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*To inspire each student to
extraordinary achievement
every day*

March 3, 2020

To All Twin Rivers Unified School District Employees:

Colleagues, as you know our District will be implementing new uniform grade configurations, which were approved by the Board of Trustees to build stronger connections, minimize student transitions, and nurture collaboration time for teachers and staff, effective in the 2020-21 school year. Over the past few weeks, District administrators have been visiting schools to review the new policy, and to hear directly from you the questions and concerns regarding these changes.

While eight of our school sites are directly impacted, we feel it is important to share planning information with all employees to help ease concerns, assist in a smooth transition for our students, staff and families, and to give you the information that you might need to answer a parent's or colleague's questions.

At the upcoming March 3rd Principals' Meeting, District Administration will provide our site leaders with the following information, which they, in turn, will share with all staff members at their sites. The following topics will be addressed:

- **Timelines** General timelines with specific plans shared during individual site principal meetings
- **Logistics/Relocation** Our plan to assist employees with packing and unpacking
- **Special Education** A site-by-site review of special education program changes

I know that change is disruptive. I recall as a teacher having to move my classroom or being asked to teach a different course many times in my teaching career; it was not at the top of my wish list, I assure you. It was a lot of work, and it was difficult being asked to move away from friends and colleagues. I share this because I want you to know that every member of the District Leadership team knows first-hand the feelings that come from being asked to move your professional practice.

I believe we have created a plan that will provide the support you requested, and deserve, as we make this important transition to grade configurations that optimize resources for our students.

Twin Rivers Employees

March 3, 2020

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Please feel free to send your questions and suggestions to help facilitate smooth transitions to the Communications Department.

Respectfully,

A handwritten signature in blue ink, appearing to read "Steve Martinez", with a stylized flourish at the end.

Steve Martinez, Ed.D.
Superintendent