

## 2020-2021 PCHS Schoolwide Goals May 2021

*Our mission: PCHS will empower our diverse student population to make positive contributions to the global community by dedicating our resources to ensure educational excellence, civic responsibility, and personal growth.*

**PCHS will improve consistency in instructional curriculum, policies, and practices to increase student-centered learning.**

Back to School Night, Prospective Parent Information Night, VAPA Night, and School Reopening Town Hall were provided via Zoom. The Village Nation and FACTOR parent meetings were held on Saturdays to provide greater access for working families, as was the Learning Loss and Mitigation Town Hall.

**Technology Support for Families/Students:** The PCHS Technology Team provided remote support via online/phone and in-person/on-campus support to students and their families throughout the pandemic to ensure they have the tech devices needed to be remote and aid in families obtaining needed internet connectivity, including deploying and assisting with setup PCHS funded hotspots.

**Virtual/Online Meetings** via Zoom and Zoom Webinar increased opportunities for more Students and Family Members to attend many informational meetings as well as attend Board of Trustee, Budget & Finance and many Board Committee Meetings

Administrators work closely with ASB to plan student engagement meetings as well as other informational meetings and panels held on asynchronous Friday mornings.

Each Academic Administrator is assigned a class/grade level. Grade level meetings are held each semester in coordination with the ASB Class Presidents to connect with students and provide updates to kick off the semester.

The Counseling Department and College Center have held virtual informational meetings throughout the year.

**PCHS will utilize communication systems currently in place to convey PCHS's strengths, needs, data, and opportunities for participation so that all stakeholders are well-informed and understood.**

PCHS hired a new Communications Coordinator who brings broad technology skills to the position. She was immediately engaged in preparing materials for Town Hall and reopening campus.

A significant number of news items were added/issued to the website throughout the year to keep families informed on a regular basis.

PCHS created videos and digital material to help communicate schoolwide information from COVID safety to virtual campus and library tours.

Daily communication with the faculty provided through the Ed Tech Schoology course, while eliciting feedback through Google Forms, Update responses, Schoology Surveys, and Zoom Check-in and Surveys.

Several sections of the website now maintain historical postings/notices to better enable people to see the progress of information and notifications over time.

A COVID Specific section of the website was created to centralize the information and updates related to the pandemic. Tabs for mental health resources and parent information were also added to the homepage.

PCHS integrated Google sites to the school website to allow autonomy for updates. Google sites have a more visual front facing page. It has made our math information clear and visually appealing. Powtoons and other media have been added to the website, including PaliArts.

HR provided an August update to each staff member on their family benefits, salary scale placement and transcript review for any additional class units. Throughout the 2020/2021 academic year, faculty pursued online classes and credits to move higher on the PCHS-UTLA salary scale.

HR met with several HR platform companies this spring. Paycom was the best fit for PCHS. Paycom offers a payroll and HR combined system that will give each employee access to their own benefit and personnel information 24/7. Status: seeking budget approval and support

Professional development was provided for our classified staff as they had the opportunity to learn new skills through the online HONUIT training programs for student support, special education support and MS office suite programs.

**PCHS will continue to cultivate and expand opportunities for social-emotional wellness development and stress management both inside and outside the classroom.**

Webpage created. A tab to the Mental Health Resources is posted on the homepage of the website:

<https://sites.google.com/palihigh.org/palihighmentalhealth>

The focus of the Back to Campus Program was designed with the primary objective of giving social emotional support to both teachers and students. PCHS provided teacher materials, curriculum and instructional materials, and designed and delivered professional development, which included engagement strategies and games.

HR promoted and offered workshops via Zoom or Webinar in planning and benefits for CalPERS, CalSTRS, SISC, EAP, 403b, Vision, Dental and Medical benefits. The workshops were led by professional representatives from each organization.

HR procured classes via SISC including EAP therapist, health and nutrition classes, financial and debt management as well as legal advice and forms.

PCHS coordinated appreciation events and acknowledgment of staff accomplishments. We continued the tradition of Thanksgiving cards expressing what Admin is grateful for in each individual staff member. We also had gratitude and recognition events for retirees.

Schools First presented a 403b and IRA webinar workshops in January and May.

PCHS went through financial bids with Dustin Barker of United Agencies benefits for 2021/2022 benefits. Determined that it was best to stay with SISC.

**PCHS will commit to equitable policies and practices to ensure PCHS's diverse student population has access to academic opportunities.**

Equality and Equity goal development focused on achievement in math, lit success, and special education.

1. All special education math staff trained on CAASPP IAB  
These are interim assessments in addition to CAASPP practice tests.
2. English department revamping Lit Success placement, curriculum, and assessments. A Literacy to EL or World Language or hire a Literacy Specialist
3. Continuing Math and English teacher and Special Education IAB training

PCHS conducted a Longitudinal Achievement Gap Study

- Compiled two years of grade data focused on the following key demographics:

Race, Grade, Department

- Analyzed data with specific focus on notable achievement gaps and progress
- Presented the information to the Board, Academic Accountability Committee, Faculty, and Department meetings

Graduation Intervention due to pandemic conditions - Graduation credits were amended from 230 to 210 needed for graduation as one measure to support the most vulnerable students affected by the pandemic

- Analyzed grade and counseling data and stakeholder feedback in LTSP, counselors, surveys, and ASB Leadership
- Researched State and County/District guidelines
- Researched other school districts as models

PCHS has created expanded summer school opportunities

- Hybrid course options for 9<sup>th</sup>/10<sup>th</sup> Grade English and all math classes to assist with the increases in NCs because of eLearning
- Allowed for students with INC to work on completion during the Summer
- Allowed students to continue with Credit Recovery classes in addition to Summer School classes

PCHS continues articulation with Community College Partners for Concurrent Enrollment

- Monthly meetings with SMC and WLCC College Outreach partners to ensure compliance and explore additional opportunities for increased enrollment and course offerings
- Criminal Justice will be added next year
- Exploring possible CTE pathways with WLCC in 2021-2022

PCHS created course opportunities including Senior Study Seminar and College & Career Readiness with minimal budgetary increases for the number of students needed.

PCHS streamlined counseling procedures to online processes

- Current Student Course Registration
- Incoming Student Course Registration
- Credit Recovery Sign Up Process and Monitoring
- Senior Letter
  - Summer School Registration
  - NC Notification Notices
  - Webinars for the following meetings:
    - 9<sup>th</sup> Grade Information and Planning
    - AP Course Offerings
    - Senior Meetings

The Human Resources department audited department procedures and policies. The department recruited and continue to seek highly qualified, outstanding faculty and staff

utilizing online career & diversity fairs, university and college alumni sites and online job postings to hire a diverse staff.

**PCHS will maintain a balanced budget and build a fund balance for the future. Identify clear budget priorities.**

The new CBO has quickly grasped the financial challenges facing PCHS and is working closely with the Budget & Finance Committee to carefully allocate one-time COVID-relief funds. Efforts to address legacy budget challenges are in progress. An investment committee has been formed to develop a plan for lifetime health benefit funds. The Lifetime Health Benefits Committee is discussing potential buy-outs. The committee is waiting for survey results from a UTLA survey to be conducted in August.

Other ongoing legacy challenges to be addressed include STRS/PERS contributions, transportation, and technology. The IT Director will work with the new Ed Tech Coordinator to develop a long-range proposal (up to 10 years) for a sustainable 1:1 device program.

PCHS revamped the Virtual Academy Program to use UC Scout for significant cost savings and options.

HR maintained the reduction in permanent FTE positions implemented in June of 2020. In June of 2020, PCHS reduced the total number of classified staff and reduced the hours for those classified members who retained their positions during remote eLearning. The hours for the remaining positions were restored for Spring 2021 as Los Angeles pulled out of the pandemic and into safer health tiers.

**Additional information about progress toward 2020-21 Schoolwide Goals is provided in the monthly EDP Reports. Development updates are also included in the monthly board meeting reports.**