

## PIEDMONT UNIFIED SCHOOL DISTRICT

### ACTION PLAN FOR 2014-15 DISTRICT GOALS FOUNDATION FOR LOCAL CONTROL ACCOUNTABILITY PLAN

#### **OUR COMMITMENTS as a public school system:**

- We are committed to cultivating a learning community where students are engaged in their learning, strive for excellence, and are supported to achieve to their fullest potential.
- We are committed to providing a safe, nurturing learning environment where every member of the Piedmont schools feels respected. We strive to increase everyone's sense of inclusion in our community. Our practice of safety and inclusion begins with our policy of prohibiting discrimination on the basis of age, disability, ethnicity, gender, language, marital status, nationality, race, religion, sexual orientation, and socioeconomic status.
- We are committed to fostering a comprehensive educational program that equips students to live in a diverse and changing world.
- We are committed to advance the commitments, vision, and goals of our school system by:
  - working collaboratively, and
  - allocating and effectively managing limited resources.

#### **OUR VISION**

Our vision for "Shaping Our Future" is rooted in six major themes. The themes will serve as a foundation for the planning of the Local Control Accountability Plan. The themes will serve as the categories to engage parents, students, and all stakeholders in the development of the 2014-15 LCAP and the updates for future years. The tactics identified will reflect the goals and indicators for Section 2 of the LCAP template. The operational activities will reflect actions and services for Section 3 of the LCAP. The Business Services department will work directly with the Academic Services department to identify and track expenditures in each category. As part of the three-year plan update each year, tactical and operational activities will be updated based on the progress made each year.

#### **1. Supporting Academic Excellence**

By creating a breadth and depth of engaging learning opportunities for all students, continue to inspire, teach, and support students of all levels of learning to: implement Common Core State Standards and the Smarter Balanced assessment program; cultivate critical thinking skills; and develop a love of learning in order to strive toward one's fullest potential

#### **2. Maximizing Individual Potential**

Recognizing that each student has unique passions, motivations, and strengths, help students to individualize their education and achieve to their fullest potential.

#### **3. Developing Resilience**

Create a culture of learning in the schools, where students feel safe taking risks, being flexible, innovative, and adaptable, and taking on new challenges. In addition to following students through assessments and benchmarks, offer social skills development and

counseling support so students are prepared to meet real world challenges in their lives with resilience.

#### **4. Promoting Program Adaptability**

With an emphasis on continuous growth and effective communications, reflect on the relevance and effectiveness of educational programs in a rapidly changing world in order to create learning opportunities that are comprehensive, innovative, dynamic, and sustainable.

#### **5. Cultivating A Global Citizenry**

Cultivate students to become engaged and responsible citizens in the larger global community.

#### **6. Building K-12 Community**

Develop collaborations across groups in the K-12 educational community to stay informed and to participate in the development and maintenance of programs and practices that support the District's commitments, vision, and goals.

### **GOALS – TACTICS – ACTIVITIES**

The tactics reflect the key areas of focus for the 2014-15 school year to support the goals. The activities describe how the tactics are put into practice at the implementation level (site and/or District-wide) to support the goals. **They will be used in the development of Section 1 and 2 of the LCAP.**

**GOAL #1 – Adapt & Improve Educational Program Delivery:** Continuously adapt and improve program delivery in collaboration with administration, staff, employee groups, support groups, parents, students, and the community, so that we can continue to provide a comprehensive educational program for all students that supports academic excellence, **includes differentiation in instruction to** maximize individual potential, and cultivates global citizenship.

#### **Tactics:**

1. Utilize Section 3 “actions and services” of the 2014-15 LCAP as the tactics identified to address program delivery.
  - *Activities:*
    - Bring additional tactics for consideration by the Board as areas of focus that may not be included in the LCAP
    - Perform the actions and provide the services detailed in Section 3 of the LCAP
2. Review the 2014-15 LCAP to assess progress indicators on goals
  - *Activities:*
    - Engage stakeholders in the review of year 1 of the LCAP for the purpose of updating sections 2 and 3 of the LCAP for 2015-16 and 2016-17.
    - Provide data on progress indicators to inform next steps.

**GOAL #2 – Support Professional Growth & Instructional Effectiveness:** With a focus on supporting student growth through an effective instructional program, work in collaboration with administration and employee groups to enhance evaluation, training, and compensation systems in order to attract and sustain a quality professional staff for all students within budget limitations.

## **Tactics:**

1. Continue to support the implementation and refinement of the evaluation tools developed by the joint APT/District Evaluation Committee. Adapt the tools and protocols developed for the evaluation of teachers to the evaluation of administrators.
  - *Activities:*
    - Utilize the handbook used by teachers and administrators to guide implementation of the current evaluation process to provide consistency throughout the District.
2. Continue to provide common planning time for teachers/staff to collaborate and form/strengthen Professional Learning Communities as part of the culture.
  - *Activities:*
    - Provide opportunities for teachers to observe and share successful practices in the delivery of instruction between and within school sites/grade levels.
    - Continue the work of the Evaluation Committee to develop teacher leadership opportunities throughout the District.
    - Paraeducators will participate in professional development activities as part of the Common Core professional development days. Paraeducators will continue to participate in professional development opportunities sponsored by the Special Education Local Planning Area (SELPA) of which Piedmont is one of five participating school districts (including Alameda, Berkeley, Albany, and Emery).
3. Support site and District review mandates:
  - *Activities:*
    - Review and update LCAP as required by the State.

**GOAL #3 – Provide a Safe Learning Environment:** Provide students with a safe and healthful learning environment where respect, inclusion, resilience, responsible citizenship, self discipline, and personal responsibility are thoughtfully practiced.

## **Tactics**

1. Identify activities in LCAP that address priority #6 “school climate” and priority #8 “other pupil outcomes” including but not limited to the following:

Continue to facilitate/strengthen culture of respect, inclusion and diversity education.

- Monitor the implementation of Second Step and Welcoming Schools at the three elementary schools with the expectation that there is a tri-school approach at each grade level. Expand Second Step to include sixth grade as part of the “Scott’s Camp.”
- PHS/MHS administration to work with all coaches, students, and families to increase the culture of respect and high expectations for student athletes.

Maintain services for K-12 students to support personal responsibility, resiliency, and respect.

- Wellness Center to provide counseling services to grade 6-12 students in need and coordinate student leadership programs such as Ambassadors, Peer Advisors, and Youth Educators.
- Support the efforts of the Secondary Climate Committee to increase PHS/MHS student awareness to understand and reduce at-risk behaviors. Support service learning opportunities for all students.
- Review expectations with all students as to respectful behavior, including an understanding of what constitutes sexual harassment.

- Follow protocols for dealing immediately with graffiti, bullying, and harassment, including sexual harassment and hate-motivated incidents.
- Monitor and reinforce expectations of academic integrity.

**GOAL #4 – Cultivate a Dynamic Learning Community:** Cultivate a dynamic learning community focused on growth, inquiry, and communications in partnership with employees, parents, students, community members, and organized groups.

### Tactics

1. Communication, Communication, Communication: Identify areas of Stakeholder Engagement as required in Section 1 of the LCAP to address the state priority 3 of parent involvement.
2. Continue to implement the ideals of the Interest-Based Bargaining approach to all collective bargaining activities for all employees.
  - *Activities:*
    - The Association of Piedmont Teachers (APT), the California School Employees Association (CSEA), and the Association of Piedmont School Administrators (APSA) have been active collaborators as part of the negotiations process to ensure the delivery of a comprehensive, rigorous program for students while maintaining fiscal solvency.
    - Communicate with parents and community the issues to be addressed as part of the collective bargaining program with adequate time to provide meaningful input (e.g., bell schedule, field trips, instructional calendar, conference schedule)

**GOAL #5 – Develop & Implement a Sustainable Plan For the Budget under the Local Control Funding formula:** Continue to develop and implement a three-year plan in collaboration with administration, employee groups, support groups, parents, and the community, in order to sustain the quality of our educational and instructional programs, and school facilities. **Incorporate support for programs that were previously restricted as to revenue and expenditures. Move toward a budget that does not expend more than revenue each year.**

### Tactics

1. Develop multi-year budgets as part of a budget development process that allows for consideration of variables while maintaining the ability to offer a stable student program that reflects the depth and breadth of programs offered by the most highly qualified staff.
  - *Activities:*
    - Provide multi-year budget scenario updates that incorporate the new State funding model, the Local Control Funding Formula (LCFF), at prescribed intervals (Interim Reports) and as needed for planning purposes.
    - Provide opportunities for all stakeholders as included in the LCAP to know and understand the budget.
2. Continue partnerships with employee associations and fundraising groups in collaboration with the District to support the K-12 program.
  - *Activities:*
    - Continue to communicate budget issues with all stakeholders at the Budget Advisory Committee.
    - Coordinate with the Giving Campaign, the Piedmont Educational Foundation, and all support groups to maximize funds donated to the District to support K-12 programs.

**Goal #6 – Invest In & Preserve School Facilities & Infrastructure:** Develop and implement a plan to ensure the long-term safety, accessibility, usability, and value of school facilities and infrastructure within budget limitations and in collaboration with the City of Piedmont where appropriate.

**Tactics**

1. Review options for renovation of the Alan Harvey Theater depending on outcome of bond election on June 3, 2014.
2. Superintendent to invite City Manager to work together on a joint plan for District and City to develop an agreement for shared use and management of programs for the community of the City of Piedmont.
3. Facilitate a facility steering committee to address the long-term safety, accessibility, usability, maintenance and upgrades to District Facilities, including the refinement of the District's Master Facilities Plan