

Mill Valley School District
LCAP Goals, Actions, Measurable Outcomes & Budget – 2018-2019
Goal 1 Action 1

Goal 1: Balanced Learners

All students will learn in an environment that fosters social emotional well-being, equity, global perspectives and awareness through inquiry- and project-based instruction.

Action 1 – Social-Emotional Wellness

Students will learn in positive classroom environments that support their social-emotional well-being and foster development of strong character.

Action 1.1) We will integrate social-emotional learning, such as Kimochis, Zones of Regulation, and mindfulness, into classrooms, as evidenced by implementation of programs across grade levels.

Action 1.2) We will embed the attributes of the Mill Valley School District Learner Profile (balanced, collaborative, communicator, courageous, critical thinker, empathetic, inquirer, knowledgeable, open-minded, perseverant, principled, reflective) into the curriculum. Students will demonstrate these attributes across all grade levels. Learner Profile grade level expectations will be developed.

Action 1.3) Appropriate levels of counseling support for students across the district will be determined and provided, as measured by counselor-student contacts and number of behavioral incidents across all student groups.

Action 1.4) The middle school will continue to use restorative practices to address student disciplinary issues, as measured by suspension rates across student groups.

Measurable Outcomes – Action 1 (Social-Emotional Wellness)

Action 1.1) We will identify and evaluate key social- emotional learning programs for consistent implementation across the district.

Action 1.2) We will integrate the MVSD Learner Profile attributes in each school’s culture and recognize these traits in students.

Action 1.3) Using student/counseling ratio as a guide, student contact hours with counseling staff will be increased, along with student access to 1:1 and group counseling. There will be one additional counselor at the middle school, and an increase in the counseling staffing across our elementary schools.

Action 1.4) At the middle school, criteria will be used to identify students with serious or persistent behavioral challenges (i.e. students with multiple behavioral referrals) to inform intervention programming. The middle school will employ an established process of monitoring behavioral data on an ongoing basis, and will use that information to take actions that support positive behavioral choices. The middle school administrative team will examine student discipline data student discipline data to evaluate the effectiveness of their restorative practices to address disciplinary issues.

Action 1.1-1.4) We will gather and analyze data from tools, such as the CA Healthy Kids survey and/or locally developed surveys, about student social-emotional health. This data will inform our decision-making about how we can ensure students are maintaining high levels of safety and connectedness to school. We will also use the results from the CA Healthy Kids survey to tailor our social-emotional programs and efforts to address identified areas of need that arise from the survey.

Action 1.1-1.4) We will maintain high levels of student engagement, which result in our maintaining a district-wide attendance rate of at least 95%, as well as reducing the number of students who are chronically absent.

Action 1.1-1.4) We will maintain statistically insignificant suspension, expulsion and dropout rates. We will maintain or reduce these rates for the middle school and district- wide.

2018-2019 Budget – Action 1 (Social-Emotional Wellness)

Amount: \$925,176

Source: LCFF, Other State, Federal, and Local

Budget Reference: Counselor total compensation

- LCFF Base - \$850,977
- LCFF Supplemental - \$74,199

Mill Valley School District
LCAP Goals, Actions, Measurable Outcomes & Budget – 2018-2019
Goal 1 Action 2

Goal 1: Balanced Learners

All students will learn in an environment that fosters social emotional well-being, equity, global perspectives and awareness through inquiry- and project-based instruction.

Action 2 – Academic Achievement

All students will reach high levels of achievement in all content areas, as evidenced by an increased performance on standardized and authentic performance assessments across all student groups.

Action 2.1) All students will be supported through high-quality instruction in all content areas with the implementation of CA State Standards across all subject areas (language arts, math, science, social studies, world languages, visual and performing arts, music, and physical education), as evidenced by student schedules and subject-specific authentic assessment measures.

Action 2.2) Teachers will continue to employ effective teaching practices and use standards-based materials, as determined by multiple measures, including progress reports and report cards, and assessment results, such as CAASPP scores and local assessment measures. Our target for CAASPP testing is for 80% of students to meet or exceed standards in English Language Arts and Mathematics.

Action 2.3) We will develop and use standards-aligned, common, formative assessments for reading and math. We will utilize a district-wide system for assessment data collection, along with common protocols for administering the assessments and interpreting the results.

Measurable Outcomes – Action 2 (Academic Achievement)

Action 2.1) All students district-wide will be provided with a broad course of study, which includes language arts, math, science, social studies, world languages, visual and performing arts, music, and physical education, as determined by student schedules.

Action 2.2) Teachers will use standards-aligned curricular resources and incorporate current, research-based instructional resources and best practices based on State standards for all content areas into their academic programs. All students will have access to standards-aligned materials, as measured by materials inventory and teacher/administrator feedback.

Action 2.2) Based on information gathered from previous CAASPP testing results, we have set the following target: 80% of students will meet or exceed standards in ELA and Math on the Smarter Balanced Assessment. 80% of students will meet grade level expectations on common, local benchmark assessments for designated content areas and levels.

Action 2.3) Teachers will use common, local benchmark assessments and protocols for language arts and math.

2018-2019 Budget – Action 2 (Academic Achievement)

Amount: \$29,714,543

Source: LCFF, Other State, Federal, and Local

Budget Reference: Certificated total compensation costs

- LCFF, Other State, Federal - \$15,779,039
- Local - \$13,795,504

Amount: \$100,000

Source: LCFF, Other State

Budget Reference: Textbooks and materials

LCAP Goals, Actions, Measurable Outcomes & Budget – 2018-2019

Goal 1 Action 3

Goal 1: Balanced Learners

All students will learn in an environment that fosters social emotional well-being, equity, global perspectives and awareness through inquiry- and project-based instruction.

Action 3 – Differentiation

In an effort to increase proficiency for all students, ensure all students make progress towards standards, and close the achievement gap between student groups, we will differentiate instruction to reach all learners.

Action 3.1) Students will be provided with differentiated learning in which teachers use targeted instructional strategies and curricular materials to address students' individual academic needs, supporting both gifted learners and/or struggling learners, as evidenced by growth across all student groups, including a minimum of 10% annual increase on CAASPP language arts and math scores in these student groups: African American students, Latino students, English Learners, low-income students

Action 3.2) Reading And Math Program (RAMP) will be provided at all schools to students needing additional academic support. Students participating in RAMP will receive high-quality intervention from instructors who are provided with professional development opportunities and use research-based intervention materials in their programs, as measured by student growth towards benchmark assessments and grade level expectations.

Action 3.3) We will continue to offer an after-school homework program at the middle school to support students needing help with work, as measured by student attendance.

Measurable Outcomes – Action 3 (Differentiation)

Action 3.1) Teacher implementation of targeted instructional strategies will differentiate for individual student educational needs across all content areas. School character education programs will be consistently implemented across classrooms.

Action 3.1) We will analyze and disaggregate CAASPP by student group to examine the achievement of unduplicated student groups. We will also examine other local assessments to supplement the CAASPP data.

We will implement key differentiation strategies and to support the progress of all students, including gifted learners and/or struggling learners. We will identify underperforming students by name to close the achievement gap between student groups. Our goal is to increase the scores of student groups underperforming the overall student population.

Teachers will have the opportunity to attend trainings related to differentiating for gifted learners and/or struggling learners, participate in planning/collaboration around differentiation, and engage in collegial discussions focused on differentiated instruction.

Action 3.2) We will evaluate the effectiveness of the middle school academic intervention classes, elementary RAMP, and before/after school intervention/homework classes by measuring student performance on local benchmark assessments. At least 50% of students participating in these interventions will make progress towards performing at grade level on these assessments.

2018-2019 Budget – Action 3 (Differentiation)

Amount: \$29,574,543

Source: LCFF, Other State, Federal, and Local

Budget Reference: Certificated total compensation costs reflected in Goal 1 Action 2

Amount: \$612,934

Source: LCFF, Other State, Federal

Budget Reference: RAMP instructional support & Middle School intervention teacher total compensation

- Grades TK-5 - \$369,994; Grades 6-8 - \$242,940
- LCFF Base - \$360,575
- LCFF Supplemental - \$252,359

Amount: \$344,478

Source: LCFF Supplemental

Budget Reference: Intervention staff total compensation

- LCFF Supplemental - \$344,478

Mill Valley School District
LCAP Goals, Actions, Measurable Outcomes & Budget – 2018-2019
Goal 1 Action 4

Goal 1: Balanced Learners

All students will learn in an environment that fosters social emotional well-being, equity, global perspectives and awareness through inquiry- and project-based instruction.

Action 4 – Technology

Technology is used to enhance instruction.

Action 4.1) Students will be offered innovative blended learning experiences with teachers’ skilled integration of instructional technologies, as measured by effective online research, communication with teachers/peers, collaboration with peers on schoolwork, and use of creative digital tools.

Measurable Outcomes – Action 4 (Technology)

Action 4.1) We will provide teachers with professional development opportunities in technology to enhance instruction. Applying this knowledge, teachers will embed blended learning opportunities in their classrooms across most subject areas, thereby enhancing student learning and facilitating students’ development of 21st century skills.

All middle school students will participate in the 1:1 iPad program. Elementary students will have access to technology tools as part of their classroom learning.

Quantitative student survey data will be used to measure the use of technology in blended learning.

2018-2019 Budget – Action 4 (Technology)

Amount: \$29,574,543

Source: LCFF, Other State, Federal, and Local

Budget Reference: Certificated total compensation costs reflected in Goal 1 Action 2

Mill Valley School District
LCAP Goals, Actions, Measurable Outcomes & Budget – 2018-2019
Goal 1 Action 5

Goal 1: Balanced Learners

All students will learn in an environment that fosters social emotional well-being, equity, global perspectives and awareness through inquiry- and project-based instruction.

Action 5 – Global Studies

Students will participate in learning opportunities that foster global mindedness and turning knowledge into action.

Action 5.1) Students will have opportunities to participate in trans-disciplinary learning experiences that include perspective taking, investigating the world, communicating effectively, and taking action/engaging in service learning projects, as evidenced by teacher use of a global studies framework as a guide for developing curriculum and instruction.

Action 5.2) Students will have opportunities for world language instruction/exposure in middle school and at the elementary level with the kindergarten pilot in 2018-2019, as measured by student schedules.

Action 5.3) Students will learn in an environment that provides inquiry-based learning, with opportunities to participate in project-based learning that has relevant, real-world applications, as evidenced by student work and classroom visits.

Measurable Outcomes – Action 5 (Global Studies)

Action 5.1) In an effort to develop globally minded students, we will identify/develop a global studies framework that integrates the key components of global education (e.g. trans- disciplinary learning experiences that include perspective taking, investigating the world, communicating effectively, and taking action/engaging in service learning projects) for sites to implement. We will provide support to teachers to use the framework and create curriculum and instruction related to global competency. Teachers will have opportunities to collaborate with colleagues and our Global Studies Coach around global studies, as well as attend trainings (e.g. International Baccalaureate, World Savvy). Teachers trained in World Savvy/International Baccalaureate will infuse global studies instruction within and across all content areas.

Action 5.1) All 7th and 8th grade students will have the opportunity to participate in globally focused learning experiences, such as World Savvy Club, Global Citizenship elective class.

Action 5.2) We will implement a kindergarten pilot of Spanish language instruction district-wide in fall 2019, with additional grade levels to follow.

Action 5.3) All students will be provided opportunities to participate in deep content, inquiry- based learning experiences.

2018-2019 Budget – Action 5 (Global Studies)

Amount: \$29,574,543

Source: LCFF, Other State, Federal, and Local

Budget Reference: Certificated total compensation costs reflected in Goal 1 Action 2

Mill Valley School District
LCAP Goals, Actions, Measurable Outcomes & Budget – 2018-2019
Goal 1 Action 6

Goal 1: Balanced Learners

All students will learn in an environment that fosters social emotional well-being, equity, global perspectives and awareness through inquiry- and project-based instruction.

Action 6 – Parent & Family Engagement

We will maintain high levels of parent/family engagement in our school communities, where all parents are welcomed and have opportunities to be engaged in their child’s education.

Action 6.1) We will provide regular, two-way communication with our school communities through a variety of tools, which are updated with current, relevant information, as evidenced by websites, newsletters, focus groups, and other communication vehicles.

Action 6.2) We will generate active engagement between all parents/families and schools to promote student learning and success, as evidenced by parent participation representative of all student groups in school activities, including parent meetings and parent education opportunities. We will be forming a District Equity Committee in 2018-2019 to help engage a broader spectrum of parents and to support our equity work.

Measurable Outcomes – Action 6 (Parent & Family Engagement)

Action 6.1) Parent engagement is an integral part of the school climate system. District, school and teacher websites will be updated regularly with current and relevant information for families. Other effective communication skills will continue to be explored.

Action 6.1) We will continue to have strong parental involvement at all of our schools and on district committees. We will maintain or increase the level of parent engagement in decision-making at the site and district level through a variety of ways, including regular in-person meetings, such as, and annual parent surveys. This is evidenced by attendance and sign-in sheets at PTA meetings, School Site Council meetings, DELAC meetings, Board meetings, as well as site and district committees.

Action 6.2) We will maintain or increase parent engagement of unduplicated students and individuals with exceptional needs opportunities to participate in discussions that support their child’s progress, as well as meetings about how to enhance programs that serve unduplicated students.

Action 6.2) We will be forming a District Equity Committee in 2018- 2019 to help engage a broader spectrum of parents and to support our equity work. The committee’s mandate, composition, and meeting dates will be posted in September 2018. One of the committee’s goals is to increase parent participation across all student groups. This will involve doing outreach to those groups with limited participation, determining the barriers that have prevented involvement, and mitigating these obstacles.

2018-2019 Budget – Action 6 (Parent & Family Engagement)

Amount: \$38,477,072

Source: LCFF, Other State, Federal, and Local

Budget Reference: All certificated and classified staff total compensation (salaries, health and welfare, and benefits)

- LCFF, Other State, Federal - \$24,365,842
- Local - \$14,111,230

Mill Valley School District
LCAP Goals, Actions, Measurable Outcomes & Budget – 2018-2019
Goal 1 Action 7

Goal 1: Balanced Learners

All students will learn in an environment that fosters social emotional well-being, equity, global perspectives and awareness through inquiry- and project-based instruction.

Action 7 – English Language Development

We will continue to build our English Language Development (ELD) program.

Action 7.1) ELD staff will use high-quality ELD curricular materials, be provided with relevant professional development opportunities, and implement research-based strategies in order to best serve English Learners.

Action 7.2) We will continue to strengthen parent involvement and communication with parents of English Learners, as evidenced by different modes of communication and development of an ELD page on the district website.

Action 7.3) We will monitor EL student progress with language acquisition through annual administration of the English Language Proficiency Assessment in CA (ELPAC) and other language/reading assessments each trimester.

Measurable Outcomes – Action 7 (English Language Development)

Action 7.1) To facilitate our English Learners accessing the CCSS in English Language arts and the ELD standards, we will offer an ELD program based on this academic content and performance standards. The ELD team will use high-quality, ELA/ELD curricular materials and research-based practices in their program. Classroom teachers will consult with ELD Specialists help integrate effective ELD strategies in the regular classroom, where our CLAD certified teachers support their EL students throughout the day.

Action 7.3) We will evaluate the effectiveness of the ELD program through multiple measures, including student annual progress on the ELPAC. At least 65% of EL students will show progress on the ELPAC, advancing at least one level on the test from the previous year of testing. We will also reclassify at least 25% of our EL students as Fluent English Proficient.

2018-2019 Budget – Action 7 (English Language Development)

Amount: \$223,441

Source: LCFF, Other State, Federal, and Title III

Budget Reference: Certificated and instructional support total compensation (salaries, health and welfare, and benefits)

- LCFF Base - \$197,677
- LCFF Supplemental - \$17,920
- Title III English Learner Funds - \$7,844

LCAP Goals, Actions, Measurable Outcomes & Budget – 2018-2019

Goal 2 Action 1

Goal 2: Supported Staff

Attract, develop, and retain excellent staff in a quality work environment

Action 1 – Extensive Support for Staff

We will provide strong support to staff through excellent compensation, extensive professional development, encouragement for innovation, and relevant feedback.

Action 1.1) We will target staff total compensation (salary, health and welfare, and benefits) in top quartile of comparable districts, as evidenced by total compensation comparisons produced as needed for the purpose of bridging possible gaps in moving towards the top quartile.

Action 1.2) We will implement a staff wellness plan that includes mindfulness training and support, community and morale building, and other opportunities that support staff health and wellness, as evidenced by staff feedback gathered through focus groups, surveys, or other means.

Action 1.3) We will provide high-quality professional development that increases the staff's capacity to collaborate, design, and implement innovative curriculum. We will incorporate staff input when planning professional development.

Action 1.4) We will support teachers in their pursuits of innovation in the classroom, as measured by implementation of innovative practices during classroom visits and Learning Walks, along with teachers making use of district-provided opportunities for training, collaboration, and grants.

Action 1.5) Site and district administrators will help all staff reach their potential by prioritizing formal and informal classroom visits followed by constructive and supportive feedback, as measured by classroom visits.

Measurable Outcomes – Action 1 (Extensive Support for Staff)

Action 1.1) We will continue to analyze total compensation of all staff, including salary, health and welfare benefits, step, and column (salary advancement). We will negotiate with the goal of approving settlements that maintain all units of staff in the top quartile in the total compensation of comparable districts. A report of total compensation comparisons will be produced as needed for the purpose of bridging possible gaps in moving towards the top quartile.

Action 1.2-1.3) We will consult with staff to plan high quality site-based and district-wide professional development. We will promote staff health and wellness during district-wide professional development by providing the opportunity for mindfulness training and support in classrooms district-wide. Staff feedback on wellness and training opportunities, district-developed professional development, grade level/department, and collaboration offered to staff will be collected on an annual basis through focus groups, surveys, or other means. The results will reflect evidence of the professional development being implemented in classroom practices, which will be observed through classroom visits, Learning Walks, student work, and engagement.

Action 1.4) We will continue to conduct at least one internal Learning Walk at each site to highlight innovative or best teaching practices. Strategic Planning grants and Kiddo! Teacher Innovation grants will offer opportunities for teachers to explore new innovative, creative teaching practices.

Action 1.5) We will prioritize classroom visits by administrators followed by constructive and supportive feedback to visited teachers.

Action 1) We ensure that all teachers and students have access to curricula aligned with Common Core State Standards in language arts and math, and standards- aligned instructional materials for all other content areas, as measured by teacher report on inventory of materials.

2018-2019 Budget – Action 1 (Extensive Support for Staff)

Amount: \$38,477,072

Source: LCFF, Other State, Federal, and Local

Budget Reference: Certificated and classified staff total compensation costs reflected in Goal 1 Action 6.

Amount: \$200,000

Source: LCFF, Other State, and Federal

Budget Reference: Registration, substitutes, and consultants

**LCAP Parent Advisory Committee Meeting
April 23, 2019**

LCAP Goal & Action _____

Common themes from parent feedback about your LCAP action

Suggested revisions or consideration for inclusion in 2019-2020 plan about your LCAP action

(Please write ideas below and/or make edits on page with LCAP language.)

Suggestions for improved practices at our schools & other thoughts

Mill Valley School District
LCAP Goals, Actions, Measurable Outcomes & Budget – 2018-2019
Goal 1 (Actions 1-7) & Goal 2 Action 1

Goal 1: Balanced Learners

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Action 1 – Social-Emotional Wellness

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Budget Reference: Counselor total compensation (salaries, health and welfare, and benefits)

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- LCFF Supplemental - \$74,199

Action 2 – Academic Achievement

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Amount: \$100,000

Source: LCFF, Other State

Budget Reference: Textbooks and materials

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Budget Reference: Certificated total compensation costs reflected in Goal 1 Action 2

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Source: LCFF, Other State, Federal

Budget Reference: RAMP instructional support & Middle School intervention teacher total compensation (salaries, health and welfare, and benefits)

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- LCFF Base - \$360,575
- LCFF Supplemental - \$252,359

Amount: \$344,478

Source: LCFF Supplemental

Budget Reference: Intervention staff total compensation (salaries, health and welfare, and benefits)

- LCFF Supplemental - \$344,478

Action 4 – Technology

Technology is used to enhance instruction.

Action 4.1) Students will be offered innovative blended learning experiences with teachers' skilled integration of instructional technologies, as measured by effective online research, communication with teachers/peers, collaboration with peers on schoolwork, and use of creative digital tools.

Measurable Outcomes – Action 4 (Technology)

Action 4.1) We will provide teachers with professional development opportunities in technology to enhance instruction. Applying this knowledge, teachers will embed blended learning opportunities in their classrooms across most subject areas, thereby enhancing student learning and facilitating students' development of 21st century skills.

All middle school students will participate in the 1:1 iPad program. Elementary students will have access to technology tools as part of their classroom learning.

Quantitative student survey data will be used to measure the use of technology in blended learning.

2018-2019 Budget – Action 4 (Technology)

Amount: \$29,574,543

Source: LCFF, Other State, Federal, and Local

Budget Reference: Certificated total compensation costs reflected in Goal 1 Action 2

Action 5 – Global Studies

Students will participate in learning opportunities that foster global mindedness and turning knowledge into action.

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Action 5.2) Students will have opportunities for world language instruction/exposure in middle school and at the elementary level with the kindergarten pilot in 2018-2019, as measured by student schedules.

Action 5.3) Students will learn in an environment that provides inquiry-based learning, with opportunities to participate in project-based learning that has relevant, real-world applications, as evidenced by student work and classroom visits.

Measurable Outcomes – Action 5 (Global Studies)

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Action 5.1) All 7th and 8th grade students will have the opportunity to participate in globally focused learning experiences, such as World Savvy Club, Global Citizenship elective class.

Action 5.2) We will implement a kindergarten pilot of Spanish language instruction district-wide in fall 2019, with additional grade levels to follow.

Action 5.3) All students will be provided opportunities to participate in deep content, inquiry- based learning experiences.

2018-2019 Budget – Action 5 (Global Studies)

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Action 6 – Parent & Family Engagement

We will maintain high levels of parent/family engagement in our school communities, where all parents are welcomed and have opportunities to be engaged in their child’s education.

Action 6.1) We will provide regular, two-way communication with our school communities through a variety of tools, which are updated with current, relevant information, as evidenced by websites, newsletters, focus groups, and other communication vehicles.

Action 6.2) We will generate active engagement between all parents/families and schools to promote student learning and success, as evidenced by parent participation representative of all student groups in school activities, including parent meetings and parent education opportunities. We will be forming a District Equity Committee in 2018-2019 to help engage a broader spectrum of parents and to support our equity work.

Measurable Outcomes – Action 6 (Parent & Family Engagement)

Action 6.1) Parent engagement is an integral part of the school climate system. District, school and teacher websites will be updated regularly with current and relevant information for families. Other effective communication skills will continue to be explored.

Action 6.1) We will continue to have strong parental involvement at all of our schools and on district committees. We will maintain or increase the level of parent engagement in decision-making at the site and district level through a variety of ways, including regular in-person meetings, such as, and annual parent surveys. This is evidenced by attendance and sign-in sheets at PTA meetings, School Site Council meetings, DELAC meetings, Board meetings, as well as site and district committees.

Action 6.2) We will maintain or increase parent engagement of unduplicated students and individuals with exceptional needs opportunities to participate in discussions that support their child’s progress, as well as meetings about how to enhance programs that serve unduplicated students.

Action 6.2) We will be forming a District Equity Committee in 2018- 2019 to help engage a broader spectrum of parents and to support our equity work. The committee’s mandate, composition, and meeting dates will be posted in September 2018. One of the committee’s goals is to increase parent participation across all student groups. This will involve doing outreach to those groups with limited participation, determining the barriers that have prevented involvement, and mitigating these obstacles.

2018-2019 Budget – Action 6 (Parent & Family Engagement)

Amount: \$38,477,072

Source: LCFF, Other State, Federal, and Local

Budget Reference: All certificated and classified staff total compensation (salaries, health and welfare, and benefits)

- LCFF, Other State, Federal - \$24,365,842
- Local - \$14,111,230

Action 7 – English Language Development

We will continue to build our English Language Development (ELD) program.

Action 7.1) ELD staff will use high-quality ELD curricular materials, be provided with relevant professional development opportunities, and implement research-based strategies in order to best serve English Learners.

Action 7.2) We will continue to strengthen parent involvement and communication with parents of English Learners, as evidenced by different modes of communication and development of an ELD page on the district website.

Action 7.3) We will monitor EL student progress with language acquisition through annual administration of the English Language Proficiency Assessment in CA (ELPAC) and other language/reading assessments each trimester.

Measurable Outcomes – Action 7 (English Language Development)

Action 7.1) To facilitate our English Learners accessing the CCSS in English Language arts and the ELD standards, we will offer an ELD program based on this academic content and performance standards. The ELD team will use high-quality, ELA/ELD curricular materials and research-based practices in their program. Classroom teachers will consult with ELD Specialists help integrate effective ELD strategies in the regular classroom, where our CLAD certified teachers support their EL students throughout the day.

Action 7.3) We will evaluate the effectiveness of the ELD program through multiple measures, including student annual progress on the ELPAC. At least 65% of EL students will show progress on the ELPAC, advancing at least one level on the test from the previous year of testing. We will also reclassify at least 25% of our EL students as Fluent English Proficient.

2018-2019 Budget – Action 7 (English Language Development)

Amount: \$223,441

Source: LCFF, Other State, Federal, and Title III

Budget Reference: Certificated and instructional support total compensation (salaries, health and welfare, and benefits)

- LCFF Base - \$197,677
- LCFF Supplemental - \$17,920
- Title III English Learner Funds - \$7,844

Goal 2: Supported Staff

Attract, develop, and retain excellent staff in a quality work environment

Action 1 – Extensive Support for Staff

We will provide strong support to staff through excellent compensation, extensive professional development, encouragement for innovation, and relevant feedback.

Action 1.1) We will target staff total compensation (salary, health and welfare, and benefits) in top quartile of comparable districts, as evidenced by total compensation comparisons produced as needed for the purpose of bridging possible gaps in moving towards the top quartile.

Action 1.2) We will implement a staff wellness plan that includes mindfulness training and support, community and morale building, and other opportunities that support staff health and wellness, as evidenced by staff feedback gathered through focus groups, surveys, or other means.

Action 1.3) We will provide high-quality professional development that increases the staff's capacity to collaborate, design, and implement innovative curriculum. We will incorporate staff input when planning professional development.

Action 1.4) We will support teachers in their pursuits of innovation in the classroom, as measured by implementation of innovative practices during classroom visits and Learning Walks, along with teachers making use of district-provided opportunities for training, collaboration, and grants.

Action 1.5) Site and district administrators will help all staff reach their potential by prioritizing formal and informal classroom visits followed by constructive and supportive feedback, as measured by classroom visits.

Measurable Outcomes – Action 1 (Extensive Support for Staff)

Action 1.1) We will to continue to analyze total compensation of all staff, including salary, health and welfare benefits, step, and column (salary advancement). We will negotiate with the goal of approving settlements that maintain all units of staff in the top

quartile in the total compensation of comparable districts. A report of total compensation comparisons will be produced as needed for the purpose of bridging possible gaps in moving towards the top quartile.

Action 1.2-1.3) We will consult with staff to plan high quality site-based and district-wide professional development. We will promote staff health and wellness during district-wide professional development by providing the opportunity for mindfulness training and support in classrooms district-wide. Staff feedback on wellness and training opportunities, district-developed professional development, grade level/department, and collaboration offered to staff will be collected on an annual basis through focus groups, surveys, or other means. The results will reflect evidence of the professional development being implemented in classroom practices, which will be observed through classroom visits, Learning Walks, student work, and engagement.

Action 1.4) We will continue to conduct at least one internal Learning Walk at each site to highlight innovative or best teaching practices. Strategic Planning grants and Kiddo! Teacher Innovation grants will offer opportunities for teachers to explore new innovative, creative teaching practices.

Action 1.5) We will prioritize classroom visits by administrators followed by constructive and supportive feedback to visited teachers.

Action 1) We ensure that all teachers and students have access to curricula aligned with Common Core State Standards in language arts and math, and standards- aligned instructional materials for all other content areas, as measured by teacher report on inventory of materials.

2018-2019 Budget – Action 1 (Extensive Support for Staff)

Amount: \$38,477,072

Source: LCFF, Other State, Federal, and Local

Budget Reference: Certificated and classified staff total compensation costs reflected in Goal 1 Action 6.

Amount: \$200,000

Source: LCFF, Other State, and Federal

Budget Reference: Registration, substitutes, and consultants