

File No. 100054

Committee Item No. 7  
Board Item No. 37

**COMMITTEE/BOARD OF SUPERVISORS**  
AGENDA PACKET CONTENTS LIST

Committee: Public Safety

Date: July 19, 2010

Board of Supervisors Meeting

Date July 27, 2010

**Cmte Board**

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| <input type="checkbox"/>            | <input type="checkbox"/>            | Resolution                                   |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Ordinance                                    |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Legislative Digest                           |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Budget Analyst Report                        |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Legislative Analyst Report                   |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Ethics Form 126                              |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Introduction Form (for hearings)             |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Department/Agency Cover Letter and/or Report |
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| <input type="checkbox"/>            | <input type="checkbox"/>            | Grant Information Form                       |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Grant Budget                                 |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Subcontract Budget                           |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Contract/Agreement                           |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Award Letter                                 |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Application                                  |
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**OTHER**

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Completed by: Victor Young  
Completed by: Victor Young

Date July 15, 2010  
Date 7-22-10

An asterisked item represents the cover sheet to a document that exceeds 25 pages. The complete document is in the file.

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[Workforce Development—Public Service Academies.]

Ordinance amending the San Francisco Administrative Code by adding Sections 30.30 through 30.35, to establish public safety and public health training programs for San Francisco Unified School District high school students.

NOTE: Additions are single-underline italics Times New Roman;  
deletions are ~~strike-through italics Times New Roman~~.  
Board amendment additions are double-underlined;  
Board amendment deletions are ~~strikethrough normal~~.

Be it ordained by the People of the City and County of San Francisco:

Section 1. The San Francisco Administrative Code is hereby amended by adding Sections 30.30 through 30.35, to read as follows:

Chapter 30: Centralization of Workforce Development

Article III: Public Service Academies

SEC. 30.30. FINDINGS.

(a) The Bureau of Labor Statistics of the U.S. Department of Labor reported that the proportion of Americans between 16 and 24 years old who were employed in July of 2009 was 51.4 percent, the lowest July rate on record for the series, which began in 1948.

(b) In November of 2009, the unemployment rate for Americans between 16 and 19 years old was over 40 percent, which is the highest rate of teenage unemployment in the United States since World War II.

(c) The Fall 2008 YouthVote Student Survey found that 84 percent of San Francisco Unified School District ("SFUSD") students said they "would enjoy skill or job-training classes at school."

1 (d) A national survey of 1,379 parents of children in public school conducted by Public Agenda  
2 in 2006 found that 71 percent of parents agreed that "updating high school classes to better match the  
3 skills employers want" will improve high school education.

4 (e) Training programs focused on preparing high school students for public safety or public  
5 health careers would provide real-life applications for students' coursework and encourage them to  
6 finish their education.

7 (f) Training programs for public safety or public health careers would provide students with  
8 relevant knowledge and experience to enter into high-quality careers working for the City and County  
9 of San Francisco.

10 (g) A 2007 report by the Career Academy Support Network and the California Center for  
11 College and Career found that students enrolled in California Partnership Academies (three-year high  
12 school programs that integrate academic and career-focused education) outperformed students  
13 statewide in a number of areas:

14 (i) Sophomores enrolled in CPAs were more likely to pass the California High School  
15 Exit Exam (CAHSEE) on the first attempt compared with sophomores statewide.

16 (ii) The improvement in performance on the CAHSEE by CPA students was most  
17 significant for African American and Latino students.

18 (iii) Fifty percent of CPA graduates fulfilled the University of California's General  
19 Subject Areas requirements (known as "A through G" requirements) compared with 35 percent  
20 of high school graduates statewide.

21 (h) The Department of Human Resources reports that there are a significant number of San  
22 Francisco public safety employees who are at or nearing retirement age and whose positions will  
23 potentially need to be filled over the next five years:

24 (i) There are 358 San Francisco police officers who are currently eligible to retire with  
25 maximum benefits, and 661 officers who will be eligible within 5 years.

1                   (ii) There are 168 San Francisco firefighters who are currently eligible to retire with  
2                   maximum benefits, and 348 firefighters who will be eligible within 5 years.

3                   (iii) There are 100 San Francisco Deputy Sheriffs who are currently eligible to retire  
4                   with maximum benefits, and 191 Deputy Sheriffs who will be eligible within 5 years.

5                   (i) The Department of Human Resources reports that a minority of San Francisco firefighters  
6                   and police officers live in San Francisco: 34 percent of firefighters and 25 percent of police officers.

7                   (j) Training SFUSD graduates will provide the City and County of San Francisco with  
8                   potential employees who have valuable personal experience with life in San Francisco and are  
9                   uniquely prepared to work with San Franciscans and to respond to emergencies or natural disasters.

10  
11 **SEC. 30.31. PURPOSE.**

12                   The purpose of this Article is to establish public safety and public health training programs for  
13                   San Francisco Unified School District high school students interested in entering into public safety or  
14                   public health careers in San Francisco.

15  
16 **SEC. 30.32. ESTABLISHMENT OF ACADEMIES.**

17                   (a) In consultation with the Police Department, the Sheriff's Department, the Fire Department,  
18                   the Health Department, the San Francisco Unified School District and the San Francisco Community  
19                   College District, the Director of the Department of Workforce Development shall develop a plan to  
20                   establish high school-level career academies in public safety and public health. Successful completion  
21                   of an academy program should mean that the student meets the minimum qualifications for entrance  
22                   into post-secondary training in the public safety or public health fields.

23                   (b) The Police Department, the Sheriff's Department, the Fire Department, and the Health  
24                   Department shall assist the Director of Workforce Development in developing curricula for the  
25                   academy training programs.

1  
2 **SEC. 30.33. MINIMUM REQUIREMENTS.**

3 Each training program shall, subject to the availability of funding:

4 1. Meet high school credit and graduation requirements;

5 2. Provide paid internships;

6 3. Recruit participants from all neighborhoods and schools; and,

7 4. Provide tuition assistance for post-secondary education or training that leads to specific  
8 career opportunities.

9  
10 **SEC. 30.34. PRESENTATION OF PLAN.**

11 The Director of Workforce Development shall present a plan for implementation of this Article,  
12 including identification of possible funding sources, to the Board of Supervisors by June 30, 2010. The  
13 goal is to open the Academies in time for the 2011-2012 school year.

14  
15 **SEC. 30.35. REPORTING.**

16 The Director of Workforce Development shall maintain data on the progress of Academy  
17 participants and eventual job placement.

18  
19 APPROVED AS TO FORM:  
20 DENNIS J. HERRERA, City Attorney

21 By:

22   
23 VIRGINIA DARIO ELIZONDO  
24 Deputy City Attorney  
25

## LEGISLATIVE DIGEST

[Workforce Development—Public Service Academies.]

**Ordinance amending the San Francisco Administrative Code by adding Sections 30.30 through 30.35, to establish public safety and public health training programs for San Francisco Unified School District high school students.**

### Existing Law

These sections are new.

### Amendments to Current Law

Requires the Director of Workforce Development, the Police, Sheriff, Fire and Health Departments to develop a plan to establish high school-level career academies in public safety and public health by June 30, 2010. Successful completion of an academy program should mean that the student meets the minimum qualifications for entrance into post-secondary training in the public safety or public health fields.

Each training program shall, subject to the availability of funding:

1. Meet high school credit and graduation requirements;
2. Provide paid internships;
3. Recruit participants from all neighborhoods and schools; and,
4. Provide tuition assistance for post-secondary education or training that leads to specific career opportunities.

### Background Information

In November of 2009, the unemployment rate for Americans between 16 and 19 years old was over 40 percent, which is the highest rate of teenage unemployment in the United States since World War II. The Fall 2008 YouthVote Student Survey found that 84 percent of San Francisco Unified School District ("SFUSD") students said they "would enjoy skill or job-training classes at school." Training programs for public safety or public health careers would provide students with relevant knowledge and experience to enter into high-quality careers working for the City and County of San Francisco. The Department of Human Resources reports that there are a significant number of San Francisco public safety employees who are at or nearing retirement age and whose positions will potentially need to be filled over the next five years. Training SFUSD graduates will provide the City and County of San Francisco with potential employees who have valuable personal experience with life in San Francisco and are uniquely prepared to work with San Franciscans and to respond to emergencies or natural disasters.

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## YOUTH COMMISSION MEMORANDUM

**TO:** Honorable Members, San Francisco Board of Supervisors

**CC:** Alisa Somera, Clerk, Land Use and Economic Development Committee

**FROM:** Peter Lauterborn, Education Policy Coordinator, Youth Commission  
Mario Yedidia, Policy Coordinator, Youth Commission

**DATE:** February 2, 2010

**RE:** Proposed ordinance File No. 100054 [Workforce Development—Public Service Academies]

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At our regular meeting of Monday, February 1, 2010, the San Francisco Youth Commission voted unanimously to support proposed ordinance file no. 100054.

We are particularly passionate about this ordinance because of our sustained work in developing a comprehensive school-to-career policy. In the spring of 2009, the Youth Commission drafted a resolution calling on the City and County of San Francisco to coordinate with the San Francisco Unified School District (SFUSD) to expand Career Technical Education opportunities and promote public sector career opportunities for SFUSD graduates. The final version of this resolution (which was also approved unanimously by the Youth Commission on Monday, February 1, 2010) is attached to this memorandum.

Along with our support, the Youth Commission also wants to express its interest in seeing amendments to this proposed ordinance that reflect the full scope of the Youth Commission's recommendations concerning youth workforce development.

Our recommendations include investing the Office of Economic and Workforce Development with a number of critical tasks: locating internships and possible job placements in various City departments for qualified SFUSD graduates, while coordinating with the SFUSD, San Francisco City College and other local post-secondary institutions; creating and managing—in coordination with the Controller and the Budget Analyst—tuition support mechanisms (like college loans) for SFUSD graduates; and developing a ten year implementation plan in collaboration with other City departments, the SFUSD and local post-secondary schools that will prepare native San Franciscans for public service jobs that require advanced degrees. For the full scope of our recommendations, please see the attached resolution.

Finally, the Youth Commission is working in partnership with the SFUSD to draft a policy complementing this ordinance and the Youth Commission's suggested amendments.



1 [Comprehensive School-to-Career Reform]

2 **RESOLUTION URGING THE BOARD OF EDUCATION TO EXPAND THE NUMBER OF**  
3 **PATHWAYS AND ACADEMIES IN THE SFUSD IN CONJUNCTION WITH COORDINATED**  
4 **SCHOOL-TO-CAREER EFFORTS WITH CITY COLLEGE AND THE CITY AND COUNTY**  
5 **OF SAN FRANCISCO**

6  
7 WHEREAS, According to the Fall 2009 YouthVote Student Survey, 84% of high school  
8 students within the San Francisco Unified School District (SFUSD) desire job-training and  
9 career preparation courses in their schools, a want that is supported evenly among students  
10 of all ethnic groups; and

11  
12 WHEREAS, In November of 2009, the unemployment rate for Americans between 16 and 19  
13 years of age was over 40%, which is the highest rate of teenage unemployment in the United  
14 States since World War II; and

15  
16 WHEREAS, A full 50% of SFUSD graduates who enroll in City College wind up dropping out;  
17 and

18  
19 WHEREAS, The Department of Children, Youth, and their Families' 2008 Community Needs  
20 Assessment details the need to integrate education and career development opportunities for  
21 San Francisco's youth; and

22  
23 WHEREAS, The half semester college and career course requirements that each SFUSD  
24 high school student must take fails to allow the student to explore in depth the career paths of

1 her or his respective interests, but rather is a short course that glides over the general aspects  
2 of some careers; and  
3

4 WHEREAS, Job-training courses, such as pathways and academies(also known as Career  
5 Technical Education or CTE) will allow high school students to connect the importance of  
6 their school coursework with real life applications, thus engaging students to finish their  
7 education; and  
8

9 WHEREAS, Most SFUSD high schools do not offer a wide variety of CTE opportunities for  
10 students; and  
11

12 WHEREAS, At many SFUSD high schools, enrollment in a CTE program can preclude a  
13 student's enrollment in AP or honors courses; and  
14

15 WEHREAS, Many CTE programs are dependent on the individual efforts of teachers at school  
16 sites; and  
17

18 WHEREAS, By encouraging students to take a more active interest in their education as a  
19 fundamental tool for future success, expanded CTE courses will help promote the importance  
20 of both high school and higher education; and  
21

22 WHEREAS, These programs will begin to familiarize youth with and spark their interest in  
23 fields like law, public safety, medicine, public health, the arts, and a variety of other fields; now  
24 therefore be it  
25

1 RESOLVED, That the San Francisco Youth Commission urges the SFUSD and the City and  
2 County of San Francisco to develop and implement comprehensive school-to-career reform  
3 by doing the following:

4  
5 The SFUSD shall:

- 6 • Provide greater support from its central office to its Career Technical Education  
7 division; Expand pathway and academy opportunities at all school sites (i.e., ensure  
8 that pathways and academies are A-G compliant and that participation in them does  
9 not preclude a student's enrollment in AP courses); Increase college and career  
10 awareness programming for 7<sup>th</sup>, 8<sup>th</sup> and 9<sup>th</sup> grade students Coordinate with San  
11 Francisco City Departments; Increase the enrollment of students within each pathway  
12 and academy Model new pathways and academies on the "Public Services Industry  
13 Sector" section of the California State Board of Education's 2007 *California Technical*  
14 *Education Framework for Public Schools*; and
- 15 • Coordinate with City Departments and City government to strengthen and articulate  
16 clear pipelines from the high school academies and pathways to professions in  
17 particular private industries and public sector fields.

18  
19 The City and County of San Francisco, through the Office of Economic and Workforce  
20 Development shall:

- 21 • Develop and maintain consistent communication between the following three  
22 institutions: the City and County of San Francisco and its various departments; the  
23 SFUSD's Career Technical Education division; and post-secondary public educational  
24 institutions in San Francisco (i.e., San Francisco City College, San Francisco State  
25

University, the University of California San Francisco and the University of California's Hastings College of Law);

- Develop internships for SFUSD high school students and graduates in various City departments;
- Create and manage tuition support mechanisms—by working with the Controller and the Budget Analyst—for SFUSD graduates entering post-secondary institutions (and structuring a loan forgiveness program contingent upon a students' subsequent work for the City); Collaborate with City College to increase the number of SFUSD high school graduates who complete their associate degrees
- Develop a ten (10) year implementation plan in collaboration with the SFUSD and other City Departments that will prepare native San Franciscans for public service jobs that require advanced degrees; and be it finally

RESOLVED, That this plan be presented to the Board of Education, the City and School District Committee of the Board of Supervisors and the San Francisco Youth Commission no later than a year after the adoption of this policy.

NICHOLAS QUESADA, CHAIR (MAYORAL APPOINTEE)  
2009-2010 SAN FRANCISCO YOUTH COMMISSION

FEBRUARY 1, 2010