

RAVENSWOOD
EDUCATION
FOUNDATION



A Year of
Transformational
Partnership

Annual Report 2022

A Year of Transformational Partnership

Dear Friends,

The 2021-2022 school year was a time of reflecting, collaborating, and breaking through barriers to prioritize what is important. And what is most important in Ravenswood is ensuring that students are at the center of every decision, especially with the disproportionate impact of the COVID pandemic here in East Palo Alto and eastern Menlo Park.

We are so proud of the changes we're implementing. First and foremost, the bold new talent initiative, which strives to retain, recruit, and reward the excellent teachers and leaders our students deserve. This is not only a major step forward for our community, but also sets Ravenswood up to be a model for other districts. We also engaged in a management audit that streamlined the central office to focus on supporting schools and meet every student's day-to-day needs. Finally, we made these major changes while continuing to support the most effective core programs that are essential to the well-being and daily learning experiences of our students.

Your incredible support of Ravenswood children, educators, and community has made it possible for the district to dream bigger than ever before. We have been able to focus on answering the question "what does it take to improve student outcomes" as opposed to "what changes does our budget allow?" We are enthusiastic about the district's commitment to continuous improvement and ability to evolve into a community where each and every child has an exceptional learning environment. You are a critical partner in making that happen.

There's a lot of work to do but we are doing it together. Thank you for choosing to be part of the team.

Warmly,

Jenna and Gina



Jenna Wachtel Pronovost

Jenna Wachtel Pronovost
Executive Director,
Ravenswood Education Foundation



Gina Sudaria

Gina Sudaria
Superintendent,
Ravenswood City School District

Our Mission

To support equitable and high-quality educational opportunities for Ravenswood students.

Our Community

89%

Students From
Low-Income
Families

47%

English Learners

43%

Students Who
Are Homeless or
Housing Insecure*

84%

Latinx

8%

Hawaiian or
Pacific Islander

5%

Black or
African American

4

Schools

1,560

Students*

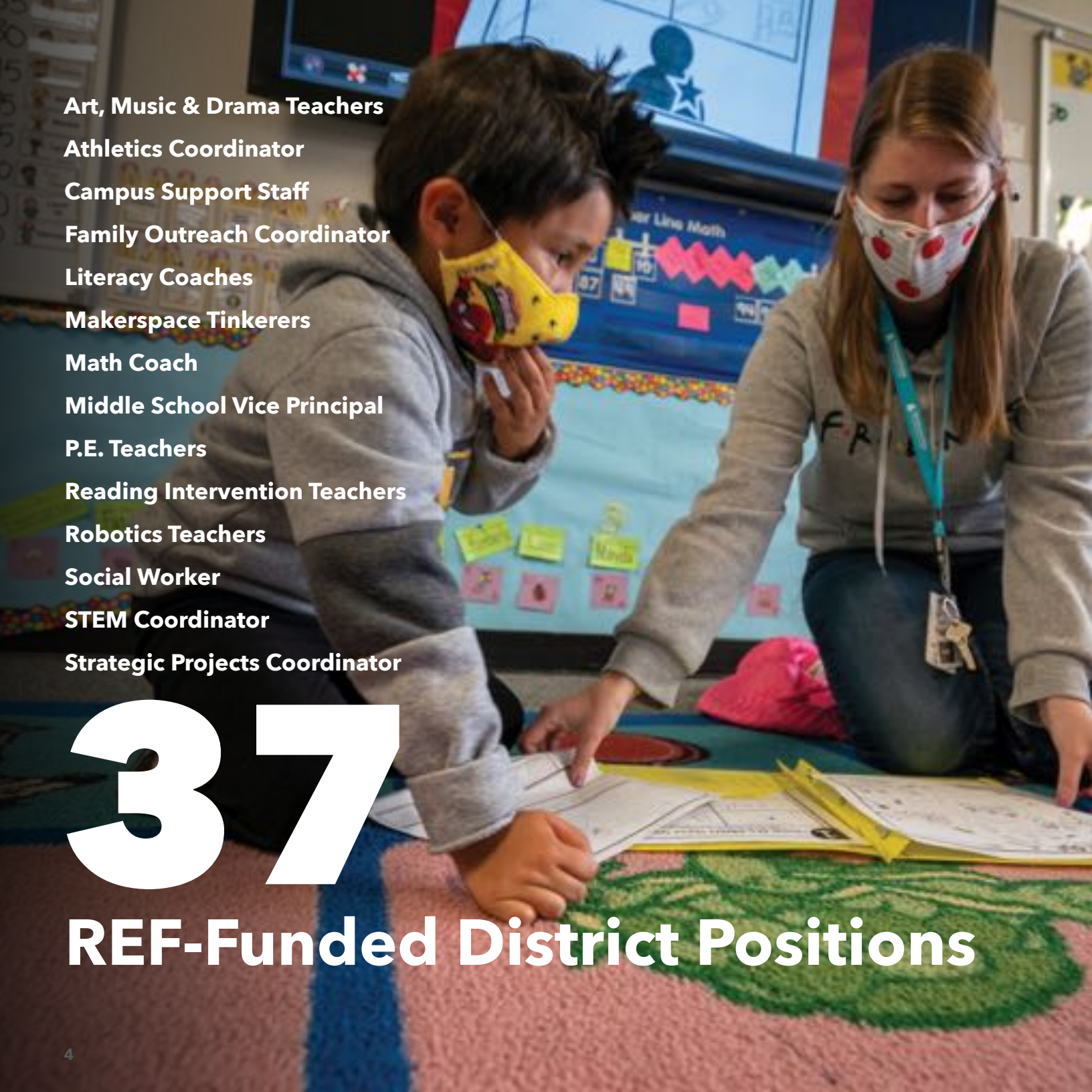
281

Staff Members*



Meet Jailla

Jailla Powell, a Belle Haven second grader in Ms. Barnett's class, co-hosted the REF spring fundraiser with REF's Executive Director Jenna Wachtel Pronovost. In addition to Jailla being a terrific MC, she loves school, her teachers, and her family that includes three siblings. Her family are longtime Ravenswood residents and her dad was a Ravenswood student. Jailla is a bright light who also sang at the Belle Haven talent show!



Art, Music & Drama Teachers
Athletics Coordinator
Campus Support Staff
Family Outreach Coordinator
Literacy Coaches
Makerspace Tinkerers
Math Coach
Middle School Vice Principal
P.E. Teachers
Reading Intervention Teachers
Robotics Teachers
Social Worker
STEM Coordinator
Strategic Projects Coordinator

37

REF-Funded District Positions

Program Spotlights

The REF community funds nearly a quarter of the district's total budget, supporting core programs that make a school a school.

Enrichment Teachers

Credentialed teachers provide art, music, dance, drama, and PE instruction at every school site and allow classroom teachers time to collaborate and plan for excellent instruction.

STEM & Makerspace

STEM coordinator, middle school robotics teacher, math coach, and Makerspace tinkerers collaborate to educate students to thrive in math, science, problem solving, engineering, and beyond.

Specialized Middle School Initiatives

REF funding allowed for an additional vice principal, social worker, athletics staff, family outreach and operations coordinators, and other personnel. Overnight field trips to Outdoor Education Camp, Yosemite and Washington DC, after-school sports, and family events create a positive, safe, and engaged onsite culture.

Literacy

Reading intervention and small group teachers provide targeted student instruction. Literacy coaches provide teacher professional development. These supports enable differentiated instruction to maximize literacy progress for all students.

Central Office

Strategic Projects Coordinator, District Redesign Consultant, and other REF-funded supports were key in helping the district implement the visionary strategic plan and right size staff to best support school sites.

& Staff Support

Professional Development

Professional learning was provided for classroom teachers, as well as district and site administrators. Topics included how to give meaning feedback, best practices around dyslexia, and anti-racist teaching strategies.

Pandemic Response

REF supported the district to bring on a Strategic Pandemic Response Consultant who organized vaccine clinics and onsite testing, hired staff to manage the Omicron surge, and ensured in-person learning continued while keeping kids, families and staff safe.

Staff Appreciation

Catered lunches, regular coffee carts, and other appreciations remind teachers and staff our community believes in and supports them. It's been a tough few years for educators; these supports spread love.

Program Spotlights

Holistic programming supports learning and engagement. Students and staff report positive impact.



Robotics

Ravenswood STEM curriculum includes a focus on engineering and robotics programming. Ms. Collier led an inspiring program and the Cesar Chavez Ravenswood Middle School robotics teams hit it out of the park.

- 36 students participated
- 16 teams qualified for VEX Robotics state competitions
- 11 students advanced to world championships

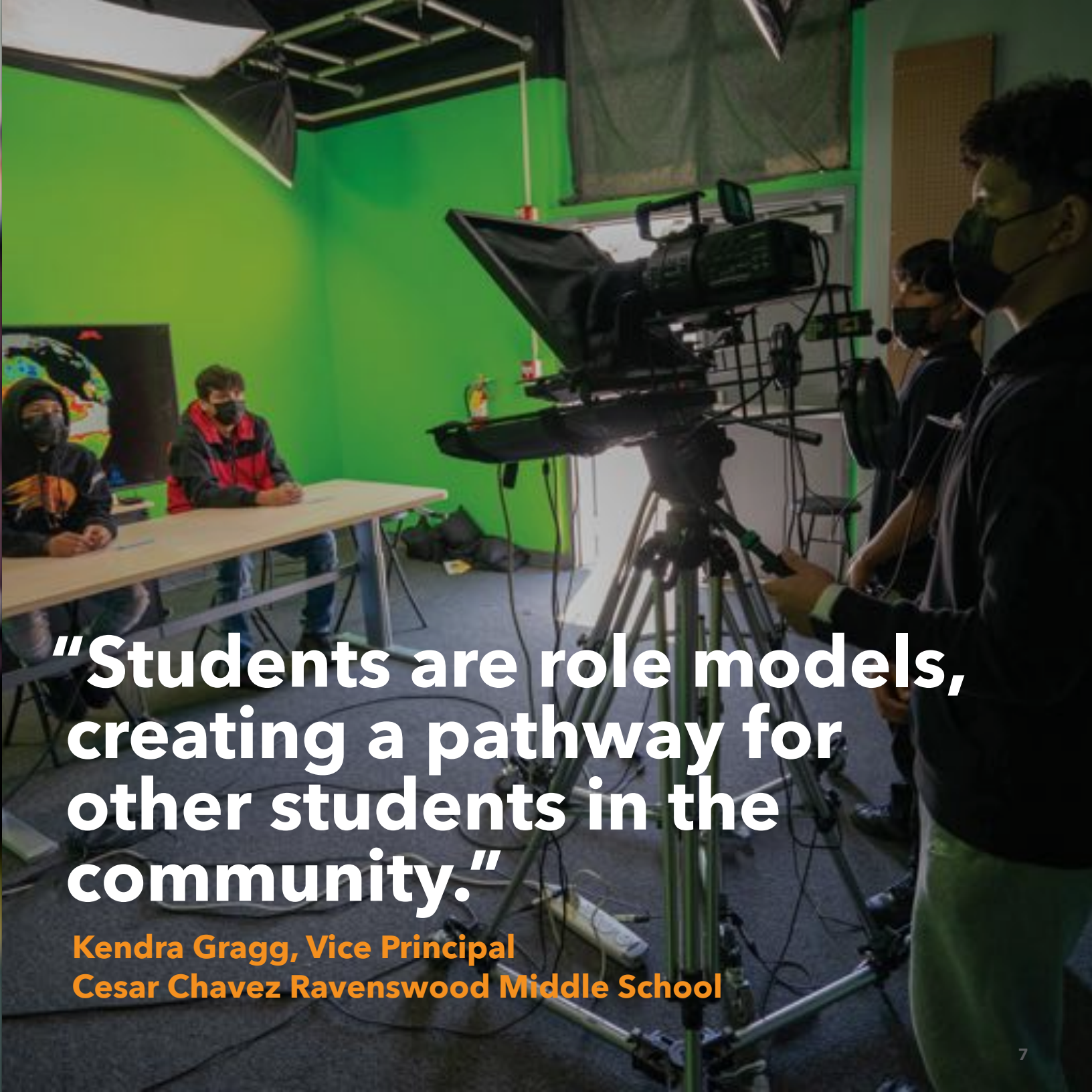
Middle School Athletics

For much of Ravenswood's history there was no organized athletics programming. Now, the district is facilitating robust athletic programming with future expansion plans.

- 97 students participated
- 9 teams competed
- 2 girls basketball players named All Stars
- Co-ed tennis and 6th and 7th basketball made the playoffs
- Hosted a 500 participant cross country meet

UnboundEd Standards Institute

Twenty-five teachers traveled to attend the UnboundEd Standards Institute and spend a week immersed in learning about standards-aligned, anti-racist teaching in service of improving instruction for every child. These teacher leaders are sharing their learnings with their colleagues to implement next steps together.

A student-run film studio with a green screen and professional camera equipment. Two students are seated at a table in the background, and a large camera on a tripod is in the foreground. A student is operating the camera. The room is dimly lit, with the green screen providing the primary light source.

**“Students are role models,
creating a pathway for
other students in the
community.”**

**Kendra Gragg, Vice Principal
Cesar Chavez Ravenswood Middle School**

A bold change to revitalize our teachers and improve student outcomes.

With REF support, district and union leadership collaborated to create an exciting new evaluation and compensation model designed to retain, recruit, and reward excellent teachers in every classroom.



Ravenswood Talent Initiative (RTI)

High quality teaching is the most important school-based factor affecting student achievement, yet prior to RTI implementation:

~30%

Ravenswood teachers' salaries were lower compared to neighboring districts' teacher salaries

~40%

Ravenswood teachers left within the first five years

New Contract

Provides equitable compensation for Ravenswood teachers, leaders, and staff:

- A 10% initial raise dramatically reduces the gap with neighboring districts
- Starting salary boosted by 15% and maximum salary by 40%
- Effective teachers have the opportunity for accelerated progress on the salary scale based on the new annual, multi-pronged evaluation



**\$12.3 of
\$15.4M raised
to date**

New Evaluation Approach

Focuses on meaningful feedback to promote a culture of growth and embracing change:

- All teachers are reviewed annually: multiple informal observations replace a single formal observation
- Evaluation expanded to include Goal Setting, Self Reflection, and Artifacts of Practice
- Teacher professional growth is supported by coaching and learning opportunities

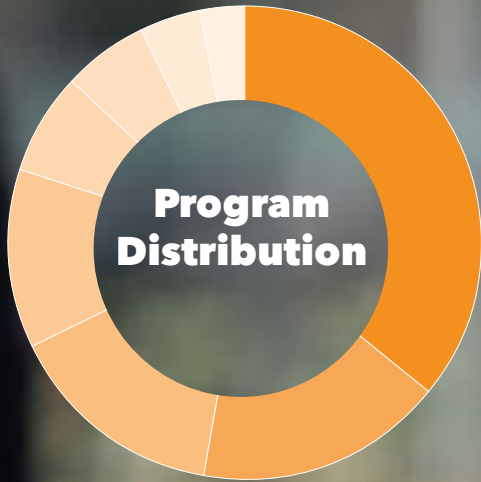
New Financial Model

A creative public-private funding partnership between REF and the district accelerates the timeline of impact to Ravenswood students. REF is committed to providing up to \$3 million annual contribution for up to 5 years until the district can self-sustain the ongoing costs.

“The creativity of REF is they’re working with us in service of our students and our community to give our kids what they deserve; we’re thinking this is just the tip of the iceberg.”

Ronda White, President
Ravenswood Teachers Association (RTA)

The Numbers



Total Revenue

\$12,721,992

- 36% Ravenswood Talent Initiative
- 17% Daily Enrichment and Whole Child Supports
- 15% Middle School Initiative
- 12% Literacy
- 7% Professional Development
- 6% STEM
- 4% Pandemic Response
- 3% Staff Appreciation, Facilities, and Special Projects

Total Volunteers

485

Volunteers Hours

2,679

Looking Ahead: Make a donation today to provide these programs and more.

\$600 

Professional Development for 3 Teachers

\$5,000 

Literacy Intervention for 9 Students

\$1,600 

Social Work Services for 9 Middle School Students

\$11,000 

Art, Music, & Enrichment Classes for 17 Students

\$3,500 

STEM Supplies and Makerspace Classes for 16 Students

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On the path to educational equity together



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