

Subject: Resolution No: 155-26A1

**Pathways to San Francisco Unified School District (SFUSD) Careers  
& Internship Program**

- Commissioners Shamann Walton, Matt Haney, Jill Wynns, Sandra Lee Fewer, Hydra Mendoza-McDonnell, Emily M. Murase, Ph.D., Rachel Norton and Student Delegates Teresia Chen and Miguel Tantiado

**WHEREAS:** The San Francisco Unified School District's (SFUSD) Vision 2025 Graduate Profile identifies Career and Life Skills as one of six capacities that guides the work of SFUSD as it prepares students for life, work and study beyond high school. Called out as a "Vision Essential," The Re-imagined Classroom is a 21<sup>st</sup> century learning environment supported by an array of pedagogies and pathways that prepare students to live, thrive, and succeed in San Francisco and beyond; and

**WHEREAS:** The aforementioned tenets of Vision 2025, identify SFUSD as the LEA responsible for achieving high expectations and outcomes through the Six Strategies for Success; and

**WHEREAS:** SFUSD needs college and career pathways that are not entirely site-based, but are a true fabric of SFUSD as an LEA; and

**WHEREAS:** SFUSD believes that in order to best serve our students, we prioritize candidates that represent the communities we serve, are deeply knowledgeable about the students we serve, have the skills to serve our students well and are committed to the district's goals around equity and social justice. SFUSD is committed to preparing, supporting and hiring SFUSD graduates as a part of its workforce; and

**WHEREAS:** Rigorous project-based curriculum, career readiness activities and contextualized work-based learning (including paid internships) aligned to career pathways are proven, widely-used strategies that engage all students; while addressing achievement and employment gaps for underrepresented populations; and

**WHEREAS:** The labor market in and around San Francisco depends on attracting, supporting, and retaining a highly-skilled diverse local workforce. Identified as one of the 16 largest employers in San Francisco by the SF Center for Economic Development, SFUSD must play a pivotal role, not only in articulating the pathway to college and career, but also by becoming a link within the pathway by providing internships and employment opportunities within its own workforce for SFUSD students and graduates; and

**WHEREAS:** SFUSD, in conjunction with SFUSD labor unions, can offer students a transitional framework from school to post-secondary training/education and/or entrance into the local workforce by providing access to SFUSD employment in the following career paths at multiple levels: Educator Pathway: (tutors, paraprofessionals, teachers, counselors), STEM Tech Talent Pathway (STEM teachers, IT, Ed Tech), and Building and Grounds Pathway (security, warehouse, maintenance and other union positions); and

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**WHEREAS:** Partnerships among the SFUSD Division of Curriculum & Instruction and College & Career Readiness within, the SFUSD Office of Post-secondary Success, the SFUSD Division of Special Education Services/WorkAbility Program, the SFUSD Human Resources Department, and along with SFUSD labor unions and all SFUSD personnel, will be responsible for assisting in creating pathways and pre-apprenticeship opportunities for SFUSD students to access employment in the aforementioned career pathways within SFUSD for current SFUSD students and graduates; and

**WHEREAS:** Partnerships among SFUSD personnel, City College of San Francisco (CCSF) and the California State University (CSU) and University of California (UC) systems, local workforce development agencies and labor unions can develop post-secondary pathways to employment within SFUSD.

**THEREFORE BE IT RESOLVED:** That SFUSD will aggressively focus on strategies to fund—through partnerships with the California Labor and Workforce Development Agency, San Francisco Department of Children, Youth and Families, Jobs+, Unite SF, government agencies, SFUSD’s general fund, Public Education Enrichment Fund, and the private sector—wages and resources that support the creation of paid internship experiences for SFUSD students within identified SFUSD departments; and

**BE IT FURTHER RESOLVED:** That under the direction of the Superintendent, SFUSD’s HR Department, along with SFUSD’s Division of Curriculum and Instruction and College and Career Readiness within, will develop a pilot internship plan for the 2016-2017 school-year that pays a wage, at or above the San Francisco minimum wage, for students during the school-year and/or summer within identified SFUSD departments; and

**FURTHER BE IT RESOLVED:** That SFUSD’s Career Pathways internships will pay at or above the San Francisco minimum wage within identified SFUSD departments and partnerships with the following goals:

- Create year-round paid job opportunities for all SFUSD high school youth
- Support Academic Achievement for SFUSD youth
- Create incentives for students to remain in schools
- Add support to our afterschool and summer programs
- Work to ensure every interested high school student leaves SFUSD with valuable work experience, knows how to pursue a job/career, builds a resume and seeks experiences that will fulfill their life goals or ambitions

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**BE IT FURTHER RESOLVED:** That under the direction of the Superintendent, SFUSD's Division of Curriculum and Instruction and College and Career Readiness departments within, will work to develop intentional pathways with the California State University (CSU) and University of California (UC) systems, the University of San Francisco and other local colleges and universities, that allow enrollment preference for SFUSD alumni who major in areas of study that align with careers in SFUSD departments, including those identified as high-wage, high-demand, high-growth fields within the local workforce as determined by labor market data; and

**FURTHER BE IT RESOLVED:** That under the direction of the Superintendent, SFUSD's Division of Curriculum and Instruction and College and Career Readiness departments within, will work with City College of San Francisco and SFUSD labor unions to connect students to certificated programs that align them with the necessary trainings and certificates needed for pathways identified in this resolution; and

**BE IT FURTHER RESOLVED:** That SFUSD's Human Resource Department will prioritize the recruitment and hiring of SFUSD alumni candidates for all SFUSD available positions; and

**FURTHER BE IT RESOLVED:** SFUSD will interview all qualified SFUSD alumni who have completed the relevant career pathway and/or SFUSD internship program for positions in which they apply; and

**BE IT FURTHER RESOLVED:** That under the direction of the Superintendent, SFUSD's College and Career Readiness department within, along with SFUSD's HR Department, will work to collect comprehensive data each year (in order to demonstrate progress) and publicly present an annual report on the outcomes of SFUSD alumni, the internship program and career pathways, which include at a minimum the following;

- Number of students receiving District internships
- Number of students hired in District jobs upon completion of high school
- Number of students majoring in education career pathway at a 4-year college or university
- Number of students in a career or technical certification or pre-apprenticeship program at City College or in conjunction with a labor union, that leads to a career in one of the identified SFUSD Career Pathways
- Number of hours served in the internship program
- Internship participation and satisfaction survey.

**Please Note:**

- Referred by order of the Chair to the Budget & Business Services and Curriculum & Program Committees on May 26, 2015.
- Taken up by the Curriculum & Program Committee on June 8, 2015. Forwarded to the Board with a positive recommendation, as amended, by general consent of the Committee. Amendments incorporated in resolution are highlighted in yellow. Taken up by the Budget & Business Services Committee on 9/2/15. Forwarded to the Board without recommendation by general consent of the Committee.

5/26/15

9/29/15