

**Tentative Agreement Between  
San Diego Unified School District  
And  
San Diego Education Association**

**2022 Successor Bargaining**

**April 10, 2023**

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**ARTICLE 37. COMMUNITY SCHOOLS**

**Section 37.1: STATEMENT OF INTENT**

The SDUSD Community Schools Initiative shall be a model for equitable school transformation in the District, as community schools are a proven model to advance racial justice and quality education for our highest-need school communities.

Community schools provide services and support which fit each neighborhood's needs, created and run by the people who know our children best – families, educators, community organizations, local governments, and the students themselves – all working together. Transformational community schools utilize the evidence-based four pillars and four proven practices for community schools implementation established by the California State Board of Education.

37.1.1. The four community schools pillars are:

- 37.1.1.1. Integrated student supports that address out-of-school barriers through the coordination of trauma informed health, mental health, and social services;
- 37.1.1.2. Expanded and enriched learning time and opportunities that include academic support, enrichment, and real-world learning opportunities (e.g., internships, project-based learning);
- 37.1.1.3. Family and community engagement, which involves actively soliciting the expertise and knowledge of family and community members to serve as true partners in supporting and educating students;
- 37.1.1.4. Collaborative leadership practices for educators and administrators that establish a culture of professional learning, collective trust, and shared responsibility for outcomes in a manner that includes students, families, and community members.

37.1.2. The four proven practices for community schools implementation consist of:

- 37.1.2.1. Community needs and assets assessments that engage school and community interest holders in a coherent process of identifying and curating assets and wisdoms throughout the community;
- 37.1.2.2. A full-time community school coordinator who is responsible for the overall implementation of community school processes, programs, partnerships and strategies at

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the school site;

- 37.1.2.3. Site-based and District-wide community schools shared decision-making bodies that engage interest holders including students, staff, families, and community members in determining the focus and direction of the community school effort;
- 37.1.2.4. Integration and alignment where the community schools initiative is cross stitched with other racial justice, education justice and equity initiatives at the District and school site level.

**Section 37.2: TO BUILD TRANSFORMATIONAL COMMUNITY SCHOOLS THE PARTIES AGREE TO THE FOLLOWING**

37.2.1. Site-Based Community School Shared Decision-Making: The needs/asset assessments and community school problem-solving process will be facilitated by the Site Community School Coordinator in partnership with the Site Governance Team.

37.2.1.1. The Site Community School Coordinator in partnership with the Site Governance Team will determine problem-solving teams of school community stakeholders to develop solutions to the issues that emerge from the needs assessment and monitor implementation of solutions.

37.2.2. Schools who express interest in becoming a community school shall be included in eligible grant opportunities. Each community school will be allocated grant funds to support the implementation of solutions to the issues that emerge from the needs assessment. These funds can be used for systematic and ongoing investment in parent/community/youth organizing, outreach, and training; partnership opportunities; and, both curriculum training time and collaborative curriculum planning time for educators, specifically around culturally responsive and community-based curriculum.

37.2.2.1. Community Schools created by or supported by state, federal, or other outside funds shall be sustained to the fullest extent possible if those external funds expire. The District shall continue to maximize community school grant funding opportunities to fund the Community Schools Initiative with resources necessary for staff leadership, project management, technical assistance, coaching, evaluation, staff support, partnerships, and more. This includes resources from the central office to Community Schools with the specific purpose of supporting collaboration, professional development and curriculum planning at the schools.

**Section 37.3: DISTRICT INFRASTRUCTURE FOR SUCCESSFUL COMMUNITY SCHOOLS**

The Parties agree to the following minimum staffing to support the Community Schools Initiative:

37.3.1. Community Schools Site Coach: The District shall establish and maintain a Community Schools Site Coach Project Resource Teacher position. The Community Schools Site Coach shall provide coaching to school staff and Site Governance Teams on the Expanded and Enriched Learning and Collaborative Leadership community school pillars.

37.3.1.1. Assignment/Schedule: Each designated elementary community school will be assigned a 0.2 FTE Community Schools Site Coach Project Resource Teacher position.

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Elementary community schools may share Community Schools Site Coaches between schools. Each designated secondary and K-8 community school will be assigned one (1) preparation/conference period for the Community Schools Site Coach Project Resource Teacher position.

37.3.1.1.1. After completing the needs assessment process, a Community School may elect to increase the FTE for the Community Schools Site Coach Project Resource Teacher position using site-based Community Schools funds.

37.3.2. Community Schools District Coach: The District shall establish and maintain a Community Schools District Coach Central Office Resource Teacher position. The Community Schools Coach shall provide coaching to Community School Site Coaches and Site Governance Teams. There will be one Community Schools District Coach for every five (5) Community Schools Site Coach Project Resource Teacher positions.

**Section 37.4: RACIALLY JUST COMMUNITY SCHOOLS**

The Parties commit to creating racially just and restorative school climates. This includes:

37.4.1. Culturally-Sustaining ~~Responsive~~ and Community-Based Curriculum: The District’s Equity and Belonging Division shall partner with identified Community Schools to perform curriculum audits through a democratic design process of deep engagement with parents, students, educators, and community members to inform curriculum training and planning.

37.4.1.1. The District shall support sites in planning release time for educators to calibrate culturally-sustaining relevant and community-based curriculum with criteria that emerge from the democratic design process referenced above.

FOR THE DISTRICT:

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President

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