

# **2022 Single Plan for Student Achievement**

## **School**

A Resource for the School Site Council

September 2022

### **The Single Plan for Student Achievement**

Raymond J. Fisher Middle School

District: Los Gatos Union School District

County-District School (CDS) Code: 43695266057567

Principal: Mary Lonhart

Date of this revision: 5/18/22

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 6/7/22.

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

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The District Governing Board approved this revision of the SPSA on 6/7/22.

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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.

# LGUSD Student Success Profile

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

Critical Thinking	Empathy	Collaboration
<ul style="list-style-type: none"> <li>Understand the “bigger picture” and propose creative solutions that are mindful of the larger impact to the world around them.</li> <li>Consistently improve the quality of one’s own thinking by skillfully self-reflecting, analyzing, assessing, and reconstructing meaning.</li> <li>Apply disciplined but flexible thinking that is clear, rational, open-minded, and informed by evidence or experience.</li> <li>Constructively assess and appropriately challenge the status quo.</li> </ul>	<ul style="list-style-type: none"> <li>Demonstrate awareness, sensitivity, concern and respect to connect with others’ feelings, opinions, experiences, and culture.</li> <li>Have the ability to imagine (or vicariously experience) what others are thinking, feeling, or experiencing and offer support when necessary.</li> <li>Demonstrate personal, civic, social, local, and global responsibility through ethical and empathetic behaviors.</li> <li>Value and embrace diverse cultures and unique perspectives through mutual respect and open dialogue.</li> </ul>	<ul style="list-style-type: none"> <li>Understand, negotiate and balance diverse views and beliefs to reach workable solutions.</li> <li>Manage conflict – turning conflict into a positive outcome.</li> <li>Have the ability to disagree while maintaining focus on an end goal.</li> <li>Create the environment or the conditions that empower others to grow and succeed.</li> <li>Build relationships with others through trust and compassion.</li> <li>Have an awareness of different leadership styles.</li> <li>Take responsibility for your part of a team project and empower others to do their part.</li> </ul>

Communication	Learner’s Mindset	Adaptability
<ul style="list-style-type: none"> <li>Articulate thoughts and ideas effectively and clearly using oral, written, and non-verbal communication skills in a variety of contexts.</li> <li>Actively listen effectively to decipher meaning, including knowledge, values, attitudes, and intentions.</li> <li>Elicit diverse perspectives from others.</li> <li>Have the ability to use communication for a range of purposes and audiences.</li> <li>Understand the goal and intent of communicating while being comfortable, confident, and enthusiastic.</li> </ul>	<ul style="list-style-type: none"> <li>Develop positive attitudes and beliefs about learning.</li> <li>Be proactive in learning while possessing the desire to learn, unlearn and relearn.</li> <li>Embrace curiosity to experience new ideas.</li> <li>Develop steadfastness in achieving success despite difficulty, opposition, and/or failure.</li> <li>Understand that setbacks and resilience/perseverance are part of the learning process.</li> <li>Become energized by new learning and insights, including those different from currently held ideas, beliefs, and values.</li> </ul>	<ul style="list-style-type: none"> <li>Demonstrate flexibility when acclimating to various roles and situations.</li> <li>Work effectively and confidently in a climate of ambiguity and changing priorities.</li> <li>Demonstrate agility in thoughts and actions.</li> <li>Respond productively to feedback, praise, setbacks, and criticism.</li> <li>Understand that failure can be part of success and quickly pivot to keep moving forward.</li> </ul>

# Single Plan for Student Achievement

## Form A: Planned Improvements In Student Performance

The School Site Council has analyzed the multiple measures of academic performance of all student groups, considered 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

### Strategic Plan Goal #1 Student Wellness

All students will learn in an environment that prioritizes the importance of social emotional development.

### School Goal #1

Student Wellness: All students will learn in an environment that prioritizes the importance of social emotional development.

Strategic Plan Objective	Actions	Monitored By	Funding Source
<p>Student Wellness: All students will learn in an environment that prioritizes the importance of social emotional development.</p>	<p>*Explore possible collaboration rubrics through PBL to define and measure the 22-23 profile trait.</p> <p>*Utilize the Data Management System to enter and refer to SEL data from multiple sources as part of the MTSS (Multi-Tiered System of Supports) scope of work in CIA.</p> <p>*Highlight SEL components across all classrooms through Flex time lessons monthly. (6-8) Create staff menu for lessons for each component</p>	<p>Admin Team, Counselors, CASSY Counselor</p> <p>PBL Pilot Team</p> <p>TAT, Director of Technology, Site Admin</p>	<p>District funds, LGEF/One Community funds</p>

	<p>*Expand Mental Health efforts, to reduce stigma, by collaborating with broader wellness initiatives and education (nutrition, physical health, science/sleep, health office team, etc.). Include information from additional sources in newsletters Increase Parent Education opportunities Student food and snack surveys through the Food Services department.</p> <p>*Centralize resources for students, staff, and parents via the website: SSP Resources SEL Resources Mental Health Resources</p>		
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<b>How will the school evaluate this goal</b>
Panorama survey data, counselor feedback forms, implementation of data management system (EduClimber), review of newsletters/parent education nights, analyze website sections related to SEL

**LCAP Priority Area(s)**

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

**LCAP/LEA Goal**

Goal 1: Maintain optimal learning conditions for all students

Action 4: SEL Professional Development

Goal 3: Maintain and improve school climate and student engagement by providing appropriate support services and regularly collect feedback from parents/guardians, staff, and students

Action 9: Counseling services available to students





**Strategic Plan Goal #2 STEAM & Social Innovation**

Provide a learning environment that emphasizes design thinking/ inquiry-based learning, where students have the ability to creatively design projects in STEAM laboratory settings and classrooms.

**School Goal #2**

Provide a learning environment that emphasizes design thinking/ inquiry-based learning, where students have the ability to creatively design projects in STEAM laboratory settings and classrooms.

Strategic Plan Objective	Actions	Monitored By	Funding Source
<p>Provide a learning environment that emphasizes design thinking/ inquiry-based learning, where students have the ability to creatively design projects in STEAM laboratory settings and classrooms.</p>	<ul style="list-style-type: none"> <li>*Develop a bank of STEAM lessons by grade level with at least two lessons per grade level/content area.</li> <li>*Provide professional development on STEAM to enhance PBL units.</li> <li>*Foster opportunities for teachers to collaborate and share what they are doing with STEAM and PBL.</li> <li>*Provide tools to support and enrich STEAM such as kits, devices, applications, etc. that promote project-based learning and the Student Success Profile.</li> </ul>	<p>Admin Team</p>	<p>HSC Grant, site funds, district funds, Innovation Grants</p>

<b>How will the school evaluate this goal</b>
<p>Review selection/bank of STEAM lessons, review agendas and feedback on PD related to STEAM, analyze student STEAM projects</p>

**LCAP Priority Area(s)**

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

**LCAP/LEA Goal**

Goal 1: Maintain optimal learning conditions for all students

Action 2: Science curriculum adoption to support the teaching of the Next Generation Science Standards (NGSS)

Action 5: Enrichment opportunities for students: Increase the number of art lessons for all TK-5 students

Goal 2: Maintain high levels of student achievement.

Action 1: NGSS professional development

Action 2: Elementary ELD Teacher (to help ELs access and engage with various content)

Action 3: Middle School ELD Teacher (to help ELs access and engage with various content)

Action 5: Project Based Learning (PBL) PD

Goal 3: Maintain and improve school climate and student engagement by providing appropriate support services and regularly collect feedback from parents/guardians, staff, and students

**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**

Community and Global Citizenship: Students will participate in learning opportunities that foster “Service Above Self” (Community Service) and Global Mindedness/Citizenship.

Strategic Plan Objective	Actions	Monitored By	Funding Source
<p>Community and Global Citizenship: Students will participate in learning opportunities that foster “Service Above Self” (Community Service) and Global Mindedness/Citizenship.</p>	<ul style="list-style-type: none"> <li>*Implement school projects from the “Service Above Self” Rotary service project list (Elementary and Middle School students to participate)</li> <li>*Service Above Self Team to review and support viable community service projects.</li> <li>*Middle School students are highly encouraged to serve 60 hours of community service between grades 6-8.</li> <li>*Work with One Community, HSC and LGEF to support the One Community Campaign to increase future fundraising to meet the financial goals of each group and support the district’s strategic plan.</li> <li>*With student input, brainstorm additional learning opportunities and events across school sites.</li> </ul>		

<b>How will the school evaluate this goal</b>
<p>Participation rates for Service Above Self projects, track donations and participation of activities to Santo Tomas School District, analyze faculty assigned to World Languages instruction, analyze donations to One Community Campaign, review list of brainstormed ideas</p>

**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**

Goal 1: Maintain optimal learning conditions for all students

Action 4: SEL Professional Development (topics may include building a learner’s mindset and bullying prevention)

Goal 3: Maintain and improve school climate and student engagement by providing appropriate support services and regularly collect feedback from parents/guardians, staff, and students

Action 7: Restorative Justice Practices at Fisher Middle School

Action 9: Equity and Inclusivity- to support learning environments to improve academic outcomes for all students.

**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**

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

Strategic Plan Objective	Actions	Monitored By	Funding Source
<p>Academic Excellence/ Curriculum and Instruction: All students will learn in an environment that promotes student engagement and prepares students to be successful.</p>	<ul style="list-style-type: none"> <li>*Utilize the Data Management System to enter and refer to academic data from multiple sources as part of the MTSS (Multi-Tiered System of Supports) scope of work in CIA</li> <li>*Support PBL Cohort 1 teachers with the implementation of their PBL unit</li> <li>*Recruit teachers for PBL Cohort 2</li> <li>*Launch Year 2 PBL Works partnership</li> <li>*Include Electives/Master Schedule analysis to the CIA scope of work for 2022-23</li> <li>*Work with Los Gatos High school for TK-12 articulation</li> </ul>	<p>Admin Team, Fisher Faculty, Director of CIA</p>	

<b>How will the school evaluate this goal</b>
<p>Review collaboration/PD/staff agendas that include evaluation of Data Management system data, monitor TOSA schedules that indicate PBL teacher collaboration, evaluate/observe the PBL Cohort 1 projects, review list of Cohort 2 participants, review Fisher Master Schedule and CIA agendas</p>

**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                   | Other Pupil Outcomes |

**LCAP/LEA Goal**

Goal 1: Maintain optimal learning conditions for all students

Action 2: curriculum adoption for TK-5 NGSS

Goal 2: Maintain high levels of student achievement.

Action 1: NGSS professional development

Action 2: Elementary ELD teacher

Action 3: Middle School ELD teacher

Action 4: History professional development (Fisher Middle school history department)

Action 5: Project-based learning PD

Action 6: Collaborative data reviews (ex. kid-by-kid)

Action 7: Elementary Literacy and Math Specialists

Action 8: TK-8 student support aides

Goal 3: Maintain and improve school climate and student engagement by providing appropriate support services and regularly collect feedback from parents/guardians, staff, and students

Action 8: equity and inclusivity

**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**

Staff professional Growth and Support: Continue to attract and retain "top-tier" teachers and develop excellent staff in a supportive and quality work environment.

Strategic Plan Objective	Actions	Monitored By	Funding Source
<p>Staff professional Growth and Support: Continue to attract and retain "top-tier" teachers and develop excellent staff in a supportive and quality work environment.</p>	<p>*Continue "Culture of Opportunity" innovation grant program. Grants to be connected to the district strategic plan and professional development plan. Implement colloquium to share best practices across the district.</p> <p>*Create opportunities to strengthen collaboration and vertical alignment between elementary school and middle school, and middle and high school in various curricular areas</p> <p>*Continue the district wide Culture Committee to foster connections, collegiality, joy, and compassion for each other. The committee will consist of representatives from every site, department and classification.</p>	<p>Admin Team, LGEF members, District CIA</p>	

**How will the school evaluate this goal**

Review grant program success, review agendas of elementary and middle school meetings, analyze staff panorama survey results

**LCAP Priority Area(s)**

x Basic Services

x Implementation

Parent Involvement (Engagement)

x Pupil Achievement

Pupil Engagement

x School Climate

x Course Access

Other Pupil Outcomes

**LCAP/LEA Goal**

Goal 1: Maintain optimal learning conditions for all students

Action 1: hiring of new staff

Action 2: curriculum adoptions (TK-5 science)

Goal 2: Maintain high levels of student achievement.

Action 1: NGSS PD TK-5

Action 5: Project-based learning PD

Goal 3: Maintain and improve school climate and student engagement by providing appropriate support services and regularly collect feedback from parents/guardians, staff, and students

Action 8: Equity and inclusivity



**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**

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.

Strategic Plan Objective	Actions	Monitored By	Funding Source
<p>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.</p>	<p>Utilize ‘LGUSD by the Numbers’ template to update and highlight priorities to meet the Student Success Profile, especially collaboration. To engage the broader community to continue to build strong support for One Community and increase participation in annual giving. Provide multiple opportunities throughout the year to provide updates and receive community feedback. (Inform and educate our staff and community) Use this as the forum to address other concerns from the community and staff related to the facilities. Continue student nutrition wellness committee meetings and participation. Strive for compliant, nutritious and flavorful food served at all sites while continuing to incorporate parent and student feedback.</p> <p>Engage the community in support of the district’s initiatives, through regular communications/updates, community meetings and feedback. District initiative include: Universal Food Service</p>	<p>District Office Admin, Site Admin</p>	<p>None</p>

	<p><b>Support of One Community</b></p> <p>Continue to attend SSC/SAC meetings and address new and existing safety concerns on site in a timely fashion.</p> <p>Evaluate and improve the current Incident Command System.</p>		
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<b>How will the school evaluate this goal</b>
Analyze community participation numbers, review One Community support numbers, review site safety plan and drills, review ICS and resources

**LCAP Priority Area(s)**

- |                                                    |                                                    |                                                                     |                                                          |
|----------------------------------------------------|----------------------------------------------------|---------------------------------------------------------------------|----------------------------------------------------------|
| <input checked="" type="checkbox"/> Basic Services | <input checked="" type="checkbox"/> Implementation | <input checked="" type="checkbox"/> Parent Involvement (Engagement) | Pupil Achievement                                        |
| Pupil Engagement                                   | <input checked="" type="checkbox"/> School Climate | Course Access                                                       | <input checked="" type="checkbox"/> Other Pupil Outcomes |

**LCAP/LEA Goal**

Goal 1: Maintain optimal learning conditions for all students

All actions

Goal 2: Maintain high levels of student achievement.

All actions

Goal 3: Maintain and improve school climate and student engagement by providing appropriate support services and regularly collect feedback from parents/guardians, staff, and students

All actions

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



## 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. The current make-up of the SSC is as follows:

Name of Members	Principal	Classroom Teacher	Other School Staff	Parent or Community Member
Mary Lonhart, Principal	X			
Clare Vickers, Assistant Principal			X	
Paul Brennan, Assistant Principal			X	
Alana Mercer, English 8		X		
Lucia Conteras, World Languages		X		
Tracy Calimquim, Math 8		X		
Ashley Himan, History 8		X		
Raneem Alsharif, Science 6		X		
Lisa Mitchell, PE 6-8		X		
Maria Pulizzano, Special Education		X		
Suzanne Nestor, SAC Chairperson				X
Chris Barbara				X
Elisabeth Brown				X
Kelly Campbell				X
Patty Charles				X
Julie Cheng				X
Ben Goldman				X
Karin Luton				X
Whitney Patterson				X
Michael Santoro				X
<b>Numbers of members of each category:</b>	<b>1</b>	<b>7</b>	<b>2</b>	<b>10</b>

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 Program 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 10.6.21.

Attested:

Mary Lonhart  
\_\_\_\_\_  
School Principal

\_\_\_\_\_  
Signature of School Principal

5.18.22  
\_\_\_\_\_  
Date

Suzanne Nestor  
\_\_\_\_\_  
Typed Name of SSC Chairperson

\_\_\_\_\_  
Signature of SSC Chairperson

5.18.22  
\_\_\_\_\_  
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.

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### **Annual Evaluation**