



KIPP Heartwood

ACADEMY

Local Control Accountability Plan and Annual Update (LCAP) Template

[Addendum](#): General instructions & regulatory requirements.

[Appendix A](#): Priorities 5 and 6 Rate Calculations

[Appendix B](#): Guiding Questions: Use as prompts (not limits)

[California School Dashboard](#): Essential data to support completion of this LCAP. Please analyze the LEA's full data set; specific links to the rubrics are also provided within the template.

LEA Name

KIPP Heartwood Academy

Contact Name and Title

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KIPP Heartwood Academy School
Leader

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2017-20 Plan Summary

The Story

Describe the students and community and how the LEA serves them.

KIPP Heartwood is a free, open-enrollment, public charter school. Our mission at KIPP is to prepare all students with the academic skills, knowledge, and strength of character to succeed in college and in the competitive world beyond. Through a rigorous college-preparatory curriculum that emphasizes critical thinking, analytical writing, and public speaking, students will be empowered to take ownership of their own education and achieve success not only as students but also as active citizens engaged in their communities.

The mission of KIPP Heartwood Academy is to deepen in the students of East San Jose the knowledge, skills, character, and essential habits needed to excel in college and to make positive change every single day. KIPP Heartwood Academy derives its name from the redwood tree. The living tissue, or core, of a redwood tree is called the heartwood. When a redwood tree is damaged, it rebuilds itself from its heartwood. KIPP Heartwood Academy students understand that no matter what happens in their lives, they will be resilient because they always have their core— education,

values, family, and culture—to keep them strong and from which they can rebuild themselves. Moreover, redwood trees grow in a circle, where they each have a role in keeping the others healthy. In this way, our restorative justice practices and a social-emotional approach to learning help our school community stay interconnected and strong. The values of KIPP Heartwood derive from the school’s name: HEART values - Honor, Excellence, Absolute Determination, Responsibility, and Team.

KIPP Heartwood serves 415 students in grades 5-8 in the Alum Rock community. 86% of our students are socio-economically disadvantaged, 23% are English Language Learners, and 10% qualify for Special Education services. 75% of our students identify as Latino and 25% identify as Asian, Filipino, Pacific Islander, or White. Overall our students represent the Alum Rock community of East San Jose.

LCAP Highlights

Identify and briefly summarize the key features of this year’s LCAP.

We are proud to have met our goals for student achievement based on SBAC results from 2017-18. On the Math SBAC, we met our goal by having 67% of students meet or exceed standard, which was 37% above the district. On the ELA SBAC, we met our goal by having 63% of students meet or exceed standard, which was 24% above the district. We also met our goal for reclassifying our English Language Learners by having 41% of our ELL students reclassified in 2017-18. We know our student achievement results can continue to improve. This year we invested in training all of our teachers and instructional leaders in strategies to support English Language Learners in developing academic language as well as mastery of rigorous content. Our focus on supporting students with academic language and content mastery will continue next year.

We are also proud to have continued to strengthen our school culture. This year we adjusted our Social Emotional Learning (SEL) program to better align it to the unique needs of students in each grade level. Grade level teams of teachers collaborated on a monthly basis to plan lessons to address student SEL needs. We also implemented quarterly student surveys to provide our staff with feedback about their experience at the school. Based on these initiatives, our students reported feeling a greater sense of belonging at school and more students reported that they had strategies to manage their feelings when upset. We were also proud that we were able to significantly increase our family engagement in our school culture survey. We had over 90% of families provide us with feedback via our survey this year, which helps to ensure that the results we get from the survey are accurate. We continued to see over 90% of parents feel satisfied with the school and agree that they would recommend KIPP Heartwood to other families.

Review of Performance

Based on a review of performance on the state indicators and local performance indicators included in the California School Dashboard, progress toward LCAP goals, local self-assessment tools, stakeholder input, or other information, what progress is the LEA most proud of and how does the LEA plan to maintain or build upon that success? This may include identifying any specific examples of how past increases or improvements in services for low-income students, English learners, and foster youth have led to improved performance for these students.

Greatest Progress

We continued to maintain strong academic results based on the SBAC performance of our students in both English Language Arts and Math. Our results maintained the high-performance categories for both subject areas. Over the last two years, we have been especially focused on improving the growth and achievement of our Students with IEPs and our English Language Learners. We were very proud that last year we saw a 16% increase in Students with IEPs meeting or exceeding standard on Math SBAC. We also saw a 10% increase in English Language Learners meeting or exceeding standard on Math SBAC.

We continued to maintain strong teacher retention, with over 80% of our teaching staff returning this year. We strongly believe that retaining our excellent teachers and leaders enables us to build a strong foundation for both our school culture and academic success. We were also recognized again as a Top School in the Bay Area by Innovate Public Schools for our success in serving low-income Latino students.

Referring to the California School Dashboard, identify any state indicator or local performance indicator for which overall performance was in the “Red” or “Orange” performance category or where the LEA received a “Not Met” or “Not Met for Two or More Years” rating. Additionally, identify any areas that the LEA has determined need significant improvement based on review of local performance indicators or other local indicators. What steps is the LEA planning to take to address these areas with the greatest need for improvement?

Greatest Needs

The area of need that we are focused on this year is lowering our suspension rate. We recognize that our suspension rate increased from 2016-17 to 2017-18 and are actively taking steps to address this issue and bring down our suspension rate. As a school, this year we focused on strengthening our use of Restorative Practices that are the foundation of our school culture. We worked with all teachers to design and implement Social Emotional Learning lessons and community circles that were focused on developing a sense of belonging and empowerment. We also implemented quarterly student surveys to get feedback from students and to learn about individual needs and trends. We continue to train our staff to effectively implement restorative practices through professional development sessions and direct coaching. We have also implemented systems to hold parent meetings for any suspensions that do take place in order to avoid repeat suspensions. In addition, we have taken steps to implement student contracts for behavior to implement when students return from a suspension to set them up for success in their classes. Finally, we are internally tracking our student culture data and suspensions throughout the year to ensure that we are on track to reach our goals.

Referring to the California School Dashboard, identify any state indicator for which performance for any student group was two or more performance levels below the “all student” performance. What steps is the LEA planning to take to address these performance gaps?

Performance Gaps

The school does not currently have any student-level performance gaps identified on the CA Dashboard.

Comprehensive Support and Improvement

An LEA with a school or schools identified for comprehensive support and improvement (CSI) under the Every Student Succeeds Act must respond to the following prompts.

Schools Identified

Identify the schools within the LEA that have been identified for CSI.

The school did not qualify for comprehensive support.

Support for Identified Schools

Describe how the LEA supported the identified schools in developing CSI plans that included a school-level needs assessment, evidence-based interventions, and the identification of any resource inequities to be addressed through the implementation of the CSI plan.

The school did not qualify for comprehensive support.

Monitoring and Evaluating Effectiveness

Describe how the LEA will monitor and evaluate the implementation and effectiveness of the CSI plan to support student and school improvement.

The school did not qualify for comprehensive support.

Annual Update

LCAP Year Reviewed: **2018-19**

Complete a copy of the following table for each of the LEA's goals from the prior year LCAP. Duplicate the table as needed.

Goal 1

KIPP Heartwood Academy will be taught by qualified teachers.

State and/or Local Priorities addressed by this goal:

State Priorities: Priority 1: Basic (Conditions of Learning)

Local Priorities: Basics (Teachers, Instructional Materials, Facilities)

Annual Measurable Outcomes

Expected

Actual

18-19
KIPP Heartwood Academy's core teachers will be qualified and appropriately assigned

KIPP's core teachers were qualified and appropriately assigned

18-19
70% of KIPP Heartwood Academy's teachers will feel supported in their professional development

92% of KIPP teachers felt supported in their professional development

Actions / Services

Duplicate the Actions/Services from the prior year LCAP and complete a copy of the following table for each. Duplicate the table as needed.

Action 1

Planned
Actions/Services

Actual
Actions/Services

Budgeted
Expenditures

Estimated Actual
Expenditures

Hiring process: KIPP implements a rigorous hiring process, which includes paper screening, formal and informal interviews,

Fulfilled action/service.

Hiring process: KIPP implemented a rigorous hiring process, which

LCFF \$70,734

42277 Supplemental and Concentration

performance tasks, curricular and teacher materials review, teaching demonstration, and reference checks.

included paper screening, formal and informal interviews, performance tasks, curricular and teacher materials review, teaching demonstration, and reference checks by a dedicated team. This dedicated team supplemented the traditional hiring process by focusing on diverse and equitable hiring practices, with goals to bring in staff that could best support high needs students, and increase teaching staff that self-identify as people of color.

Action 2

Planned Actions/Services	Actual Actions/Services	Budgeted Expenditures	Estimated Actual Expenditures
<p>Professional development: KIPP provides professional development each year for all teachers, based on individual goals, school goals, and the needs of the students based on recent data. KIPP teachers and staff will receive professional development as it relates to the new Common Core State Standards so that they can successfully implement them into their classrooms. KIPP teachers will be trained to provide a rigorous course load and strengthen character traits shown to improve academic growth and keep students engaged in school.</p> <p>Coaching: One of the foundational pieces of our ongoing staff development is customized, targeted one-on-one coaching</p>	<p>Fulfilled action/service.</p> <p>Professional development: KIPP provided professional development each year for all teachers, based on individual goals, school goals, and the needs of the students based on timely and relevant data. KIPP teachers and staff received professional development as it related to the new Common Core State Standards so that they could successfully implement them into their classrooms and support students at all levels of proficiency. KIPP teachers received observation, coaching, and support from the Assistant Principal to improve outcomes for students, with a focus on students identified as needing additional interventions. This development</p>	<p>LCFF & Title I \$90,724</p>	<p>\$130,732</p> <p>LCFF & Title I</p>

provided by Assistant Principals to teachers. KIPP teachers receive ongoing observation, coaching and support from the Assistant Principal.

and coaching were customized, supporting both the students and the teachers' growth and development. Given the number of students identified as high-need, strong, supported and continuously developed teachers were crucial to improving academic achievement and engagement for all students at the school.

Action 3

Planned Actions/Services	Actual Actions/Services	Budgeted Expenditures	Estimated Actual Expenditures
<p>Credentialing Specialist: KIPP employs personnel responsible for supporting the adequate credentialing of our teachers which is subject but not limited to transition, housing and onboarding assistance</p>	<p>Fulfilled action/service. Credentialing specialist: KIPP employed personnel responsible for supporting the adequate credentialing of our teachers. This additional resource ensured that teachers were prepared to offer the highest quality instruction to all students.</p>	<p>*partially funded by other sources LCFF \$14,185</p>	<p>\$6,573 Supplemental and Concentration</p>

Analysis

Complete a copy of the following table for each of the LEA's goals from the prior year LCAP. Duplicate the table as needed. Use actual annual measurable outcome data, including performance data from the LCFF Evaluation Rubrics, as applicable.

Describe the overall implementation of the actions/services to achieve the articulated goal.

As a school, we are proud that we met metrics associated with this goal, including teacher professional development. To achieve our goals in these areas, there are a few initiatives that have led to our success. We have worked to continue to improve our instructional practices to ensure that all students are receiving excellent instructional every day. We have revised the curriculum in all subject areas to align with the Common Core and Next Generation Science Standards and to ensure that our students are being challenged to reach the high bar of college-readiness. We have also invested in teacher training and development to ensure that they can effectively internalize the new standards, new curriculum, and effectively adapt the curriculum to meet the needs of all of our students.

We have also invested in teacher development through instructional coaching, which includes weekly meetings, observation feedback, and professional goal setting. Teachers receive individualized coaching support that is designed to meet their needs. All teachers have individualized professional development goals that they set with their instructional coaches and work towards throughout the year. Teachers also work collaboratively with their content area peers through our weekly Content Team meetings. These meetings enable teachers to work together on common instructional strategies, to implement new teaching techniques with peer feedback and support, and to collectively analyze student work to identify effective instructional next steps. This year we also invested in training all of our teachers and instructional leaders in developing strategies to support English Language Learners through our partnership with EL Achieve.

KIPP has a committed team that supports diversified outreach and vetting of candidates, including a member that specializes in teacher move/transition support. Teachers remained focused on the school's mission, commitment to its values, and were open to collaboration and constant learning. This was reinforced through coaching, feedback evaluation and tailored professional development. The Leadership Team was responsible for evaluating all teachers and support staff. A critical part of teacher evaluation and retention is based on performance outcomes, measuring student achievement and the teacher's implementation of the curriculum. The annual performance assessments were based on those standards.

The school established clearly defined criteria for performance reviews and feedback that included:

- Commitment to the school's mission and goals
- Successful implementation of the curriculum and educational philosophy
- High level of professionalism
- High level of accomplishment
- Effective participation in the school's staff and team

Tools used in the evaluation process:

- Written evaluations based on classroom observations
- Self-evaluation completed by the teacher being evaluated
- Student performance on major assessments
- Feedback from parents

Ensuring that our teachers are credentialed ensures that our students are prepared to go to and through college. This dedicated resource supports our school and teachers at KIPP. This support includes but is not limited to transition, housing and onboarding assistance.

Describe the overall effectiveness of the actions/services to achieve the articulated goal as measured by the LEA.

Actions and services listed above have contributed to meeting the goal.

Explain material differences between Budgeted Expenditures and Estimated Actual Expenditures.

No material differences between Budgeted Expenditures and Estimated Actual Expenditures.

*Material difference defined as 1% or more of the school's total operating budget.

Describe any changes made to this goal, expected outcomes, metrics, or actions and services to achieve this goal as a result of this analysis and analysis of the LCFF Evaluation Rubrics, as applicable. Identify where those changes can be found in the LCAP.

This goal has been modified and will now be listed under the larger goal, "all students will have the spaces, resources and opportunities to achieve." All metrics associated with the original goal will also move to the modified goal. This change has been put in place to create a more accessible LCAP for our school community.

Annual Update

LCAP Year Reviewed: **2018-19**

Complete a copy of the following table for each of the LEA's goals from the prior year LCAP. Duplicate the table as needed.

Goal 2

KIPP Heartwood Academy's teaching staff will have the most up to date standards aligned instructional materials and professional skills needed to prepare all students for KIPP's common core curriculum and broad course selection.

State and/or Local Priorities addressed by this goal:

State Priorities: Priority 1: Basic (Conditions of Learning)
 Priority 2: State Standards (Conditions of Learning)
 Priority 7: Course Access (Conditions of Learning)

Local Priorities: Basics (Teachers, Instructional Materials, Facilities), Implementation of Academic Standards

Annual Measurable Outcomes

Expected	Actual
18-19 70% of teachers respond positively on an annual survey regarding access to state standards aligned instructional materials	96% of teachers responded positively on an annual survey regarding access to state standards-aligned instructional materials
18-19 100% of students will be enrolled in a broad and rigorous course schedule	100% of students were enrolled in a broad and rigorous course schedule

Actions / Services

Duplicate the Actions/Services from the prior year LCAP and complete a copy of the following table for each. Duplicate the table as needed.

Action 1

Planned Actions/Services	Actual Actions/Services	Budgeted Expenditures	Estimated Actual Expenditures
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Resources: KIPP prioritizes the need for excellent resources and provides teachers with the supplies and learning tools that they need to successfully teach common core curriculum in the classroom.

Fulfilled actions/services.
 Resources: KIPP prioritized the need for excellent resources and provided teachers with the supplies and learning tools that they needed to teach Common Core curriculum in the classroom successfully. The annual selection process for materials was a robust, in-depth review of student performance data by subgroup. Only materials that could meet the needs of all students were selected and used to bring all student subgroups to the highest level of achievement.

LCFF \$157,826

\$193,570

LCFF

Action 2

Planned
 Actions/Services

Actual
 Actions/Services

Budgeted
 Expenditures

Estimated Actual
 Expenditures

Teacher salaries: We offer competitive teacher salaries that allow us to attract effective staff that can offer diverse programming.

Fulfilled actions/services.
 Teacher salaries: KIPP is dedicated to the "more time in schools" model to best support high need students. All teachers committed to this increased instructional time, and we offered competitive teacher salaries to attract a capable and diverse staff that committed to this approach.

LCFF \$148,442

\$150,053

Supplemental and
 Concentration

Action 3

Planned
 Actions/Services

Actual
 Actions/Services

Budgeted
 Expenditures

Estimated Actual
 Expenditures

Special education: KIPP offers an extensive special education program run by the Regional Support Office in partnership with the El Dorado County Charter SELPA. Our special education department offers interventions to students with IEPs.

Fulfilled actions/services.
Special education: KIPP offered an extensive special education program run by the Regional Support Office in partnership with the El Dorado County Charter SELPA and San Mateo SELPA. Our special education department offered interventions for students with IEPs.

LCFF \$222,841

\$239,660

Special Education

Analysis

Complete a copy of the following table for each of the LEA's goals from the prior year LCAP. Duplicate the table as needed. Use actual annual measurable outcome data, including performance data from the LCFF Evaluation Rubrics, as applicable.

Describe the overall implementation of the actions/services to achieve the articulated goal.

We have worked to continue to improve our instructional practices to ensure that all students are receiving excellent instructional every day. We have revised the curriculum in all subject areas to align with the Common Core and Next Generation Science Standards and to ensure that our students are being challenged to reach the high bar of college-readiness. We have also invested in teacher training and development to ensure that they can effectively internalize the new standards, new curriculum, and effectively adapt the curriculum to meet the needs of all of our students.

There was a continued partnership with other KIPP schools in the region to create curriculum resources and common benchmark assessments that were aligned to the Common Core State Standards. Teachers were provided with tools and resources for use in their classrooms. There was a rigorous selection process to determine the tools and resources for alignment with common core and college and career readiness standards. Course scheduling and student assignments were part of a Leadership and Teacher collaboration to ensure that students were best supported in their learning. This intentional and individualized approach to scheduling using data and feedback better prepares students for success in high school, college and beyond. KIPP believes that all students, regardless of family background, income, race, religion, disability, gender, or health can and will learn. KIPP implemented comprehensive programs for all students with special needs, in accordance with applicable state and federal law, and the needs of each child.

All students had access to a broad course of study. Additionally, programs and services were developed and provided to individuals with exceptional needs, including students on an IEP. KIPP offers enrichment courses to all students, including various music options, physical education, and student leadership.

Describe the overall effectiveness of the actions/services to achieve the articulated goal as measured by the LEA.

Actions and services listed above have contributed to meeting the goal.

Explain material differences between Budgeted Expenditures and Estimated Actual Expenditures.

No material differences between Budgeted Expenditures and Estimated Actual Expenditures.

*Material difference defined as 1% or more of the school's total operating budget.

Describe any changes made to this goal, expected outcomes, metrics, or actions and services to achieve this goal as a result of this analysis and analysis of the LCFF Evaluation Rubrics, as applicable. Identify where those changes can be found in the LCAP.

This goal has been modified and will now be listed under the larger goals, "all students will have the spaces, resources and opportunities to achieve" and "all students will achieve." All metrics associated with the original goals will also move to the modified goals. These changes have been put in place to create a more accessible LCAP for our school community.

Annual Update

LCAP Year Reviewed: **2018-19**

Complete a copy of the following table for each of the LEA's goals from the prior year LCAP. Duplicate the table as needed.

Goal 3

KIPP Heartwood Academy's school facility will be maintained and in good condition.

State and/or Local Priorities addressed by this goal:

State Priorities: Priority 1: Basic (Conditions of Learning)

Local Priorities: Basics (Teachers, Instructional Materials, Facilities),

Annual Measurable Outcomes

Expected

Actual

18-19
65% of students, staff and families will respond positively when asked about school facility conditions

87% of students, and 97% of families responded positively when asked about school facility conditions

18-19
Rating of "fair" and above during annual facility walk-through using the KIPP Facility Inspection Tool (FIT)

KIPP received a rating of "good" during the annual facility walk-through using the KIPP Facility Inspection Tool (FIT)

Actions / Services

Duplicate the Actions/Services from the prior year LCAP and complete a copy of the following table for each. Duplicate the table as needed.

Action 1

Planned Actions/Services	Actual Actions/Services	Budgeted Expenditures	Estimated Actual Expenditures
Custodial and facility staff: KIPP will prioritize creating a safe and clean learning environment by maintaining the school facility in	Fulfilled action/service. Custodial and facility staff: KIPP supports and operates schools in	LCFF \$21,941	\$110,499 LCFF

good condition. Regular reviews of the school facility will be conducted and documented. Any issues will be addressed in partnership with the landlord.

communities that have the highest need. KIPP invested in the maintenance of district buildings to maintain them at the standard that all students deserve. KIPP prioritized creating a safe, clean and welcoming learning environment by keeping school facilities in good condition. We conducted site reviews of the school facility. We addressed facility issues in partnership with the landlord.

Action 2

Planned Actions/Services	Actual Actions/Services	Budgeted Expenditures	Estimated Actual Expenditures
<p>Facilities and emergency procedures: KIPP will take the necessary steps to make sure the school facility is safe and secure. This requires regular maintenance on our facility, gates, and locks. KIPP will put into place procedures for emergencies to ensure the safety of our students and staff.</p>	<p>Fulfilled action/service. Facilities and emergency procedures: KIPP supports and operates schools in communities that have the highest need. KIPP invested in the maintenance of district buildings to maintain them at the standard that all students deserve. KIPP took the necessary steps to make sure the school facility was safe and secure by requiring regular maintenance on our facility, gates, and locks. KIPP put in place procedures for emergencies to ensure the safety of our students and staff.</p>	<p>LCFF \$46,704</p>	<p>\$46,704 LCFF</p>

Analysis

Complete a copy of the following table for each of the LEA's goals from the prior year LCAP. Duplicate the table as needed. Use actual annual measurable outcome data, including performance data from the LCFF Evaluation Rubrics, as applicable.

Describe the overall implementation of the actions/services to achieve the articulated goal.

KIPP provides a safe and clean environment in which teachers can focus on teaching, students can focus on learning, and school leaders can focus on leading. Regular and preventative maintenance and a strong focus on process and procedures were all effective systems in making progress towards our goal. A comprehensive review of the safety and integrity of our structures and emergency systems was conducted with representatives from our school, regional office, and district staff. We also work diligently with public safety officers such as the Fire Marshall to ensure we are consistently up to code.

Describe the overall effectiveness of the actions/services to achieve the articulated goal as measured by the LEA.

Actions and services listed above have contributed to meeting the goal.

Explain material differences between Budgeted Expenditures and Estimated Actual Expenditures.

No material differences between Budgeted Expenditures and Estimated Actual Expenditures.

*Material difference defined as 1% or more of the school's total operating budget.

Describe any changes made to this goal, expected outcomes, metrics, or actions and services to achieve this goal as a result of this analysis and analysis of the LCFF Evaluation Rubrics, as applicable. Identify where those changes can be found in the LCAP.

This goal has been modified and will now be listed under the larger goal, "all students will have the spaces, resources and opportunities to achieve." All metrics associated with the original goal will also move to the modified goal. This change has been put in place to create a more accessible LCAP for our school community.

Annual Update

LCAP Year Reviewed: **2018-19**

Complete a copy of the following table for each of the LEA's goals from the prior year LCAP. Duplicate the table as needed.

Goal 4

English Learners will achieve proficiency in the English language through the school's services and teaching methods.

State and/or Local Priorities addressed by this goal:

State Priorities: Priority 2: State Standards (Conditions of Learning)
 Priority 4: Pupil Achievement (Pupil Outcomes)
Local Priorities: Implementation of Academic Standards

Annual Measurable Outcomes

Expected

18-19
60% or greater of English Learner students will increase 1 ELPAC level or maintain advanced or early advanced on the overall score.

18-19
30% of EL KIPP Heartwood students will reclassify by the year-end assessment

Actual

The CELDT was replaced by ELPAC in spring 2018. CELDT aligned with the 1999 CA English Language Development (ELD) standards and had five proficiency levels measured by five performance levels (Beginning, Early Intermediate, Intermediate, Early Advanced and Advanced). The ELPAC aligns with the newer 2012 CA ELD standards, which were created to align with the CA Common Core State Standards, with three proficiency levels (Emerging, Expanding and Bridging) measured by four performance levels (1-4). Furthermore, the summative test moved from fall with CELDT to the spring with ELPAC. For these reasons, we cannot compare performance on CELDT to ELPAC. The state is developing improvement metrics for the CA dashboard once we have two years of data after this spring's administration of the ELPAC.

29.5% of EL KIPP students were reclassified by the year-end assessment

Actions / Services

Duplicate the Actions/Services from the prior year LCAP and complete a copy of the following table for each. Duplicate the table as needed.

Action 1

Planned Actions/Services	Actual Actions/Services	Budgeted Expenditures	Estimated Actual Expenditures
A KIPP administrator will be trained to administer the ELPAC to English Learner students. KIPP teachers will use techniques that maximize learning for English Learner students.	Fulfilled action/service. Support for English learners: A KIPP administrator was trained to administer the ELPAC and support the success of English Learner students. KIPP teachers used techniques that maximized learning for English Learner students.	LCFF \$69,171	\$61,229 LCFF

Analysis

Complete a copy of the following table for each of the LEA's goals from the prior year LCAP. Duplicate the table as needed. Use actual annual measurable outcome data, including performance data from the LCFF Evaluation Rubrics, as applicable.

Describe the overall implementation of the actions/services to achieve the articulated goal.

As a school, we have also worked to continue to improve our instructional practices to ensure that all students are receiving excellent instructional every day. We have revised the curriculum in all subject areas to align with the Common Core and Next Generation Science Standards and to ensure that our students are being challenged to reach the high bar of college-readiness. We have also invested in teacher development through instructional coaching, which includes weekly meetings, observation feedback, and professional goal setting. We have also developed school-wide systems to support accelerated growth for students who are performing below grade level through our Response to Intervention (RTI) program.

KIPP recognizes the importance of valuing students' native languages and reinforces an appreciation for the cultures, customs, and languages of all its students through the school's core curriculum, enrichment programs, and life-skills curriculum. KIPP complied with all federal, state, and judicial mandates for English Language Learners (ELL) as it pertained to annual notification to parents, student identification, placement, program options, ELL and core content instruction, teacher qualifications and training, re-classification to fluent English proficient status, monitoring and evaluating program effectiveness, and standardized testing requirement.

In accordance with KIPP's philosophy of no excuses and more time on task, all students who are ELL are expected to become proficient in the English language at a rapid pace. Based on a substantial research base proving the benefits of a structured English immersion program, KIPP supports a comprehensive structured immersion program for its ELL students. English Proficient students participated in a mainstream English Language Arts program with a curriculum based on the California common core content standards. Teachers of English Language Learners at KIPP taught to the English Language Development standards as set forth by the California Department of Education. KIPP ensured that all ELL students had access to the core content and college and career readiness standards.

Describe the overall effectiveness of the actions/services to achieve the articulated goal as measured by the LEA.

The school did not meet all metrics associated with the stated goal. The school still believes that the investment in these actions and services will improve outcomes in future years.

Explain material differences between Budgeted Expenditures and Estimated Actual Expenditures.

No material differences between Budgeted Expenditures and Estimated Actual Expenditures.

*Material difference defined as 1% or more of the school's total operating budget.

Describe any changes made to this goal, expected outcomes, metrics, or actions and services to achieve this goal as a result of this analysis and analysis of the LCFF Evaluation Rubrics, as applicable. Identify where those changes can be found in the LCAP.

This goal has been modified and will now be listed under the larger goal, "all students will achieve." All metrics associated with the original goal will also move to the modified goal. This change has been put in place to create a more accessible LCAP for our school community.

Annual Update

LCAP Year Reviewed: **2018-19**

Complete a copy of the following table for each of the LEA's goals from the prior year LCAP. Duplicate the table as needed.

Goal 5

KIPP Heartwood Academy will support common core state standards in the classroom and improve student's achievement levels.

State and/or Local Priorities addressed by this goal:

State Priorities: Priority 1: Basic (Conditions of Learning)
 Priority 2: State Standards (Conditions of Learning)
 Priority 4: Pupil Achievement (Pupil Outcomes)
 Priority 7: Course Access (Conditions of Learning)

Local Priorities:

Annual Measurable Outcomes

Expected

18-19

KIPP student's overall performance on state testing (SBAC) will meet or exceed the overall performance of the district in which it resides for students with similar demographics.

Actual

English language arts results for all students: 63% proficient, 24% above district results

English language arts results for low-income students: 57% proficient, 21% above district results

English language arts for English language learners: 20% proficient, 13% above district

English results for students with disabilities: 10% proficient, 3% above district

Math results for all students: 67% proficient, 36% above district results

Math results for low-income students: 62% proficient, 35% above district

Math results for English language learners: 29% proficient, 21% above district results

Expected

Actual

Math results for students with disabilities: 20% proficient, 14% above district results

Actions / Services

Duplicate the Actions/Services from the prior year LCAP and complete a copy of the following table for each. Duplicate the table as needed.

Action 1

Planned Actions/Services	Actual Actions/Services	Budgeted Expenditures	Estimated Actual Expenditures
<p>Professional development: KIPP provides professional development each year for all teachers, based on individual goals, school goals, and the needs of the students based on recent data. KIPP teachers and staff will receive professional development as it relates to the new Common Core State Standards so that they can successfully implement them into their classrooms. KIPP teachers will be trained to provide a rigorous course load and strengthen character traits shown to improve academic growth and keep students engaged in school.</p> <p>Coaching: One of the foundational pieces of our ongoing staff development is customized, targeted one-on-one coaching provided by Assistant Principals to teachers. KIPP teachers receive ongoing observation, coaching and support from the Assistant Principal.</p>	<p>Fulfilled actions/services.</p> <p>Professional development: KIPP provided professional development for all teachers, based on individual goals, school goals, and the needs of the students based on timely and relevant data. KIPP teachers and staff received professional development as it related to the new Common Core State Standards so that they could successfully implement them into their classrooms and support students at all levels of proficiency. KIPP teachers received observation, coaching, and support from the Assistant Principal to improve outcomes for students, with a focus on students identified as needing additional interventions. This development and coaching were customized, supporting both the students and the teachers' growth and development. Given the number of students identified as high-need, strong, supported and continuously</p>	<p>LCFF & Title I \$90,724</p>	<p>\$130,732</p> <p>LCFF & Title I</p>

developed teachers were crucial to improving academic achievement and engagement for all students at the school.

Analysis

Complete a copy of the following table for each of the LEA's goals from the prior year LCAP. Duplicate the table as needed. Use actual annual measurable outcome data, including performance data from the LCFF Evaluation Rubrics, as applicable.

Describe the overall implementation of the actions/services to achieve the articulated goal.

The content of KIPP curriculum focuses on building upon foundational skills coupled with an emphasis on higher order thinking processes in all content areas. In accordance with state regulations, KIPP provides the standard age-appropriate curriculum for Mathematics, Science, English-Language Arts and History-Social Science at each grade level.

In line with our mission to prepare all students for success in college and beyond, KIPP supports both Common Core State Standards ("CCSS") and ACT College and Career Readiness Standards ("CCRS") for its students. The CCSS represent the knowledge and skills that prepare students for college and career. The CCRS standards and assessments provide a way to measure the knowledge and skills and are gateway assessments of whether students are ready to enter college. Together, these standards and assessments ensure that our students are ready to take on the rigors of college and future careers.

Reflecting on the 17-18 testing results, the school employed the following strategies in the current school year:

As a school, we have worked to continue to improve our instructional practices to ensure that all students are receiving excellent instructional every day. We have revised the curriculum in all subject areas to align with the Common Core and Next Generation Science Standards and to ensure that our students are being challenged to reach the high bar of college-readiness. We have also invested in teacher development through instructional coaching, which includes weekly meetings, observation feedback, and professional goal setting. We have also developed school-wide systems to support accelerated growth for students who are performing below grade level through our Response to Intervention (RTI) program.

Describe the overall effectiveness of the actions/services to achieve the articulated goal as measured by the LEA.

Actions and services listed above have contributed to meeting the goal.

Explain material differences between Budgeted Expenditures and Estimated Actual Expenditures.

No material differences between Budgeted Expenditures and Estimated Actual Expenditures.

*Material difference defined as 1% or more of the school's total operating budget.

Describe any changes made to this goal, expected outcomes, metrics, or actions and services to achieve this goal as a result of this analysis and analysis of the LCFF Evaluation Rubrics, as applicable. Identify where those changes can be found in the LCAP.

This goal has been modified and will now be listed under the larger goal, "all students will achieve." All metrics associated with the original goal will also move to the modified goal. This change has been put in place to create a more accessible LCAP for our school community.

Annual Update

LCAP Year Reviewed: **2018-19**

Complete a copy of the following table for each of the LEA's goals from the prior year LCAP. Duplicate the table as needed.

Goal 6

KIPP Heartwood Academy parents/guardians will be engaged in their children's education.

State and/or Local Priorities addressed by this goal:

State Priorities: Priority 3: Parental Involvement (Engagement)
 Local Priorities: NA

Annual Measurable Outcomes

Expected	Actual
<p>18-19 KIPP Heartwood Academy will provide parents with the opportunity to meet with teachers via progress conference meetings held in the beginning, middle and end of the school year (3-times)</p>	<p>KIPP provided parents with the opportunity to meet with teachers via progress conference meetings held at the beginning, middle and end of the school year (3-times)</p>
<p>18-19 KIPP Heartwood Academy will provide more than six (6) KIPP opportunities for parent participation.</p>	<p>KIPP provided more than six (18) KIPP opportunities for parent participation</p>
<p>18-19 KIPP Heartwood Academy's survey results will be maintained or indicate an increase in satisfaction with parent participation at the school.</p>	<p>96% of KIPP families are satisfied with the parent participation opportunities available at the school</p>

Actions / Services

Duplicate the Actions/Services from the prior year LCAP and complete a copy of the following table for each. Duplicate the table as needed.

Action 1

Planned

Actual

Budgeted

Estimated Actual

Actions/Services	Actions/Services	Expenditures	Expenditures
<p>Parental involvement: KIPP will encourage parents to be active members of the school by providing opportunities for engagement (KIPP Parent Association, SSC, LCAP meetings, student productions to showcase talent, etc.)</p>	<p>Fulfilled actions/service.</p> <p>Parental involvement: KIPP encouraged parents to be active members of the school by providing opportunities for participation (i.e., KIPP Family Association, LCAP meetings, student productions to showcase talent). Efforts were made to support and encourage families with the highest need to attend and participate, including translated materials, additional staff onsite for events and various engagement times and opportunities to meet the needs of family schedules. A staff member at the school was selected and funded to increase the level of engagement of families.</p>	<p>LCFF \$16,127</p>	<p>\$16,276</p> <p>Supplemental and Concentration</p>

Action 2

Planned Actions/Services	Actual Actions/Services	Budgeted Expenditures	Estimated Actual Expenditures
<p>Communication resources: Communication between teachers/administrators and students/families will be encouraged by issuing work cell phones to KIPP staff.</p>	<p>Fulfilled actions/service.</p> <p>Communication resources: as a continued commitment to the "more time" model that supports struggling students, communication between teachers and students/families was encouraged by issuing work cell phones to KIPP staff. Calls outside of the regular school day allowed students/families to get the additional support needed to make progress on coursework and help</p>	<p>LCFF \$9,253</p>	<p>\$8,376</p> <p>Supplemental and Concentration</p>

build meaningful relationships between staff and families.

Analysis

Complete a copy of the following table for each of the LEA's goals from the prior year LCAP. Duplicate the table as needed. Use actual annual measurable outcome data, including performance data from the LCFF Evaluation Rubrics, as applicable.

Describe the overall implementation of the actions/services to achieve the articulated goal.

At KIPP, we believe that if we can engage parents in a meaningful way, we can help build parents' efficacy, recognize our families as true assets to the school, and leverage the community's strengths, experiences, and knowledge to build and develop the school. We also hope that this involvement adds to our families' abilities, as well, creating lasting change that will stay with them throughout their experiences, at our school and beyond.

We communicate with families regularly through multiple modes including, but not limited to: newsletters, emails, phone calls, and text messages. Students and families have staff member's email address and cell phone number to reach out about homework support or for other concerns or questions. Progress reports and report cards are sent home throughout the year to keep families informed about their student's academic success. Families are encouraged to set up conferences with teachers and the school provides multiple opportunities to connect with parents/guardians. Any student who is in danger of retention is required to meet with teachers and administrators to identify additional supports. Each year the school begins forming relationships with families during orientation, prior to the start of the new year. This early welcome allows students and families to feel more connected to the school and start a successful year.

KIPP's KFA (KIPP Family Association) has active families that participate in monthly meetings to plan and implement special events for students, families and the community, and advocate for the school's continued academic growth. Parents are the primary drivers of KIPP's KFA. The school leader meets regularly with the KFA team to assist with any projects and to ensure alignment between the school and the community.

In order to meet these goals, an initiative that we have implemented is regular surveys of our stakeholders to gather their input and feedback on our school culture and school initiatives. The staff analyzes this data in grade level teams and determines how to respond effectively.

Describe the overall effectiveness of the actions/services to achieve the articulated goal as measured by the LEA.

Actions and services listed above have contributed to meeting the goal.

Explain material differences between Budgeted Expenditures and Estimated Actual Expenditures.

No material differences between Budgeted Expenditures and Estimated Actual Expenditures.

*Material difference defined as 1% or more of the school's total operating budget.

Describe any changes made to this goal, expected outcomes, metrics, or actions and services to achieve this goal as a result of this analysis and analysis of the LCFF Evaluation Rubrics, as applicable. Identify where those changes can be found in the LCAP.

This goal has been modified and will now be listed under the larger goal, "all students and families will be engaged with the school community." All metrics associated with the original goal will also move to the modified goal. This change has been put in place to create a more accessible LCAP for our school community.

Annual Update

LCAP Year Reviewed: **2018-19**

Complete a copy of the following table for each of the LEA's goals from the prior year LCAP. Duplicate the table as needed.

Goal 7

KIPP Heartwood Academy will create an engaging school environment that encourages students to attend classes regularly and stay committed to graduating.

State and/or Local Priorities addressed by this goal:

State Priorities: Priority 5: Pupil Engagement (Engagement)
 Local Priorities:

Annual Measurable Outcomes

Expected	Actual
18-19 The school will report at or above 95% average daily attendance at P2	KIPP reported 98% average daily attendance at P2
18-19 Student drop-out rates will be below 3%.	KIPP reported a 0% student drop-out rate
18-19 KIPP Heartwood Academy will have a Chronic Absenteeism rate below 7% when reporting on SY17-18 data.	KIPP reported a 3.4% chronic absenteeism rate in the 17-18 school year and was tracking at a rate of 2% at P2 reporting"

Actions / Services

Duplicate the Actions/Services from the prior year LCAP and complete a copy of the following table for each. Duplicate the table as needed.

Action 1

Planned Actions/Services	Actual Actions/Services	Budgeted Expenditures	Estimated Actual Expenditures
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Innovation and personal learning: KIPP values innovation in the classroom and strives to find new ways to better teach our students. Through personalized learning and assessments we can track our student's progress and set realistic high expectations. By keeping students engaged in the classroom we can improve attendance rates.

Fulfilled action/service.
Innovation and personalized learning: KIPP values innovation in the classroom and strives to find new ways to teach our most vulnerable students. Through personalized learning and assessments we tracked individual student progress and set high achievement expectations. This individualized process and reinforcement of high achievement encouraged student engagement and attendance.

LCFF \$9,362

\$9,829
Supplemental and Concentration

Analysis

Complete a copy of the following table for each of the LEA's goals from the prior year LCAP. Duplicate the table as needed. Use actual annual measurable outcome data, including performance data from the LCFF Evaluation Rubrics, as applicable.

Describe the overall implementation of the actions/services to achieve the articulated goal.

Our Operations team has worked hard to develop systems to support strong daily attendance. Our Operations team communicates with families on a daily basis about student attendance, including both absences and tardies. This frequent communication enables our school to identify students and families who may need additional support or follow up in order to ensure that they do not become chronically absent from school. Our Operations team also meets with families of students who are in danger of being chronically absent to create a support plan and ensure that all stakeholders understand the impact of students being absent from school.

Describe the overall effectiveness of the actions/services to achieve the articulated goal as measured by the LEA.

Actions and services listed above have contributed to meeting the goal.

Explain material differences between Budgeted Expenditures and Estimated Actual Expenditures.

No material differences between Budgeted Expenditures and Estimated Actual Expenditures.

*Material difference defined as 1% or more of the school's total operating budget.

Describe any changes made to this goal, expected outcomes, metrics, or actions and services to achieve this goal as a result of this analysis and analysis of the LCFF Evaluation Rubrics, as applicable. Identify where those changes can be found in the LCAP.

This goal has been modified and will now be listed under the larger goal, "all students and families will be engaged with the school community." All metrics associated with the original goal will also move to the modified goal. This change has been put in place to create a more accessible LCAP for our school community.

Annual Update

LCAP Year Reviewed: **2018-19**

Complete a copy of the following table for each of the LEA's goals from the prior year LCAP. Duplicate the table as needed.

Goal 8

KIPP Heartwood Academy will minimize the amount of student suspensions and expulsions in order to build a positive school climate.

State and/or Local Priorities addressed by this goal:

State Priorities: Priority 5: Pupil Engagement (Engagement)
 Priority 6: School Climate (Engagement)
 Local Priorities: NA

Annual Measurable Outcomes

Expected	Actual
18-19 Out of school suspension rates will remain under 7% when reporting on the 2018-2019 SY.	KIPP's suspension rate was 5%
18-19 KIPP Heartwood Academy's out of school expulsion rates will remain under 7% when reporting on the 2018-2019 SY.	KIPP's expulsion rate was 0%
18-19 Students, staff and families will respond positively when asked about school safety on an annual survey.	88% of students and 96% of staff responded positively when asked about "students feeling/being safe at school" on an annual survey

Actions / Services

Duplicate the Actions/Services from the prior year LCAP and complete a copy of the following table for each. Duplicate the table as needed.

Action 1

Planned

Actual

Budgeted

Estimated Actual

Actions/Services	Actions/Services	Expenditures	Expenditures
<p>Professional development: KIPP provides professional development each year for all teachers, based on individual goals, school goals, and the needs of the students based on recent data. KIPP teachers and staff will receive professional development as it relates to the new Common Core State Standards so that they can successfully implement them into their classrooms. KIPP teachers will be trained to provide a rigorous course load and strengthen character traits shown to improve academic growth and keep students engaged in school.</p> <p>Coaching: One of the foundational pieces of our ongoing staff development is customized, targeted one-on-one coaching provided by Assistant Principals to teachers. KIPP teachers receive ongoing observation, coaching and support from the Assistant Principal.</p>	<p>Fulfilled action/service.</p> <p>Professional development: KIPP provided professional development for all teachers, based on individual goals, school goals, and the needs of the students based on timely and relevant data. KIPP teachers and staff received professional development as it relates to the new Common Core State Standards so that they could successfully implement them into their classrooms and support students at all levels of proficiency. KIPP teachers received observation, coaching, and support from the Assistant Principal to improve outcomes for students, with a focus on students identified as needing additional interventions. This development and coaching were customized, supporting both the students and the teachers' growth and development. Given the number of students identified as high-need, strong, supported and continuously developed teachers were crucial to supporting academic achievement and engagement for all students at the school.</p>	<p>*partially funded by other sources **duplicate expenditure, Goal 1</p> <p>LCFF & Title I \$90,724</p>	<p>\$130,732</p> <p>LCFF & Title I</p>

Action 2

Planned Actions/Services	Actual Actions/Services	Budgeted Expenditures	Estimated Actual Expenditures
<p>Character development: KIPP staff will support in implementing restorative practices and social</p>	<p>Fulfilled action/service.</p>	<p>*partially funded by other sources LCFF & Philanthropy \$39,506</p>	<p>\$9,696</p>

emotional learning into the framework of our schools.

Character development: KIPP staff supported restorative practices and social-emotional learning at our schools. Students who attend KIPP may face challenges including food scarcity, shared living spaces, limited access to essential resources and sometimes even severe trauma. Supporting a restorative approach to behavioral interventions and leveraging strong social-emotional instruction ensured we were working with our students and families to develop character traits that lead to success in school and life.

*Partially funded by other sources.

Supplemental and Concentration *Partially funded by other sources.

Analysis

Complete a copy of the following table for each of the LEA's goals from the prior year LCAP. Duplicate the table as needed. Use actual annual measurable outcome data, including performance data from the LCFF Evaluation Rubrics, as applicable.

Describe the overall implementation of the actions/services to achieve the articulated goal.

As a school, we believe that the foundation of our success is our strong school culture, which is rooted in Restorative Practices and Social Emotional Learning, strong and trusting relationships between all stakeholders (students, families, and staff), and strong family engagement. In the last two years, we have focused especially on training all of our staff members in Restorative Practices and in proactively teaching Social Emotional Learning to all students.

Although we were below the 7% goal, we did see an increase from the previous school year. As a school we are working to ensure that we meet our goal this year and in years to come. As a school, this year we focused on strengthening our use of Restorative Practices that are the foundation of our school culture. We worked with all teachers to design and implement Social Emotional Learning lessons and community circles that were focused on developing a sense of belonging and empowerment. We also implemented quarterly student surveys to get feedback from students and to learn about individual needs and trends. We continue to train our staff to effectively implement restorative practices through professional development sessions and direct coaching. We have also implemented systems to hold parent meetings for any suspensions that do take place in order to avoid repeat suspensions. In addition, we have taken steps to implement student contracts for behavior to implement when students return from a suspension to set

them up for success in their classes. Finally, we are internally tracking our student culture data and suspensions throughout the year to ensure that we are on track to reach our goals.

KIPP combined California's rigorous content standards with the pedagogical methodologies that have proven successful in other established schools serving high-needs students, including character education, extra-curricular activities, technology, and community service. As young adults grow from year-to-year, they experience new challenges, new emotions, and new situations. Students need more than academic and intellectual skills alone to thrive in college, career, and life. When school is a positive place to be, students and teachers are happy to be there, do their best, and make their best even better. Research has shown that positive school culture is the basis for sustainable learning and preparation for the tasks and tests of life and that positive school culture and climate has a direct impact on students' academic success, graduation rates, and overall well-being and connection to their school community.

Describe the overall effectiveness of the actions/services to achieve the articulated goal as measured by the LEA.

Actions and services listed above have contributed to meeting the goal.

Explain material differences between Budgeted Expenditures and Estimated Actual Expenditures.

No material differences between Budgeted Expenditures and Estimated Actual Expenditures.

*Material difference defined as 1% or more of the school's total operating budget.

Describe any changes made to this goal, expected outcomes, metrics, or actions and services to achieve this goal as a result of this analysis and analysis of the LCFF Evaluation Rubrics, as applicable. Identify where those changes can be found in the LCAP.

This goal has been modified and will now be listed under the larger goal, "all students and families will be engaged with the school community." All metrics associated with the original goal will also move to the modified goal. This change has been put in place to create a more accessible LCAP for our school community.

Stakeholder Engagement

LCAP Year: 2019-20

Involvement Process for LCAP and Annual Update

How, when, and with whom did the LEA consult as part of the planning process for this LCAP/Annual Review and Analysis?

KIPP operates under the premise that the teachers, parents, and students must work together as partners to create the potential for a quality education. Staff members who choose to work at KIPP commit to doing whatever it takes to ensure that students succeed. By making a choice and commitment to be part of the school community, students, parents, and staff at KIPP play an integral role in the school's success. Parents are a vital part of this partnership and are critical stakeholders in the school.

This year's annual Local Control and Accountability planning process allowed parents to engage in meaningful ways: developing, refining and reflecting on the goals and actionable steps to improve outcomes for students. Parents were invited to attend LCAP meetings led by the School Leader throughout the year. These meetings topics included: the CA State Dashboard and LCAP alignment, the state's priorities, the specific goals for the school and the actionable steps to achieve those goals. The school gathered input during meetings through small group exercises where families brainstormed together and shared feedback with the community and school leadership. Additionally, LCAP surveys were distributed in paper and online form to collect input from students, teachers, and families. An interpreter was present at these meetings and translated materials were made available in the school's most common languages to create equitable engagement. The collective information shared during the annual LCAP process was used to update and improve the schools' priorities and the feedback indicated that KIPP's mission continued to be in line with the goals of the school community.

This year the school continued their collaboration with various departments at the regional level to help inform goals, metrics and outcomes including Operations, Data, Human Resources, Finance, and Academics. The Data Team worked to analyze years of data showing trends about parent engagement, school climate, and student achievement. Most importantly, the school engaged more actively with the community and leadership to best capture the meaningful school level work that happens each day. LCAP planning and engagement began earlier in the school year, and included new presentation materials that allowed families to engage more equitably. Support was increased at meetings and events to answer questions and be available for discussion. This increased involvement and availability strengthened trust and accountability between the KIPP organization, the school and the community.

Impact on LCAP and Annual Update

How did these consultations impact the LCAP for the upcoming year?

The ideas and preferences in parent, student and staff surveys were analyzed and used to influence the school's LCAP. The results of the surveys along with feedback that we received from families during the involvement process indicated that we needed to continue to focus on:

More 1 on 1 supports from teachers for all students, including English language learners and homeless and foster youth: KIPP will continue to support teachers for this level of student learning and engagement. Professional development will be provided that helps teachers identify and support the differentiated needs of students.

Goals, Actions, & Services

Strategic Planning Details and Accountability

Complete a copy of the following table for each of the LEA's goals. Duplicate the table as needed.

(Select from New Goal, Modified Goal, or Unchanged Goal)

Modified Goal

Goal 1

All students will achieve academically.

State and/or Local Priorities addressed by this goal:

State Priorities: Priority 4: Pupil Achievement (Pupil Outcomes)
 Priority 8: Other Pupil Outcomes (Pupil Outcomes)

Local Priorities:

Identified Need:

Continuous improvement of pupil outcomes.

To increase the rate of students who meet or exceed state standards in English language arts on the SBAC assessment.

To increase the rate of students who meet or exceed state standards in mathematics on the SBAC assessment.

To increase the number of students making annual progress in English language learning.

*Metrics below were not yet fully measurable given the timing of data collection and the requirements for LCAP completion. LCAP metrics below instead reflect prior year data reporting in the designated year to capture a more complete annual metric, including SBAC ELA, SBAC Math, and English learner reclassification.

Expected Annual Measurable Outcomes

Metrics/Indicators	Baseline	2017-18	2018-19	2019-20
SBAC ELA: State testing results for English Language Arts.	Exceeding District Results	KIPP Heartwood Academy's performance on English Language Arts (SBAC) state	English language arts results for all students: 63% proficient, 24% above district results	18-19 English language arts results for all students: exceeding district results

Metrics/Indicators	Baseline	2017-18	2018-19	2019-20
		<p>testing exceeded the overall performance of the district by 27%.</p>	<p>English language arts results for low-income students: 57% proficient, 21% above district results</p> <p>English language arts for English language learners: 20% proficient, 13% above district</p> <p>English results for students with disabilities: 10% proficient, 3% above district</p>	<p>18-19 English language arts results for low-income students: exceeding district results</p> <p>18-19 English language arts results for English language learners: exceeding district results</p> <p>18-19 English results for students with disabilities: exceeding district results</p>
<p>SBAC Math: State testing results for Mathematics.</p>	<p>Exceeding District Results</p>	<p>KIPP Heartwood Academy's performance on Mathematics (SBAC) state testing exceeded the overall performance of the district by 37%.</p>	<p>Math results for all students: 67% proficient, 36% above district results</p> <p>Math results for low-income students: 62% proficient, 35% above district</p> <p>Math results for English language learners: 29% proficient, 21% above district results</p> <p>Math results for students with disabilities: 20% proficient, 14% above district results</p>	<p>18-19 Math results for all students: exceeding district results</p> <p>18-19 Math results for low-income students: exceeding district results</p> <p>18-19 Math results for English language learners: exceeding district results</p> <p>18-19 Math results for students with disabilities: exceeding district results</p>

Metrics/Indicators	Baseline	2017-18	2018-19	2019-20
English Learner Reclassification Rate: The rate in which students who are classified and received supports as English Learners become proficient in the English Language, as measured by annual state and local assessments.	Greater Than 30% Annually	37.10% English learner reclassification rate	29.50% English learner reclassification rate	Greater Than 30% Annually

Planned Actions / Services

Complete a copy of the following table for each of the LEA's Actions/Services. Duplicate the table, including Budgeted Expenditures, as needed.

Action 1

For Actions/Services not included as contributing to meeting the Increased or Improved Services Requirement:

Students to be Served:

(Select from All, Students with Disabilities, or Specific Student Groups)

[Add Students to be Served selection here]

Location(s):

(Select from All Schools, Specific Schools, and/or Specific Grade Spans)

[Add Location(s) selection here]

OR

For Actions/Services included as contributing to meeting the Increased or Improved Services Requirement:

Students to be Served:

(Select from English Learners, Foster Youth, and/or Low Income)

English Learners

Scope of Services:

(Select from LEA-wide, Schoolwide, or Limited to Unduplicated Student Group(s))

Limited to Unduplicated Student Group(s)

Location(s):

(Select from All Schools, Specific Schools, and/or Specific Grade Spans)

All Schools

Actions/Services

Select from New, Modified, or Unchanged for 2017-18

Unchanged Action

Select from New, Modified, or Unchanged for 2018-19

Unchanged Action

Select from New, Modified, or Unchanged for 2019-20

Unchanged Action

2017-18 Actions/Services

A KIPP administrator will be trained to administer the CELDT to English Learner students. KIPP teachers will use techniques that maximize learning for English Learner students.

2018-19 Actions/Services

Support for English learners: A KIPP administrator will be trained to administer the ELPAC and support the success of English Learner students. KIPP teachers will use techniques that maximize learning for English Learner students.

2019-20 Actions/Services

Support for English learners: A KIPP administrator will be trained to administer the ELPAC and support the success of English Learner students. KIPP teachers will use techniques that maximize learning for English Learner students.

Budgeted Expenditures

Year	2017-18	2018-19	2019-20
Amount	\$69,171	\$69,171	\$66,943
Source	Supplemental and Concentration	Supplemental and Concentration	Supplemental and Concentration

Action 2

For Actions/Services not included as contributing to meeting the Increased or Improved Services Requirement:

Students to be Served:

(Select from All, Students with Disabilities, or Specific Student Groups)

Students with Disabilities
Specific Student Groups: Students with IEPs

Location(s):

(Select from All Schools, Specific Schools, and/or Specific Grade Spans)

All Schools

OR

For Actions/Services included as contributing to meeting the Increased or Improved Services Requirement:

Students to be Served:

(Select from English Learners, Foster Youth, and/or Low Income)

[Add Students to be Served selection here]

Scope of Services:

(Select from LEA-wide, Schoolwide, or Limited to Unduplicated Student Group(s))

[Add Scope of Services selection here]

Location(s):

(Select from All Schools, Specific Schools, and/or Specific Grade Spans)

[Add Location(s) selection here]

Actions/Services

Select from New, Modified, or Unchanged for 2017-18

Select from New, Modified, or Unchanged for 2018-19

Select from New, Modified, or Unchanged for 2019-20

Unchanged Action

Unchanged Action

Unchanged Action

2017-18 Actions/Services

Special education: KIPP offers an extensive special education program run by the Regional Support Office in partnership with the El Dorado County Charter SELPA and San Mateo SELPA. Our special education department offers interventions to students with IEPs.

2018-19 Actions/Services

Special education: KIPP offers an extensive special education program run by the Regional Support Office in partnership with the El Dorado County Charter SELPA and San Mateo SELPA. Our special education department offers interventions to students with IEPs.

2019-20 Actions/Services

Special education: KIPP offers an extensive special education program run by the Regional Support Office in partnership with the El Dorado County Charter SELPA and San Mateo SELPA. Our special education department offers interventions for students with IEPs.

Budgeted Expenditures

Year	2017-18	2018-19	2019-20
Amount	\$204,975	\$222,841	\$316,322
Source	Special Education	Special Education	Special Education

Action 3

For Actions/Services not included as contributing to meeting the Increased or Improved Services Requirement:

Students to be Served:
 (Select from All, Students with Disabilities, or Specific Student Groups)
 [Add Students to be Served selection here]

Location(s):
 (Select from All Schools, Specific Schools, and/or Specific Grade Spans)
 [Add Location(s) selection here]

OR

For Actions/Services included as contributing to meeting the Increased or Improved Services Requirement:

Students to be Served:
 (Select from English Learners, Foster Youth, and/or Low Income)
 English Learners
 Foster Youth
 Low Income

Scope of Services:
 (Select from LEA-wide, Schoolwide, or Limited to Unduplicated Student Group(s))
 LEA-wide

Location(s):
 (Select from All Schools, Specific Schools, and/or Specific Grade Spans)
 All Schools

Actions/Services

Select from New, Modified, or Unchanged for 2017-18

Select from New, Modified, or Unchanged for 2018-19

Select from New, Modified, or Unchanged for 2019-20

Unchanged Action

Unchanged Action

Unchanged Action

2017-18 Actions/Services

Innovation and personal learning: KIPP values innovation in the classroom and strives to find new ways to better teach our students. Through personalized learning and assessments we can track our student's progress and set realistic high expectations. By keeping students engaged in the classroom we can improve attendance rates.

2018-19 Actions/Services

Innovation and personalized learning: KIPP values innovation in the classroom and strives to find new ways to teach our most vulnerable students. Through personalized learning and assessments we can track individual student progress and set high achievement expectations. This individualized process and reinforcement of high achievement encourage higher student outcomes, engagement and attendance.

2019-20 Actions/Services

Innovation and personalized learning: KIPP values innovation in the classroom and strives to find new ways to teach our most vulnerable students. Through personalized learning and assessments we can track individual student progress and set high achievement expectations. This individualized process and reinforcement of high achievement encourage higher student outcomes, engagement and attendance.

Budgeted Expenditures

Year	2017-18	2018-19	2019-20
Amount	\$9,599	\$9,362	\$31,988
Source	Supplemental and Concentration	Supplemental and Concentration	Supplemental and Concentration

Action 4

For Actions/Services not included as contributing to meeting the Increased or Improved Services Requirement:

Students to be Served:

(Select from All, Students with Disabilities, or Specific Student Groups)

[Add Students to be Served selection here]

Location(s):

(Select from All Schools, Specific Schools, and/or Specific Grade Spans)

[Add Location(s) selection here]

OR

For Actions/Services included as contributing to meeting the Increased or Improved Services Requirement:

Students to be Served:

(Select from English Learners, Foster Youth, and/or Low Income)

English Learners
Foster Youth
Low Income

Scope of Services:

(Select from LEA-wide, Schoolwide, or Limited to Unduplicated Student Group(s))

LEA-wide

Location(s):

(Select from All Schools, Specific Schools, and/or Specific Grade Spans)

All Schools

Actions/Services

Select from New, Modified, or Unchanged for 2017-18

Unchanged Action

2017-18 Actions/Services

Professional development: KIPP provides professional development each year for all teachers, based on individual goals, school goals, and the needs of the students based on recent data. KIPP teachers and staff will receive professional development as it relates to the new Common Core State Standards so that they can successfully implement them into their classrooms. KIPP teachers will be trained to provide a rigorous course load and strengthen character traits shown to improve academic growth and keep students engaged in school.

Coaching: One of the foundational pieces of our ongoing staff development is customized, targeted one-on-one coaching provided by Assistant Principals to teachers. KIPP teachers receive ongoing observation, coaching, and support from the Assistant Principal.

Select from New, Modified, or Unchanged for 2018-19

Unchanged Action

2018-19 Actions/Services

Professional development: KIPP provides professional development each year for all teachers, based on individual goals, school goals, and the needs of the students based on recent and relevant data. KIPP teachers and staff will receive professional development as it relates to the new Common Core State Standards so that they can successfully implement them into their classrooms and support students at all levels of proficiency. KIPP teachers receive ongoing observation, coaching, and support from the Assistant Principal to improve outcomes for students, with a focus on students identified as needing additional interventions. This development and coaching are customized, supporting both the students and the teachers' growth and development. Given the number of students identified as high-need, strong, supported and continuously developed teachers will improve academic achievement and engagement for all students at the school.

Select from New, Modified, or Unchanged for 2019-20

Unchanged Action

2019-20 Actions/Services

Professional development: KIPP provides professional development each year for all teachers, based on individual goals, school goals, and the needs of the students based on recent and relevant data. KIPP teachers and staff will receive professional development as it relates to the new Common Core State Standards so that they can successfully implement them into their classrooms and support students at all levels of proficiency. KIPP teachers receive ongoing observation, coaching, and support from the Assistant Principal to improve outcomes for students, with a focus on students identified as needing additional interventions. This development and coaching are customized, supporting both the students and the teachers' growth and development. Given the number of students identified as high-need, strong, supported and continuously developed teachers will improve academic achievement and engagement for all students at the school.

Budgeted Expenditures

Year	2017-18	2018-19	2019-20
Amount	\$127,823	\$90,724	\$112,496
Source	LCFF & Title I	LCFF & Title I	LCFF & Title I

Action 5

[Add Students to be Served selection here] [Add Location(s) selection here]

OR

English Learners Limited to Unduplicated Student Group(s) All Schools

Actions/Services

New Action New Action

		<p>Title III support for English learners: funds are used to ensure English learners attain English proficiency, develop high levels of academic attainment in English, and meet the same challenging state academic standards as all other students. We accomplish these objectives by using Title III dollars to fund APs, content specialists (ELA instructional coaches), and ELA instructional leaders (e.g. ELA department chairs) at each of our schools. These positions provide high-quality supplemental professional development for school teachers and other school-based staff to support English learners.</p> <p>Action being added to the LCAP to create more transparency with our community about the use of federal funds.</p>
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Budgeted Expenditures

Amount

\$10,627

Source

Title III

Goals, Actions, & Services

Strategic Planning Details and Accountability

Complete a copy of the following table for each of the LEA's goals. Duplicate the table as needed.

(Select from New Goal, Modified Goal, or Unchanged Goal)

Modified Goal

Goal 2

All students and families will be engaged with the school community.

State and/or Local Priorities addressed by this goal:

State Priorities: Priority 3: Parental Involvement (Engagement)
 Priority 5: Pupil Engagement (Engagement)
 Priority 6: School Climate (Engagement)

Local Priorities:

Identified Need:

Continuous improvement of student, family and school engagement.

To increase parent engagement by sustaining or improving the number of opportunities for parental involvement.

To increase school attendance rates and reduce chronic absenteeism rates.

To keep students engaged and excited about school, increasing graduation rates and decreasing suspensions and expulsions.

To increase staff, student and family satisfaction with the school's climate.

*Some metrics below were not yet fully measurable given the timing of data collection and the requirements for LCAP completion.

Select LCAP metrics below instead reflect prior year data reporting in the designated year to capture a more complete annual metric, including chronic absenteeism, suspensions, expulsions, and drop-out rates.

Expected Annual Measurable Outcomes

Metrics/Indicators	Baseline	2017-18	2018-19	2019-20
<p>Parent Engagement Opportunities:</p> <p>Number of scheduled events in the school year where parents and/or community are invited to participate.</p>	At or Above 6 Events	KIPP provided more than eight (8) KIPP opportunities for parent participation	KIPP provided more than twenty (20) KIPP opportunities for parent participation	At or Above 6 Events
<p>Parent Engagement Satisfaction:</p> <p>Annual school culture survey results: parents share their satisfaction level with the available opportunities for parental involvement at the school.</p>	At or Above 70% Satisfaction	69% of KIPP families are satisfied with the parent participation opportunities available at the school	96% of KIPP families are satisfied with the parent participation opportunities available at the school	At or Above 70% Satisfaction
<p>Student Average Daily Attendance:</p> <p>The average percent of students attending school daily.</p>	At or Above 95%	97.98% average daily attendance	98% average daily attendance	At or Above 95%
<p>Student Chronic Absenteeism:</p> <p>Percent of students missing 10% or more of the enrolled school year.</p>	At or Below 15% or Decrease YoY of 3%	All Students: 1% Low Income: 1% SPED: 4%	All Students: 3.4% Low Income: 3.6% English Learners: 3% SPED: 2.6%	At or Below 15% or Decrease YoY of 3%

Metrics/Indicators	Baseline	2017-18	2018-19	2019-20
<p>Student Suspensions:</p> <p>The percent of students (count) that have been suspended from school.</p>	Less Than 7%	All Students: 1.7% Low Income: 1.4% English Learners: 2.8% SPED: 0%	All Students: 5% Low Income: 5.6% English Learners: 4.9% SPED: 7.9%	Less Than 7%: All Students Low Income English Learners SPED
<p>Student Expulsions:</p> <p>The percent of students (count) that have been expelled from school.</p>	Less Than 7%	All Students: 0% Low Income: 0% English Learners: 0% SPED: 0%	All Students: 0% Low Income: 0% English Learners: 0% SPED: 0%	Less Than 7%: All Students Low Income English Learners SPED
<p>Drop Out Rate:</p> <p>Students who dis-enroll and do not re-enroll in another public, private or alternative program or school.</p>	Less Than 3%	All Students: 0% Low Income: 0% English Learners: 0% SPED: 0%	All Students: 0% Low Income: 0% English Learners: 0% SPED: 0%	Less Than 3%: All Students Low Income English Learners SPED
<p>School Safety:</p> <p>Annual school culture survey results: teachers and students share their perception of school safety.</p>	80% Neutral or Above	64% of students and 96% of staff responded positively when asked about "students feeling/being safe at school" on an annual survey	88% of students and 100% of staff responded positively when asked about "students feeling/being safe at school" on an annual survey	80% Neutral or Above

Planned Actions / Services

Complete a copy of the following table for each of the LEA's Actions/Services. Duplicate the table, including Budgeted Expenditures, as needed.

Action 1

For Actions/Services not included as contributing to meeting the Increased or Improved Services Requirement:

Students to be Served:

(Select from All, Students with Disabilities, or Specific Student Groups)

[Add Students to be Served selection here]

Location(s):

(Select from All Schools, Specific Schools, and/or Specific Grade Spans)

[Add Location(s) selection here]

OR

For Actions/Services included as contributing to meeting the Increased or Improved Services Requirement:

Students to be Served:

(Select from English Learners, Foster Youth, and/or Low Income)

English Learners
Foster Youth
Low Income

Scope of Services:

(Select from LEA-wide, Schoolwide, or Limited to Unduplicated Student Group(s))

LEA-wide

Location(s):

(Select from All Schools, Specific Schools, and/or Specific Grade Spans)

All Schools

Actions/Services

Select from New, Modified, or Unchanged for 2017-18

Unchanged Action

Select from New, Modified, or Unchanged for 2018-19

Unchanged Action

Select from New, Modified, or Unchanged for 2019-20

Unchanged Action

2017-18 Actions/Services

Parental involvement: KIPP will encourage parents to be active members of the school by providing opportunities for involvement (KIPP Parent Association, LCAP meetings, student productions to showcase talent, etc.)

2018-19 Actions/Services

Parental involvement: KIPP will encourage parents to be active members of the school by providing opportunities for participation (i.e., KIPP Family Association, LCAP meetings, student productions to showcase talent). Efforts are made to support and encourage our families with the highest need to attend and participate, including translated materials, additional staff onsite for events and various engagement times and opportunities to meet the needs of family schedules. A staff member at the school

2019-20 Actions/Services

Parental involvement: KIPP will encourage parents to be active members of the school by providing opportunities for participation (i.e., KIPP Family Association, LCAP meetings, student productions to showcase talent). Efforts are made to support and encourage our families with the highest need to attend and participate, including translated materials, additional staff onsite for events and various engagement times and opportunities to meet the needs of family schedules. A staff member at the school

was selected and funded to increase the level of engagement of families.

was selected and funded to increase the level of engagement of families.

Budgeted Expenditures

Year	2017-18	2018-19	2019-20
Amount	\$37,800	\$16,127	\$11,419
Source	Supplemental and Concentration	Supplemental and Concentration	Supplemental and Concentration

Action 2

For Actions/Services not included as contributing to meeting the Increased or Improved Services Requirement:

Students to be Served:

(Select from All, Students with Disabilities, or Specific Student Groups)

[Add Students to be Served selection here]

Location(s):

(Select from All Schools, Specific Schools, and/or Specific Grade Spans)

[Add Location(s) selection here]

OR

For Actions/Services included as contributing to meeting the Increased or Improved Services Requirement:

Students to be Served:

(Select from English Learners, Foster Youth, and/or Low Income)

English Learners
Foster Youth
Low Income

Scope of Services:

(Select from LEA-wide, Schoolwide, or Limited to Unduplicated Student Group(s))

LEA-wide

Location(s):

(Select from All Schools, Specific Schools, and/or Specific Grade Spans)

All Schools

Actions/Services

Select from New, Modified, or Unchanged for 2017-18

Unchanged Action

Select from New, Modified, or Unchanged for 2018-19

Unchanged Action

Select from New, Modified, or Unchanged for 2019-20

Unchanged Action

2017-18 Actions/Services

Communication resources: Communication between teachers/administrators and

2018-19 Actions/Services

Communication resources: as a continued commitment to the "more time" model that supports struggling students, communication between teachers and

2019-20 Actions/Services

Communication resources: as a continued commitment to the "more time" model that supports struggling students, communication between teachers and

students/families will be encouraged by issuing work cell phones to KIPP staff.

students/families will be encouraged by issuing work cell phones to KIPP staff. Calls outside of the regular school day allow students/families to get the additional support needed to make progress on coursework and help build meaningful relationships between staff and families.

students/families will be encouraged by issuing work cell phones to KIPP staff. Calls outside of the regular school day allow students/families to get the additional support needed to make progress on coursework and help build meaningful relationships between staff and families.

Budgeted Expenditures

Year	2017-18	2018-19	2019-20
Amount	\$7,722	\$9,253	\$9,439
Source	Supplemental and Concentration	Supplemental and Concentration	Supplemental and Concentration

Action 3

For Actions/Services not included as contributing to meeting the Increased or Improved Services Requirement:

Students to be Served:

(Select from All, Students with Disabilities, or Specific Student Groups)

[Add Students to be Served selection here]

Location(s):

(Select from All Schools, Specific Schools, and/or Specific Grade Spans)

[Add Location(s) selection here]

OR

For Actions/Services included as contributing to meeting the Increased or Improved Services Requirement:

Students to be Served:

(Select from English Learners, Foster Youth, and/or Low Income)

English Learners
Foster Youth
Low Income

Scope of Services:

(Select from LEA-wide, Schoolwide, or Limited to Unduplicated Student Group(s))

LEA-wide

Location(s):

(Select from All Schools, Specific Schools, and/or Specific Grade Spans)

All Schools

Actions/Services

Select from New, Modified, or Unchanged for 2017-18

Unchanged Action

Select from New, Modified, or Unchanged for 2018-19

Unchanged Action

Select from New, Modified, or Unchanged for 2019-20

Unchanged Action

2017-18 Actions/Services

KIPP will provide educational opportunities for families, such as financial literacy training to students and parents through the KIPP Through College Program.

2018-19 Actions/Services

College Focus: KIPP will provide educational opportunities for families, such as financial literacy training to students and parents through the KIPP Through College Program.

2019-20 Actions/Services

College Focus: KIPP will provide educational opportunities for families, such as financial literacy training to students and parents through the KIPP Through College Program.

Budgeted Expenditures

Year	2017-18	2018-19	2019-20
Amount	\$0	\$0	\$0
Source	Philanthropy	Philanthropy	Philanthropy

Action 4

For Actions/Services not included as contributing to meeting the Increased or Improved Services Requirement:

Students to be Served:

(Select from All, Students with Disabilities, or Specific Student Groups)

[Add Students to be Served selection here]

Location(s):

(Select from All Schools, Specific Schools, and/or Specific Grade Spans)

[Add Location(s) selection here]

OR

For Actions/Services included as contributing to meeting the Increased or Improved Services Requirement:

Students to be Served:

(Select from English Learners, Foster Youth, and/or Low Income)

English Learners
Foster Youth
Low Income

Scope of Services:

(Select from LEA-wide, Schoolwide, or Limited to Unduplicated Student Group(s))

LEA-wide

Location(s):

(Select from All Schools, Specific Schools, and/or Specific Grade Spans)

All Schools

Actions/Services

Select from New, Modified, or Unchanged for 2017-18

Unchanged Action

Select from New, Modified, or Unchanged for 2018-19

Unchanged Action

Select from New, Modified, or Unchanged for 2019-20

Unchanged Action

2017-18 Actions/Services

2018-19 Actions/Services

2019-20 Actions/Services

Character development: KIPP staff will support in implementing restorative practices and social emotional learning into the framework of our schools.
*Partially funded by other fund sources.

Character development: KIPP staff will support restorative practices and social-emotional learning at our schools. Students who attend KIPP may face challenges including food scarcity, shared living spaces, limited access to essential resources and sometimes even severe trauma. Supporting a restorative approach to behavioral interventions and leveraging strong social-emotional instruction will ensure we are working with our students and families to develop character traits that lead to success in school and life.

*Partially funded by other sources.

Character development: KIPP staff will support restorative practices and social-emotional learning at our schools. Students who attend KIPP may face challenges including food scarcity, shared living spaces, limited access to essential resources and sometimes even severe trauma. Supporting a restorative approach to behavioral interventions and leveraging strong social-emotional instruction will ensure we are working with our students and families to develop character traits that lead to success in school and life.

*Partially funded by other sources.

Budgeted Expenditures

Year	2017-18	2018-19	2019-20
Amount	\$16,410	\$39,506	\$8,827
Source	Supplemental and Concentration	Supplemental and Concentration	Supplemental and Concentration

Action 5

[Add Students to be Served selection here] [Add Location(s) selection here]

OR

English Learners Foster Youth Low Income	LEA-wide Schoolwide Limited to Unduplicated Student Group(s)	All Schools
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Actions/Services

[] [] New Action



Improve attendance: More time in school is critical to improving student engagement and outcomes. KIPP will invest in additional communication systems that positively reinforce the importance of regular and on-time attendance. These tools supplement the already existing truancy protocol and aim to improve attendance across our most vulnerable student populations.

Budgeted Expenditures

Amount			\$240
Source			Supplemental and Concentration

Goals, Actions, & Services

Strategic Planning Details and Accountability

Complete a copy of the following table for each of the LEA's goals. Duplicate the table as needed.

(Select from New Goal, Modified Goal, or Unchanged Goal)

Modified Goal

Goal 3

All students will have the spaces, resources and opportunities to achieve.

State and/or Local Priorities addressed by this goal:

State Priorities: Priority 1: Basic (Conditions of Learning)
 Priority 2: State Standards (Conditions of Learning)
 Priority 7: Course Access (Conditions of Learning)

Local Priorities:

Identified Need:

Continuous improvement of school conditions, resources, and materials that support student achievement.

Increase or maintain the rate of teachers who are credentialed.

Increase or maintain the rate of students who have access to common core aligned materials.

Increase or maintain the rate of teachers who feel they receive adequate professional development.

Increase or maintain the rate of students that have access to a full and rigorous course schedule.

Ensure that facilities are maintained and in good condition.

Expected Annual Measurable Outcomes

Metrics/Indicators	Baseline	2017-18	2018-19	2019-20
Teacher Resources: Annual teacher survey results: teacher	At or Above 80% Satisfaction	91% of teachers responded positively on an annual survey regarding access to	96% of teachers responded positively on an annual survey regarding access to	At or Above 80% Satisfaction

Metrics/Indicators	Baseline	2017-18	2018-19	2019-20
satisfaction with access to current, standards-aligned instructional materials for their classrooms.		state standards-aligned instructional materials	state standards-aligned instructional materials	
Teacher Professional Development: Annual teacher survey results: teacher satisfaction with the school's commitment to improving teacher's instructional practice.	At or Above 75% Satisfaction	65% of KIPP teachers felt supported in their professional development	92% of KIPP teachers felt supported in their professional development	At or Above 75% Satisfaction
Access to Rigorous Courses: Percent of students that have access to a full and robust course schedule as defined by the state.	100% of students enrolled in a broad and rigorous course schedule	100% of students were enrolled in a broad and rigorous course schedule	100% of students were enrolled in a broad and rigorous course schedule	100%
Facilities Inspection Tool: Annual inspection of school facilities and major systems by the KIPP Real Estate team.	Rating of Fair or Above	KIPP received a rating of "good" during the annual facility walk-through using the KIPP Facility Inspection Tool (FIT)	KIPP received a rating of "good" during the annual facility walk-through using the KIPP Facility Inspection Tool (FIT)	Rating of Fair or Above
Community Facilities Feedback:	At or Above 70% Satisfaction	55% of students and 92% of families	87% of students and 97% of families	At or Above 70% Satisfaction

Metrics/Indicators	Baseline	2017-18	2018-19	2019-20
Annual school culture survey results: parents and students satisfaction with the maintenance and cleanliness of the school.		responded positively when asked about school facility conditions	responded positively when asked about school facility conditions	
Teacher Credentialing: Status of teachers credentialed and teaching core classes.	All teachers qualified and appropriately assigned	KIPP's core teachers were qualified and appropriately assigned	KIPP's core teachers were qualified and appropriately assigned	KIPP's core teachers will be qualified and appropriately assigned

Planned Actions / Services

Complete a copy of the following table for each of the LEA's Actions/Services. Duplicate the table, including Budgeted Expenditures, as needed.

Action 1

For Actions/Services not included as contributing to meeting the Increased or Improved Services Requirement:

Students to be Served:

(Select from All, Students with Disabilities, or Specific Student Groups)

[Add Students to be Served selection here]

Location(s):

(Select from All Schools, Specific Schools, and/or Specific Grade Spans)

[Add Location(s) selection here]

OR

For Actions/Services included as contributing to meeting the Increased or Improved Services Requirement:

Students to be Served:

(Select from English Learners, Foster Youth, and/or Low Income)

English Learners
Foster Youth
Low Income

Scope of Services:

(Select from LEA-wide, Schoolwide, or Limited to Unduplicated Student Group(s))

LEA-wide

Location(s):

(Select from All Schools, Specific Schools, and/or Specific Grade Spans)

All Schools

Actions/Services

Select from New, Modified, or Unchanged for 2017-18

Unchanged Action

Select from New, Modified, or Unchanged for 2018-19

Unchanged Action

Select from New, Modified, or Unchanged for 2019-20

Unchanged Action

2017-18 Actions/Services

Hiring process: KIPP implements a rigorous hiring process, which includes paper screening, formal and informal interviews, performance tasks, curricular and teacher materials review, teaching demonstration, and reference checks.

2018-19 Actions/Services

Hiring process: KIPP implements a rigorous hiring process, which includes paper screening, formal and informal interviews, performance tasks, curricular and teacher materials review, teaching demonstration, and reference checks by a dedicated team. This dedicated team supplements the traditional hiring process by focusing on diverse and equitable hiring practices, with goals to bring in staff that can best support high needs students, and increase teaching staff that self-identify as people of color.

2019-20 Actions/Services

Hiring process: KIPP implements a rigorous hiring process, which includes paper screening, formal and informal interviews, performance tasks, curricular and teacher materials review, teaching demonstration, and reference checks by a dedicated team. This dedicated team supplements the traditional hiring process by focusing on diverse and equitable hiring practices, with goals to bring in staff that can best support high needs students, and increase teaching staff that self-identify as people of color.

Budgeted Expenditures

Year	2017-18	2018-19	2019-20
Amount	\$33,081	\$70,734	\$52,876
Source	Supplemental and Concentration	Supplemental and Concentration	Supplemental and Concentration

Action 2

[Add Students to be Served selection here]

[Add Location(s) selection here]

OR

English Learners
Foster Youth
Low Income

LEA-wide

All Schools

Actions/Services

		New Action
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		Title II, improving teacher, and principal quality: Strong and supportive teachers are critical to student achievement. Through targeted professional development, led by the school's leadership, effective, evidence-based educational strategies are taught and modeled that close the achievement gap and enable high needs students to meet the state's challenging academic standards.
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Budgeted Expenditures

Amount			\$19,511
Source			Title II
Budget Reference			Action being added to the LCAP to create more transparency with our community about the use of federal funds.

Action 3

For Actions/Services not included as contributing to meeting the Increased or Improved Services Requirement:

Students to be Served:

(Select from All, Students with Disabilities, or Specific Student Groups)

[Add Students to be Served selection here]

Location(s):

(Select from All Schools, Specific Schools, and/or Specific Grade Spans)

[Add Location(s) selection here]

OR

For Actions/Services included as contributing to meeting the Increased or Improved Services Requirement:

Students to be Served:

(Select from English Learners, Foster Youth, and/or Low Income)

Scope of Services:

(Select from LEA-wide, Schoolwide, or Limited to Unduplicated Student Group(s))

Location(s):

(Select from All Schools, Specific Schools, and/or Specific Grade Spans)

English Learners Foster Youth Low Income	LEA-wide	All Schools
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Actions/Services

Select from New, Modified, or Unchanged for 2017-18 Select from New, Modified, or Unchanged for 2018-19 Select from New, Modified, or Unchanged for 2019-20

Unchanged Action	Unchanged Action	Unchanged Action
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2017-18 Actions/Services

Credentialing Specialist: KIPP employs personnel responsible for supporting the adequate credentialing of our teachers. Duties include, but are not limited to, transition, housing and on-boarding assistance.

2018-19 Actions/Services

Credentialing specialist: KIPP employs personnel responsible for supporting the adequate credentialing of our teachers. This additional resource ensures that teachers are always prepared to offer the highest quality instruction to all students.

2019-20 Actions/Services

Credentialing specialist: KIPP employs personnel responsible for supporting the adequate credentialing of our teachers. This additional resource ensures that teachers are always prepared to offer the highest quality instruction to all students.

Budgeted Expenditures

Year	2017-18	2018-19	2019-20
Amount	\$6,503	\$14,185	\$6,555
Source	Supplemental and Concentration	Supplemental and Concentration	Supplemental and Concentration

Action 4

For Actions/Services not included as contributing to meeting the Increased or Improved Services Requirement:

<p>Students to be Served: (Select from All, Students with Disabilities, or Specific Student Groups)</p> <p>[Add Students to be Served selection here]</p>	<p>Location(s): (Select from All Schools, Specific Schools, and/or Specific Grade Spans)</p> <p>[Add Location(s) selection here]</p>
--	---

OR

For Actions/Services included as contributing to meeting the Increased or Improved Services Requirement:

<p>Students to be Served: (Select from English Learners, Foster Youth, and/or Low Income)</p>	<p>Scope of Services: (Select from LEA-wide, Schoolwide, or Limited to Unduplicated Student Group(s))</p>	<p>Location(s): (Select from All Schools, Specific Schools, and/or Specific Grade Spans)</p>
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English Learners Foster Youth Low Income	LEA-wide	All Schools
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Actions/Services

Select from New, Modified, or Unchanged for 2017-18 Select from New, Modified, or Unchanged for 2018-19 Select from New, Modified, or Unchanged for 2019-20

Unchanged Action	Unchanged Action	Unchanged Action
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2017-18 Actions/Services

Resources: KIPP prioritizes the need for excellent resources and provides teachers with the supplies and learning tools that they need to successfully teach common core curriculum in the classroom.

2018-19 Actions/Services

Resources: KIPP prioritizes the need for excellent resources and provides teachers with the supplies and learning tools that they need to teach common core curriculum in the classroom successfully. The annual selection process for these materials requires a robust, in-depth review of student performance data by subgroup. Only materials that can meet the needs of all students will be selected and used to bring all student subgroups to the highest level of achievement.

2019-20 Actions/Services

Resources: KIPP prioritizes the need for excellent resources and provides teachers with the supplies and learning tools that they need to teach common core curriculum in the classroom successfully. The annual selection process for these materials requires a robust, in-depth review of student performance data by subgroup. Only materials that can meet the needs of all students will be selected and used to bring all student subgroups to the highest level of achievement.

Budgeted Expenditures

Year	2017-18	2018-19	2019-20
Amount	\$160,518	\$157,826	\$236,595
Source	LCFF	LCFF	LCFF

Action 5

For Actions/Services not included as contributing to meeting the Increased or Improved Services Requirement:

Students to be Served:
(Select from All, Students with Disabilities, or Specific Student Groups)

[Add Students to be Served selection here]

Location(s):
(Select from All Schools, Specific Schools, and/or Specific Grade Spans)

[Add Location(s) selection here]

OR

For Actions/Services included as contributing to meeting the Increased or Improved Services Requirement:

Students to be Served:

(Select from English Learners, Foster Youth, and/or Low Income)

English Learners
Foster Youth
Low Income

Scope of Services:

(Select from LEA-wide, Schoolwide, or Limited to Unduplicated Student Group(s))

LEA-wide

Location(s):

(Select from All Schools, Specific Schools, and/or Specific Grade Spans)

All Schools

Actions/Services

Select from New, Modified, or Unchanged for 2017-18

Unchanged Action

Select from New, Modified, or Unchanged for 2018-19

Unchanged Action

Select from New, Modified, or Unchanged for 2019-20

Unchanged Action

2017-18 Actions/Services

Teacher salaries: We offer competitive teacher salaries that allow us to attract effective staff that can offer diverse programming.

2018-19 Actions/Services

Teacher salaries: KIPP is dedicated to the "more time in schools" model to best support high need students. All teachers commit to this increased instructional time, and we offer competitive teacher salaries to attract a capable and diverse staff that commit to this approach.

2019-20 Actions/Services

Teacher salaries: KIPP is dedicated to the "more time in schools" model to best support high need students. All teachers commit to this increased instructional time, and we offer competitive teacher salaries to attract a capable and diverse staff that commit to this approach.

Budgeted Expenditures

Year	2017-18	2018-19	2019-20
Amount	\$144,713	\$148,442	\$175,665
Source	Supplemental and Concentration	Supplemental and Concentration	Supplemental and Concentration

Action 6

For Actions/Services not included as contributing to meeting the Increased or Improved Services Requirement:

Students to be Served:

(Select from All, Students with Disabilities, or Specific Student Groups)

[Add Students to be Served selection here]

Location(s):

(Select from All Schools, Specific Schools, and/or Specific Grade Spans)

[Add Location(s) selection here]

OR

For Actions/Services included as contributing to meeting the Increased or Improved Services Requirement:

Students to be Served:

(Select from English Learners, Foster Youth, and/or Low Income)

English Learners
Foster Youth
Low Income

Scope of Services:

(Select from LEA-wide, Schoolwide, or Limited to Unduplicated Student Group(s))

LEA-wide

Location(s):

(Select from All Schools, Specific Schools, and/or Specific Grade Spans)

All Schools

Actions/Services

Select from New, Modified, or Unchanged for 2017-18

Unchanged Action

Select from New, Modified, or Unchanged for 2018-19

Unchanged Action

Select from New, Modified, or Unchanged for 2019-20

Unchanged Action

2017-18 Actions/Services

Custodial and facility staff: KIPP will prioritize creating a safe and clean learning environment by maintaining the school facility in good condition. Regular reviews of the school facility will be conducted and documented. Any issues will be addressed in partnership with the landlord.

2018-19 Actions/Services

Custodial and facility staff: KIPP supports and operates schools in communities that have the highest need. KIPP invests in the maintenance of school buildings to keep them at the standard that all students deserve. KIPP will prioritize creating a safe, clean and welcoming learning environment by keeping school facilities in good condition. We will regularly conduct site reviews of the school facility and share the results. We will address facility issues in partnership with the landlord.

2019-20 Actions/Services

Custodial and facility staff: KIPP supports and operates schools in communities that have the highest need. KIPP invests in the maintenance of school buildings to keep them at the standard that all students deserve. KIPP will prioritize creating a safe, clean and welcoming learning environment by keeping school facilities in good condition. We will regularly conduct site reviews of the school facility and share the results. We will address facility issues in partnership with the landlord.

Budgeted Expenditures

Year	2017-18	2018-19	2019-20
Amount	\$21,424	\$21,941	\$114,013
Source	LCFF	LCFF	LCFF

Action 7

For Actions/Services not included as contributing to meeting the Increased or Improved Services Requirement:

Students to be Served:

(Select from All, Students with Disabilities, or Specific Student Groups)

[Add Students to be Served selection here]

Location(s):

(Select from All Schools, Specific Schools, and/or Specific Grade Spans)

[Add Location(s) selection here]

OR

For Actions/Services included as contributing to meeting the Increased or Improved Services Requirement:

Students to be Served:

(Select from English Learners, Foster Youth, and/or Low Income)

English Learners
Foster Youth
Low Income

Scope of Services:

(Select from LEA-wide, Schoolwide, or Limited to Unduplicated Student Group(s))

LEA-wide

Location(s):

(Select from All Schools, Specific Schools, and/or Specific Grade Spans)

All Schools

Actions/Services

Select from New, Modified, or Unchanged for 2017-18

Unchanged Action

2017-18 Actions/Services

Facilities and emergency procedures: KIPP will take the necessary steps to make sure the school facility is safe and secure. This requires regular maintenance on our facility, gates, and locks. KIPP will put into place procedures for emergencies to ensure the safety of our students and staff.

Select from New, Modified, or Unchanged for 2018-19

Unchanged Action

2018-19 Actions/Services

Facilities and emergency procedures: KIPP supports and operates schools in communities that have the highest need. KIPP invests in the maintenance of school buildings to keep them at the standard that all students deserve. KIPP will take the necessary steps to make sure the school facility is safe and secure by requiring regular maintenance on our facility, gates, and locks. KIPP will put into place procedures for emergencies to ensure the safety of our students and staff.

Select from New, Modified, or Unchanged for 2019-20

Unchanged Action

2019-20 Actions/Services

Facilities and emergency procedures: KIPP supports and operates schools in communities that have the highest need. KIPP invests in the maintenance of school buildings to keep them at the standard that all students deserve. KIPP will take the necessary steps to make sure the school facility is safe and secure by requiring regular maintenance on our facility, gates, and locks. KIPP will put into place procedures for emergencies to ensure the safety of our students and staff.

Budgeted Expenditures

Year	2017-18	2018-19	2019-20
Amount	\$31,849	\$46,704	\$35,781
Source	LCFF	LCFF	LCFF

Demonstration of Increased or Improved Services for Unduplicated Pupils

LCAP Year: **2019-20**

Estimated Supplemental and Concentration Grant Funds

\$1,057,966

Percentage to Increase or Improve Services

32.87%

Describe how services provided for unduplicated pupils are increased or improved by at least the percentage identified above, either qualitatively or quantitatively, as compared to services provided for all students in the LCAP year.

Identify each action/service being funded and provided on a schoolwide or LEA-wide basis. Include the required descriptions supporting each schoolwide or LEA-wide use of funds (see instructions).

The services provided to English learners, low income students, and foster youth will increase proportionally due to the additional funding. Since the school's primary mission is to improve the educational opportunities for students in low income areas and minority subgroups the allocation of this funding schoolwide will directly impact the services offered to these students. KIPP holds an extended day and year which these funds will help make possible. Due to an extended day and year the expenditures for daily services and teacher salaries increases. These additional funds will help make this model more financially stable and allow KIPP to continue to offer increased services to unduplicated pupils.

NOTE: Authority cited: Sections 42238.07 and 52064, Education Code. Reference: Sections 2574, 2575, 42238.01, 42238.02, 42238.03, 42238.07, 47605, 47605.5, 47606.5, 48926, 52052, 52060-52077, and 64001, Education Code; 20 U.S.C. Section 6312.

LCAP Year: **2018-19**

Estimated Supplemental and Concentration Grant Funds

\$1,011,032

Percentage to Increase or Improve Services

32.80%

Describe how services provided for unduplicated pupils are increased or improved by at least the percentage identified above, either qualitatively or quantitatively, as compared to services provided for all students in the LCAP year.

Identify each action/service being funded and provided on a schoolwide or LEA-wide basis. Include the required descriptions supporting each schoolwide or LEA-wide use of funds (see instructions).

The services provided to English learners, low income students, and foster youth will increase proportionally due to the additional funding. Since the school's primary mission is to improve the educational opportunities for students in low income areas and minority subgroups the allocation of this funding schoolwide will directly impact the services offered to these students. KIPP holds an extended day and year which these funds will help make possible. Due to an extended day and year the expenditures for daily services and teacher salaries increases. These additional funds will help make this model more financially stable and allow KIPP to continue to offer increased services to unduplicated pupils.

NOTE: Authority cited: Sections 42238.07 and 52064, Education Code. Reference: Sections 2574, 2575, 42238.01, 42238.02, 42238.03, 42238.07, 47605, 47605.5, 47606.5, 48926, 52052, 52060-52077, and 64001, Education Code; 20 U.S.C. Section 6312.

LCAP Year: **2017-18**

Estimated Supplemental and Concentration Grant Funds

\$\$228,023

Percentage to Increase or Improve Services

6.44%

Describe how services provided for unduplicated pupils are increased or improved by at least the percentage identified above, either qualitatively or quantitatively, as compared to services provided for all students in the LCAP year.

Identify each action/service being funded and provided on a schoolwide or LEA-wide basis. Include the required descriptions supporting each schoolwide or LEA-wide use of funds (see instructions).

The services provided to English learners, low income students, and foster youth will increase proportionally due to the additional funding. Since the school's primary mission is to improve the educational opportunities for students in low income areas and minority subgroups the allocation of this funding schoolwide will directly impact the services offered to these students. KIPP holds an extended day and year which these funds will help make possible. Due to an extended day and year the expenditures for daily services and teacher salaries increases. These additional funds will help make this model more financially stable and allow KIPP to continue to offer increased services to unduplicated pupils.

NOTE: Authority cited: Sections 42238.07 and 52064, Education Code. Reference: Sections 2574, 2575, 42238.01, 42238.02, 42238.03, 42238.07, 47605, 47605.5, 47606.5, 48926, 52052, 52060-52077, and 64001, Education Code; 20 U.S.C. Section 6312.

Addendum

The Local Control and Accountability Plan (LCAP) and Annual Update Template documents and communicates local educational agencies' (LEAs) actions and expenditures to support student outcomes and overall performance. The LCAP is a three-year plan, which is reviewed and updated annually, as required. Charter schools may complete the LCAP to align with the term of the charter school's budget, typically one year, which is submitted to the school's authorizer. The LCAP and Annual Update Template must be completed by all LEAs each year.

For school districts, the LCAP must describe, for the school district and each school within the district, goals and specific actions to achieve those goals for all students and each student group identified by the Local Control Funding Formula (LCFF) (ethnic, socioeconomically disadvantaged, English learners, foster youth, pupils with disabilities, and homeless youth), for each of the state priorities and any locally identified priorities.

For county offices of education, the LCAP must describe, for each county office of education-operated school and program, goals and specific actions to achieve those goals for all students and each LCFF student group funded through the county office of education (students attending juvenile court schools, on probation or parole, or expelled under certain conditions) for each of the state priorities and any locally identified priorities. School districts and county offices of education may additionally coordinate and describe in their LCAPs services funded by a school district that are provided to students attending county-operated schools and programs, including special education programs.

If a county superintendent of schools has jurisdiction over a single school district, the county board of education and the governing board of the school district may adopt and file for review and approval a single LCAP consistent with the requirements in Education Code (EC) sections 52060, 52062, 52066, 52068, and 52070. The LCAP must clearly articulate to which entity's budget (school district or county superintendent of schools) all budgeted and actual expenditures are aligned.

Charter schools must describe goals and specific actions to achieve those goals for all students and each LCFF subgroup of students including students with disabilities and homeless youth, for each of the state priorities that apply for the grade levels served or the nature of the program operated by the charter school, and any locally identified priorities. For charter schools, the inclusion and description of goals for state priorities in the LCAP may be modified to meet the grade levels served and the nature of the programs provided, including modifications to reflect only the statutory requirements explicitly applicable to charter schools in the EC. Changes in LCAP goals and actions/services for charter schools that result from the annual update process do not necessarily constitute a material revision to the school's charter petition.

For questions related to specific sections of the template, please see instructions below:

Instructions: Linked Table of Contents

[Plan Summary](#)

[Annual Update](#)

[Stakeholder Engagement](#)

[Goals, Actions, and Services](#)

[Planned Actions/Services](#)

[Demonstration of Increased or Improved Services for Unduplicated Students](#)

For additional questions or technical assistance related to completion of the LCAP template, please contact the local county office of education, or the CDE's Local Agency Systems Support Office at: 916-319-0809 or by email at: lcff@cde.ca.gov.

Plan Summary

The LCAP is intended to reflect an LEA's annual goals, actions, services and expenditures within a fixed three-year planning cycle. LEAs must include a plan summary for the LCAP each year.

When developing the LCAP, enter the appropriate LCAP year, and address the prompts provided in these sections. When developing the LCAP in year 2 or year 3, enter the appropriate LCAP year and replace the previous summary information with information relevant to the current year LCAP.

In this section, briefly address the prompts provided. These prompts are not limits. LEAs may include information regarding local program(s), community demographics, and the overall vision of the LEA. LEAs may also attach documents (e.g., the California School Dashboard data reports) if desired and/or include charts illustrating goals, planned outcomes, actual outcomes, or related planned and actual expenditures.

An LEA may use an alternative format for the plan summary as long as it includes the information specified in each prompt and the budget summary table.

The reference to California School Dashboard means the California School Dashboard adopted by the State Board of Education under EC Section 52064.5.

Comprehensive Support and Improvement

An LEA with a school or schools identified for comprehensive support and improvement (CSI) under the Every Student Succeeds Act must respond to the following prompts:

- **Schools Identified:** Identify the schools within the LEA that have been identified for CSI.
- **Support for Identified Schools:** Describe how the LEA supported the identified schools in developing CSI plans that included a school-level needs assessment, evidence-based interventions, and the identification of any resource inequities to be addressed through the implementation of the CSI plan.
- **Monitoring and Evaluating Effectiveness:** Describe how the LEA will monitor and evaluate the implementation and effectiveness of the CSI plan to support student and school improvement.

Annual Update

The planned goals, expected outcomes, actions/services, and budgeted expenditures must be copied verbatim from the previous year's* approved LCAP; in addition, list the state and/or local priorities addressed by the planned goals. Minor typographical errors may be corrected.

* For example, for LCAP year 2017/18 of the 2017/18 – 2019/20 LCAP, review the goals in the 2016/17 LCAP. Moving forward, review the goals from the most recent LCAP year. For example, LCAP year 2020/21 will review goals from the 2019/20 LCAP year, which is the last year of the 2017/18 – 2019/20 LCAP.

Annual Measurable Outcomes

For each goal in the prior year, identify and review the actual measurable outcomes as compared to the expected annual measurable outcomes identified in the prior year for the goal.

Actions/Services

Identify the planned Actions/Services and the budgeted expenditures to implement these actions toward achieving the described goal. Identify the actual actions/services implemented to meet the described goal and the estimated actual annual expenditures to implement the actions/services. As applicable, identify any changes to the students or student groups served, or to the planned location of the actions/services provided.

Analysis

Using actual annual measurable outcome data, including data from the California School Dashboard, analyze whether the planned actions/services were effective in achieving the goal. Respond to the prompts as instructed.

- Describe the overall implementation of the actions/services to achieve the articulated goal. Include a discussion of relevant challenges and successes experienced with the implementation process.
- Describe the overall effectiveness of the actions/services to achieve the articulated goal as measured by the LEA.
- Explain material differences between Budgeted Expenditures and Estimated Actual Expenditures. Minor variances in expenditures or a dollar-for-dollar accounting is not required.
- Describe any changes made to this goal, expected outcomes, metrics, or actions and services to achieve this goal as a result of this analysis and analysis of the data provided in the California School Dashboard, as applicable. Identify where those changes can be found in the LCAP.

Stakeholder Engagement

Meaningful engagement of parents, students, and other stakeholders, including those representing the student groups identified by LCFF, is critical to the development of the LCAP and the budget process. EC identifies the minimum consultation requirements for school districts and county offices of education as consulting with teachers, principals, administrators, other school personnel, local bargaining units of the school district, parents, and pupils in developing the LCAP. EC requires

charter schools to consult with teachers, principals, administrators, other school personnel, parents, and pupils in developing the LCAP. In addition, EC Section 48985 specifies the requirements for the translation of notices, reports, statements, or records sent to a parent or guardian.

The LCAP should be shared with, and LEAs should request input from, school site-level advisory groups, as applicable (e.g., school site councils, English Learner Advisory Councils, student advisory groups, etc.), to facilitate alignment between school-site and district-level goals and actions. An LEA may incorporate or reference actions described in other plans that are being undertaken to meet specific goals.

Instructions: The stakeholder engagement process is an ongoing, annual process. The requirements for this section are the same for each year of a three-year LCAP. When developing the LCAP, enter the appropriate LCAP year, and describe the stakeholder engagement process used to develop the LCAP and Annual Update. When developing the LCAP in year 2 or year 3, enter the appropriate LCAP year and replace the previous stakeholder narrative(s) and describe the stakeholder engagement process used to develop the current year LCAP and Annual Update.

School districts and county offices of education: Describe the process used to consult with the Parent Advisory Committee, the English Learner Parent Advisory Committee, parents, students, school personnel, the LEA's local bargaining units, and the community to inform the development of the LCAP and the annual review and analysis for the indicated LCAP year.

Charter schools: Describe the process used to consult with teachers, principals, administrators, other school personnel, parents, and students to inform the development of the LCAP and the annual review and analysis for the indicated LCAP year.

Describe how the consultation process impacted the development of the LCAP and annual update for the indicated LCAP year, including the goals, actions, services, and expenditures.

Goals, Actions, and Services

LEAs must include a description of the annual goals, for all students and each LCFF identified group of students, to be achieved for each state priority as applicable to type of LEA. An LEA may also include additional local priorities. This section shall also include a description of the specific planned actions an LEA will take to meet the identified goals, and a description of the expenditures required to implement the specific actions.

School districts and county offices of education: The LCAP is a three-year plan, which is reviewed and updated annually, as required.

Charter schools: The number of years addressed in the LCAP may align with the term of the charter schools budget, typically one year, which is submitted to the school's authorizer. If year 2 and/or year 3 is not applicable, charter schools must specify as such.

New, Modified, Unchanged

As part of the LCAP development process, which includes the annual update and stakeholder engagement, indicate if the goal, identified need, related state and/or local priorities, and/or expected annual measurable outcomes for the current LCAP year or future LCAP years are modified or unchanged from the previous year's LCAP; or, specify if the goal is new.

Goal

State the goal. LEAs may number the goals using the “Goal #” box for ease of reference. A goal is a broad statement that describes the desired result to which all actions/services are directed. A goal answers the question: What is the LEA seeking to achieve?

Related State and/or Local Priorities

List the state and/or local priorities addressed by the goal. The LCAP must include goals that address each of the state priorities, as applicable to the type of LEA, and any additional local priorities; however, one goal may address multiple priorities. ([Link to State Priorities](#))

Identified Need

Describe the needs that led to establishing the goal. The identified needs may be based on quantitative or qualitative information, including, but not limited to, results of the annual update process or performance data from the California School Dashboard, as applicable.

Expected Annual Measurable Outcomes

For each LCAP year, identify the metric(s) or indicator(s) that the LEA will use to track progress toward the expected outcomes. LEAs may identify metrics for specific student groups. Include in the baseline column the most recent data associated with this metric or indicator available at the time of adoption of the LCAP for the first year of the three-year plan. The most recent data associated with a metric or indicator includes data as reported in the annual update of the LCAP year immediately preceding the three-year plan, as applicable. The baseline data shall remain unchanged throughout the three-year LCAP. In the subsequent year columns, identify the progress to be made in each year of the three-year cycle of the LCAP. Consider how expected outcomes in any given year are related to the expected outcomes for subsequent years.

The metrics may be quantitative or qualitative, but at minimum an LEA must use the applicable required metrics for the related state priorities, in each LCAP year as applicable to the type of LEA. For the student engagement priority metrics, as applicable, LEAs must calculate the rates as described in the [LCAP Template Appendix, sections \(a\) through \(d\)](#).

Planned Actions/Services

For each action/service, the LEA must complete either the section “For Actions/Services not included as contributing to meeting Increased or Improved Services Requirement” or the section “For Actions/Services included as contributing to meeting the Increased or Improved Services Requirement.” The LEA shall not complete both sections for a single action.

For Actions/Services Not Contributing to Meeting the Increased or Improved Services Requirement

Students to be Served

The “Students to be Served” box is to be completed for all actions/services except for those which are included by the LEA as contributing to meeting the requirement to increase or improve services for unduplicated students. Indicate in this box which students will benefit from the actions/services by entering “All”, “Students with Disabilities”, or “Specific Student Group(s)”. If “Specific Student Group(s)” is entered, identify the specific student group(s) as appropriate.

Location(s)

Identify the location where the action/services will be provided. If the services are provided to all schools within the LEA, the LEA must identify "All Schools". If the services are provided to specific schools within the LEA or specific grade spans only, the LEA must enter "Specific Schools" or "Specific Grade Spans". Identify the individual school or a subset of schools or grade spans (e.g., all high schools or grades K-5), as appropriate.

Charter schools operating more than one site, authorized within the same charter petition, may choose to distinguish between sites by entering "Specific Schools" and identifying the site(s) where the actions/services will be provided. For charter schools operating only one site, "All Schools" and "Specific Schools" may be synonymous and, therefore, either would be appropriate. Charter schools may use either term provided they are used in a consistent manner through the LCAP.

For Actions/Services Contributing to Meeting the Increased or Improved Services Requirement:

Students to be Served

For any action/service contributing to the LEA's overall demonstration that it has increased or improved services for unduplicated students above what is provided to all students (see Demonstration of Increased or Improved Services for Unduplicated Students section, below), the LEA must identify the unduplicated student group(s) being served.

Scope of Service

For each action/service contributing to meeting the increased or improved services requirement, identify the scope of service by indicating "LEA-wide", "Schoolwide", or "Limited to Unduplicated Student Group(s)". The LEA must identify one of the following three options:

- If the action/service is being funded and provided to upgrade the entire educational program of the LEA, enter "LEA-wide."
- If the action/service is being funded and provided to upgrade the entire educational program of a particular school or schools, enter "schoolwide".
- If the action/service being funded and provided is limited to the unduplicated students identified in "Students to be Served", enter "Limited to Unduplicated Student Group(s)".

For charter schools and single-school school districts, "LEA-wide" and "Schoolwide" may be synonymous and, therefore, either would be appropriate. For charter schools operating multiple schools (determined by a unique CDS code) under a single charter, use "LEA-wide" to refer to all schools under the charter and use "Schoolwide" to refer to a single school authorized within the same charter petition. Charter schools operating a single school may use "LEA-wide" or "Schoolwide" provided these terms are used in a consistent manner through the LCAP.

Location(s)

Identify the location where the action/services will be provided. If the services are provided to all schools within the LEA, the LEA must indicate "All Schools". If the services are provided to specific schools within the LEA or specific grade spans only, the LEA must enter "Specific Schools" or "Specific Grade Spans". Identify the individual school or a subset of schools or grade spans (e.g., all high schools or grades K-5), as appropriate.

Charter schools operating more than one site, authorized within the same charter petition, may choose to distinguish between sites by entering “Specific Schools” and identify the site(s) where the actions/services will be provided. For charter schools operating only one site, “All Schools” and “Specific Schools” may be synonymous and, therefore, either would be appropriate. Charter schools may use either term provided they are used in a consistent manner through the LCAP.

Actions/Services

For each LCAP year, identify the actions to be performed and services provided to meet the described goal. Actions and services that are implemented to achieve the identified goal may be grouped together. LEAs may number the action/service using the “Action #” box for ease of reference.

New/Modified/Unchanged:

- Enter “New Action” if the action/service is being added in any of the three years of the LCAP to meet the articulated goal.
- Enter “Modified Action” if the action/service was included to meet an articulated goal and has been changed or modified in any way from the prior year description.
- Enter “Unchanged Action” if the action/service was included to meet an articulated goal and has not been changed or modified in any way from the prior year description.
 - If a planned action/service is anticipated to remain unchanged for the duration of the plan, an LEA may enter “Unchanged Action” and leave the subsequent year columns blank rather than having to copy/paste the action/service into the subsequent year columns. Budgeted expenditures may be treated in the same way as applicable.

Note: The goal from the prior year may or may not be included in the current three-year LCAP. For example, when developing year 1 of the LCAP, the goals articulated in year 3 of the preceding three-year LCAP will be from the prior year.

Charter schools may complete the LCAP to align with the term of the charter school’s budget that is submitted to the school’s authorizer. Accordingly, a charter school submitting a one-year budget to its authorizer may choose not to complete the year 2 and year 3 portions of the “Goals, Actions, and Services” section of the template. If year 2 and/or year 3 is not applicable, charter schools must specify as such.

Budgeted Expenditures

For each action/service, list and describe budgeted expenditures for each school year to implement these actions, including where those expenditures can be found in the LEA’s budget. The LEA must reference all fund sources for each proposed expenditure. Expenditures must be classified using the California School Accounting Manual as required by EC sections 52061, 52067, and 47606.5.

Expenditures that are included more than once in an LCAP must be indicated as a duplicated expenditure and include a reference to the goal and action/service where the expenditure first appears in the LCAP.

If a county superintendent of schools has jurisdiction over a single school district, and chooses to complete a single LCAP, the LCAP must clearly articulate to which entity's budget (school district or county superintendent of schools) all budgeted expenditures are aligned.

Demonstration of Increased or Improved Services for Unduplicated Students

This section must be completed for each LCAP year. When developing the LCAP in year 2 or year 3, copy the "Demonstration of Increased or Improved Services for Unduplicated Students" table and enter the appropriate LCAP year. Using the copy of the section, complete the section as required for the current year LCAP. Retain all prior year sections for each of the three years within the LCAP.

Estimated Supplemental and Concentration Grant Funds

Identify the amount of funds in the LCAP year calculated on the basis of the number and concentration of low income, foster youth, and English learner students as determined pursuant to California Code of Regulations, Title 5 (5 CCR) Section 15496(a)(5).

Percentage to Increase or Improve Services

Identify the percentage by which services for unduplicated pupils must be increased or improved as compared to the services provided to all students in the LCAP year as calculated pursuant to 5 CCR Section 15496(a)(7).

Consistent with the requirements of 5 CCR Section 15496, describe how services provided for unduplicated pupils are increased or improved by at least the percentage calculated as compared to services provided for all students in the LCAP year. To improve services means to grow services in quality and to increase services means to grow services in quantity. This description must address how the action(s)/service(s) limited for one or more unduplicated student group(s), and any schoolwide or districtwide action(s)/service(s) supported by the appropriate description, taken together, result in the required proportional increase or improvement in services for unduplicated pupils.

If the overall increased or improved services include any actions/services being funded and provided on a schoolwide or districtwide basis, identify each action/service and include the required descriptions supporting each action/service as follows.

For those services being provided on an LEA-wide basis:

- For school districts with an unduplicated pupil percentage of 55% or more, and for charter schools and county offices of education: Describe how these services are **principally directed to** and **effective in** meeting its goals for unduplicated pupils in the state and any local priorities.
- For school districts with an unduplicated pupil percentage of less than 55%: Describe how these services are **principally directed to** and **effective in** meeting its goals for unduplicated pupils in the state and any local priorities. Also describe how the services are **the most effective use of the funds to** meet these goals for its unduplicated pupils. Provide the basis for this determination, including any alternatives considered, supporting research, experience or educational theory.

For school districts only, identify in the description those services being funded and provided on a schoolwide basis, and include the required description supporting the use of the funds on a schoolwide basis:

- For schools with 40% or more enrollment of unduplicated pupils: Describe how these services are **principally directed to** and **effective in** meeting its goals for its unduplicated pupils in the state and any local priorities.
- For school districts expending funds on a schoolwide basis at a school with less than 40% enrollment of unduplicated pupils: Describe how these services are **principally directed to** and how the services are **the most effective use of the funds to** meet its goals for English learners, low income students and foster youth, in the state and any local priorities.

State Priorities

Priority 1: Basic Services addresses the degree to which:

- A. Teachers in the LEA are appropriately assigned and fully credentialed in the subject area and for the pupils they are teaching;
- B. Pupils in the school district have sufficient access to the standards-aligned instructional materials; and
- C. School facilities are maintained in good repair.

Priority 2: Implementation of State Standards addresses:

- A. The implementation of state board adopted academic content and performance standards for all students, which are:
 - a. English Language Arts – Common Core State Standards (CCSS) for English Language Arts
 - b. Mathematics – CCSS for Mathematics
 - c. English Language Development (ELD)
 - d. Career Technical Education
 - e. Health Education Content Standards
 - f. History-Social Science
 - g. Model School Library Standards
 - h. Physical Education Model Content Standards
 - i. Next Generation Science Standards
 - j. Visual and Performing Arts
 - k. World Language; and
- B. How the programs and services will enable English learners to access the CCSS and the ELD standards for purposes of gaining academic content knowledge and English language proficiency.

Priority 3: Parental Involvement addresses:

- A. The efforts the school district makes to seek parent input in making decisions for the school district and each individual school site;
- B. How the school district will promote parental participation in programs for unduplicated pupils; and
- C. How the school district will promote parental participation in programs for individuals with exceptional needs.

Priority 4: Pupil Achievement as measured by all of the following, as applicable:

- A. Statewide assessments;
- B. The Academic Performance Index;
- C. The percentage of pupils who have successfully completed courses that satisfy University of California (UC) or California State University (CSU) entrance requirements, or programs of study that align with state board approved career technical educational standards and framework;
- D. The percentage of English learner pupils who make progress toward English proficiency as measured by the California English Language Development Test (CELDT);
- E. The English learner reclassification rate;
- F. The percentage of pupils who have passed an advanced placement examination with a score of 3 or higher; and
- G. The percentage of pupils who participate in, and demonstrate college preparedness pursuant to, the Early Assessment Program, or any subsequent assessment of college preparedness.

Priority 5: Pupil Engagement as measured by all of the following, as applicable:

- A. School attendance rates;
- B. Chronic absenteeism rates;
- C. Middle school dropout rates;
- D. High school dropout rates; and
- E. High school graduation rates;

Priority 6: School Climate as measured by all of the following, as applicable:

- A. Pupil suspension rates;
- B. Pupil expulsion rates; and
- C. Other local measures, including surveys of pupils, parents, and teachers on the sense of safety and school connectedness.

Priority 7: Course Access addresses the extent to which pupils have access to and are enrolled in:

- A. S broad course of study including courses described under *EC* sections 51210 and 51220(a)-(i), as applicable;
- B. Programs and services developed and provided to unduplicated pupils; and
- C. Programs and services developed and provided to individuals with exceptional needs.

Priority 8: Pupil Outcomes addresses pupil outcomes, if available, for courses described under *EC* sections 51210 and 51220(a)-(i), as applicable.

Priority 9: Coordination of Instruction of Expelled Pupils (COE Only) addresses how the county superintendent of schools will coordinate instruction of expelled pupils.

Priority 10. Coordination of Services for Foster Youth (COE Only) addresses how the county superintendent of schools will coordinate services for foster children, including:

- A. Working with the county child welfare agency to minimize changes in school placement
- B. Providing education-related information to the county child welfare agency to assist in the delivery of services to foster children, including educational status and progress information that is required to be included in court reports;
- C. Responding to requests from the juvenile court for information and working with the juvenile court to ensure the delivery and coordination of necessary educational services; and
- D. Establishing a mechanism for the efficient expeditious transfer of health and education records and the health and education passport.

Local Priorities address:

- A. Local priority goals; and
- B. Methods for measuring progress toward local goals.

APPENDIX A: PRIORITIES 5 AND 6 RATE CALCULATION INSTRUCTIONS

For the purposes of completing the LCAP in reference to the state priorities under *EC* sections 52060 and 52066, as applicable to type of LEA, the following shall apply:

- (a) “Chronic absenteeism rate” shall be calculated as follows:
 - (1) The number of K-8 students who were absent 10 percent or more of the school days excluding students who were:
 - (A) enrolled less than 31 days
 - (B) enrolled at least 31 days but did not attend at least one day
 - (C) flagged as exempt in the district attendance submission. K-8 students are considered to be exempt if they:
 - (i) are enrolled in a Non-Public School
 - (ii) receive instruction through a home or hospital instructional setting
 - (iii) are attending a community college full-time.
 - (2) The number of students who meet the enrollment requirements.
 - (3) Divide (1) by (2).
- (b) “High school dropout rate” shall be calculated as follows:
 - (1) The number of cohort members who dropout by the end of year 4 in the cohort where “cohort” is defined as the number of first-time grade 9 pupils in year 1 (starting cohort) plus pupils who transfer in, minus pupils who transfer out, emigrate, or die during school years 1, 2, 3, and 4.
 - (2) The total number of cohort members.
 - (3) Divide (1) by (2).
- (c) “High school graduation rate” shall be calculated as follows:
 - (1) For a 4-Year Cohort Graduation Rate:
 - (A) The number of students in the cohort who earned a regular high school diploma by the end of year 4 in the cohort.
 - (B) The total number of students in the cohort.
 - (C) Divide (1) by (2).
 - (2) For a Dashboard Alternative Schools Status (DASS) Graduation Rate:
 - (A) The number of students who either graduated as grade 11 students or who earned any of the following:
 - (i) a regular high school diploma
 - (ii) a High School Equivalency Certificate
 - (iii) an adult education diploma
 - (iv) a Certificate of Completion and was eligible for the California Alternative Assessment if under the age of 20.
 - (B) The number of students in the DASS graduation cohort.
 - (C) Divide (1) by (2).
- (d) “Suspension rate” shall be calculated as follows:
 - (1) The unduplicated count of pupils involved in one or more incidents for which the pupil was suspended during the academic year (July 1 – June 30).
 - (2) The unduplicated count of pupils with a primary, secondary, or short-term enrollment during the academic year (July 1 – June 30).
 - (3) Divide (1) by (2).
- (e) “Expulsion rate” shall be calculated as follows:
 - (1) The unduplicated count of pupils involved in one or more incidents for which the pupil was expelled during the academic year (July 1 – June 30).
 - (2) The unduplicated count of pupils with a primary, secondary, or short-term enrollment during the academic year (July 1 – June 30).

(3) Divide (1) by (2).

NOTE: Authority cited: Sections 42238.07 and 52064, *Education Code*. Reference: Sections 2574, 2575, 42238.01, 42238.02, 42238.03, 42238.07, 47605, 47605.6, 47606.5, 48926, 52052, 52060, 52061, 52062, 52063, 52064, 52066, 52067, 52068, 52069, 52070, 52070.5, and 64001,; 20 U.S.C. Sections 6312 and 6314.