It is our privilege to serve the Menlo Park, Atherton, and East Palo Alto community with four outstanding public schools: Encinal, Laurel, and Oak Knoll Elementary Schools, and Hillview Middle School. We also serve pre-kindergarten students at the Heritage Oaks Children’s Center for preschoolers with special needs, and the newly opened Early Learning Center, a fee-based preschool for children beginning at age 2.9 years.

Families and businesses that make this community their home know the benefits that high quality schools bring to everyone. Whether you are a parent of a child currently in our schools, are new to our community, have children who have graduated out of our schools, or rent or own in the district, you have a stake in our success, and we value your partnership.

At MPCSD, we embrace the challenges that face public education today. We are reimagining the classroom, engaging in new thinking around school funding, and leading the way in learner-centered education. I am pleased to present this annual report, showing you how your funding of our greatest resource - our public schools - continues to return excellent results on your investment.

**Vision**

Our Vision is foundational to all we do. At MPCSD we believe that:

- Every child achieves academic excellence.
- Every child becomes emotionally and physically stronger.
- Every child discovers and grows their talents.
Your Investment

MPCSD is community funded. That means nearly 90% of the funding for our schools comes from right here within our district; property taxes, parcel taxes, and philanthropic giving make up the majority of that funding. Because of strong community support, our schools are excellent and contribute to the vibrant local area we all value.

Revenue per Student by Source

Did you know?

Property taxes only cover about 62% of our expenses.

While property values have increased in our area, the increase is not enough to keep up with the cost of educating our students. Even with the gains in the real estate market over the past year, the percentage of our expenses that property taxes covers actually declined slightly.

Our schools receive less than 19 cents of every property tax dollar paid.

Only about 19 cents of your property tax dollar ends up with our school district. There are many recipients of property taxes: other school districts, fire protection districts, and water districts, for example. The county takes in property taxes and redistributes the money back to agencies within the county.

Almost 24% of our expenses are covered by choices our community makes.

Our community is committed to making its most valuable resource — its public schools — the best they can be. To offer the program we are able to provide, our community supports its schools with parcel taxes and by giving to our fundraising partner, The Menlo Park-Atherton Education Foundation. Grandparents, neighbors, local businesses and realtors, and community members are invited to support our schools through the MPAEF. Please find out more at www.mpaef.org.

Re-imagining how we support our schools

Because MPCSD relies on parcel taxes to fund its program, and because we pay more in parcel taxes than other neighboring districts, MPCSD leadership and community supporters have begun thinking about more reliable, permanent ways to generate similar revenue. Superintendent Erik Burmeister is working with members of the community - who have financial, government, and philanthropic expertise - to see if together we can fund an endowment that would support a significant part of our budget. This effort is called the Endowment Vision 2030. Look for more information as this idea progresses, through School Board meetings and MPCSD community newsletters.

MPCSD parents and families step up their support.

We heard questions from our community asking if current parent funding is keeping pace with increased costs. For the first time in ten years, our partner foundation, the Menlo Park-Atherton Education Foundation will increase its per student ask in Fall 2019. In addition, every school has a vibrant Parent Teacher Organization that funds school-based programs. To make supporting our schools even easier, the Fall of 2019 will debut a completely redesigned annual campaign that combines PTO and MPAEF asks into one goal. This is called the One Community Campaign, or OCC. The OCC aims to raise 8% of our district’s revenue this year, and will strive for contributing 10% of district revenue over the next few years. MPCSD parents do support our schools at a crucial level. More information about OCC can be found at www.supportMPCSD.org.
The Return on Your Investment

MPCSD spends less per student than any of our neighbors with similar communities. We take our fiduciary responsibility to our community seriously, delivering a quality of education that rivals any other district. The program and services MPCSD offers its students and families are child-centered, comprehensive, and data-informed. Excellent teaching and learning are the priorities for MPCSD, and they are delivered through focus on curriculum, achievement, language development, wellness, and parent engagement.

**Curriculum**
- Academic proficiency and curriculum access for all students
- Universal, Guaranteed, and Viable Curriculum (UGVC) in core subjects aligned to the Common Core State Standards
- High-quality print and digital materials that detail WHAT students will learn and generally WHEN they will learn it
- Emphasis on depth over breadth of knowledge, and inquiry over passivity in learning
- Student agency in showing understanding/mastery of standards

**To explore more about MPCSD's achievement please visit www.caschooldashboard.org.**

**Language Development**
- 6% of MPCSD students are English learners. They are supported by a team that includes a Coordinator of English Language Services and 6 English Language Development teachers.
- MPCSD students speak at least 15 different home languages
- 57 students reclassified to English fluency in 2018-19
- 10% growth in ELA achievement by English learners and Reclassified Fluent English Language students
- MPCSD’s goal is within four years to bring to zero the number of students who are “long term English learners” (have not reclassified to English-fluent within five years)

**Parent Engagement**
- Annual school surveys invite parent feedback that leads to actionable change.
- Full time Family Engagement Coordinator ensures that home language and/or family circumstances don’t hinder home-school communication that leads to better academic and social emotional outcomes.
- Quarterly Family Cafes offer connection and education for interested families.
- Parent volunteers help produce events like science fairs, cultural celebrations, musical performances, and help regularly with library, art, classroom projects, and the district’s hot lunch program.

**Student Wellness**
- MPCSD students, as a whole, achieve in English Language Arts and Math in the top 20% of students statewide
- ELA achievement on the Smarter Balanced Summative Assessment is 77+ points above the standard (compared to CA average of 6 points below standard)
- Math achievement on the Smarter Balanced Summative Assessment is 72+ points above the standard (compared to CA average of 36 points below standard)
- 17% increase in meeting or exceeding ELA standards, and 8% increase for Math standards, for socioeconomically disadvantaged students
- 10% increase in meeting or exceeding ELA standards for College Bound, Hispanic, Pacific Islander, and African American students
- District-wide commitment to healthy and collaborative relationships and mental health support
- Full-time counselors and psychologists at every campus, including 3 counselors at Hillview Middle School
- 13:1 student-to-adult ratio for grades 6-8. MPCSD focuses on the middle school experience to reduce anxiety and increase engagement during this crucial time of development.

**Awards**
- Our schools and leaders are regionally and nationally recognized.
  - 13 CA Distinguished School Awards
  - 2 CA Gold Ribbon School Awards
  - 2 National Blue Ribbon School Awards
  - 12 J Russell Kent Awards for Outstanding Programs
  - 2 Association of California School Administrators Principals of the Year Awardees
Changing the Landscape of Education

**Vision for Outstanding Public Education**

This year, Superintendent Burmeister and a team of community advisors drafted a document titled the Vision for Outstanding Public Education. This document defines what MPCSD would offer to all families if the district were fully funded. The first draft of the Vision for Outstanding Public Education may be read here: bit.ly/MPCSDV4OPe. The School Board is currently in the process of evaluating the Vision for Outstanding Public Education and deciding how to incorporate its recommendations into funding and programming priorities. The creation of the Vision for Outstanding Public Education is an example of MPCSD thinking beyond the usual constraints of public school funding to continue expanding what is possible in public schools.

**Teacher Compensation Philosophy**

Part of the Vision for Outstanding Public Education is paying teachers a salary that enables them to live within a reasonable commuting distance to their work. This allows teachers to be a true part of the community, spend more time on campus serving students, and have a work-life balance that encourages them to spend their careers here in MPCSD. To make this a reality, the community will have to step up to pay teachers more, and teachers are working with administration to create a redesigned evaluation tool that ensures high quality, continually improving teaching and learning throughout the district. Again, MPCSD is pushing the envelope of what public education looks like and aims to set the standard for paying teachers what they deserve for the challenging work they do.

**Early Learning Center**

MPCSD’s fee-based preschool opened in Fall 2018 serving 57 families at a beautifully updated facility on the lower campus of Laurel Elementary School. The ELC nurtures young children’s curiosity, sense of wonder, belonging, and deep engagement with the world around them, preparing them to develop the critical skills needed to enter kindergarten and reach their full potential. As a commitment to educational equity, one quarter of the spots are reserved for lower income families who may not otherwise have access to high quality preschool. Numerous studies confirm that the earlier children begin age appropriate schooling, the more they will succeed later in life. The ELC has been so impressive and sought after by local families that in Fall 2019 it will expand to serve twice as many children, including at a new satellite classroom on the Oak Knoll Elementary School campus. This is another example of MPCSD thinking creatively and working collaboratively to expand educational opportunities in our community. More information about the ELC is available at www.district.mpcsd.org/earlylearning.

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**MPCSD Staff**

MPCSD’s excellent professional staff serves the needs of our students and community. Over half of our teachers have advanced degrees, and many have taken the extra step of becoming nationally board certified in their area of expertise. Our specialist teachers, for library, art, word language, PE, and Special Education, are credentialed in their subjects and leaders in their fields. Investing in high quality educators and support staff is an MPCSD priority.

- **208** Teachers, 117 with advanced degrees, 9 with National Board Certification
- **3** Teachers on Special Assignment (TOSA) to support and elevate English Language Arts & Social Studies, Math & Science, and Technology & Innovation throughout the district.
- **29** Instructional Aides
- **15** Credentialed Administrators
- **5** Psychologists
- **6** Counselors
- **1** District Nurse
- **4** LVNs, one at each site

**MPCSD Board of Education**

- David Ackerman, 2019 President
- Caroline Lucas, Vice President
- Sherwin Chen
- Stacey Jones
- Scott Saywell

**District Leaders**

- Erik Burmeister, Superintendent
- Jammie Behrendt, Assistant Superintendent
The UNcommon Core

In addition to alignment with the national “Common Core” curriculum in reading, writing, mathematics, Next Generation Science Standards, and the revised History/Social Studies framework, MPCSD offers a rich and broad program that goes beyond the “core;” we call it MPCSD’s “UNcommon Core.” While it may not be common in California to prioritize a well-rounded education, our community values more than the basics. You won’t find this comprehensive program in every district, but MPCSD makes it available to all students; it’s anything but common. Included in MPCSD’s UNcommon Core are:

- expansive library services with credentialed librarians
- two credentialed music teachers at each elementary and instrumental music beginning in fourth grade
- weekly art classes taught by credentialed art teachers
- world language beginning in kindergarten and extending to eighth grade, as well as a comprehensive Spanish Immersion option
- full-day kindergarten for every student
- digital citizenship curriculum, keyboarding and cursive writing training
- a wide array of middle school elective options beginning in sixth grade, 1:1 iPads, and several math pathways ranging from math intervention to high school Algebra 2

All PK-5th grade students participate in music classes, with the opportunity to learn the instrument of their choice beginning in fourth grade. Hillview Middle School offers all levels of string and band music electives, from beginning to advanced, jazz and concert. Continuing musical education at Hillview affords students opportunities like performing at San Francisco City Hall, Disney Music Days at Disneyland, the Menlo Park Farmers Market, and competing in festivals like the CMEA Band/Orchestra Festival.

Innovating World Language

MPCSD’s mission is to give students a foundation for success and participation in our democratic society and as citizens of the world. Recognizing that learning another language and culture is crucial to being a world citizen, MPCSD has committed to making world language an integral part of the uncommon core curriculum that all students receive. Beginning in 2018-19, MPCSD offers Spanish to all students in kindergarten through fifth grade. Families may choose Spanish Immersion, or English-only instruction that includes once or twice weekly world language classes. In middle school, students may continue their Spanish education with Spanish for Spanish Speakers or Spanish electives, or begin French instruction.

Our Schools

Early Learning Center
95 Edge Road, ATH / 1895 Oak Knoll Lane, MP
88 Students, Ages 2-3-5
Engaging children through play, experimentation, friendship and perseverance to light the fire of lifelong learning.

Encinal Elementary School
195 Encinal Avenue, ATH
620 Students, Grades K-5
Growing successful learners for a changing, global society.

Laurel Elementary School
Grades K-2: 95 Edge Road, ATH
Grades 3-5: 275 Elliott Drive, MP
735 Students, Grades K-5
We are confident students, passionate teachers, and an involved community.

Oak Knoll Elementary School
1895 Oak Knoll Lane, MP
675 Students, Grades K-5
Every student an exemplary scholar, a valued friend, a courageous citizen.

Hillview Middle School
1100 Elder Avenue, MP
975 Students, Grades 6-8
Inspiring and empowering students to be resilient problem solvers, compassionate contributors, and lifelong learners.

To find out which elementary school serves your home address, search for “School Locator” on our website, www.mpcsd.org. All students in grades 6-8 attend Hillview Middle School.
Community Engagement

We value community input. We have many avenues for community conversation and partnership:

- **Sup & Sandwich** listening events with Superintendent Erik Burmeister. Twice a year, we invite the community to join us for lunch and Q&A with our superintendent at Amillaga Family Recreation Center. Join us October 25, 2019 and April 17, 2020, 11:30 a.m. - 1:00 p.m. Please stop by!
- **Annual Community Survey** requesting feedback. Our School Board uses your input to prioritize resources and plan for the future. For example, over 95% of responders believe low student:teacher ratios, competitively compensated teachers, and high student achievements are important to our success. Over 90% would recommend us to a friend. Look for your opportunity to complete our 2020 survey next spring.
- **School Board Committees**: Finance & Audit, Technology, and Bond Oversight. Community members with professional expertise in these fields serve to advise the Board.
- **Financial FAQ** to answer your questions about funding and budgets: district.mpcsd.org/FinancialFAQ

Superintendent and Leadership Team presence at the **Menlo Park Farmers Market** monthly to say hello and answer any questions.

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**Menlo Park City School District**

World Class. Community Funded.

181 Encinal Avenue
Atherton, CA 94027
650.321.7140

www.mpcsd.org

Send us a note at hello@mpcsd.org

Twitter / Facebook @gompcsd

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