

San Lorenzo Unified School District 19-20 DRAFT DRAFT DRAFT

Directions:

All words in black/white type are the original words in our current LCAP Plan.

Cross outs mean that the action or service is no longer happening in 2019-20, due to budget reductions.

Pink Highlight—Specific actions and services for Colonial Acres' special grant funding that must be reported in the LCAP

Yellow Highlight—Actions and services that have been eliminated/changed/added, due to our budget reduction process

Blue Highlight—Actions and services that have been reworded or added due to our Differentiated Assistance project with the Alameda County Office of Education

Green Highlight—Actions and services that have been suggested by LCAP Steering Committee members at the March 25th meeting

Local Control Accountability Plan—Actions and Services to address Goals

Goal 1: Student Achievement: San Lorenzo Unified School District staff, families and community will collaborate to provide all students with a challenging curriculum and quality instruction that ensures successful outcomes and equitable learning opportunities.

Action 1: Continue to provide curriculum and instructional materials aligned with the Common Core State Standards, District Anti Bias Principles, Graduate Profile, Health and Wellness Action Plan and the District Vision

- Adopted textbooks and curriculum for all grade levels, TK-12
- Core instructional materials for Special Education
- Core instructional materials for English Learner education
- Supplemental instructional materials for all subject areas, TK-12
- Additional supplemental instructional reading and math materials for Colonial Acres School through the Comprehensive Support and Intervention program --\$56,000

~~**Action 2:** Provide additional funding for supplemental materials and supplies such as:~~

- ~~• Science Resource materials (eg., microscopes, dirt, consumable supplies)~~
- ~~• Secondary Math and literacy materials (such as classroom books, manipulatives, etc.)~~
- ~~• Elementary Reading and Language/Literacy materials (such as classroom library books, resource manuals)~~

- ~~Provide Title 1/3 school site supplemental materials funds per site plans, such as technology, classroom libraries, equipment, manipulatives, printing costs, subscriptions to online resources that support low income, foster youth, students with special needs, homeless/families in transition students and English Learners.~~
- ~~Provide Title 1 district program costs for after school program materials and operational supplies~~

~~Total Funding: \$85,000~~

Funding Eliminated

NEW Action 2: Provide professional learning opportunities around districtwide racial equity transformation

- Participate in Pacific Education Group Courageous Conversations about Race training; administrators, certificated and classified staff to participate in three year training.

New item to meet Differentiated Assistance requirements—funded from Base

Action 3: Continue to provide professional development to all certificated and classified staff that is aligned with the Common Core State Standards, District Anti Bias Principles, Graduate Profile, Health and Wellness Action Plan and the District Vision

- Provide districtwide professional development on Best First Teaching practices (intervention options, Universal Design for Learning, differentiated instruction) for all Special Education and General Education teachers to ensure that all students, including students with disabilities and homeless/families in transition students, have access to the core curriculum
- Provide districtwide professional development opportunities to collaboration teams around best practices for dealing with chronic absenteeism, improving college and career readiness, reducing student suspensions, supporting social-emotional learning and academic subject areas.—**new for Differentiated Assistance requirements**
- ~~Summer Professional Development staff and presenter compensation for certificated and classified staff~~ Removed due to budget reductions
- School Year professional development for elementary, secondary, educational technology, student services, special education, data and assessment and English learner programs—teacher and classified hourly, substitute costs, presenter fees and materials, travel and conference fees.
- Include paraprofessional training at the Adult School to support community members and current staff in learning more about this important role in our special education program.
- Provide training to all classified staff through our AB1808 professional development funding to increase staff learning around student needs
- Title 1 school site hourly pay and travel/conference fees, presenter fees per school plans to support professional learning for staff on the topics of balanced literacy, common core implementation, response to intervention, Universal Design for Learning, equity and access, and educational technology teachers to ensure that all

students, including students with disabilities and homeless/families in transition students, have access to the core curriculum

- Title 3 school site hourly pay and travel/conference fees, presenter fees per school plans to support professional learning for staff on the topics of English Language Development and methods to support English Learners
- Title 1/Title 2 districtwide hourly pay, PD materials, travel/conference fees and presenter fees to support professional learning for staff on the topics of balanced literacy, common core implementation, response to intervention, Universal Design for Learning, equity and access, and educational technology teachers to ensure that all students, including students with disabilities and homeless/families in transition students, have access to the core curriculum
- Provide monthly training in trauma informed instructional practices, schoolwide social emotional curriculum and care protocols in an effort to reduce schoolwide suspension and discipline referrals at Colonial Acres Elementary School through the Comprehensive Support and Improvement program. Activities include staff training, hourly pay, in class modeling, sensory kits, coaching and educational resources.--
\$78,000

Total S&C Funding: REDUCED to \$79K

Action 4: Maintain current on-site instructional coaches to provide professional development to administrators, teachers, instructional support staff and counselors in how to work with students (English learners, low income, homeless/families in transition students, students with disabilities, and students with learning needs) and in learning Common Core State Standards, the ELD standards, restorative practices, and cultural proficiency and competency strategies

- Funding for Teachers on Special Assignment-salary/benefits
- -3 Elementary Instructional Coaches (partially funded with Title 1/2 federal funds)
- -3 Secondary Instructional Coaches (partially funded with Title 1/2 federal funds)
- -1 Restorative Practices
- -1 Elementary Science
- -2 Technology (partially funded by Base)
- -.5 Beginning Teacher Support
- -1 English Language Development

Change Funding for 1 TSA to Title 1

Action 5 Provide ongoing, maintenance level Sobrato Early Academic Language (SEAL) professional development CCSS coaching and training to primary grade teachers PreK-3 on best practices for oral language development; supports English Learner, low income, homeless/families in transition students, students with disabilities, and students with learning needs.

- Funding for maintenance level Sobrato training contract
- Funding for 1 Teacher on Special Assignment-salaries/benefits

- Training materials and supplies for teachers new to SEAL
- Substitute teacher costs for teachers new to SEAL

Action 6: Provide an additional 2.5 Professional development days for certificated staff to learn more about providing Common Core standards based instruction to English learners, low income students, homeless/families in transition students, students with disabilities and students with learning needs and fund 36 hours of additional Common Planning Time for teachers to incorporate these trainings into their lessons and activities.

Action 7: Provide additional professional development support to new teachers through the Teacher Induction program to enable them to provide rigorous instruction to all students

- Funding for stipends for new teacher support providers
- Funding for substitutes for training days
- Funding for professional development consultation fees for providers

Action 8: Maintain increased preparation time for elementary teachers to prepare differentiated lessons for English Learners, low income students, homeless/families in transition students, students with specific identified needs and students with disabilities; provide students with additional physical education instruction by a certificated physical education teacher.

- **SUGGESTED CHANGE:** Fund all physical education teacher salaries and benefits from S&C

Action 9: Provide access to Summer School (enrichment and remedial) to students who are English Learner students, low income students, homeless/families in transition students, students with disabilities and students with learning needs, by providing bussing, instructional materials, staff salaries and benefits.

- Elementary, Middle School and High School Summer school administrator, teacher and classified salaries and benefits
- Summer school instructional materials
- Summer school bussing

Funding source switch from Supplemental/Concentration to Low Performing Student Block Grant

Action 10: Maintain class size reduction for classes with newcomers, long term English Learners, students with disabilities, homeless/families in transition students, and students with learning needs

- 1.0 FTE Teacher salary/benefits for San Lorenzo High newcomer class
- 1.0 FTE teacher salary/benefits for Edendale Middle newcomer class

Action 11: Maintain current lowered class sizes TK-12 to provide more focused instruction to students who are English learners, low income, students with disabilities, homeless/families in transition students, and students with learning needs, and further lower class size at kindergarten to 20:1

- See current staffing allocations for each school site on the district webpage, under Business Services Department, www.slzUSD.org

Action 12: Continue to provide and support technology assistance for students and staff at school sites

- Computer media specialist salary/benefits

Action 13: Continue to provide and support technology resources for students including computers, printers, and classroom technology resources

- 20-30 sets of Classroom computers, Project Lean In devices

Switch funding source to Title 4

Action 14: Ensure that School Site Plans are aligned to the revised LCAP Goals, and that they include actions to address chronic absenteeism, academic performance, college/career information, and low graduation rates of African American students, students with special needs, Pacific Islander students and homeless/families in transition.

Wording changes to support Differentiated Assistance requirements

Action 15: Continue to provide benchmark, state mandated and interim assessments to measure student growth and progress

- NWEA assessment software and licenses

Action 16: Identify and collect implementation data around Best First Teaching Practices to aid the analysis around African American students, Pacific Islander students, students with disabilities, and homeless/families in transition student progress.

Wording changes to address Differentiated Assistance requirements

Action 17: Provide a primary grade bilingual program for students in grades K-3 at Hesperian and Colonial Acres elementary schools to enable students to become bilingual and biliterate in both English and Spanish.

- Salaries and benefits of teaching staff

Goal 2: Student Engagement: San Lorenzo Unified School District staff, families and community will collaborate to inspire students to become committed, caring and connected to their learning, school and community.

Action 1: Continue to provide student support services to all students. Provide professional development and curriculum aligned with the Common Core State Standards, District Anti Bias Principles, Graduate Profile, Health and Wellness Action Plan and the District Vision to increase student engagement

- Funding for all certificated and classified staff in the Student Support Services Departments—salaries and benefits of all employees
- Materials and supplies to run the Student Services department
- Funding for travel/conference fees for Student Services departments
- Activities to align the Restorative Practices Teacher on Special Assignment and Lead Teacher program with school site programs to deepen understanding across school sites in working with students with disabilities and homeless/families in transition students

Action 2: Provide all students with support and access to college and career pathways

- Certificated and classified salaries and benefits for the staff in the College/Career department (HS Portal)
- Materials and supplies for the College/Career department (HS Portal)
- Staffing for the High School Career Center Specialists and program funds at the comprehensive high schools.
- Funding for the Career Technical Education program and partnership with outside organizations

Action 3: Provide four social workers to assist students who are low income, foster youth, students with disabilities, homeless/families in transition students, and English Learners; provide increase training for staff on restorative practices, and to address chronic absenteeism

- Supporting student wellness
- Crisis support
- Activities for homeless/families in transition
 - Back to School supplies support
 - Gift card donations
 - Community Resource Fair
 - Support in registering for free/reduced lunch program

Change 1 FTE to Low Performing Student Block Grant funding; all others stay the same

Action 4: Maintain library staff at all school sites to provide additional support to all TK-12 schools in providing information literacy for low income, English learners, students with disabilities, homeless/families in transition students, and students with learning needs.

- 2.0 FTE HS teacher librarian
- Salaries/Benefits of Library Media Technicians

Possibly move all library funding to supplemental/concentration grant from Base

Action 5: Maintain additional funding to Small Learning Communities for instructional resources, materials and supplies that support low income students, homeless/families in transition students, English learners, students with disabilities and students with learning needs to ensure passage of A-G courses with a grade of C or better and set the stage for successful college and career attainment.

- Equitable funding to even out the resources provided to all high school small learning communities; additional funds provided for field trips to colleges, internships, instructional materials and supplies

Action 6: Funding for bilingual paraprofessionals at school sites to provide English language support to English learner students and to better support primary language literacy and the support of language skills transfer to English that are requirements of Common Core English Language Development and English Language Arts standards.

Provide extra hourly pay for bilingual paraprofessionals at Colonial Acres Elementary School for additional English Language Development support through the Comprehensive Support and Intervention program.--\$30,000

Action 7: Funding for para-educators and psychologists (preferably bilingual) to provide increased support and services for students with academic and behavioral needs

- 1 School Psychologist
- 5 Paraprofessionals

Action 8: Provide after school and enrichment opportunities at elementary, middle and high schools to support students with academic enrichment, homework, tutoring and bussing/access to sports and recreation activities.

- Hourly pay and benefits for teachers and classified staff instructors
- Provide hourly pay for staff at Title 1/Title 3 school sites to provide after school programs for students
- Title 1 district funds for after school program providers
- Title 1 school site funds for field trips that support academic educational experiences

REDUCED to \$250,000

Action 9: In order to maintain an adequately trained sub pool, increase our teacher substitute pay rate which compensates for additional required training for substitutes and expectations regarding service to low income, homeless/families in transition students, English learner students, students with disabilities and students with learning needs

- Substitute pay rate: \$170/day for regular subs; \$180/day for designated subs; \$200/day for high use days

Action 10: Fund 2 additional nurses to increase educational opportunities and support for students with higher risk of health issues

Action 11: Develop Multi-Tiered System of Support (MTSS) model to identify Tier 1, 2 and 3 support practices designed to improve student academic learning, behavior, and social emotional needs. Define roles and responsibilities for site student support teams/Coordination of Services Team (COST) at school sites with clear expectations and procedures, problem solving support and ongoing progress monitoring guidelines

- Addresses Differentiated Assistance requirements

Action 12: Hire teachers on special assignment at Title 1/Title 3 school sites to support intervention and support services for students and instructional coaching for staff

- Salaries and benefits
- Substitute costs

Action 13: Hire Counselors at Title 1/Title 3 school sites to provide support and counseling services for students per school site plans.

- Salaries and benefits
- Substitute costs

Action 14: Provide additional classified staffing at Title 1/Title 3 school sites to support increase student support services per school site plans:

- Salaries and benefits for instructional assistants who provide intervention supports for students
- Salaries and benefits for bilingual paraprofessionals
- Salaries and benefits for additional computer media specialists
- Salaries and benefits for additional library media technicians
- Salaries and benefits for community liaisons who support parent education and involvement activities

Action 15: Increase student involvement in the development of district policies and in decision making

- Establishment of District Student Advisory Council

- Maintain Student Newspaper publication
- School Announcements
- Encourage student attendance at Board meetings, School Site Councils, English Learner Advisory Committees, LCAP Steering Committee, Culture/Climate Committee, Student Clubs, and attendance at districtwide events

Action 16: Support opportunities for elementary students to receive arts instruction in music education. This includes weekly classroom instruction, music instructional materials (instruments and music), and opportunities for performance.

New item for plan funding from S&C

Action 17: Establish and train site collaborative teams (such as site leadership teams, COST teams, administrators, counselors, etc.) to use common data inquiry protocols to analyze student outcomes for chronic absenteeism, academic and behavioral indicators for all student groups. Team analysis provides information for decision making around student supports and services offered at school sites.

New item for Differentiated Assistance

Action 18: Address issues of Chronic Absenteeism at Colonial Acres Elementary School through the Comprehensive Support and Improvement program. Actions include strengthening current attendance procedures at the school site, embedding increased parent outreach through additional phone calling by staff, increasing the use of School Attendance Review Team procedures, providing parent education around attendance benefits and requirements and monthly student attendance monitoring.

\$2000

Goal 3: Basic Services-Conditions for Learning: San Lorenzo Unified School District will provide exceptional services, school facilities and highly qualified staff who ensure a healthy, safe and supportive learning environment.

Action 1: Provide classroom teachers and instructional support staff

- Salaries and benefits for all certificated staff based on the contract class size maximums
- Salaries and benefits for all paraprofessionals

Action 2: Provide special education, health and nursing staff, instructional materials and resources, transportation and assessment to students receiving special education

- Funding for all special education department administrators, certificated and classified staff—salaries and benefits
- Special education materials and instructional supplies
- Special education transportation
- Special education assessments
- Professional development consultants
- Contracts for service providers

Action 3: Provide central office services—human resources department, accounting and business services, educational services, purchasing, graphics, technology integration services, and superintendent

- Funding for all staff salaries and benefits at the district office in the listed departments
- Department materials and supplies
- District office utilities costs
- District office contracts for services

Action 4: Provide food services to all students

- Funding for all Child Nutrition staff salaries and benefits
- Funding for all equipment and supplies
- Funding for maintenance of vehicles
- Funding for vendor contracts

Action 5: Provide maintenance, transportation and operations department to ensure proper upkeep of all district facilities, and to transport students to and from school and activities

- Funding for all Maintenance/Operations/Transportation (MOT) staff salaries and benefits
- Funding for all MOT contracts and licenses
- Funding for MOT equipment and supplies

Action 6: Provide school resource officers and campus safety officers to school sites

- Funding for 15.0 FTE Campus Safety Officers—salaries and benefits
- Funding for contract with San Leandro Police Department and Alameda County Sheriff's Department for School Resource Officer services

Action 7: Maintain additional certificated staffing using the Weighted Student Formula (see Appendix) which provides additional staffing at school sites with higher levels of low income students, English Learners, and foster youth. This provides a smaller adult/student ratio and increased access to services and support.

- See staffing allocations chart on district webpage under Business Services department www.slzsd.org

Action 8: Maintain additional classified staffing (BIA's, IA's, clerical, computer media specialists, custodial) using the Weighted Student Formula (see Appendix) which provides additional staffing at school sites with higher levels of low income students, English Learners, and foster youth. This provides a smaller adult/student ratio and increased access to services and support.

- See Weighted Student Formula manual on district webpage under Business Services department www.slzsd.org

Action 9: Maintain additional funding to school sites using the Weighted Student Formula (see Appendix) at school sites with higher levels of low income students, English learners, and foster youth. The funds are used to support increased services—such as library staff, hours for computer media specialists, bilingual instructional assistants, intervention teachers and supplemental materials to support students as outlined in their school plans.

See Weighted Student Formula manual on district webpage under Business Services department www.slzsd.org

Action 10: Provide signing bonuses for hard to fill teaching positions through contractual agreement with the San Lorenzo Education Association. Science, math and special education teaching positions have been hard to fill.

Action 11: Support for administrators who manage Title 1 programs at the district office and provide professional development and parent education activities

- Salaries and benefits

Action 12: Provide clerical support for the Title 1 program at the district office

- Salaries/benefits

Action 13: Provide a continuation high school program for students needing an alternative high school program

- Staff salaries and benefits

Action 14: Provide District Independent Contract Education (DICE) services for students needing alternative, independent study education options

- Staff salaries and benefits

Action 15: Maintain district committees to address the culture and climate within the district and involve employees, students and families in committee work. A focus on training and communication regarding healthy living, safety needs and supportive environments will be covered.

- Culture/Climate Committee
- Health and Wellness Committee
- District Safety Council
- School Site Councils
- District English Learner Advisory Committees

Goal 4: Family Involvement: San Lorenzo Unified School District will build meaningful relationships and cultivate authentic engagement with family and community partners

Action 1: Provide adult education services to the community to increase opportunities for parents and families in the community to learn English, understand technology, **learn more about becoming a district paraprofessional,** and make connections to curriculum

- Funding for Adult School administrator, teachers and classified staffing salaries and benefits
- Funding for materials and supplies
- Funding for contracts and services

Action 2: Continue to provide translators and interpreters to assist families in accessing school activities, social services, events and materials in primary languages. Specific services include written and oral translations.

- Funding for 3.0 FTE District translator salary/benefits—2.0 Spanish and 1.0 Cantonese

Action 3: Provide all families with forums for advocacy, partnership and education to support their children's school experiences and to create avenues for better communication and outreach. Solicit input from parents regarding topics of interest and information to be covered at meetings.

- District LCAP Steering Committee
- School Site Council
- PTA/PTO
- Community Oversight Committee for local Bond Measures
- Funding for classified salaries and benefits for childcare services
- Funding for materials/supplies
- Funding for refreshments
- Funding for contracts and services for guest speakers

Action 4: Provide parents of students with disabilities forums for advocacy, partnership and education to support their children's school experiences

- Community Advisory Committee (Special Education Local Plan Agency-SELPA program)
- Educationally Related Mental Health Services (ERMHS) Parent Education Group (conducted in English and Spanish)
- Funding for classified salaries and benefits for childcare services
- Funding for materials/supplies
- Funding for refreshments
- Funding for contracts and services for guest speakers

Action 5: Provide parents of African American students a forum for advocacy, partnership and education to support their children's school experiences

- African American Family Advisory Council
- Funding for classified salaries and benefits for childcare services
- Funding for materials/supplies
- Funding for refreshments
- Funding for contracts and services for guest speakers

Action 6: Provide parents of English Learners a forum for advocacy, partnership and education to support their children's school experiences

- District English Learner Advisory Committee
- School site English Learner Advisory Committees
- Funding for classified salaries and benefits for childcare services
- Funding for materials/supplies
- Funding for refreshments
- Funding for contracts and services for guest speakers

Action 7: Maintain services to address communication and engagement needs of the parent community; specific work on engaging families, including African American, Latino, families of students with Special Needs, families in transition/homeless, and bilingual families. Provide staffing to support this group:

- Funding for salaries and benefits for 3.0 Community Liaisons—Title 1
- Develop an outreach plan for all stakeholders, including families of students with disabilities and homeless/families in transition students), which connects our mission/vision with program decisions to ensure clarity around available supports to promote involvement and engagement
- Utilize our electronic communication systems to better reach families and keep them abreast of activities, events, deadlines and information
 - Peach Jar flyer system
 - Edlio Communication website
 - Sangha application
- Develop a Parent/Family Leadership Council that draws membership from all parent/family groups to help create links for information and to design educational outreach opportunities for families.

Action 8: Specifically offer parent/family education in the following topics to provide supports for better school/family collaboration and communication, and to share ideas and resources for student support:

- Computer literacy in district technology systems; how to use Aeries student portal, Google apps, Edlio/PeachJar/Sangha.
- Preventing Chronic Absenteeism
- College/Career awareness for elementary/middle school families
- Parent Project/Loving Solutions—parentin skills training regarding behavior needs in students
- Supporting student academic needs in Math and English Language Arts