

**2020 Single Plan for Student Achievement
School**

A Resource for the School Site Council

October 2020

**The Single Plan for Student Achievement
RJ Fisher Middle School**

District: Los Gatos Union School District

County-District School (CDS) Code: 43-69526-6057567

Principal: Mary Lonhart

Date of this revision: 9.28.20

The Single Plan for Student Achievement (SPSA) is a plan of actions to raise the academic performance of all students. California Education Code sections 41501, 41572, and 64001 and the Federal Elementary and Secondary Education Act (ESEA) require each school to consolidate all school plans for programs funded through the ConApp and ESEA Program Improvement into the SPSA.

This Single Plan for Student Achievement (SPSA) is aligned to the Los Gatos Union School District Strategic Plan adopted by the District Governing Board on March 12, 2020.

For additional information on school programs and how you may become involved locally, please contact the following person:

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Position: Principal

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The District Governing Board approved this revision of the SPSA on November 19, 2020.

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Mission

The Los Gatos Union School District will provide equitable learning opportunities to educate all children to their unique potential by teaching, modeling and supporting the skills, and attitudes that contribute to their development as globally and socially responsible citizens demonstrating stewardship and “service above self”.

Vision

To achieve academic excellence, we believe the LGUSD Student Success Profile will prepare all children to thrive in a diverse and ever-changing world.

Be Kinder Than Necessary

LGUSD Student Success Profile

To enable academic and social success, all LGUSD students will demonstrate growth in these attributes:

<p>Critical Thinking</p> <ul style="list-style-type: none"> • Understand the “bigger picture” and propose creative solutions that are mindful of the larger impact to the world around them. • Consistently improve the quality of one’s own thinking by skillfully self-reflecting, analyzing, assessing, and reconstructing meaning. • Apply disciplined but flexible thinking that is clear, rational, open-minded, and informed by evidence or experience. • Constructively assess and appropriately challenge the status quo. 	<p>Empathy</p> <ul style="list-style-type: none"> • Demonstrate awareness, sensitivity, concern and respect to connect with others’ feelings, opinions, experiences, and culture. • Have the ability to imagine (or vicariously experience) what others are thinking, feeling, or experiencing and offer support when necessary. • Demonstrate personal, civic, social, local, and global responsibility through ethical and empathetic behaviors. • Value and embrace diverse cultures and unique perspectives through mutual respect and open dialogue. 	<p>Collaboration</p> <ul style="list-style-type: none"> • Understand, negotiate and balance diverse views and beliefs to reach workable solutions. • Manage conflict – turning conflict into a positive outcome. • Have the ability to disagree while maintaining focus on an end goal. • Create the environment or the conditions that empower others to grow and succeed. • Build relationships with others through trust and compassion. • Have an awareness of different leadership styles. • Take responsibility for your part of a team project and empower others to do their part.
<p>Communication</p> <ul style="list-style-type: none"> • Articulate thoughts and ideas effectively and clearly using oral, written, and non-verbal communication skills in a variety of contexts. • Actively listen effectively to decipher meaning, including knowledge, values, attitudes, and intentions. • Elicit diverse perspectives from others. • Have the ability to use communication for a range of purposes and audiences. • Understand the goal and intent of communicating while being comfortable, confident, and enthusiastic. 	<p>Learner’s Mindset</p> <ul style="list-style-type: none"> • Develop positive attitudes and beliefs about learning. • Be proactive in learning while possessing the desire to learn, unlearn and relearn. • Embrace curiosity to experience new ideas. • Develop steadfastness in achieving success despite difficulty, opposition, and/or failure. • Understand that setbacks and resilience/perseverance are part of the learning process. • Become energized by new learning and insights, including those different from currently held ideas, beliefs, and values. 	<p>Adaptability</p> <ul style="list-style-type: none"> • Demonstrate flexibility when acclimating to various roles and situations. • Work effectively and confidently in a climate of ambiguity and changing priorities. • Demonstrate agility in thoughts and actions. • Respond productively to feedback, praise, setbacks, and criticism. • Understand that failure can be part of success and quickly pivot to keep moving forward.

Form A: Planned Improvements In Student Performance

The School Site Council considers multiple measures of academic performance of all student groups, considers the effectiveness of key elements of the instructional program for students failing to meet academic performance measures, and extensive feedback from stakeholder groups. As a result, it has adopted the following school goals, related actions, and expenditures to raise the academic performance of students and support the District's Strategic Plan.

LEA/LCAP Goal

Strategic Plan Goal #1 Student Wellness: All students will learn in an environment that prioritizes the importance of social emotional development.

School Goal #1

Strategic Plan Objective	Actions	Monitored By	Funding Source
Consistently utilize a Social Emotional Learning (SEL) program in all grades which is vetted through K-8 CIA.	<ol style="list-style-type: none"> 1. Explore and evaluate the efficacy of Character Strong in our 6th grade SEL and 7th/8th grade PE classes. 2. Provide professional development for Character Strong, two times, 3 hours each before November 1, 2020. 3. Counselors to create Wellness Classrooms for each grade level for asynchronous content. 	Admin Team, Counselors, 6 th grade teachers, 7 th and 8 th grade PE teachers	District funds for the Character Strong component

Key Data Points	Findings	How will the school evaluate this goal
LCAP Priority Area(s) X Basic Services X Pupil Engagement	<input type="checkbox"/> Implementation <input checked="" type="checkbox"/> School Climate	<input checked="" type="checkbox"/> Parent Involvement (Engagement) <input type="checkbox"/> Course Access <input checked="" type="checkbox"/> Pupil Achievement <input checked="" type="checkbox"/> Other Pupil Outcomes

LCAP/LEA Goal

Strategic Plan Goal #3 Community and Global Citizenship: Students will participate in learning opportunities that foster "Service Above Self" (Community Service) and Global Mindedness/Citizenship.

School Goal #3

Strategic Plan Objective	Actions	Monitored By	Funding Source
Explore and implement the addition of World Language instruction in grades K-8. Strengthen Middle School world language offerings.	<ol style="list-style-type: none"> 1. Evaluate the number of students interested in enrolling in the various World Language courses 2. Assess the current number of FTE for World Language instruction 3. Poll students regarding their Elective interests, including World Languages 4. Seek resources to support the addition of "Language Other than English". 	Admin Team	1 and 2-general fund if needed LOTE resources-H SC grant

Key Data Points	Findings	How will the school evaluate this goal

LCAP Priority Area(s)

X Basic Services X Implementation X Parent Involvement (Engagement) X Pupil Achievement
 X Pupil Engagement X School Climate X Course Access X Other Pupil Outcomes

LCAP/LEA Goal

Strategic Plan Goal #4 Academic Excellence/Curriculum and Instruction: All students will learn in an environment that promotes student engagement and prepares students to be successful.

School Goal #4

Strategic Plan Objective	Actions	Monitored By	Funding Source
The K-8 math curriculum will be re-evaluated and a clear communication plan for parents will be developed.	<ol style="list-style-type: none"> Fisher mathematics faculty will meet with the faculty of Los Gatos High School at least 4 times during the 20.21 school year to discuss skill development and articulation to LGHS. Utilize a thorough assessment process to support student placement in the various Fisher math classes. 	Admin Team, Fisher and LGHS math teams	None needed

Key Data Points	Findings	How will the school evaluate this goal

LCAP Priority Area(s)

- X Basic Services
- X Pupil Engagement
- X Implementation
- X School Climate
- X Parent Involvement (Engagement)
- X Course Access
- X Pupil Achievement
- Other Pupil Outcomes

LCAP/LEA Goal

Strategic Plan Goal #5 Staff Professional Growth and Support: Continue to attract and retain “top-tier” teachers and develop excellent staff in a supportive and quality work environment.

School Goal #5

Strategic Plan Objective	Actions	Monitored By	Funding Source
Cultivate a “Culture of Opportunity” for the teaching staff to research and try new innovative practices	<ol style="list-style-type: none"> 1. Provide teachers with the opportunity to apply for LGEF Innovation Grants to support their personal, educational interests. 2. Teachers will be provided with the opportunity to create their own professional development plans via the LGISD-provided Collaborative Implementation Time 3. Provide weekly professional development opportunities for all teachers, and when possible, provided by our teachers. 	Admin Team, LGEF members, District CIA	LGEF-Innovation grants
Key Data Points	Findings	How will the school evaluate this goal	

LCAP Priority Area(s)

- X Basic Services
- Pupil Engagement X School Climate
- Implementation
- Parent Involvement (Engagement)
- Course Access
- Pupil Achievement
- Other Pupil Outcomes

LCAP/LEA Goal

Strategic Plan Goal #6 Sustainable Finance and Infrastructure: Sustainably manage the financial infrastructure and ongoing prioritization of district resources to accomplish the mission, vision, and strategic plan of the District.

School Goal #6

Strategic Plan Objective	Actions	Monitored By	Funding Source
Re-evaluate and strengthen school site safety protocols and emergency procedures.	<ol style="list-style-type: none"> 1. Fisher and LGUSD will complete a comprehensive Safety Plan for each school year. 2. Fisher and LGUSD will be trained in the Incident Command System protocols each school year. 3. Fisher and LGUSD will follow the Pandemic Plan created in Spring of 2020. 4. LGUSD will follow the procedures and protocols outlined in the Reopening Plan devised. 	District Office Admin, Site Admin	None

Key Data Points	Findings	How will the school evaluate this goal
LCAP Priority Area(s) <input checked="" type="checkbox"/> Basic Services <input type="checkbox"/> Pupil Engagement X School Climate	<input checked="" type="checkbox"/> Implementation <input type="checkbox"/> Course Access	<input type="checkbox"/> Pupil Achievement <input checked="" type="checkbox"/> Other Pupil Outcomes

LCAP/LEA Goal

The site has an updated Safety Plan that was reviewed and approved by the School Site Council on March, 2020.

Form B: Centralized Services for Planned Improvements in Student Performance

The following actions and related expenditures support this site program goal and will be performed as a centralized service. Note: the total amount for each categorical program in Form B must be aligned with the Consolidated Application.

Actions to be Taken to Reach This Goal ¹ Consider all appropriate dimensions (e.g., Teaching and Learning, Staffing, and Professional Development)	Start Date ² Completion Date	Proposed Expenditures	Estimated Cost	Funding Source (itemize for each source)

Note: Centralized services may include the following direct services:

- Research-based instructional strategies, curriculum development, school climate, and data disaggregation for instructional staff
- District-wide staff providing specific services to schools, e.g., English Language Development Coordinator, Teachers on Special Assignment, Instructional Coaches
- After-School and Summer School programs funded by categorical programs
- Data analysis services, software, and training for assessment of student progress

Centralized services do not include administrative costs.

Form C: Programs Included in this Plan

Check the box for each state and federal categorical program in which the school participates and, if applicable, enter amounts allocated. The plan must describe the activities to be conducted at the school for each of the state and federal categorical program in which the school participates. The totals on these pages should match the cost estimates in Form A and the school's allocation from the ConApp.

Note: For many of the funding sources listed below, school districts may be exercising Categorical Program Provisions options (flexibility), which are described at:

<http://www.cde.ca.gov/fg/aa/co/ca12sguiappcatprog.asp>

State Programs	Allocation
<input type="checkbox"/> California School Age Families Education Purpose: Assist expectant and parenting students to succeed in school	\$
<input type="checkbox"/> Economic Impact Aid/State Compensatory Education (EIA-SCE) Purpose: Help educationally disadvantaged students succeed in the regular program	\$
<input type="checkbox"/> Economic Impact Aid/Limited English Proficient (EIA-LEP) Purpose: Develop fluency in English and academic proficiency of English learners	\$
<input type="checkbox"/> Peer Assistance and Review Purpose: Assist teachers through coaching and mentoring	\$
<input type="checkbox"/> Professional Development Block Grant Purpose: Attract, train, and retain classroom personnel to improve student performance in core curriculum areas	\$
<input type="checkbox"/> Pupil Retention Block Grant Purpose: Prevent students from dropping out of school	\$
<input type="checkbox"/> Quality Education Investment Act (QEIA) Purpose: Funds are available for use in performing various specified measures to improve academic instruction and pupil academic achievement	\$
<input type="checkbox"/> School and Library Improvement Program Block Grant Purpose: Improve library and other school programs	\$
<input type="checkbox"/> School Safety and Violence Prevention Act Purpose: Increase school safety	\$
<input type="checkbox"/> Tobacco-Use Prevention Education Purpose: Eliminate tobacco use among students	\$
<input type="checkbox"/> List and Describe Other State or Local Funds (e.g., Career and Technical Education [CTE], Gifted and Talented Education [GATE])	\$

Total amount of state categorical funds allocated to this school		\$
Federal Programs		Allocation
<input type="checkbox"/>	Title I, Part A: Allocation Purpose: To improve basic programs operated by local educational agencies (LEAs)	\$
<input type="checkbox"/>	Title I, Part A: Parental Involvement (if applicable under Section 1118[a][3][c] of the Elementary and Secondary Education Act) Purpose: Ensure that parents have information they need to make well-informed choices for their children, more effectively share responsibility with their children's schools, and help schools develop effective and successful academic programs (this is a reservation from the total Title I, Part A allocation).	\$
<input type="checkbox"/>	For Program Improvement Schools only: Title I, Part A Program Improvement (PI) Professional Development (10 percent minimum reservation from the Title I, Part A reservation for schools in PI Year 1 and 2)	\$
<input type="checkbox"/>	Title II, Part A: Improving Teacher Quality Purpose: Improve and increase the number of highly-qualified teachers and principals	\$
<input type="checkbox"/>	Title III, Part A: Language Instruction for Limited-English-Proficient (LEP) Students Purpose: Supplement language instruction to help LEP students attain English proficiency and meet academic performance standards	\$
<input type="checkbox"/>	Title VI, Part B: Rural Education Achievement Program Purpose: Provide flexibility in the use of ESEA funds to eligible LEAs	\$
<input type="checkbox"/>	For School Improvement Schools only: School Improvement Grant (SIG) Purpose: To address the needs of schools in improvement, corrective action, and restructuring to improve student achievement	\$
<input type="checkbox"/>	Other federal funds (list and describe)	\$
<input type="checkbox"/>	Other federal funds (list and describe)	\$
<input type="checkbox"/>	Other federal funds (list and describe)	\$
Total amount of federal categorical funds allocated to this school		\$
Total amount of state and federal categorical funds allocated to this school		\$

Note: Other Title I-supported activities that are not shown on this page may be included in the SPSA Action Plan.

Form D: School Site Council Membership

California *Education Code* describes the required composition of the School Site Council (SSC). The SSC shall be composed of the principal and representatives of: teachers selected by teachers at the school; other school personnel selected by other school personnel at the school; parents of pupils attending the school selected by such parents; and, in secondary schools, pupils selected by pupils attending the school.³ The current make-up of the SSC is as follows:

Names of Members	Principal	Classroom Teacher	Other School Staff	Parent or Community Member	Secondary Student
Mary Lonhart	X				
Christopher Barbara				X	
Elisabeth Brown				X	
Patty Charles				X	
Julie Cheng				X	
Ben Goldman				X	
Deborah Johnson				X	
Karin Luton				X	
Suzanne Nestor				X	
Michael Santoro				X	
Whitney Patterson				X	
Melanie Wendt				X	
Clare Vickers , Assistant Principal			X		
Paul Brennan, Assistant Principal			X		
Kristie Mullikin, Counselor			X		
Jolie Rutledge, Counselor			X		
Shelley Gage		X			

Alana Mercer		X			
Tracy Calimquim		X			
Vanessa Nabokov		X			
Maria Pulizzano		X			
Lisa Mitchell		X			
Ashley Himan		X			
Heather LeRoy, H&SC President				X	
Heather Ramirez, H&SC Parliamentarian				X	
Deborah Weinstein, LGEF Director				X	

EC Section 52852

Form E: Recommendations and Assurances

The school site council (SSC) recommends this school plan and proposed expenditures to the district governing board for approval and assures the board of the following:

1. The SSC is correctly constituted and was formed in accordance with district governing board policy and state law.
2. The SSC reviewed its responsibilities under state law and district governing board policies, including those board policies relating to material changes in the Single Plan for Student Achievement (SPSA) requiring board approval.
3. The SSC sought and considered all recommendations from the following groups or committees before adopting this plan (**Check those that apply**):
 - State Compensatory Education Advisory Committee Signature
 - English Learner Advisory Committee Signature
 - Special Education Advisory Committee Signature
 - Gifted and Talented Education Advisory Committee Signature
 - District/School Liaison Team for schools in Program Improvement Signature
 - Compensatory Education Advisory Committee Signature
 - Departmental Advisory Committee (secondary) Signature
 - Other committees established by the school or district (list) Signature
4. The SSC reviewed the content requirements for school plans of programs included in this SPSA and believes all such content requirements have been met, including those found in district governing board policies and in the local educational agency plan.
5. This SPSA is based on a thorough analysis of student academic performance. The actions proposed herein form a sound, comprehensive, coordinated plan to reach stated school goals to improve student academic performance.
6. This SPSA was adopted by the SSC at a public meeting on: 10.21.20

Attested:

Mary Lonhart
Typed name of School Principal

 10.21.20

Signature of School Principal Date

Deborah Johnson
Typed name of SSC Chairperson

 10.21.20

Signature of SSC Chairperson Date

Annual Evaluation: To be completed in the 2020-21 School Year

Form F: Single Plan for Student Achievement Annual Evaluation

Pursuant to California *Education Code* Section 64001(g), the School Site Council (SSC) must evaluate at least annually the effectiveness of planned activities. In the cycle of continuous improvement of student performance, evaluation of the results of goals will provide data to inform and guide subsequent plans.

Annual evaluation by the SSC and local educational agency (LEA) is a critical part of the continuous cycle of improvement for a school. Furthermore, it is an integral component of the Compensatory Education (CE) Federal Program Monitoring (FPM) review process for Single Plan for Student Achievements (SPSAs). During an FPM review, the SSC and LEA must be able to provide evidence of the evaluation process to determine if the needs of students are being met by the strategies described in the SPSA.

The SPSA annual evaluation may be a summary description of the school's progress toward implementation of the strategies and actions in the SPSA. The report may also include a data analysis of the school's progress towards its student achievement goals based on local, state, or national assessment data.

During the evaluation process, it is important for the SSC and LEA to exercise caution about jumping to conclusions about the effectiveness or non-effectiveness of specific activities and programs without examining the underlying causes. The SSC and LEA should consider all relevant factors when evaluating the plan, such as the degree of implementation, student enrollment changes, and health and safety issues.

Annual Evaluation
