

## **INCLUSIVE STUDENT RECRUITMENT POLICY**

The purpose of the San Francisco Unified School District is to provide each student with an equal opportunity to succeed by promoting intellectual growth, creativity, self-discipline, cultural and linguistic sensitivity, democratic responsibility, economic competence, and physical and mental health so that student can achieve his or her maximum potential.

### **Vision**

Every student who attends SFUSD schools will graduate from high school ready for college and careers and equipped with skills, capacities, and dispositions necessary for 21st century success.

### **Goals**

#### *Access and Equity*

Make social justice a reality by ensuring every student has access to high quality teaching and learning.

#### *Student Achievement*

Create learning environments in all SFUSD schools that foster highly engaged and joyful learners and that support every student reaching his or her potential.

#### *Accountability*

Keep district promises to students and families and enlist everyone in the community to join in doing so.

### **Vision for Student Success**

We believe that the following vision of student success accurately reflects our responsibility in preparing students to thrive in school and our global, creative-age society.

Every student who enrolls in our schools will graduate from high school prepared for the option of enrolling in a four-year college or university, pursuing a successful career, and living a healthy life. Our students will have the confidence, competence, and information needed to make positive choices for their future and will have demonstrated strength and competence in all areas needed for full participation in the 21st century economic, political, cultural, and intellectual life of our nation and global society.

These areas include:

- Academic competency
- Multilingual and cross-cultural competency
- Technological literacy
- Communication skills
- Aesthetic sensibility
- Critical and creative thinking, reasoning and solution seeking
- Social, environmental, and civic responsibility
- Strength of character

We keep track of all students every step of the way, from preschool through graduation and enrollment in college or postsecondary training. And we judge ourselves as successful to the degree that we assist our schools, district and community in achieving this 21st-century vision of student success for every group of students we serve.

### **Inclusive Student Recruitment**

The achievement gap is the greatest civil rights issue facing SFUSD. It is possible to increase academic achievement of high performing students and accelerate achievement of those currently less academically successful.

SFUSD CTE programs will utilize the following strategies to ensure that all students have access to engaging and challenging programs, caring and committed staff, strong and visible leaders and instruction differentiated to meet each child's needs.

#### *Outreach and Recruitment Strategies:*

- Meet with staff and administrators from SFUSD Student Support Services (Beacon After-School Programs, Post-Secondary Success and Counseling Department, Student, Family, and Community Support Department, Indian Education Program) and provide them with information about CTE programs and enrollment procedures
- Establish and maintain positive relationships with local government agencies (i.e. Department of Children, Youth and their Families) and Community Based Organizations (i.e. Japanese Community Youth Council) and share best practices regarding inclusive student outreach and recruitment
- Develop outreach materials that speak to underrepresented students (i.e. female students in Building and Construction Trades) as well as underserved students (students in Special Education Programs)
- Connect with staff and administrators who support underrepresented and underserved students (i.e. Special Education) to ensure that students from special populations are being outreached to and supported through the CTE program enrollment process
- Inform student clubs and organizations (i.e. Latinos Unidos, Black Student Union) throughout SFUSD high schools about CTE programs and enrollment process
- Attend the SFUSD High School Enrollment Fair for middle school students and their family members and inform them about CTE programs offered at SFUSD high schools
- Translate promotional materials and resources into different languages to support children and families whose primary language is not English

### **SFUSD CTE Enrollment Policy**

At least 25% of students in CTE Academies are from nontraditional populations (Special Education, English Language Learners, African American, Latino, Pacific Islanders). All SFUSD high schools that apply for CTE Programs Funding will include their specific inclusive recruitment policy.