

La Canada Unified School District
Local Control Accountability Plan – Executive Summary for 2019-20

Goal #1: Recruit, Retain and Train the Highest Quality Teaching, Support and Administrative Staffs

Ensure that the highest quality certificated and classified staffs are recruited to LCUSD. For current staff, offer competitive salaries and benefits, professional development and support, and other incentivizing programs to ensure employee retention. Maintain staff (both current and new hires) who are fully credentialed in the appropriate areas and subject matters and holding all of the necessary authorizations.

Actions and Services:

- A. Work with the La Canada Teachers' Association (LCTA) and California School Employees Association (CSEA) in 2019-20 to ensure that salaries are as competitive as possible, given budgetary constraints as well as competing interests (ongoing goal).
- B. Confer with Confidential Managerial and Supervisory Association (CMSA) members and contract employees to ensure salaries, given budgetary constraints, are competitive (ongoing goal).
- C. Explore new and maintain current teacher leader positions and/or opportunities (ongoing goal).
- D. Continue to support certificated and classified staffs by utilizing teachers on special assignment to assist with the integration of technology as outlined in district technology plan as well as staff professional development related to current and future goals (moved from goal 3)(ongoing goal).
- E. Support certificated, classified and administrative staff through embedded teacher collaboration time, quality professional development opportunities, competitive health insurance benefits package, opportunity for the children of employees to attend LCUSD schools, teacher preparation period at the elementary level, and up to 25 years of acceptable teaching credit toward salary placement.
- F. Continue to explore staff wellness support and activities through programmatic approaches as identified by the expressed interests of LCUSD staff. Continue to build community partnerships (i.e. with the Crescenta Canada YMCA, the LCF Chamber of Commerce, the LCF Community Prevention Council, etc.) to provide staff opportunities for wellness trainings and experiences (ongoing goal).
- G. Analyze part-time paraprofessional positions, performing a cost-benefit analysis on hiring full-time and part-time. Continue position control analysis to ensure efficiency in scheduling paraprofessional support. Work with CSEA at the bargaining table to maximize opportunities for staff to advantage the newly created career pathways.
- H. Provide mentors to new teachers to ensure teacher success and retention (ongoing goal).

- I. Maintain district participation in a beginning teacher induction program (BTSA) (ongoing goal).

Goal #2: Provide a high-quality instructional program to all students

Ensure that LCUSD staff provides differentiated standards-based instruction by receiving ongoing professional development, integrating technology, collaborating with colleagues, implementing common assessments, and using rigorous and standards-aligned resources.

Actions and Services:

- A. Continue the implementation of Next Generation Science Standards (NGSS) in K-12 grade classrooms by providing teachers with professional learning opportunities during the 2019-20 school year. Pilot NGSS aligned Science textbooks during the 2019-20 school year. Increase equity of STEM offerings at all levels to align with the implementation of NGSS.
- B. Continue to utilize common assessments as well as formative and interim CAASPP assessments, analyze data to inform instruction and provide differentiation based on individual student needs (ongoing goal).
- C. Continue to provide ongoing professional development to Special Education and ELD, as well as school psychologists, counselors and general education teachers, so that they can implement standards-aligned lessons, instructional strategies, and/or support services to meet the needs of English learners and students with special needs (ongoing goal).
- D. Provide opportunities for teachers to get trained in Project Based Learning so that they can design and implement collaborative, multi-disciplinary experiences for all students in order to offer greater context and meaning to their learning across all disciplines.
- E. Investigate additional course offerings at the high school to include AP Seminar, AP Research, Science Seminar, and opportunities for courses and/or experiences related to life skill development.
- F. Explore strategies to further enhance districtwide Response To Intervention at all sites.
- G. Continue to outreach to parents and community on topics such as instructional technology, goals and ELD program implementation, and major district initiatives (ongoing goal).
- H. Continue the implementation of Digital Citizenship, Literacy, and Responsibility with site administration and technology department, ensuring that all students learn through direct instruction, guided practice, and hands-on experiences. With this work, support students and families who are experiencing negative impacts from technology use at home through additional resources. Outcomes could include filtering at home or increased restrictions at school, especially reviewing concerns related to students' screen time exposure (ongoing goal).

- I. Implement the LCUSD Technology Plan, including the International Society for Technology Education (ISTE) standards for students, with emphasis on teaching with technology, empowered learning, assessing learning, and creating a culture for innovation for staff and students.
- J. Complete and implement course pathways related to Career and Technical Education to promote increased student engagement and achievement related to real-world career competencies. Strategically expend the remaining funds in the CTE grant.
- K. Ensure the successful development of an Action Plan to address the recommendations of the LCHS 7-12 WASC self-study inquiry and Visiting Team reports. Support LCHS 7-12 with the required professional development related to best practices in the areas of Professional Learning Community implementation, Common Assessment development, Project Based Learning approaches, pacing guide revisions, vertical and subject area articulation and collaboration (ongoing goal).
- L. LCUSD will continue to provide targeted ELD instruction in grades TK-6 by supplementing the instruction of the general education classroom through maintaining a .6 FTE certificated teacher specialist at each elementary site. Collaboration time will be provided to the ELD teacher specialists to share best instructional practices, monitor EL and RFEP student progress, develop recommendations for program improvements and confer with the general education teachers. EL performance will be enhanced through this targeted instruction and monitoring. (previously goal 6) (ongoing goal).
- M. Continue to fund 0.5 counselor FTE at LCHS to offer supplementary targeted services to ELs in grades 9 - 12 to augment the focus on EL needs, monitor class placement and performance, help organize support programs and ensure equitable access to the full instructional program (previously goal 6) (ongoing goal).
- N. Continue paraprofessional support at 3.75 hours per day for each of the four sites to provide assistance and educational support for the novice level ELs during the school day so that they can access the breadth of the core curriculum (previously goal 6 (ongoing goal)).
- O. Fund a 0.4 FTE in English at LCHS to support EL students in college-prep English mainstream classrooms and allow EL students in level 3, 4 and 5 to enroll in two English classes as needed and appropriate (previously goal 6) (ongoing goal).
- P. Identify and purchase, if necessary, ELD core or supplementary materials for implementation at all sites. Materials may include technology hardware, software, manipulatives, consumables or other print materials to ensure parity of program delivery (previously goal 6) (ongoing goal).
- Q. Maintain the additional 8.8 certificated FTE in grades TK – 3 (district-wide) to ensure class-size at 22:1 or smaller (previously goal 2) (ongoing goal).

- R. Maintain the additional 5.0 certificated FTE in grades 4 – 6 (district-wide) to ensure class sizes in grades 4-6 to 30:1 or smaller (collective bargaining class size limits are set at 33:1) (previously goal 2) (ongoing goal).
- S. Maintain additional 0.4 certificated FTE ELA 9th grade and additional 0.6 certificated FTE 9th grade math (La Canada High School) to have class averages of 27:1 (collective bargaining class size limits are set at 36:1) (previously goal 2) (ongoing goal).

Goal #3: Provide Resources and Programs to Promote Students’ Social and Emotional Health, Wellness and Interpersonal Connectedness - Ensuring that all LCUSD Schools are Safe and Welcoming (previously goal 4 and 5)

Safe and Welcoming Schools: Provide for the social, emotional, and physical health needs of students and staff in order to intentionally cultivate positive and identity-safe school environments which promote high levels of connection, engagement and overall well-being throughout the school community. Examine, develop, and refine school site systems, programs, and practices with corresponding implementation and action plans to ensure student thriving behaviors, wellness, emotional resilience, and attitudes of empathy, respect, and acceptance within a school site climate of care.

Actions and Services:

- A. Continue the Challenge Success Program across LCUSD. Identify areas for change and development related to students’ well-being and engagement with learning. Review and refine policies and practices accordingly. Districtwide, create the next three-year Challenge Success implementation plan by identifying key actions and strategies for development at each school site. Ensure that district and site implementation plans are built in accordance with the Challenge Success SPACE acronym (Students’ Schedule and Use of Time; Project and Problem-Based Learning; Alternative and Authentic Assessment; Climate of Care; Education). Continue to monitor the effectiveness of changes brought about by Challenge Success, such as the late start secondary school schedule and revised TK-12 homework policies and practices.
- B. Engage in comprehensive action research to review options related to reworking the LCHS 7-12 daily schedule under the Challenge Success umbrella of Students’ Schedule and Use of Time. Options to improve the schedule to better facilitate the needs and interests of students and staff should be explored. Specifically, stakeholders have requested the review of a 7 Period Day schedule in efforts to broaden access to elective offerings.
- C. Improve engagement in parent education programs under the Family Learning Series umbrella to maximize the partnership between parents and the district/school community (ongoing goal).
- D. Adopt and begin implementation of an elementary Social Emotional Learning curriculum/approach with the appropriate level of faculty and staff professional development. Ensure that the approach supports

district-wide consistency of practices in relation to student support offerings and application of disciplinary policies.

- E. Continue the practices of surveying students, parents, teachers, staff and administrators annually. Use survey data to inform district and site level goals, initiatives, practices, programs, policies and procedures (ongoing goal).
- F. Under the direction of the school site principals, create holistic campus safety plans that include drills, communication strategies, staffing and security resources and requirements, and other recommendations based upon Governing Board direction and identified district and site priorities.
- G. Review progress and outcomes of the LCHS 9-12 Counseling Department in providing and documenting improved actions and services for students. Work to build continuity with department members' retention and in service delivery. Work with the Counseling Department regarding program offerings emanating from the College and Career Center (previously goal 5)
- H. Engage district and site administration in working with the Counseling Department and interested LCHS 7-12 staff in program development related to the opening of the Wellness Center. Hire the Independent Service Contractor clinician and classified Wellness Office Worker to complete staffing in the Wellness Center. Build and establish the physical space. Develop program offerings and policies/procedures associated with staff and student engagement with the Wellness Center. Monitor progress and assess needs.
- I. Create an action plan for implementing "high" priority items identified by the Governing Board related to student, staff, and school site services as recommended by the Safety and Security Task Force. In year one this will include an improved visitor management process at all sites, solidifying student and staff onboarding and offboarding procedures, an anonymous reporting system, continuing with a security consultant to offer training to staff, students, and parents, strengthening the drilling and training experiences at all sites, and organizing the emergency and outreach communication protocols.
- J. Continue to review and assess the elementary administrative and counseling needs and depending upon results and budget considerations, adjust staffing accordingly.
- K. Ensure the Director of Programs and Services leads a district-wide program development which addresses needs and identifies training initiatives on cultural competencies, gender differences, disabilities, sexual harassment, inclusion and diversity, and other topics designed to increase awareness and support of equity, diversity and core values of inclusion, wellness, and empathy.
- L. Engage in an LCHS 9-12 Cell Phone Policy review with policy recommendations for the 2020-2021 school year.

Goal #4 – Maintain **Safe** District-wide Facilities and Initiate Capital Improvement Projects

Improve basic services to students by ensuring that all facilities throughout the district are safe, clean, well-maintained, and in good repair – allowing students to thrive in their school environments. Implement the LCUSD Facilities Master Plan in conjunction with Measure LCF bond revenues to guide the achievement of this goal.

- A. Implement the Measure LCF bond program per the Facilities Master Plan. This includes items related to campus safety and security, technology, and upgrading sites to provide modern facilities for 21st-century learning. Specific Measure LCF projects include: Improving the safety and security on each site with fencing, cameras, improved play areas, and fire alarm system upgrades; renovating the LCHS Cafeteria and Band Room; improving each elementary campus with additional permanent buildings and modernizing existing classrooms and instructional spaces; developing the LCHS South Campus Renovation project with a new LCHS pool, increased parking, and enhanced student spaces (ongoing goal).
- B. Create an action plan for implementing “high” priority facility items identified by the Governing Board related to student, staff, and school site security as recommended by the Safety and Security Task Force. In year one, this will include researching high-quality cameras with advanced features, developing a camera monitoring plan, providing individual classroom safety plans, assessing all PA systems and make improvements, installing safety film on key glass doors, assessing the various entry points at LCHS and developing a plan to reduce those, and developing a security staff employment pathway that begins with increasing the security staff at LCHS.
- C. Improve and enhance the needs for technology infrastructure as it relates to the master plan of the district and the educational objectives as outlined in the district technology plan. Emphasis will include ensuring standards for bandwidth, and device maintenance and acquisition for teaching, learning, and assessment (ongoing goal).
- D. Initiate the planning of the 2021 Parcel Tax renewal.
- E. Sustain progress related to the maintaining and cleaning of the campuses (ongoing goal).
- F. Continue routine restricted maintenance as well as deferred maintenance at all sites to ensure that all facilities are clean, well-maintained, and in good repair. Find opportunities to work with the Facilities Master Plan to combine routine repair and replacement of systems with master plan upgrades (ongoing goal).
- G. Engage the Citizens’ Oversight Committee to monitor the Measure LCF bond finances.
- H. Form school site design teams to support implementation of Measure LCF programs.

Supplemental Actions:

2C. Continue to provide ongoing professional development to Special Education and ELD, as well as school psychologists, counselors and general education teachers, so that they can implement standards-aligned lessons, instructional strategies, and/or support services to meet the needs of English learners and students with special needs (ongoing goal). (\$2,000)

2G. Continue to outreach to parents and community on topics such as instructional technology, goals and ELD program implementation, and major district initiatives (ongoing goal).

2L. LCUSD will continue to provide targeted ELD instruction in grades TK-6 by supplementing the instruction of the general education classroom through maintaining a .6 FTE certificated teacher specialist at each elementary site. Collaboration time will be provided to the ELD teacher specialists to share best instructional practices, monitor EL and RFEP student progress, develop recommendations for program improvements and confer with the general education teachers. EL performance will be enhanced through this targeted instruction and monitoring. (previously goal 6) (ongoing goal). (\$200,000)

2M. Continue to fund 0.5 counselor FTE at LCHS to offer supplementary targeted services to ELs in grades 9 - 12 to augment the focus on EL needs, monitor class placement and performance, help organize support programs and ensure equitable access to the full instructional program (previously goal 6) (ongoing goal). (\$55,000)

2N. Continue paraprofessional support at 3.75 hours per day for each of the four sites to provide assistance and educational support for the novice level ELs during the school day so that they can access the breadth of the core curriculum (previously goal 6 (ongoing goal). (\$90,000)

2O. Fund a 0.4 FTE in English at LCHS to support EL students in college-prep English mainstream classrooms and allow EL students in level 3, 4 and 5 to enroll in two English classes as needed and appropriate (previously goal 6) (ongoing goal). (\$45,000)

2P. Identify and purchase, if necessary, ELD core or supplementary materials for implementation at all sites. Materials may include technology hardware, software, manipulatives, consumables or other print materials to ensure parity of program delivery (previously goal 6) (ongoing goal). (\$3,000)