

Hayward Unified School District

Chien Wu-Fernandez
Acting Superintendent
March 6, 2025



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Academics



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Literacy

- Created a Literacy Leadership Academy
- Continue our work with our three-year plan to drive improvement in literacy skills.
- Conducting ongoing teacher learning
- Boosting reading intervention and acceleration
- Using the data for changes in instruction



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Focus on Math

- State framework was adopted in 2023.
- Currently conducting intensive professional learning from TK-12th grades.
- Student tutoring/acceleration
- New Mathematics Adoption in 2025-26
- Focus on Math concepts & Family Math Nights



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Anti-Bias / Anti-Racism

- Equity Oversight Committee -
- AB/AR Professional Learning for all Staff, including Facilitation Guidance/Training
- Responding to Site and Departments Regarding Equity and Racial Concerns



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Multilingual Learners

- Midway through three-year Multilingual Learner Plan to strengthen all multilingual education programs and enhance student success
- Improving teacher collaboration and training
- Continue our work around family engagement
- Strengthening data use in curriculum and instruction
- Focusing on research-based literacy strategies for multilingual learners



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Visual and Performing Arts (VAPA)

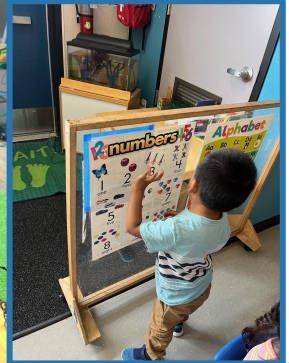
- Continue to focus on our Master Plan
- Continue our efforts towards a rigorous, culturally responsive program
- Ensure access for every student to have VAPA programming and experience



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Preschool

- State Preschool is in 11 locations throughout HUSD serving just under 700 children.
- We launched our first Full-Day Preschool classroom in 2023. We will continue to plan for expansion



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Facilities



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Measure I

Hayward voters approved a \$550 million school facilities bond in 2024.



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Measure I

Top priority: Move Bret Harte Middle School to new location.



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Other initiatives



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Improve Students' Mental Health and Well-Being

Social Emotional Strategies

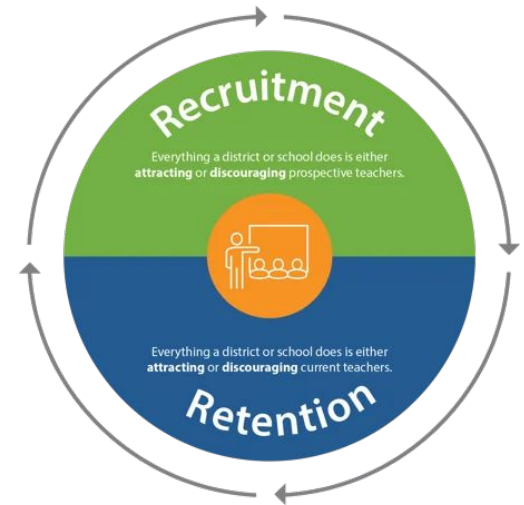
- 22 SEL Counselors in 22 Schools to Support Student Wellness and Academic Success
 - Provide crisis counseling support to schools
 - Providing multi-tiered supports for students in individual and group sessions
 - Provide staff/student training on critical health related topics
 - Support schools wellness centers and classroom peace/calm corners
- 894 Emotional/Mental Health referrals to date in the 2025 school year



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Recruit and Retain Highly Qualified Teachers

- Improve safe working conditions
- Competitive salary
- New Teacher Induction Program
- Expanding Pathway Programs (ACOE/Alder University Program)
- International Teacher Pipeline
- Recruitment incentive for hard to fill positions
- Stipends for Special Education and Bilingual Authorizations
- Expand Orientation/Training Offerings



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Guaranteed CSUEB Admission Partnership

- We have an exciting new partnership with Cal State East Bay to automatically admit our qualified students.
- CSUEB will fast-track guaranteed admission to students with a minimum 2.5 GPA and who are on pace to complete all A-G coursework.
- Hundreds of students have already received letters from CSUEB.
- Removing barriers empowers students to pursue their educational aspirations with confidence.



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Immigrant Family Supports

- New Immigration Resources website
- Staff training to support parents
- Know-your-rights workshops for families
- Family preparedness plan training
- Partnerships with community organizations
- Continued monitoring of political landscape



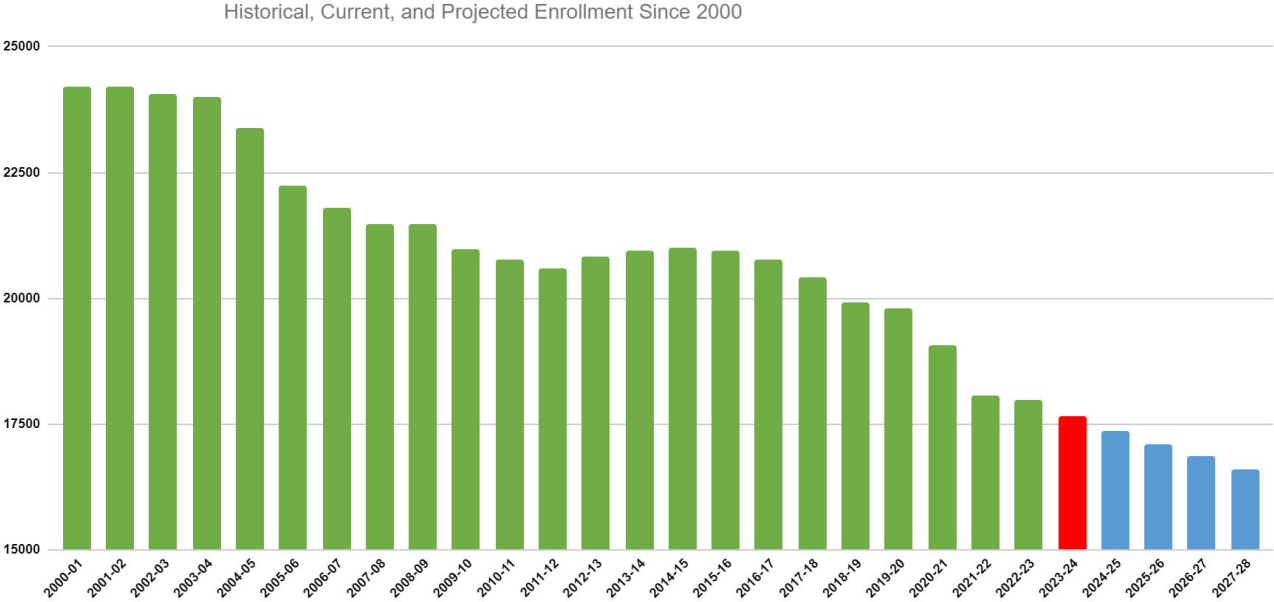
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Challenges



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Enrollment



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Fiscal Recovery

Continued declining enrollment, the exhaustion of one-time COVID funding and unanticipated increases in student needs have created a significant funding gap.



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Thank You



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Hayward Area Recreation and Park District

2025 Vision

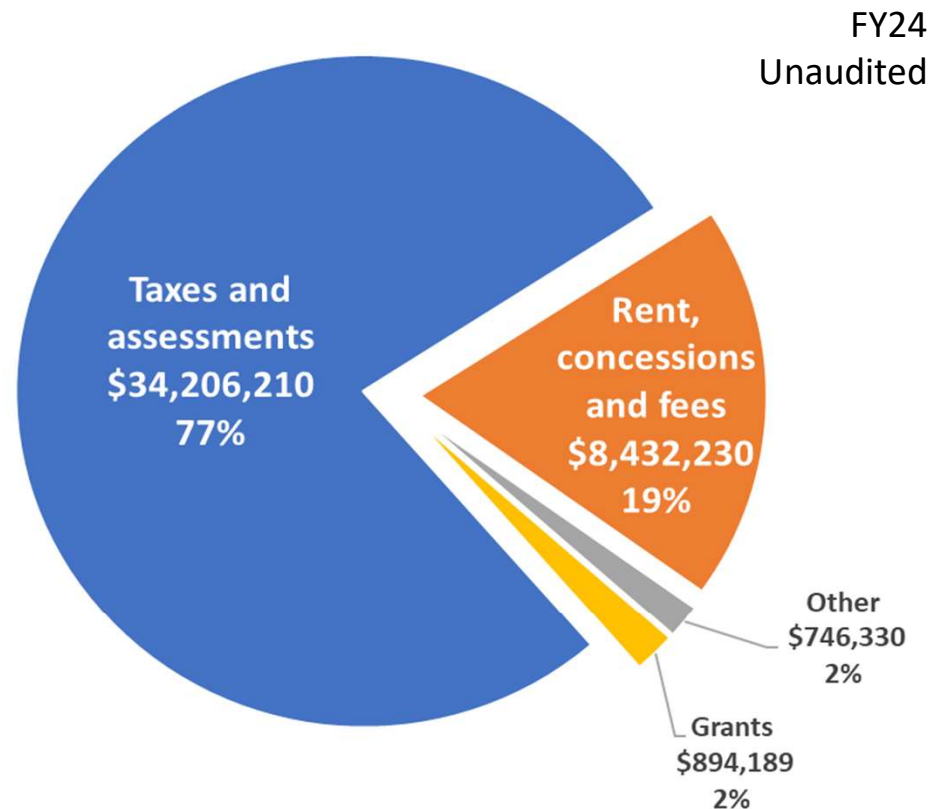
Updates, Opportunities, and Challenges



"We Create Community Through People, Parks and Programs"

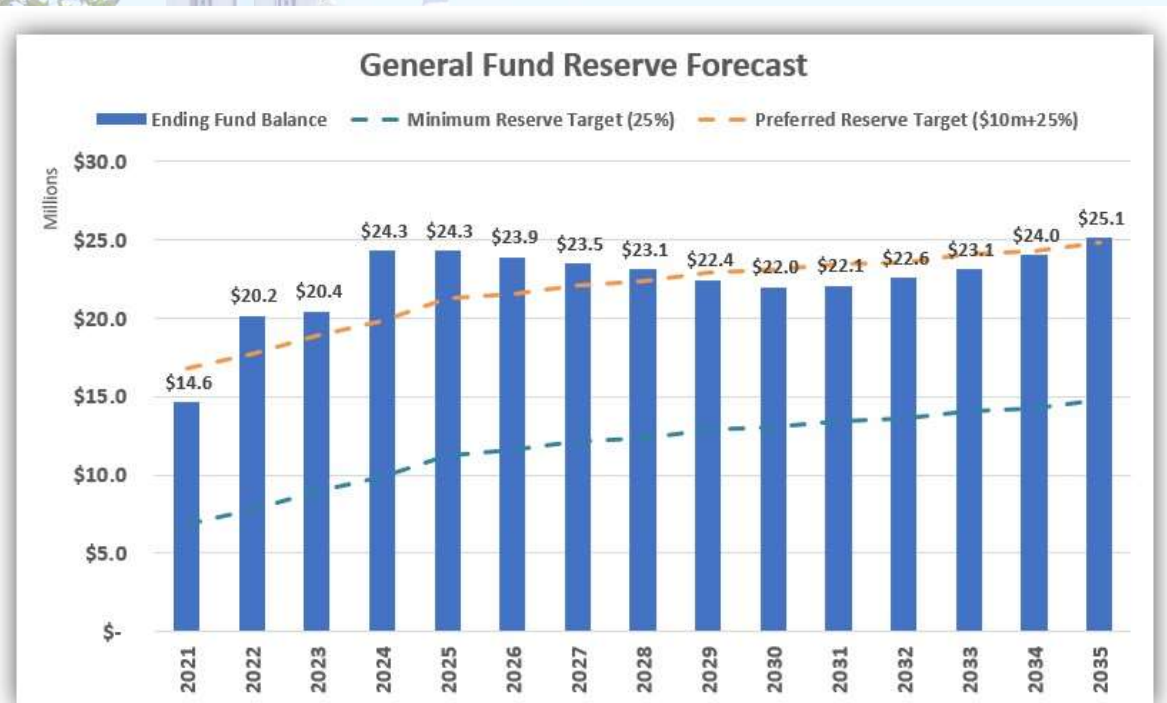
General Fund Revenue by Source

- **77% of funding** comes from **property tax and special assessment** revenue
- Total General Fund revenue in FY2023-24 amounted to **\$44.3 million**



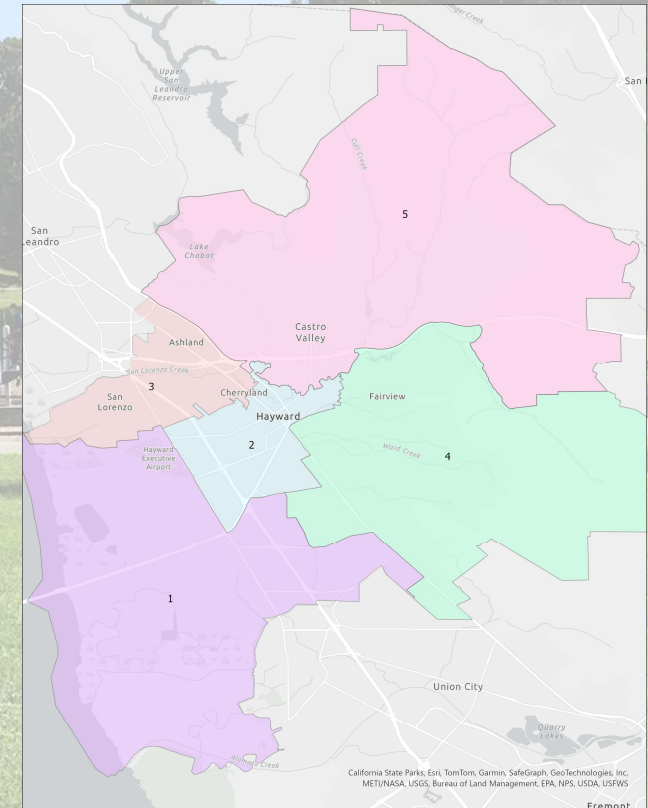
Stewardship of Financial Assets

- **Reserves policy:** adopted 3/13/17, targets met by 2022
- **Balanced budget:** ensuring fiscal stability into the future
- **Long-range planning:** envisioning & implementing solutions to future needs
- **Exemplary credit:** Moody's AAA Rating (highest available)
- **Internal service funds:** mechanisms established to fund major equipment replacement and Section 115 Pension Trust



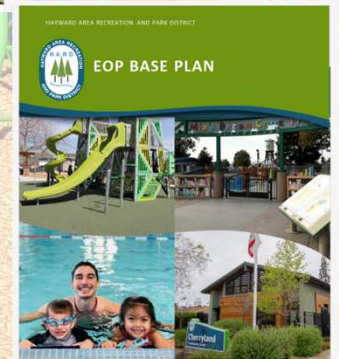
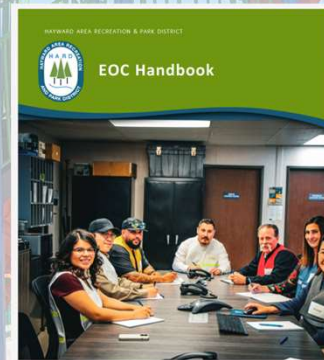
Board of Directors and General Manager

- **By Area Elections**
- **Board Training and Evaluation**
- **Improved Partnerships**
 - Collaborative and beneficial to partners
- **Monitoring of the Districts Strategic Plan**



General Manager's Office

- **Emergency Operations**
 - Emergency Operations Center Handbook
 - Emergency Operations Plan
 - Incident Command System Training
 - Focus on Interagency Agreements
 - Alameda County
 - City of Hayward
- **Developing Critical Communication Plans**



A photograph of four young women sitting on a dark metal park bench in a park setting. From left to right: the first woman has long brown hair and wears a white t-shirt with a colorful graphic; the second woman has dark hair and wears a white t-shirt with a 'Pau Lanet' logo; the third woman wears a wide-brimmed straw hat, glasses, and a pink t-shirt with a rainbow heart logo; the fourth woman has short dark hair and wears a light purple long-sleeved shirt and pink pants. They are all smiling at the camera. The background shows a grassy area, trees, and a yellow storage building with an open door.

Recreation, Arts & Community Services Areas of Focus in 2025

- **Health Equity Initiative**
- **Adaptive Recreation and Inclusion**
- **Teen Programming**
- **Arts**
- **Special Events**
- **Accessible Health and Wellness Opportunities for All**

Recreation For All - 2025

- **Build on the 400% Increase in the amount of scholarships awarded in 2024**
- **Continue free programming through H.A.R.D.'s Health Equity Initiative**
 - **1,400 weeks of free summer camp**
 - **Water Safety Initiative – 9,000 Free Swim Lessons**
 - **Equity in Outdoor Education/Arts Access**
 - **Mobile Recreation/Special Events**



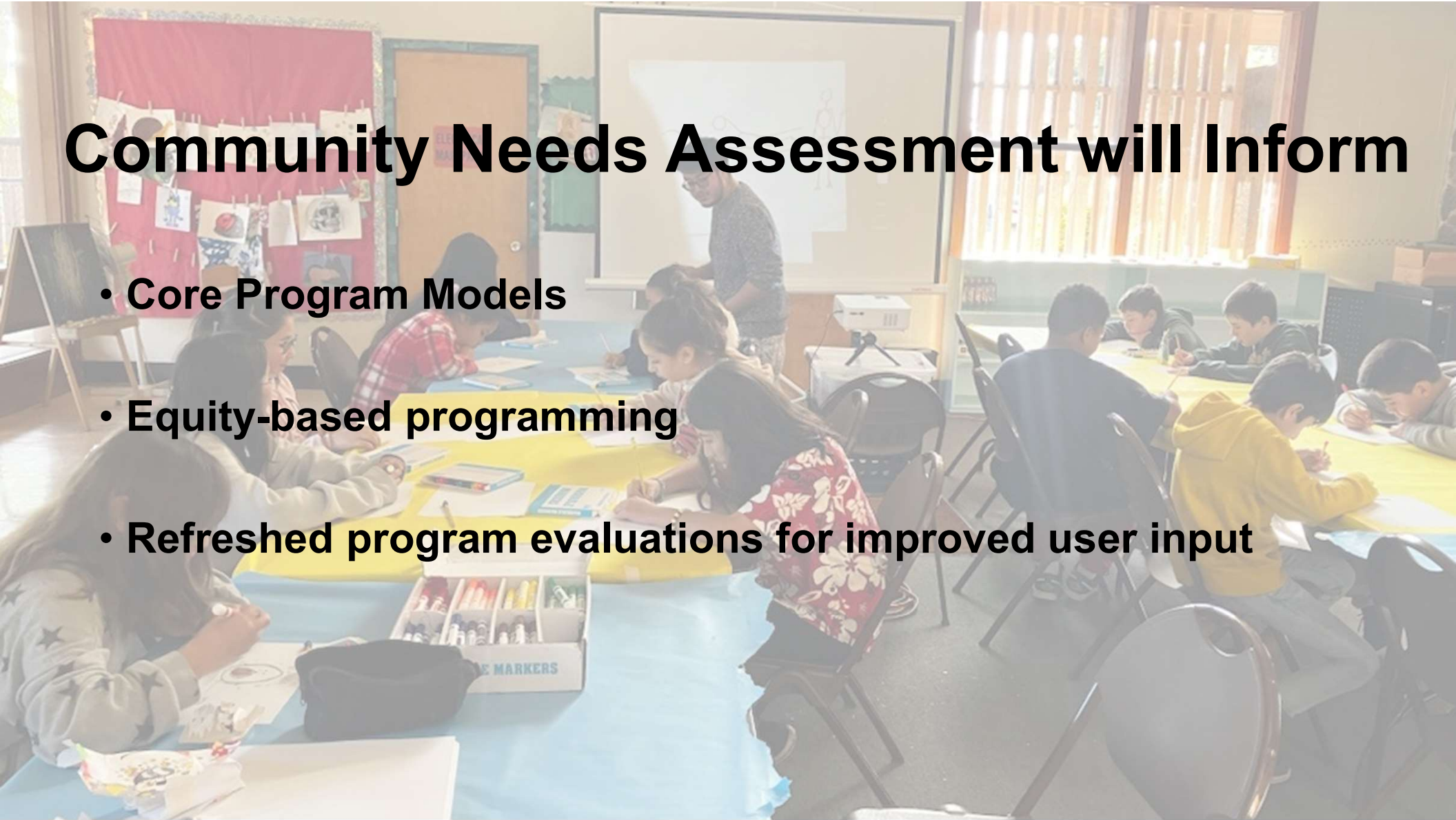
Improved Accessibility

- District-wide Inclusion Working Group
- Expansion of Adaptive Recreation Programming
- Continued growth of Access-for-All program (280% this past year)
- CIP Funds for ADA Transition Plan



Community Needs Assessment will Inform

- **Core Program Models**
- **Equity-based programming**
- **Refreshed program evaluations for improved user input**





Parks and Facilities Maintenance

- **Possible Reallocation of Resources and Staff**
 - **Park Evaluations Data and Scores**
 - **Needs Assessments**
 - **Park and Facility Visits**
- **Energy Efficiency Projects**
 - **HVAC**
 - **Lighting**
 - **Solar**
- **Pumps & Wells**

Park Initiatives

- Safety in Hayward parks
- TRUCRS (CARB) compliance and reporting
- EV fleet additions
- Charging stations at HARD sites
- Graffiti abatement program implementation





New Parks and Trails

- **New Signage**
- **Maps**
- **Hayward community Gardens**
 - **Hayward Compost Center**
 - **100K Trees Nursery**
- **Park Renovations and Projects**
 - **FEMA Repair and Mitigation Projects (22)**



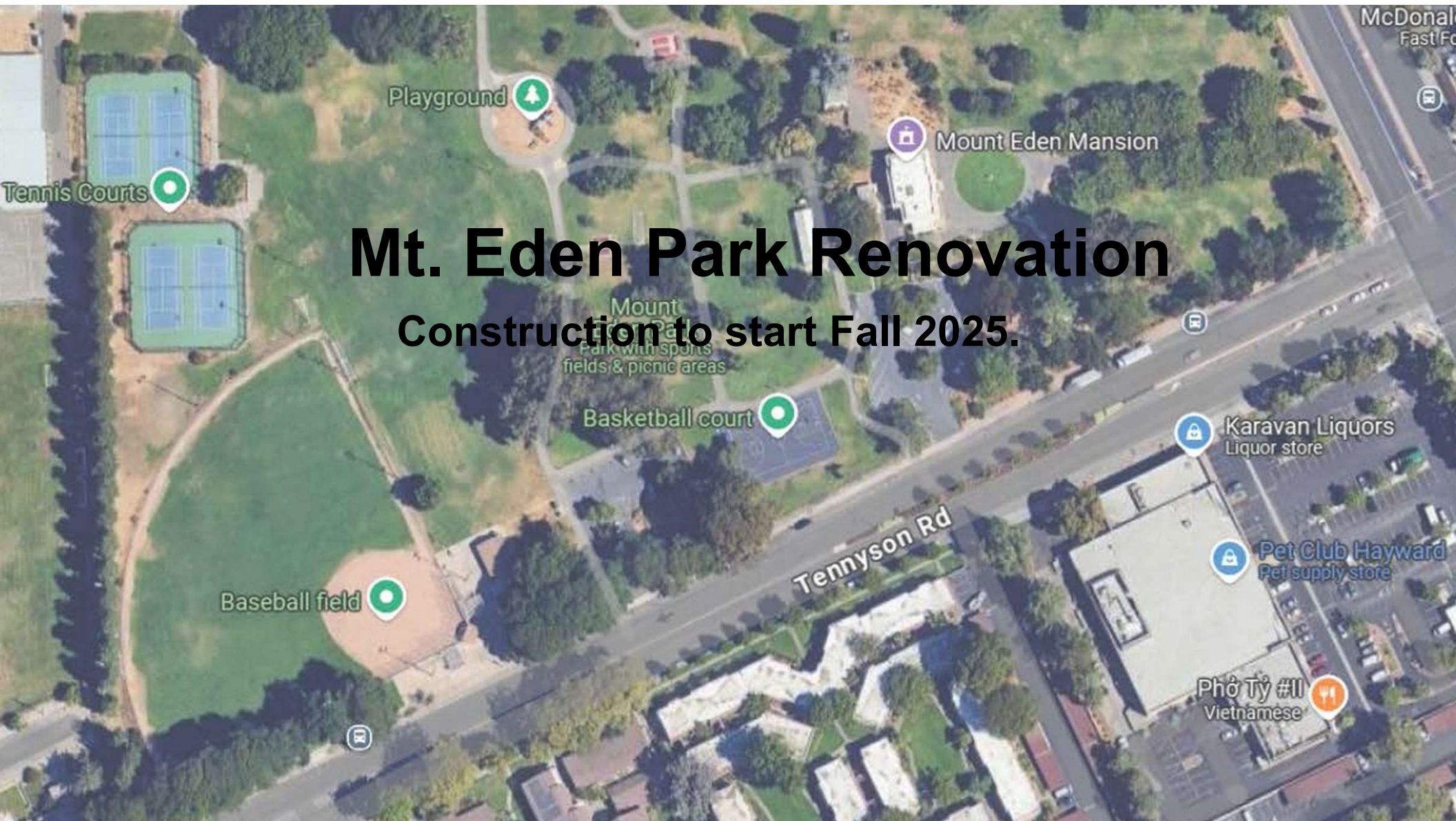
Bidwell Community Center


Construction Fall 2025



Mt. Eden Park Renovation

Construction to start Fall 2025.



A satellite map showing the Weekes Community Park area. The map includes labels for 'Basketball court' with a green location pin, 'Parkview Health Care Center' with a blue location pin, and 'Weekes Community Center Park'. Streets shown include 'Lemay Way', 'Patrick Ave', and 'Tampa Ave'. There are also circular icons with the letter 'H' along Patrick Ave.

Basketball court

Weekes Community Park

Community outreach and design phase to being
Spring 2025

Mission and Maddox Interim Activation

Construction completion Summer 2025.

Bike skills area!



D & Clay – 1350 E Street

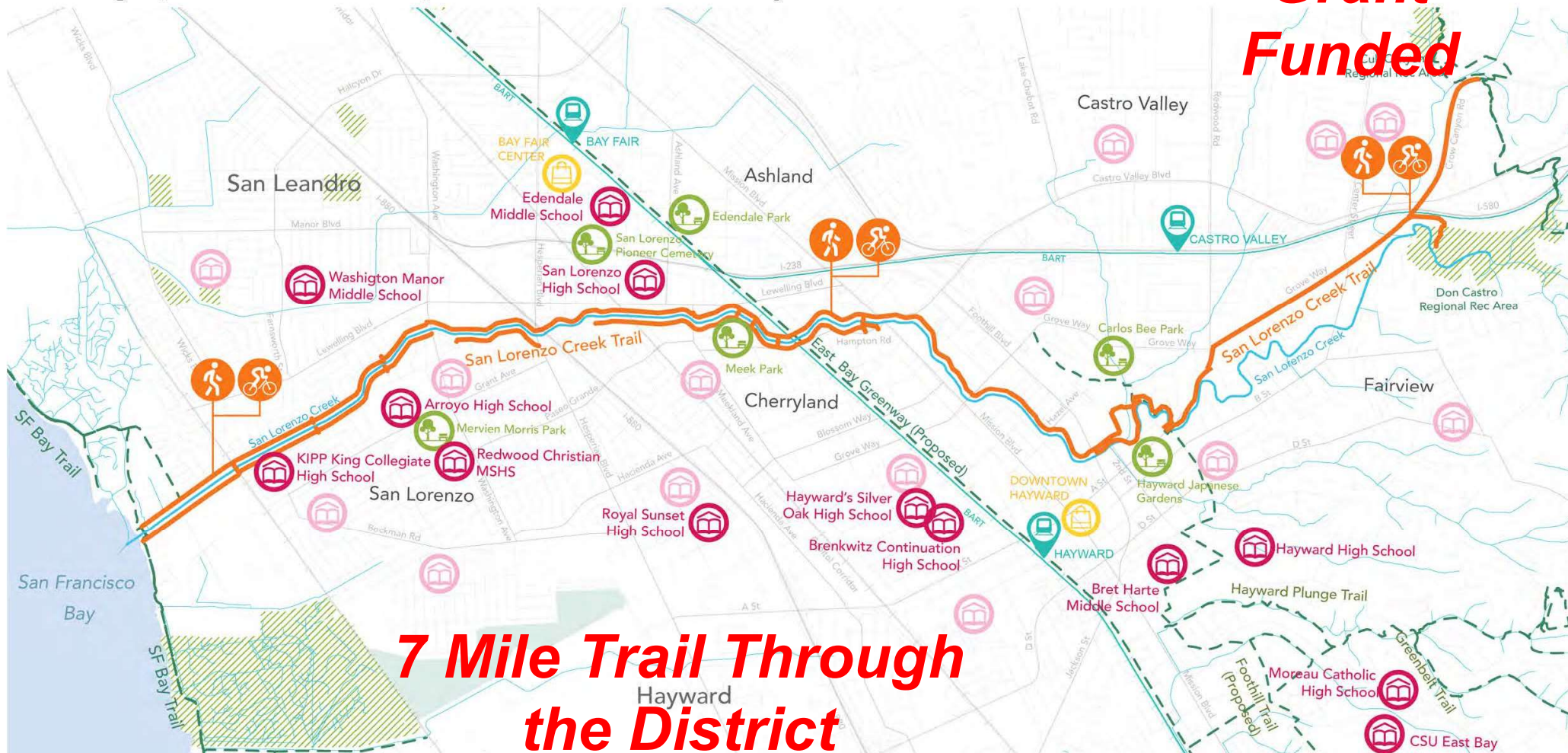
Design Development, Community Outreach &
Construction Documents to begin Spring 2025



SAN LORENZO CREEKWAY VISION & GOALS

\$27 Million
Grant
Funded

Building Equitable Active Transportation in Alameda County



**7 Mile Trail Through
the District**

Modernization & Efficiency

- **New Enterprise Resource Planning (ERP) system with continued implementation**
- **New VOIP phone systems modernization projects during 2025**
- **IT Disaster Recovery and Business Continuity Plan**
- **Migrating Services and Files to the Cloud**

Human Resources

- **Summer positions posted and will be hiring for all summer positions in the upcoming months (180 new PT for Summer adds to 205 PT year-round)**
- **Succession Planning – GM and Director positions, then next level**
- **Continue to focus and invest on developing and training District employees, including best practices**
- **Focus on the skills and knowledge needed by all employees to promote to higher level roles**
- **Negotiating new 3-year MOU with District's Union and updating Unrepresented Employee Compensation Plans**

Hayward Area Recreation and Park District Foundation

- Strategic fundraising for sustainable growth and community impact
- Enhanced public awareness through communications and digital engagement for community connectivity
- Enhanced support for and alignment with HARD's strategic goals
- Launch a multi-million-dollar capital campaign to renovate the Sulphur Creek Discovery Museum and a new aquatic center in Hayward





Thank You!

Hayward Area Recreation and Park District
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