

Morrill Middle School

School Accountability Report Card

Reported Using Data from the 2018-19 School Year

Published During 2019-20

By February 1 of each year, every school in California is required by state law to publish a School Accountability Report Card (SARC). The SARC contains information about the condition and performance of each California public school. Under the Local Control Funding Formula (LCFF) all local educational agencies (LEAs) are required to prepare a Local Control and Accountability Plan (LCAP), which describes how they intend to meet annual school-specific goals for all pupils, with specific activities to address state and local priorities. Additionally, data reported in an LCAP is to be consistent with data reported in the SARC.

- For more information about SARC requirements, see the California Department of Education (CDE) SARC web page at <https://www.cde.ca.gov/ta/ac/sa/>.
- For more information about the LCFF or LCAP, see the CDE LCFF web page at <https://www.cde.ca.gov/fg/aa/lc/>.
- For additional information about the school, parents/guardians and community members should contact the school principal or the district office.

DataQuest

DataQuest is an online data tool located on the CDE DataQuest web page at <https://dq.cde.ca.gov/dataquest/> that contains additional information about this school and comparisons of the school to the district and the county. Specifically, DataQuest is a dynamic system that provides reports for accountability (e.g., test data, enrollment, high school graduates, dropouts, course enrollments, staffing, and data regarding English learners).

Internet Access

Internet access is available at public libraries and other locations that are publicly accessible (e.g., the California State Library). Access to the Internet at libraries and public locations is generally provided on a first-come, first-served basis. Other use restrictions may include the hours of operation, the length of time that a workstation may be used (depending on availability), the types of software programs available on a workstation, and the ability to print documents.

About This School

School Contact Information (School Year 2019-20)

Entity	Contact Information
School Name	Morrill Middle School
Street	1970 Morrill Ave
City, State, Zip	San Jose CA 95132
Phone Number	408-923-1930
Principal	Thomas Carroll
Email Address	tcarroll@busd.net
Website	http://morrill.berryessa.k12.ca.us/
County-District-School (CDS) Code	43693776068928

Entity	Contact Information
District Name	Berryessa Union Elementary School District
Phone Number	408.923.1880
Superintendent	Roxane Fuentes, Ed.D
Email Address	rfuentes@busd.net
Website	www.berryessa.k12.ca.us

School Description and Mission Statement (School Year 2019-20)

Our goal at Morrill Middle School is to foster a safe, clean, positive and respectful learning environment for all students and staff; provide a school learning environment where students can develop into positive and productive citizens well prepared for their future.

Morrill Middle School's mission is to prepare all students to be lifelong learners contributing to a globally-connected community.

Morrill's vision is to be a safe, collaborative pillar for the community which provides:

- 21st century student-centered learning
- Inclusivity through equitable access for all students and staff
- Engagement beyond the classroom to expand the student and staff experience and their contributions
- The opportunity to develop into positive and productive citizens

The mission and vision are accomplished by providing our students with a safe and positive environment that supports their learning. Through high expectations for behavior and academics, we will guide students as they acquire the knowledge, skills, and attitudes that foster an enjoyment of learning, a respect for themselves and others, and the ability to become responsible citizens. Morrill Middle School is a great place for children to grow and develop as they move from sixth through eighth grade. The staff at Morrill is caring, and continually challenges the students to be at their best each and every day. We are continuously improving to meet the needs of our learners as well as the needs of society.

Important to our school's success is an effective partnership between parents, the community, and the school. Our school has worked with the community to create a Parent-Teacher-Student Association to increase avenues for community engagement in our school and in providing for our students. Our students are very important to us, and all of the Morrill Middle School community will do whatever we can to help our students to be successful this year, and throughout their lives.

Berryessa Union School District provides all students the skills to become lifelong learners and successful 21st century global citizens. At Morrill, we help achieve the district mission by offering rigorous, standards aligned curriculum for our students. Providing teacher training and support to ensure they can provide the highest quality instruction for all students is a priority of our school. By engaging students within the classroom, as well as outside of the classroom, we believe we can impact the whole student in achieving success. Through after school sports, clubs, and homework support, our students are able to access resources for support and inclusion both inside and outside of the classroom.

Student Enrollment by Grade Level (School Year 2018-19)

Grade Level	Number of Students
Grade 6	207
Grade 7	199
Grade 8	227
Total Enrollment	633

Student Enrollment by Group (School Year 2018-19)

Student Group	Percent of Total Enrollment
Black or African American	2.2
Asian	42.7
Filipino	20.9
Hispanic or Latino	23.5
Native Hawaiian or Pacific Islander	1.1
White	3.9
Two or More Races	5.7
Socioeconomically Disadvantaged	38.5
English Learners	24
Students with Disabilities	15
Homeless	0.2

A. Conditions of Learning

State Priority: Basic

The SARC provides the following information relevant to the State priority: Basic (Priority 1):

- Degree to which teachers are appropriately assigned and fully credentialed in the subject area and for the pupils they are teaching;
- Pupils have access to standards-aligned instructional materials; and
- School facilities are maintained in good repair

Teacher Credentials

Teachers	School 2017-18	School 2018-19	School 2019-20	District 2019-20
With Full Credential	31	29	29	291
Without Full Credential	2	2	1	7
Teaching Outside Subject Area of Competence (with full credential)	0	0	0	0

Teacher Misassignments and Vacant Teacher Positions

Indicator	2017-18	2018-19	2019-20
Misassignments of Teachers of English Learners	0	0	0
Total Teacher Misassignments*	0	2	0
Vacant Teacher Positions	0	0	0

Note: "Misassignments" refers to the number of positions filled by teachers who lack legal authorization to teach that grade level, subject area, student group, etc.

*Total Teacher Misassignments includes the number of Misassignments of Teachers of English Learners.

Quality, Currency, Availability of Textbooks and Instructional Materials (School Year 2019-20)

Year and month in which data were collected: February 2019

Subject	Textbooks and Other Instructional Materials/year of Adoption	From Most Recent Adoption?	Percent Students Lacking Own Assigned Copy
Reading/Language Arts	6-8 - Houghton Mifflin Harcourt © 2017 California Collections (BUSD 5/8/17)	Yes	0
Mathematics	6 - 8 CPM Educational Program © 2013 Course 1, Course 2, Course 3 (BUSD 04-11-15) Advanced Math CPM Core Connection © 2014 Integrated 1	Yes	0
Science	6-8: Amplify Science - 8/15/19	Yes	0
History-Social Science	6 - 8 TCI (Teachers Curriculum Institute)© 2004/2005History Alive! (Supplemental) (BUSD 06-13-06)	Yes	0
Visual and Performing Arts	6-8 Pearson Scott Foresman: Making Music, California Edition - 4/11/08	Yes	0

School Facility Conditions and Planned Improvements (Most Recent Year)

General: The district places a strong emphasis on ensuring that all schools are safe, clean, environmentally friendly, mechanically functional and inviting for students, staff members, and the community. To assist in this effort, the district utilizes Facility Inspection Tool (FIT) developed by the State of California OPSC and local operations department developed inspection survey methods to keep facilities in compliance with all federal and state health and safety regulations. The district regularly inspects and reviews the condition of the school facilities and surrounding grounds. The district places the highest priority on those safeguards that impact the fire, life and safety protection of the students, staff, and school buildings. Below is more specific information on the condition of the school and the efforts made to ensure that students are provided with a clean, safe, and functional learning environment.

Age of School Buildings: Morrill was opened in 1972. This school has 46 regular classrooms, as well as an art, instrumental music, choral music, multipurpose, flexible instructional space, a library, and an administration building. In addition to the main classrooms, there are two portable classrooms added to provide addition classroom space.

In a joint venture with the City of San Jose, the district constructed a 22,000 sq. ft. Berryessa Youth Center (BYC) in 2005. The building has a large gymnasium for school use, and also serves as an after-hours youth center for the city of San Jose Department of Recreation, YMCA, and the community.

Maintenance and Repair: District maintenance staff ensures that the repairs necessary to keep the school in good repair and working order are completed in a timely manner. A work order system process is used to ensure efficient service and highest priority is given to emergency repairs. At the time of publication, 100% of the school's restrooms on campus were in good working order.

Cleaning Process and Schedule: The district has developed cleaning standards and schedules for all schools in the district. A summary of these standards and schedules is available at the school or the Maintenance & Operations office. The principal, with the guidance of the maintenance supervisor works daily with the custodial team to ensure that the cleaning standards are met, and that classrooms, restrooms, and campus grounds are kept clean, safe, and well-maintained.

Modernization Projects: During the 2018 summer period, local bond funds (Measure L) were used to complete various modernization projects. These projects included installation of new flooring, replacement of classroom furniture, painting of identified interior spaces throughout the campus and the construction of a Flexible Instructional Space. All work described was completed by the end of the 2018/19 school year.

School Facility Good Repair Status (Most Recent Year)

Using the **most recently collected** FIT data (or equivalent), provide the following:

- Determination of repair status for systems listed
- Description of any needed maintenance to ensure good repair
- The year and month in which the data were collected
- The overall rating

Year and month of the most recent FIT report: 7/10/19

System Inspected	Rating	Repair Needed and Action Taken or Planned
Systems: Gas Leaks, Mechanical/HVAC, Sewer	Good	
Interior: Interior Surfaces	Good	All Deficiencies have been put in our work order system and have been completed or are work in progress.
Cleanliness: Overall Cleanliness, Pest/ Vermin Infestation	Good	
Electrical: Electrical	Good	
Restrooms/Fountains: Restrooms, Sinks/ Fountains	Good	All Deficiencies have been put in our work order system and have been completed or are work in progress.
Safety: Fire Safety, Hazardous Materials	Good	
Structural: Structural Damage, Roofs	Good	
External: Playground/School Grounds, Windows/ Doors/Gates/Fences	Good	
Overall Rating	Good	

B. Pupil Outcomes

State Priority: Pupil Achievement

The SARC provides the following information relevant to the State priority: Pupil Achievement (Priority 4):

- **Statewide assessments** (i.e., California Assessment of Student Performance and Progress [CAASPP] System, which includes the Smarter Balanced Summative Assessments for students in the general education population and the California Alternate Assessments [CAAs] for English language arts/literacy [ELA] and mathematics given in grades three through eight and grade eleven. Only eligible students may participate in the administration of the CAAs. CAAs items are aligned with alternate achievement standards, which are linked with the Common Core State Standards [CCSS] for students with the most significant cognitive disabilities); and
- The percentage of students who have successfully completed courses that satisfy the requirements for entrance to the University of California and the California State University, or career technical education sequences or programs of study.

CAASPP Test Results in ELA and Mathematics for All Students

Grades Three through Eight and Grade Eleven

Percentage of Students Meeting or Exceeding the State Standard

Subject	School 2017-18	School 2018-19	District 2017-18	District 2018-19	State 2017-18	State 2018-19
English Language Arts/Literacy (grades 3-8 and 11)	60	59	63	65	50	50
Mathematics (grades 3-8 and 11)	48	52	57	58	38	39

Note: Percentages are not calculated when the number of students tested is ten or less, either because the number of students in this category is too small for statistical accuracy or to protect student privacy.

Note: ELA and mathematics test results include the Smarter Balanced Summative Assessment and the CAA. The "Percent Met or Exceeded" is calculated by taking the total number of students who met or exceeded the standard on the Smarter Balanced Summative Assessment plus the total number of students who met the standard (i.e., achieved Level 3-Alternate) on the CAAs divided by the total number of students who participated in both assessments.

CAASPP Test Results in ELA by Student Group

Grades Three through Eight and Grade Eleven (School Year 2018-19)

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Not Tested	Percent Met or Exceeded
All Students	629	614	97.62	2.38	58.96
Male	325	314	96.62	3.38	50.96
Female	304	300	98.68	1.32	67.33
Black or African American	15	15	100.00	0.00	33.33
American Indian or Alaska Native					
Asian	270	264	97.78	2.22	68.56
Filipino	118	118	100.00	0.00	64.41
Hispanic or Latino	145	138	95.17	4.83	38.41
Native Hawaiian or Pacific Islander	--	--	--	--	--
White	26	26	100.00	0.00	65.38

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Not Tested	Percent Met or Exceeded
Two or More Races	47	47	100.00	0.00	59.57
Socioeconomically Disadvantaged	248	240	96.77	3.23	43.75
English Learners	265	259	97.74	2.26	50.19
Students with Disabilities	81	75	92.59	7.41	6.67
Students Receiving Migrant Education Services					
Foster Youth	--	--	--	--	--
Homeless	--	--	--	--	--

Note: ELA test results include the Smarter Balanced Summative Assessment and the CAA. The "Percent Met or Exceeded" is calculated by taking the total number of students who met or exceeded the standard on the Smarter Balanced Summative Assessment plus the total number of students who met the standard (i.e., achieved Level 3-Alternate) on the CAAs divided by the total number of students who participated in both assessments.

Note: Double dashes (--) appear in the table when the number of students is ten or less, either because the number of students in this category is too small for statistical accuracy or to protect student privacy.

Note: The number of students tested includes all students who participated in the test whether they received a score or not; however, the number of students tested is not the number that was used to calculate the achievement level percentages. The achievement level percentages are calculated using only students who received scores.

CAASPP Test Results in Mathematics by Student Group Grades Three through Eight and Grade Eleven (School Year 2018-19)

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Not Tested	Percent Met or Exceeded
All Students	627	617	98.41	1.59	51.86
Male	324	317	97.84	2.16	48.58
Female	303	300	99.01	0.99	55.33
Black or African American	15	15	100.00	0.00	20.00
American Indian or Alaska Native					
Asian	269	267	99.26	0.74	70.04
Filipino	118	118	100.00	0.00	53.39
Hispanic or Latino	145	139	95.86	4.14	21.58
Native Hawaiian or Pacific Islander	--	--	--	--	--
White	25	25	100.00	0.00	48.00
Two or More Races	47	47	100.00	0.00	48.94
Socioeconomically Disadvantaged	246	241	97.97	2.03	37.34
English Learners	264	263	99.62	0.38	47.15
Students with Disabilities	81	75	92.59	7.41	12.00
Students Receiving Migrant Education Services					

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Not Tested	Percent Met or Exceeded
Foster Youth	--	--	--	--	--
Homeless	--	--	--	--	--

Note: Mathematics test results include the Smarter Balanced Summative Assessment and the CAA. The "Percent Met or Exceeded" is calculated by taking the total number of students who met or exceeded the standard on the Smarter Balanced Summative Assessment plus the total number of students who met the standard (i.e., achieved Level 3-Alternate) on the CAAs divided by the total number of students who participated in both assessments.

Note: Double dashes (--) appear in the table when the number of students is ten or less, either because the number of students in this category is too small for statistical accuracy or to protect student privacy.

Note: The number of students tested includes all students who participated in the test whether they received a score or not; however, the number of students tested is not the number that was used to calculate the achievement level percentages. The achievement level percentages are calculated using only students who received scores.

CAASPP Test Results in Science for All Students

Grades Five, Eight, and Ten

Percentage of Students Meeting or Exceeding the State Standard

Subject	School 2017-18	School 2018-19	District 2017-18	District 2018-19	State 2017-18	State 2018-19
Science (grades 5, 8 and high school)	N/A	N/A	N/A	N/A	N/A	N/A

Note: Cells with N/A values do not require data.

Note: This is a placeholder for the California Science Test (CAST) which was administered operationally during the 2018-19 school year. However, these data are not available for inclusion in the 2018-19 SARC posting due February 1, 2020. These data will be included in the 2019-20 SARC posting due February 1, 2021.

State Priority: Other Pupil Outcomes

The SARC provides the following information relevant to the State priority: Other Pupil Outcomes (Priority 8):

- Pupil outcomes in the subject areas of physical education.

California Physical Fitness Test Results (School Year 2018-19)

Grade Level	Percentage of Students Meeting Four of Six Fitness Standards	Percentage of Students Meeting Five of Six Fitness Standards	Percentage of Students Meeting Six of Six Fitness Standards
7	22.3	19.7	25.4

Note: Percentages are not calculated and double dashes (--) appear in the table when the number of students tested is ten or less, either because the number of students in this category is too small for statistical accuracy or to protect student privacy.

C. Engagement

State Priority: Parental Involvement

The SARC provides the following information relevant to the State priority: Parental Involvement (Priority 3):

- Efforts the school district makes to seek parent input in making decisions for the school district and each school site.

Opportunities for Parental Involvement (School Year 2019-20)

Important to our school's success is an effective partnership between parents, the community, and the school. Our school has worked with the community to create a Parent Teacher Student Association (PTSA) to increase avenues for community engagement in our school and in providing for our students. Other opportunities for parent engagement include a bi-monthly coffee with the principal, parent/family engagement nights (i.e. AVID night, Literacy Night, Internet Safety, etc.), Fall Festival, and other activities and workshops throughout the year. Parents are also invited to participate in our School Site Council meetings, which are held on a quarterly basis. Our students are very important to us, and all of the Morrill Middle School community will do whatever we can to help our students to be successful this year and throughout their lives.

State Priority: School Climate

The SARC provides the following information relevant to the State priority: School Climate (Priority 6):

- Pupil suspension rates;
- Pupil expulsion rates; and
- Other local measures on the sense of safety.

Suspensions and Expulsions

Rate	School 2016-17	School 2017-18	School 2018-19	District 2016-17	District 2017-18	District 2018-19	State 2016-17	State 2017-18	State 2018-19
Suspensions	5.8	5.7	3.0	2.1	1.9	1.9	3.6	3.5	3.5
Expulsions	0.1	0.1	0.3	0.1	0.1	0.1	0.1	0.1	0.1

School Safety Plan (School Year 2019-20)

As a result of our involvement with a city safety initiative, the city of San Jose provides resources that help us improve campus safety and are on call when needed. Members of our staff supervise our campus 10 minutes before the start of school and immediately after dismissal. Staff also supervise students during break and lunch. Our staff members hold monthly drills which include; fire, earthquake, intruder alert, and evacuation drills. We also require all visitors to register with the office.

Our school safety plan was built with input from the district safety committee, the School Site Council, staff, and the administrative team. We set 4 goals for the school for the 2019-2020 school year, 2 social and 2 physical safety goals. Our social goals focus on reduced suspensions and the implementation of restorative justice practices and procedures to build our community. Our physical goals are the creating of appropriate fencing to have a secure campus and walkie talkies for each wing of the school to increase communication in the event of an emergency.

Average Class Size and Class Size Distribution (Secondary)

Subject	2016-17 Average Class Size	2016-17 # of Classes* Size 1-22	2016-17 # of Classes* Size 23-32	2016-17 # of Classes* Size 33+	2017-18 Average Class Size	2017-18 # of Classes* Size 1-22	2017-18 # of Classes* Size 23-32	2017-18 # of Classes* Size 33+	2018-19 Average Class Size	2018-19 # of Classes* Size 1-22	2018-19 # of Classes* Size 23-32	2018-19 # of Classes* Size 33+
English	21	11	12	1	25	5	14		21	8	12	1
Mathematics	9	5	1		25	5	12	2	25	3	10	4
Science	26	3	10	5	26	3	13	2	25	3	12	2
Social Science	25	4	12	3	26	3	8	5	23	6	11	

*Number of classes indicates how many classrooms fall into each size category (a range of total students per classroom). At the secondary school level, this information is reported by subject area rather than grade level.

Ratio of Academic Counselors to Pupils (School Year 2018-19)

Title	Ratio
Academic Counselors*	633.0

*One Full Time Equivalent (FTE) equals one staff member working full time; one FTE could also represent two staff members who each work 50 percent of full time.

Student Support Services Staff (School Year 2018-19)

Title	Number of FTE* Assigned to School
Counselor (Academic, Social/Behavioral or Career Development)	1.0
Library Media Teacher (Librarian)	
Library Media Services Staff (Paraprofessional)	
Psychologist	
Social Worker	
Speech/Language/Hearing Specialist	
Resource Specialist (non-teaching)	

*One Full Time Equivalent (FTE) equals one staff member working full time; one FTE could also represent two staff members who each work 50 percent of full time.

Expenditures Per Pupil and School Site Teacher Salaries (Fiscal Year 2017-18)

Level	Total Expenditures Per Pupil	Expenditures Per Pupil (Restricted)	Expenditures Per Pupil (Unrestricted)	Average Teacher Salary
School Site	12095	3627	8468	83406
District	N/A	N/A	8218	\$85,386.00
Percent Difference - School Site and District	N/A	N/A	3.0	-2.3
State	N/A	N/A	\$7,506.64	\$82,663.00
Percent Difference - School Site and State	N/A	N/A	12.0	0.9

Note: Cells with N/A values do not require data.

The California Department of Education issued guidance to LEAs on August 1, 2018, regarding how to calculate school-level per-pupil expenditures that will be reported on 2018-19 report cards.

Types of Services Funded (Fiscal Year 2018-19)

Individual school sites offer Supplemental Instruction (SI) to students who are below grade level. It is up to each individual school site to identify the students who need extra support based upon district benchmarks or teacher recommendations. Each school site selects certificated and classified staff to teach these SI classes, usually after school (1 – 3 days a week). Each school also identifies the curriculum that will be used. The majority of the school sites select computer-based programs where students can work independently at their current academic level. Some schools provide this time to receive help on their homework.

Teacher and Administrative Salaries (Fiscal Year 2017-18)

Category	District Amount	State Average For Districts In Same Category
Beginning Teacher Salary	\$57,780	\$45,741
Mid-Range Teacher Salary	\$82,047	\$81,840
Highest Teacher Salary	\$107,330	\$102,065
Average Principal Salary (Elementary)	\$153,095	\$129,221
Average Principal Salary (Middle)	\$151,468	\$132,874
Average Principal Salary (High)	\$0	\$128,660
Superintendent Salary	\$205,000	\$224,581
Percent of Budget for Teacher Salaries	39%	36%
Percent of Budget for Administrative Salaries	8%	5%

For detailed information on salaries, see the CDE Certificated Salaries & Benefits web page at <https://www.cde.ca.gov/ds/fd/cs/>.

Professional Development (Most Recent Three Years)

Measure	2017-18	2018-19	2019-20
Number of school days dedicated to Staff Development and Continuous Improvement	30	53	35

Professional Development this school year occurred on many different levels – before school started (summer of 2019) and ongoing throughout the 2019 – 2020 school year. The district office working with our site principals and curriculum leadership teams developed the scope/sequence of the professional development. Leadership teams reviewed student data produced from benchmark tests, ELPAC, and SBAC data, as well as staff feedback when developing the scope and sequence.

At the beginning of the school year, all certificated and classified staff participated in two days of professional development aligned to their instructional role and needs. TK-5 teachers received training on providing effective Tier 1 instruction in math and ELA. Special education staff, social workers and psychologists received training on topics pertinent to their needs such as All Learning is Social Emotional, TCI De-Escalation, Instructional Scaffolding to Assist and Support Student, and Data Collection and Behavior Management. Middle school staff received specialized training related to the content they teach, that focused on the social emotional element of learning as well as recently adopted curriculum. All middle school teachers participated in a workshop on understanding gender. Training for new teachers focused on introducing the district's curriculum and assessment programs. Classified staff participated in some sessions with their certificated colleagues in order to have the opportunity to collaborate while learning. They also attended other sessions designed to meet their specific professional needs.

During the school year middle school, science teachers were released up to three days to collaborate on implementation of the new science program. Middle school math and writing teachers scored and/or analyze student benchmarks during release days for each grade. 7th grade science teachers were released for 1-2 days for training on the district's comprehensive sexuality program. Additional training was offered on release day for special education teachers to support implementation of our dyslexia curriculum as well as special education components of our ELA programs.

Throughout the school year, we offered monthly professional development sessions in which all teachers participated (1.5 hours on 10 early release Thursday afternoons). Principals and district office administrators chose the topics for the 2019-2020 school year in alignment with the District focus on developing a multi-tiered system of support.

The Sobrato Early Academic Language (SEAL) program was implemented at six of our ten elementary schools in grades TK-3. The schools included were Cherrywood, Laneview, Summerdale, Brooktree, Toyon and Vinci Park. Teachers in the first two years of implementation received three two-day training modules each followed by a day of unit planning. Teachers in the third and fourth year of implementation participated in three days of unit planning. Contracted SEAL experts provided the module training sessions and three district instructional coaches facilitated the follow up planning PD sessions. Teachers were released from their classrooms for all of these PD days.

Four instructional coaches provided BTSA induction training for all teachers who qualified to receive BTSA training and support. Additionally, BUSD teachers provide PAR assistance to teachers who are in need of additional assistance. All teachers have access to an instructional coach so that they can receive follow up support on implementing new learning attended through professional development.

An MTSS committee and Differentiated Assistance Team received 3-5 days of training on change management facilitated by WestEd and the Santa Clara County Office of Education. Some members also participated in 3 training sessions of equity. Team members then trained principals during monthly professional development meetings. The focus of both teams aligned with the district goal of developing multi-tiered systems of support at each site.