

**Lowell Elementary**

10621666006373

Principal's Name: Jennifer Her-Yang

Principal's Signature:

A handwritten signature in blue ink, appearing to be 'Jennifer Her-Yang', written over a horizontal line.

The Fresno Unified School District Board of Education approved this plan on: June 2, 2021

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| School Site Council (SSC)      | <i>Members list</i>  |
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| Additional Documents           | <i>SSC Bylaws/Parent and Family Engagement Policy /Compact **See Addendum</i>  |

| <b>District Goals</b>  |   |
|--|---|
| <p>The purpose of the School Plan for Student Achievement is to provide a comprehensive document, including details of site planned actions and expenditures as they relate to the goals of Fresno Unified. The plan supports student outcomes and overall performance in connection with the District’s Local Control and Accountability Plan and in alignment with the District Goals supporting the expectations that all goals shall have objectives that are measurable, actionable and develop monitoring metrics to assess progress that guides program evaluation and resource allocation.</p> |   |
| Student Goal   | Improve academic performance at challenging levels                                    |
| Student Goal   | Expand student-centered and real-world learning experiences                           |
| Student Goal   | Increase student engagement in their school and community                             |
| Staff Goal   | Increase recruitment and retention of staff reflecting the diversity of our community |
| Family Goal  | Increase inclusive opportunities for families to engage in their students’ education  |

**Centralized Services** - No Centralized Services are utilized at this time.

Consolidated Program Assurances

|   |
|---|
| <p>The School Site Council (SSC) develops and revises the School Plan for Student Achievement (SPSA) and the corresponding budget to be presented for approval to the Board of Education of the Fresno Unified School District annually.</p>  |
| <p>The SSC, and all advisory committees, are formed in accordance with procedures established by federal or state law and regulations, and with membership parity as mandated. The advisory committees provide input on the SPSA.</p>   |
| <p>The principal is an active member of the SSC and participates in regularly scheduled meetings throughout the school year. Classroom teachers, school staff, parents and students (secondary level only) are also participating members.</p>  |
| <p>The school’s SSC, staff and parents participate in a needs assessment to help guide SPSA development.</p>  |
| <p>The members of the SSC, the school’s English Learners’ Advisory Committee (ELAC) and members of other advisory school committees receive information and data detailing the needs of students during the SPSA development process and the comprehensive needs assessment. Information for all significant subgroups includes the economically disadvantaged students, students with disabilities, gifted and talented students, English Learners, and foster youth.</p>                  |
| <p>School sites schedule SSC and ELAC meetings yearly to elect officers, designate representation for district meetings (DAC and DELAC), and provide input for the SPSA. ELAC may vote to consolidate with the SSC every two years.</p>   |
| <p>Opportunities for parents to participate in the development of the SPSA are provided by all schools, as described in the Elementary and Secondary Education Act (federal law), California Education Code, and the policies and regulations of the Fresno Unified School District Board of Education. The SPSA includes strategies to improve parent involvement and examples of the Parent and Family Engagement Policy and the Parent-School Compact.</p>                               |
| <p>Strategies to improve student achievement, meet measurable objectives, provide high quality professional development, and support struggling students through the use scientifically-based research are included in the SPSA. The SPSA reforms and supplemental funding provide opportunities for all students to meet state standards by extending learning time, supporting grade-level and school-level student transitions and providing social-emotional supports for students.</p> |
| <p>The School Plan for Student Achievement is reviewed and revised during the first semester of each school year, and re-evaluated and re-written during the second semester of each school year for annual approval by the Board of Education.</p>   |


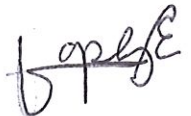
School Site Council

| School Site Council List         |           |                   |             |                         |                   |
|----------------------------------|-----------|-------------------|-------------|-------------------------|-------------------|
| Member Name                      | Principal | Classroom Teacher | Other Staff | Parent/Community Member | Secondary Student |
| 1. Principal - Jennifer Her-Yang | X         |                   |             |                         |                   |
| 2. Chairperson - Elia Lopez      |           |                   |             | X                       |                   |
| 3. Erika Arreguin                |           | X                 |             |                         |                   |
| 4. Sandra Leyva                  |           | X                 |             |                         |                   |
| 5. Grace Daniels                 |           | X                 |             |                         |                   |
| 6. Rufiina Ayala                 |           |                   | X           |                         |                   |
| 7. Lupe Zamudio                  |           |                   |             | X                       |                   |
| 8. Maria Luz Gomez               |           |                   |             | X                       |                   |
| 9. Claudia Medina                |           |                   |             | X                       |                   |
| 10. Bianca Avalos                |           |                   |             | X                       |                   |
| 11.                              |           |                   |             |                         |                   |
| 12.                              |           |                   |             |                         |                   |
| 13.                              |           |                   |             |                         |                   |
| 14.                              |           |                   |             |                         |                   |
| 15.                              |           |                   |             |                         |                   |

|  |
|--|
| Check the appropriate box below:   |
| <input checked="" type="checkbox"/> ELAC reviewed the SPSA as a school advisory committee. |
| <input type="checkbox"/> ELAC voted to consolidate with the SSC. Date _____                |



Required Signatures

| School Name: Lowell Elementary  |                   |   |           |
|---|-------------------|---|-----------|
| Required signatures: Principal and School Site Council (SSC) Chairperson have reviewed all assurances and certify that the SSC has operated in compliance, and in consultation with the English Learner Advisory Committee (ELAC), school staff, and other advisory committees in the development of this plan. The SSC recommend that the Board of Education of Fresno Unified School District approve this School Plan for Student Achievement. |                   |   |           |
| Title   | Print Name Below  | Signature Below   | Date      |
| Principal   | Jennifer Her-Yang |   | 5/17/2021 |
| SSC Chairperson   | Elia Lopez        |  | 5/17/2021 |

Additional Documents include the site Parent and Family Engagement Policy, Compact, and the SSC Bylaws

Office of State and Federal Programs  
Preliminary Site Categorical Allocations

FY 2021/22

Lowell - 0315

**ON-SITE ALLOCATION**

|   |   |                  |
|---|---|------------------|
| 3010                                    | Title I   | \$41,745 *       |
| 7090                                    | LCFF Supplemental & Concentration                   | \$133,221        |
| 7091                                    | LCFF for English Learners                           | \$49,410         |
| 3182                                    | Comprehensive Support and Improvement               | <b>\$139,755</b> |
|   |   |                  |
| 7099                                    | School Opening Support <i>(New! One-time funds)</i> | <u>\$15,047</u>  |
| <b>TOTAL 2021/22 ON-SITE ALLOCATION</b> |   | <b>\$379,178</b> |

|   |  |                 |
|---|--|-----------------|
| * These are the total funds provided through the Consolidated Application |  |                 |
| * Title I requires a specific investment for Parent Involvement           |  |                 |
|   | Title I Parent Involvement - Minimum Required                            | \$1,089         |
|   | Remaining Title I funds are at the discretion of the School Site Council | <u>\$40,656</u> |
|   | Total Title I Allocation   | \$41,745        |

## Assurances for Comprehensive Support and Improvement Schools (CSI)

- ❖ Coaching provided to site leaders to support change management and inclusive processes in the development of the site SPSA.
  - Utilization of evidence-based strategies aligned to state identification.
- ❖ Cross Functional (CF) Pivot Team/Guiding Coalition (CSI) Team, which includes applicable department representatives (C&I/PL, SPED, DPI, EL Services, E&A, HR, etc.) and/or community partners in alignment with schools chosen focus, work in tandem with the site team as a Professional Learning Community (PLC).
  - School site team works with CF Pivot Team/Guiding Coalition (CSI) Team to complete a root cause analysis and determine areas of focus.
  - School site team works with CF Pivot /Guiding Coalition (CSI) Team to identify actions and metrics as part of the site leaders 6-8-week plan.
  - School site team and CF Pivot Team/Guiding Coalition (CSI) Team to learn together using an inclusive, improvement science model. They will be responsible to monitor SPSA actions and outcomes and identify any additional needs to share with Cabinet for feedback and support to accelerate progress.
  - CSI manager III assigned to school site to support CCI data monitoring.
  - Additional resources available in a “menu of options” for the Cross Functional Pivot Team to access as needed in collaboration with the school site team.
- ❖ Supervisor and/or designee conducts weekly coaching/support/monitoring of SPSA goals, actions, and outcomes.
- ❖ Resources and expertise provided to the CF Pivot Team for deployment to best meet the needs of the individual school sites based upon CSI identified student groups.
  - Resources (Human Capital) are provided to elevate school performance through sustainable strategies that have lasting effects beyond the expiration of funding.
- ❖ Professional learning for site leaders and teachers focused on CSI identified student groups.
- ❖ Resources and/or Professional Learning provided to school sites:
  - Culturally Proficient Learning Communities, book
  - i-Ready Teacher Toolbox
  - Restorative Practices New/Refresher Course(s)

## Lowell Elementary 2021-2022 - SPSA

### Goal 1 - STUDENTS: Improve academic performance at challenging levels.

#### Needs Assessment

##### School Quality Review

##### School Level Dashboard

| Goal 1 Metrics           | Current Target | Actual  | As Of     | Target  |
|--------------------------|----------------|---------|-----------|---------|
| I-Ready ELAD2 On Level   |                | 26.09 % | 2020-2021 | 33.09 % |
| I-Ready Math D2 On Level |                | 17.87 % | 2020-2021 | 24.87 % |

**Step 1:** After selecting metrics, analyze the current 'California School Dashboard', relevant site data, current SPSA, and current budget to conduct a review and analysis and answer the questions below.

**1** Review Current SPSA and Budget. Describe the overall implementation of each action and explain the effectiveness in achieving the expected outcomes for the metrics in this goal. Include actions that pertain to students, staff, or families as it relates to this goal and the aligned metrics.

#### I-Ready ELAD2 On Level

##### ELA ACTION:

Lowell implements a balanced literacy program based on our Guaranteed Viable Curriculum in TK-6 focusing on identifying student gaps and strengths of the ELA State Standards. TK-2 teachers dedicate instructional minutes to address reading foundational skills during their ELA block along with additional Guided Reading instruction to ensure students are reading on grade level. Instruction in grades 3-6 focuses on reading comprehension, close reading strategies, and writing to enhance literacy skills. Teachers develop rigorous assessments for monitoring student progress and providing feedback to impact both student learning and teacher planning for instruction.

Lessons focus on essential reading standards with a high culture of learning, expectations, quality of text, questions and tasks that integrate thinking, reading, writing, speaking and listening. Teachers provide instruction during all content areas using school wide close reading strategies, routines, and deconstruction of standards to improve students' reading comprehension skills. Teachers integrate foundational reading skills to develop fluency, comprehension and writing to ensure that all students are reading at grade level.

Teachers attend PLC Institute at Works to gain knowledge around building and maintaining effective PLCs focused on student learning, using data to set goals and drive instruction, as well as creating grade level appropriate common formative assessments. Additionally, teachers attend Unbound Standards Institute to

**2** Identify resource inequities or other key factors that contributed to the disproportionality of low-performing student groups as it relates to this goal.

#### I-Ready ELA D2 On Level

|              | 2019-2020 |     |     | 2020-2021 |     |     | CHANGE |
|--------------|-----------|-----|-----|-----------|-----|-----|--------|
|              | T1        | T2  | T3  | T1        | T2  | T3  |        |
| All Students | 20%       | 45% | 35% | 26%       | 35% | 39% | +6%    |

#### English Learners

#### Hispanic

#### Socioeconomically Disadvantaged

#### Factors that may have caused these groups to be disproportionate or low performing:

- Absence of English Language Instruction for Designated ELD time
- ELLs often struggle with reading fluency and comprehension.
- ELLs need more opportunities to engage in reading, writing, and talking about high level texts.
- Absence in utilizing and implementing ELD Standards and frameworks.
- SEL supports and strategies are needed when integrating identity and agency into daily lessons.
- Chronic Absenteeism of students (**34.3%**) overall impact learning as students miss out on



strengthen their knowledge around the deconstruction of standards, developing rigorous tasks aligned to grade level standards, and utilizing data to drive instruction and planning.

**IMPLEMENTATION and RESOURCES:**

- PLC teams create a minimum of 2-3 CFAs in ELA per quarter utilizing Wonders assessments and SBAC released items aligned to the ELA Claims and Targets. CFA results are analyzed, and misconceptions are identified for targeted reteaching of instruction.
- CFAs are calendared to include dates for assessments, analysis, corrective instruction, and reassessments. ELACFAs will focus on SBAC Claim 1 (Reading) and short constructed responses.
- PLC teams engage in deconstructing standards during quarterly planning sessions to deepen knowledge of content standards. Deconstruction of standards includes aligning content to context to have clarity on how taught standards are assessed.
- Literacy instruction includes guided and whole group reading with opportunities to apply literacy skills with a variety of texts (both at instructional and grade level). Literacy lesson design will include the Close Reading strategy to engage students in reading, speaking, and writing about texts.
- Literacy includes a minimum of 45 minutes daily for writing instruction around the three writing genres of Narrative, Informative/Explanatory, and Opinion/Argument. Write Tools will be used as a resource to support with writing instruction.
- PLC teams in grades 3-6 will utilize the SBAC Interim Assessment Blocks (IAB) and FIABs throughout the academic school year as an additional assessment tool to monitor student progress.
- PLC teams will utilize SBAC Claims and Targets information to improve instruction and assessment development.
- Planning days will be provided for K-6 teachers to develop assessments and analyze CFA/IAB/FIAB results. Data analysis will determine targeted instruction to address misconceptions.
- PLC teams will use the IPG as a tool to strategically plan and improve Tier 1 instructional strategies specifically around text complexity and student engagement.
- Data chats with students to reflect and set learning goals. Quarterly data chats with individual teachers to discuss student achievement and goal setting.
- Engage students in iReady lessons for additional practice to improve skill mastery in Phonics, Phonological Awareness, High Frequency Words, Vocabulary, and Comprehension of Literature and Informational Texts
- Professional Learning to enhance teacher knowledge of content standards and instruction provided PLC+, Solution Tree -PLCs at Work, collaboration with district Curriculum and Instruction Department and their Coaches, as well as site specific professional development around deconstruction of standards, development of assessments, data analysis and Cultural Proficiency.
- TK-6 teachers will engage in professional learning by attending conferences and/or training around assessments, literacy, and mathematics as well as Social Emotional Learning.
- Teachers attend Unbound Standards Institute to build repertoire around good teaching strategies, deepen understanding of content standards, and develop rigorous tasks as well as common formative assessments aligned to SBAC Claims and Targets.

**I-Ready Math D2 On Level**

Lowell implements mathematical supports for all students aligned to the Common Core State Standards with an emphasis on conceptual mathematics that embed the eight mathematical practices through the lens of focus, coherence and rigor. Particular attention is placed on Math Practice 1 “Make sense of problems and persevere in solving them”, Practice 3 “Construct Viable Arguments and Critique Reasoning of Others” and Practice 6 “Attend to Precision”. Supports centered on professional learning, with PLC’s as the drivers, the use of common formative assessments, performance tasks, and RTI.

foundational skills.

**I-Ready Math D2 On Level**

|                     | 2019-2020 |     |     | 2020-2021 |     |     | CHANGE |
|---------------------|-----------|-----|-----|-----------|-----|-----|--------|
|                     | T1        | T2  | T3  | T1        | T2  | T3  |        |
| <b>All Students</b> | 19%       | 55% | 26% | 17%       | 43% | 41% | -2%    |

**English Learners**

**Hispanic**

**Socioeconomically Disadvantaged**

**Factors that may have caused these groups to be disproportionate or low performing:**

- Students need additional opportunities to practice with math fluency and develop conceptual knowledge of math concepts.
- In consistent opportunities for students to demonstrate knowledge of math concepts through the Mathematical Practices and Productive Struggle.
- Clarity with delivery of math lessons through the Gradual Release of Responsibility. When is it appropriate for Direct Instruction vs. Guided Practice vs. Independent Practice? In consistent school wide implementation of Math Lesson Design.
- Chronic Absenteeism of students (**34.3%**) overall impact learning as students miss out on foundational skills

Teachers provide math instruction delivered through a Math Lesson Design that engages students in high rigor, conceptual understanding, procedural skill, application, coherence and fluency. Teachers utilize district Go Math curriculum and other supports to teach to the standards with depth and understanding. Staff utilize common formative assessments to monitor the progress of students' performance toward meeting grade level standards. Assessment resources include Illustrative Math, SBAC Released Items, and Louisiana Rigor Document.

Lowell creates a three-tiered systematic response to intervention within our school, and continually improve math instruction at each level of intervention, in order to ensure that students make continuous progress and are able to demonstrate mastery of standards. Tier I and II levels of instruction is provided by the classroom teacher utilizing the Go Math curriculum. Specific prescriptive interventions are provided to Tier III students either inside or outside the classroom via classroom teacher and/or Intervention teacher.

Teachers participate in TNTP's Good to Great Summer Program focused on rigorous tasks and instruction around the mathematical practices. Additionally, teachers attend Unbound Standards Institute to gain deeper knowledge around the deconstruction of standards, developing rigorous tasks aligned to grade level standards, and utilizing data to drive instruction and planning.

#### IMPLEMENTATION and RESOURCES:

- PLC teams create a minimum of 2-3 CFAs/IABs/FIABs in mathematics per quarter utilizing Go Math assessments and SBAC released items aligned to the ELA Claims and Targets. CFA results are analyzed, and misconceptions are identified for targeted reteaching of instruction.
- CFAs are calendared to include dates for assessments, analysis, reteach, and reassessments. Professional learning focused on aligning taught and tested standards.
- PLC teams engage in deconstructing standards during quarterly planning sessions to deepen knowledge of content standards.
- Deconstruction of standards includes aligning content to context to have clarity on how taught standards are assessed under each claim.
- Analysis of math standards assessed in the different claims are used to plan instruction that are reflective of those skills.
- PLC teams in grades 3-6 will utilize the SBAC Interim Assessment Blocks (IAB/FIAB) throughout the academic school year as a main assessment tool to monitor student progress.
- Planning days will be provided for grades K-6 teachers to analyze CFAs/IABs/FIABs results and plan for rigorous instruction to address misconceptions through Corrective Instruction and/or Extension lessons.
- PLC teams will use the IPG as a tool to strategically plan and improve Tier 1 instructional strategies specifically around Rigor, Coherence, and Focus in mathematics.
- School wide math expectations will include 90 minutes of mathematics.
- Math Lesson Design will allow for students to engage in Productive Struggle, Direct Instruction, Cooperative Learning, and Independent Practice with Go Deeper and Think Smarter math problems as well as SBAC Claims and Targets Items.
- Data chats with students to set learning goals. Quarterly data chats with individual teachers to discuss student achievement and goal setting.
- Engage students in iReady lessons for additional practice to improve skill mastery in Number Operations, Algebra and Algebraic Thinking, Measurement and Data, and Geometry.
- Professional Learning to enhance teacher knowledge of math standards and instruction provided through Unbound Standards Institute, collaboration with district Math Department and Coaches, and site specific professional development around deconstruction of standards, development of assessments, data analysis, and Cultural Proficiency.

- TK-6 teachers will engage in professional learning by attending conferences and/or training around assessments, literacy, and mathematics as well as Social Emotional Learning.
- Teachers attend Unbound Standards Institute and participate in TNTP's Good to Great Summer Program to build repertoire around good teaching strategies, deepen understanding of content standards, and develop rigorous tasks as well as common formative assessments aligned to SBAC Claims and Targets.

**Step 2:** For the current year, briefly describe any major differences between the intended and actual implementation of actions and budget expenditures to meet this goal.

On-Site Counseling is an instrumental part of the success of students with social and emotional needs. Individual and group counseling allows for students to develop coping strategies as well as building self-esteem and social skills.

Lowell failed to properly implement an effective RTI program to support students with academic gaps after receiving Tier 1 instruction. Additional resources and strategies are needed to support teachers with designing great Tier 1 instruction rather than wait to address misconceptions through Corrective Instruction. In addition, English Learners did not get consistent instruction around the ELD Frameworks and Standards. There is a need for Designated and Integrated ELD Instruction.

**Step 3:** As a result of the analysis from Steps 1 and 2, describe any changes that will be made (next school year) in this goal, annual metrics, and actions to achieve this goal. Identify where those changes can be found in the upcoming 2021-2022 SPSA.

A full-time Social Worker is an instrumental part of ensuring social emotional learning and academic success for all students. SEL support will include building positive relationships with Intensive students and their parents, developing Behavior Support Plans, conducting individual/small group sessions to build and repair relationships, teach students social skills as well as providing continuous progress monitoring of students' overall social emotional needs.

Support of Tier I strategies, interventions, teacher knowledge and instructional practice will be improved upon through Intensive Professional Development for teachers and administrators in the area of Common Core State Standards knowledge through the following:

- Twice per year Intensive standards Institute (Unbound Ed) 40 hour training for a total of 80 hours.
- Other Professional Learnings both onsite and offsite for teachers and administrators to support teacher instruction.
- Schedule District coaching on a regular basis for Math and ELA to support instruction in the classroom.
- Utilize district pivot teams to support with metrics. Accountability system will continue with the TSA Intervention Teacher with monitoring and goal setting, monthly data chats and accountability.
- More intensively working with school supervisor with monitoring and implementation of all actions which includes 6-8 week action plans specific to indicators and focuses.
- Implementation of a minimum of 2 IABs/FIABs each quarter in ELA and Math as appropriate to the pacing of district Scope and Sequence Intervention Teacher will continue to support students in the (K-2) grade with Tier III interventions in reading.
- Utilize knowledge from Cultural Proficiency and SEL Strategies when planning instruction

**Step 4:** Stakeholder Involvement. Share the data and analysis with the School Site Council (SSC), English Learner Advisory Committee (ELAC) and school staff, as required. Record feedback and suggestions from each group below.

1 SSC:

2 ELAC:

3 Staff:

SCHOOL SITE COUNCIL will be presented with iReady data in ELA and Math at the beginning of the year as well as each quarter following IABs/FIABs are given.

SCHOOL SITE COUNCIL will be informed of Language Arts and Math focus for the academic school year based on preliminary data:

- Increase the rate of students moving to Meeting and Exceeding performance band as measured by iReady ELA and Math.
- Student progress is monitored using CFAs/IABs/FIABs assessments.
- Students' reading levels are monitored quarterly using BAS assessments.
- Goal setting (data chats and student data journals) is conducted quarterly for BAS and after each iReady assessment period.
- Data walls create a visual for students to monitor their own progress.

SCHOOL SITE COUNCIL will review actions specific to current data which indicated the impact of the actions.

SCHOOL SITE COUNCIL's input around current actions will be taken into consideration. Focus is on Reading By Third Grade and increasing the rate of students moving to the Meeting and Exceeding bands as measured by SBAC ELA and Math for all 3-6 and iReady Assessments for K-6.

All K-6 students will have access to the GVC(Wonders and Go Math) and receive daily guided reading instruction.

ELAC will be presented with iReady data in ELA and Math at the beginning of the year as well as each quarter following IABs/FIABs are given.

ELAC will be informed of Language Arts and Math focus for the academic school year based on preliminary data:

- Increase the rate of students moving to Meeting and Exceeding performance band as measured by iReady ELA and Math.
- Student progress is monitored using CFAs/IABs/FIABs assessments.
- Students' reading levels are monitored quarterly using BAS assessments.
- Goal setting (data chats and student data journals) is conducted quarterly for BAS and after each iReady assessment period.
- Data walls create a visual for students to monitor their own progress.

ELAC will review actions specific to current data which indicated the impact of the actions.

ELAC's input around current actions will be taken into consideration. Focus is on Reading By Third Grade and increasing the rate of students moving to the Meeting and Exceeding bands as measured by SBAC ELA and Math for all 3-6 and iReady Assessments for K-6.

All K-6 students will have access to the GVC(Wonders and Go Math) and receive daily guided reading instruction.

Staff will review preliminary data at the beginning of the year to identify student performance at each band. Data is utilized to develop SMART Goals and identify target students.

- Latest iReady ELA and Math (K-6) from the previous year
- 2019 SBAC ELA and Math (grades 3-6)
- Latest BAS(K-6)
- Latest KAIG(K)

All teachers will receive training on Close Reading, Write Tools, and Math Lesson Design. Teachers will be given the opportunity to observe demonstration lessons from each other and plan literacy and math lessons together.

#### **Staff Recommendations:**

- Differentiate Guided Reading PL for K-2nd and 3rd-6th as students transition from learning to read to reading to learn.
- PL around effective writing instruction for students to become proficient writers in all the three types of writing -Narrative, Explanatory, and Opinion.
- Integrate Write Tools strategies with a focus on teaching the three types of writing genres.
- Teaching Fellows support with small group reading instruction for students not yet reading at grade level.
- Instructional focus will be early literacy skills -Fluency, Phonemic Awareness, Phonics, and Comprehension.
- Grade Level Planning days provided for teachers to create and analyze CFAs as well as planning for instruction.
- On-site counseling support for students with social and emotional needs.
- Full Time school Social Worker will support Tier 3 students
- Additional resources to support with distance learning to increase ELA and Math results (subscriptions to online tools, student devices, and technology supplies)

## **Action 1**

**Title:** All students will excel in reading and writing

### **Action Details:**

Lowell will implement a school wide focus on utilizing data to drive instruction. All ACs will use the Data Analysis Protocol when reviewing student work and Common Formative Assessments. Teachers will identify trends (strengths/growth areas), analyze the rigor of assessment items, and develop an action plan for corrective and/or extending instruction. Teachers will deconstruct essential standards, identify learning targets, and develop an instructional sequence.

In addition, Lowell will implement a comprehensive reading support and intervention program with an emphasis on guided reading for all students and early literacy skills for students in grades K-2. Teachers will continue to implement and refine school wide reading comprehension strategies, participate in professional learning around best practices for early literacy development, and increased daily opportunities for students to engage in reading, writing, and speaking. Teachers will embed effective Write Tools strategies and utilize Performance Tasks when teaching the three types of writing to ensure students become proficient writers. Teachers will create Common Formative

Assessments that include short constructed responses.

Reasoning for using this action:  Strong Evidence  Moderate Evidence  Promising Evidence

**Explain the Progress Monitoring and data used for this Action**

Details: Explain the data which will specifically monitor progress toward each indicator target

- Grade 3-6 CAASPP
- Grade 3-6 SBAC IABs/FIABs (Literacy and Math)
- Grade K-2 PLC generated Common Formative Assessments
- iReady K-6
- PLC generated Common Assignments for Writing
- Trimester School wide Writing Performance Tasks
- K-6 BAS results
- KAIG
- BPST
- ELPAC
- IPG Data Report
- Classroom observations and/or feedback
- Staff, Student, and Parent SEL Surveys

**CSI District Support Monitoring Tools:**

- Root cause analysis support
  - Cross Functional (CF) Pivot Tables
  - CSI Guiding Coalition Teams
  - Instructional Practice Walks
  - PowerBi
1. SBAC, iReady, and CFAs/IABs/FIABs Assessment results will be utilized to establish school wide and grade level goals.
  2. iReady Assessments outcomes will be utilized to determine Common Formative Assessment alignment of rigor for assessed standards. Common Formative Assessments will be refined based on analyses and outcomes.
  3. PLC common formative assessments will be refined to monitor student mastery of standards prior to iReady windows and SBAC. PLCs will plan re-engagement and/or enrichment for target groups of students. PLCs will develop online assessments utilizing Illuminate. PLCs will create calendars indicating instructional windows for each CFA—dates for administration, analysis, reflection, and development of an instructional response plan for each given CFA.
  4. PLCs will review and set goals as well as identify target students after each iReady assessment.

**Owner(s):**

Instructional Leadership Team (ILT)  
 Professional Learning Communities (PLCs)  
 Principal  
 Vice Principal  
 TSA/Intervention Teacher  
 Classroom Teachers  
 Bilingual Instructional Aides  
 Instructional Aides  
 Parents and Students  
 On-Site Counseling  
 School Social Worker  
 CWAS

**Timeline:**

August: CAASPP Data Analysis, Reflection, and Goal Setting (school wide, grade level, and individual).

All K-6 students will be BAS tested quarterly by Teaching Fellows, TSA and classroom teachers.

- BAS will be administered quarterly to monitor reading progress in Kindergarten, particularly students who are reading and by 3 quarter for non-readers.

PLCs will develop and administer 2-3 CFAs/IABs/FIABs quarterly and analyze results in collaboration with administration.

- Weekly PLC Meetings will be focused on student learning, results, and collaboration. Best practices and strategies will be used for increasing reading, writing, and comprehension skills.
- Monthly ILT and CCT Meetings will be focused on analysis of student work and alignment of taught and tested standards as well as social emotional needs.

All other assessments (iReady) will be administered as per the district testing calendar and analysis of results will be in collaboration with administration.

- Teachers will conduct data chats with students to review academic progress.
- Common Formative Assessments to assess progress on reading standards
- Common Assignments to assess progress on writing standards.
- Admin will meet with individual teachers every quarter to discuss student achievement.

KAIG will be administered quarterly to progress monitor students in Kindergarten.

DIBELS and/or BPST assessments will be administered weekly to progress monitor students in

Reading Intervention.

TK Benchmarks and DPRP will be utilized to monitor students' academic and social emotional progress.

**CSI Guiding Coalition Teams**

Conduct 4 meetings a year to discuss/identify.

- Root Cause Analysis
- Theory of Action
- Aim and Driver
- Change Idea

**Describe Direct Instructional Services to students, including materials and supplies required (curriculum and instruction):**

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- Teachers will conduct data chats with all students to reflect on academic progress and set individual goals that are appropriate to their levels. Teachers and students will establish attainable classroom and grade level goals.
- Admin will conduct data chats every quarter with all teachers to discuss goals and instructional practices to improve student achievement.
- All teachers and students will develop a data wall to monitor BAS reading levels and student performance on Interim CFAs after each assessment administration per district testing calendar to ensure students are meeting grade level benchmarks. Materials and supplies will be purchased in order to support students' academic achievement. Students will develop data notebooks where they can set and reflect on learning goals for each CFA.
- TK-6th grade students will have daily access to tablets in order to learn, practice and apply language content in the context of online tasks and assessments. Tablets will be purchased to improve the ratio of tablets to students. Materials and supplies, such as but not limited to, student agendas, paper, pencils, notebooks, journals, copier, dry erase pens, etc. will be provided as needed.
- Maintenance and technology repairs will be provided to limit interruption during instruction.
- An incentive/motivation based program to reward and celebrate students who have met grade level goals/targets.
- Students will have access to daily use of tablets with online programs such as News ELA for additional reading and writing practices.
- On-Site Counseling services will support students with social and emotional needs in order to impact academic performance. Two part-time counselors will be available 5 days a week. Services will include working with students on coping strategies, social skills, anger management, and building self-esteem.
- A full-time TSA or Social Worker will provide SEL support that includes building positive relationships with intensive students and their parents, developing Behavior Support Plans, conducting individual/small group sessions to build and repair relationships, teach students social skills as well as providing continuous progress monitoring of students' overall social emotional needs.
- An On-Site Counselor is an instrumental part of ensuring social emotional learning and academic success for all students. SEL support will include building positive relationships with intensive students and their parents, conducting individual/small group sessions to build and repair relationships, teaching students social skills as well as providing continuous progress monitoring of students' overall social emotional needs.
- SEL services provided by Social Worker and On-Site Counselor will support CSI goals around improving student academic performance in ELA and Math, chronic absenteeism, and suspension rate. On-Site Counselor and Social Worker will re-engage students in learning by connecting and building positive relationships with students and parents so students come to school every day prepared and ready to learn.
- Supplies, materials, and xerox paper provided to teachers to support with classroom instruction. Copier contract is provided for maintenance.
- Students in Grade 4-6 will receive Agendas to organize class and homework assignments in order to stay on track with their academics.
- Students in Grade 3-6 will receive daily snacks during CAASPP administration.
- TK-6 teachers will engage in professional learning by attending conferences and/or training around assessments, literacy, and mathematics as well as Social Emotional Learning.
- Lowell will work with an outside consultant (Doug Fisher) to provide professional learning for teachers in the area of Close Reading and other Literacy Skills.
- ILT will attend conferences related to PLC work (PLC+, Solution Tree: PLCs at Work) to strengthen their knowledge, analysis, and planning within their Professional Learning Communities to improve student achievement.
- Teachers will be provided with supplemental contracts for targeted instruction around literacy and mathematics to improve CSI goals.
- Lowell will conduct Family Literacy Nights to promote literacy and relationship building with students and parents outside of the academic learning environment.
- Students will participate in school events and assemblies that promote academic achievement in literacy and math.

**Specify enhanced services for EL students:**

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Two six-hour District Funded BIAs and three 3-hour Site funded BIAs will support English Learners to access the core curriculum (GVC).

EL students will also access ELD components of the adopted programs based on student need as necessary to

**Specify enhanced services for low-performing student groups:**

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**Targeted student groups are Hispanic, Homeless, Foster Youth, English Language Learners and socioeconomically disadvantaged.**

School wide RTI program for students in K-6th grade will include 30-60 minutes of guided reading instruction to



support with developing reading, writing, speaking, and listening skills.

Teacher instruction will include SDAIE strategies, academic discourse, presentations, visual representations, TPR, and Language Frames.

Literacy block will include both Designated and Integrated ELD to support ELs with acquiring the English Language.

When analyzing quarterly CFAs, Interim, and SBAC results, teachers will disaggregate data to monitor and track EL student progress in order to assess learning needs. Learning needs will be addressed during integrated and designated ELD.

EL student progress will be monitored after each assessment period (DRP, ELPAC, Interims 1 & 2) to ensure that students are making adequate progress towards reclassification and redesignation.

TSA and Teaching Fellows will provide additional support to students not yet reading on grade level.

ELPAC Bootcamp will be provided by TSA to focus on reading, writing, speaking, and listening skills.

target basic reading skills at students' instructional level.

Teachers will be part of the RTI program to facilitate with planning, deployment of students, and instruction.

RSP teacher will be part of the RTI program to facilitate with planning, deployment of students, and instruction.

TSA or Social Worker will facilitate COST Meetings (Coordination of Services Team) to identify Tier 1 interventions and strategies. COST will be utilized as a safety net before an SST.

Root cause analysis support, Cross Functional Pivot teams, and CSI Guiding Coalition Teams will assist in the monitoring process.

## Action 2

**Title:** ELs will advance at least one proficiency level

### [Action Details:](#)

A coordinated effort by staff will be mounted to increase the re-designation rate for English Learner students who have been continuously enrolled for 5 years or more and were redesignated in the current year

**Reasoning for using this action:**



Strong Evidence



Moderate Evidence



Promising Evidence

**Explain the Progress Monitoring and data used for this Action**

**Details: Explain the data which will specifically monitor progress toward each indicator target**

- Grade 3-6 CAASPP
- Grade 3-6 SBAC IABs/FIABs (Literacy and Math)
- Grade K-2 PLC generated Common Formative Assessments
- iReady
- PLC generated Common Assignments for Writing
- Trimester School wide Writing Performance Tasks
- K-6 BAS results
- KAIG
- BPST
- ELPAC
- IPG Data Report
- Classroom observations and/or feedback
- Staff, Student, and Parent SEL Surveys

**CSI District Support Monitoring Tools:**

- Root cause analysis support
- Cross Functional (CF) Pivot Tables
- CSI Guiding Coalition Teams
- Instructional Practice Walks
- PowerBi

**Owner(s):**

- Instructional Leadership Team (ILT)
- Professional Learning Communities (PLCs)
- Principal
- Vice Principal
- TSA/Intervention Teacher
- Classroom Teachers
- Bilingual Instructional Aides
- Instructional Aides
- Parents and Students
- On-Site Counseling
- School Social Worker
- CWAS

**Timeline:**

- ELPAC will be administered in the spring of each academic school year and results will be reviewed in the fall.
- EL Goal Setting Reports will be reviewed on an ongoing basis.
- 2-3 Common Formative Assessments will be administered each quarter.
- School wide Writing Performance Tasks will be administered trimesterly with prompts reflective of each writing type.
- iReady will be utilized as a criterion to determine redesignation

**CSI Guiding Coalition Teams**

Conduct 4 meetings a year to discuss/identify.

- Root Cause Analysis
- Theory of Action
- Aim and Driver
- Change Idea

**Describe Direct Instructional Services to students, including materials and supplies required (curriculum and instruction):**

- Teachers will conduct ELPAC and BAS/DRP/CFA chats with students to review academic progress and EL status for redesignation.
- Admin will conduct quarterly data chats with all teachers to discuss goals as well as the ELA and math academic progress of ELs needed for improving student achievement.
- Students in Grade 4-6 will receive Agendas to organize class and homework assignments to stay on track with their academics.
- Students will receive instruction on the three writing types as well as how to use different text structures within their writing.
- Students will engage in a variety of complex tasks involving both process writing and short term writing responses.
- Students will participate in class discussions through productive talk using "text talk" frames.
- Students will be given opportunities for oral presentations to communicate their thinking across all curricular subjects.
- Teachers will plan reading, writing, speaking, & listening opportunities in all their lessons throughout the day.
- Online resources such as NewsELA and MobyMax will be used as a supplemental resource for applying reading comprehension skills. Materials and supplies will be purchased in order to support students' academic achievement.
- Supplemental contracts will be provided to classified staff to support with school wide activities such as Warrior Day, Student of Month Events, and other extracurricular activities.
- Substitute teachers will be provided for GE and RSP teachers to participate in SST, 504, and IEP Meetings.
- Leveled reading text sets will be purchased to support guided reading instruction.
- Maintenance and technology repairs will be provided to limit interruption with instruction.
- Teachers will be provided with supplemental contracts for targeted instruction around literacy and mathematics to improve CSI goals.
- Provide EL appropriate Tier I instruction and Tier II and Tier III interventions based on student need and data trends.
  - Professional learning emphasizing access for EL students to CCSS and academic language utilizing the ELD Standards and driven by the ELA/ELD Framework (i.e. scaffolding, academic discourse, complex culturally relevant texts, explicit language instruction, etc.)
  - Data chats that include all learners at all levels of English proficiency
  - Newcomer ELs (less than 2-3 years in U.S. schools) receive appropriate language support for initial language development.
  - At-Risk and LTELs receive appropriate language support for areas of needed growth
  - Provide site-based interventions that align to the needs of RFEP students to ensure academic success and prevent potential academic regression.

- Designated and Integrated ELD instruction will be provided to students on a daily basis across all curricular areas of literacy, math, science, and social studies.
- Teachers will plan and utilize ELD components of the adopted programs aligned to the ELD Standards and Frameworks to provide differentiated support for students at all English proficiency levels.
- EL/RFEP Data Chats between classroom teacher/admin team, classroom teacher/students and classroom teacher/parents:
  - Review and monitoring of EL and RFEP students' linguistic and academic progress will be shared and discussed during data chats
  - Action plans will be developed to address student needs/enrichment while working towards re-designation and meeting grade level standards

#### Specify enhanced services for EL students:

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- EL students will receive targeted instruction aligned to ELPAC and their specific needs in Reading, Writing, Listening and Speaking as indicated by ELPAC results.
  - First instruction throughout the school year will be provided that aligns to ELPAC structures and task types.
  - ELPAC Online practice and training test will be used to support test taking skills for all EL learners.
- Supplemental materials, incentives, and supplies will be purchased for ELL students to recognize and promote an increase in redesignation rate. Awards and incentives to recognize EL student achievement along ELD Proficiency Level continuum and Redesignation.
- Bilingual Instructional Aides will support English Learners to access the core curriculum
- ELPAC Assessors will support with administering the ELPAC. Spanish and Hmong translators will be provided to support during parent/teacher conferences and school meetings
- When analyzing quarterly CFAs, Interim, and SBAC results, teachers will disaggregate data to monitor and track EL student progress in order to assess learning needs. Learning needs will be addressed during integrated and designated ELD.
- EL student progress will be monitored after each assessment period (DRP, ELPAC, Interims 1 & 2) to ensure that students are making adequate progress towards reclassification and redesignation. Redesignated students will be celebrated and recognized with a Principal's Award during quarterly award assemblies.
- Students will receive daily guided reading instruction where they are engaged in appropriate text sets at their instructional level.
- Students will have access to daily use of technology and tablets for additional language practice to acquire the English Language.
- CELDT assessors will be provided to support with ELPAC assessments for the one to one portion.
- Literacy instructional block will include both Designated and Integrated ELD to ensure EL students are provided with necessary learning to proficiently master the English language.
- Students will receive instruction in reading, writing, speaking, and listening that supports all learning modalities (visual, auditory, and tactile learners). Strategies include SDAIE, visual representations, vocabulary development, and TPR.

### Action 3

**Title:** All students will excel in math

#### Action Details:

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Lowell will implement a school wide focus on utilizing data to drive instruction. All ACs will use the Data Analysis Protocol when reviewing student work and Common Formative assessments. Teachers will identify trends strengths/growth areas, analyze the rigor of assessment items, and develop an action plan for corrective and/or extending instruction. Teachers will deconstruct essential standards, identify learning targets, and develop an instructional sequence.

All students will engage in rigorous math instruction that encompasses fluency, conceptual understanding, and application of mathematical knowledge with real world word problems. Students will have opportunities to apply literacy

#### Specify enhanced services for low-performing student groups:

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**Targeted student groups are Hispanic, Homeless, Foster Youth, English Language Learners and socioeconomically disadvantaged.**

Schoolwide RTI program for students in K-6th grade will include 30-60 minutes of guided reading instruction to target basic reading skills at students' instructional level.

Teachers will be part of the RTI program to facilitate with planning, deployment of students, and instruction.

RSP teacher will be part of the RTI program to facilitate with planning, deployment of students, and instruction.

TSA or Social Worker will facilitate COST Meetings (Coordination of Services Team) to identify Tier 1 interventions and strategies. COST will be utilized as a safety net before an SST.

Root cause analysis support, Cross Functional Pivot teams, and CSI Guiding Coalition Teams will assist in the monitoring process.

skills in mathematics through reading, writing, and talking about math.

Reasoning for using this action:  Strong Evidence  Moderate Evidence  Promising Evidence

**Explain the Progress Monitoring and data used for this Action**

Details: Explain the data which will specifically monitor progress toward each indicator target

- Grade 3-6 CAASPP
- Grade 3-6 SBAC IABs/FIABs (Literacy and Math)
- Grade K-2 PLC generated Common Formative Assessments
- iReady
- PLC generated Common Assignments for Writing
- Trimester School wide Writing Performance Tasks
- K-6 BAS results
- KAIG
- BPST
- ELPAC
- IPG Data Report
- Classroom observations and/or feedback
- Staff, Student, and Parent SEL Surveys

**CSI District Support Monitoring Tools:**

- Root cause analysis support
- Cross Functional (CF) Pivot Tables
- CSI Guiding Coalition Teams
- Instructional Practice Walks
- PowerBi

1. SBAC, iReady, and CFAs/IABs/FIABs Assessment results will be utilized to establish school wide and grade level goals.
2. iReady Assessments outcomes will be utilized to determine Common Formative Assessment alignment of rigor for assessed standards. Common Formative Assessments will be refined based on analyses and outcomes.
3. PLC common formative assessments will be refined to monitor student mastery of standards prior to iReady windows and SBAC. PLCs will plan re-engagement and/or enrichment for target groups of students. PLCs will develop online assessments utilizing Illuminate. PLCs will create calendars indicating instructional windows for each CFA—dates for administration, analysis, reflection, and development of an instructional response plan for each given CFA.
4. PLCs will review and set goals as well as identify target students after each iReady assessment.

**Owner(s):**

Instructional Leadership Team (ILT)  
 Professional Learning Communities (PLCs)  
 Principal  
 Vice Principal  
 TSA/Intervention Teacher  
 Classroom Teachers  
 Bilingual Instructional Aides  
 Instructional Aides  
 Parents and Students  
 On-Site Counseling  
 School Social Worker  
 CWAS

**Timeline:**

August: CAASPP Data Analysis, Reflection, and Goal Setting (school wide, grade level, and individual).

All K-6 students will be BAS tested quarterly by Teaching Fellows, TSA and classroom teachers.

- BAS will be administered quarterly to monitor reading progress in Kindergarten, particularly students who are reading and by 3 quarter for non-readers.

PLCs will develop and administer 2-3 CFAs/IABs/FIABs quarterly and analyze results in collaboration with administration.

- Weekly PLC Meetings will be focused on student learning, results, and collaboration. Best practices and strategies will be used for increasing reading, writing, and comprehension skills.
- Monthly ILT and CCT Meetings will be focused on analysis of student work and alignment of taught and tested standards as well as social emotional needs.

All other assessments (iReady) will be administered as per the district testing calendar and analysis of results will be in collaboration with administration.

- Teachers will conduct data chats with students to review academic progress.
- Common Formative Assessments to assess progress on reading standards
- Common Assignments to assess progress on writing standards.
- Admin will meet with individual teachers every quarter to discuss student achievement.

KAIG will be administered quarterly to progress monitor students in Kindergarten.

DIBELS and/or BPST assessments will be administered weekly to progress monitor students in

Reading Intervention.

TK Benchmarks and DPRP will be utilized to monitor students' academic and social emotional progress.

**CSI Guiding Coalition Teams**

Conduct 4 meetings a year to discuss/identify.

- Root Cause Analysis
- Theory of Action
- Aim and Driver
- Change Idea

**Describe Direct Instructional Services to students, including materials and supplies required (curriculum and instruction):**

---

- Teachers will conduct data chats with all students to reflect on academic progress and set individual goals that are appropriate to their levels. Teachers and students will establish attainable classroom and grade level goals.
- Admin will conduct quarterly data chats with all teachers to discuss goals and instructional practices to improve student achievement.
- All teachers and students will develop a data wall to monitor BAS reading levels and student performance on Interims 1/2 after each assessment administration per district testing calendar to ensure students are meeting grade level benchmarks. Materials and supplies will be purchased in order to support students' academic achievement.
- TK-6th grade students will have daily access to tablets in order to learn, practice and apply language content in the context of online tasks and assessments. Tablets will be purchased to improve the ratio of tablets to students. Materials and supplies, such as but not limited to agendas, paper, pencils, notebooks, journals, copier, dry erase pens, etc. will be provided as needed.
- Maintenance and technology repairs will be provided to limit interruption with instruction.
- An incentive/motivation based program to reward and celebrate students who have met grade level goals/targets.
- Students will have access to daily use of tablets with online programs such as Personal Math Trainer from Go Math.
- Students in Grade 4-6 will receive Agendas to organize class/homework assignments to stay on track with their academics.
- On-Site Counseling services will support students with social and emotional needs to impact academic performance. Two part-time counselors will be available 5 days a week. Services will include working with students on coping strategies, social skills, anger management, and building self-esteem.
- A full-time TSA or Social Worker will provide SEL support that includes building positive relationships with Intensive students and their parents, developing Behavior Support Plans, conducting individual/small group sessions to build and repair relationships, teach students social skills as well as providing continuous progress monitoring of students' overall social emotional needs.
- Students in Grade 3-6 will receive daily snacks during CAASPP administration.
- TK-6 teachers will engage in professional learning by attending conferences and/or training around assessments, literacy, and mathematics as well as Social Emotional Learning.
- Teachers will attend Unbound Standards Institute to gain knowledge and strategies around math standards and equity.
- Teachers will be provided with supplemental contracts for targeted instruction around literacy and mathematics to improve CSI goals.
- Build staff capacity in planning and teaching mathematics at high levels by having all teachers attend Unbound Ed Standards Institute, FCOE/FUSD Claims/Target training and district CIPL MLD training.

**Specify enhanced services for EL students:**

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Two six-hour District Funded BIAs and three 3-hour Site funded BIAs will support English Learners to access the core curriculum (GVC).

EL students will also access ELD components of the adopted programs based on student need as necessary to support with developing reading, writing, speaking, and listening skills.

Teacher instruction will include SDAIE strategies, academic discourse, presentations, visual representations, TPR, and Language Frames.

When analyzing quarterly CFAs, Interim, and SBAC results, teachers will disaggregate data to monitor and track EL student progress in order to assess learning needs. Learning needs will be addressed during integrated and designated ELD.

EL student progress will be monitored after each assessment period (DRP, ELPAC, Interims 1 & 2) to ensure that students are making adequate progress towards reclassification and redesignation.

**Specify enhanced services for low-performing student groups:**

---

**Targeted student groups are Hispanic, Homeless, Foster Youth, English Language Learners and socioeconomically disadvantaged.**

Schoolwide RTI program for students in K-6th grade will include 30-60 minutes of guided reading instruction to target basic reading skills at students' instructional level.

Teachers will be part of the RTI program to facilitate with planning, deployment of students, and instruction.

RSP teacher will be part of the RTI program to facilitate with planning, deployment of students, and instruction.

TSA or Social Worker will facilitate COST Meetings (Coordination of Services Team) to identify Tier 1 interventions and strategies. COST will be utilized as a safety net before an SST.

Math interventions groups will access resources, lessons, and activities on MobyMax and Go Math PMTs.

Root cause analysis support, Cross Functional Pivot teams, and CSI Guiding Coalition Teams will assist in the

TSA and Teaching Fellows will provide additional support to students not yet reading on grade level. ELPAC Bootcamp will be provided by TSA to focus on reading, speaking, listening, and writing skills.

monitoring process.

## Action 4

**Title:** Reading by Third Grade

### Action Details:

Lowell will implement a comprehensive reading program in which all students will engage in rigorous instruction aligned to state standards. All students will receive instruction using grade level materials as well as guided reading instruction to target students' instructional needs. Additionally, a reading intervention program with an emphasis on early literacy skills will be provided for students in grades K-3rd and on an as-needed basis for intermediate students.

|   |   |  |   |
|---|---|--|---|
| <b>Reasoning for using this action:</b> | <input checked="" type="checkbox"/> Strong Evidence | <input type="checkbox"/> Moderate Evidence | <input type="checkbox"/> Promising Evidence |
|---|---|--|---|

### Explain the Progress Monitoring and data used for this Action

#### Details: Explain the data which will specifically monitor progress toward each indicator target

- Grade 3-6 CAASPP
- Grade 3-6 SBAC IABs/FIABs (Literacy and Math)
- Grade K-2 PLC generated Common Formative Assessments
- iReady
- PLC generated Common Assignments for Writing
- Trimester School wide Writing Performance Tasks
- K-6 BAS results
- KAIG
- BPST
- ELPAC
- IPG Data Report
- Classroom observations and/or feedback
- Staff, Student, and Parent SEL Survey

#### CSI District Support Monitoring Tools:

- Root cause analysis support
- Cross Functional (CF) Pivot Tables
- CSI Guiding Coalition Teams
- Instructional Practice Walks
- PowerBi

#### Owner(s):

Instructional Leadership Team (ILT)  
Professional Learning Communities (PLCs)  
Principal  
Vice Principal  
TSA/Intervention Teacher  
Classroom Teachers  
Bilingual Instructional Aides  
Instructional Aides  
Parents and Students  
On-Site Counseling  
School Social Worker  
CWAS

#### Timeline:

August: All students will be BAS tested before school starts to determine baseline reading levels. BAS will be administered quarterly by teachers, Teaching Fellows, and TSA to progress monitor all K-6 students. DRP will be administered to students in 2nd-6th grade per the district testing calendar (twice a year).

DIBELS assessments will be administered weekly to progress monitor students in Reading Intervention.

Teachers will conduct data chats with students to review academic progress after each assessment administration per the district testing calendar.

All other assessments will be administered as per Lowell and district testing calendar.

#### CSI Guiding Coalition Teams

Conduct 4 meetings a year to discuss/identify:

- Root Cause Analysis
- Theory of Action
- Aim and Driver
- Change Idea

#### Describe Direct Instructional Services to students, including materials and supplies required (curriculum and instruction):

All K-6 students will receive daily Guided Reading instruction targeting students' instructional reading levels. Instruction will include both reading foundational skills (Phonics, Phonemic Awareness, Fluency with sight words) and reading comprehension skills. In addition, students will apply early literacy skills using leveled readers.



- Students will be strategically grouped for instruction based on BAS results.
- Guided Reading instruction will be 60 minutes daily with minimum of 4 rotations.
- Reading groups will be fluid with the intent that students are continuously moving up and within in their reading levels.
- Guided Reading materials including Rigby Leveled Readers, Wonders Leveled Readers, NewsELA, and other literacy supplemental resources will be provided as needed.

All students will receive daily rigorous instruction from the adopted program where they will:

- use Complex Text, Talk, and Tasks to make connections, inferences, and construct viable arguments both verbally and written, about text purpose and author's point of view.
- engage in discussions and writing about texts. support responses with text evidence.

Students will make sense of both literary and informational selections by analyzing complex texts using a variety of reading strategies such as:

- close reading text annotations verbal and written response to Text Dependent Questions
- response to writing tasks that are reflective of the three writing types use of Cornell or 2-column notes or graphic organizers when processing texts to determine the main ideas, key details, central theme/idea, and overall text structure.

Academic incentives will be provided to students to promote reading at home and school.

Materials, supplies, copier contracts, technology, technology maintenance & repairs, and incentives will be purchased to support academic success of all students.

On-Site Counseling services will support students with social and emotional needs to impact academic performance. Two part-time counselors will be available 5 days a week. Services will include working with students on coping strategies, social skills, anger management, and building self-esteem.

Substitute teachers will be provided for GE and RSP teachers to participate in SST, 504, and IEP Meetings.

Leveled reading text sets and novels will be purchased to support guided reading instruction

All TK-6th students will be BAS tested before the start of the new school year to determine current reading levels. BAS data will be used for planning instruction and grouping for guided reading.

TK-6 teachers will engage in professional learning by attending conferences and/or training around assessments, literacy, and mathematics as well as Social Emotional Learning.

TK-3 teachers will attend a 4-day Orton Gillingham workshop to gain knowledge and strategies to effectively teach foundational skills to ensure students read by grade level.

Teachers will be provided with supplemental contracts for targeted instruction around literacy and mathematics to improve CSI goals.

#### Specify enhanced services for EL students:

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Students will pair up with other grade levels as Reading Buddies through teacher collaboration.

Instruction will include SDAIE strategies, student discussions & presentations, visuals, TPR and Language Frames.

EL students will access ELD components of the adopted programs based on student need as necessary to support with developing reading, writing, speaking, and listening skills.

Bilingual Instructional Aides will support English Learners to access the core curriculum.

#### Specify enhanced services for low-performing student groups:

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- Integrated and designated ELD instruction in all subject areas and driven by the ELA/ELD Framework.
- Identification of EL students by PLC teams and specific instructional strategies related to teaching EL students embedded into plans for both instruction and professional learning.
- Materials, supplies, and supplemental materials for EL students.
- Teaching Fellows will work with low performing students in small groups.
- ELPAC Assessors
- School staff serving as mentors to low performing student groups establishing a connection to school and build their identity and agency.

# 2021-2022 SPSA Budget Goal Subtotal

State/Federal Dept 0315 Lowell Elementary (Locked)

## G1 - Improve academic performance at challenging levels

| Action | Funding       | Spending Activity                 | Expense       | Personnel                   | FTE    | Vendor / Purpose of Expenditure   | Budget    |
|--------|---------------|-----------------------------------|---------------|-----------------------------|--------|---|-----------|
| G1A1   | Title 1 Basic | Instruction                       | Teacher-Subs  |                             |        | Teacher substitutes for SST, TST, grade level planning, data chats, and collaboration.<br>** NO IEPS **<br>Additional Actions: G3A2   | 3,898.00  |
| G1A1   | Title 1 Basic | Guidance & Counseling Services    | Subagreements |                             |        | On-Site Counseling/FPU : Onsite counseling to support SEL, reengagement to learning, attendance rate, and parent outreach. Supports Goals 1, 3 and 5.                         | 29,684.00 |
| G1A1   | ESSA-CSI      | Guidance & Counseling Services    | Subagreements |                             |        | On-Site Counseling/FPU : OnSite Counseling Support<br>Additional Actions:G3A2 CSI SEL supports  | 21,196.00 |
| G1A1   | Sup & Conc    | Instruction                       | Teacher-Subs  |                             |        | Teacher substitutes for PL (Cullinan and Unbound Standards Institute), data chats, grade level planning and collaboration. SST, TST<br>Additional Actions:G1A2-A4, G4A1, G3A2 | 37,185.00 |
| G1A1   | Sup & Conc    | Instruction                       | Teacher-Supp  |                             |        | Supplemental contracts for TEACHERS to support literacy and math in to support of Site and CSI goals.   | 5,988.00  |
| G1A1   | Sup & Conc    | Instruction                       | Mat & Supp    |                             |        | Supplies and materials: paper, office supplies, incentives, assemblies and food for student achievement.<br>Additional Actions: G1A2-A4,                                      | 17,826.00 |
| G1A1   | Sup & Conc    | Instruction                       | Travel        |                             |        | Travel and Conference expenses for TEACHERS AND ADMIN<br>Additional Actions: G1A2, G1A3, G1A4,G4A1  | 38,700.00 |
| G1A1   | Sup & Conc    | Instruction                       | Direct-Food   |                             |        | Food: snacks during ELPAC and CAASPP testing.   | 300.00    |
| G1A1   | Sup & Conc    | In-House Instructional Staff Deve | Crt Supr-Sub  |                             |        | Admin Substitutes for conferences and professional learning.<br>Additional Actions:G1A2-A4, G4A1  | 3,515.00  |
| G1A2   | Sup & Conc    | Instruction                       | Nc-Equipment  |                             |        | Technology Purchases.<br>Additional Actions: G1A1-A4  | 12,171.00 |
| G1A2   | Sup & Conc    | Instruction                       | Direct-Maint  |                             |        | Maintance and tech repairs.<br>Additional Actions: G1A1, G1A3, G1A4   | 1,000.00  |
| G1A2   | Sup & Conc    | Parent Participation              | Oth Cls-Supp  |                             |        | Classified supplemental contracts to support with parent outreach, coffee hour, warrior day, and student of the month activities.<br>Additional Actions: G2A1, G3A1-A2, G5A1  | 2,536.00  |
| G1A2   | LCFF: EL      | Instruction                       | Teacher-Supp  |                             |        | ELPAC Assessors.  | 3,989.00  |
| G1A2   | LCFF: EL      | Instruction                       | Ins Aide-Reg  | Paraprof, Bilingual Spanish | 0.3750 | additional goals and actions: G1A1, G1A3, G1A4  | 12,636.00 |
| G1A2   | LCFF: EL      | Instruction                       | Ins Aide-Reg  | Paraprof, Bilingual Spanish | 0.3750 | additional goals and actions: G1A1, G1A3, G1A4  | 15,630.00 |
| G1A2   | LCFF: EL      | Instruction                       | Ins Aide-Reg  | Paraprof, Bilingual Spanish | 0.3750 | additional goals and actions: G1A1, G1A3,   | 11,981.00 |

# 2021-2022 SPSA Budget Goal Subtotal

State/Federal Dept 0315 Lowell Elementary (Locked)

## G1 - Improve academic performance at challenging levels

| Action | Funding    | Spending Activity    | Expense      | Personnel | FTE    | Vendor / Purpose of Expenditure  | Budget    |
|--------|------------|----------------------|--------------|-----------|--------|--|-----------|
| G1A2   |            | Instruction          | Ins Aide-Reg |           | 0.3750 | G1A4   | 11,981.00 |
| G1A2   | LCFF: EL   | Instruction          | Mat & Supp   |           |        | Supplies and materials, resources, and incentives.   | 2,000.00  |
| G1A2   | LCFF: EL   | Parent Participation | Oth Cls-Supp |           |        | Translators for school wide meetings and parent teacher conferences.<br>Additional Actions: G5A1   | 1,270.00  |
| G1A2   | LCFF: EL   | Parent Participation | Mat & Supp   |           |        | Food, supplies and materials for parent involvement.<br>Additional Actions: G1A1, G1A3, G1A4, G5A1 | 1,904.00  |
| G1A4   | Sup & Conc | Instruction          | Bks & Ref    |           |        | Professional reading, leveled texts, and novel purchase.<br>Additional Actions:G4A1                | 2,000.00  |

**\$225,409.00**

**Goal 2 - STUDENTS: Expand student centered and real-world learning experiences.**

**Needs Assessment**

**School Quality Review**

School Level Dashboard

| Goal 2 Metrics   | Current Target | Actual | As Of     | Target |
|--|----------------|--------|-----------|--------|
| Student-centered real world learning experience - Site Defined |                | 0 %    | 2020-2021 | 32.4 % |

**Step 1:** After selecting metrics, analyze the current 'California School Dashboard', relevant site data, current SPSA, and current budget to conduct a review and analysis and answer the questions below.

**1** Review Current SPSA and Budget. Describe the overall implementation of each action and explain the effectiveness in achieving the expected outcomes for the metrics in this goal. Include actions that pertain to students, staff, or families as it relates to this goal and the aligned metrics.

**Student-centered real world learning experience - Site Defined**

Lowell offers clubs for students in 2nd-6th grade and are supervised by staff and parents during lunch and/or after school.

In addition, Lowell collaborates with the After School Program to establish a sports program that encourages all students including students with special needs (RSP, DIS) to participate during each sports season.

Supplemental pay contracts is provided to teachers and paraprofessionals to instruct and supervise students involved with Student Council, Peach Blossom, Spelling Bee, and other activities. The district provides field trips for all grade levels to participate locally or off campus to create experiences.

Students participate on trips to local businesses, Monterey Bay Aquarium, California Tech Museum and Camping Experience. Study trips support broaden student learning beyond the classroom as students make connections between curriculum and real world experience.

Mentoring Programs are offered to identified students with SEL needs with mentors from local parishes and DPI (Young Men of Character, Girl Power, All 4 Youth, On Ramps).

Students in K-6 participate in district's music program that offers learning how to play musical instruments, learning about the fundamentals of music, and choir.

**2** Identify resource inequities or other key factors that contributed to the disproportionality of low-performing student groups as it relates to this goal.

**Student-centered real world learning experience - Site Defined**

There is a challenge with engaging younger students (TK-2nd) in clubs due to the unavailability of adult supervisors. Students in primary grades do not have a variety of options to participate in goal 2 activities.

All students have a chance to participate in activities regardless of specific sub-group. Some activities may be limited to certain grade levels.

All students in grades 5 and 6 are encouraged to participate in the sports teams; however, several students have poor grades and do not meet the guidelines to participate in a sport.

In addition, students are not willing to stick with the music program all year in which the groups decreased.

**Step 2:** For the current year, briefly describe any major differences between the intended and actual implementation of actions and budget expenditures to meet this goal.

- Collaborate with the After School Program to address after school tutoring or engaging with younger students in TK-2 .
- Parent engagement volunteering to hold workshops for student activities.
- Inclusion of school based SEL efforts in family letters, and scheduled informational events at school that focus on SEL linking to academics.
- Inconsistent with entering data into the ATLAS Engagement Too

- Lack of connection between students and music teachers

**Step 3:** As a result of the analysis from Steps 1 and 2, describe any changes that will be made (next school year) in this goal, annual metrics, and actions to achieve this goal. Identify where those changes can be found in the upcoming 2021-2022 SPSA.

- Intramural sports during lunch recess – data of infractions and referrals vs engagement.
- After school program will leverage SEL efforts by establishing community partnerships with universities and businesses.
- Implementation of tools such as logs, classroom walkthroughs, surveys, reflections, parent suggestions-feedback and SMART goals.
- Identify students not participating in an activity and encourage them to participate in a club, sport and or field trips.

**Step 4: Stakeholder Involvement.** Share the data and analysis with the School Site Council (SSC), English Learner Advisory Committee (ELAC) and school staff, as required. Record feedback and suggestions from each group below.

**1** SSC:

School Site Council has been presented with a list of all programs and extracurricular activities. S

SC members made recommendations to add additional clubs for students who do not enjoy participating in sports.

- Awards, incentives and recognition for the students Sports for the students in grades 1-4.
- More computers and technology Teachers have supplies in the classroom.
- Mentoring Programs through local parishes and DPI (Young Men of Character, Girl Power)
- Parent Involvement Parent volunteers have a distinctive shirt they wear when helping College student volunteers
- Incentives from teachers to students Clubs (art, music, dance) Social Worker and On-Site Counselor

**2** ELAC:

ELAC has been presented with a list of all programs and extracurricular activities.

ELAC members made recommendations to add additional clubs for students who do not enjoy participating in sports.

- Increased academic rigor but with in class supports
- After school tutoring with teachers
- Grade Checks sent home
- After school study skills and extra help with needed standards based concepts.
- After School Program Incentives from teachers
- Clubs (art, music, and/or dance)
- Social Worker and On-Site Counselor
- Parent Involvement – Parent volunteers have a distinctive shirt they wear when helping College student volunteers
- Parent Volunteers to assist with school wide events (Jog-a-thon ,Read Across America, Family Literacy Night, Carnivals)

**3** Staff:

Culture and Climate Team (CCT) continues to establish a positive culture and climate at Lowell where staff and parents are encouraged to be advisors for a club.

All students that are eligible based age and grade level criteria are encouraged to participate in clubs and sports.

**Metric Target: 32.4% participation rate as measured by site-based data collection.**

**Staff Recommendations:**

- More clubs for students
- Establish an incentive/motivational program to recognize students who are engaged in Goal 2 (ie. incentives such as Block W, medals, awards, etc.)

## Action 1

**Title:** Student Engagement

Action Details:

Lowell will create opportunities for students in grades K– 6 to participate in a comprehensive program increasing the number of students in after school and extracurricular activities such as sports and clubs. Supplemental pay

contracts will be provided to teachers and paraprofessionals to instruct and supervise clubs.

Reasoning for using this action:  Strong Evidence  Moderate Evidence  Promising Evidence

**Explain the Progress Monitoring and data used for this Action**

Details: Explain the data which will specifically monitor progress toward each indicator target

1. VP, ASP Coordinator, and Teachers will enter student rosters of students participating in athletics and extracurricular activities.
2. Culture & Climate team will monitor student participation in after school sponsored activities as well establish committees to facilitate student engagement activities.
3. Administration will increase efforts to recruit paraprofessionals interested in running clubs after school.
4. The school will sponsor additional field trips and activities for all grade levels.
5. Review and reflect on SEL data to inform actions and identify areas of needs.

Owner(s):

Vice Principal  
ASP Coordinator  
Coaches  
Teachers  
Culture and Climate Team  
Principal

Timeline:

All club and sports rosters are uploaded on the Engagement Tool at the beginning of the year and following each sports season.  
Events are created after each meeting to track student participation and attendance

Describe Direct Instructional Services to students, including materials and supplies required (curriculum and instruction):

- All students will be eligible to attend FUSD sponsored field trips and activities.
- Each grade level will have an opportunity to attend at least one more field trip sponsored through school fundraising.
- Purchase materials, supplies, and equipment to support successful implementation of clubs and sports.
- Students will develop relational capacity with adults and peers to improve positive self-image and confidence while participating in Goal 2 activities.
- Intermural Sports will be provided for all students during lunch recess.

Specify enhanced services for EL students:

All students including ELs and Students are encouraged to participate in Goal 2 Activities.

Analyze Goal 2 Participation Rates to ensure that EL students are participating in numbers compared to school wide.

Reading, writing, listening and speaking opportunities will be embedded in all activities to provide opportunities for EL students to practice these skills.

Specify enhanced services for low-performing student groups:

Data chats with students.

Goal setting with students.

Monitoring student progress.



**Goal 3 - STUDENTS: Increase student engagement in their school and community.**

**Needs Assessment**

**School Quality Review**

School Level Dashboard

| Goal 3 Metrics                      | Current Target | Actual  | As Of     | Target  |
|-------------------------------------|----------------|---------|-----------|---------|
| Chronic Absenteeism                 |                | 33.42 % | 2020-2021 | 31.42 % |
| Suspensions students with 1 or more |                | 0 %     | 2020-2021 | 5 %     |

**Step 1:** After selecting metrics, analyze the current 'California School Dashboard', relevant site data, current SPSA, and current budget to conduct a review and analysis and answer the questions below.

**1** Review Current SPSA and Budget. Describe the overall implementation of each action and explain the effectiveness in achieving the expected outcomes for the metrics in this goal. Include actions that pertain to students, staff, or families as it relates to this goal and the aligned metrics.

**Chronic Absenteeism**

There is an increase in **Chronic Absenteeism** at Lowell Elementary School. **The current chronic absenteeism rate overall is 34.3%, an increase of 16.4%** This increased rate is a result of high transiency of students and families being placed at the Marjorie Mason Center and families being Homeless. Additionally, with distance learning, students have had many technology issues with stability at home, connectivity, unfamiliarity with Teams, and loss or damaged devices in which parents are not going to FLATS for replacements.

While Lowell has a CWAS, there is a need to utilize her capacity in reaching out to families that are "Manageable" within the 90.0 – 94.9% range and early learning students. There is a need to actively promote Saturday Academy to recover absences as well as address and support with technology issues that impact distance learning and student connectivity.

During distance learning and school closure, support team including Principal, VP, SSW, TSA, CWAS, and librarian have conducted multiple home visits to get students to log on every day and have provided technology support.

Quarterly data shows that chronic absenteeism has improved and students have made small progress in percentile movement although year to date data shows otherwise. Admin conducts bi-weekly goal setting sessions with students and families as a form of progress monitoring and to celebrate improvements.

**DATA:**

|                  | <u>CA Data Dashboard</u> |                  | <u>FUSD Power BI (Year to Date)</u> |                  |
|------------------|--------------------------|------------------|-------------------------------------|------------------|
|                  | <u>2017-2018</u>         | <u>2018-2019</u> | <u>2019-2020</u>                    | <u>2020-2021</u> |
| All Students     | 19.1%(-1.2%)             | 20.70%(+ 1.5%)   | 17.9%                               | 34.3%            |
| African American | 38.1%(+4.8%)             | 40.40%(+ 2.3%)   | 28.5%                               | 71.9%            |

**2** Identify resource inequities or other key factors that contributed to the disproportionality of low-performing student groups as it relates to this goal.

**Chronic Absenteeism**

- **African American** (71.9%, an increase of 43.4%) students were disproportionately chronically absent.
- **Homeless** (66.7%, an increase of 26.7%) families have a history of chronic absenteeism due to the instability with housing and living arrangements. Frequent home visits have been made by CWAS and SSW to ensure students are in attendance virtually. Furthermore, homeless students are invited to be part of in-person cohort during school closure.
- **Hispanic** (29.3% an increase of 13.5%) students have had many technology issues with stability at home, connectivity, unfamiliarity with Teams, and loss or damaged devices in which parents are not going to FLATS for replacements.

**Suspensions students with 1 or more**

No incidents of suspensions

|                                 |               |                 |        |        |
|---------------------------------|---------------|-----------------|--------|--------|
| SS w/ Disabilities              | 21.6%(-1.1%)  | 26.50%(+) 5.0%  | 17.7%  | 37.04% |
| Homeless                        | 32.8%(-10.1%) | 40.30%(+) 7.6%  | 40.0%  | 66.7%  |
| Socioeconomically Disadvantaged | 9.4%(-1.2%)   | 21.0%(+) 1.6%   | ---    | ---    |
| English Learners                | 17.9%(-1.3%)  | 10.60%(+) 1.7%  | 15.04% | 16.5%  |
| Hispanic                        | 0.9%(-4.0%)   | 17.60%(=) -0.4% | 15.8%  | 29.3%  |

**Suspensions students with 1 or more**

With students on distance learning, Lowell did not have incidents that would warrant a suspension; however, supports are available for students and families if needed.

**Counseling services provided by an outside contractor On-Site Counseling.**

Everyday of the week counseling services is provided to students and families that have had trauma in their life and has affected their learning. The counselor is instrumental on keeping the students on track on their learning before becoming a misbehavior in class. The counselor meets with the Targeted Student Team (TST) monthly to discuss progress and case manage students in need of alternative counseling.

**Social Worker 1.0 FTE**

A full time Social Worker is essential to provide daily supports with our social emotional students. The social worker develops plans and strategies to improve students' academic performance and social development; work with students to deal with problems such as aggressive behavior, bullying or frequent absences from school. School Social Worker develops self-regulation strategies and skills for the students to perform well social and academically the classroom. Provide resources to parents and students from outside agencies The school social worker provides individual and group sessions for 30 students during the school year (WhyTry, Girl Power, and individual student check-in). She schedules meetings with parents to discuss family supports and follows up with district as supports. She provides supports for emergency basis for students having issues at home and emotional issues of not going to class.

**Professional Learning**

Professional Training is needed during the school year to support staff on classroom management, interventions, restorative practices, culture responsive teaching, social emotional needs, and trauma based strategies. Monthly Climate and Culture team meetings are set and planned to review the progress of classroom supports, strategies and school wide procedures to improve the climate of the school. The team reviews the data for suspension, misbehaviors and referrals to develop a plan for areas of concern for improvement.

Lowell strives to create a culture and climate that fosters equity for all staff, students, and parents. All staff members will receive Cultural Proficiency training where we can establish a culture for change, transformation, growth mindset and effectively describe, respond to, and plan for issues that arise in diverse environments. Thus, learning how to value cultural differences as **assets** on which educational experiences are built.

The teachers will provide their classrooms with:

- Clear Classroom expectations, CHAMPS, Class meetings and a Cool Down area in the classroom.
- Continue building relations with students on a daily basis.
- Consistent 3 to 1 positive interactions by all staff members Implement school wide structures and

routines.

- Complete and follow classroom management plan for the year reviewed and reflected by administrators.

Additional professional learning for CCT will include Conferences and district trainings from DPI.

TK-6 teachers will engage in professional learning by attending conferences and/or training around assessments, literacy, and mathematics as well as Social Emotional Learning.

**Step 2:** For the current year, briefly describe any major differences between the intended and actual implementation of actions and budget expenditures to meet this goal.

A full-time Social Worker (1 FTE) was hired to be a support for staff, students, and families in areas of Social Emotional Learning. District provided Lowell with a CWAS (part-time attendance specialist) to work with families of chronically absent students. School Social Worker will lead Targeted Student Team monthly meetings to pre-identify, support, and monitor students at risk of becoming Tier 2-3

**Step 3:** As a result of the analysis from Steps 1 and 2, describe any changes that will be made (next school year) in this goal, annual metrics, and actions to achieve this goal. Identify where those changes can be found in the upcoming 2021-2022 SPSA.

A full-time School Social Worker is an instrumental part of ensuring social emotional learning and academic success for all students. SEL support will include building positive relationships with Intensive students and their parents, developing Behavior Support Plans, conducting individual/small group sessions to build and repair relationships, teach students social skills as well as providing continuous progress monitoring of students' overall social emotional needs. Funds will be allocated for a full-time School Social Worker.

TK-6 teachers will engage in professional learning by attending conferences and/or training around assessments, literacy, and mathematics as well as Social Emotional Learning and supporting students with misbehaviors (Randy Sprick Conference).

**Chronic Absenteeism Goal - Decrease by 17%**

Lowell will monitor daily attendance of all the classrooms with a specific focus on grades TK-2. Attendance Clerk, Office Manager, Child Welfare Attendance Specialist (CWAS), School Social Worker, On-Site Counselor, and administration will monitor teachers taking attendance. Daily review of the list of students absent as reported by the school messenger report will be reviewed by the principal. Parent conferences/home visits will be conducted of students that have more than 10 days of absences. Principal/MP will make home visits to parents that he/she have not been able to contact via phone or letter regarding their attendance. Provide incentives to students to improve attendance (including quarterly raffles for perfect attendance). Encourage Chronic and Manageable absent students to attend school everyday. Students will be recognized for improved attendance.

**Awards/Incentives:**

- Quarterly perfect attendance awards/ribbons given to the students at awards assemblies.
- Perfect Attendance Medals provided to students that have had perfect attendance for the entire school year.
- Highest ADA per Primary and Intermediate classes monthly to receive a reward and trophy for attendance.
- School wide Attendance Posters will be displayed outside of each classroom to showcase perfect attendance for the day.
- Classrooms complete an ATTENDANCE card for coloring a letter for each day classroom has all students on time in class in the morning.
- Ensure students participate in a GOAL 2 activities to promote coming to school to participate on a daily basis Promote attendance for Saturday Academy.

**Promote attendance recovery for Saturday Academy:**

- Parent Meetings to clarify absence recovery for both "Excused" and "Unexcused" absences
- Attendance Incentives (books and school supplies)
- Personal phone contact with families from CWAS prior to scheduled class session
- Administration will monitor students who are considered "Manageable" and within the 90.0 – 94.9% range to ensure they do not become Chronic or Severely Chronic.

**Suspension Rate Goal - Less than 6.5% of students having at least 1 suspension:**

- Continue with supports with Child Welfare Attendance Specialist, School Social Worker, On-site Counselor, and Professional Learning on Cultural Proficiency.
- Provide more in-depth training to Noon-Time Assistants as they supervise students during the lunch periods quarterly.
- Identify the students that have more than 2 suspensions and provide interventions and supports to keep the suspensions at a minimum.
- Provide supports and incentives to perform socially and emotionally.
- School Social Worker will conduct restorative practice conversations with students following a suspension in addition to having proactive conversations and relationship building with high needs students.
- Students and families will meet with administration upon returning from a suspension to put in place supports to ensure academic and social emotional success.
- Pre-suspension programs will include: Alternative to Suspension, Behavior Support Plans, Parent Conferences, and invitations for parents to support their students with misbehaviors in the classroom.

**Step 4: Stakeholder Involvement.** Share the data and analysis with the School Site Council (SSC), English Learner Advisory Committee (ELAC) and school staff, as required. Record feedback and suggestions from each group below.

**1 SSC:**

Lowell's School Site Council was informed about the data surrounding our chronic absenteeism and suspensions. The members of the SSC were pleased to know that our chronic absenteeism and suspension rates were both down this year when compared to previous years. Some members suggested that we work to not only recognize students with perfect attendance but also recognize students who improve their attendance after they are classified as chronically absent. Members of the SSC agreed that we should suspend students who are not behaving appropriately as long as we are fair with our student discipline.

- Awards, incentives and recognition for the students
- More computers and technology Teachers have supplies in the classroom.
- Student groups with mediator
- Parent Involvement
- College student volunteers Incentives from teachers to students Clubs (art, music, dance)
- On-Site Counselor
- School Social Worker
- Partnership with DPI for additional supports (ie. All 4 Youth, Full-time CWAS, Handle with Care, Lowell AA Attendance Focus Group)

**2 ELAC:**

Lowell's ELAC was informed about the data surrounding our chronic absenteeism and suspensions. The members of the ELAC were pleased to know that our chronic absenteeism and suspension rates were both down this year when compared to previous years. Some members suggested that we work to not only recognize students with perfect attendance but also recognize students who improve their attendance after they are classified as chronically absent. Members of the ELAC agreed that we should suspend students who are not behaving appropriately as long as we are fair with our student discipline.

- Increased academic rigor but with in class supports
- After school tutoring with teachers
- Grade Checks sent home
- After school study skills and extra help with needed standards based concepts.
- After School Program Incentives from teachers Clubs (art, music, dance)
- On-Site Counselor
- School Social Worker
- Psychologist, Counselors
- More parent groups or counseling on raising kids and being involved
- College student volunteers

**3 Staff:**

Lowell's staff was informed about the data surrounding our chronic absenteeism and suspensions. Staff members were in agreement that we need to do more to address chronic absenteeism and suspensions. Staff members suggested that we could have monthly recognition of students with perfect attendance instead of just quarterly recognition. They also suggested that we hold raffles and give out incentives to get students excited about having perfect attendance.

- Intervention Teacher Reading program to motivate students to read inside and outside of school.
- Parent orientation for new students
- Teacher decided incentives in class
- Teaching Fellows
- On-Site Counselor
- School Social Worker
- School Messenger
- Alternative to Suspensions Clubs and Extracurricular Activities
- Partnership with DPI for additional supports (ie. All 4 Youth, Full-time CWAS, Handle with Care, Lowell AA Attendance Focus Group)

**Action 1**

**Title:** Careers and Competencies for Workplace Success

**Action Details:**

Lowell Elementary School's staff will provide students Kinder through 6th grade a variety of opportunities to explore careers and competencies for workplace success. All students will have the opportunity to learn about careers through guest speakers, researching and presenting projects related to careers, and participating in career related field trips. Students from Kinder through 6th grade will be recognized for demonstrating character and competencies for workplace success.

|  |
|--|
| <b>Reasoning for using this action:</b> <input checked="" type="checkbox"/> Strong Evidence <input type="checkbox"/> Moderate Evidence <input type="checkbox"/> Promising Evidence |
|--|

**Explain the Progress Monitoring and data used for this Action**

Details: Explain the data which will specifically monitor progress toward each indicator target

Owner(s):

Timeline:

1. Staff will coordinate career-related field trips for all students in Kinder through 6th grade and monitor students' participation in the field trips.
2. Classroom teachers will nominate students who demonstrate character to be recognized as "Student of the Month".
3. Child Welfare and Attendance Social Worker (CWSA) will monitor and meet with students who are having difficulties with attendance to share information on competencies for workplace success.
4. Staff will invite guest speakers to all classes from Kinder through 6th grade so that they may present information, through class presentations and Career Day activities, on careers and competencies for the workplace.

Instructional Leadership Team (ILT)  
Professional Learning Communities (PLCs)  
Principal  
Vice Principal  
TSA/Intervention Teacher  
Classroom Teachers  
Bilingual Instructional Aides  
Instructional Aides  
Parents and Students  
On-Site Counseling  
School Social Worker  
CWAS

1. Monthly
2. Quarterly

Describe Direct Instructional Services to students, including materials and supplies required (curriculum and instruction):

- Incentives and awards will be provided for all students in Kinder through 6th grade who demonstrate character and competencies for workplace success.
- Field trip experiences will be funded to provide career-related experiences to students in all grade levels (Kinder - 6th).
- Materials and supplies will be provided for all classroom presentations on careers.
- Bus transportation costs will be provided for grade level study trips (Kinder-6th).

Specify enhanced services for EL students:

Specify enhanced services for low-performing student groups:

Reading, writing, listening and speaking opportunities will be embedded in all activities to provide opportunities for EL students to practice these skills.

Teachers will provide data chats with students and set goals.  
Monitor student progress.

**Action 2**

**Title:** Social Emotional Support for All Students

**Action Details:**

Lowell Elementary staff will work to ensure that all students receive the social-emotional supports needed to be successful in school and on target to graduate. The focus will be on building relationships with all students so that students are aware that there are adults at school that truly care about them. The staff at Lowell Elementary will also continue to implement school-wide social-emotional supports through the use of Second Step, Olweus Antbullying lessons, Class Meetings, and Morning Meetings. Students who need extra assistance will receive extra support through counseling services provided by On-Site Counseling and/or School Social Worker. A Child Welfare and Attendance Specialist will provide support and build relationships with students who are struggling with school attendance. The Culture and Climate Team will monitor Suspension data for all students as well as significant subgroups in order to address trends to lower suspension rates.

**Reasoning for using this action:**     Strong Evidence                       Moderate Evidence                       Promising Evidence

**Explain the Progress Monitoring and data used for this Action**

Details: Explain the data which will specifically monitor progress toward each indicator target

1. The Culture and Climate Team (CCT) will develop a plan to improve how students view adults at school. The team will develop strategies to help students understand that all of the adults at school care about them and want them to succeed. Modified SEL surveys will be used quarterly in order to measure how students view adults at school.
2. The Culture and Climate Team (CCT) team will review data on suspensions and office referrals to discover root causes and develop supports and intervention for students and subgroups of students who are having behavioral difficulties at school.
3. The Child Welfare and Attendance Social Worker will monitor attendance data to identify students who are experiencing difficulties with attending school and connect the students with available supports and interventions in order to improve their attendance.
4. The staff at Lowell Elementary will teach lessons around the school's Guidelines for Success, First Ten Days of School Processes and Procedures, Second Step, Olweus Antbullying Lessons and Classroom Meetings in order to provide students with clear expectations for behavior and social-emotional supports. Classroom meeting logs and lesson plans will be submitted and used quarterly to monitor the implementation of the social-emotional supports.

Owner(s):

- Culture and Climate Team (CCT)
- Instructional Leadership Team (ILT)
- Professional Learning Communities (PLCs)
- Principal
- Vice Principal
- TSA/Intervention Teacher
- Classroom Teachers
- Parents and Students
- On-Site Counseling
- School Social Worker
- CWAS

Timeline:

1. Quarterly
2. Weekly

Describe Direct Instructional Services to students, including materials and supplies required (curriculum and instruction):

- Supplemental contracts will be provided for Safe and Civil School team members so that they can have planning days to create lessons, plan for interventions and review social-emotional data for students at Lowell.
- Supplemental materials and supplies will be provided in order to assist the Child Welfare and Attendance Social Worker as they work with students who are having difficulties with attendance.
- A contract for school counseling through On-Site Counseling will be provided to support the needs of students who are experiencing difficulties with their social-emotional needs.
- A full-time Social Worker and On-Site Counselor are an instrumental part of ensuring social emotional learning and academic success for all students. SEL support will include building positive relationships with Intensive students and their parents, developing Behavior Support Plans, conducting individual/small group sessions to build and repair relationships, teaching students social skills as well as providing continuous progress monitoring of students' overall social emotional needs.
- SEL services provided by Social Worker and On-Site Counselor will support CSI goals around improving student academic performance in ELA and Math, chronic absenteeism, and suspension rate. On-Site Counselor and Social Worker will re-engage students in learning by connecting and building positive relationships with students and parents so students come to school every day prepared and ready to learn.
- A Warrior room will be provided for when students need a safe spot to work on their SEL skills.
- TK-6 teachers will engage in professional learning by attending conferences and/or training around assessments, literacy, and mathematics as well as Social Emotional Learning.
- CCT will attend conferences to gain knowledge and strategies to support all students in the area of Social Emotional Learning, Absenteeism, and Discipline training provided by DPI.
- Lowell will host Family Literacy Nights to promote literacy and relationship building with students and families outside of the learning environment.

- CCT and ILT will utilize district adopted Behavior Matrix regarding fair discipline to monitor progress towards decreasing suspension rate.
- Students with good attendance and those progressing towards decreasing their chronic absenteeism rate will be recognized and celebrated during quarterly awards assemblies. In addition, students will be invited to monthly good attendance pizza parties and/or receive attendance award.

Specify enhanced services for EL students:

Monitor EL student population for chronic and severe absenteeism rate.

Monitor Extended Library Learning Opportunities for English Language Learners to keep on track to meet anticipated Re-designation date.

Specify enhanced services for low-performing student groups:

After School Tutoring during extended library hours.

Teachers will provide Tier 1 intervention and progress monitor at-risk students for a minimum of 6-weeks. Thereafter, TST will monitor students through observations, 1:1 chats/goal setting, bi-weekly check-ins with students and continuous communication with teachers prior to SST referrals.

During monthly TST meetings, team members will discuss academic and behavioral progress of students and align necessary supports/services for students as needed.



## 2021-2022 SPSA Budget Goal Subtotal

State/Federal Dept 0315 Lowell Elementary (Locked)

### G3 - Increase student engagement in their school and community

| Action | Funding         | Spending Activity                | Expense       | Personnel             | FTE    | Vendor / Purpose of Expenditure   | Budget     |
|--------|-----------------|----------------------------------|---------------|-----------------------|--------|---|------------|
| G3A1   | Sup & Conc      | Instruction                      | Direct Trans  |                       |        | Transportation for study trips.<br>Additional Actions: G2A1,  | 2,000.00   |
| G3A2   | ESSA-CSI        | Attendance & Social Work Service | Crt Pupil-Reg | Social Worker, School | 1.0000 | additional goals and actions: G5A1  | 118,559.00 |
| G3A2   | One-Time School | Instruction                      | Bks & Ref     |                       |        | : Purchase books for student engagement,<br>SEL, building relationships.  | 2,000.00   |
| G3A2   | One-Time School | Instruction                      | Mat & Supp    |                       |        | : Supplies and materials for student<br>engagement, assemblies, parent night, food,<br>and incentives.<br>Additional Actions: G3A1, G4A1,G5A1 | 6,000.00   |

**\$128,559.00**

**Goal 4 - STAFF: Increase recruitment and retention of staff reflecting on the diversity of our community.**

**Needs Assessment**

**School Quality Review**

School Level Dashboard

| Goal 4 Metrics            | Current Target | Actual | As Of     | Target |
|---------------------------|----------------|--------|-----------|--------|
| Staff Goal - Site Defined |                | 0 %    | 2020-2021 | 87 %   |

**Step 1:** After selecting metrics, analyze the current 'California School Dashboard', relevant site data, current SPSA, and current budget to conduct a review and analysis and answer the questions below.

**1** Review Current SPSA and Budget. Describe the overall implementation of each action and explain the effectiveness in achieving the expected outcomes for the metrics in this goal. Include actions that pertain to students, staff, or families as it relates to this goal and the aligned metrics.

**Staff Goal - Site Defined**

**STAFF SURVEY RESULTS: SENSE OF BELONGING**

|   | SP 2018 | SP 2019 | SP 2020 | SP 2021 | Change    |
|---|---------|---------|---------|---------|-----------|
| Overall Favorable   | 92%     | n/a     | 75%     | 82%     | +7%       |
| Q1: How many adults at this school support and treat each other with respect?                                       | 100%    | n/a     | 68%     | 81%     | +13%      |
| Q2: This school is a supportive and inviting place for staff to work.   | 100%    | n/a     | 84%     | 90%     | +6%       |
| Q3: This school promotes personnel participation in decision-making that affects the school practices and policies. | 84%     | n/a     | 81%     | 84%     | +3%       |
| Q4: Students at this school care about each other.  | 81%     | n/a     | 66%     | 79%     | +13%      |
| Comparison to FUSD Elementary Schools   | ES: 81% | n/a     | ES: 79% | ES: 89% | FUSD: 87% |

While staff survey results indicate an increase of 7% overall that responded favorably, Lowell is still below the district's (87%) and like elementary schools (89%) average.

**IMPLEMENTATION:**

- All staff members will participate and receive training on Cultural Proficiency.

**2** Identify resource inequities or other key factors that contributed to the disproportionality of low-performing student groups as it relates to this goal.

**Staff Goal - Site Defined**

- Increase percentage of 5% from 82% to 87% in the area of Having a Sense of Belonging at Lowell.
- Ensure 100% of all staff members get Cultural Proficiency training
- Retain new teachers by building their confidence and knowledge around best instructional practices, providing research-based strategies and coaching support to best meet the needs of students at Lowell.

- New teachers meet once a month for additional support around instruction, planning, developing assessments, grading, safety procedures, and school-related activities and deadlines.
- Culture and Climate Team meets monthly to review data around Chronic Absenteeism and Student Engagement (PowerBi and Survey Results) and develop action plan to address needs.
- Instructional Leadership Team meets monthly for site-ILT, CSI, and regional lead teacher night. Site and Regional ILT meetings are focused on rigorous instruction, student assessments, and intervention in support of CSI and improving ELA and Math performance. The work of the region and at Lowell is developing and aligning tasks to SBAC Claims and Targets.
- ILT meets with the CSI team to develop an action plan in support of improving Chronic Absenteeism.
- Annual school theme is launched in August and is based on a children's literature. Launching a school-wide theme sets the tone for the culture and climate at Lowell. It also helps students to connect literature to real-world experience.

| Year  | Title                        | Theme                             |
|-------|------------------------------|-----------------------------------|
| 15-16 | Oh, the Places You'll Go     | Ambition                          |
| 16-17 | One                          | One voice can make everyone count |
| 17-18 | What Do You Do With an Idea? | Believing in yourself             |
| 18-19 | One Smile                    | Kindness                          |
| 19-20 | I Am Enough                  | Self-Respect                      |
| 20-21 | Reach for the Stars          | Growth Mindset                    |

**Step 2:** For the current year, briefly describe any major differences between the intended and actual implementation of actions and budget expenditures to meet this goal.

Distance learning has been a challenge for staff, students, and parents; resulting in a lack of being in space together and disconnect at times. Staff communication through emails and Teams still present concerns around Clarity of goals and expectations for staff and students. Staff concerns are communicated to lead teachers to be shared with the leadership team. Q&A have been provided to teachers after PLs and/or Staff Meetings for further clarification. Classified staff such as BIAs, IAs, Paras, NTAs, and Office attend meetings pertaining to health, safety, schedules, and reopening of schools.

**Step 3:** As a result of the analysis from Steps 1 and 2, describe any changes that will be made (next school year) in this goal, annual metrics, and actions to achieve this goal. Identify where those changes can be found in the upcoming 2021-2022 SPSA.

There is a need to differentiate professional learning around technology tools to support distance/simultaneous learning. Teachers new to Lowell will attend monthly "on-ramp" meetings for information pertaining to school events, grades, school policies, planning for instruction, developing and analyzing data as well curricular areas (ie. writing, math, close reading strategy, SBAC Claims and Targets, specific technology tools -Nearpod, Go Formative). 100% of staff will receive Cultural Proficiency training.

**Step 4:** Stakeholder Involvement. Share the data and analysis with the School Site Council (SSC), English Learner Advisory Committee (ELAC) and school staff, as required. Record feedback and suggestions from each group below.

**1** SSC:

SSC was informed of new district goals and shared results from the Staff Survey. ELAC members were in agreement that we need to do more to keep staff stay connected and have a stronger sense of belonging, thus committing to staying at Lowell.

- Differentiated professional learning based on needs of staff members
- Cultural Proficiency
- Professional Learning around Social Emotional Learning
- Monthly meetings for teachers new to Lowell
- Monthly ILT Meetings
- Monthly CCT Meetings
- Weekly PLC Meetings
- Regular staff meetings for Nuts and Bolts, district updates, and health/safety information regarding COVID
- Weekly email communication
- New teacher support provided by district coaches
- Quarterly Grade Level Planning Days
- Quarterly Data Chats
- Technology support

**2** ELAC:

ELAC was informed of new district goals and shared results from the Staff Survey. ELAC members were in agreement that we need to do more to keep staff stay connected and have a stronger sense of belonging, thus committing to staying at Lowell.

- Differentiated professional learning based on needs of staff members
- Cultural Proficiency
- Professional Learning around Social Emotional Learning
- Monthly meetings for teachers new to Lowell
- Monthly ILT Meetings
- Monthly CCT Meetings
- Weekly PLC Meetings
- Regular staff meetings for Nuts and Bolts, district updates, and health/safety information regarding COVID
- Weekly email communication
- New teacher support provided by district coaches
- Quarterly Grade Level Planning Days
- Quarterly Data Chats
- Technology support

**3** Staff:

Lowell's staff was informed of new district goals and shared results from the Staff Survey. Staff members were in agreement that we need to do more to keep staff connected and have a stronger sense of belonging, thus committing to staying at Lowell. Staff members suggested that we could have monthly recognition of staff spotlights.

- Differentiated professional learning based on needs of staff members
- Cultural Proficiency
- Professional Learning around Social Emotional Learning
- Monthly meetings for teachers new to Lowell
- Monthly ILT Meetings
- Monthly CCT Meetings
- Weekly PLC Meetings
- Regular staff meetings for Nuts and Bolts, district updates, and health/safety information regarding COVID
- Weekly email communication
- New teacher support provided by district coaches
- Quarterly Grade Level Planning Days
- Quarterly Data Chats
- Technology support

**Action 1**

**Title:** Increase recruitment and retention of staff

[Action Details:](#)

Lowell's vision is to ensure all students stay in school on target to be college and career ready graduates. Thus, Lowell is committed to creating a positive and accepting culture of high expectations for all learners, collaborate within our community, and embrace diversity; having respect for self and others. Lowell will encourage students to excel in academics today and become productive, critical thinkers in our society tomorrow.

**Reasoning for using this action:**  Strong Evidence  Moderate Evidence  Promising Evidence

**Explain the Progress Monitoring and data used for this Action**

**Details: Explain the data which will specifically monitor progress toward each indicator target**

1. Survey results will be reviewed and shared with staff. ILT and CCT will develop a plan to improve recruitment and retention of new teachers.
2. Monthly "New Teacher On-Ramp" Meetings – New teachers meet once a month for additional support around instruction, planning, developing assessments, grading, safety procedures, and school-related activities and deadlines.
3. New teachers will meet once a month for additional support around instruction, planning, developing assessments, grading, safety procedures, and school-related activities and deadlines.
4. CCT will plan staff appreciation events to honor and recognize the work of the staff as they ensure students receive high quality instruction and demonstrate responsibility, respect, and success; all aligned to Lowell's Guidelines for Success.
5. Admin will conduct weekly check-ins with teachers and classified staff as a way to build connections and relationships as well as address concerns and/or ideas they may have to maintain a positive culture at Lowell.
6. All staff will continue to receive on-going training on Cultural Proficiency as they work to understand their own biases and gain strategies to work with diverse students and staff through the equity lens.
7. Display "Staff Spotlight" where staff members are randomly selected to showcase and share their "story" with Lowell. Handwritten notes by staff, students, and parents will be added to display bulletin boards.
8. Establish a Teacher Volunteer Mentor Program where new teachers are partnered with veteran teachers for additional support and connections.
9. End of Year staff recognition to celebrate years of completion --provide opportunities for staff to reflect on learns and wins.

**Owner(s):**

Culture and Climate Team (CCT)  
Instructional Leadership Team (ILT)  
Professional Learning Communities (PLC)  
Principal  
Vice Principal  
TSA/Intervention Teacher  
Classroom Teachers  
Classified Staff - Office, Aides, NTAs, and Custodial  
Parents and Students  
On-Site Counseling  
School Social Worker  
CWAS  
DPI - Climate Culture Specialist (CCS)

**Timeline:**

- Annually
- Quarterly
- On-going basis as needed

**Describe Direct Services and/or Professional Development to staff, including materials and supplies required (curriculum and instruction) in support of hiring and retention:**

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**Student Academics:**

- Students will engage in weekly Social Emotional Learning lessons focused on making connections and building relationships with teachers and peers, SEL lessons will include curriculum from Morning Meetings, Olweus, and Second Step.
- Supplemental contracts will be provided for Safe and Civil School team members so that they can have planning days to create lessons, plan for interventions and review social-emotional data for students at Lowell.
- Supplemental materials and supplies will be provided in order to assist the Child Welfare and Attendance Social Worker as they work with students who are having difficulties with attendance.
- A full-time School Social Worker is an instrumental part of ensuring social emotional learning and academic success for all students.
- SEL support will include building positive relationships with intensive students and their parents, developing Behavior Support Plans, conducting individual/small group sessions to build and repair relationships, teach students social skills as well as providing continuous progress monitoring of students' overall social emotional needs.
- A Warrior room will be provided for when students need a safe spot to work on their SEL skills.
- TK-6 teachers will engage in professional learning by attending conferences and/or training around assessments, literacy, and mathematics as well as Social Emotional Learning.
- CCT will attend conferences to gain knowledge and strategies to support all students in the area of Social Emotional Learning, Absenteeism, and Discipline training provided by DPI.
- Teachers will review student assessment data and set goals with students to improve ELA and Math results on CFAs.
- Build teacher capacity in planning and lesson delivery through Monthly "New Teacher On-Ramp" Meetings. These meetings are provided to teachers new to Lowell and/or all interested teachers for additional professional learning around literacy instruction, math lesson design, SBAC Claims and Targets, Classroom Management strategies, and writing.

**Student Centered and Real-World Learning:**

- Students will participate in class discussions, written tasks, and activities around antibullying, making good choices, and problem solving when given a specific situation.
- Students will utilize critical thinking and problem solving skills while working in groups both virtually and in-person.
- All lessons and tasks provided to students will embed opportunities for productive struggle, practice, and assessment of student learning.

**Student Engagement:**

- A contract for school counseling through On-Site Counseling will be provided to support the needs of students who are experiencing difficulties with their social-emotional needs.
- Vice Principal will conduct bi-weekly meetings with parents and students to set attendance goals.
- CWAS will conduct home visits and work with families to improve student attendance.
- Teachers will conduct parent teacher conferences to discuss completion of assignments, grades, academic and/or behavioral concern on an on-going basis or as needed.

Specify Professional Development or Staff Services to support EL students:

- Utilize EL Redesignation Goal Setting and RFEP Monitoring Tools to ensure EL students are progressing towards academic goals.
- After School Tutoring through ASES and/or FUSD EL Services supports
- Full-time SSW and On-Site Counselors to provide SEL supports to students and families

Specify Professional Development or Staff Services to support low-performing student groups:

- After School Tutoring provided by ASES
- Extra support after school provided by classroom teachers and/or aides on a supplemental contract
- Pull-out for Tier 3 instruction provided by TSA/Intervention teacher and/or Teaching Fellows
- 6-week intervention provided by classrooms during RTI
- TST to monitor students identified for needing extra support in the areas of attendance, behavior, academics, and trauma
- Full-time SSW and On-Site Counselors to provide SEL supports to students and families

**Goal 5 - FAMILIES: Increase inclusive opportunities for families to engage in their students' education.**

**Needs Assessment**

**School Quality Review**

School Level Dashboard

| Goal 5 Metrics                         | Current Target | Actual  | As Of     | Target  |
|--|----------------|---------|-----------|---------|
| Parent Survey - Respected and welcomed |                | 96.27 % | 2019-2020 | 100 %   |
| Parent Survey - Safe and secure        |                | 92.89 % | 2019-2020 | 99.89 % |

**Step 1:** After selecting metrics, analyze the current 'California School Dashboard', relevant site data, current SPSA, and current budget to conduct a review and analysis and answer the questions below.

**1** Review Current SPSA and Budget. Describe the overall implementation of each action and explain the effectiveness in achieving the expected outcomes for the metrics in this goal. Include actions that pertain to students, staff, or families as it relates to this goal and the aligned metrics.

**Family Goal - Site Defined**

**Parent Survey - Respected and welcomed**

|   |                |
|---|----------------|
|   | <u>SP 2021</u> |
| <b>Overall Favorable</b>  | <b>97%</b>     |
| <b>School staff treats me with respect.</b>   | 98%            |
| <b>School staff welcomes my suggestions.</b>  | 97%            |
| <b>My child's background (race, ethnicity, religion, economic status) is valued at this school.</b> | 96%            |
|   | ES: 93%        |
| Comparison to FUSD Elementary Schools   | FUSD: 92%      |

**Parent Survey - Safe and secure**

|  |                |
|--|----------------|
|  | <u>SP 2021</u> |
| <b>Overall Favorable</b>   | <b>97%</b>     |
| <b>My child's school provides a safe and secure environment for students to learn.</b> | 97%            |
|  | ES: 95%        |
| Comparison to FUSD Elementary Schools  | FUSD: 93%      |

**2** Identify resource inequities or other key factors that contributed to the disproportionality of low-performing student groups as it relates to this goal.

**Family Goal - Site Defined**

**Parent Survey - Respected and welcomed**

- Distance learning presented a challenge for staff, students, and families to stay connected physically
- Instruction focused on social emotional learning, building relationships, and ensuring safety for all students during distance learning or simultaneous learning
- Ongoing issues with technology connectivity, accessibility to Teams and other online instructional tools (ie. Nearpod, Go Formative, Forms, Padlet, Breakout Rooms)
- Slow connections between On-Site Counselor and School Social Worker due to technology connectivity or parents being unavailable by phone
- Technology Support provided by Lowell admin, TSA, librarian, CWAS, and SSW three times a week in addition to FLATs
- Use of a variety of communication platform such as School Messenger (voice and text), Lowell School Website, Monthly Newsletter, Peachjar, phone calls, and paper flyers.

**Parent Survey - Safe and secure**

- CCT devised safe school plan to ensure and address safety concerns
- Drills (fire, lockdown, earthquake) are scheduled and practiced throughout the school to empower and prepare staff, students, and parents in the event of an emergency
- Professional Learning provided to staff and parents regarding drills
- Reminders and consistent communication to parents and students regarding Lowell's Guidelines for Success
- First Ten Days of School lessons and resource binder provided to teachers to provided for instruction allowing students to have the same message for safety, Guidelines for Success, rules and expectations, and school-wide theme.
- Levels of Misbehaviors and Office Referral Document procedures are taught to students and utilized by all staff members to reinforce school expectations for safety and learning.



- Safety team consisting of Admin, SSW, On-Site Counselor, School Psychologist, Nurse, CWAS, and TSA to provide support during a threat assessment, child protective services incident, and/or trauma

**Step 2:** For the current year, briefly describe any major differences between the intended and actual implementation of actions and budget expenditures to meet this goal.

- A full-time Social Worker (1 FTE) was hired to be a support for staff, students, and families in areas of Social Emotional Learning.
- District provided Lowell with a CWAS (part-time attendance specialist) to work with families of chronically absent students.
- School Social Worker will lead Targeted Student Team monthly meetings to pre-identify, support, and monitor students at risk of becoming Tier 2-3
- Partnership with DPI for additional SEL supports such as Handle With Care, All 4 Youth, and African American Students Attendance Focus Group
- Distance learning presented a challenge for staff, students, and families to stay connected physically
- Slow connections between On-Site Counselor and School Social Worker due to technology connectivity or parents being unavailable by phone

**Step 3:** As a result of the analysis from Steps 1 and 2, describe any changes that will be made (next school year) in this goal, annual metrics, and actions to achieve this goal. Identify where those changes can be found in the upcoming 2021-2022 SPSA.

- Pre-identify early on and monitor students with Chronic Absenteeism by meeting and setting goals with students and families.
- Provide parents with workshops and resources to community agencies around academic and social emotional learning
- Network with Parent University for additional supports and resources for families
- CCT and ILT to monitor focus student groups (ELs, Hispanics, and African Americans) to ensure academic progress

**Step 4:** Stakeholder Involvement. Share the data and analysis with the School Site Council (SSC), English Learner Advisory Committee (ELAC) and school staff, as required. Record feedback and suggestions from each group below.

**1** SSC:

- A full-time Social Worker (1 FTE) was hired to be a support for staff, students, and families in areas of Social Emotional Learning.
- District provided Lowell with a CWAS (part-time attendance specialist) to work with families of chronically absent students.
- School Social Worker will lead Targeted Student Team monthly meetings to pre-identify, support, and monitor students at risk of becoming Tier 2-3
- Partnership with DPI for additional SEL supports such as Handle With Care, All 4 Youth, and African American Students Attendance Focus Group

**2** ELAC:

- A full-time Social Worker (1 FTE) was hired to be a support for staff, students, and families in areas of Social Emotional Learning.
- District provided Lowell with a CWAS (part-time attendance specialist) to work with families of chronically absent students.
- School Social Worker will lead Targeted Student Team monthly meetings to pre-identify, support, and monitor students at risk of becoming Tier 2-3
- Partnership with DPI for additional SEL supports such as Handle With Care, All 4 Youth, and African American Students Attendance Focus Group

**3** Staff:

Lowell's staff was informed of new district goals and shared results from the Staff Survey. Staff members were in agreement that we need to do more to keep staff connected and have a stronger sense of belonging, thus committing to staying at Lowell.

- Staff members suggested that we could have monthly recognition of staff spotlights.
- Differentiated professional learning based on needs of staff members
- Cultural Proficiency Professional Learning around Social Emotional Learning
- Monthly meetings for teachers new to Lowell
- Monthly ILT Meetings
- Monthly CCT Meetings

- Weekly PLC Meetings
- Regular staff meetings for Nuts and Bolts, district updates, and health/safety information regarding COVID
- Weekly email communication
- New teacher support provided by district coaches
- Quarterly Grade Level Planning Days
- Quarterly Data Chats
- Technology support

## Action 1

**Title:** Opportunities for families to engage in student learning

### Action Details:

Lowell's vision is to ensure all students stay in school on target to be college and career ready graduates. Thus, Lowell is committed to creating a positive and accepting culture of high expectations for all learners, collaborate within our community, and embrace diversity; having respect for self and others. Lowell will encourage students to excel in academics today and become productive, critical thinkers in our society tomorrow.

**Reasoning for using this action:**



Strong Evidence



Moderate Evidence



Promising Evidence

### Explain the Progress Monitoring and data used for this Action

#### Details: Explain the data which will specifically monitor progress toward each indicator target

1. Survey results will be reviewed and shared with staff. ILT and CCT will develop a plan to improve recruitment and retention of new teachers.
2. All staff will continue to receive on-going training on Cultural Proficiency as they work to understand their own biases and gain strategies to work with diverse students and staff through the equity lens.
3. A full-time Social Worker (1 FTE) was hired to be a support for staff, students, and families in areas of Social Emotional Learning.
4. District provided Lowell with a CWAS (part-time attendance specialist) to work with families of chronically absent students.
5. School Social Worker will lead Targeted Student Team monthly meetings to pre-identify, support, and monitor students at risk of becoming Tier 2-3
6. Partnership with DPI for additional SEL supports such as Handle With Care, All 4 Youth, and African American Students Attendance Focus Group

#### Owner(s):

Culture and Climate Team (CCT)  
Instructional Leadership Team (ILT)  
Professional Learning Communities (PLC)  
Principal  
Vice Principal  
TSA/Intervention Teacher  
Classroom Teachers  
Classified Staff - Office, Aides, NTAs, and Custodial  
Parents and Students  
On-Site Counseling  
School Social Worker  
CWAS  
DPI - Climate Culture Specialist (CCS)  
CSI Team

#### Timeline:

- Annually
- Quarterly
- On-going basis as needed

**Describe Direct Services and Opportunities for parents and families, including materials and supplies required (curriculum and instruction) in support of Student Academics, Student Centered/Real World Learning, and Student Engagement:**

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**Student Academics:**

- Students will engage in weekly Social Emotional Learning lessons focused on making connections and building relationships with teachers and peers, SEL lessons will include curriculum from Morning Meetings, Olweus, and Second Step.
- Supplemental contracts will be provided for Safe and Civil School team members so that they can have planning days to create lessons, plan for interventions and review social-emotional data for students at Lowell.
- Supplemental materials and supplies will be provided in order to assist the Child Welfare and Attendance Social Worker as they work with students who are having difficulties with attendance.
- A full-time School Social Worker is an instrumental part of ensuring social emotional learning and academic success for all students.
- SEL support will include building positive relationships with Intensive students and their parents, developing Behavior Support Plans, conducting individual/small group sessions to build and repair relationships, teach students social skills as well as providing continuous progress monitoring of students' overall social emotional needs.
- SEL services provided by Social Worker and On-Site Counselor will support CSI goals around improving student academic performance in ELA and Math, chronic absenteeism, and suspension rate. On-Site Counselor and Social Worker will re-engage students in learning by connecting and building positive relationships with students and parents so students come to school every day prepared and ready to learn.
- A Warrior room will be provided for when students need a safe spot to work on their SEL skills.
- TK-6 teachers will engage in professional learning by attending conferences and/or training around assessments, literacy, and mathematics as well as Social Emotional Learning.
- CCT will attend conferences to gain knowledge and strategies to support all students in the area of Social Emotional Learning, Absenteeism, and Discipline training provided by DPI.
- Teachers will review student assessment data and set goals with students to improve ELA and Math results on CFAs.
- Lowell will host Family Literacy Nights to promote literacy and relationship building with students and families outside of the learning environment.
- EL Parent training on ELD Proficiency Level continuum, ELPAC, Redesignation, RFEP monitoring, and Seal of Biliteracy
  - Support attendance and involvement in ELAC and other parent activities such as Family Literacy Nights and Parent Coffee Hours
  - Awards and incentives to recognize EL parent involvement in ELAC and other parent activities.

**Student Centered and Real-World Learning:**

- Students will participate in class discussions, written tasks, and activities around antibullying, making good choices, and problem solving when given a specific situation.
- Students will utilize critical thinking and problem solving skills while working in groups both virtually and in-person.
- All lessons and tasks provided to students will embed opportunities for productive struggle, practice, and assessment of student learning.

**Student Engagement:**

- A contract for school counseling through On-Site Counseling will be provided to support the needs of students who are experiencing difficulties with their social-emotional needs.
- Vice Principal will conduct bi-weekly meetings with parents and students to set attendance goals.
- CWAS will conduct home visits and work with families to improve student attendance.
- Teachers will conduct parent teacher conferences to discuss completion of assignments, grades, academic and/or behavioral concern on an on-going basis or as needed.

**Specify Direct Service and Opportunities for parents and families to support EL students:**

---

- Utilize EL Redesignation Goal Setting and RFEP Monitoring Tools to ensure EL students are progressing towards academic goals.
- After School Tutoring through ASES and/or FUSD EL Services supports
- Full-time SSW and On-Site Counselors to provide SEL supports to students and families
- Parent University training modules
- Weekly Coffee Hours
- Lowell will host Family Literacy Nights to promote literacy and relationship building with students and families outside of the learning environment.

**Specify Direct Service and Opportunities for parents and families to support low-performing student groups:**

---

- After School Tutoring provided by ASES
- Extra support after school provided by classroom teachers and/or aides on a supplemental contract
- Pull-out for Tier 3 instruction provided by TSA/Intervention teacher and/or Teaching Fellows
- 6-week intervention provided by classrooms during RTI
- TST to monitor students identified for needing extra support in the areas of attendance, behavior, academics, and trauma
- Full-time SSW and On-Site Counselors to provide SEL supports to students and families

## 2021-2022 SPSA Budget Goal Subtotal

State/Federal Dept 0315 Lowell Elementary (Locked)

### G5 - Increase inclusive opportunities for families to engage in their students' education

| Action | Funding         | Spending Activity    | Expense      | Personnel | FTE | Vendor / Purpose of Expenditure   | Budget    |
|--------|-----------------|----------------------|--------------|-----------|-----|---|-----------|
| G5A1   | Title 1 Basic   | Parent Participation | Oth Cls-Supp |           |     | Parent participation and babysitting.<br>Additional Action:G1A1                                       | 4,470.00  |
| G5A1   | Title 1 Basic   | Parent Participation | Bks & Ref    |           |     | Purchase books for parent involvement.<br>Additional Actions: G1A1-A4, G3A2                           | 3,693.00  |
| G5A1   | Sup & Conc      | Parent Participation | Mat & Supp   |           |     | Supplies and material for additional parent participation<br>Additional Actions:G1A4, G3A2            | 10,000.00 |
| G5A1   | One-Time School | Instruction          | Nc-Equipment |           |     | : Furniture and Technology purchases.<br>Additional Actions:G3A1,G3A2                                 | 1,500.00  |
| G5A1   | One-Time School | Instruction          | Direct-Maint |           |     | : Maintenance and Technology repairs  | 1,500.00  |
| G5A1   | One-Time School | Parent Participation | Mat & Supp   |           |     | : Supplies and material for parent engagement, food, and incentives.<br>Additional actions: G2A1,G3A2 | 4,047.00  |

**\$25,210.00**

## 2021-2022 Budget for SPSA/School Site Council

### State/Federal Dept 0315 Lowell Elementary (Locked)

| Action | Funding       | Spending Activity                 | Expense       | Personnel                   | Fte    | Vendor / Purpose Of Expenditure   | Budget    |
|--------|---------------|-----------------------------------|---------------|-----------------------------|--------|---|-----------|
| G1A1   | Title 1 Basic | Instruction                       | Teacher-Subs  |                             |        | Teacher substitutes for SST, TST, grade level planning, data chats, and collaboration. ** NO IEPS **<br>Additional Actions: G3A2  | 3,898.00  |
| G1A1   | Title 1 Basic | Guidance & Counseling Services    | Subagreements |                             |        | On-Site Counseling/FPU : Onsite counseling to support SEL, reengagement to learning, attendance rate, and parent outreach. Supports Goals 1, 3 and 5.                         | 29,684.00 |
| G1A1   | ESSA-CSI      | Guidance & Counseling Services    | Subagreements |                             |        | On-Site Counseling/FPU : OnSite Counseling Support<br>Additional Actions:G3A2 CSI SEL supports  | 21,196.00 |
| G1A1   | Sup & Conc    | Instruction                       | Teacher-Subs  |                             |        | Teacher substitutes for PL (Cullinan and Unbound Standards Institute), data chats, grade level planning and collaboration. SST, TST<br>Additional Actions:G1A2-A4, G4A1, G3A2 | 37,185.00 |
| G1A1   | Sup & Conc    | Instruction                       | Teacher-Supp  |                             |        | Supplemental contracts for TEACHERS to support literacy and math in to support of Site and CSI goals.   | 5,988.00  |
| G1A1   | Sup & Conc    | Instruction                       | Mat & Supp    |                             |        | Supplies and materials: paper, office supplies, incentives, assemblies and food for student achievement.<br>Additional Actions: G1A2-A4,                                      | 17,826.00 |
| G1A1   | Sup & Conc    | Instruction                       | Travel        |                             |        | Travel and Conference expenses for TEACHERS AND ADMIN<br>Additional Actions: G1A2, G1A3, G1A4,G4A1  | 38,700.00 |
| G1A1   | Sup & Conc    | Instruction                       | Direct-Food   |                             |        | Food: snacks during ELPAC and CAASPP testing.   | 300.00    |
| G1A1   | Sup & Conc    | In-House Instructional Staff Deve | Crt Supr-Sub  |                             |        | Admin Substitutes for conferences and professional learning.<br>Additional Actions:G1A2-A4, G4A1  | 3,515.00  |
| G1A2   | Sup & Conc    | Instruction                       | Nc-Equipment  |                             |        | Technology Purchases.<br>Additional Actions: G1A1-A4  | 12,171.00 |
| G1A2   | Sup & Conc    | Instruction                       | Direct-Maint  |                             |        | Maintance and tech repairs.<br>Additional Actions: G1A1, G1A3, G1A4   | 1,000.00  |
| G1A2   | Sup & Conc    | Parent Participation              | Oth Cls-Supp  |                             |        | Classified supplemental contracts to support with parent outreach, coffee hour, warrior day, and student of the month activities.<br>Additional Actions: G2A1, G3A1-A2, G5A1  | 2,536.00  |
| G1A2   | LCFF: EL      | Instruction                       | Teacher-Supp  |                             |        | ELPAC Assessors.  | 3,989.00  |
| G1A2   | LCFF: EL      | Instruction                       | Ins Aide-Reg  | Paraprof, Bilingual Spanish | 0.3750 | additional goals and actions: G1A1, G1A3, G1A4  | 12,636.00 |
| G1A2   | LCFF: EL      | Instruction                       | Ins Aide-Reg  | Paraprof, Bilingual Spanish | 0.3750 | additional goals and actions: G1A1, G1A3, G1A4  | 15,630.00 |
| G1A2   | LCFF: EL      | Instruction                       | Ins Aide-Reg  | Paraprof, Bilingual Spanish | 0.3750 | additional goals and actions: G1A1, G1A3, G1A4  | 11,981.00 |
| G1A2   | LCFF: EL      | Instruction                       | Mat & Supp    |                             |        | Supplies and materials, resources, and incentives.  | 2,000.00  |
| G1A2   | LCFF: EL      | Parent Participation              | Oth Cls-Supp  |                             |        | Translators for school wide meetings and parent teacher conferences.<br>Additional Actions: G5A1  | 1,270.00  |
| G1A2   | LCFF: EL      | Parent Participation              | Mat & Supp    |                             |        | Food, supplies and materials for parent involvement.<br>Additional Actions: G1A1, G1A3, G1A4, G5A1  | 1,904.00  |
| G1A4   | Sup & Conc    | Instruction                       | Bks & Ref     |                             |        | Professional reading, leveled texts, and novel purchase.  | 2,000.00  |

|      |                 |                                  |               |                       |        |   |            |
|------|-----------------|----------------------------------|---------------|-----------------------|--------|---|------------|
| G1A4 |                 | Instruction                      | Bks & Ref     |                       |        | Additional Actions:G4A1   | 7,000.00   |
| G3A1 | Sup & Conc      | Instruction                      | Direct Trans  |                       |        | Transportation for study trips.<br>Additional Actions: G2A1,  | 2,000.00   |
| G3A2 | ESSA-CSI        | Attendance & Social Work Service | Crt Pupil-Reg | Social Worker, School | 1.0000 | additional goals and actions: G5A1  | 118,559.00 |
| G3A2 | One-Time School | Instruction                      | Bks & Ref     |                       |        | : Purchase books for student engagement, SEL, building relationships.   | 2,000.00   |
| G3A2 | One-Time School | Instruction                      | Mat & Supp    |                       |        | : Supplies and materials for student engagement, assemblies, parent night, food, and incentives.<br>Additional Actions: G3A1, G4A1,G5A1 | 6,000.00   |
| G5A1 | Title 1 Basic   | Parent Participation             | Oth Cls-Supp  |                       |        | Parent participation and babysitting.<br>Additional Action:G1A1   | 4,470.00   |
| G5A1 | Title 1 Basic   | Parent Participation             | Bks & Ref     |                       |        | Purchase books for parent involvement.<br>Additional Actions: G1A1-A4, G3A2   | 3,693.00   |
| G5A1 | Sup & Conc      | Parent Participation             | Mat & Supp    |                       |        | Supplies and material for additional parent participation<br>Additional Actions:G1A4, G3A2  | 10,000.00  |
| G5A1 | One-Time School | Instruction                      | Nc-Equipment  |                       |        | : Furniture and Technology purchases.<br>Additional Actions:G3A1,G3A2   | 1,500.00   |
| G5A1 | One-Time School | Instruction                      | Direct-Maint  |                       |        | : Maintenance and Technology repairs  | 1,500.00   |
| G5A1 | One-Time School | Parent Participation             | Mat & Supp    |                       |        | : Supplies and material for parent engagement, food, and incentives.<br>Additional actions: G2A1,G3A2                                   | 4,047.00   |

**\$379,178.00**

| Funding Source Totals | Unit # | Budget Totals       |
|-----------------------|--------|---------------------|
| Title 1 Basic         | 3010   | \$41,745.00         |
| ESSA-CSI              | 3182   | \$139,755.00        |
| Sup & Conc            | 7090   | \$133,221.00        |
| LCFF: EL              | 7091   | \$49,410.00         |
| One-Time School       | 7099   | \$15,047.00         |
| <b>Grand Total</b>    |        | <b>\$379,178.00</b> |

| Goal Totals   | Budget Totals       |
|---|---------------------|
| G1 - Improve academic performance at challenging levels                                   | \$225,409.00        |
| G3 - Increase student engagement in their school and community                            | \$128,559.00        |
| G5 - Increase inclusive opportunities for families to engage in their students' education | \$25,210.00         |
| <b>Grand Total</b>  | <b>\$379,178.00</b> |