

A wide-angle photograph of the San Francisco skyline at sunset. The sky is a mix of blue and orange, with scattered clouds. In the foreground, a green lawn and a curved path lead towards a large, white, multi-story building with a prominent clock tower. The city skyline, including the Transamerica Pyramid, is visible in the background.

San Francisco Civil Grand Jury 2022–2023

Not Making the Grade

San Francisco's Shortage of Credentialed Teachers

About the Jury

- 19 volunteers
- 1-year term
- Findings and Recommendations from confidential investigations
- Two members recused for ties to SFUSD and education

Why This Topic?

- 10+ years of 9–10% attrition—is SFUSD keeping up?
- Quality education is an equity issue
- Quality education drives economic growth
- It's the law: *Ryan Act, Williams v. California*

About our Investigation

- **Data:** review of State Dept. of Education classroom, salary, and benefits data
 - Submitted by schools and districts in Form J-90
 - Publicly reviewable in **School Accountability Report Cards (SARCs)**
 - Aggregated in state DataQuest data tool

About our Investigation

- Interviews
 - SFUSD administrators
 - Members of Board of Education
 - Educators
 - Teacher educators

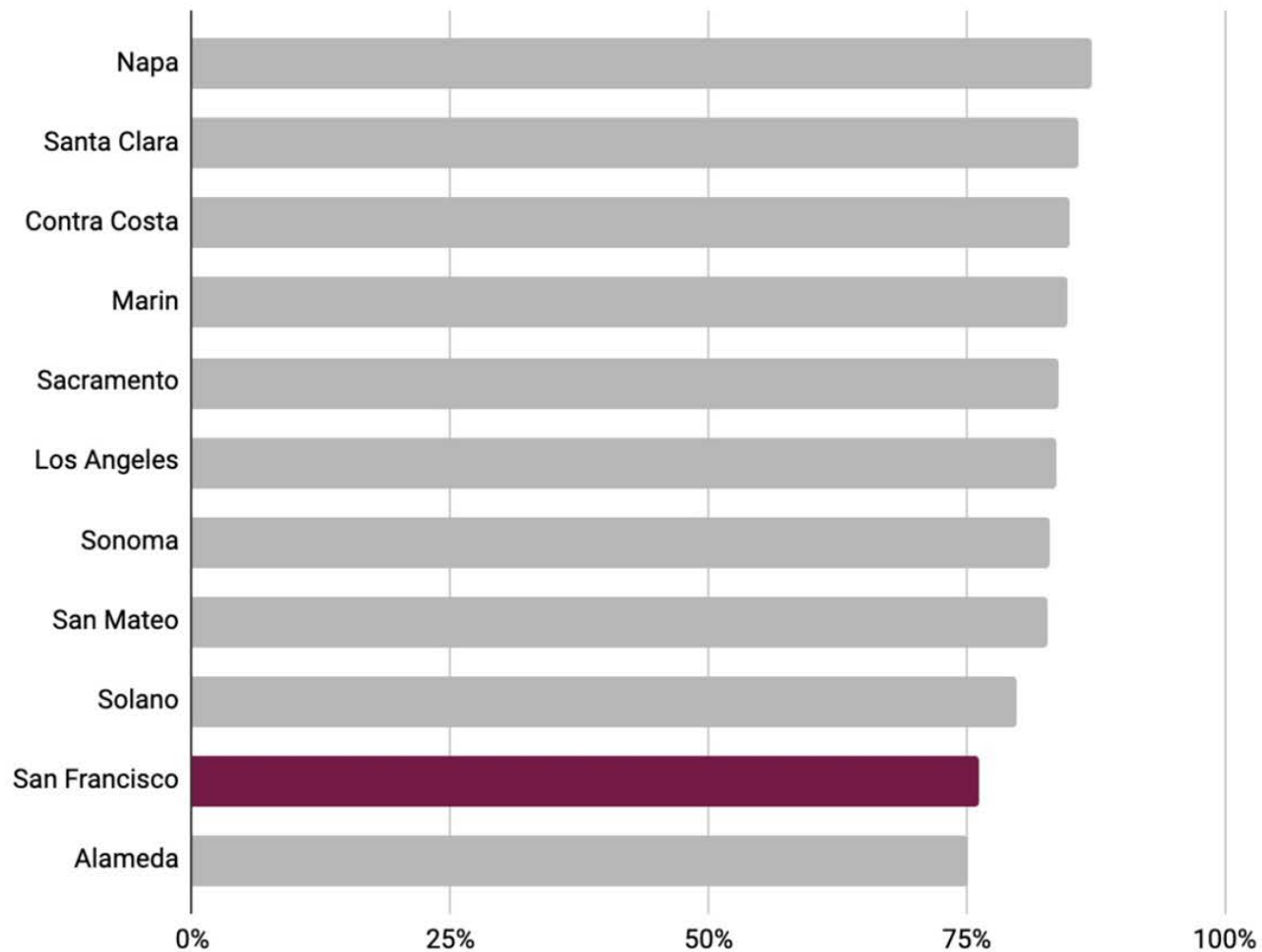
Insufficient Credentialed Teachers

- State defines assignment types: Clear Credentialed, Intern, Out of Field, Ineffective
- SFUSD clear assignments **lower** than statewide and Bay Area averages
- SFUSD Ineffective assignments **higher** than averages

Insufficient Credentialed Teachers

California	83%
SF Bay Area	82%
SFUSD	76%

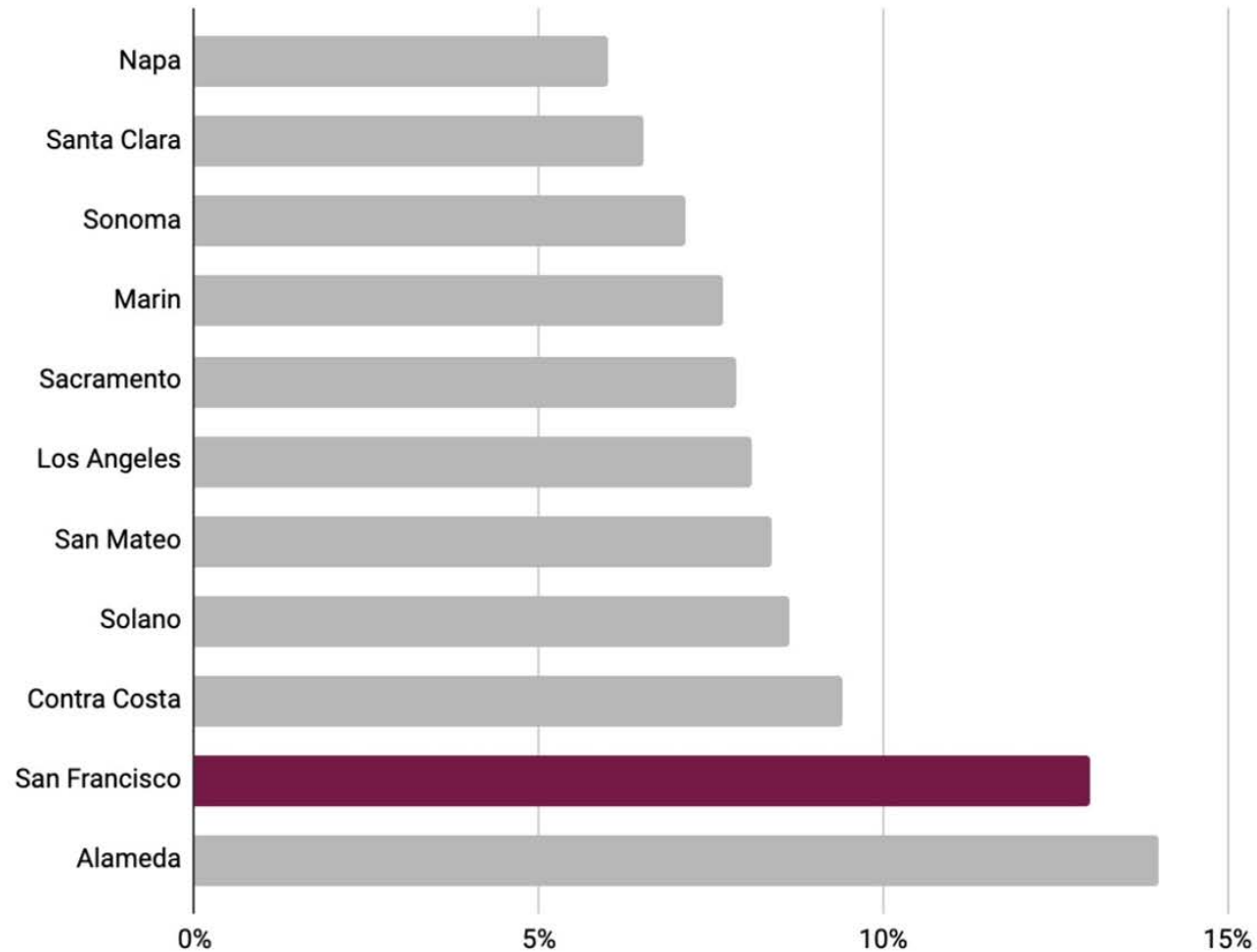
Average classroom assignments filled by clear-credentialed teachers, 2020–2021 sch. year
Source: CA Dept of Education / SARC



Too Many Ineffective Teachers

California	4%
SF Bay Area	6%
SFUSD	9%

Average classroom assignments filled by ineffective teachers, 2020–2021 sch. year
Source: CA Dept of Education / SARC

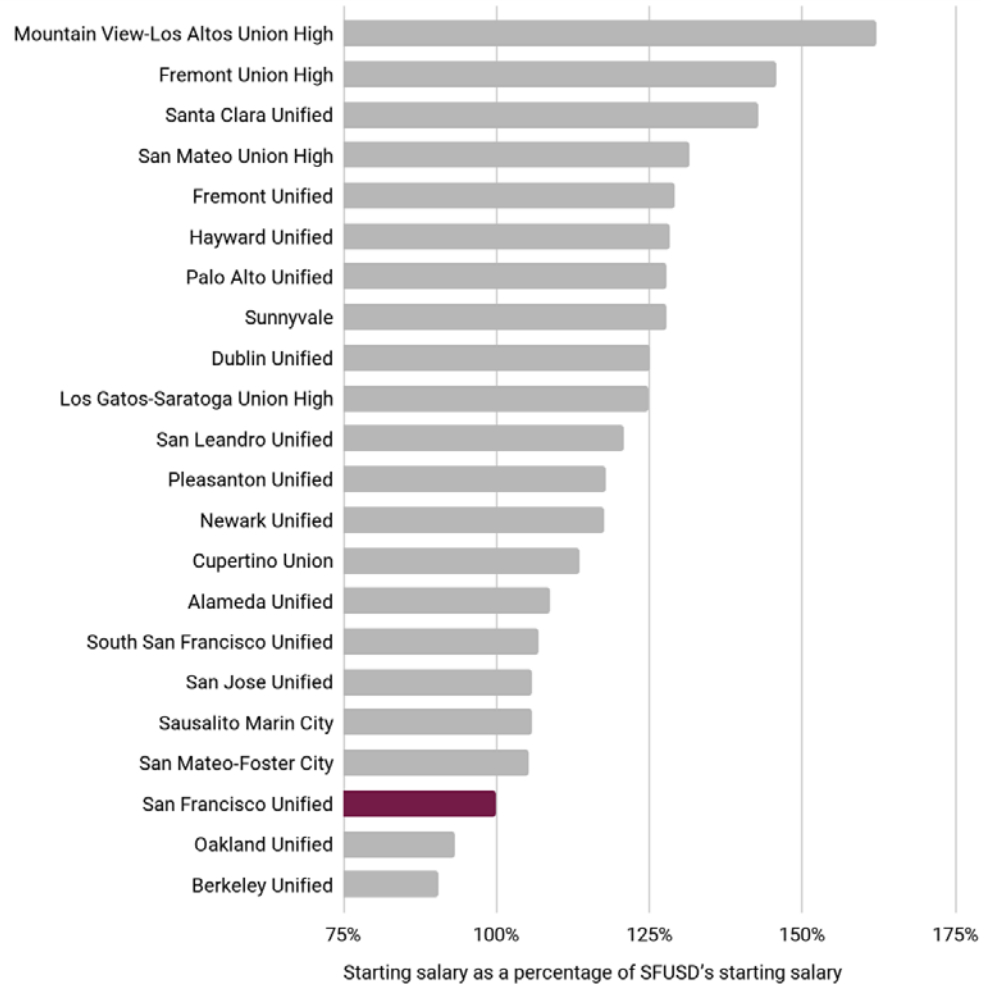


Low First-Year Salary

- State data via SFUSD-commissioned “SABRE” report
- SFUSD first-year salary: \$54,289¹
- HUD Bay Area “low income” limit: \$93,200²
- Lower than nearby districts by as much as 38%

¹ Calif. Dept. of Education “Certificated Salaries and Benefits”

² HUD “Very Low Income” limit for family of four in the SF Bay Area metropolitan area



Insufficient Publicity of Benefits

- SFUSD benefits and pensions are generous
- Two housing subsidy programs: Teacher Next Door, Downpayment Assistance Program
- ...but not widely publicized in media or recruiting

Payroll Fiasco

- Inaccurate paychecks, canceled benefits, improper deductions
- Sit-ins, “state of emergency,” spiraling costs
- Negative attention when SFUSD least needs it

No Recruiting or Retention Data

- SFUSD does not maintain a database of why candidates turn down jobs
- SFUSD does not conduct exit interviews of why credentialed teachers leave the District
- What can't be measured, can't be managed

Administrators Didn't Cooperate

- Jury requests ignored
- Participants declined to participate in interviews
- Intervention required by Office of City Attorney
- Echoes of 1998 Grand Jury report of poor cooperation

Recommendations

- Public reporting of recruiting and retention efforts
- Annual review of competitive salaries and benefits
- Better promotion of benefits
- Study root causes of payroll fiasco
- Collect standard recruiting and exit interview data
- Inform staff about the Grand Jury's work

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Thank you!