

**2022 - LCAP Overview**

<b>Goal 1 - Innovate</b> systems, programs and practices to provide greater access and options to improve student learning outcomes. <b>(SP 1,4,7,8)</b>			<b>Goal 2 - Accelerate</b> 90% of all students to proficiency in content areas on standardized assessments to close the achievement gap. <b>(SP 1, 2, 4, 5, 7, )</b>					<b>Goal 3- Cultivate</b> a safe and structured environment harnessing strong partnerships with parents and community members to ensure all sites have a positive school culture focused on leadership and high standards. <b>(SP 1,3,5,6)</b>					
Topics: 21st cent.skills/Devices/Hybrid			Topics: Staff/PD/C&A/Interventions					Topics: Student.Staff Well-Being/Student Behavior.Leadership/Parent.Community/Safety					
METRICS/INDICATOR			METRICS/INDICATOR					METRICS/INDICATOR					
Hybrid Enrollment /Device&Access/ Student Achievement	21st Century Skills	Technology Devices	Teacher Survey PLC	Highly Qualified Staff	Increase percent of students using self reported grading	Increase proficiency rate for students	Increase proficiency rate for EL/low SES students <i>(2 outcomes)</i>	Reduce # of suspensions, incidents & SCATS	Raise attendance rate	School Culture Survey	Leadership Student Self Assessment	Parent & Community Partnerships	Safe Schools & Facilities
ACTIONS/SERVICES			ACTIONS/SERVICES					ACTIONS/SERVICES					
Budgeted Expenses	Total Goal Budget= \$191,328		Budgeted Expenses	Total Goal Budget= \$3,247,618				Budgeted Expenses	Total Goal Budget= 2,030,931				
<p><b>1.1 21st Century Skills Implementation</b>Teacher collaboration time and training in the meaning of 21st century skills and how to implement in the classroom to improve student achievement.<b>(WASC critical need #3). 21st century skills</b> Expenses to include: Substitutes to release teachers for training and collaboration. Conferences for tech or computers or critical thinking. Trainings and workshop registrations, travel, and conference related expenses.</p>			<p><b>2.1 Hire &amp; Retain High Quality Instructional Staff</b> - Personnel required to provide a high quality education for students. Action costs to include: Credentialed and classified salaries, hiring/recruitment costs. Continue to hire highly qualified teachers with CLAD or EL instruction qualifications by ensuring new hires are: -credentialed -screened, interviewed and observed "teaching in action" prior to hire -participate in PLC with grade level prior to hire <b>(WASC critical need 2). Highly Qualified Staff Increase proficiency rate for students. Increase proficiency rate for EL/low SES students</b> Action costs to include: Credentialed and classified salaries, hiring/recruitment costs Expected action costs= same as last year plus new positions.</p>					<p><b>3.1 Student Well-Being Initiative --Provide celebrations and recognition events for classified and certificated employees</b> -Provide mental health support for students in all grade levels. Costs to include Mental Health Counselor; Student Leadership Coach; School psychologists; English Learner Liaison -Provide physical health-related services: Costs to include School Nurse, LVN, health tech, health office supplies and equipment, PE teachers, PE assistants, PE supplies, and nutrition services. -Attendance monitoring &amp; student celebrations <b>(WASC critical need #5 - middle school). Raise attendance rate. School Culture Survey.</b> Expected costs include: same as last year plus all costs for nutrition program.</p>					
<p><b>1.2 Student &amp; Teacher Technology Devices (Non-DL)</b> Provide technology devices to students and teachers that are updated to handle higher-level learning processes including internet hotspots for students without reliable internet.<b>Technology Devices.</b> Expenses to include: purchases of Chromebooks, IPADS, document cameras, speaker audio enhancement systems among other devices.</p>			<p><b>2.2 Professional Development</b>-Targeted training for teachers to work with students with learning loss and are behind academically, including sub-groups to scaffold common core and engage them in the learning process including areas of professional learning communities, Continued training and support in the areas of English Language Learners and self-reported grading and rubrics via Professional Learning Communities. All new teachers to be trained in Thinking Maps &amp; Write From the Beginning at the beginning of the school year. Pillars Rubric exposure to occur during Professional Learning Communities to support the understand of the system. Continued use and support of Fast Forward and Read Assist by MySciLearn to support sub-groups (EL &amp; SES) of students. Visible Learning by Hattie, Fisher, Frey to be shared regarding the most beneficial effect sizes for academic achievementRefine Teacher Survey Questions regarding Professional Learning Communities with teacher input.<b>(WASC critical need #1 )Teacher Survey - PLC Increase percent of students using self reported grading. Increase proficiency rate for students. Increase proficiency rate for EL/low SES students.</b> Action costs to include: same as last year plus the expansion of master teachers supporting classes at no cost. Additional EL training.</p>					<p><b>3.2 Staff Well-Being Initiative</b> -Provide <b>celebrations and recognition events</b> for classified and certificated employees -"Cultivate days" for staff led and organized by the Thrive Cultivate Team.- Provide competitive health plan to cover employee medical and health needs. -Pulse survey checks on employee and their mental health -Provide opportunities for staff to participate in physical activity. <b>School Culture Survey.</b> Expected costs include: same as last year</p>					

<p><b>1.3 Hybrid/Distance Learning program materials, stipends, training and equipment</b> Purchase of hybrid materials, professional development, teacher stipends, and equipment to support the new instructional hybrid program. <b>Hybrid Distance Learning: Enrollment /Device&amp;Access/Student Achievement</b> <i>Action costs to include: Teacher training, hybrid curriculum, teachers stipends per hybrid student, and devices/equipment to support the synchronous instruction for hybrid students.</i></p>	<p><b>2.3 Curriculum &amp; Assessment</b> - Refine benchmark assessments and curriculum in core content to clearly align with state standards expectations. Purchase of assessments and curriculum to specifically support sub-groups of students and student learning in the core content. <b>Focus on Science and Social Studies benchmark assessments Middle School</b>(WASC critical area # 4). <b>Increase proficiency rate for students. Increase proficiency rate for EL/low SES students.</b> <i>Action costs to include: Same as last year</i></p>	<p><b>3.3 Student Behavior/PBIS/Leadership</b> - Provide PBIS program enhancements in which students track their class and grade level behavior data and provide input as to solutions for student behavior issues          -Develop leadership rubric/assessment for each grade level          -Refine and analyze middle school surveys to provide relevant data to include students and faculty input in solving "culture" issues.          -Provide training to staff, students, and parents regarding the leadership programs (8 key strategies)          -Onboarding program for new students to ILCS          -Service oriented leadership field trips to engage students in our region and support the area's needs          -Leadership coach with support from school staff to support the leadership initiative and teach leadership classes to all students in 1st - 8th grades.( Title 1 included) <b>(WASC critical need #5 - middle school).</b> <b>Reduce # of suspensions,incidents &amp; SCATS. School Culture Survey. Leadership Student Self Assessment.</b> <i>Expected costs include: same as last year</i></p>
<p><b>1.4 Professional Development</b> - Professional Development for instructional staff to develop innovative practices which include 21st Century Skills development in their classrooms to include conferences (CUE &amp; others), embedded time on PLC days, and strategies with high effect sizes as documented by Hattie, Fisher, and Frey. <i>Action costs to include: Conference registration fees, travel and other costs associated with professional development. Expected action costs</i></p>	<p><b>2.4 High Quality Interventions</b>-Provide high-quality interventions (onsite and online) and curriculum that demonstrate marked improvement in student achievement through data analysis and decrease subgroup achievement gaps with the support of an intervention specialist (Title 1) and through the use of teachers before, during, and after school and during summers and intercession periods. Involves the use of supplemental materials, curriculum, equipment and software to improve learning for unduplicated students and students with disabilities. Also includes intervention teachers/tutors/aides (part-time) who assist core teachers in meeting the needs of students below proficiency in math and reading. (WASC critical need #2)<b>(WASC critical need #2).</b> <b>Increase percent of students using self reported grading. Increase proficiency rate for students Increase proficiency rate for EL/low SES students.</b> <i>Expected costs include: same as last year plus two new TK aides and new intervention support staff.</i></p>	<p><b>3.4 Parent &amp; Community Partnerships</b> -Offer opportunities for parent involvement with participating in school events and decision-making processes.          -Parent involvement to include support with student achievement          -Activities Coordinator to create opportunities/events for community outreach          -Parent Contract/Agreement signed yearly to support school goals          -Parent/Student outreach coordinator to support student activities and leadership experiences          -Focused Title 1 parent workshops to support student achievement School Culture Survey. <i>Expected costs include: same as last year. Parent and Community Outreach</i></p>
		<p><b>3.5 Safe Schools</b> Security system upgrades to include new security cameras, network equipment, firewall, cybersecurity Maintenance/ repair on sites and buildings          Cleaning and sanitation of school facilities          Updates to the comprehensive school safety plan to improve emergency protocols          Visitor screening program          Improve the security of school with extra fencing, barriers, and other security equipment<b>School Culture Survey. Safe Schools &amp; Facilities.</b> <i>Expected costs include: same as last year plus 125K for safety enhancements.</i></p>

**WASC CRITICAL NEEDS**

- 1) Administration and instructional staff need to develop teacher capacity and training through the use of the Pillars Performance system, PLCs and/or other identified system(s) in order to continue to support and advance the entire school's program and increased student outcomes.
- 2) Administration and instructional staff need to identify and implement instructional strategies, curriculum and interventions in order to improve outcomes for English Learners (EL) and any other identified underperforming student groups.
- 3) Administration and instructional staff need to be trained in and implement 21st Century skills for critical thinking, global thinking and writing in order to improve student outcomes and prepare students for transition into their next educational environment.
- 4) Administration and staff need to implement Next Generation Science Standards (NGSS) schoolwide to prepare students for the new standards including curricular, instructional and assessment components to ensure student achievement of standards. Additionally, administration and staff need to implement any other newly identified standards when adopted, such as Social Studies.
- 5) Administration, staff and stakeholders need to develop middle school specific initiatives that support academics, healthy relationships, and student engagement/ownership of the program and to meet student academic and socio-emotional needs.

**State Priorities**

- Priority 1: Basic (Conditions of Learning)
- Priority 2: State Standards (Conditions of Learning)
- Priority 3: Parental Involvement (Engagement)
- Priority 4: Pupil Achievement (Pupil Outcomes)
- Priority 5: Pupil Engagement (Engagement)
- Priority 6: School Climate (Engagement)
- Priority 7: Course Access (Conditions of Learning)
- Priority 8: Other Pupil Outcomes (Pupil Outcomes)