



CEO Update

5/19/2020

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GRACIAS

GRACIAS UPDATE



Media promotion & Virtual Booklet

May 15-22

Live Online Auction

May 22-June 7

Art piece pickup

Beginning June 8





TEACHER RETENTION AND RECRUITMENT

PERSONNEL COMPLIMENT



Position	Count
Teacher	104
Assistant Teacher	101
Teacher's Aide	65
Teacher's Aide - PT	31
Total	301

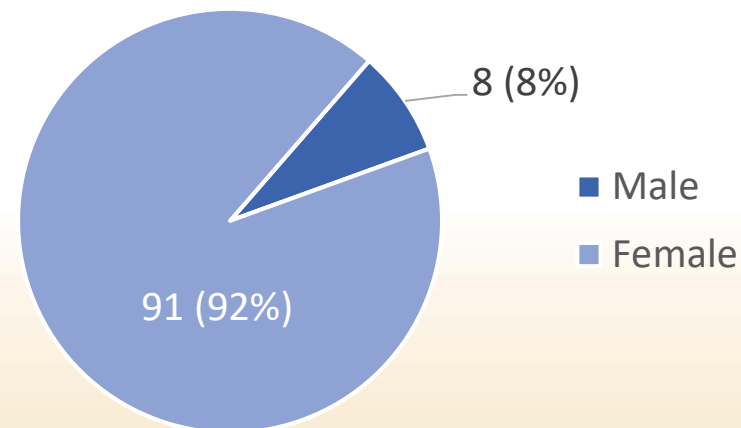
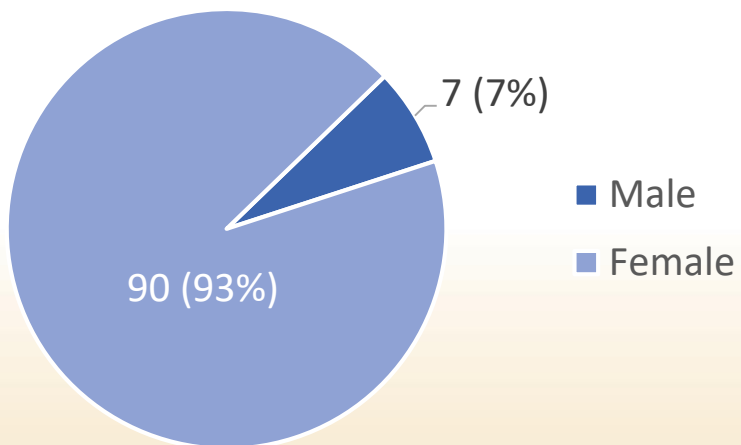
TEACHER DEMOGRAPHICS



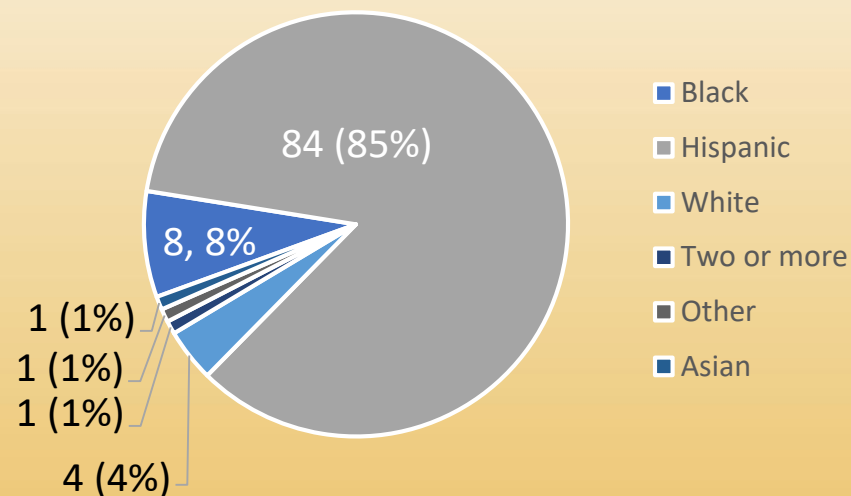
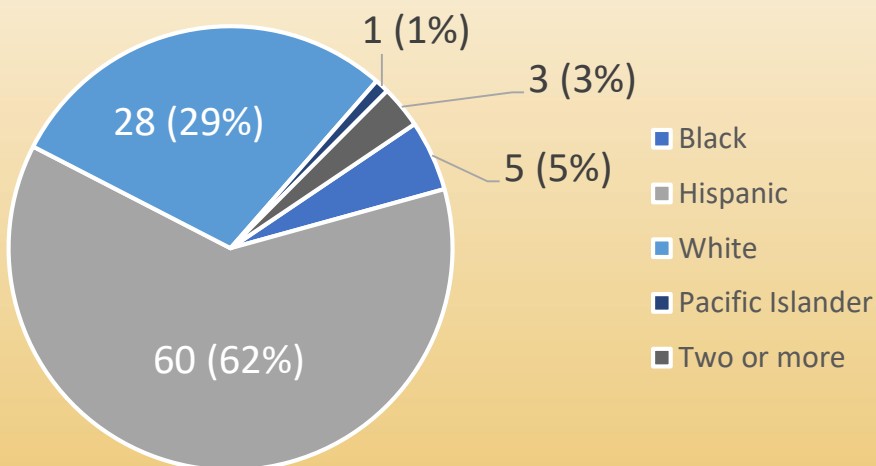
Teacher

Assistant Teacher

Gender



Ethnicity

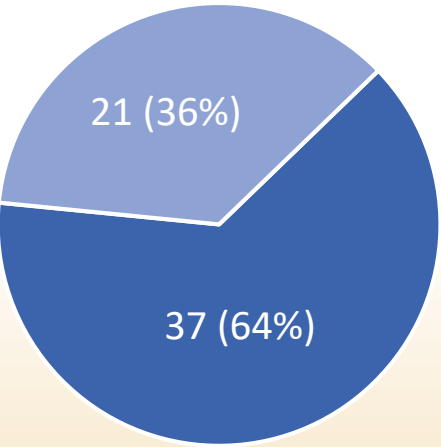


TEACHER DEMOGRAPHICS



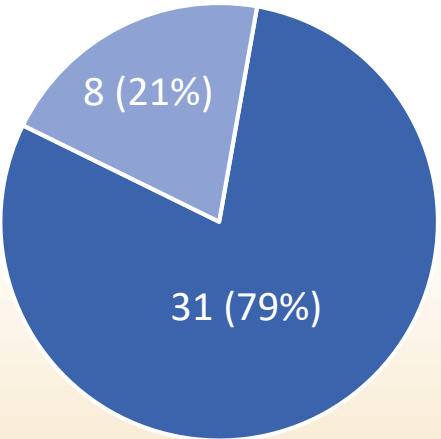
Education

Master Teacher



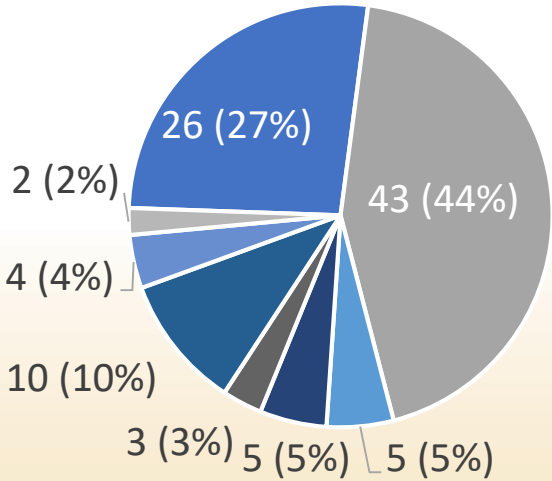
■ Bachelors ■ Masters

Teacher



■ Bachelors ■ Masters

Assistant Teacher



- Associate's Degree
- Bachelor's Degree
- Final Certificate
- High School Graduate
- Master's Degree
- No Degree
- Other
- Professional

Avg. Yrs. Exp.

14.2

4.4

3.0

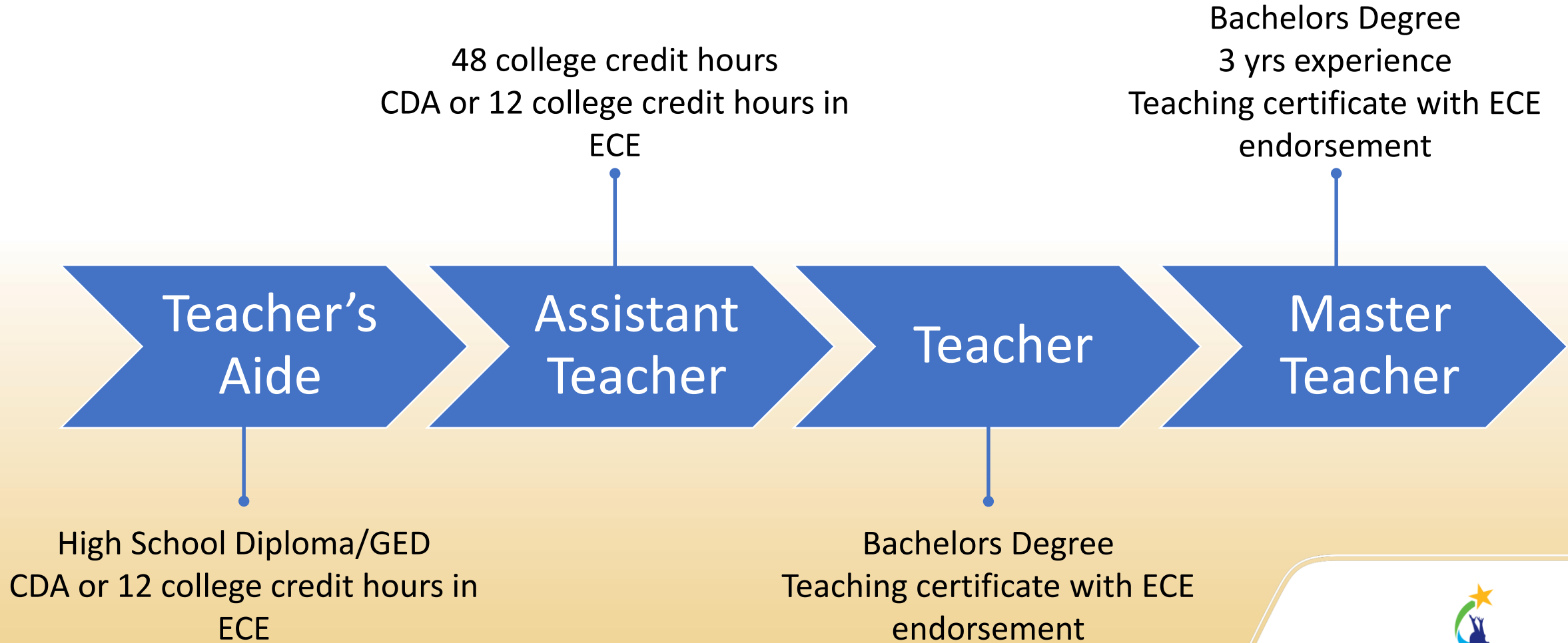
Avg. Service Yrs.

4.6

1.3

N/A

TEACHER DEVELOPMENT PIPELINE



RECRUITMENT EFFORTS



- Hire from within: Teacher Development Pipeline
 - Educator career pathways was a top priority from Board retreat
- Partnerships:
 - Local universities
 - Teach for America
 - City Education Partners
 - Relay
- Nationwide searches

TURNOVER AND VACANCIES



Position	2017 Turnover Rate	2018 Turnover Rate	2019 Turnover Rate	2020 Anticipated Vacancies
Teacher	7.00%	16.05%	26.19%	4
Assistant Teacher	20.83%	18.56%	16.16%	1

NUTRITION SERVICES UPDATE

NUTRITION SERVICES



- All meals and snacks provided free of charge
- Special diet meals available
- Foods from home not permitted
- Meals served family style, focus on high-quality ingredients
- Children encouraged to try new foods
- Focus on reducing waste and sustainability
 - Reusable silverware, milk pitchers
 - Compost food waste for gardens



FOOD TO FAMILIES



Since the onset of the COVID-19 pandemic, staff has continued to provide much-needed, nutritional meals to our families

- Nearly 6,000 boxes of food distributed over 8 weeks
- Home delivery for families with no transportation
- CACFP-compliant lunches for children and siblings added in Week 6

CULINARY HEALTH EDUCATION FOR FAMILIES (CHEF)

- Garden to Table curriculum created by CHEF, adopted by Pre-K 4 SA
- CHEF implemented at all four Education Centers in Oct 2019 in collaboration with SAFB
- All 100 classrooms cook at least one recipe a month
- Ingredients not on hand are provided by SAFB



CHEF



COVID-19

- New recipe and video sent out weekly in English and Spanish
- Letter noting skills needed, general safety and health reminders, and the CHEF tenant that aligns with the recipe

Grant Recipients

- Developing plans to implement with awardees



PARTNERSHIP POLICY

DEVELOPING A PARTNERSHIP POLICY



- Using existing City policy as a framework
- Drawing from Pre-K 4 SA Research project process
 - Internal Committee Review
 - CEO Review
 - Board Committee Review
- Policy will be presented to the Board for approval at the June meeting

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QUESTIONS?