



Justification for Reinstating Position

Position	Director II, Social & Emotional Learning
Department	School Climate
SCUSD Goal	GOAL 1 – College, Career, and Life Ready Graduates
Date Approved	Approved layoff at the March 7, 2019 Board Meeting due to the district's fiscal status.
Reason for Reinstating Position	The SEL Director supports teachers and leaders with implementation of school climate, suspension, and SEL initiatives including providing implicit bias, trauma informed practice, and restorative practices trainings. They assist classroom teachers and site leaders with implementation of various models of SEL implementation including school-wide SEL and curriculum integration. The Director focus on supporting teachers and leaders to use evidenced based curriculum and on improving teaching by modeling lessons, co-teaching, observing instruction, and providing coaching and feedback. The SEL Director in collaboration with SEL training specialists are the district's primary vehicle for implementation of SEL and climate initiatives. The SEL Director also cultivates important partnerships to support SEL implementation and coordinates SEL focused initiatives and grants.
Impact on Students	This role significantly impacts students. The fundamental purpose of this position is to ensure equity for students, particularly in the realm of culture and climate. The SEL Director works with stakeholders, such as site administrator's teachers and training specialists to improve the culture and climate at school sites to be able to decrease suspension and chronic absenteeism rates.
Impact on Employees	Eliminating the SEL Director reduces the amount of climate focused professional learning (i.e. SEL, Restorative Practice, Implicit Bias, and Trauma Informed Practice) the district can provide to staff.
Impact on Operations	The district will not have oversight and monitoring of positive school climate and initiatives to reduce suspensions. The district will no longer have a vehicle to build the capacity of teachers in the areas of SEL and positive school climate and will not have a coordinated effort for building positive school climate and culture.
Funding Options to Reduce Fiscal Impact	Position will be funded by Supplemental & Concentration funds.

Budget Option: Eliminate Director SEL

Description of Service/Program	The SEL Director supports teachers and leaders with implementation of school climate, suspension, and SEL initiatives including providing implicit bias, trauma informed practice, and restorative practices trainings. They assist classroom teachers and site leaders with implementation of various models of SEL implementation including school-wide SEL and curriculum integration. The Director focus on supporting teachers and leaders to use evidenced based curriculum and on improving teaching by modeling lessons, co-teaching, observing instruction, and providing coaching and feedback. The SEL Director in collaboration with SEL training specialists are the district's primary vehicle for implementation of SEL and climate initiatives. The SEL Director also cultivates important partnerships to support SEL implementation and coordinates SEL focused initiatives and grants.	
One-time or Ongoing Funds:	Ongoing	
Savings Estimate	Director, SEL	\$171,400 71,458
Subject to Collective Bargaining	No	
Impact on Students	Teachers and leaders who work with the Director are working to improve their school and classroom environment and to be better teachers which impacts the quality of instruction for students	
Impact on Employees	Eliminating the SEL Director reduces the amount of climate focused professional learning (i.e. SEL, Restorative Practice, Implicit Bias, and Trauma Informed Practice) the district can provide to staff.	
Impact on Operations	The district will not have a vehicle to build the capacity of teachers in the areas of SEL and positive school climate and will not have a coordinated effort for building positive school climate and culture.	
Impact on Long-term Fiscal Solvency	Savings will contribute to reducing the structural deficit.	
Impact on Enrollment	Families who have options will not send their children to schools and classrooms where students feel unsafe and disconnected.	
Will Service Be Eliminated or transferred	Eliminated	

Responsibilities will be distributed to Training Specialist & the Assistant Superintendent of Curriculum.

*Who will do this work?
No one?*