Listening & Learning Tour



What We Heard & Our District Work

Board of Trustees Meeting
November 18, 2026



Dr. Christian J. Rubalcaba
Superintendent

One Goal, One Team
ALL IN FOR KIDS

EST. 1895
REDWOOD CITY
SCHOOL DISTRICT

The Sessions

Why we listened, how, and where we went



EST. 1895
REDWOOD CITY
SCHOOL DISTRICT

About the Sessions

- **90-Day Entry Plan** listening tour
- Morning family sessions at every school
- After-school staff sessions at every school
- District staff: District Office & Maintenance, Operations, & Transportation (MOT)
- Survey input from families, staff, and students

12 schools visited

25 in-person sessions

3,211 online responses

10 weeks of listening

Academic Success

ALL IN FOR KIDS

How We Listened

In person

Morning sessions with families and after-school sessions with staff at all 12 schools.

A session with District Office and Maintenance, Operations, and Transportation (MOT) staff on Nov. 4.

Families and staff

Online in English and Spanish:

What should we protect and build on?

What should be my focus?

Students in grades 3–8

What they love about school, how they feel about coming, and one thing they wish would be different.

Listening Sessions: Aug. 25 to Sept. 16



Tuesday, Aug. 25 · Library
Families: 8:30 a.m.
Staff: 3:00 p.m.



Wednesday, Aug. 26 · Library
Families: 8:30 a.m.
Staff: 3:00 p.m.



Tuesday, Sept. 1 · Library
Families: 8:30 a.m.
Staff: 3:00 p.m.



Wednesday, Sept. 2 · Library
Families: 8:30 a.m.
Staff: 3:30 p.m.



Tuesday, Sept. 8 · Auditorium
Families: 8:30 a.m.
Staff: 3:00 p.m.



Wednesday, Sept. 16
Families: 8:30 a.m., MUB
Staff: 3:00 p.m., Staff room

One Goal, One Team
ALL IN FOR KIDS

EST. 1895
REDWOOD CITY
SCHOOL DISTRICT

Listening Sessions: Sept. 18 to Nov. 4

Wednesday, Nov. 4:
District Office & MOT staff

GARFIELD GATORS EST. 1926

Friday, Sept. 18 · Flex room
Families: 8:30 a.m.
Staff: after school

NORTH STAR GRYPHONS EST. 1997

Tuesday, Sept. 22
Families: 8:40 a.m., Room 108
Staff: 3:30 p.m., Staff room

ROOSEVELT RACCOONS EST. 1951

Wednesday, Sept. 23 · Library
Families: 8:30 a.m.
Staff: 3:00 p.m.

HOOVER HUSKIES EST. 1946

Friday, Sept. 25 · Room 410
Families: 8:30 a.m.
Staff: 3:00 p.m.

ROY CLOUD THUNDERBOLTS

Tuesday, Sept. 29 · Library
Families: 8:30 a.m.
Staff: 3:00 p.m.

TAFT DOLPHINS EST. 1948

Friday, Oct. 2 · Flex room
Families: 8:30 a.m.
Staff: 3:00 p.m.

One Goal, One Team
ALL IN FOR KIDS

EST. 1895 REDWOOD CITY SCHOOL DISTRICT

3,211

Online responses drawn from **2,105** **students in grades 3-8, families, staff, and community members combined.**

Shared through online surveys across RCSD. Participants had opportunity to submit more than once.



Academic Success ALL IN FOR KIDS

Online Participation

1,163
students in grades 3–8

570
parents and guardians

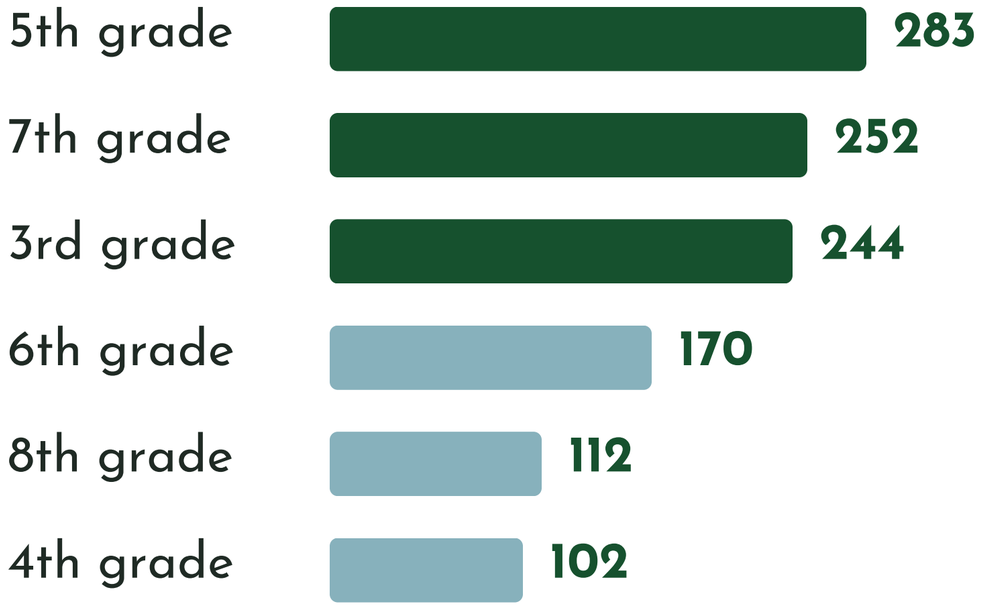
349
staff members

126
out of 570 parents answered in Spanish

13
community members

10
district partners

Students by grade



Adult participants identified their own role.

What's Working

Strengths our community wants us to continue & build upon



EST. 1895
REDWOOD CITY
SCHOOL DISTRICT

Academic Success

ALL IN FOR KIDS

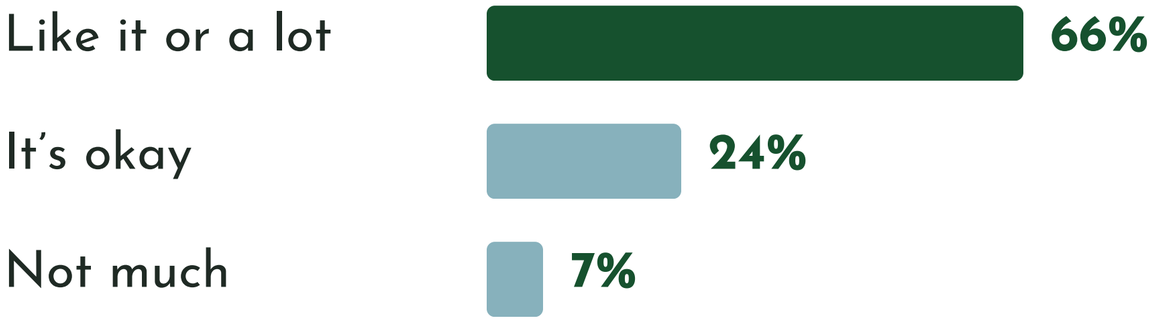
Students Like Coming to School

66%

like coming to school or like it a lot

Based on 1,163 student parrticipants in grades 3-8

How students feel about coming to school



ALL IN FOR KIDS Academic Success

EST. 1895 REDWOOD CITY SCHOOL DISTRICT

Strengths to Build On

Teachers
392
Kind, caring adults

Connection
260
Welcoming schools

Enrichment
144
Clubs, music, trips

Staff Culture
41
Strong teamwork

Languages
40
Language programs

Wellness
27
Whole-child support

Strengths to build on, not a full ranking of every theme · Number of mentions from 2,105 participants

#ALL IN FOR KIDS

Academic Success ALL IN FOR KIDS

What Each Group Values

Based on 2,105 total participants.

Students

Caring teachers, clubs, music, electives, field trips, recess

Parents and Guardians

Communication, welcoming schools
Mental health, language programs

Staff

Professional learning, teamwork,
Classroom AC and heating

Community and Partners

Community schools, dedicated staff, leadership, outreach

ALL IN FOR KIDS Academic Success

What Students Value

EST. 1895 REDWOOD CITY SCHOOL DISTRICT

Number of student answers, ranked from most to least · 1,163 students took part



"I love the clubs and the dance... helps kids get all their thoughts out."

Middle school student

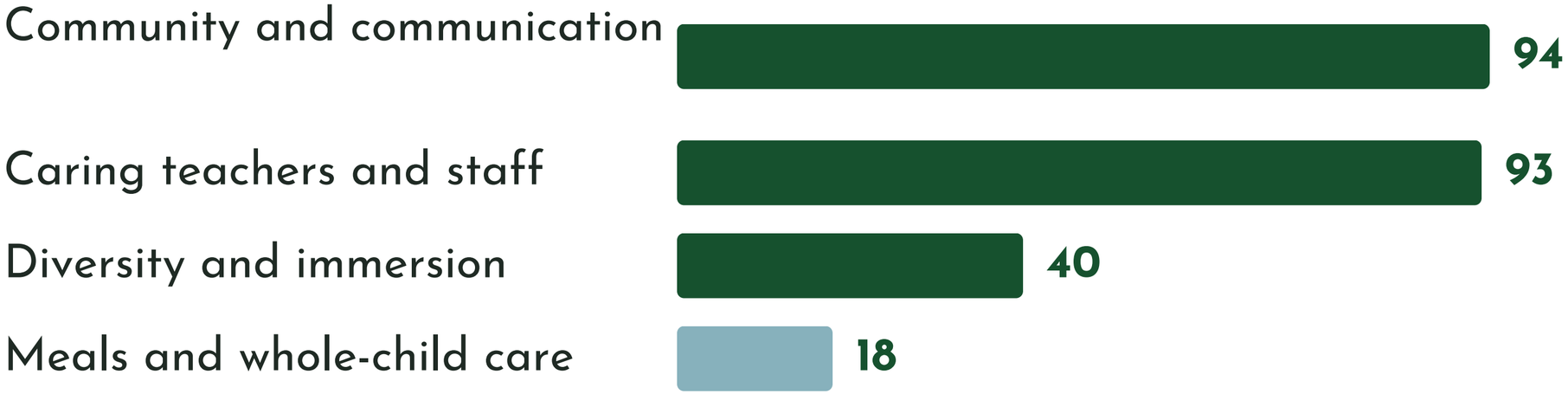
#ALL IN FOR KIDS

ALL IN FOR KIDS Academic Success

What Parents Value

EST. 1895 REDWOOD CITY SCHOOL DISTRICT

Number of ideas, ranked from most to least · 570 parent participants



> "Redwood City does a great job of making students feel included, safe, and valued."
>
> **Parent**

#ALL IN FOR KIDS

What Staff Value

Number of ideas, ranked from most to least · 349 staff took part



> "RCSD does a good job of serving all students no matter what their background."
>
> **Staff member**

#ALL IN FOR KIDS

Academic Success

ALL IN FOR KIDS

What Our Community Values

Based on 23 total community and district partner participants.

Community Schools

Wraparound and mental health support

Dedicated Staff

People who make a difference

Schools of Choice

Options that draw families in

"Awesome staff… taking their jobs responsibly and make differences every day."

District partner

Academic Success ALL IN FOR KIDS Academic Success ALL IN FOR KIDS Academic Success ALL IN FOR KIDS Academic Success ALL IN FOR KIDS Academic Success

In Their Words

"RCSD provides a welcoming environment for students and families."

Parent

"I love the enrichment program... lets us choose what we want to learn."

Student

"Please continue to protect community schools and all the wrap around services."

Staff member

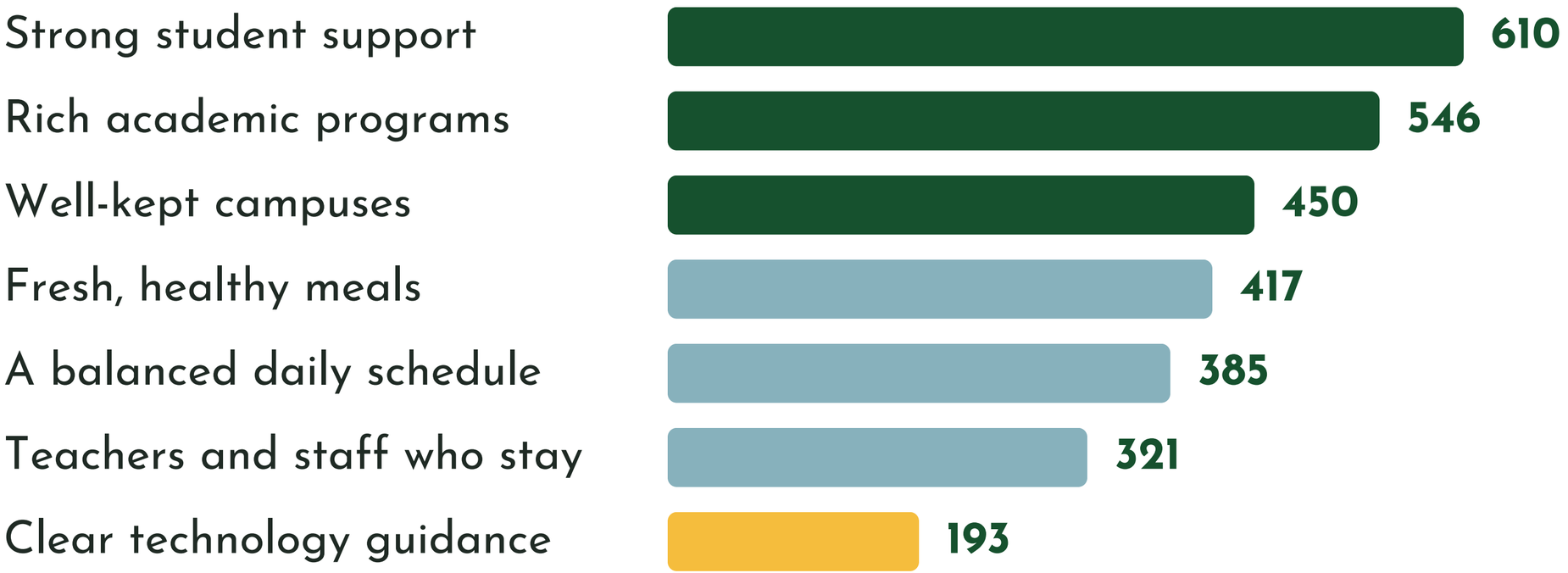
Opportunities to Grow

What our community hopes we will improve



EST. 1895
REDWOOD CITY
SCHOOL DISTRICT

Top Hopes We Heard



Number of respondents who mentioned each theme, out of 3,211 particpants

#ALL IN FOR KIDS

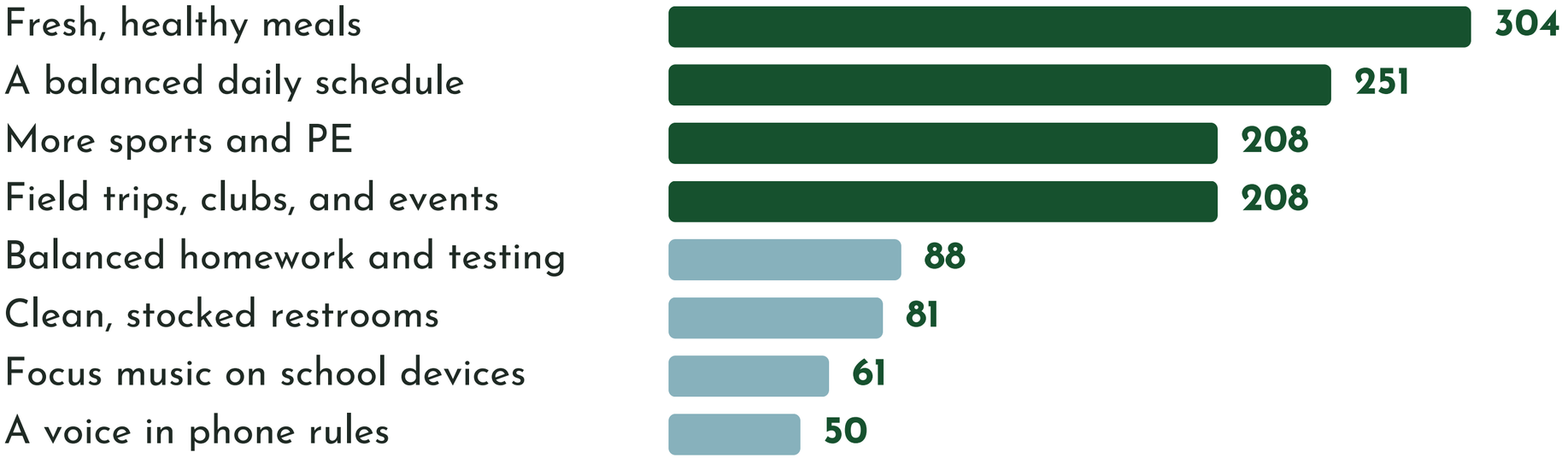
ALL IN FOR KIDS

Academic Success

EST. 1895 REDWOOD CITY SCHOOL DISTRICT

What Students Hope For

Number of comments, ranked from most to least · 1,163 student participants



"I wish for the recess to be longer."

Elementary student

#ALL IN FOR KIDS

ALL IN FOR KIDS Academic Success

What Parents Hope For

EST. 1895 REDWOOD CITY SCHOOL DISTRICT

Number of ideas, ranked from most to least · 570 parent participants



> "Students learn better when doing hands-on and handwriting."
>
> **Parent**

#ALL IN FOR KIDS

ALL IN FOR KIDS Academic Success

What Staff Hope For

EST. 1895 REDWOOD CITY SCHOOL DISTRICT

Number of ideas, ranked from most to least · 349 staff participants.



> "We need less meetings and more time planning and prepping."
>
> **Staff member**

#ALL IN FOR KIDS

Our Goals

How our hopes connect to our district work







EST. 1895
REDWOOD CITY
SCHOOL DISTRICT

Academic Success

ALL IN FOR KIDS

Academic Success

ALL IN FOR KIDS

Academic Success

ALL IN FOR KIDS

Academic Success

ALL IN FOR KIDS

Academic Success

Our Hopes and LCAP Goals

Hope	LCAP goal	How we support it
Strong student support	Goal 1	PBIS (1.2), Community Schools (1.5), mental health (1.6), case management (1.7), behavior specialists (1.9)
Rich academic programs	Goals 2, 3	ELD (2.1), action 2.3, family outreach (2.4), coaching (3.5), extended learning (3.10), reading intervention (3.11)
Well-kept campuses	Operations	Ongoing repairs and facilities upgrades
Fresh, healthy meals	Operations	Ongoing nutrition program work
A balanced daily schedule	Goal 1	Collaborate with site administration
Teachers and staff who stay	Goal 3	Ongoing staff retention efforts
Clear technology guidance	Goal 3	Upcoming Supt. committee

Goal 1: Engagement and climate · **Goal 2:** English learners · **Goal 3:** Academic growth

LCAP=Local Control Accountability Plan
PBIS=Positive Behavior Intervention Systems

One Goal, One Team
ALL IN FOR KIDS

EST. 1895
REDWOOD CITY
SCHOOL DISTRICT

Academic Success ALL IN FOR KIDS Academic Success ALL IN FOR KIDS Academic Success ALL IN FOR KIDS Academic Success ALL IN FOR KIDS Academic Success

Questions, Comments, & Discussion