

1. *Journal of Management Studies*, 1996, 33, 1, 1-14.

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Beverly Hills
Unified School District

MISSION STATEMENT

The mission of Beverly Hills Unified School District is to inspire and enable each student to achieve academic excellence and meet the goals of college and career readiness.

Future Focused Schools Team

Kevin Allen - El Rodeo Principal

Teri Angel - City of Beverly Hills

Jocelyn Bresnick, El Rodeo Teacher

Merle Bauer - Beverly Vista Teacher, Retired

Kimberly Combs - Horace Mann Parent

Lee Egermann - Horace Mann Parent

Mark Frenn - Beverly Vista Teacher

Christian Fuhrer - Beverly Vista Principal

Fred Gluckman - Beverly Vista, BHHS Parent

Kari Kramer - BHHS Parent

Jory Lindsay - Hawthorne Teacher

Mark Mead - BHHS Principal

Sean Nassirzadeh - Hawthorne Parent

Molly Peterson - BHHS Teacher

Jonathan Prince - BHUSD Alumnus

Franny Rennie - Past PTA, PTSA President

Mark Slavkin - Wallis Annenberg Center

Ethan Smith - Horace Mann Teacher

Ronit Stone - Past PTA, PTSA, BHEF President

Kim Timmerman - Hawthorne Teacher

Tristen Walker - El Rodeo, BHHS , Private School Parent

Marvin Winans Jr. - Beverly Vista Parent

Our Responsibility

As a school system:

- We cannot keep treating symptoms
- We cannot simply go through the motions
- We must focus on increasing student growth and opportunities at the middle school level
- We need alignment and accountability
- We need to grow our students and provide full wrap around student support - academically and socially (middle school philosophy)
- We must respect the past and focus on changing for the future

2017-2018 School Size Comparison

Number of Students	District Name	Number of Elementary Schools	Number of Middle Schools	Number of High Schools
6,890	Manhattan Beach USD	5	1	1
6,856	Culver City USD	4	1	1
4,767	South Pasadena USD	3	1	1
4,058	La Canada USD	3 (K-6th grade)	1 - MS (7th/8th grade)	1
3,909	Beverly Hills USD	4	4	1
3,143	San Marino USD	2	1	1
3,045	Laguna Beach USD	2	1	1
2,492	Carmel USD	3	1	1

2017 School Services Report to Board of Education

Key Findings:

As the District evaluates the lifespan of the current K-8 model it should consider:

- Cost associated with current offering
- Diversity of educational program offered (i.e., types of courses)
- Level of courses offered (i.e., honors or advanced courses)
- Available school facility space and configuration
- Social/emotional benefits for students

Community input

Opportunity #1 - (4) TK-8, (1) 9-12

Opportunity #1	Current Cert/Class Staffing (FTE)	Proposed Cert/Class Staffing (FTE)	Number of Students Impacted	Inc/(Dec) in Cert/Class Staffing (FTE)	Current Costs	Estimated Annual Savings (\$MM)
(4) TK-8	323.5	323.5	0	0	\$26,486,441	0
(1) 9-12	0	0	0	0	0	0

Opportunity #2 - (3) TK-5, (1) 6-8, (1) 9-12

Opportunity #2	Current Cert/Class Staffing (FTE)	Proposed Cert/Class Staffing (FTE)	Number of Students Impacted	Inc/(Dec) in Cert/Class Staffing (FTE)	Current Costs	*Estimated Annual Savings (\$MM)
(3) TK-5, (1) 6-8,	323.5	277	EL (447) MS (648)	(-46.5)	\$26,486,441	*\$3,021,534
(1) 9-12	0	0	0	0	0	0

Opportunity #3 - (2) TK-5, (1) 6-8 (1) 9-12

Opportunity #3	Current Cert/Class Staffing (FTE)	Proposed Cert/Class Staffing (FTE)	Number of Students Impacted	Inc/(Dec) in Cert/Class Staffing (FTE)	Current Costs	*Estimated Annual Savings (\$MM)
(2) TK-5, (1) 6-8	323.5	256.7	EL (771) MS (648)	(-66.8)	\$26,486,441	\$4,389,946
(1) 9-12	0	0	0	0	0	0

Opportunity #4 - (3) TK-8, (1) 9-12

Opportunity #4	Current Cert/Class Staffing (FTE)	Proposed Cert/Class Staffing (FTE)	Number of Students Impacted	Inc/(Dec) in Cert/Class Staffing (FTE)	Current Costs	Estimated Annual Savings (\$MM)
(3) TK-8	323.5	256.5	EL (324) MS (228)	(-67)	\$26,486,441	\$4,148,026
(1) 9-12	0	0	0	0	0	0

Our Challenge

As a school system:

How do we authentically measure what the community values?

How much change is too much change for a community?

Superintendent & Cabinet Recommendation

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- Respects the past structure
- Aligns with the Future Focused Schools Team Recommendation
- Addresses immediate needs to improve student offerings
- Addresses immediate needs to sustain sound financial health
- Improves staffing inefficiencies
- Keeps class size maximums
TK- 3 (23)
4 - 8 (29)
- Temporarily keeps the TK-8 structure in 3 schools vs. 4 schools
- Some of year 1 savings could be repurposed into providing better equity of middle school courses.
- Transition and support teams could begin for elementary and middle school transitions.
- Immediate study of future consolidated middle school for our 900 middle level students.

Next Steps

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With Board Approval:

- Select (3) TK-8 school building sites
- Implement (3) TK-8 Schools in 2018-2019
 - Streamlining programs
 - Providing equitable opportunities
 - Preventing program cuts/reduction
- Transition and support teams for consolidated middle school
- Begin planning to repurpose (1) existing TK-8 school site to provide new programs:
 - Pre-school
 - Satellite Santa Monica College (SMC) - dual enrollment
 - Specialized regional classes to support
 - Autism
 - Behavior
 - Mental health
 - Possible District office location