to assist us with finding the next Carmel High School Principal. Stakeholder input was gathered in person by the by LA partners on February 11, and an online survey was also available to gather ideas about what our parents, students, community members, and employees would like to see in their next principal. Over 600 individuals logged survey responses. After looking at all of this input, they provided us with a summary of desirable attributes expressed by survey takers that we will use to help initially screen candidates.

Our next CHS principal should:

- be a student advocate;
- be a strong and clear communicator;
- develop and foster strong relationships with all staff, students, parents, the community and the district office
- be visible
- balance the support for all activities, not just sports;
- be a problem solver and involve the appropriate people in problem-solving processes;
- learn about the school and what is working;
- bring a fresh perspective to the school - be innovative;
- currently work on issues of equity; and
- have high expectations for everyone.

The search firm will take all applications from a variety of sources including national advertisements and will run reference checks and organize them for our review. We will identify 6-8 applicants and interview them on April 1-2. Our first round interview process on April 1 will include panels with representative parents/community members, students, teachers, and administrators. A second round interview on April 2 will involve the district cabinet and a representative board member. If the finalist is from outside of our district, a site visit will likely be conducted to the finalist's home district. The goal is to bring a contract for the final candidate to the Board at the April 24 Board meeting.

National Student Clearinghouse College Follow-up Data

If one of our goals is to prepare students for postsecondary opportunities, then it is important to know accurately where students enroll after graduation. Historically, school districts across the nation have asked students as they are leaving to report on where they are attending college or university the following fall. We know from experience that what students report may not reflect what actually occurs. National Student Clearinghouse (NSC) data reflects actual enrollments and even includes information about how many years it took a student to graduate, what they majored in, and what degree they achieved at graduation. CUSD has gathered NSC data for years, so we know quite a bit about where our graduates enroll and how that compares to national averages.

Here are a few interesting facts. The following statistics reflect what we know on average about the last eight graduating classes (Class of 2010 to 2017):

- An average of 81% of our graduates enrolled in college the fall immediately after HS and on average 85% of our graduates enrolled sometime during the first year.

- On average, 91% enrolled sometime during the first two years after high school, with 92% of those students continuing to a second year of enrollment.
- Of the graduating class of 2017 who went on to a postsecondary institution:
 - 67% enrolled in a public institution and 16% enrolled in a private institution.
 - 47% enrolled in a 4-year Institution and 36% enrolled in a 2-year Institution.
 - 64% enrolled in in-state Institutions and 18% enrolled in out-of-state Institutions.

College graduation is important, but can take many students two to six years to accomplish; therefore we only have reliable data for the Classes of 2010, 2011, and 2012. Fifty percent of those classes completed a degree within six years.

The ten most common institutions for enrollment in the fall immediately following high school graduation over the past eight years is as follows, in this order: Monterey Peninsula College, California Polytechnic State University, San Diego State University, UC Davis, CSU Chico, Sonoma State University, UC Berkeley, UC Santa Barbara, UCLA, and Loyola Marymount University.

During this same time period, we know from NSC that CUSD graduates also attended Stanford, Columbia University, Cornell, Harvard, Princeton, University of Pennsylvania, Yale, Claremont McKenna, Colgate, Emory, Macalester, University of Michigan, New York University, Duke, Reed, Tufts, Vanderbilt, Washington University, MIT, and a host of other prestigious institutions.

We believe from anecdotal conversations that our students feel very well prepared for their college work, but we will continue to explore ways to find out more detail from our graduates on how we can even improve on preparing students for college and career.

Dual Enrollment Efforts with MPC

Monterey Peninsula College (MPC) continues as the number one destination for our students. Some may take just a course or two to launch their college transcript as they prepare for a four-year college, while others see the advantage of taking two years locally to check off their general education courses for UC schools, while achieving an AA degree at a great cost savings. Regardless the reason, our partnership with MPC is important and one we are seeking to improve. This initiative is now supported by Assembly Bill 288. This new legislation requires that community colleges strengthen their partnerships with local high schools and together identify courses that can logically become Dual



Enrollment courses allowing both high school and college credit to be earned simultaneously *at no cost to the student.*

This year our Board of Trustees approved a foundational CCAP (College and Career Access Pathway) partnership agreement with MPC for the purposes of offering or expanding dual enrollment opportunities for students. Then we set to work to find a initial pathway course at CHS for which we have an existing teacher with qualifying characteristics to serve as an adjunct instructor at MPC. Our first offerings available in 2019-20 will be in the field of Sports Medicine and Health Professions. Counselors will be working to share information with students and parents.

What students and parents do need to realize is that accepting dual enrollment means that their student's college transcript starts as does the college GPA. This is a serious but wonderful opportunity for those students who can take advantage of it. In future, we hope to identify other courses, some of which may be able to satisfy general education requirements transferable to UC and other colleges and universities.

Update on Master Facilities Planning Process and next meeting on March 13

Many of you attended our February 4 Town Hall meeting at which LPA, our architectural firm, presented initial concepts about changes at each site that support our educational vision. This MFP is a ten year plan, laying out a vision of what we can work to achieve during the next decade. February 4 was a great time to talk about our hopes and dreams, but the real work ahead is to see what the priorities are and what realistic financial support can be marshalled for that work over the next ten years. On March 13, there will be a special board meeting (open to the public) with LPA to begin looking at identified priorities gleaned from further site conversations with staff who reviewed the conceptual drawings. At this meeting, some discussion will be had about possible ways to finance these next steps. This is a working meeting for the Board to understand and begin to identify priorities that will be helpful as the plan gets finalized sometime later this spring. Also involved in this process has been the input from a subcommittee focused on ideas around how best to use the newly purchased 8.3 acre property just west of Carmel Middle School. One of our challenges has been how to support the numerous athletic teams throughout the district. This subcommittee's ideas will be included in the MFP, too. The March 13th meeting is from 2-4pm in P-1.

Reconvening the Wellness Committee Meeting

I am hoping to reconvene the Wellness Committee in the next few weeks. We had a great conversation on the topic of a Late Start Bell Schedule with students, teachers, parents and members of the public at a recent Board meeting and certainly this committee would be a place to continue this discussion and conduct an investigation into what might be possible, given our geographic size and other challenges. But I would also hope this committee would work together to look at some of our other issues of concern around the topic of wellness, including but not limited to: steps we can take to address the exponential increase in vaping we are seeing with our youth and issues around stress and anxiety and self reported chronic

unhappiness/sadness. If you might be interested in serving on this committee, please contact me or my assistant Tricia Zarevich at 831-624-1546. I am anxious to update the membership roster as it has been a couple of years since the committee has been active.

Two Parent Evening Presentations - Dr. Susan Swick, Ohana Center

Dr. Susan Swick is the physician in chief for the new Ohana Center for Child and Adolescent Behavioral Health, and she is one of our Carmel Unified parents! I have had the pleasure of getting to know her this past year and am excited about the resources this new Ohana Center

will be bringing to the Monterey Peninsula. I have also discovered that Dr. Swick is a resource we can tap now! To that end, I have been working with my peninsula superintendent colleagues and Dr. Swick to create two opportunities for parents this spring. These events are free and open to all parents and our CHS *Padre Parents* are co-hosting the event on April 29!



Dr. Susan Swick
Ohana Physician in Chief
Center for Child and Adolescent Behavioral Health

Ohana
Management Health

Join us as our PTA organizations combine forces to provide thought-provoking parent education events in our community.

RAISING RESILIENT TEENAGERS
Tuesday, March 19, 6:30-8 p.m.
Pacific Grove Middle School
Performing Arts Center

MANAGING STRESS AND ANXIETY IN ADOLESCENTS
Monday, April 29, 6:30-8 p.m.
Carmel High School Performing Arts Center

Parents go from "management" to "consulting" when their children enter adolescence, and some organizing principles can make this transition a little easier. Parents should leave with some straightforward ideas about what the "work" of adolescence is and some practical strategies to support (and even enjoy) their teenagers as well as guidelines for when to worry about them.

Dr. Susan Swick will talk about how we can differentiate between what is normal, even healthy, adolescent stress and what might represent a psychiatric problem that needs treatment. And she will offer practical strategies to help us approach stress management with all of our adolescents.

The last 30 minutes of each session will be devoted to questions. We look forward to seeing you.

Presented by Pacific Grove PTA and CHS Padre Parents

Dr. Swick's first presentation will be: "Raising Resilient Teenagers" on Tuesday, March 19, 6:30-8pm in the performing arts center at Pacific Grove Middle School.

Dr. Swick's second presentation will be: "Managing Stress and Anxiety in Adolescents" on Monday, April 29, 6:30-8pm at Carmel High School in the Center for Performing Arts.