

# Local Control and Accountability Plan (LCAP) Every Student Succeeds Act (ESSA) Federal Addendum Annual Review Template

## School year

2024-2025

## Date of Board Approval:

JUNE 2024

## LEA name:

Animo James B. Taylor Charter Middle

## CDS code:

19647330124008

## Link to the LCAP:

*(optional)*

<https://ca.greendot.org/leadership/students-families/>

## For which ESSA programs will your LEA apply?

Choose from:

### TITLE I, PART A

Improving Basic Programs Operated by State and Local Educational Agencies

### TITLE I, PART D

Prevention and Intervention Programs for Children and Youth Who Are Neglected, Delinquent, or At-Risk

### TITLE II, PART A

Supporting Effective Instruction

### TITLE III, PART A

Language Instruction for English Learners and Immigrant Students

### TITLE IV, PART A

Student Support and Academic Enrichment Grants

*(NOTE: This list only includes ESSA programs with LEA plan requirements; not all ESSA programs.)*

Refer to plan section responses.

*In the following pages, ONLY complete the sections for the corresponding programs.*

# Instructions

The LCAP Federal Addendum is meant to supplement the LCAP to ensure that eligible LEAs have the opportunity to meet the Local Educational Agency (LEA) Plan provisions of the ESSA.

**The LCAP Federal Addendum Template must be completed and submitted to the California Department of Education (CDE) to apply for ESSA funding.** LEAs are encouraged to review the LCAP Federal Addendum annually with their LCAP, as ESSA funding should be considered in yearly strategic planning.

**The LEA must address the Strategy and Alignment prompts provided on the following page.**

**Each provision for each program must be addressed,** unless the provision is not applicable to the LEA.

In addressing these provisions, LEAs must provide a narrative that addresses the provision **within the LCAP Federal Addendum Template.**

Under State Priority Alignment, state priority numbers are provided to demonstrate where an ESSA provision aligns with state priorities. This is meant to assist LEAs in determining where ESSA provisions may already be addressed in the LEA's LCAP, as it demonstrates the LEA's efforts to support the state priorities.

The CDE emphasizes that **the LCAP Federal Addendum should not drive LCAP development.** ESSA funds are supplemental to state funds, just as the LCAP Federal Addendum supplements your LCAP. LEAs are encouraged to integrate their ESSA funds into their LCAP development as much as possible to promote strategic planning of all resources;

however, this is not a requirement. In reviewing the LCAP Federal Addendum, staff will evaluate the LEA's responses to the ESSA plan provisions. There is no standard length for the responses. LEAs will be asked to clarify insufficient responses during the review process.

This template is designed to be used by LEAs who already have completed their LCAP Federal Addendum and received approval from CDE. This template will support LEAs with the review of their LCAP Federal Addendum and revision.

The review and revision of the LEAs LCAP Federal Addendum does not need to be submitted to CDE for approval. However, an LEA should have their local Board approve any revisions.

**Even if the LEA plans to transfer all of its title funds, it must still address all of the provisions of the title from which it is transferring its funds. The LEA must first meet the application requirements of those funds before it can elect to transfer those funds to another title.**

California's ESSA State Plan significantly shifts the state's approach to the utilization of federal resources in support of underserved student groups. This LCAP Federal Addendum provides LEAs with the opportunity to document their approach to maximizing the impact of federal investments in support of underserved students.

The implementation of ESSA in California presents an opportunity for LEAs to innovate with their federally-funded programs and align them with the priority goals they are realizing under the state's Local Control Funding Formula (LCFF).

LCFF provides LEAs flexibility to design programs and provide services that meet the needs of students in order to achieve readiness for college, career, and lifelong learning. The LCAP planning process supports continuous cycles of action, reflection, and improvement.

Please respond to the prompts below, and in the pages that follow, to describe the LEA's plan for making the best use of federal ESEA resources in alignment with other federal, state, and local programs as described in the LEA's LCAP.

## Strategy

Explain the LEA's strategy for using federal funds to supplement and enhance local priorities or initiatives funded with state funds, as reflected in the LEA's LCAP. This shall include describing the rationale/evidence for the selected use(s) of federal funds within the context of the LEA's broader strategy reflected in the LCAP.

Animo James B. Taylor Charter Middle was developed in collaboration with the community that had requested a Green Dot Public Schools California (GDPSC) middle school in their neighborhood. In preparation to open a new middle school, GDPSC conducted a needs assessment and created a comprehensive plan that focused on: student academic performance, teacher quality and school safety.

Schoolwide reform strategies:

GDPSC recognized a need to enter students into our program earlier in their educational careers. The school's reform strategy is based on three main components: GDPSC's core values, GDPSC's theory of change and GDPSC's academic model. The reform strategy emphasizes the inclusion of all stakeholders in the education process, a culture of transparency/accountability, and the elimination of barriers to learning (such as safety and the need for social-emotional supports).

Instruction by highly effective teachers:

The school is committed to hiring a diverse faculty composed of the best staff possible. Teachers pass through GDPSC's rigorous multi-step hiring and selection process that includes: an online application, a phone screen, lesson plan submission, interview day with GDPSC Human Capital, interview day at school as well as reference and background checks.

High-quality and ongoing professional development:

Professional development for teachers and school site leaders is a critical component of the school and GDPSC's school model and program. Reflective practice occurs in an environment where there is collaboration, use of meaningful data, and thoughtful discussion regarding instruction.

Strategies to increase parental involvement:

As a public charter school, the school is not permitted to require parent volunteer hours. However, parents are encouraged to participate in their child's education by attending School Parent Meetings, participating in the School Advisory Council, and frequently communicating with the school. Parents are also invited to participate in United Parents and Students, GDPSC's community organizing partner that teaches parents how to voice their concerns about issues such as community safety, better jobs, and cleaner streets.

Measures to include teachers in decision-making:

GDPSC has had an organized teacher work-force since its inception. Asociación de Maestros Unidos (AMU) is its own bargaining unit, but is an affiliate of the California Teachers Association (CTA).

Academic support and intervention:

The school has a schedule of intervention and acceleration courses available to students based on their needs. Students participate in a recommended multi-week summer program that allows the school to identify students for special needs, English Learner levels, non-proficiency standards and social-emotional supports.

The school currently provides the following basic instructional services to students identified as English Learners:

- 1) Designated ELD: Instruction in Designated ELD is based on ELD grade and proficiency level standards and is provided by teachers utilizing appropriate strategies to ensure comprehensibility of instruction.
- 2) Integrated ELD: Instruction in Integrated ELD is based on content Common Core State Standards in conjunction with the ELD Standards and is provided by teachers utilizing appropriate strategies to ensure comprehensibility of instruction.

Coordination and integration of Federal, State and Local services/programs:

The school will benefit from Green Dot's robust finance team that ensure that the school is able to maximize funding from Federal, State and Local Services/Programs.

Additionally, our Title I funds support our school's goals of increasing the percentage of students Meeting/ Exceeding Standard on the ELA, Math and Science sections of State standardized tests by supporting ELA/Literacy Teacher Professional Development that will support teachers to implement a research-based literacy intervention program, by offering for extended learning time through literacy intervention programs, targeting services and programs lowest-performing student groups.

In order to establish our LCAP goals and priorities, we consult with our School Advisory Council (SAC) and District English Learner Advisory Council (DELAC), which meet on a regular basis. These groups review and provide input on our school's plan to ensure alignment with our LCAP strategies to reflect on progress and make adjustments to the plan as needed.

All Title funds are accepted for the intended purpose of each grant and used to supplement the basic academic program at the campus.

## Alignment

Describe the efforts that the LEA will take to align use of federal funds with activities funded by state and local funds and, as applicable, across different federal grant programs.

Animo James B. Taylor Charter Middle is leading the charge to transform public education in Los Angeles and beyond so that all children receive the education they need to be successful in high school, college, leadership and life. The school will achieve this mission by providing a small, college preparatory program where all stakeholders (administrators, teachers, parents, community) actively engage in the education process. We will create a student-centered environment that unifies the efforts of family, community and school to foster life-long learning, cross-cultural competency, social responsibility and academic excellence.

## CORE VALUES

The school is dedicated to the core values of Green Dot Public Schools California (GDPSC):

1. An Unwavering Belief in all Students' Potential
2. Passion for Excellence
3. Personal Responsibility
4. Respect for Others and the Community
5. All Stakeholders are Critical in the Education Process

## CORE BELIEFS

We believe that all students can and will succeed if given the appropriate resources. Our aim is to provide all students access to high-quality instruction, social-emotional support, and community resources so they are prepared for high school, college, leadership and life. In order to ensure that funds from state and federal sources are used in a coherent manner and in alignment with our Mission and Core Values and Beliefs, the school principal meets regularly with their Area Operations and Finance Manager to build and review their budget. The school's budget is approved by the Green Dot California Board of Directors. The Green Dot California Home Office ensures that the school is aware of all available funding and funding requirements in order to maximize funding from Federal, State and Local Services/Programs. The school is committed to using all services and programs available to the school. Student academic progress will be assessed at various points in the year to ensure that the academic model is supporting all students, with particular focus on at-risk students. Means of evaluating progress toward academic goals include ELA, Math, and Science performance on State standardized tests, and English Learner improvement on the English Language Proficiency Assessment for California ("ELPAC").

In order to achieve our LCAP goals, the school will utilize the following mechanisms:

- 1) The Reading Inventory (RI) will be administered 3 times per year to all students.
- 2) The iReady will be administered 3 times per year to all students.
- 3) Monthly assessments in Math and Math Intervention courses will provide formative data on student mastery of standards.
- 4) Students requiring additional supports may participate in after school programming focused on reaching proficiency.

5) The ILT will review student achievement data and the Student Advisory Council (SAC) will examine the results (disaggregated by sub-groups) to identify areas of strength and need, and to revise strategic plans.

6) Computer-adaptive, interim assessments for ELs will be administered three times per year (August/September, December & March) in Reading and Language Usage.

In order to establish our LCAP goals and priorities, we share our budgets and documents, including the LCAP, with our School Advisory Council (SAC) and District English Learner Advisory Council (DELAC). While these councils do not have any approving ability, we prioritize giving these key stakeholders the opportunity to provide us with feedback.

# ESSA Provisions Addressed Within the LCAP

Within the LCAP an LEA is required to describe its goals, and the specific actions to achieve those goals, for each of the LCFF state priorities. In an approvable LCAP it will be apparent from the descriptions of the goals, actions, and services how an LEA is acting to address the following ESSA provisions through the aligned LCFF state priorities and/or the state accountability system.

## TITLE I, PART A

### Monitoring Student Progress Towards Meeting Challenging State Academic Standards

ESSA SECTION	STATE PRIORITY ALIGNMENT
1112(b)(1) (A–D)	1, 2, 4, 7, 8 ( <i>as applicable</i> )

Describe how the LEA will monitor students' progress in meeting the challenging state academic standards by:

- (A) developing and implementing a well-rounded program of instruction to meet the academic needs of all students;
- (B) identifying students who may be at risk for academic failure;
- (C) providing additional educational assistance to individual students the LEA or school determines need help in meeting the challenging State academic standards; and
- (D) identifying and implementing instructional and other strategies intended to strengthen academic programs and improve school conditions for student learning.

### Overuse in Discipline Practices that Remove Students from the Classroom

ESSA SECTION	STATE PRIORITY ALIGNMENT
1112(b)(11)	6 ( <i>as applicable</i> )

Describe how the LEA will support efforts to reduce the overuse of discipline practices that remove students from the classroom, which may include identifying and supporting schools with high rates of discipline, disaggregated by each of the student groups, as defined in Section 1111(c)(2).

### Career Technical and Work-based Opportunities

ESSA SECTION	STATE PRIORITY ALIGNMENT
1112(b)(12)(A–B)	2, 4, 7 ( <i>as applicable</i> )

If determined appropriate by the LEA, describe how such agency will support programs that coordinate and integrate:

- (A) academic and career and technical education content through coordinated instructional strategies, that may incorporate experiential learning opportunities and promote skills attainment important to in-demand occupations or industries in the State; and
- (B) work-based learning opportunities that provide students in-depth interaction with industry professionals and, if appropriate, academic credit.

## TITLE II, PART A

### Title II, Part A Activities

ESSA SECTION	STATE PRIORITY ALIGNMENT
2102(b)(2)(A)	1, 2, 4 ( <i>as applicable</i> )

Provide a description of the activities to be carried out by the LEA under this Section and how these activities will be aligned with challenging State academic standards.

## TITLE III, PART A

### Parent, Family, and Community Engagement

ESSA SECTION	STATE PRIORITY ALIGNMENT
3116(b)(3)	3, 6 ( <i>as applicable</i> )

Describe how the eligible entity will promote parent, family, and community engagement in the education of English learners.

## ESSA Provisions Addressed in the Consolidated Application and Reporting System

An LEA addresses the following ESSA provision as part of completing annual reporting through the Consolidated Application and Reporting System (CARS).

## TITLE I, PART A

### Poverty Criteria

ESSA SECTION	STATE PRIORITY ALIGNMENT
1112(b)(4)	N/A

Describe the poverty criteria that will be used to select school attendance areas under Section 1113.



# ESSA Provisions Not Addressed in the LCAP

For the majority of LEAs the ESSA provisions on the following pages do not align with state priorities. **Each provision for each program provided on the following pages must be addressed**, unless the provision is not applicable to the LEA. In addressing these provisions, LEAs must provide a narrative that addresses the provision **within this addendum**.

As previously stated, the CDE emphasizes that the LCAP Federal Addendum should not drive LCAP development. ESSA funds are supplemental to state funds, just as the LCAP Federal Addendum supplements your LCAP. LEAs are encouraged to integrate their ESSA funds into their LCAP development as much as possible to promote strategic planning of all resources; however, this is not a requirement. In reviewing the LCAP Federal Addendum, staff will evaluate the LEA’s responses to the ESSA plan provisions. There is no standard length for the responses. LEAs will be asked to clarify insufficient responses during the review process.

## TITLE I, PART A

### Educator Equity

#### ESSA SECTION 1112(b)(2)

Describe how the LEA will identify and address, as required under State plans as described in Section 1111(g)(1)(B), any disparities that result in low-income students and minority students being taught at higher rates than other students by ineffective, inexperienced, or out-of-field teachers.

NOTE: In this section LEAs must identify and address disparities. Tools on CDEs website (<https://www.cde.ca.gov/pd/ee/peat.asp>) can help with this. LEAs are required to specifically address the following at comparable sites:

1. What % of teachers at sites are inexperienced, misassigned or out-of-field in relation to:
  - a. Number of low income students
  - b. Number of minority students
2. Does the LEA have an educator equity gap –
  - a. If yes, must create plan which must include root cause analysis of the disparity
  - b. Plan must be created with meaningful stakeholder engagement.

#### Example of Data Sheet

II. Table 1. Combined Reports. – Complete one report for comparable elementary, middle, and high schools.

School Site	Total Enrollment	Low-Income Enrollment	% Low-Income Students	Minority Enrollment	% of Minority Students	Total Teachers	Number of Ineffective/Misassigned Teachers	% Ineffective/Misassigned Teachers	Number of Inexperienced Teacher	% of Inexperienced Teacher
[School Site 1]	[Enter data]	[Enter data]	[Enter data]	[Enter data]	[Enter data]	[Enter data]	[Enter data]	[Enter data]	[Enter data]	[Enter data]
[School Site 2]	[Enter data]	[Enter data]	[Enter data]	[Enter data]	[Enter data]	[Enter data]	[Enter data]	[Enter data]	[Enter data]	[Enter data]
[School Site 3]	[Enter data]	[Enter data]	[Enter data]	[Enter data]	[Enter data]	[Enter data]	[Enter data]	[Enter data]	[Enter data]	[Enter data]
[School Site 4]	[Enter data]	[Enter data]	[Enter data]	[Enter data]	[Enter data]	[Enter data]	[Enter data]	[Enter data]	[Enter data]	[Enter data]

On November 6, 2019, the SBE approved updated definitions for “ineffective” and “out-of-field” teachers to be included in the amended California ESSA Consolidated State Plan. Extensive training and feedback with the field revealed the need for clarifications to the definitions to include specific permits and authorization that fall under each of the definitions.

Term	Definition
Ineffective teacher	<p>An ineffective teacher is any of the following:</p> <ul style="list-style-type: none"> <li>• An individual whose assignment is legally authorized by an emergency permit that does not require possession of a full teaching license; or</li> <li>• A teacher who holds a teaching credential but does not possess a permit or authorization that temporarily allows them to teach outside of their credentialed area (misassigned)</li> <li>• An individual who holds no credential, permit, or authorization to teach in California.</li> </ul> <p>Under this definition, teachers with the following limited emergency permits would be considered ineffective:</p> <ul style="list-style-type: none"> <li>• <b>Provisional Internship Permits,</b></li> <li>• <b>Short-Term Staff Permits</b></li> <li>• <b>Variable Term Waivers</b></li> <li>• <b>Substitute permits or Teaching Permits for Statutory Leave (TSPL) holders serving as the teacher of record</b></li> </ul>
Out-of-field teacher	<p>A credentialed out-of-field teacher is: A credentialed teacher who has not yet demonstrated subject matter competence in the subject area(s) or for the student population to which he or she is assigned. Under this definition, the following limited permits will be considered out of field:</p> <ul style="list-style-type: none"> <li>• General Education Limited Assignment Permit (GELAP)</li> <li>• Special Education Limited Assignment Permit (SELAP)</li> <li>• <b>Short-Term Waivers</b></li> <li>• <b>Emergency English Learner or Bilingual Authorization Permits</b></li> <li>• <b>Local Assignment Options</b> (except for those made pursuant to the <i>California Code of Regulations</i>, Title 5, Section 80005[b])</li> </ul>
Inexperienced Teacher	A teacher who has two or fewer years of teaching experience.
Minority Student	A student who is American Indian/Alaska Native, Asian, African American, Filipino, Native Hawaiian/Pacific Islander, Hispanic, or Two or More Races Not Hispanic.
Low-Income Student	A student who is eligible to receive Free or Reduced-Price Meals

The [former teacher equity definitions](#) (DOCX) were utilized by local educational agencies for completing their 2019 Local Control and Accountability Plan Federal Addenda.

## **THIS ESSA PROVISION IS ADDRESSED BELOW:**

We offer schoolwide programs that meet the needs of all students. However, we do not receive funding specific to this provision as it is not applicable to charters.

### **Parent and Family Engagement**

ESSA SECTIONS 1112(b)(3) and 1112(b)(7)

Describe how the LEA will carry out its responsibility under Section 1111(d).

Describe the strategy the LEA will use to implement effective parent and family engagement under Section 1116.

To meet this requirement, LEAs must provide a description of the following:

**ESSA Section 1112(b)(3):** how the LEA will carry out its responsibilities under paragraphs (1) and (2) of Section 1111(d);

1. How the LEA will involve parents and family members at identified schools in jointly developing Comprehensive Support and Improvement plans
2. How the LEA will involve parents and family members in identified schools in jointly developing the Targeted Support and Improvement plans
3. In the absence of the identification of any schools for Comprehensive Support and Improvement (CSI) or any schools for Targeted Assistance and Intervention (TSI), the LEA may write N/A. This provision will not be reviewed.

**ESSA Section 1112(b)(7):** the strategy the LEA will use to implement effective parent and family engagement under Section 1116; shall include how the LEA and its schools will build capacity for parent and family engagement by:

1. Describe the LEA parent and family engagement policy, how it was developed jointly with, agree on with, and distribute to, parents and family members of participating children a written parent and family engagement policy (ESSA Section 1116(a)).
2. Describe how the LEA will provide assistance to parents of children served by the school or local educational agency, as appropriate, in understanding such topics as the challenging State academic standards, State and local academic assessments, the requirements of this part, and how to monitor a child's progress and work with educators to improve the achievement of their children; (ESSA Section 1116(e)(1))
3. Describe how the LEA will provide materials and training to help parents to work with their children to improve their children's achievement, such as literacy training and using technology (including education about the harms of copyright piracy), as appropriate, to foster parental involvement; (ESSA Section 1116(e)(2))
4. Describe how the LEA will educate teachers, specialized instructional support personnel, principals, and other school leaders, and other staff, with the assistance of parents, in the value and utility of contributions of parents, and in how to reach out to, communicate with, and work with parents as equal partners, implement and coordinate parent programs, and build ties between parents and the school; (ESSA Section 1116(e)(3))
5. Describe how the LEA will to the extent feasible and appropriate, coordinate and integrate parent involvement programs and activities with other Federal, State, and local programs, including public preschool programs, and conduct other activities, such as parent resource

centers, that encourage and support parents in more fully participating in the education of their children; (ESSA Section 1116(e)(4))

6. Describe how the LEA will ensure that information related to school and parent programs, meetings, and other activities is sent to the parents of participating children in a format and, to the extent practicable, in a language the parents can understand (ESSA Section 1116(e)(5))
7. Describe how the LEA will provide such other reasonable support for parental involvement activities as parents may request (ESSA Section 1116(e)(14)).
8. Describe how the LEA will provide opportunities for the informed participation of parents and family members (including parents and family members who have limited English proficiency, parents and family members with disabilities, and parents and family members of migratory children), including providing information and school reports in a format and, to the extent practicable, in a language such parents understand (ESSA Section 1116(f)).

Also include how the LEA will align parent involvement required in Section 1116 with the LCAP stakeholder engagement process.

### **THIS ESSA PROVISION IS ADDRESSED BELOW:**

At the school, we align the efforts of family, community, and school to foster our core values. Parent education supports parents and families to support student learning and the issues they and their children face outside of the classroom that can affect their learning and lives as whole. Parent engagement includes, but is not limited to the following activities: *Ánimo* Parent Academy, Community Organizing Institute, Adult Education Classes, Road to College Workshops, Coffee with the Principal, parent conferences and other meaningful two-way conversations between the schools and parent in the parents' home language. The school also maintains a full time Parent Coordinator whose responsibilities include the following:

- 1) Set parent engagement goals and metrics in collaboration with school administrator and School Operations Manager and meet monthly or quarterly to assess progress
- 2) Plan and communicate at least three engaging programs/activities per semester
- 3) Attend community events to build relationships for the school and recruit community partners to become part of the school's family engagement program
- 4) Develop and facilitate a parent leadership team, PTO, or parent group to address community-based issues, organize for education reform, etc.

Additional parent policies are located in the Student Policy Manual, which is distributed to all students and parents at the start of the school year (or whenever a student matriculates). The manual is also available on the school's website as well as in the front office. These policies are updated on an annual basis and include the following: Power School and Parent Communication, Academic Conferences, and Progress Reports and Report Cards.

Parents are included in school's decision making processes through the School Advisory Council (SAC) and District English Learner Advisory Council (DELAC). The SAC develops, maintains, reviews and approves the Charter Single Plan for Student Achievement Plan (SPSA) . The school uses the flexibility afforded by AB716 and uses their Local Control Accountability Plan (LCAP) as their SPSA. Therefore, the school reviews the school's strategic plan including the LCAP, monitors its implementation throughout the year, provides numerous opportunities for students and parents to

contribute to the school's operations and growth, and reviews the school budget to assure spending is in accordance with the goals of the SPSA. The SAC may recommend modifications to the strategic plan to reflect changing needs and/or priorities. The SAC may provide input on: curricula and instructional strategies, staff professional development, the school budget, parent involvement, staff stipends, and the school calendar.

The school's DELAC is a committee comprised of parents (at least 51%), staff and community members specifically designated to advise school officials on English learner program services. The DELAC meets four times per year and members take on various roles and responsibilities. The DELAC advises the school's governing board on all of the following tasks: development of a master plan for educational programs and services for ELs, conduct a school-wide needs assessment, establishment of the program, goals, and objectives for programs and services for ELs, development of a plan to ensure compliance with any applicable teacher and instructional aide requirements, review and comment on reclassification procedures, review and comment on the written notifications required to be sent to parents and guardians, review school site data and advise School Advisory Council on budget items related to ELs.

This LEA is a direct-funded charter school, whose stakeholders include schools administration, parents, paraprofessionals, students, teachers & support teams for English Learners & Students with Disabilities. LEA engaged parents & family stakeholders to jointly develop & agree on its engagement policy not only through SAC & DELAC, but also through student orientation, Ánimo Parent Academy, Community Organizing Institute, Coffee with Principal, parent conferences and/or meaningful two-way conversations between schools & parent in parents' home language. This engagement included parents with limited English proficiencies, & parents of migrant students, English Learners & students with disabilities. Additional parent policies are located in the Student Policy Manual, which is distributed to all students & parents at the start of school year (or whenever a student matriculates). The Student Policy Manual is also available on the school's website as well as in the front office. These policies are updated on an annual basis & include following: Power School & Parent Communication, Academic Conferences, Progress Reports & Report Cards, Parent/Guardian Volunteer Hours, Student Privacy & Parent Volunteer Confidentiality. Parents are included in school's decision making processes through School Advisory Council (SAC) & District English Learner Advisory Council (DELAC).

We align efforts of family, community, & school to foster our core values. Parent education supports parents & families so that they can support student learning & issues their children face inside & outside of the classroom. LEA provides assistance to parents of children in understanding topics like State academic standards, State & local academic assessments, & monitoring child's progress & work with educators in following ways: Road to College Workshops that occur on a quarterly basis, parent conferences that occur at least on a quarterly basis, Coffee with Principal that occur on a monthly basis, SAC & DELAC meetings that occur on a monthly basis.

LEA will utilize aforementioned trainings as well as materials distributed through Powerschool reporting on student academic achievement, announcements on opportunities to engage, & teacher websites to help parents to work with their children to improve their children's achievement through trainings at the start of year.

LEA will train school staff on the importance of parents & familial engagement throughout the school year. Classified staff participate quarterly in Green Dot-wide professional development sessions that include content collaboration & parent engagement & communication.

The school also maintains a full time Parent Coordinator that host parent education workshops regarding accessing PowerSchool, A-G requirements, college access, conflict resolution & wellness,

sets parent engagement goals & metrics in collaboration with school administrator & School Operations Manager & meet monthly or quarterly to assess progress, plans & communicate at least three engaging programs/activities per semester, attend community events to build relationships for school & recruit community partners to become part of school's family engagement program, develop & facilitate a parent leadership team, PTO, or parent group to address community-based issues, organize for education reform, etc.

LEA coordinates & integrates parent involvement programs & activities with or Federal, State, & local programs to conduct activities such as various partnerships with PIQE & United Parents & Students to develop parental advocacy & education. Additionally, the school has both a SAC & DELAC.

SAC develops, maintains, reviews & approves Charter School's Single School Plan, reviews school's strategic plan including Local Control Accountability Plan (LCAP), monitors its implementation throughout year, provides numerous opportunities for students & parents to contribute to school's operations & growth, & reviews school budget to assure spending is in accordance with goals of Single School Plan. SAC may recommend modifications to strategic plans to reflect changing needs and/or priorities. SAC may provide input on: curricula & instructional strategies, staff professional development, school budget, parent involvement, staff stipends, & school calendar. school's DELAC is a committee comprised of parents (at least 51%), staff & community members specifically designated to advise school officials on English learner program services. DELAC's feedback is collected and then shared with Green Dot California's governing board.

LEA uses home language survey distributed at the start of year to identify primary language spoken in home. With assistance of translation services, LEA ensure that all information related to school & parent programs, meetings, and/or activities is sent to parents in a language they can understand, & that all parents & family member have opportunity to participate.

LEA provides accommodations to parents with disabilities by ensuring LEA is ADA accessible, training staff in ADA accessibility, and providing printed materials accessible to all. This LEA is a direct-funded charter school, whose stakeholders include schools administration, parents, paraprofessionals, students, teachers & support teams for English Learners & Students with Disabilities. LEA engaged parents & family stakeholders to jointly develop & agree on its engagement policy not only through SAC & DELAC , but also through student orientation, Ánimo Parent Academy, Community Organizing Institute, Coffee with Principal, parent conferences and/or meaningful two-way conversations between schools & parent in parents' home language. This engagement included parents with limited English proficiencies, & parents of migrant students, English Learners & students with disabilities. Additional parent policies are located in the Student Policy Manual, which is distributed to all students & parents at the start of school year (or whenever a student matriculates). The Student Policy Manual is also available on the school's website as well as in the front office. These policies are updated on an annual basis & include following: Power School & Parent Communication, Academic Conferences, Progress Reports & Report Cards, Parent/Guardian Volunteer Hours, Student Privacy & Parent Volunteer Confidentiality Parents are included in school's decision making processes through School Advisory Council (SAC) & District English Learner Advisory Council (DELAC).

## **Schoolwide Programs, Targeted Support Programs, and Programs for Neglected or Delinquent Children**

ESSA SECTIONS 1112(b)(5) and 1112(b)(9)

Describe, in general, the nature of the programs to be conducted by the LEA's schools under sections 1114 and 1115 and, where appropriate, educational services outside such schools for children living

in local institutions for neglected or delinquent children, and for neglected and delinquent children in community day school programs.

Describe how teachers and school leaders, in consultation with parents, administrators, paraprofessionals, and specialized instructional support personnel, in schools operating a targeted assistance school program under Section 1115, will identify the eligible children most in need of services under this part.

### **THIS ESSA PROVISION IS ADDRESSED BELOW:**

SWP: In preparation to transform the school, GDPSC conducted a needs assessment and created a comprehensive plan that focused on: student academic performance, teacher quality and school safety. The needs assessment informed a comprehensive plan that will ensure the school is successful in ensuring all students in the schoolwide program are prepared for college, leadership and life. This includes economically disadvantaged students, students from major racial and ethnic groups, students with disabilities, English Learners and immigrant students.

#### Schoolwide reform strategies:

GDPSC is a non-profit charter management organization operating 18 successful charter schools and serving over 10,500 students in Los Angeles. Through our work at the high school level, GDPSC recognized a need to enter students into our program earlier in their educational careers. The reform strategy is based on three main components: GDPSC's core values, GDPSC's theory of change and GDPSC's academic model. Emphasized in these three components are: the inclusion of all stakeholders in the education process, a culture of transparency/accountability, and the elimination of barriers to learning (such as safety and the need for social-emotional supports).

#### Instruction by highly effective teachers:

The school is committed to hiring a diverse faculty composed of the best staff possible. Teachers pass through GDPSC's rigorous multi-step hiring and selection process that includes: an online application, a phone screen, lesson plan submission, interview day with GDPSC Human Capital, interview day at school as well as reference and background checks.

#### High-quality and ongoing professional development:

Professional development for teachers and school site leaders is a critical component of the school and GDPSC's school model and program. Reflective practice occurs in an environment where there is collaboration, use of meaningful data, and thoughtful discussion regarding instruction. Examples include: Teacher Buddy Program, Annual Training/Retreat, Mid-Year Retreat, Weekly Staff Development, Weekly Staff collaboration, Department Norming Days and GDPSC-wide Staff Development.

#### Strategies to attract highly effective teachers:

The school will benefit from GDPSC's rigorous national recruitment process that specifically looks for candidates who demonstrate an unwavering belief in the potential of all students. GDPSC partners with local universities and colleges, including University of California, Los Angeles, Loyola Marymount University and University of Southern California.

#### Strategies to increase parental involvement:

As a public charter school, the school is not permitted to require parent volunteer hours. However, parents are encouraged to participate in their child's education by attending School Parent Meetings, participating in the School Advisory Council, and frequently communicating with the school. Parents are also invited to participate in United Parents, GDPSC's community organizing arm that teaches parents how to voice their concerns about issues such as community safety, better jobs, and cleaner streets.

Measures to include teachers in decision-making:

GDPSC has had an organized teacher work-force since its inception. Asociación de Maestros Unidos (AMU) is its own bargaining unit, but is an affiliate of the California Teachers Association (CTA). GDPSC has developed a uniquely collaborative relationship with its certified employee union and values their voice in the decision-making at the organization and school-site level.

Academic support and intervention:

The School has a schedule of intervention and accelerations courses available to students based on their needs. Students participate in Summer Bridge, a recommended multi-week summer program that acclimates students to the school culture and allows the school to identify students for special needs, English Learner levels, non-proficiency standards and social-emotional supports. Based on these assessments, students will have access to a variety of programs including Literacy Intervention/Enrichment, Math Foundations, English Language Development, Special Needs/Academic Success, etc.

Coordination and integration of Federal, State and Local services/programs:

The school will benefit from GDPSC's robust finance team. The Finance Team will ensure that the LEA is able to maximize funding from Federal, State and Local Services/Programs. The school is committed to using all services and programs available" TAS: "N/A" Neglected or delinquent: "N/A"

Note, required comprehensive plan elements related to preschool students are not applicable to the LEA, which is a middle school serving students in grades six through eight.

We offer schoolwide programs that meet the needs of all students. However, we do not receive funding specific to this provision as it is not applicable to charters.

## **Homeless Children and Youth Services**

ESSA SECTION 1112(b)(6)

Describe the services the LEA will provide homeless children and youths, including services provided with funds reserved under Section 1113(c)(3)(A), to support the enrollment, attendance, and success of homeless children and youths, in coordination with the services the LEA is providing under the McKinney-Vento Homeless Assistance Act (42 United States Code 11301 et seq.).

**THIS ESSA PROVISION IS ADDRESSED BELOW:**



Green Dot Public Schools California aims to support our homeless student population to ensure school stability and academic success. Our Homeless Student Liaison provides guidance and support to schools.

**Enrollment:** Our school operations team and school counselors work in conjunction to meet the enrollment needs of homeless youth. Students who identify as homeless upon enrollment are immediately enrolled. Students are offered and provided uniform clothing and if transportation support is needed, it is offered, usually in the form of a Metro TAP card to ride the public transportation system. As a matter of policy, transportation support is offered to all homeless

youth, no matter if our school is their school of origin or not. Our school operations team also support students and their families in locating missing immunization records, often by accessing the state's California Immunization Registry (CAIR). If a student is in need of immunizations and needs guidance and where to get services, our team shares resources to local health clinics. At the high school level, our school operations and counseling team also flags students who may be AB1806 eligible and ensures a discussion takes place with students and their Educational Rights Holder.

**Attendance:** To support with school attendance, counselors or relevant members of the Coordination of Services Team work with the student and family to identify barriers to school attendance. Depending on the barriers identified, the school seeks to provide direct support (transportation, uniforms) or provides resources to local agencies poised to help (health services for the student or parent, legal services, etc.). If attendance is linked to possible mental health issues, the student is referred to the Coordination of Services Team which reviews the case and determines if an intervention is needed and what level of service is most appropriate. Services may include counselor-level interventions (group socio-emotional counseling), a referral to our on-site Clinical Services team or external mental health services.

**Success:** School staff meet with students and/or families to determine barriers to learning and brainstorm resources to mitigate those issues. School staff access CMO-wide resources curated by the Homeless Student Liaison including: a directory of local resources for homeless youth, LA County housing resources services, and guidance on allowable expenses through McKinney-Vento Title I Part-A reservation funds. School staff seeks to understand the individual

circumstances of each student and brainstorms individualized interventions which can range from: clothing, hygiene products, and school supplies. They confirm school lunch status to ensure the student gets free lunch and recommend the opportunity to join the free afterschool program, which provides a safe place to be and snacks after school. Staff also support both students and their families with referrals to local organizations equipped to support with housing stability, health or mental health services, and accessing social service programs such as Cal-Fresh and Medi-Cal.

In the case of unaccompanied youth or youth over the age of 18, counselors connect them to social services and community organizations to ensure food security, address housing issues, and for general support. We offer schoolwide programs that met the needs of all students. However, we do not receive funding specific to this provision.

## **Student Transitions**

ESSA SECTIONS 1112(b)(8) and 1112(b)(10) (A–B)

Describe, if applicable, how the LEA will support, coordinate, and integrate services provided under this part with early childhood education programs at the LEA or individual school level, including plans for the transition of participants in such programs to local elementary school programs.

Describe, if applicable, how the LEA will implement strategies to facilitate effective transitions for students from middle grades to high school and from high school to postsecondary education including:

- (A) through coordination with institutions of higher education, employers, and other local partners; and
- (B) through increased student access to early college high school or dual or concurrent enrollment opportunities, or career counseling to identify student interests and skills.

**THIS ESSA PROVISION IS ADDRESSED BELOW:**

The mission of the LEA is to prepare students for college, leadership, and life through innovative instruction, a rigorous curriculum, and the use of the cutting-edge technology. The school is committed to the education, development, and socioeconomic success of all students. So that our students successfully transition to their lives after high school, we have adopted a comprehensive Literacy Intervention program at each grade level, offers additional Literacy Enrichment courses to ensure students reach college readiness.

Auxiliary services for students and parents (including transition from preschool, elementary, or middle school):

- 1) The school will offer a summer bridge program for all incoming 6th grade and transfer students
- 2) The school will offer IEP transitional services
- 3) The school will offer after school programs focused on literacy enrichment
- 4) The school will offer Advisory focused on study skills, academic consultancy, and college knowledge skills for students and parents to aid in the transition

**Additional Information Regarding Use of Funds Under this Part**

ESSA SECTION 1112(b)(13) (A–B)

Provide any other information on how the LEA proposes to use funds to meet the purposes of this part, and that the LEA determines appropriate to provide, which may include how the LEA will:

- (A) assist schools in identifying and serving gifted and talented students; and
- (B) assist schools in developing effective school library programs to provide students an opportunity to develop digital literacy skills and improve academic achievement.

**THIS ESSA PROVISION IS ADDRESSED BELOW:**

N/A

# TITLE I, PART D

## Description of Program

ESSA SECTION 1423(1)

Provide a description of the program to be assisted [by Title I, Part D].

### THIS ESSA PROVISION IS ADDRESSED BELOW:

N/A

## Formal Agreements

ESSA SECTION 1423(2)

Provide a description of formal agreements, regarding the program to be assisted, between the

(A) LEA; and

(B) correctional facilities and alternative school programs serving children and youth involved with the juvenile justice system, including such facilities operated by the Secretary of the Interior and Indian tribes.

### THIS ESSA PROVISION IS ADDRESSED BELOW:

N/A

## Comparable Education Program

ESSA SECTION 1423(3)

As appropriate, provide a description of how participating schools will coordinate with facilities working with delinquent children and youth to ensure that such children and youth are participating in an education program comparable to one operating in the local school such youth would attend.

### THIS ESSA PROVISION IS ADDRESSED BELOW:

N/A

## Successful Transitions

ESSA SECTION 1423(4)

Provide a description of the program operated by participating schools to facilitate the successful transition of children and youth returning from correctional facilities and, as appropriate, the types of services that such schools will provide such children and youth and other at-risk children and youth.

**THIS ESSA PROVISION IS ADDRESSED BELOW:**

N/A

**Educational Needs**

ESSA SECTION 1423(5)

Provide a description of the characteristics (including learning difficulties, substance abuse problems, and other special needs) of the children and youth who will be returning from correctional facilities and, as appropriate, other at-risk children and youth expected to be served by the program, and a description of how the school will coordinate existing educational programs to meet the unique educational needs of such children and youth.

**THIS ESSA PROVISION IS ADDRESSED BELOW:**

N/A

**Social, Health, and Other Services**

ESSA SECTION 1423(6)

As appropriate, provide a description of how schools will coordinate with existing social, health, and other services to meet the needs of students returning from correctional facilities, at-risk children or youth, and other participating children or youth, including prenatal health care and nutrition services related to the health of the parent and the child or youth, parenting and child development classes, child care, targeted reentry and outreach programs, referrals to community resources, and scheduling flexibility.

**THIS ESSA PROVISION IS ADDRESSED BELOW:**

N/A

**Postsecondary and Workforce Partnerships**

ESSA SECTION 1423(7)

As appropriate, provide a description of any partnerships with institutions of higher education or local businesses to facilitate postsecondary and workforce success for children and youth returning from correctional facilities, such as through participation in credit-bearing coursework while in secondary school, enrollment in postsecondary education, participation in career and technical education programming, and mentoring services for participating students.

**THIS ESSA PROVISION IS ADDRESSED BELOW:**

N/A

## **Parent and Family Involvement**

ESSA SECTION 1423(8)

As appropriate, provide a description of how the program will involve parents and family members in efforts to improve the educational achievement of their children, assist in dropout prevention activities, and prevent the involvement of their children in delinquent activities.

**THIS ESSA PROVISION IS ADDRESSED BELOW:**

N/A

## **Program Coordination**

ESSA SECTION 1423(9–10)

Provide a description of how the program under this subpart will be coordinated with other Federal, State, and local programs, such as programs under title I of the Workforce Innovation and Opportunity Act and career and technical education programs serving at-risk children and youth.

Include how the program will be coordinated with programs operated under the Juvenile Justice and Delinquency Prevention Act of 1974 and other comparable programs, if applicable.

**THIS ESSA PROVISION IS ADDRESSED BELOW:**

N/A

## **Probation Officer Coordination**

ESSA SECTION 1423(11)

As appropriate, provide a description of how schools will work with probation officers to assist in meeting the needs of children and youth returning from correctional facilities.

**THIS ESSA PROVISION IS ADDRESSED BELOW:**

N/A

## **Individualized Education Program Awareness**

ESSA SECTION 1423(12)

Provide a description of the efforts participating schools will make to ensure correctional facilities working with children and youth are aware of a child's or youth's existing individualized education program.

**THIS ESSA PROVISION IS ADDRESSED BELOW:**

N/A

## **Alternative Placements**

ESSA SECTIONS 1423(13)

As appropriate, provide a description of the steps participating schools will take to find alternative placements for children and youth interested in continuing their education but unable to participate in a traditional public school program.

**THIS ESSA PROVISION IS ADDRESSED BELOW:**

N/A

## **TITLE II, PART A**

### **Professional Growth and Improvement**

ESSA SECTION 2102(b)(2)(B)

Provide a description of the LEA's systems of professional growth and improvement, such as induction for teachers, principals, or other school leaders and opportunities for building the capacity of teachers and opportunities to develop meaningful teacher leadership.

**THIS ESSA PROVISION IS ADDRESSED BELOW:**

#### **Address these questions:**

1. Please provide a description of the LEA's systems of professional growth and improvement for teachers, principals, and other school leaders.
2. Please address principals, teachers, and other school leaders separately.
3. Please explain how the systems promote professional growth and ensure improvement, including how the LEA measures growth and improvement
4. Please describe how the systems support principals, teachers, and other school leaders from the beginning of their careers, throughout their careers, and through advancement opportunities
5. Please describe how the LEA evaluates its systems of professional growth and improvement and makes adjustments to ensure continuous improvement within these systems.

Professional development (PD) for teachers and school site leaders is a critical component of Green Dot's school model and program. Reflective practice occurs in an environment where there is collaboration, use of meaningful data, and thoughtful discussion regarding instruction. Incorporated into the daily routine at the LEA, professional development opportunities will provide teachers time to inquire about practice, study individual and group student data,

develop best practices, and ensure accountability for school-wide goals. PD is also standards based and incorporates CCSS in core subject areas.

Throughout the school year, teacher professional development activities at the LEA will be based on the recommended practices of Green Dot, which may include:

- 1) Annual/Mid-year Retreat: A full day retreat for school staff to evaluate progress, reflect, and adjust the school's plan for the final semester.

2) Weekly Staff Development: A late start or early dismissal is provided each week so that a 75-minute professional development period is established. Staff development topics are based on the assessment of student needs and identifying areas of improvement as outlined in the school's annual strategic plan.

3) Weekly Staff Collaboration: A late start or early dismissal is provided each week so that a 75-minute collaboration period is established. Collaboration time includes grade level collaboration, department professional development, and collaboration on school-wide systems such as Advisory and school culture.

4) Department Norming Days: Department meeting to norm teaching practices. Professional Development topics will vary depending on the school's focus, data from assessments and teacher needs. PD may be differentiated for new or experienced teachers, by content area and/or grade level. Teachers that are new to a select course may receive additional A common thread in all PD is how to apply best practices and strategies to meet the needs of subgroups including English Learner and Special Education students. Topics may include any of the following: effective lesson planning, analyzing data to improve instruction, multiple forms of assessment, developing engaging curriculum and creating culturally relevant pedagogy.

Green Dot has an induction practice for new teachers through Summer Professional Development and New Teacher Professional Development. Summer Professional Development focuses on the following five areas:

- 1) Reviewing Data from the Previous Year: Reviewing school, department and individual data
- 2) Curriculum and Professional Development: Reviewing school's strategic plan, alignment to school-wide focus, and setting lesson plans
- 3) School Business: Reviewing student policy manual and other compliance related topics
- 4) Teacher-Administrator Meetings: One-on-one meetings between administrators and teachers
- 5) Planning: Lesson planning, preparing syllabi and setting department goals

New Teacher Professional Development consists of the specialized trainings outlined below:

- 1) Summer Training: New teachers are required to attend a mandatory 5-day training prior to the start of summer professional development.
- 2) Ongoing Workshops: New teachers are required to participate in workshops that are aligned with the California Standards for the Teaching Profession, Green Dot's College Ready Teaching Framework, and Common Core StateStandards..
- 3) Monthly Support and Development Meetings: First and second year teachers participate in monthly support and development groups at their school site.

#### Administrator Professional Development

For administrators, a comprehensive professional development program is in place, which includes:

- 1) Coaching: Area Superintendents provide individualized coaching sessions for each school site administrative team twice a month. These coaching sessions are focused on the supervision of instruction, data analysis and problem solving. Principals receive additional one-on-one coaching twice a month
- 2) Principal Team Meeting: Area Superintendents facilitate a Key Results session at a selected school each month. The host principal provides a focus question for the session centered on instruction or school culture. Principals walk through classrooms with this focus question in mind and provide the host principal with feedback about this focus question. These sessions help principals share ideas with regards to the supervision of instruction and the development of school culture and

Principals to generate next steps to be taken at their school sites as a result of what they see at the host school.

3) 95/5 Sessions: 95/5 is a full-day professional development session for principals and assistant principals once a month. These sessions are focused on the strategic plan developed by the Area Superintendents as they determine the most relevant focus areas based on their coaching sessions.

4) Principals Retreat: Two-day retreat for all Principals, Assistant Principals and Administrators-in-Residence.

## **Prioritizing Funding**

### **ESSA SECTION 2102(b)(2)(C)**

Provide a description of how the LEA will prioritize funds to schools served by the agency that are implementing comprehensive support and improvement activities and targeted support and improvement activities under Section 1111(d) and have the highest percentage of children counted under Section 1124(c).

### **THIS ESSA PROVISION IS ADDRESSED BELOW:**

#### **Address these questions:**

1. Please describe the LEA's process for determining Title II, Part A funding among the schools it serves.
2. Please describe how the LEA determines funding that prioritizes CSI and TSI schools and schools serving the highest percentage of children counted under Section 1124(c) .
3. Please describe how CSI and TSI schools and schools that have the highest percentage of children counted under Section 1124(c) that the LEA serves receive priority in Title II, Part A funding decisions compared to other schools the LEA serves.

We offer schoolwide programs that meet the needs of all students. However, we do not receive funding specific to this provision as it is not applicable to charters.

## **Data and Ongoing Consultation to Support Continuous Improvement**

### **ESSA SECTION 2102(b)(2)(D)**

Provide a description of how the LEA will use data and ongoing consultation described in Section 2102(b)(3) to continually update and improve activities supported under this part.

### **THIS ESSA PROVISION IS ADDRESSED BELOW:**



**Address these questions:**

1. Please explain how the LEA coordinates its Title II, Part A activities with other related strategies, programs, and activities.
2. Please describe how the LEA uses data to continually update and improve activities supported under Title II, Part A.
3. Please describe how the LEA uses ongoing consultation described in Section 2102(b)(3) to continually update and improve activities supported under Title II, Part A.
4. Please describe the sources of data the LEA monitors to evaluate Title II, Part A activities and how often it analyzes this data.
5. Please describe the ways in which the LEA meaningfully consults with the following stakeholders to update and improve Title II, Part A-funded activities:
  - a. Teachers
  - b. Principals and other school leaders
  - c. Paraprofessionals (including organizations representing such individuals)
  - d. Specialized instructional support personnel
  - e. Charter school leaders (in a local educational agency that has charter schools)
  - f. Parents
  - g. Community partners
  - h. Organizations or partners with relevant and demonstrated expertise in programs and activities
6. Please explain how often the LEA meaningfully consults with these stakeholders.

Professional development activities are based on scientifically based research that has been effective in driving forward student achievement. Green Dot's professional development is research and evidence-based to promote data-driven instruction. To ensure the ongoing development of best practices and a robust professional learning community, staff learning includes the following components:

- 1) Professional development sessions are designed to differentiate for developing and highly effective Teachers; offer a theoretical framework, opportunities for application, and clear next steps for teachers
- 2) Teachers participate in peer observation, lesson analysis and lesson for study aligned to professional development focus areas; quarterly in Green Dot-wide professional development sessions that encourage content collaboration
- 3) Green Dot Education Team members observe weekly professional development sessions (1-2 times per year) to ensure that professional development meets expectations

Multiple data sources are used to determine a school's professional development focus: student achievement data, teacher evaluation data, stakeholder feedback data, and professional development exit slip feedback. The LEA analyzes its sources of data to evaluate Title II, Part A activities on a quarterly basis (at minimum). The analysis of student achievement data will include a review of specific subgroup populations (ELD, SES, race/ethnicity and SPED).

School-wide strategic plans and professional development plans will consider differences in the achievement of specific populations of students. Programs, professional development, and coaching will be provided in the strategic plans to close the achievement gap. In addition to analyzing multiple sources of data to determine the professional development focus, the school will reflect on teacher evaluation data to evaluate the success of professional development opportunities. Members of the Green Dot Education Team will observe professional development sessions and provide an evaluation based on the Green Dot Professional Development Rubric. The school will ensure that

professional development activities are coordinated to address staff needs in assisting all students to meet or exceed state academic achievement standards. Activities will be designed to help teachers integrate standards-based curriculum, instructional practice, assessment and understanding of the strengths and needs of the student populations in their classes.

Teacher professional development activities will be based on the recommended practices of Green Dot:

- 1) Teachers will participate in 10 full days of professional development annually. Three full days will offer an opportunity for content teachers to collaborate with peers on other campuses. The remaining seven days of professional development will be provided at the campus level.
- 2) Teachers will participate in a minimum of 75-minutes of campus staff development each week.
- 3) Teachers will participate in bi-weekly department meetings to review data, plan curriculum and reflect on best practices.
- 4) Teachers will participate in two half-day Green Dot Collaboration Days focused on content-specific professional development.

Principals will participate in the following professional development programs:

- 1) Principals and Assistant Principals will attend a 2-day summer retreat and monthly professional development focused on the development of skills in the following areas: instructional leadership, people management, resource management, problem-solving and community leadership.
- 2) Each month Principals and Assistant Principals will attend a 3-hour Principal Team Meeting training during which they will observe Green Dot classrooms and calibrate observational evidence collection and scoring
- 3) Principals and Assistant Principals will participate in bi-weekly coaching sessions with the Green Dot area superintendent to receive coaching

The LEA meaningfully consults various stakeholders to solicit input from relevant stakeholders during the design and development of plans for Title II, Part A funds at least on a quarterly basis. This engagement is through periodic surveys of school leaders and parents, conferences and informal focus groups. Additionally, semi-annually, the school's SAC, made up of staff, student and parent representatives, will review the Title II, Part A Plan to reflect on progress and make adjustments to the plan as needed. The school's Instructional Leadership Team, made up of Department Chairs, will review student data and make recommendations to the SAC. The LEA partners with the Human Capital team recruit, hire, and retain highly effective teachers. Funds are used to provide stipends to teacher mentors, PD leads and instruction leaders to provide teacher advancement initiatives that emphasize multiple career paths and pay differentiation.

## **TITLE III, PART A**

### **Title III Professional Development**

ESSA SECTION 3115(c)(2)

Describe how the eligible entity will provide effective professional development to classroom teachers, principals and other school leaders, administrators, and other school or community-based organizational personnel.

Complete responses will:

Address professional development activities specific to English learners/Title III purposes that are:

1. designed to improve the instruction and assessment of English learners;
2. designed to enhance the ability of such teachers, principals, and other school leaders to understand and implement curricula, assessment practices and measures, and instructional strategies for English learners;
3. effective in increasing children's English language proficiency or substantially increasing the subject matter knowledge, teaching knowledge, and teaching skills of such teachers;
4. of sufficient intensity and duration (which shall not include activities such as one-day or short-term workshops and conferences) to have a positive and lasting impact on the teachers' performance in the classroom; and
5. supplemental to all other funding sources for which the LEA is eligible.

**THIS ESSA PROVISION IS ADDRESSED BELOW:**

The Green Dot ELD Department provides English Learner leads and instructional leadership teams the training and presentation materials required to deliver a professional development series focused on supporting English Learners. This ensures that all Green Dot teachers understand how to identify and support English Learners, teach in an Integrated ELD setting, and learn about the most current resources and requirements for supporting English Learners.

This 3 part PD series meets the following goals:

- 1) Invest teachers in a shared responsibility to meet the needs of English Learners.
- 2) Learn how to access and use EL Passports, ELD standards, and instructional resources to support ELs.

Understand EL Proficiency levels and how to differentiate supports based on data.

- 3) Evaluate and apply ELD strategies to support English learners
- 4) Utilize Green Dot's Integrated ELD Instructional Principles

Plan and execute Integrated ELD lessons with language objectives (criteria for success) and explicit language instruction.

In addition, all schools are provided with the following supports:

- 1) ELPAC training and certification of examiners
- 2) Curriculum and program implementation guidelines
- 3) Instructional coaching support
- 4) School site trainings or PDs as requested
- 5) DELAC meeting PPT and progress monitoring data tools and resources
- 6) Support for Categorical Program Compliance

ELD Integrated Handbook with orgwide EL strategies and instructional planning resources

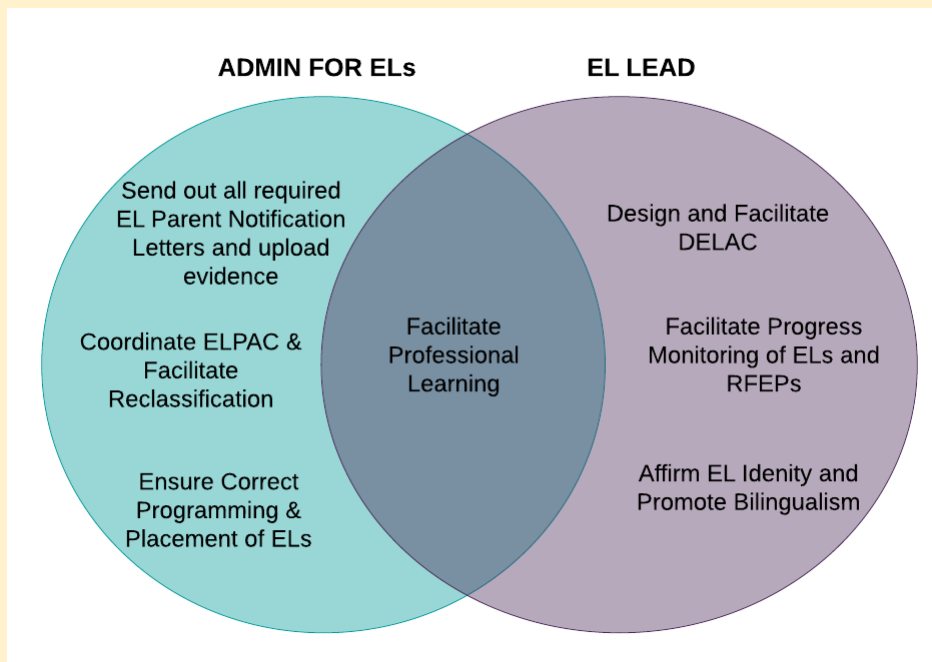
- 7) Resources available on the Green Dot EL CONNECT page, our org-wide intranet and file-sharing services
- 8) Reclassification training and review of all reclassification paperwork submitted
- 9) Oversight on Title III budgets
- 10) Translations, both written and oral, as requested by sites, other departments and district office personnel

Each school is encouraged to hire an English Learner Lead, a teacher who receives a stipend, and focuses on the following areas:

- 1) School Site Professional Development
- 2) Progress Monitoring of English Learners and RFEPs
- 3) DELAC and EL Parent Engagement

EL Leads receive professional development in the form of a summer PD pullout days for professional development during the school year, and regular individual meetings with the district ELD Program Coordinator.

The division and shared responsibilities of the Administrator for ELs and EL Lead are shown below:



All Designated ELD teachers receive professional development in the following ways:

- 1) How to plan daily lessons with the CA ELD standards, write language objectives and teach language explicitly
- 2) Strategies to teach academic vocabulary, academic discourse, grammar, language functions, and corrective feedback.
- 3) Individual coaching with the ELA Curriculum Specialist or ELD Program Coordinator

Planning Days –Supplementary Designated ELD planning days for Designated ELD teachers are implemented so that Designated ELD teachers can create units that embed opportunities for integration of the ELD standards and language objectives.

## **Enhanced Instructional Opportunities**

ESSA SECTIONS 3115(e)(1) and 3116

Describe how the eligible entity will provide enhanced instructional opportunities for immigrant children and youth.

Complete responses will:

1. Describe the activities implemented, supplemental to all other funding sources for which the LEA is eligible, that provide enhanced instructional opportunities for immigrant children and youth.

### **THIS ESSA PROVISION IS ADDRESSED BELOW:**

We offer schoolwide programs that meet the needs of all students. However, we do not receive funding specific to this provision.

## **Title III Programs and Activities**

ESSA SECTION 3116(b)(1)

Describe the effective programs and activities, including language instruction educational programs, proposed to be developed, implemented, and administered under the subgrant that will help English learners increase their English language proficiency and meet the challenging State academic standards.

Complete responses will:

1. Address the effective language instruction programs specific to English learners.
2. Address Title III activities that:
  - o are focused on English learners and consistent with the purposes of Title III;
  - o enhance the core program; and
  - o are supplemental to all other funding sources for which the LEA is eligible.

### **THIS ESSA PROVISION IS ADDRESSED BELOW:**

The school currently provides the following basic instructional services to students identified as English Learners:

- 1) Designated ELD: Instruction in Designated ELD is driven by CA ELD Standards, grade and is provided by teachers utilizing appropriate strategies to ensure comprehensibility of instruction.
- 2) All ELs will receive a designated support based on their level of proficiency, grade level and school offering. Options include: ELD Read180, ELD Academic English Essentials, Sheltered ELA, ELD Curriculum Skills or ELD College readiness.

- 3) Designated ELD teachers receive professional development and planning sessions that focus on effective use of the ELD Standards, ELA/ELD Framework, Green Dot's Designated ELD Instructional Principles and strategies that support students to develop proficiency in reading, writing, listening and speaking skills.
- 4) Supplemental instructional coaching will be provided to ensure teachers are receiving differentiated support.
- 5) Designated ELD content courses are taught by teachers with the appropriate state authorizations.
- 6) Integrated ELD: Instruction in Integrated ELD is based on content Common Core State Standards in conjunction with the ELD Standards and is provided by teachers utilizing appropriate strategies to ensure comprehensibility of instruction.
- 7) All English learners will receive Integrated ELD in all content classes throughout their school day
- 8) Integrated ELD teachers will receive professional development that focuses on the ELD Standards, Green Dot's Integrated ELD Instructional Principles, the ELA/ELD Framework and strategies that support students to develop proficiency in reading, writing, listening and speaking within the content area.
- 9) Integrated ELD content courses are taught by teachers with the appropriate state authorizations.

#### Designated Program Options

The Green Dot Designated Program includes both specific Designated course sections as well as Protected Designated Time within Core or Elective courses. English learners at the middle and high school have diverse needs, and our EL populations vary in size and type at each school, so we offer several models of designated instruction to ensure the instructional program meets individual students' needs. All ELs are assigned a Designated Program (course and/or targeted supports) based on their language proficiency and other academic performance data. With the exception of the Newcomer Program, ELD courses do not replace core English classes. Designated instructional time varies based on student proficiency and will be included as part of students' individual progress monitoring and tracked on the ELlevation platform.

Supplemental Activities for Program and Activities funded by Title III include:

**Imagine Learning-** A supplementary software program to support English language development specifically for newcomer ELs, which is in addition to and supplements their core curriculum (Edge, Inside ELD, myPerspectives, Read180 or English 3D). Imagine Learning software licenses are purchased with Title III funds.

**Bilingual Aide-** Bilingual aides are utilized at some Green Dot schools as an additional support to newcomer ELs in both Designated and Integrated ELD classes with specific scaffolds in addition to the scaffolds already provided in Designated and Integrated ELD curriculum. Bilingual aides also work with newcomer ELs in small groups to supplement instruction. Bilingual aide salaries are funded through Title III.

**Ellevation Platform -** All schools use Title III funds to purchase the ELlevation platform which is used to ensure that all teachers have current language and academic performance data, to engage in ongoing progress monitoring for EBs. They have also purchased the ELlevation strategies component of the platform which provides ELD lessons and strategies across content areas to support Integrated ELD Instruction.

## English Proficiency and Academic Achievement

### ESSA SECTION 3116(b)(2)(A-B)

Describe how the eligible entity will ensure that elementary schools and secondary schools receiving funds under Subpart 1 assist English learners in:

- (A) achieving English proficiency based on the State's English language proficiency assessment under Section 1111(b)(2)(G), consistent with the State's long-term goals, as described in Section 1111(c)(4)(A)(ii); and
- (B) meeting the challenging State academic standards.

Complete responses will:

1. Address how sites will be held accountable for meeting English acquisition progress and achievement goals for English learners.
2. Address site activities that are supplemental to all other funding sources for which the LEA is eligible.

### **THIS ESSA PROVISION IS ADDRESSED BELOW:**

The school implements an EL Master Plan, which The plan includes a five step process for the identification of English Learners including: 1) Initial Identification, 2) EL Proficiency Assessment, 3) Primary Language Assessment, 4) Parent Notification, and 5) Program Placement. Green Dot schools provide on-going training for administrators and teachers on the identification process.

EL students at the LEA are served through a variety of programs designed to meet their needs. The LEA's EL students are enrolled in both designated ELD and integrated ELD courses. Designated ELD courses are ELA classes in which ELs are placed to receive strategic language development support driven by the CA ELD Standards. ELs also receive integrated ELD support in all other content areas, in which instruction includes both a focus on content and CA ELD Standards to support ELs with English language proficiency across content areas. These programs are built into the individual school's master schedule and take place within the school day. The school works with the Human Resources (HR) Department to ensure appropriate staffing and authorizations for teachers in these courses.

EL programs are monitored on an annual basis. Schools administer and review the data from the CMO adopted and state mandated assessments. The data from these assessments are used for student placement in EL programs, the determination of which programs are needed at a particular school site, and reclassification. The data is reviewed by the EL teachers, English Department and school administration which makes recommendations to the District English Language Advisory Committee (DELAC) and School Advisory Council (SAC). The DELAC and SAC review data to inform programmatic and budgetary decisions each spring for the upcoming school year.

#### ELPAC Testing

All students who indicate that their home language is other than English are ELPAC tested within thirty days of initial enrollment and annually thereafter between July 1st and October 31st until re-designated as fluent English proficient. The LEA shall notify all parents of ELPAC results within thirty days of receiving results from the publisher. A formal letter will be mailed to all students and, per request, a parent conference will be held to explain and/or clarify any pending questions about testing, courses offered or reclassification.

## Strategies for English Learner Instruction and Intervention

The LEA's teachers will be informed on the English proficiency levels of their students and will work collaboratively to develop standards-aligned lessons that support English language development. The LEA's EL students will be placed in a Designated ELD class to provide targeted English language practice and instruction driven by the CA ELD Standards, the Essential Features of Designated ELD and Green Dot's Designated ELD Instructional

Principles, the Essential Features of Designated ELD and using the CA ELD Standards to drive instruction.

Professional development guides teachers in the use of ELPAC data to differentiate instruction based on the student's levels of language proficiency. Strategies include Precision and Productive Partnering, Kate Kinsella's Sentence Frames, and direct academic vocabulary instruction in order to provide students with rigorous curriculum with appropriate supports so that they stay in the apprenticeship zone giving them high challenge and high support. Materials include the use of the core ELA myPerspectives curriculum, Read180 Universal, English 3D, Edge and Inside ELD. All teachers will have a CLAD certification or a California Commission on Teacher Credentialing recognized equivalent.

Sample Designated Course Options:

- 1) Newcomer ELD
- 2) ELD Read 180
- 3) ELD Academic English Essentials (English 3D)
- 4) ELD Curriculum Skills
- 5) ELD College Readiness

CA ELD Standards are used as the focal standards in ways that build into and from content instruction in order to develop critical English language skills, knowledge, and abilities needed for content learning in English.

Supplemental Activities for English Proficiency and Academic Achievement funded by Title III include:

Independent Reading Texts for ELs-supplementary independent reading libraries for Designated ELD classrooms provide ELs with the opportunity to read high interest texts at appropriate Lexile levels. EL independent reading libraries are in addition to core texts used in Designated ELD classes and EL independent reading libraries are purchased for Designated ELD classes with Title III funds.

## **TITLE IV, PART A**

### **Title IV, Part A Activities and Programs**

ESSA SECTION 4106(e)(1)

Describe the activities and programming that the LEA, or consortium of such agencies, will carry out under Subpart 1, including a description of:



- (A) any partnership with an institution of higher education, business, nonprofit organization, community-based organization, or other public or private entity with a demonstrated record of success in implementing activities under this subpart;
- (B) if applicable, how funds will be used for activities related to supporting well-rounded education under Section 4107;
- (C) if applicable, how funds will be used for activities related to supporting safe and healthy students under Section 4108;
- (D) if applicable, how funds will be used for activities related to supporting the effective use of technology in schools under Section 4109; and
- (E) the program objectives and intended outcomes for activities under Subpart 1, and how the LEA, or consortium of such agencies, will periodically evaluate the effectiveness of the activities carried out under this section based on such objectives and outcomes.

**THIS ESSA PROVISION IS ADDRESSED BELOW:**

We offer schoolwide programs that meet the needs of all students. Due to the amount of Title IV funds received by the school and to make best use of those funds to improve the overall education of our students, the school exercises its Transferability option to transfer funds to Title I, Part A. The transfer of funds allows the school to utilize the funds for the same intent and purpose as Title I.

The LEA developed its application for these funds in conjunction with its School Advisory Council and District DELAC. The LEA conducted an assessment, which informed a comprehensive plan that will ensure LEA is successful in ensuring all students in the schoolwide program are prepared for college, leadership and life. This includes economically disadvantaged students, students from major racial and ethnic groups, students with disabilities, limited English proficient students and immigrant students. Based on the needs assessment and a review of the previous year's LCAP, the LEA identified adopting a comprehensive Literacy Intervention program and comprehensive Math Intervention program as priorities. As a result, the school has a scheduled of intervention and accelerations courses available to students based on their needs. Students participate in Summer Bridge, a recommended multi-week summer program that acclimates students to the school culture and allows the school to identify students for special needs, English Learner levels, non-proficiency standards and social-emotional supports. Based on this assessments, students will have access to a variety of programs including Literacy Intervention/Enrichment, Math Foundations, English Language Development (ELD), Special Needs/Academic Success, etc.

The LEA partnered with several organizations to meet the needs of students including arc for afterschool programming and tutoring; Illustrative Math and Read180 for intervention planning, PIQE for parental education and involvement. To support a well-rounded education and safe and healthy students, the LEA will use the funds to provide auxiliary service to students and parents including offering a summer bridge program for all incoming 9th grade and transfer

students, IEP transitional services, school programs focused on math remediation and enrichment and Advisory focused on study skills, academic consultancy, and college knowledge skills. Also, the LEA will use these funds to promote access to expanded learning opportunities including Advanced Placement (AP), and visual and performing arts activities.

The LEA fosters parental involvement through monthly parent meetings, parent education programs, parent service hours, access to PowerSchool (student grading system), and School Advisory Council.

To support the effective use of technology, the LEA will provide intervention courses through individual computer learning modules through a computer-adaptive instructional program, literacy enrichment courses (Composition) that offer individual computer learning modules, and Computer labs that allow instructor led instructional opportunities at all grade levels. Additionally, GDPS employs an Instructional Technology Coordinator responsible for training teachers to integrate technology into curricula and instruction.

To achieve the intended outcomes of to ensuring students college readiness and academic growth by at least 1 year, the LEA set the following overarching program goals:

Adopt a comprehensive Literacy Intervention program that includes additional Literacy Intervention courses at each grade level - with explicit entrance and exit criteria - to ensure students reach college readiness and to offer additional Literacy Enrichment courses - with explicit entrance and exit criteria -

Offering targeting services and programs to lowest-performing student groups including students in 11th grade with a lexile score of 950 or below participate in an intensive reading intervention program (System 44 or Read 180)

Adopt a comprehensive Intervention program that includes additional Math Intervention courses - with explicit entrance and exit criteria - to ensure students reach college readiness at each grade level

Offering extended learning time in addition to grade level Math and literacy course

The LEA will periodically evaluate effectiveness of the activities carried out under this section based on such objectives and outcomes utilizing diagnostic and interim data to determine student placement and academic progress. Instructional materials and strategies will be adopted to meet specific student academic needs. The school will adhere to an instructional materials adoption process that ensures that materials align with appropriate standards, ensures that materials are vertically aligned across grade levels, ensures that materials offer multiple opportunities for students to master standards and ensures that students are given college-ready writing and critical reading skills.