



## Jefferson Union High School District Goals, Actions and Services 2019-2020

### GOAL # 1

Increase student achievement for all students while simultaneously closing the achievement gap

**ACTION # 1** Ensure that teachers are fully credentialed in their subject areas, instructional materials aligned with state standards, and safe, properly maintained school facilities.

	Action/Service	Cost	Funding Source
1.1-1	<p>1.1 Base program for all students</p> <p>a. <i>Appropriately credentialed and highly qualified staff (P1)</i></p> <ul style="list-style-type: none"> <li>&gt;Teachers (22.7: 1)</li> <li>&gt;Counselors (550:1 to 400:1)</li> <li>&gt;Psychologists(5)</li> <li>&gt;Administrators (20)</li> <li>&gt;Classified staff (excluding para-educators)</li> <li>&gt;Librarians (4)</li> </ul> <p>b. <i>Well-maintained and safe facilities (P1)</i></p> <ul style="list-style-type: none"> <li>&gt;Custodial &amp; Maintenance Staff</li> <li>&gt;Utilities</li> </ul> <p>c. <i>Well rounded course offerings for all students (P1 and P7)</i></p> <p>Culturally relevant curriculum, materials and supplies for College Preparatory courses, Advanced Placement courses, Career Technical Education, Visual and Performing Arts, Physical Education</p> <p>d. <i>Technology access for students (P1)</i></p> <ul style="list-style-type: none"> <li>&gt; Technology support staff               <ul style="list-style-type: none"> <li>&gt; New device and device maintenance purchases</li> <li>&gt; Internet connection</li> </ul> </li> </ul>	<p>Teachers \$13,400,000</p> <p>Counselors \$820,000</p> <p>Psychologists \$480,000</p> <p>Administrators \$2,470,000</p> <p>Classified Staff \$4,200,000</p> <p>Librarians \$340,000</p> <p>Custodial &amp; Maintenance Staff \$3,670,000</p> <p>Utilities \$2,100,000</p> <p>Curriculum, materials and supplies \$1,500,000</p> <p>Technology Support Staff \$350,000</p> <p>Benefits and payroll costs for listed staff \$10,900,000</p>	<p>LCFF Base, Parcel Tax, Title I</p> <p>LCFF Base, Parcel Tax Unrestricted Lottery</p> <p>LCFF Base</p> <p>LCFF Base, Parcel Tax, Title I</p> <p>LCFF Base, Parcel Tax, Local Grants</p> <p>LCFF Base, Parcel Tax</p> <p>LCFF Base</p> <p>LCFF Base</p> <p>LCFF Base, Restricted Lottery, Parcel Tax, Ed Services General Fund</p> <p>LCFF Base</p> <p>Same funding as salary for each staff</p>

		Internet Connection \$60,000	LCFF Base
		TOTAL..... \$40,290,000	Parcel Tax, Title 1, Unrestricted Lottery, Restricted Lottery, One Time Grant, Local Grants, LCFF Base
1.1-2	<p>Recruit and retain highly qualified staff</p> <ul style="list-style-type: none"> <li>a. Provide a hiring bonus for SPED, World Language, math and science teachers (\$5,000/teacher)</li> <li>b. Provide funds for administrators to clear administrative credential</li> <li>c. Provide funds for teachers to earn CTE credentials for CTE compliance</li> <li>d. Provide ongoing training for administrators in evaluating employees</li> <li>e. Develop training protocols for certificated and classified staff new to the position</li> <li>f. Provide executive advisement services to all principals (coaching).</li> <li>g. Increase staff diversity with an emphasis on males, Filipinos, Hispanic/Latino, African American, and Pacific Islander</li> </ul>	<ul style="list-style-type: none"> <li>a. \$50,000</li> <li>b. \$6,000</li> <li>c. \$15,000</li> <li>d. No additional cost</li> <li>e. No additional cost</li> <li>f. \$18,000</li> <li>g. No additional cost</li> </ul>	<ul style="list-style-type: none"> <li>a. Ed Services General Fund</li> <li>b. Ed Services General Fund</li> <li>c. CTE Incentive Grant</li> <li>d. N/A</li> <li>e. N/A</li> <li>f. Ed Services General Fund</li> <li>g. N/A</li> </ul>
1.1-3	<p>Regularly assess the condition of facilities, especially the restrooms, at all school sites</p> <ul style="list-style-type: none"> <li>a. Develop a plan to monitor the cleanliness of the restrooms</li> <li>b. Provide training on proper cleaning techniques</li> <li>c. Engage the larger school community in taking care of the facilities</li> </ul>	a-c No additional cost	a.-c. N/A

**ACTION # 2 Implement California State Standards and professional learning community across all curricular areas.**

	Action/Service	Cost	Funding Source
1.2-1	<p>CCSS - English Language Arts Implementation</p> <ul style="list-style-type: none"> <li>a. Revise and refine 9 - 11 grade scope and sequence, administer common writing assessment and develop rubrics to score and calibrate student work districtwide with a lens on cultural relevance and inclusion</li> <li><del>b. Continue to hire a consultant to assist us in the creation &amp; modification of the ELA Scope and Sequence template for grade 9-11.</del></li> <li>c. Hire a teacher leader for ELA to: <ul style="list-style-type: none"> <li>★ Assist in professional development and curriculum improvement projects</li> <li>★ Assist in the development of programs and projects that reflect research, "best practices," in the areas of teaching and learning.</li> <li>★ Assist in creating assessments to measure student outcomes and/or program effectiveness</li> <li>★ Assist with identifying the curriculum and instruction needs of staff members.</li> <li>★ Facilitate districtwide teacher training</li> </ul> </li> <li>d. Participate in ELA Assignment Analysis through Ed Trust West</li> </ul>	<ul style="list-style-type: none"> <li>a. See 1.2-14 (b3)</li> <li><del>b. \$1,500</del></li> <li>c. \$5,000</li> <li>d. No additional cost</li> </ul>	<ul style="list-style-type: none"> <li>a. See 1.2-14 (b3)</li> <li><del>b. One Time Grant</del></li> <li>c. Ed Services General Fund</li> <li>d. No additional cost</li> </ul>
1.2-2	<p>English Language Development Implementation</p> <ul style="list-style-type: none"> <li>a. Continue designated ELD course at all sites for all English learners</li> <li>b. Develop scope and sequence for all designated ELD courses at all levels</li> </ul>	<ul style="list-style-type: none"> <li>a. See 1.4-2 (b)</li> <li>b. See 1.2-14 (b3)</li> <li>c. See 1.2-14 (b3)</li> </ul>	<ul style="list-style-type: none"> <li>a. N/A</li> <li>b. ESee 1.2-14 (b3)</li> <li>c. See 1.2-14 (b3)</li> </ul>

	<p>c. Develop benchmark assessments throughout the year to monitor progress</p> <p>d. Teachers districtwide will participate in ELD standards professional development facilitated by EL TOSA</p> <p>e. Provide two- 0.4 sections of EL TOSA (JHS &amp; WHS only):</p> <ul style="list-style-type: none"> <li>★ Facilitate professional development meetings to teachers and administrators at school sites during collaboration meetings or after school to deepen understanding and implementation of ELD standards (minimum - 1 per semester)</li> <li>★ Facilitate collaborative meetings among designated, integrated, and mainstream teachers to support the implementation of EL standards (ELD standards support integration into curriculum)</li> <li>★ Assist in monitoring reclassified students using Ellevation</li> <li>★ Assist in the reclassification process of students</li> <li>★ Be an advocate and assist in monitoring placement of EL students to ensure equitable access to A-G courses</li> <li>★ Assist in the coordination and administration of ELPAC - Summative.</li> <li>★ Participate in Instructional Coaching PD</li> </ul> <p>f. Utilize culturally responsive curriculum and instruction and whenever possible, encourage proficiency in multiple languages</p>	<p>d. See 1.2-14 (b4)</p> <p>e. \$84,000</p> <p>f. No additional cost</p>	<p>d. See 1.2-14 (b4)</p> <p>e. LCFF Supplemental and Title 3</p> <p>f. No additional cost</p>
1.2-3	<p>CCSS - Mathematics Implementation</p> <p>a. Develop standard placement procedures and criteria for all math courses</p> <p>b. Provide professional development on implementation of new textbook (Big Ideas), scaffolding, student engagement, and math discourse.</p> <ul style="list-style-type: none"> <li>★ Create conditions and structures to support the effective teaching practices in math</li> <li>★ Develop and enhance strategies for teachers to engage students in mathematical thinking, reasoning, and sense making to significantly strengthen teaching and learning</li> </ul> <p><del>c. Provide two (2) sections for a math TOSA to assist SPED math teachers:</del></p> <ul style="list-style-type: none"> <li><del>● Assist the district in placement of students with disabilities into the appropriate math course</del></li> <li><del>● Assist the district with implementing the new sequence of SPED math courses and adhering to placement criteria.</del></li> <li><del>● Facilitate individual/group meetings during school or after school to work with identified SPED math teachers to assist in the implementation of the Equals program</del></li> <li><del>● Conduct observations of all SPED math teachers in order to assist in implementation on new Equals curriculum and the "piloted units" for 18-19</del></li> </ul> <p><del>d. Provide one (1) section for a math TOSA:</del></p> <ul style="list-style-type: none"> <li><del>● To assist in modifying the Scope and Sequence for Math Course 1, 2, 3</del></li> <li><del>● Provide assistance for math teachers with Chromebooks</del></li> <li><del>● Facilitate &amp; lead the Interim Assessment Blocks (given once per semester) for MC 1, 2, 3</del></li> <li><del>● Assist and modify common finals for MC 1,2,3 (if needed)</del></li> <li><del>● Research to find supplemental curriculum for Bridge courses</del></li> </ul> <p>e. Provide 2 sections of math TOSA to monitor scope and sequence and benchmark assessments.</p>	<p>a. No additional cost</p> <p>b. See 1.2-14 (a5)</p> <p><del>c. \$36,000</del></p> <p><del>d. \$18,000</del></p> <p>e. \$42,000</p>	<p>a. No additional cost</p> <p>b. See 1.2-14 (a5))</p> <p><del>c. One Time Grant</del></p> <p><del>d. Title 1</del></p> <p>e. Low Performing Student Block Grant</p>
1.2-4	<p>Next Generation Science Standards Implementation</p> <p><del>a. JUHSD has decided to adopt the 3 year specific model pathway for NGSS (April 2017)</del></p> <p>b. Provide one section for a NGSS Teacher on Special Assignment (See tasks below) NGSS TOSA will be working on the following for 2019-2020:</p> <ul style="list-style-type: none"> <li>★ Facilitate scope and sequence work in Chemistry</li> <li>★ Co-facilitate all Science Curriculum Council meetings for 19-12</li> <li>★ Continue to provide PD opportunities for science teachers to assist in the transition to NGSS</li> </ul> <p>c. Provide funds to the school site to work on scope &amp; sequence</p> <p>d. Implement Biology scope and sequence using macro-micro sequence</p> <p>e. Develop scope and sequence for Chemistry</p> <p>f. Convene a textbook adoption committee for Chemistry and adopt a textbook for 2020-2021</p>	<p>a. No additional cost</p> <p>b. \$21,000</p> <p>c. See 1.2-14 (b3)</p> <p>d. No additional cost</p> <p>e. 1.2-14 (b3)</p> <p>f. No additional cost</p>	<p>a. No additional cost</p> <p>b. Ed Services General Fund</p> <p>c. See 1.2-14 (b3)</p> <p>d. No additional cost</p> <p>e. ee 1.2-14 (b3)</p> <p>f. No additional cost</p>

1.2-5	<b>History- Social Science Implementation</b> <ol style="list-style-type: none"> <li>a. In collaboration with San Mateo County Office of Education, continue to provide PD opportunities for Social Science teachers to assist in the transition to the C3 framework (College, Career and Civil) for the Social Science Standards</li> <li>b. Work with Social Science Curriculum Council to determine next steps in transitioning to the C3 framework (Scope and Sequence, Inquiry Arc, Dimensions)</li> <li>c. Develop scope and sequence for World History, US History, Economics</li> <li>d. Convene a textbook adoption committee for World History textbook in 2019-2020</li> </ol>	<ol style="list-style-type: none"> <li>a. No additional cost</li> <li>b. No additional cost</li> <li>c. 1.2-14 (b3)</li> <li>d. No additional cost</li> </ol>	<ol style="list-style-type: none"> <li>a. No additional cost</li> <li>b. No additional cost</li> <li>c. 1.2-14 (b3)</li> <li>d. No additional cost</li> </ol>
1.2-6	<b>Career Technical Education Implementation</b> <ol style="list-style-type: none"> <li>a. Use CTE Model Standards to create a scope and sequence for each course in a pathway</li> <li>b. A team of CTE teachers will create a leadership curriculum that will be embedded in all CTE courses</li> <li>c. Develop instructional strategies to meet the diverse learning needs students in a CTE class (includes special education, English learners, non-traditional students, and the general student population)</li> <li>d. Continue to work on submitting all CTE courses as an "g" elective course</li> <li>e. Provide support for CTE curriculum development</li> <li>f. Provide project based learning professional development for CTE teachers</li> <li>g. <del>Provide one (1) section for an Industry Connections Coordinator (TOSA) to work on the following:</del> <ul style="list-style-type: none"> <li>• <del>Create relationships with local business partners in order to facilitate internships and work based opportunities for CTE students</del></li> <li>• <del>Create articulation agreements with local Community College partners and JUHSD CTE programs</del></li> </ul> </li> <li>h. Create relationships with local business partners to facilitate internships and work-based opportunities for CTE students</li> <li>i. Create articulation agreements with local community college partners and JUHSD CTE programs.</li> </ol>	<ol style="list-style-type: none"> <li>a. No additional cost</li> <li>b. \$2,500</li> <li>c. No additional cost</li> <li>d. No additional cost</li> <li>e. \$10,000</li> <li>f. \$18,000</li> <li>g. <del>\$18,000</del></li> <li>h.-i. No additional cost</li> </ol>	<ol style="list-style-type: none"> <li>a. N/A</li> <li>b. CTE Incentive Grant</li> <li>c. No additional cost</li> <li>d. No additional cost</li> <li>e. CTE Incentive Grant</li> <li>f. CTE Incentive Grant</li> <li>g. <del>CTE Incentive Grant</del></li> <li>h.-i. N/A</li> </ol>
1.2-7	<b>Visual &amp; Performing Arts Implementation</b> <ol style="list-style-type: none"> <li>a. Revise the district visual and performing arts plan (2 release days for max of 4 teachers)</li> <li>b. Create cornerstone assessments/common assessments for all VAPA courses</li> <li>c. Hire a teacher leader for Visual and Performing Arts to: <ol style="list-style-type: none"> <li>a. Assist in professional development and curriculum improvement projects</li> <li>b. Assist in the development of programs and projects that reflect research, "best practices," in the areas of teaching and learning.</li> <li>c. Assist in creating assessments to measure student outcomes and/or program effectiveness</li> <li>d. Assist with identifying the curriculum and instruction needs of staff members.</li> <li>e. Facilitate districtwide teacher training</li> </ol> </li> </ol>	<ol style="list-style-type: none"> <li>See 1.2-14 (b3)</li> <li>b. No additional cost</li> <li>c. \$5,000</li> </ol>	<ol style="list-style-type: none"> <li>a. See 1.2-14 (b3)</li> <li>b. No additional cost</li> <li>c. Ed Services General Fund</li> </ol>
1.2-8	<b>Health Education Content Standards Implementation</b> <ol style="list-style-type: none"> <li>a. Continue to provide two days (once per semester) for all Health teachers to work on district wide initiatives (sharing of best practices, supplies, curriculum alignment)</li> <li>b. Create a Health Scope and Sequence template</li> </ol>	<ol style="list-style-type: none"> <li>a. See 1.2-14 (b1)</li> <li>b. See 1.2-14 (b3)</li> </ol>	<ol style="list-style-type: none"> <li>a. See 1.2-14 (b1)</li> <li>b. See 1.2-14 (b3)</li> </ol>
1.2-9	<b>World Language Content Standards Implementation</b> <ol style="list-style-type: none"> <li>a. Continue to provide two days (once per semester) for all World Language teachers to work on district wide initiatives (sharing of best practices, set up for district wide assessments, supplies, curriculum alignment)</li> <li>b. Continue to refine district wide proficiency scales and assessments based upon CCSS anchor standards (Speaking/listening/reading &amp; writing)</li> <li>c. Continue to refine district wide placement test for French and Spanish</li> <li>d. Research to find appropriate assessments to meet Biliteracy Seal requirements for languages that we do not offer in JUHSD schools</li> <li>e. Create a common supply list for WL teachers to assist in implementation of curriculum and instructional support</li> </ol>	<ol style="list-style-type: none"> <li>a. See 1.2-14 (b3)</li> <li>b. No additional cost</li> <li>c. No additional cost</li> <li>d. No additional cost</li> <li>e. See 1.2-12j</li> <li>f. No additional cost</li> <li>g. \$3,000</li> <li>h. \$5,000</li> </ol>	<ol style="list-style-type: none"> <li>a. See 1.2-14 (b3)</li> <li>b. No additional cost</li> <li>c. No additional cost</li> <li>d. No additional cost</li> <li>e. See 1.2-12j</li> <li>f. N/A</li> <li>g. Ed Services General Fund</li> <li>h. Ed Services General Fund</li> </ol>

	<ul style="list-style-type: none"> <li>f. Develop and implement articulation agreements with partner districts so that incoming 9th grade students receive high school credits for taking world language in middle school.</li> <li>g. Provide training and consultation to partner districts WL teachers in implementation of JUHSD Spanish 1 curriculum</li> <li>h. Hire a World Language teacher leader to: <ul style="list-style-type: none"> <li>i. Assist in professional development and curriculum improvement projects</li> <li>ii. Assist in the development of programs and projects that reflect research, "best practices," in the areas of teaching and learning.</li> <li>iii. Assist in creating assessments to measure student outcomes and/or program effectiveness</li> <li>iv. Assist with identifying the curriculum and instruction needs of staff members.</li> <li>v. Facilitate districtwide teacher training</li> </ul> </li> </ul>		
1.2-10	<b>Physical Education Model Content Standards Implementation</b> <ul style="list-style-type: none"> <li>a. Create a PE Scope and sequence template for Life Fitness I (Grade 9)</li> <li>b. Continue to work on administering PFT tests consistently throughout the district</li> <li>c. Send a team of PE teachers to professional development to help develop a scope and sequence for PE.</li> </ul>	<ul style="list-style-type: none"> <li>a. No additional cost</li> <li>b. No additional cost</li> <li>c. See 1.2-14 (c9)</li> </ul>	<ul style="list-style-type: none"> <li>a. No additional cost</li> <li>b. No additional cost</li> <li>c. See 1.2-14 (c9)</li> </ul>
1.2-11	<b>Model School Library Standards Implementation</b> <ul style="list-style-type: none"> <li>a. Introduce the School Library Program standards and develop a plan of implementation for all librarians</li> <li>b. Review the Model Library standards and decide on one standard to implement district wide</li> <li>c. Explore the possibility of implementing a Digital citizenship curriculum</li> <li>d. Develop districtwide library policies and procedures</li> </ul>	<ul style="list-style-type: none"> <li>a. No additional cost</li> <li>b. No additional cost</li> <li>c. No additional cost</li> </ul>	<ul style="list-style-type: none"> <li>a. No additional cost</li> <li>b. No additional cost</li> <li>c. No additional cost</li> </ul>
1.2-12	<b>Provide funds for supplemental instructional materials/supplies</b> <ul style="list-style-type: none"> <li>a. ELA</li> <li>b. ELD/Constructing Meaning</li> <li>c. Math</li> <li>d. Science</li> <li>e. History-Social Science</li> <li>f. Career Technical Education</li> <li>g. Visual &amp; Performing Arts</li> <li>h. Physical Education</li> <li>i. Health</li> <li>j. World Language</li> <li>k. Library</li> </ul>	<ul style="list-style-type: none"> <li>a. \$5,000</li> <li>b. \$50,000</li> <li>c. \$50,000</li> <li>d. \$15,000</li> <li>e. \$5,000</li> <li>f. \$25,000</li> <li>g. \$60,000</li> <li>h. \$13,000</li> <li>i. \$2,000</li> <li>j. \$2,000</li> <li>k. \$4,000</li> </ul> <p>Total: \$231,000</p>	<ul style="list-style-type: none"> <li>a. Ed Services General Fund</li> <li>b. LCFF S/C</li> <li>c. Low Performing Block Grant</li> <li>d. Ed Services General Fund</li> <li>e. Ed Services General Fund</li> <li>f. Perkins Grant</li> <li>g. Ed Services General Fund</li> <li>h. Ed Services General Fund</li> <li>i. Ed Services General Fund</li> <li>j. Ed Services General Fund</li> <li>k. Ed Services General Fund</li> </ul>
1.2-13	<b>Increase the Number Instructional Coaching sections and the diversity of its coaches.*</b> <ul style="list-style-type: none"> <li>a. Districtwide Instructional Coach (5 sections) <ul style="list-style-type: none"> <li>o Train new coaches on the Impact Cycle</li> <li>o Perform coaching cycle with teachers from across the district</li> <li>o Develop and facilitates professional development on district initiatives</li> </ul> </li> <li>b. Site Instructional Coaches to provide support for new teachers (15 sections) <ul style="list-style-type: none"> <li>o Receive training in most up to date coaching methodology(Impact Cycle) and research based instructional practices (Constructing Meaning)</li> <li>o Partner with first and second year teachers to conduct coaching cycles</li> <li>o Organize opportunities for peer observations with teachers they partner with and the larger school community.</li> <li>o Provide professional development workshops during collaboration.</li> <li>o Provide opportunities for after school professional development.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>a. \$100,000</li> <li>b. \$315,000</li> </ul> <p>Formula: 0.2 FTE=300 students  JHS = 0.8  OHS= 0.4  TNHS = 0.6  THS = 0.2  WHS = 1.0</p>	<ul style="list-style-type: none"> <li>a. Ed Services General Fund</li> <li>b. LCFF Supplemental</li> </ul>

1.2-14	<p>Districtwide professional development training and professional/consulting services</p> <ul style="list-style-type: none"> <li>a. Professional Learning Service Agreements <ul style="list-style-type: none"> <li>1. Solution Tree (PLC support)</li> <li>2. Instructional Coaching Group (Instructional Coaching)</li> <li>3. EL Achieve (Constructing Meaning)</li> <li>4. Circle Up (Implicit Bias)</li> <li>5. Corelearn (Math PD)</li> <li>6. Houghton Mifflin Harcourt (The Living Earth textbook PD)</li> <li>7. ASCA (Guidance Counselor Workshops)</li> </ul> </li> <li>b. District/County PD/Training <ul style="list-style-type: none"> <li>1. Curriculum Council Meetings</li> <li>2. Constructing Meaning Collaborative Lesson Planning</li> <li>3. Scope &amp; Sequence/Benchmark Assessments Creation/Revision/Alignment</li> <li>4. Districtwide/Countywide Trainings/PD (technology, test administration, Datazone, CCGI, SPED, APEX, Big Five, etc...)</li> <li>5. Blended Learning</li> <li>6. Equity training through the San Mateo County Board Association</li> </ul> </li> <li>c. Conferences/Workshops <ul style="list-style-type: none"> <li>1. Advanced Placement workshops/institute</li> <li>2. SPED Conference/PD</li> <li>3. Constructing Meaning Symposium</li> <li>4. Constructing Meaning Leadership Retreat</li> <li>5. CA Student Mental Wellness Conference</li> <li>6. Psychologists</li> <li>7. Social Science National Conference (NCSS)</li> <li>8. Science CA Conference (CSTA)</li> <li>9. California Education Physical Education Workshop (CPEW)</li> <li>10. Math Conference (CMC North Conference)</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>a. Professional Learning Service Agreements <ul style="list-style-type: none"> <li>1. \$49,000</li> <li>2. \$20,820</li> <li>3. \$13,000</li> <li>4. \$300,000</li> <li>5. \$20,000</li> <li>6. \$3,000</li> <li>7. \$12,000</li> </ul> </li> <li>b. District PD/Training <ul style="list-style-type: none"> <li>1. \$23,000</li> <li>2. \$15,000</li> <li>3. \$50,000</li> <li>4. \$50,000</li> <li>5. \$15,000</li> <li>6. \$5000</li> </ul> </li> <li>c. Conferences/Workshops <ul style="list-style-type: none"> <li>1. \$10,000</li> <li>2. \$3,000</li> <li>3. \$5,000</li> <li>4. \$5,000</li> <li>5. \$3,000</li> <li>6. \$3,000</li> <li>7. \$17,500</li> <li>8. 12,500</li> <li>9. \$7,000</li> <li>10. \$11,000</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>a. Professional Learning Service Agreements <ul style="list-style-type: none"> <li>1. Title 1</li> <li>2. LCFF Supplemental</li> <li>3. LCFF Supplemental</li> <li>4. Ed Services General Fund</li> <li>5. Low Performing Student Block Grant</li> <li>6. Ed Services General Fund</li> <li>7. Ed Services General Fund</li> </ul> </li> <li>b. District PD/Training <ul style="list-style-type: none"> <li>1. Ed Services General Fund</li> <li>2. LCFF Supplemental</li> <li>3. Low Performing Bock Grant</li> <li>4. Ed Services General Fund</li> <li>5. Low Performing Student Block Grant</li> <li>6. Ed Services General Fund</li> </ul> </li> <li>c. Conferences/Workshops <ul style="list-style-type: none"> <li>1. Ed Services General Fund</li> <li>2. Ed Services General Fund</li> <li>3. LCFF Supplemental</li> <li>4. LCFF Supplemental</li> <li>5. Ed Services General Fund</li> <li>6. Ed Services General Fund</li> <li>7. Ed Services General Fund</li> <li>8. Ed Services General Fund</li> <li>9. Ed Services General Fund</li> <li>10. Low Performing Block Grant</li> </ul> </li> </ul>
1.2-15	<p>Design and deliver comprehensive school counseling programs driven by student data and based on standards in academic, career and social/emotional development, promote and enhance the learning process for all students.</p> <ul style="list-style-type: none"> <li>a. Partner with ASCA to develop a comprehensive and data driven guidance counseling program</li> <li>b. Monitor student placement to ensure equitable access to a rigorous education for all students</li> <li>c. Counselors meet as a District every month</li> <li>d. Explore reducing the student counselor ratio to 300:1</li> </ul>	<ul style="list-style-type: none"> <li>a. See 1.2-17 (a7)</li> <li>b. No additional cost</li> <li>c. No additional cost</li> <li>d. No additional cost</li> </ul>	<ul style="list-style-type: none"> <li>a. N/A</li> <li>b. N/A</li> <li>c. N/A</li> <li>d. N/A</li> </ul>

## ACTION # 3 Create a Culture of College and Career Readiness for All Students

(Include all possible college and career indicators: course access, dual enrollment, four-year planning, A-G, AP scores, graduation rates, CAASPP results, and extended learning opportunities)

	Action/Service	Cost	Funding Source
1.3-1	<p>Implement California Colleges Guidance Initiative (CCGI)*</p> <ul style="list-style-type: none"> <li><del>a. Create site level plans for CCGI rollout</del></li> <li>b. Create a school site implementation team                             <ul style="list-style-type: none"> <li>• Identify lessons that all students will have access to throughout their high school experience</li> <li>• Identify which department/teacher/team at each school site will be responsible for lesson integration</li> </ul> </li> <li>c. All students will utilize the 4 year planning tool via CCGI</li> <li>d. Provide two (2) sections for a Teacher on Special Assignment (TOSA) to oversee the districtwide planning and implementation of CCGI</li> </ul>	<ul style="list-style-type: none"> <li>a.-c. No additional cost</li> <li>d. \$42,000</li> </ul>	<ul style="list-style-type: none"> <li>a.-c. N/A</li> <li>d. CTE Incentive Grant</li> </ul>
1.3-2	<p>Use the Smarter Balanced System to support teaching and learning</p> <ul style="list-style-type: none"> <li>a. Interim Assessment Blocks</li> <li>b. Interim Comprehensive Assessments</li> <li>c. Digital Library</li> <li>d. Monitor completion of CAASPP assessments for all students and all subgroups</li> </ul>	a.-d. No additional cost	N/A
1.3-3	<p><del>Explore the possibility of adding an AVID course at Jefferson High School to help develop the skills necessary to be successful in postsecondary education.*</del></p> <ul style="list-style-type: none"> <li><del>a. Create one (1) section of an AVID Course</del></li> <li><del>b. Provide PD opportunities for the AVID teachers</del></li> </ul> <p>Revise bell schedule and course offerings to increase access for extra support during the school day</p> <ul style="list-style-type: none"> <li>a. Implement an academic support period (Grizzly Flex Time) at Jefferson High School during the school day to allow for school day interventions.*</li> <li>b. Redesign the Computer Foundations course at Jefferson and Westmoor High School to College and Career Exploration to increase college and career awareness of 9th grade students.*</li> </ul>	<ul style="list-style-type: none"> <li><del>a. \$16,000</del></li> <li><del>b. \$9,000</del></li> <li>a. \$10,000</li> <li>b. No additional cost</li> </ul>	<ul style="list-style-type: none"> <li><del>a. Title I</del></li> <li><del>b. Title I</del></li> <li>a. Title 1</li> <li>b. N/A</li> </ul>
1.3-4	<p>Offer online credit recovery after school</p> <ul style="list-style-type: none"> <li>a. Renew subscription to APEX for 500 licenses</li> <li>b. APEX teacher salaries/benefits during the day and after school</li> <li>c. Submit APEX credit recovery courses as A-G*</li> </ul>	<ul style="list-style-type: none"> <li>a. \$28,500</li> <li>b. \$125,000</li> <li>c. No additional cost</li> </ul>	<ul style="list-style-type: none"> <li>a. LCFF Base</li> <li>b. LCFF Base</li> <li>c. No additional cost</li> </ul>
1.3-5	<p>Offer summer school opportunities</p> <ul style="list-style-type: none"> <li>a. For English learner students                             <ul style="list-style-type: none"> <li>o ELD exploration course for emerging, expanding, and bridging students (3 sections)</li> <li>o Integrated World History (1 section)</li> </ul> </li> <li>b. For acceleration (3 sections)                             <ul style="list-style-type: none"> <li>o Math Course 3</li> </ul> </li> <li>c. To make up D's and F's for A-G eligibility (3 sections)</li> <li>d. Math summer bridge for summer of 2019 Jump Start for incoming 9th grade students who need additional math support.</li> </ul>	<ul style="list-style-type: none"> <li>a. \$28,000</li> <li>b. \$24,000</li> <li>c. \$24,000</li> <li><del>d. No additional cost (\$48,000 in 2019-2020)</del></li> <li>d. \$12,000</li> </ul>	<ul style="list-style-type: none"> <li><del>a. College Readiness Block Grant</del></li> <li><del>b. College Readiness Block Grant</del></li> <li>c. College Readiness Block Grant</li> <li><del>d. N/A (LCFF S/ in 2019-2020)</del></li> <li>a.- d. Parcel Tax</li> </ul>
1.3-6	<p>Increase articulation and partnership between Skyline College and JUHSD to enhance college and career</p>	a. \$10,000	a. Ed Services General

\* Blueprint for Equity Recommendation

	<p>pathways</p> <ol style="list-style-type: none"> <li>Offer dual enrollment courses at each school site (instructional materials)</li> <li>Approve data sharing agreement with Skyline College to improve transition from high school to college</li> <li>Explore the possibility of Early College High School</li> </ol>	<ol style="list-style-type: none"> <li>No additional cost</li> <li>No additional cost</li> </ol>	<p>Fund</p> <ol style="list-style-type: none"> <li>No additional cost</li> <li>No additional cost</li> </ol>
1.3-7	<p>Utilize data from College Board Assessments to measure the essential knowledge and skills for college and career readiness</p> <ol style="list-style-type: none"> <li>Provide funds to administer the PSAT 9, PSAT/NMSQT, and SAT for 12th grade students during the school day in October</li> <li><del>Provide funds to administer the PSAT 8 to incoming 9th grade students to assist in high school placement</del></li> <li>Use AP Potential scores to increase course access for underrepresented groups</li> <li>Implement open enrollment policy for AP courses</li> <li>Use Albert IO, an online test prep site, to provide additional preparation for AP exams</li> <li>Provide funds for Advanced Placement exams for all students enrolled in AP courses</li> <li>Review score reports with teachers to improve teaching and learning.</li> <li>Explore open enrollment policy in AP courses*</li> </ol>	<ol style="list-style-type: none"> <li>\$100,000</li> <li><del>\$3,500</del></li> <li>No additional cost</li> <li>No additional cost</li> <li>\$13,000</li> <li>\$130,000</li> <li>No additional cost</li> <li>No additional cost</li> </ol>	<ol style="list-style-type: none"> <li>College Board Funds</li> <li><del>One Time Grant</del></li> <li>N/A</li> <li>N/A</li> <li>Ed Services General Fund</li> <li>College Board Funds</li> <li>No additional cost</li> <li>N/A</li> </ol>
1.3-8	<p>Use National Student Clearinghouse to track post-secondary success of graduates</p> <ol style="list-style-type: none"> <li><del>CCGI implementation team will analyze data to determine baseline data</del></li> <li><del>Present findings and trends to Leadership Council</del></li> <li>Track student trends by all specific subgroups (not just Asian category) and present findings to see if the district is preparing students for college and career</li> <li>Find root causes why students who reported that they will be attending a post-secondary institution did not attend a post-secondary institution.</li> </ol>	<ol style="list-style-type: none"> <li><del>\$2,000</del></li> <li><del>No additional cost</del></li> <li>\$2,000</li> <li>No additional cost</li> </ol>	<ol style="list-style-type: none"> <li><del>CTE Incentive Grant</del></li> <li><del>No additional cost</del></li> <li>Ed Services General Fund</li> <li>No additional cost</li> </ol>
1.3-9	<p><del>Continue partnership Ed Trust West to develop and refine systems to increase college and career readiness of all students and close the opportunity gaps</del></p> <ol style="list-style-type: none"> <li><del>Examine and evaluate current practices that prevents student from meeting A-G requirements</del></li> <li><del>Form steering committees to develop action plans to close opportunity gaps and provide opportunities for deeper and sustained college and career culture.</del></li> </ol> <p>Convene a District Equity Committee to review progress towards creating equitable policies and practices (include 2 Board Members)</p> <ol style="list-style-type: none"> <li>Create equity vision and mission statement</li> <li>Provide feedback through an equity lens though planing, monitoring, and implementation of the LCAP</li> <li>Examine homework policies</li> <li>Examine grading policies</li> <li>Examine course enrollment and tracking practices</li> </ol>	<ol style="list-style-type: none"> <li><del>b. No additional cost (\$82,700 in 2017-2018)</del></li> <li>a.-d. No additional cost</li> </ol>	<ol style="list-style-type: none"> <li><del>College Readiness Block Grant</del></li> <li>a.-d. No additional cost</li> </ol>

## ACTION # 4 Provide academic support for English learners and monitor progress

Action/Service	Cost	Funding Source
<p>1.4-1 Program and services for all English learners</p> <ol style="list-style-type: none"> <li>Implement a standard intake process and appropriate course placement for all English learners</li> <li>Provide daily designated and integrated ELD instruction to all English learner students focus on learning intentions and student talk</li> <li>Develop structures for ongoing training, peer observation, and walkthroughs to deepen the implementation of ELD standards.</li> </ol>	<ol style="list-style-type: none"> <li>c. No additional cost</li> <li>\$15,000</li> <li>No additional cost</li> <li><del>\$30,000 (2 sets of Chromebook carts - one for Jefferson and one for</del></li> </ol>	<ol style="list-style-type: none"> <li>N/A</li> <li>Title 3</li> <li>N/A</li> <li><del>Title 3 - Immigrant</del></li> <li>Title 3</li> <li>Title 3</li> </ol>

\* Blueprint for Equity Recommendation



	<p>d. Implement ELlevation software:</p> <ul style="list-style-type: none"> <li>To access and use English Learner relevant data to inform student support</li> <li>To better engage parents by generating parent Letters around placement, exit, and ongoing notification of services.</li> <li>To monitor academic performance of former English learners</li> <li>To use the Strategies module as reference for instructional strategies to support ELs</li> </ul> <p>e. Continue holding English Language Advisory Committee (ELAC) meetings at all school sites and DELAC for the District</p> <p><del>f. Purchase mobile devices for English learner classrooms</del></p> <p>g. Continue licenses to instructional technology software</p> <p>h. Provide field trip funds for English learners to visit colleges and universities</p> <p>i. Continue to use alternate reclassification criteria for moderate/severe students using the Ventura County Comprehensive Alternate Language Proficiency Survey (VCCALPS)*</p> <p>j. Place ELD 3 students in mainstream courses instead of content EL courses*</p> <p>k. Hire bilingual paraprofessionals and/or tutors to support English learners in mainstream classrooms*</p> <p>l. Develop IEP practices and teacher training support systems specific to addressing the needs of English learners with disabilities.</p> <p>m. Engage in two-way articulation and alignment with partner elementary school districts and community college in order to provide continuity for each student moving between systems.*</p>	<p><del>Westmoor)</del></p> <p>g. \$5,000</p> <p>h. \$3,000</p> <p>i. No additional cost</p> <p>j. No additional cost</p> <p>k. \$50,000</p> <p>l. See 1.2-14 (b-4)</p> <p>m. No additional cost</p>	<p>i. N/A</p> <p>j. No additional cost</p> <p>k. LCFF Supplemental</p> <p>l. N/A</p> <p>j. No additional cost</p> <p>k. LCFF Supplemental</p> <p>l. N/A</p> <p>M. N/A</p>
1.4.-2	<p>Newcomer support for EL students who have been in US schools for less than 6 years</p> <p><del>a. Provide 3 sections of Foundations ELD (previously known as Language Lab) for ELD 1</del></p> <p>b. Fund designated ELD classes at student-teacher ratio of 29:1</p> <p>c. Offer content EL sections at student-teacher ratio of 29:1</p> <p>d. Allow a 5th year option for EL students who start at US school after the first semester of 9th grade</p> <p>e. Develop a mentor/buddy system*</p> <p>f. Enroll students in native speakers language class</p>	<p><del>a. \$54,000</del></p> <p>b. \$462,000</p> <p>c. \$315,000</p> <p>d. No additional cost</p> <p>e. No additional cost</p>	<p><del>a. Title 3 - EL</del></p> <p>b. LCFF Supplemental</p> <p>c. LCFF Supplemental</p> <p>d. No additional cost</p> <p>e. No additional cost</p>
1.4-3	<p>Long-term English learner support for students who have been in US schools for 6 years or more</p> <p>a. Identify possible root causes of LTELs and develop an action to address needs</p> <p>b. Implement Academic Language Development and Controversial Issues in American Society classes for long-term ELs (29 to 1-ratio)(JHS-3, OHS-1, TNHS-1, WHS-3)</p> <p><del>c. Purchase instructional materials for Controversial Issues in American Society classes*</del></p> <p>d. Provide professional development on instructional supports and strategies for teachers of LTELs</p>	<p>a. No additional cost</p> <p>b. \$128,000</p> <p><del>c. \$15,000</del></p> <p>d. \$3,000</p>	<p>a. N/A</p> <p>b. LCFF Supplemental</p> <p><del>c. One Time Grant</del></p> <p>d. Title 3</p>
1.4-4	<p><del>Fund Director of Categorical Programs of Curriculum, Instruction, and Accountability position to ensure that the English learners meet their academic needs-oversee the English Language Development Program</del></p> <p>a. Revise the English learner master plan and embed the EL Roadmap Principles</p> <p>b. Develop an English learner handbook</p> <p>c. Review the proficiency and academic performance of English Learners and reclassified students.</p> <p>d. Promote college and career culture among English learners</p> <p>e. Promote Seal of biliteracy among English learners</p> <p>f. Continue to collaborate and consult with the EL directors/coordinators of the high school districts in the county</p> <p>g. Develop an articulation with EL directors/coordinators from partner Districts</p> <p>h. Develop EL task force at Jefferson and Westmoor to identify and address needs of English learners</p>	\$150,000	LCFF S/C
1.4-5	<p>Fund a full time Educational Services Special Projects Assistant</p> <p>a. Assist in intake of English learners and immigrant students and families</p> <p>b. Enter EL demographics and assessment data in Student Information System</p> <p>c. Assist in the administration of English Language Proficiency Assessments of California</p> <p>d. Assist in meeting state and federal guideline requirements for English learners</p>	\$50,000	LCFF S/C

**ACTION # 5 Provide academic support for students with disabilities**

	Action/Service	Cost	Funding Source
1.5-1	<p>Base programs and services for students with disabilities</p> <ul style="list-style-type: none"> <li>a. Salaries of appropriately credentialed and highly qualified certificated teachers, including Specialists (Speech Therapist, Occupational Therapist, and Transition Specialist).</li> <li>b. Salaries of paraeducators</li> <li>c. Benefits and payroll costs of certificated and classified staff</li> <li>d. Contracted services including alternative placements</li> <li>e. Materials and supplies</li> <li>f. Non-Public School program</li> <li>g. Provide 2 prep periods for mild/moderate teachers for IEP development, increased collaboration with general education teachers, attend IEP meetings, course content development and refinement</li> <li>h. Provide paraprofessional training to support students in the general education setting</li> <li>i. Provide mentoring support to new SPED teachers (Intern support)</li> <li>j. Implement a visually structured life skills program to reduce out of district placement (non-staff)</li> <li>k. Hire a program specialist</li> <li>l. Conduct mandatory Crisis Prevention Institute trainings for special ed staff, (including teachers, paras, psychologists, van drivers, etc.) campus supervisors and counselors/wellness counselors. Training to include initial and recertification trainings. Costs incurred include Training of Trainers PD to allow for in-district training of staff and subs to cover for trainings during the school day.</li> <li>m. Convene a SPED parent focus group</li> </ul>	<ul style="list-style-type: none"> <li>a. \$2,600,000</li> <li>b. \$1,200,000</li> <li>c. \$1,600,000</li> <li>d. \$5,000,000</li> <li>e. \$120,000</li> <li>f. \$2,000,000</li> <li>g. \$70,000</li> <li>h. \$10,000</li> <li>i. \$120,000</li> <li>j. No additional cost</li> <li>k. \$120,000</li> <li>l. See 1.2-14 (b4)</li> <li>m. No additional cost</li> </ul> <p>Total: \$12,840,000</p>	<p>a-k. LCFF Base &amp; Restricted Special Education L.-m. N/A</p>
1.5-2	<p>Curriculum and Instruction</p> <ul style="list-style-type: none"> <li>a. Implement Unique curriculum for Life Skills Programs (curriculum + PD)</li> <li>b. SPED math teachers will pilot math units developed by math curriculum specialist</li> <li>c. Continue to implement Assistive Technology District Plan</li> <li>d. Continue to implement Read/Write Google</li> <li>e. Special Education teachers will participate in a Constructing Meaning cohort</li> <li>f. Access to Specialized Academic Instruction – Study Skills to support access to and successful completion of content courses toward the diploma.</li> <li>g. Monthly professional development for special education teachers to support implementation of integrated math curriculum</li> <li>h. Monthly collaboration at the site to discuss and refine curriculum and instruction</li> <li><del>i. Math TOSA support in implementing curriculum</del></li> <li>j. Develop SPED scope and sequence</li> <li>k. SPED staff will collaboratively work on a Districtwide Handbook</li> <li>l. Redesign Study Skills class by using this period as an intervention period for English and math.*</li> <li>m. Monitor completion of CAASPP</li> </ul>	<ul style="list-style-type: none"> <li>a. \$8,000</li> <li>b. No additional cost</li> <li>c. No additional cost</li> <li>d. \$10,000</li> <li>e. See 1.2-14(h)</li> <li>f. No additional cost</li> <li>g. See 1.2-14(b3)</li> <li>h. See 1.2-14(b3)</li> <li><del>i. See 1.2-3(e)</del></li> <li>j. See 1.2-14(b3)</li> <li>k. See 1.2-14(b3)</li> <li>l. No additional cost</li> <li>m. No additional cost</li> </ul>	<ul style="list-style-type: none"> <li>a. Ed Services General Fund</li> <li>b. N/A</li> <li>c. N/A</li> <li>d. Ed Services General Fund</li> <li>e. N/A</li> <li>f. N/A</li> <li>g. N/A</li> <li>h. N/A</li> <li>i. N/A</li> <li>j. N/A</li> <li>k. N/A</li> <li>l. N/A</li> <li>m. N/A</li> </ul>
1.5-3	<p>Place students with IEP in appropriate courses</p> <ul style="list-style-type: none"> <li>a. Improve transition process of students with IEP from 8th grade to 9th grade.</li> <li>b. Use curriculum embedded benchmark assessments to place and monitor student progress</li> </ul>	<p>a.-f.No additional cost</p>	<p>a.-.f. N/A</p>

\* Blueprint for Equity Recommendation

	<ul style="list-style-type: none"> <li>c. Create targeted interventions and procedures for special education students transitioning into 9<sup>th</sup> grade</li> <li>d. Counselors and case managers plan students' schedule to ensure placement in Least Restrictive Environment setting</li> <li>e. Use realigned SPED course codes to place students</li> <li>f. Conduct a placement audit to ensure proper placement, especially in math.</li> </ul>		
1.5-4	<p>College and Career Planning for Students with IEP</p> <ul style="list-style-type: none"> <li>a. Transition Specialists work closely with students and case managers of all 11<sup>th</sup> and 12<sup>th</sup> grade students to develop and support the activities of the Individual Transition Plan, including activities related to employment, education, and independent living. Goals related to learning to learn / pre-vocational skills are developed and tracked for each student with an IEP.</li> <li>b. Provide credit recovery options after school and during the summer.</li> <li>c. Guidance counselors meet regularly with student to review and revise a 4-year plan</li> <li>d. Guidance counselors participate in student IEP meetings to assist with the discussion and planning around the development of page 2 of the Individual Transition Plan (Course of Study)</li> <li>e. Expand beyond current adult transition program post 12<sup>th</sup> grade education/vocation options for students on Certificate of Completion</li> <li>f. Pilot after school credit recovery program for 12<sup>th</sup> grade students with IEP at Jefferson High School. Seniors only in 2019-20 but will expand the following year to other schools. Offer two locations (one in Daly City and one in Pacifica).</li> <li>g. Explore a program for 18-22 years old with focus on CTE and college readiness (living skills, Facebook internship for students with autism).</li> </ul>	<ul style="list-style-type: none"> <li>a.-e. No additional cost</li> <li>f. \$10,000</li> <li>g. No additional cost</li> </ul>	<ul style="list-style-type: none"> <li>a.-e. No additional cost</li> <li>f. IDEA-Part B</li> <li>g. No additional cost</li> </ul>

### ACTION # 6 Provide academic support for foster youth and homeless students

Action/Service	Cost	Funding Source	
1.6-1	Director of Student Services will develop a standard protocol and create forms for foster youth intake for the district	No additional cost	N/A
1.6-2	Guidance Counselors will continue to monitor progress of academic performance of unduplicated students (foster youth, homeless, English learners and students with IEP) (18 sections)	\$378,000	Parcel Tax
1.6-3	Provide funds for basic supplies and provide funds towards items in order for foster youth to have a comprehensive high school experience (\$500 per foster student)	\$5,000	LCFF Supplemental
1.6-4	Provide funds to tutor foster youth and homeless students	\$5,000	LCFF Supplemental
1.6-5	Provide funds to provide transportation to keep foster youth enrolled in current school	\$5,000	LCFF Supplemental

### ACTION # 7: Enhance the Career Technical Education Program

Action/Service	Cost	Funding Source
----------------	------	----------------

1.7-1	<p><del>Provide stipends or sections to monitor the implementation of the CTE Incentive Grant</del>  Hire a full time Teacher on Special Assignment to coordinate the District's CTE Program</p> <ol style="list-style-type: none"> <li>1. High Interest career paths at each school.</li> <li>2. Articulation of career paths with Skyline. <ol style="list-style-type: none"> <li>a. Dual Enrollment to extend pathways</li> <li>b. Certificate Programs</li> </ol> </li> <li>3. Job Shadowing Program</li> <li>4. Internship Program</li> <li>5. Work-Ready Certification Program</li> <li>6. CTE Advisory Committee (Including business/community partners, students, staff)</li> <li>7. A-G Approval of CTE Course</li> <li>8. Recruitment Plan for CTE Teachers</li> <li>9. Marketing Materials for JUHSD CTE</li> <li>10. Business Partnerships <ol style="list-style-type: none"> <li>a. Chambers of Commerce</li> <li>b. Local Businesses</li> </ol> </li> <li>11. Trades Education</li> <li>12. JUHSD CTE Manual</li> <li>13. Communication Plan (District Website, Social Media, etc.)</li> <li>14. Oversee CTE grants (Perkins, CTEIG, and Workforce)</li> </ol>	\$105,000	CTE Incentive Grant
1.7-2	Provide travel/registration funds for students to attend Career Technical Student Organization conferences and student organization events	\$10,000	Perkins Grant
1.7-3	Develop clear and articulated CTE pathways and dual enrollment with post-secondary schools and/or industry <ol style="list-style-type: none"> <li>a. Start a health career pathway at Westmoor High School</li> <li>b. Provide a team teacher in the health pathways course to assist students with IEP and English learners</li> <li>c. Explore a CTE pathway at Thornton High School</li> </ol>	<ol style="list-style-type: none"> <li>a. No additional cost</li> <li>b. \$40,000</li> <li>c. No additional cost</li> </ol>	<ol style="list-style-type: none"> <li>a. N/A</li> <li>b. Strong Workforce Grant</li> <li>c. N/A</li> </ol>
1.7-4	Revise Career Technical Education plan <ol style="list-style-type: none"> <li>a. Create CTE plan and have CTE Advisory committee provide feedback via after school meetings</li> </ol>	a. \$1,000	a. Perkins Grant
1.7-5	Pay for extra sections to build out CTE pathways (3 sections) JHS=1 (Robotics/Engineering) TNHS=1 (Theater Production Arts) WHS=1 (Introduction to Design and Engineering)	\$60,000	CTE Incentive Grant
1.7-6	Research possible internship opportunities in the surrounding community	No additional cost	N/A
1.7-7	Continue to explore Computer Science alignment K-12 with partner districts *	No additional cost	N/A
1.7-8	Purchase CODE HS licenses for up to 34 students per school site all for district schools	\$15,000	CTE Incentive Grant
1.7-9	Continue to promote CTE pathways/programs (pamphlets, handbook)	\$1,500	Perkins

**ACTION # 8** Improve technology infrastructure, increase access to technology devices, and provide data literacy training to staff and students.

	Action/Service	Cost	Funding Source
1.8-1	<p>Create a District Technology committee to include representation from all stakeholders.</p> <ul style="list-style-type: none"> <li>a. Review and provide feedback to the District Technology Plan</li> <li>b. Provide input on the financial resources allocated to technology.</li> <li>c. Communicate technology issues to IT management</li> <li>d. Stay informed of major projects and initiatives and communicate information to end-users as necessary</li> <li>e. Review budgeting (equipment, software, training, etc.) and overall progress of initiatives (past and future)</li> </ul>	No additional cost	N/A
1.8-2	<p><del>Conduct a technology needs assessment in partnership with Silicon Valley Education Foundation to provide guidance for the district on infrastructure, mobile devices, and technology curriculum integration</del></p>	No additional cost	N/A
1.8-3	Provide training to staff in the areas of data gathering and analyzing and digital citizenship	No additional cost	N/A
1.8-4	Develop districtwide lag and lead metrics aligned to dashboard performance indicators to inform plans and resource allocation. Review metrics once per semester.	No additional cost	N/A
1.8-5	<p>Distribute Chromebook devices to all school sites</p> <ul style="list-style-type: none"> <li>a. Develop teacher and student training on Chromebook use and its application to instruction</li> <li>b. Chromebook carts in each classroom</li> <li>c. Chromebooks in the library for students to check out indefinitely</li> <li>d. Develop policies and procedures regarding Chromebook use and care</li> <li>e. Provide free internet access through Sprint's One Million Project*</li> </ul>	<ul style="list-style-type: none"> <li>a. See 1.2-14 (b4)</li> <li>b. \$100,000</li> <li>c. \$ 50,000</li> <li>d. No additional cost</li> <li>e. No additional cost</li> </ul>	<ul style="list-style-type: none"> <li>a. N/A</li> <li>b. Technology Bond</li> <li>c. Technology Bond</li> <li>d. N/A</li> <li>e. N/A</li> </ul>

**GOAL # 2**

Increase school connectedness by improving student engagement, parent involvement, and school climate

**ACTION # 1** Implement and monitor districtwide attendance policies

	Action/Service	Cost	Funding Source
2.1-1	<p>Continue to allocate funds to support Dean of Students position (3 FTE)</p> <p>Responsibilities:</p> <ul style="list-style-type: none"> <li>a. Develop truancy notification policies and procedures</li> <li>b. Create an attendance manual</li> <li>c. Develop an attendance incentive program</li> <li>d. Monitor Attention to Attendance and send truancy letters</li> <li>e. Oversee attendance interventions</li> <li>f. Follow up on "no-shows" at the beginning of the school year</li> </ul>	\$315,000	LCFF Supplemental

\* Blueprint for Equity Recommendation

2.1-2	Monitor attendance on a weekly basis to detect patterns of absences using Attention to Attendance <ul style="list-style-type: none"> <li>a. Examine root causes of students who are chronically absent</li> <li>b. Develop action plan for various root causes</li> </ul>	\$46,200	LCFF Base
-------	---	----------	-----------

### ACTION # 2 Create a positive and culturally responsive behavior interventions and supports

Action/Service	Cost	Funding Source
2.2-1 Design and implement Positive Behavior Intervention and Support (PBIS) framework <ul style="list-style-type: none"> <li>a. Look for supports that can be implemented schoolwide, in the classroom and on an individual basis</li> <li>b. Develop a systematic approach that reduces barriers to learning and increases student motivation to achieve to meet desired outcomes</li> <li>c. Partner up with Circle Up to assist with PBIS implementation</li> </ul>	<ul style="list-style-type: none"> <li>a. No additional cost</li> <li>b. No additional cost</li> <li>c. See 1.2-14 (a4)</li> </ul>	<ul style="list-style-type: none"> <li>a. N/A</li> <li>b. N/A</li> <li>c. N/A</li> </ul>
2.2-2 Implement restorative practices at all school sites. <ul style="list-style-type: none"> <li>a. Vice-Principals will create a 3-year Restorative Practice Implementation Plan</li> <li>b. Work with Circle Up to develop a District Discipline Matrix that includes alternative strategies to school suspensions</li> <li>c. VPs will decide on a few restorative practices to implement at the site level. VP's will monitor and track effectiveness and report findings at VP Curriculum Council meeting during the Spring of 2018</li> <li>d. Partner up with Circle Up to assist with restorative practices</li> </ul>	<ul style="list-style-type: none"> <li>a. No additional cost</li> <li>b. See 1.2-14 (a4)</li> <li>c. No additional cost</li> <li>d. See 1.2-14 (a4)</li> </ul>	<ul style="list-style-type: none"> <li>a.- d. N/A</li> </ul>
2.2-3 Identify and address evidence of implicit bias. <ul style="list-style-type: none"> <li>a. Partner up with Circle Up to develop a plan for Implicit Bias training and cultural competency training and implementation across the district.*</li> <li>b. Develop a shared vision and framework around equity for all students</li> <li>c. Identify culturally relevant and responsive strategies to address the needs of all subgroups and inform our service delivery model.</li> </ul>	<ul style="list-style-type: none"> <li>a. See 1.2-14(a4)</li> <li>b. No additional cost</li> <li>c. No additional cost</li> </ul>	<ul style="list-style-type: none"> <li>a.-c. N/A</li> </ul>

### ACTION # 3 Increase parent involvement, communication, and engagement

Action/Service	Cost	Funding Source
2.3-1 Send newsletters to parents/guardians and community with important dates and events to promote parent participation and seek input in decision making* <ul style="list-style-type: none"> <li>a. Schools will send a newsletter at least every quarter</li> <li>b. District will send a newsletter at least every semester</li> </ul>	No additional cost	N/A
2.3-2 Teachers update their Synergy gradebook every 15 days	No additional cost	N/A
2.3-3 Implement districtwide communication plan <ul style="list-style-type: none"> <li>a. Update the district/school website template</li> </ul>	\$18,000	LCFF Base
2.3-4 Provide classified staff training to promote a welcoming school and district environment	No additional cost	N/A

2.3-5	Hire a Director of Communication and Staff Housing Coordinator to assist in communicating with stakeholders	\$134,000	LCFF Base
-------	---	-----------	-----------

### ACTION # 4 English learner student and parent engagement

	Action/Service	Cost	Funding Source
2.4-1	Parent liaison position at Jefferson High School and Westmoor High School and Thornton High School	\$100,000	LCFF Supplemental
2.4-2	Educational Services Projects Assistant <ul style="list-style-type: none"> <li>a. Assist in administering the English Language Proficiency Assessments for California</li> <li>b. Assist in intake of new English learner students to the District Office</li> <li>c. Provide translation for Spanish speaking families</li> </ul>	\$50,000	LCFF Supplemental
2.4-3	English learner family event at Westmoor and Jefferson	\$3,000 (\$1,500 per school)	LCFF Supplemental
2.4-4	Interpreting services through Language Line	\$2,000	LCFF Base

### ACTION # 5: Increase student voice and student engagement

	Action/Service	Cost	Funding Source
2.5-1	Administer student survey <a href="#">triannually</a>	No additional cost	N/A
2.5-2	Each school site will develop a process to increase communication between students and the school in collaboration with the Director of Communications. Explore the following: <ul style="list-style-type: none"> <li>a. Use of social media (Twitter, Instagram, etc.)</li> <li>b. Create Google Forms to submit suggestions or concerns</li> <li>c. Use StudentVUE to post messages</li> <li>d. Video advertisement</li> <li>e. Input from Student Advisory Board</li> </ul>	No additional cost	No additional cost
2.5-3	Develop a District Student Advisory Board (DSAB) <ul style="list-style-type: none"> <li>a. Student trustee will work on assigned tasks as directed by the Board of Trustees.</li> <li>b. ASB CC will create a process in conjunction with the District Office to ensure student representatives from all subgroups and schools. <ul style="list-style-type: none"> <li>★ District elicited student interest in SAB via a Google form in May 2017.</li> <li>★ Students will be selected before the end of school in May 2017</li> <li>★ The committee will be configured as follows: <ul style="list-style-type: none"> <li>4 minimum per school and one additional student representative for every 200 students JHS - 5   OHS-4   TNHS-4   THS - 4   WHS - 6</li> </ul> </li> <li>★ Once the committee is formed, we will meet to decide meeting dates and identify our focal point for 2017-18 .</li> <li>★ DSAB members are invited to District Advisory Committee meetings to represent the student body.</li> <li>★ DSAB members may be asked to lead student focus groups to elicit student feedback on the</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>a. No additional cost</li> <li>b. \$1,000</li> </ul>	<ul style="list-style-type: none"> <li>a. N/A</li> <li>b. Ed Services General Fund</li> </ul>

	LCAP (School climate & Student engagement)		
2.5-4	Utilize the Associated Student Body to promote student engagement <ul style="list-style-type: none"> <li>a. Continue to implement ASB Works software</li> <li>b. Provide stipend for ASB consultant to guide and lead ASB teachers</li> <li>c. Continue to find leadership training opportunities for ASB students and the student body (CADA/CASL/CASC etc)</li> <li><del>d. Continue to provide professional development opportunities for ASB Directors</del></li> </ul>	<ul style="list-style-type: none"> <li>a. \$6,800</li> <li>b. \$2,500</li> <li>c. \$15,000</li> <li><del>d. See 1.2-14</del></li> </ul>	<ul style="list-style-type: none"> <li>a. LCFF Base</li> <li>b. Ed Services General Fund</li> <li>c. Ed Services General Fund</li> <li><del>d. See 1.2-14</del></li> </ul>

**ACTION #6 Implement initiatives that support safe and healthy lifestyle**

	Action/Service	Cost	Funding Source
2.6-1	Continue to provide Wellness Counselor sections at all school sites (6.4 FTE)*	\$672,000	LCFF Supplemental
2.6-2	Provide funds to support the peer counseling program (\$2,000 per school)	\$10,000	Ed Services General Fund
2.6-3	<del>Provide a stipend a Teacher on Special Assignment position to oversee the District's Wellness Program</del> <del>a. Create a wellness counselor manual</del> <del>b. Develop and facilitate a wellness committee</del> Hire a mental health coordinator <ul style="list-style-type: none"> <li>★ Develop a district-wide system of tiered supports that leverages public, district and family resources, in collaboration with stakeholders</li> <li>★ Develop and maintain internal procedure manuals for the Wellness Counselors and develop early intervention referral process</li> <li>★ Provide support on implementation of the district's Student Study Team process</li> <li>★ Coordinate school-based mental health counseling (wellness counseling) and substance abuse services that are provided through community and district resources;</li> <li>★ Serve as liaison to mental health providers, District staff and district partners, including law enforcement;</li> <li>★ Convene a working committee to research and facilitate the implementation of a Tier 1 social-emotional (SEL) curriculum</li> </ul>	\$105,000	LCFF Base
2.6-4	Continue to fund District Nurse position	\$100,000	LCFF Base
2.6-5	Administer the California Healthy Kids Survey every <del>other year starting 2017</del> 2018 year	\$3,000	Ed Services General Fund
2.6-6	Implement districtwide and schoolwide Emergency Operations Center (EOC) to carry out strategic emergency preparedness, emergency management, and disaster management.	No additional cost	N/A
2.6-7	<del>Hire a full time social worker to lead the Youth Resource Team (2019-2020)</del>	No additional cost for 2018-2019 (\$150,000 for 19-20)	LCFF S/C
2.6-7	Participate in Big Five Trainings on an annual basis	See 1.2-14 (b4)	N/A

\* Blueprint for Equity Recommendation



## Goal #3

Provide additional targeted or personalized supports to meet academic and/or socio-emotional needs.

### ACTION # 1 Each site will determine through site council how to address the needs of ELs, foster youth, and low income students

	Action/Service	Cost	Funding Source
3.1-1	Through School Site Council's approval each school site will determine how to meet the academic and/or socioemotional needs of foster youth, English learners, and low income students  JHS= \$111,300   OHS=\$29,900   TNHS = \$32,500   THS= \$34,400   WHS = \$105,500	\$313,600	LCFF Supplemental

### ACTION # 2 Implement the Student Study Team process

	Action/Service	Cost	Funding Source
3.2-1	Implement the districtwide Student Study Team process <ul style="list-style-type: none"> <li>a. Meet with site leadership team to obtain overview of the SST process</li> <li>b. SST workgroup will receive training in Collaborative Proactive Solutions</li> <li>c. Provide SST process training to all counselors</li> <li>d. Provide SST process training to all staff (Vice Principal Guidance, School Psychologist &amp; Counselor)</li> <li>e. SST workgroup will meet quarterly throughout the year to review data and refine implementation</li> </ul>	<ul style="list-style-type: none"> <li>a. No additional cost</li> <li>b. No additional cost</li> <li>c. \$1,000</li> <li>d. \$1,000</li> <li>e. No additional cost</li> </ul>	<ul style="list-style-type: none"> <li>a. N/A</li> <li>b. N/A</li> <li>c. Ed Services General Fund</li> <li>d. Ed Services General Fund</li> <li>e. N/A</li> </ul>

### ACTION #3 Increase mental health support services for all students

	Action/Service	Cost	Funding Source
3.3-1	Identify and implement resources to improve and expand pre-referral interventions for students with focus on social/emotional health and well-being <ul style="list-style-type: none"> <li>a. Continue Identify at-risk students and monitor</li> <li>b. Fully implement integrated mental health services plan by expanding internship program for MFT, School Clinical Psychologists training program and apply for CAPIC approval to support recruitment of candidates.</li> <li>c. Train targeted site staff in collaborative/consultative problem solving model</li> <li>d. Develop additional wrap around mental health supports for the most at-risk students with an IEP (behavior and attendance)</li> </ul>	<ul style="list-style-type: none"> <li>a. No additional cost</li> <li>b. \$30,000</li> <li>c. \$5,000</li> <li>d. No additional cost to the District (\$120,000 funded by the county SELPA)</li> <li>e. No additional cost</li> <li>f. \$240,000</li> </ul>	<ul style="list-style-type: none"> <li>a. N/A</li> <li>b. IDEA-Part B</li> <li>c. IDEA-Part B</li> <li>d. N/A (San Mateo County SELPA Mental Health Funding)</li> <li>e. N/A</li> <li>f. LCFF Supplemental</li> </ul>

	<ul style="list-style-type: none"><li>e. Implement Health Master to support supervision of interns' data tracking/progress monitoring for students served through Integrated Mental Health Services</li><li>f. Work with Daly City Youth Health Center to integrate/expand continuum of mental health services</li></ul>		
--	--	--	--