

LCAP Goals and Proposed Actions/Strategies/Services

LCAP State Priority Alignment	Strategic Direction	Goals	Metrics	Actions/Services	Budget
<p>Implementation of CCSS (2)</p> <p>Student Achievement (4)</p> <p>Course Access (7)</p> <p>Other Student Outcomes (8)</p>	<p>Dynamic Instruction</p>	<p>Goal 1: Students will demonstrate grade level knowledge in all core subjects and graduate in 4 years exemplifying our PUSD graduate profile.</p> <p>All students, especially those who have been less academically successful in the past, will have access to a robust course selection and will show academic achievement.</p>	<p>Disaggregated by ethnicity (include EL and Foster Youth), grade spans, programs and sites where appropriate and other specific data point (ex. suspension; kinds of infractions)</p> <p>Metrics</p> <p>STATE</p> <ul style="list-style-type: none"> Standardized Tests (CAASP) EL Reclassification EL Proficiency EAP AP Exam Score 3+ College and Career Readiness (A-G completion rate, CTE enrollment) <p>Local:</p> <ul style="list-style-type: none"> All students reading at grade level by grade 3 Course enrollment (AP) Reduction of long term ELS API (CDE to release 15-16 baseline) 	<p>Instructional Targeted Support Staff- Data Analyze, lesson studies, model instruction and...</p> <p>Tiered Support; Managed Instruction</p> <p>EL Coaches</p> <ul style="list-style-type: none"> a. to provided targeted curriculum support , monitor students' progress and PD for staff serving our EL students at all schools with emphasis on district focus schools <p>Instructional Coaches</p> <ul style="list-style-type: none"> b. to provide curriculum support, and PD <p>Curriculum Coaches</p> <ul style="list-style-type: none"> c. Three (3) -for the highest need focus schools <p>Curriculum Content Specialist</p> <ul style="list-style-type: none"> d. for Math, ELA and Science to support curriculum development and PD to teachers <p>Instructional Tech Coaches</p> <ul style="list-style-type: none"> e. two(2) -to support integration and PD <p>Supplemental overs staffing</p> <ul style="list-style-type: none"> f. for school serving high % targeted sub-groups 	

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				<p><u>CEIS teachers</u></p> <ul style="list-style-type: none"> g. at high need schools to provide CSR for grades 1-2 with specific focus on reading <p><u>CTE teachers</u></p> <ul style="list-style-type: none"> h. for College and Career Pathways <p><u>Staff to support International Academy (EL newcomers)</u></p> <p><u>Art Instruction-</u></p> <ul style="list-style-type: none"> i. Increase access to the arts for all students; increase participation of our EL and students receiving special education services. <p><u>Leadership and TOSAs to</u></p> <ul style="list-style-type: none"> i. support our signature and enrichment programs curriculum, intervention and PD <p><u>Library Services/Materials</u></p> <ul style="list-style-type: none"> j. support increased secondary school library access and research skills <p>Professional Development</p> <p>Continue to provide on-going relevant, innovative and supportive Professional Development for all staff :</p> <p>Examples:</p> <ul style="list-style-type: none"> a. Instructional strategies for supporting rigorous and engaging instruction for all 	

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				<ul style="list-style-type: none"> b. Job imbedded support for Next Generation Science Standards (NGSS) c. College and Career awareness and support PD for counselors; use of Naviance counseling tool d. Foster Youth awareness training for better understanding and supporting FY; academics, education codes and unique challenges e. Training for leadership on district initiatives, CC curriculum, Instructional rounds, supporting EL students and other diverse needs etc... f. GATE certification training g. Balanced Literacy h. Integration of Arts i. AP Teacher Training; current and prospective AP teachers j. Provide release time for collaboration and participation in PD k. PD to support signature programs and access for all students <p>Extended Learning</p> <ul style="list-style-type: none"> a. Provide opportunities for high school students for credit recovery; after school, evening and summer b. Provide after school and/or Saturday intervention for EL students 	

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Basics (1)	Outstanding Staff	Goal 2: Provide highly qualified staff through recruitment, retention, and development so that every student thrives	LOCAL <ul style="list-style-type: none"> Level of staff satisfaction Professional Development STATE <ul style="list-style-type: none"> Highly Qualified Teachers (Williams, CDE) 	<p>Human Resource staffing to support new teachers readiness and effectiveness as highly qualified staff</p> <p><u>BTSA Coordinator and support staff</u></p> <ol style="list-style-type: none"> Provide and organize PD for BTSA teachers Extend and improve BTSA supports to all eligible teachers (Special Ed) Organize and pair teachers mentors with new teachers Place student teachers 	Certificated Salaries: Certificated Hourly Classified Hourly Materials
				<p>Instructional Resources</p> <ol style="list-style-type: none"> <u>Instructional Materials</u> to support instruction in; core, EL, school supplemental library materials, intervention, enrichment and signature instructional program College and Career Ready tools; Naviance, Schmoop , ECCO, and credit recovery resources College Fairs 	

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Student Engagement (5) School Climate (6)	Quality Learning Environment	Goal 3 Students will be in school every day in an environment that is safe, caring and conducive to learning. All facilities will be in good repair and equipped for 21st century learning.	STATE <ul style="list-style-type: none"> • Suspension/expulsion rates • Chronic Absenteeism • Graduation rates • Attendance • High School/Middle School Dropout rates • CHKS • Williams LOCAL	<p>PD and Services</p> <ul style="list-style-type: none"> e. New Teachers orientations a. Supports and processes provided for on-boarding of new personnel b. PD that targets customer services and job specifications and expectations c. Supports for improving substitute teachers <p>Resources and Materials</p> <ul style="list-style-type: none"> a. All new hires are provided with essential materials for their job in support of students b. Facilitators for PD c. PD and outreach and recruitment materials <p>Staff dedicated to principally support our targeted sub-groups who are academically and/or socio-emotionally at risk</p> <p>Leadership Staff</p> <ul style="list-style-type: none"> a. Coordinate services, collaboration with sites, parents and community <p>Intervention Specialist</p> <ul style="list-style-type: none"> a. Targeted proactive and preemptive support services for at risk students b. Mentoring program for middle school c. Gang prevention 	<p>Certificated Salaries:</p> <p>Certificated Hourly</p> <p>Classified Hourly</p> <p>Materials</p>

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				<p><u>Foster Youth Liaison</u></p> <ul style="list-style-type: none"> a. Collaborate with school sites to support FY; enrolling, academics, social supports and behavior supports b. Interfaces with community agencies c. Coordinate with community representatives Foster Youth Resource Centers d. Works directly with foster parents and agencies <p><u>Foster Youth Support Staff</u></p> <ul style="list-style-type: none"> b. Provide specific academic support for FY; plans developed based on specific needs of the students <p><u>Social Workers</u></p> <ul style="list-style-type: none"> c. Provide mental health for students and family wrap around services at targeted schools with high risk populations d. Coordinates with community mental health providers <p><u>Behavior Project Aides</u></p> <ul style="list-style-type: none"> e. To support elementary schools with behavior and conflict resolution; alternatives to suspension <p><u>Art Instructional staff</u></p> <ul style="list-style-type: none"> f. Increase access for at risk students to the arts to promote school connectedness and positive school climate; instrumental 	<p>Services</p>

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				<p>music for all K-5 students</p> <p><u>Health Services staff</u></p> <ul style="list-style-type: none"> g. Outreach to families; preventive care h. Support at school sites, to include ongoing mental health counseling, medical and dental care for chronically absent students and families. <p>Professional Development</p> <ul style="list-style-type: none"> i. Culturally sensitivity and relevant training for both certificated and classified staff directly support students j. Classroom support for integrating the arts k. Attendance Monitoring Trainings l. Series of trainings on supports for FY students m. Provide resource and referral guide to support access of services by students and families and referrals by staff n. Parent education targeted to support the whole child; emotional health, school attendance and child development o. Rtl refresh and site based trainings p. Strategies and best practices for alternative to suspensions <p>Materials and Services</p> <ul style="list-style-type: none"> q. Outreach and educational materials for parents and community 	

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Parent Involvement (3)	Meaningful, Collaborative Partnerships /Parent Engagement	Goal 4: Parents and guardians feel welcomed at their school, have sufficient two-way communication with their school and are provided with the knowledge and skills to successfully support and advocate for their child.	<p>STATE</p> <ul style="list-style-type: none"> Results of California Healthy Kids Survey- Parents <p>LOCAL</p> <ul style="list-style-type: none"> Number of parent committee members trained on committee duties Number of trainings for parents Attendance at trainings 	<p>r. Cost associated with A2A and Rti</p> <p>Staff to support, provide outreach and communication to parents and community leader and staff</p> <ol style="list-style-type: none"> Coordinate parent education and professional development. Coordinate all means of communication with families <p><u>School Community Liaisons</u></p> <ol style="list-style-type: none"> Work directly with schools and site level staff to engage and communicate with parents Participate and support parent advisory committees Provide professional development for parents Organize parent outreach in the community Support volunteers <p><u>Community Assistants- all sites</u></p> <ol style="list-style-type: none"> Provide outreach to parents Assist with parent conferences/SST Supports volunteers Works directly with site parent groups 	<p>Certificated Salaries:</p> <p>Certificated Hourly</p> <p>Classified Hourly</p> <p>Materials</p> <p>Services</p>

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				<p>Volunteer Specialist</p> <ul style="list-style-type: none"> a. Train parent and community volunteers on supporting school sites b. Coordinating placement <p>Professional Development</p> <ul style="list-style-type: none"> a. Provide parent education workshops and trainings on topics related to students and parent involvement & access in schools; college information, A-G, what is a cum file? ,How to use technology to support your student, school level transitions, bullying etc... b. Training for all parents who are members of parent advisory groups; what is their role, what is the purpose for the group etc... c. PD for staff on how to utilize communication tools and resources to support parent involvement and access to information d. Train parents as volunteers <p>Materials /Services</p> <ul style="list-style-type: none"> a. Create and provide communication and outreach materials; information on schools and programs available b. Use of District website as a resource for internal and external stakeholders c. Materials to facilitate volunteers 	

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<p>Basics (1)</p>	<p>High Performing, Accountable Organization</p>	<p>Goal 5: Systems and processes of the district are effective, transparent and efficient. The central office is responsive to the needs of the school sites.</p> <p>Effective to me means resources are aligned to our goals and our goals are met. Efficient means timeliness and maximizing resources.</p>	<p>LOCAL</p> <ul style="list-style-type: none"> • Program Review Implementation • Emphasize efficient responsive systems across all departments • Data-Driven improvement • Operational KPI's 	<p>Staff dedicated to support increased effective policies and procedures to support targeted use of resources</p> <p><u>Leader staff</u></p> <ol style="list-style-type: none"> a. To supervise, coordinate, research, develop processes and analysis of root causes, process mapping, program reviews and evaluations, and professional development <p><u>Staff-Research</u></p> <ol style="list-style-type: none"> a. To provide increased levels of detailed disaggregated data to better support our targeted subgroups b. To create user friendly and accessible data and research for internal and external c. Program Evaluation <p><u>Professional Development</u></p> <ol style="list-style-type: none"> a. Change Process trainings for departments b. Training on setting goals and outcomes for program reviews and evaluations c. Operational measures; reporting d. Leadership training to support change management and process mapping e. PD with dept. leads on implementation 	<p>Certificated Salaries:</p> <p>Certificated Hourly</p> <p>Classified Hourly</p> <p>Materials</p> <p>Services</p>

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				<p>and roll out</p> <p><u>Materials/Services</u></p> <ul style="list-style-type: none"> a. Services through APQC, CA Council for Excellence b. Research and data analysis services 	