

# SUNNY HILLS HIGH SCHOOL LEADERSHIP CORE VALUES PROGRAM

## Description of Model Program

Sunny Hills High School (SHHS) has a rich history of programs and pathways for student success: From AVID and ASB, to our EPIC engineering pathway; from Agriculture, AP, IB and Link Crew, to our COFA arts conservatory, all students at SHHS can find a program to call home and teachers and counselors who are eager to encourage and support them. Through our Leadership Core Values Program, SHHS has been successful in instilling a culture of greatness, innovation, excellence, and support made possible when clear vision meets trusting relationships.

In 2015, students, staff, and community strongly expressed a desire to transform the culture of this school to one that celebrates greatness, encourages innovation, demands excellence, and supports, values, and includes all members of the SHHS community. The Leadership Core Values Program is the result of that effort and has fulfilled the goal of supporting students with high levels of achievement, reduced discipline infractions, attendance, graduation rates, and opening doors for students post-high school in line with our five district LCAP goals.

## Sunny Hills High School Leadership Core Values Program

Our first core value is **Supporting Teaching and Learning**. We recognize that the most important thing happening every day at SHHS takes place in the classroom between the teacher and the student. The top priority of our leadership team is supporting student learning. This is accomplished by insisting upon and supporting great teaching and serving those who engage and activate learning for our students daily.

Our second core value is **Building Trust**. Positive and trusting relationships within our SHHS team, faculty/staff, students, parents, and community are foundational to student success. The SHHS leadership team continues to make extraordinary efforts to grow and maintain exceptional relationships with all stakeholders.

Our third core value is **Modeling Support**. Kids learn from those they love. In our pursuit to provide a “world-class education for every student, every day,” the SHHS leadership team sets clear expectations and models what it means to develop meaningful, professional relationships with the understanding that “no significant learning takes place without a significant relationship.” This applies to students and adults alike.

Our fourth core value is **Celebrating Success**. Our greatest asset is our foundation of incredibly talented professional educators who make up the Lancer Family. **The SHHS leadership team is committed to creating an environment that cultivates, challenges, and inspires great instruction by appealing to the highest sense of creative spirit in professionals.**

## **Implementation and Modeling**

Each program leader, department head, teacher, classified staff, counselor, administrator, and school employee is asked to participate in this process in PLC's and interdisciplinary groups to envision what excellence looks like in their context and to use our core values to take actionable steps towards improvement. Every idea, concern, innovation, and inspiration is welcome. Through ongoing thoughtful analysis of school traditions, expectations, practices and results, strengths and weaknesses continue to emerge along with ideas and a new enthusiasm for supporting each other and the students and families we serve.

On campus, this looks like teachers integrating student voice and choice into their lessons, students building community and learning to lead through our 78 student clubs, ASB-planned activities and character-centered athletics programs, and developing site-leaders to cast a vision of excellence and implement initiatives for student success.

Through the school website and multiple social media platforms and robust efforts to communicate with our community in a way that is convenient to them, our community reports a sense of feeling connected to the school. This connection along with our multiple parent groups such as PTSA, Sunny Hills Foundation for Education, our Korean Parent Organization and others, Sunny Hills parents and community eagerly volunteer their time to support the goals of the school and take part in the improvement process.

## **Results of the Model Program Practices**

This model has helped Sunny Hills create a sense of community and staff, students, and parents report enthusiastically in many formats including yearly surveys their approval of the culture of the school, the high levels of student achievement, support, and communication in multiple formats. By putting students first and empowering those closest to the students through the core values program, Sunny Hills is better equipped to support the academic, social-emotional and behavior needs of our unique population.

Student survey data confirms that our values have created strong relational bonds where students feel known and engaged in learning. For instance, 84% of ninth graders and 85% of 11th graders, report that "an adult notices when I'm not there" (*CA Healthy Kids Survey, 2018*). Teachers and administrators work together to proactively reach those students who are absent, help them get on track (in-class and through Saturday school) and to provide opportunities for community and growth for all students resulting in 97.45% average daily attendance and a 99% graduation rate.

The California School Dashboard speaks to the impact of the SHHS Core Values and Programs. Each Dashboard category confirms that Sunny Hills high school is a place where students belong, learn and grow, a place where students experience and live out the same values that their teachers and administrators have modeled, values that will continue to positively impact their lives outside of the walls of SHHS.