

**LCAP 2023-24 SUMMARY GOALS  
PRESENTED TO ENCORE BOARD JUNE 12, 2023**

<b>Goal: What we seek to ACHIEVE</b>	<b>Metric: How goal will be MEASURED</b>	<b>Action Items: How goal will be ACCOMPLISHED (Title/Description)</b>	<b>State/Local Priorities</b>
<p><b>1-</b> Encore will ensure a <b>clean, safe, and modern physical environment</b> for teaching and learning--including all classrooms, restroom/auxiliary, campus, and administrative spaces as measured by the Facilities and Inspection Tool demonstrating Satisfactory or above in all areas.</p>	<p>Metric 1: Increased Ventilation and Quality Air Circulation (FIT)</p> <p>Metric 2: Improved ability to implement CDC sanitation guidelines into the school gym / Big Top Structure (FIT)</p> <p>Metric 3: Improved ability to implement CDC sanitation guidelines for outdoor structures and gathering areas (FIT)</p> <p>Metric 4: Improved ability to implement CDC sanitation guidelines for indoor storage spaces. (FIT)</p> <p>Metric 5: Classrooms and restrooms will be maintained on a daily, weekly, monthly basis. (FIT)</p>	<p><b>1.1- Physical Plant</b> Maintain all physical plant systems--HVAC, electrical, plumbing, kitchen, etc.</p> <p><b>1.2- Classroom furniture and storage</b> Replace or repurpose furniture and storage systems to create intentional teaching environment.</p> <p><b>1.3- Janitorial/Custodial Staff</b> Hire additional Janitorial/custodial staff.</p> <p><b>1.4- Restroom Maintenance</b> Daily/weekly/monthly janitorial sign-off sheets in restrooms posted and accurate according to maintenance calendar.</p>	<p>1: Basic/Conditions of Learning</p> <p>(Local Priority 1: Basic Services and Conditions)</p>
<p><b>2-</b> Encore will provide a <b>rigorous and relevant instructional program</b> that enables <b>highly-qualified teachers</b> to provide California Common Core State Standards-aligned instruction to all students, including subgroups (e.g. English Learners and Students with Disabilities), that appropriately prepares all students for college and career readiness.</p>	<p>Metric 1: 100% of all students have access to and enrollment in a standards-aligned <u>course of study</u> with appropriate standards-aligned curriculum and materials (CALPADS and SARC reports)</p> <p>Metric 2: 10% annual improvement in D &amp; F Report</p> <p>Metric 3: 100% implementation of standards-based math, English Language Arts, social science, science, and Career Technical Education (CTE) <u>curricula</u></p>	<p><b>2.1- A-G Coursework</b> School ensures all students including ELs, SWDs, and other sub-groups are enrolled in and successfully complete appropriate A-G courses with a “C” grade or better that prepare them for college or career success</p> <p><b>2.2- CA CCSS-aligned Curriculum</b> School adopts and implements standards-aligned core curriculum in Mathematics, English Language Arts, Social Science, Science, CTE</p> <p><b>2.3- Curriculum Coaching and Training</b> School provides on-going professional development, training, and academic coaching for teachers of new curriculum adoptions and to support teacher growth and retention across the school</p> <p><b>2.4- Highly Qualified Teachers</b></p>	<p>2: State Standards/Conditions of Learning</p> <p>4: Pupil Achievement/Outcomes</p> <p>7: Course Access/Conditions of Learning</p> <p>(Local Priority 2: Implementation of State Academic Standards</p> <p>Local Priority 7: Access to a Broad Course of Study)</p>

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	<p>Metric 4: 100% Teachers with <u>valid CA teaching credentials</u> (preliminary or clear credential) appropriately assigned (CAL SAAS)</p> <p>Metric 5: 100% Teachers of English Learners hold valid <u>CLAD or BCLAD authorization</u> (CAL SAAS)</p> <p>Metric 6: Employ General Education and Special Education <u>Instructional Aides</u> (School staffing data)</p>	<p>Recruit and maintain highly qualified teachers with valid CA credentials who are appropriately assigned</p> <p><b>2.5- Teachers of ELLs</b> Recruit and maintain teachers with appropriate EL authorization</p> <p><b>2.6- Instructional Aides</b> Recruit and maintain Instructional Aides to assist in core classrooms and with students with disabilities</p>	
<p><b>3-</b> Encore will foster and sustain a <b>safe, supportive, and welcoming learning environment</b> for students, staff, and parents/families.</p>	<p>Metric 1: Increased parent engagement with and participation in school events and operations by 10% (SSC, ELAC sign-in sheets, parent-teacher conference sign-in sheets, Coffee or Evening with the Principal sign-in sheets, sign-in sheets for parent volunteers e.g. field trip chaperones, etc.)</p> <p>Metric 2: Decrease of Chronic Absenteeism to 15% or lower</p> <p>Metric 3: Increased staff year over year retention to 95%</p> <p>Teachers implement instructional practices that increase equitable and inclusive access to educational</p>	<p><b>3.1- SSC &amp; ELAC</b> Convene SSC (School Site Council) and ELAC (English Learner Advisory Committee) meetings with agendas and sign-in sheets</p> <p><b>3.2- School-Family Connections</b> Foster and maintain strong School-Family Connections, including Coffee or Evening with the Principal, Concert in the Park family-community events, and other School or Community Events</p> <p><b>3.3- SARB</b> Implement Student Attendance Review Board (SARB) processes</p> <p><b>3.4- Student Attendance Plan</b> Develop and implement Student Attendance Plan to improve attendance rates</p> <p><b>3.5- Salary Scale</b> Convene ad-hoc committee to research and develop a competitive salary scale for teachers and staff</p>	<p>3: Parental Involvement/Engagement</p> <p>5: Pupil Engagement/Engagement</p> <p>6: School Climate/Engagement</p> <p>(Local Priority 3: Parent and Family Engagement)</p> <p>Local Priority 6: School Climate)</p>

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	<p>and enrichment opportunities for all students (PD Scope &amp; Sequence, Coaching Plans)</p> <p>Metric 4: Annual Stakeholder Satisfaction Surveys show 75% satisfaction rate for school safety, school climate, and educational and enrichment opportunities, with a minimum response rate of 50%</p> <p>Metric 5: Annual Teacher/Staff Satisfaction Surveys show 75% satisfaction rate for school safety, school climate, educational and enrichment opportunities, and staff retention with a minimum response rate of 75%</p> <p>Metric 6:</p>	<p><b>3.6- Stakeholder Satisfaction</b> Monitor and track annual Stakeholder (parent, student) Satisfaction Surveys</p> <p><b>3.7- Teacher Satisfaction</b> Monitor and track annual Teacher Satisfaction Surveys</p> <p><b>3.8- UDL Implementation</b> Train all staff on Universal Design for Learning (UDL) core principles and best practices</p> <p><b>3.9- PD and Coaching</b> Provide Professional Development and Coaching for all teachers in alignment with school goals of fostering and sustaining a supportive and welcoming learning environment for all students</p>	
<p><b>4-</b> Encore will maintain strong <b>student achievement and outcomes</b> for all students and sub-groups so that all students are prepared for post-high school success and graduating with options and opportunities</p>	<p>Metric 1: College and Career Readiness will increase by 10% each year based on CA Dashboard</p> <p>Metric 2: Increased percentage of students by 10% at Met/Exceeded Standards or Distance form Standard on annual CAASPP English Language Arts assessment (CA Dashboard)</p> <p>Metric 3: Increased percentage of students by 10% at Met/Exceeded Standards or Distance form Standard on annual CAASPP math assessment (CA Dashboard)</p> <p>Metric 4: Overall annual growth by 10% in Reading Comprehension for all sub-groups (EL, SWD, Low-income, African-American, Hispanic/Latino, White) based on</p>	<p><b>4.1- Student Academic Plans</b> Counselors will develop and monitor a 4-year high school academic plan for all students, and grade check monitoring for all students in grades 7 and 8</p> <p><b>4.2- SBAC-aligned Assessments ELA/Math</b> SBAC-aligned Mid-terms and Final Exams in all ELA and Math core classes supported by formative use of ICAs, IABs and FIABs</p> <p><b>4.3- SBAC-aligned Assessments Other Core &amp; CTE Classes</b> SBAC-aligned assessments for all other core and CTE classes in support of CaCCSS literacy standards</p> <p><b>4.4- Academic Supports</b> Implementation of intervention programs (e.g., differentiated instruction, small group instruction, after-school tutoring, Saturday</p>	<p>4: Pupil Achievement/Outcomes</p> <p>7: Course Access/Conditions of Learning</p> <p>8: Other Pupil Outcomes</p> <p>(Local Priority 7: Access to a Broad Course of Study)</p>

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	<p>internal MAP data Fall to Spring</p> <p>Metric 5: Overall annual growth by 10% in math for all sub-groups (EL, SWD, Low-income, African-American, Hispanic/Latino, White) based on internal MAP data Fall to Spring</p> <p>Metric 6: Percentage of EL students advancing at least one performance level on the ELPAC will increase by 5%</p>	<p>School, Summer School) for sub-groups</p> <p><b>4.5- NWEA Benchmark Implementation</b> Administer NWEA Benchmarks (fall, winter, spring all cohorts 7-11) with reflective Data Days after each administration to determine appropriate instructional adjustments and interventions for greater student achievement</p> <p><b>4.6- LTEL Curriculum</b> Implement new curriculum for LTEs to increase reclassification rates</p> <p><b>4.7- EL Consultant</b> Recruit and hire EL Consultant to improve EL student outcomes and achievement</p> <p><b>4.8- RFEP Monitoring</b> Monitor RFEP achievement and adjust instruction and/or academic plans as appropriate to ensure student success</p>	
<p><b>5-</b> Encore will recruit and maintain professionals and programs that support the <b>socio-emotional well-being of students and their families</b>, and will ensure that all students are adequately supported academically and socio-emotionally.</p>	<p>Metric 1: 10% decrease in disciplinary referrals (internal disciplinary data/Aries database)</p> <p>Metric 2: 1% of students or less will be suspended (CALPADS, CA Dashboard)</p> <p>Metric 3: 1% of students or less will be expelled (CALPADS, CA Dashboard)</p> <p>Metric 4: Counseling will have members of the department that are dedicated to support Homeless Youth, Foster Youth, and Expelled Youth. (School staffing data/job descriptions)</p> <p>Metric 5: School will track student mental health (incl. Belongingness, stress levels, suicidal ideation) via surveys and access to resources both on- and off-campus (student data from counseling dept)</p>	<p><b>5.1- Trauma-informed practices</b> Implement Trauma-informed practices schoolwide through training and on-going professional development and coaching</p> <p><b>5.2- Socio-Emotional Learning (SEL) practices</b> Implement Socio-Emotional Learning (SEL) practices schoolwide through training and on-going professional development and coaching</p> <p><b>5.3- JEDI practices</b> Implement JEDI (Justice, Equity, Diversity, &amp; Inclusion) training for teachers, administrators, and families</p> <p><b>5.4- Restorative Justice</b> Implement Restorative Justice frameworks, and Positive Behavioral Interventions and Support (PBIS)</p> <p><b>5.5- Counselors &amp; Psychologist</b> Recruit and maintain Counselors and hire a school Psychologist.</p> <p><b>5.6- Wrap-around Services</b></p>	<p>7: Course Access/Condition of Learning</p> <p>9: Expelled Youth</p> <p>10: Foster Youth</p> <p>(Local Priority 6: School Climate)</p>

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		<p>School will provide in-house and outside-agency counseling services for wrap-around socio-emotional interventions, such as Student/Family Success Teams, for students and/or their families</p> <p><b>5.7- Mental Health Supports</b> Develop and implement a student survey to identify and address student mental health concerns, and provide access to resources and strategies for improved student agency, including but not limited to Peer Mentoring</p>	
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