



**RAVENSWOOD
EDUCATION
FOUNDATION**

**Moving Forward
Together**

Annual Report 2023

Moving Forward Together

Dear Friends,

Revolutionizing education requires sustained commitment over time. Our charge is to have a clear-eyed view of the Ravenswood City School District's strengths and challenges and dream boldly to create innovative, strategic solutions centered on the well-being and academic success of children living in East Palo Alto and eastern Menlo Park. Thanks to your generous support and partnership, we are making progress.

During the 2022-2023 school year, the district recruited and retained phenomenal teachers and staff who worked tirelessly to turn our dreams into reality by:

- Implementing year 2 of the new evaluation program at the heart of the Talent Initiative
- Collecting and analyzing comprehensive data to drive teaching and professional learning decisions
- Designing and implementing new systems for family and community engagement and early childhood education
- Improving faculty recruitment and student enrollment outreach

Together, using efficiency and efficacy as our north star, we have chosen what programs to continue, how to evolve, and what to start fresh. It was a year of action that propelled us closer to our goals.

Thank you for choosing to be a champion for equitable education for all and for enabling us to move forward together.

Warmly,
Jenna and Gina



Jenna Wachtel Pronovost
Executive Director,
Ravenswood Education
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Gina Sudaria
Superintendent,
Ravenswood City
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OUR COMMUNITY

86%
Socioeconomically
Disadvantaged

57%
English Learners

42%
Housing Insecure
or Homeless

77%
Latinx

11%
Hawaiian or
Pacific Islander

8%
Black or African
American

4%
Other

4
Schools

1,560
Students*

281
Staff Members*

Data extracted from
<http://www.ed-data.org/>
unless otherwise noted.
*Provided by Ravenswood
City School District.

Ravenswood Talent Initiative (RTI)

Key Year 2 Learnings

Progress: All components of the evaluation and compensation system are now implemented.

Leadership Matters: Experienced, effective, and well-calibrated instructional leaders are essential to the effectiveness of the initiative, strengthening high-quality instructional knowledge, and providing actionable feedback.

Collaboration is Key: Moving to a performance-based approach to compensation has been a challenging shift for some. Yet, the initiative's power is rooted in the district-union leaderships' commitment to collaboration and trust allowing issues to be addressed in real time.

“Teachers are playing a pivotal role in the talent initiative process which has the potential to transform the evaluation process from something external and happens to them into work that is internal and deeply personal.”

Jessica Cox, Teacher
Los Robles Ronald McNair Academy

Funding Strategy

Surplus Properties: The district has approved a contract with Alliant to develop the Flood site into affordable workforce housing. The district is also in the process of negotiating with a developer for the second property (2120 Euclid) which will likely be additional affordable housing.

Sustainable Funding: After the completion of REF's 5 year funding commitment of this initiative, these two properties are slated to fund the talent initiative long term.

“REF's early support enabled the district to launch this initiative while we finalized our long-term funding plan ensuring that our students didn't have to wait for great teachers.”

Will Eger, Chief Business Official
Chief Business Officer

Evaluation Underway

RTI outcomes are being documented by Stanford University's Gardner Center to study the initiative's impact on effective educator retention and initiative reception.

The initial phase of the study will be complete early Fall 2023 after ratings are analyzed and retention is confirmed at the start of the school year.

“I'm in classrooms now more than ever before. I'm hopeful that this increase in feedback, plus the increase in salaries, will ensure we can retain our most effective teachers!”

Michelle Masuda, Principal
Belle Haven Elementary School



“The new talent initiative has provided me with more opportunities to have instructionally focused interactions with teachers, as well as using a more intense lens oriented towards building a productive school climate and professional learning community.”

Alex Quezada, Principal
Los Robles Ronald McNair Academy

PROGRAM IMPACTS & CONTRIBUTIONS

98% of classroom teacher respondents voted to continue the Talent Initiative evaluation system

100% of historically hard-to-staff teaching positions were filled at the start of the year

80% of highly-rated teachers were retained

3x on average, is the increase in the number of teacher evaluation observations over previous years

\$13.6 million dollars raised of the 15 million dollars REF has committed to fund the Talent Initiative



TYRONE



LAUREN



EDHER



MISSI



MARIO



FATAI



BILL



JAILA

TYRONE

4th Grade
Belle Haven Elementary School

Tyrone loves learning about animals and fractions. He is proud of all the love in his big family and aims to use his voice to make this world a better place.



“I’m going to be a zoologist or a NBA player. I just love animals so much.”

LAUREN HAHN

Literacy Coach
Belle Haven Elementary School

Ms. Hahn has worked in Ravenswood for 8 years, first as a teacher and now as a literacy coach. She supports her peers by engaging in coaching cycles, modeling lessons, offering professional development and facilitating collaboration time.



“I enjoy being a literacy coach because I get to support teachers in understanding themselves better, which ultimately helps them support their students.”

EDHER

5th Grade
Costaño School of the Arts

Edher is an artist and a writer who has overcome many challenges to get to where he is today. He is grateful for his teachers who have taught him how to read.



“I want to be a paleontologist and study fossils because I really like dinosaurs.”

MELISSA “MISSI” BROWN

Art Teacher & District VAPA Lead
Costaño School of the Art

Melissa teaches her students visual art at Costaño School of the Arts and she collaborates with VAPA (Visual and Performing Arts) teachers across all four district schools. She is proud of Ravenswood’s robust Arts Program that develops students’ social emotional awareness, creativity, imagination, and critical thinking skills.



“By integrating arts education with a Social Emotional Learning philosophy, our students learn to express themselves creatively, develop empathy towards others, and regulate their emotions.”

MARIO MENDOZA ZAMORA

Athletic Director
Cesar Chavez Ravenswood Middle School

Coach Mario builds a culture of athletics that is engaging and fun. Through soccer, basketball, tennis and more, he is teaching students self-discipline and teamwork and exposing them to a world beyond Ravenswood by participating in competitive travel leagues.



“As a Ravenswood alum myself, it’s awesome that I have the opportunity to give something to my community that I didn’t have access to until much later in life.”

FATAI

5th Grade
Costaño School of the Arts

Fatai is a dancer and takes pride in the cultural gift that has been passed down to her from generations. She works hard every day to achieve her dream of attending Harvard.



“I’m definitely going to be a doctor.”

BILL CORRELL

Makerspace Tinkerer
Costaño School of the Arts

Mr Bill’s MakerSpace offers students the opportunity to explore STEM (Science, Technology, Engineering, & Math) topics through a fun and engaging hands-on, project-based approach. In addition to classes, students can drop in during lunch or recess to play chess, program computers and robots, study bugs or launch rockets and a whole lot more.



“Getting young students engaged and excited about STEM is critical to their educational and vocational development. The MakerSpace provides a fun, hands-on, project-based approach towards stimulating their minds and interest.”

JAILA

3rd Grade
Belle Haven Elementary School

Jaila is known by her teachers and peers for her love of learning, bubbly personality, and bright stage presence. Jaila wants to be a chef when she grows up.



“I want to be a chef and feed homeless people.”

CORE Programs

The REF community funds nearly 20% of the district's total budget.



Enrichment and Collaboration

11 specialist teachers for art, music, dance and PE provide students with dynamic education and give classroom teachers release time to collaborate.



Literacy Initiative

7 literacy coaches provide one-on-one and small group interventions for students and coaching for teachers to improve their classroom practices.



STEM and Makerspace

Tinkerers and supplies for Makerspaces at each site, a district wide math coach, and a middle school robotics teacher encourage student engagement in Science, Technology, Engineering, and Math (STEM).



Middle School Initiative

An additional Vice Principal, social worker, other key personnel, overnight field trips, athletics, family engagement, and student culture activities contribute to an inspiring middle school experience.



Whole Child & Family Support

Universal Transitional Kindergarten program and gift cards and other resources support students and families in need.



RCSD Staff Development

Teacher leader stipends, professional development opportunities, discretionary school site grants, as well as staff appreciation gifts and meals make staff feel valued and supported.

“REF’s strategic support is a vital component of Ravenswood being an innovative TK-8 public school district serious about transforming student experiences and outcomes.”

Dr. Silindra McRay, Chief Strategy Officer
Ravenswood City School District

The Numbers

\$12,063,532

Total Donations

Program Breakdown

37% Ravenswood Talent Initiative

19% Daily Enrichment and Whole Child Supports

14% Middle School Initiative

12% Literacy

7% Professional Development

6% STEM (Science, Technology, Engineering, and Math)

4% Teacher Supports and Special Projects

1% Pandemic Response

404
Total Volunteers

2,000
Volunteers Hours

Thank You Donors!

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OUR MISSION

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

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