



School Plan for Student Achievement (SPSA) Template

Instructions and requirements for completing the SPSA template may be found in the SPSA Template Instructions.

School Name	County-District-School (CDS) Code	Schoolsite Council (SSC) Approval Date	Local Board Approval Date
Robert F. Kennedy High School	15634120116384	October 26, 2021	November 9, 2021

Purpose and Description

Briefly describe the purpose of this plan (Select from Schoolwide Program, Comprehensive Support and Improvement, Targeted Support and Improvement, or Additional Targeted Support and Improvement)

Schoolwide Program

Briefly describe the school's plan for effectively meeting the ESSA requirements in alignment with the Local Control and Accountability Plan and other federal, state, and local programs.

The School Plan for Student Achievement (SPSA) is meant to consolidate all school-level planning efforts into one plan for programs funded through the consolidated application (ConApp), pursuant to the California Education Code (EC) Section 64001 and the Elementary and Secondary Education Act as amended by the Every Student Succeeds Act (ESSA).

The purpose of the SPSA is to increase the overall effectiveness of the school program by crafting a strategic plan that maximizes the resources available to the school while minimizing duplication of effort with the ultimate goal of increasing student achievement.

The School Site Council (SSC) is required to develop and annually review the SPSA, establish an annual budget, and make modifications in the plan to reflect changing needs and priorities, as applicable, pursuant to EC 52853(b) and 52855.

California's ESSA State Plan significantly shifts the state's approach to the utilization of federal resources in support of underserved student groups. The SPSA provides schools with the opportunity to document their approach to maximizing the impact of federal investments in support of underserved students.

The implementation of ESSA in California presents an opportunity for schools to innovate with their federally-funded programs and align them with the priority goals of the school and the LEA that are being realized under the state's Local control Funding Formula (LCFF). LCFF provides schools and LEAs flexibility to design programs and provide services that meet the needs of students in order to achieve readiness for college, career, and lifelong learning. The SPSA planning process supports continuous cycles of action, reflection, and improvement.

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Comprehensive Needs Assessment Components

Data Analysis

Please refer to the School and Student Performance Data section where an analysis is provided.

Surveys

This section provides a description of surveys (i.e., Student, Parent, Teacher) used during the school-year, and a summary of results from the survey(s).

At Robert F. Kennedy High School, we regularly ask our students, parents, and staff to respond to questions about students' achievement and supports for student learning. All surveys are provided in English and Spanish. Surveys are administered via personal phone calls, Blackboard Connect text message, and Microsoft Forms. We have found that such an activity provides us with valuable feedback about how we are doing in our quest to provide an exemplary education to our students. Parent, student, and teacher surveys are conducted regularly (March, July, October) to gauge instruction, student needs, and academic achievement. In March 2021, parents and students were surveyed to determine who would continue on a virtual learning platform or would return to campus during the reopening phases on a hybrid schedule in spring 2021. One hundred percent of parents participated in the survey resulting in 37% of students returning to campus on a hybrid schedule, while 63% remained on a virtual platform. In July 2021, a survey was conducted to inform parents that students would return for full, in-person instruction for the 2021-22 school year, and to determine the number of students who opted for an alternative educational setting. Nearly 100% of our parents participated in the survey with approximately 99% responding that their child would return for in-person instruction. Following the July 2021 survey results, the DJUHSD provided independent study teachers at each school site to provide alternative instruction for the remaining 1% of students.

Parent surveys were conducted in English and Spanish in Fall of 2020 as an indicator to measure effective services and supports to address learning post the COVID-19 school closures. With improving teaching and student learning and achievement as well as safety as our highest priority, students and parents had access to an online survey for several days. During the school-wide Title I meeting, parents were informed of the survey and to expect all-calls via Blackboard Connect, followed by text messages that would contain the online survey link. Parents who preferred to complete the survey on paper were provided with a hard copy. Both students and parents were reminded daily to complete the survey. The survey was provided in English and Spanish.

One hundred percent of parent and student surveys conducted in October 2020 indicate that RFKHS provides a strong and challenging curriculum. Parents and students agree that they feel safe and connected to school during COVID-19. There is a consensus that our school's facilities are in good repair. Our school has sufficient standards aligned instructional materials in core subjects and provide a broad course of study. Approximately 94% of parents feel their children are provided with the supports and services needed to support student learning during distance learning. Parents and students unanimously agree that Robert F. Kennedy High School provides students with the resources and tools needed for learning acceleration. The survey below identifies a slight disparity among parents and students. While parents agreed that Robert F. Kennedy High School involves them in the planning and decision-making process, almost 9% of students disagreed. All parents agreed that the school has effectively communicated regarding engagement in distance learning, while 6% of students did not. Almost 100% of students agreed that the school provides effective services or supports to address learning loss during COVID pandemic distance learning.

The detailed results from this survey are below:

Parent Surveys - October 2020

- 100% of parents agreed that the school has sufficient standards aligned instructional materials in history, English, mathematics, science, and ELD.
- 100% of parents agreed that the school facility is in good repair.
- 97.8% of parents agreed that teachers are appropriately assigned and fully credentialed in their subject area.
- 97.8% of parents agreed that the school has implemented the academic content standards for all students, including English Language learners, students with disabilities, and those who are gifted during COVID-19 school closures.
- 95.4% of parents agreed that the school involves parents in providing input in making decisions for the school/district.
- 95.7% of parents agreed that the school provides sufficient parent notices, invitations, and letters regarding parent involvement activities.
- 92.1% of parents agreed that the school communicates with parents regarding engagement in distance learning instruction and academic progress.
- 91.1% of parents agreed that the school/district prepares students for college or career pathways.
- 94.8% of parents agreed that the district/school effectively addresses attendance (during COVID-19), dropout, and graduation.
- 98.1% of parents agreed that the school provides alternatives to suspension for minor offenses such as disruption or defiance.
- 93.8% of parents agreed that students feel safe while at school (including COVID-19 safety concerns) and students feel connected to school.
- 97% of parents agreed that the school provides access to a broad course of study.
- 94.3% of parents agreed that the school provides effective services or supports to address learning loss during COVID pandemic distance learning.
- 98.6% of parents agreed that students have access to connectivity and a laptop or Chromebook to participate in distance learning and complete their homework.

Student Surveys - October 2020

- 100% of students agreed that the school has sufficient standards aligned instructional materials in history, English, mathematics, science, and ELD.
- 100% of students agreed that the school facility is in good repair.
- 100% of students agreed that teachers are appropriately assigned and fully credentialed in their subject area.
- 100% of students agreed that the school has implemented the academic content standards for all students, including English Language learners, students with disabilities, and those who are gifted during COVID-19 school closures.
- 91.2% of students agreed that the school involves parents in providing input in making decisions for the school/district.
- 97.7% of students agreed that the school provides sufficient parent notices, invitations, and letters regarding parent involvement activities.
- 94% of students agreed that the school communicates with parents regarding engagement in distance learning instruction and academic progress.
- 91.1% of students agreed that the school/district prepares students for college or career pathways.
- 92% of students agreed that the district/school effectively addresses attendance (during COVID-19), dropout, and graduation.

- 93% of students agreed that the school provides alternatives to suspension for minor offenses such as disruption or defiance.
- 99.5% of students agreed that students feel safe while at school (including COVID-19 safety concerns) and students feel connected to school.
- 100% of students agreed that the school provides access to a broad course of study.
- 99.63% of students agreed that the school provides effective services or supports to address learning loss during COVID pandemic distance learning.
- 99.2% of students agreed that students have access to connectivity and a laptop or Chromebook to participate in distance learning and complete their homework.

In October 2020, the RFK staff completed a survey to gather feedback concerning the school's progress in meeting its WASC action items that are in alignment with its school-wide goals. The results are as follows:

- 100% of selected that our SPSA Goal 1, to which our WASC Critical Area 1 has been linked, has significant positive impact on our school community since our last WASC visit in February 2018.
- 100% of selected that our SPSA Goal 2, to which our WASC Critical Area 1 has been linked, has significant positive impact on our school community since our last WASC visit in February 2018.
- 100% of selected that our SPSA Goal 3, to which our WASC Critical Area 3 has been linked, has significant positive impact on our school community since our last WASC visit in February 2018.

During the 2020-2021 school year, Individual departments were surveyed focused on Priority 2: Implementation of State Academic Standards. The results based on a five point rating (1-Exploration, 2-Beginning, 3-initial, 4-full implementation, and 5-full implementation and sustainability) are noted below:

Instructional Materials

- Full Implementation and Sustainability in English language arts and English language development
- Full Implementation in mathematics, science, and history

Implementation of Standards

- Full Implementation and Sustainability in Health and Visual Performing Arts
- Full Implementation in Career technical Education, Physical Education, and World Language

Classroom Observations

This section provides a description of types and frequency of classroom observations conducted during the school-year and a summary of findings.

At Robert F. Kennedy, the principal, two assistant principals and learning director regularly perform formal observations, and informal walk-throughs to evaluate instructional strategies and effectiveness of classroom management and lesson design. The formal observations are conducted as part of the evaluation process for provisional and probationary teachers; tenured teachers typically occurring on a biennial basis. The process of formal evaluations consist of a pre-conference; one or more formal observations of a full period; post conference(s) to provide teachers with immediate and effective feedback; and one or more walk-throughs (not a full period) to

determine progress of instructional practices. Minimal modifications have been made to the evaluation process during the 2021-2022 school year while classes are being held online.

Evaluations of instruction serve to guide improvement of teaching skills, to recognize and reinforce teaching excellence, to help teachers focus on student outcomes, identify best practices, and to plan professional development. The evaluation process enables site administration to evaluate instructional strategies and effectiveness as well as classroom management and lesson design. The process also allows for constructive feedback and an overall score of the teacher's performance. EL instructional strategies are also informally tracked using a classroom walk-through monitoring tool to determine individual or school-wide professional development needs. The walk-through monitoring tool helps collect data of instructional strategies and practices being implemented in the classroom and is used to provide teachers with timely and effective feedback. The informal walk-throughs are held weekly, sometimes daily, to determine the implementation of effective practices and gaining insights into next steps.

Informal learning walks are primarily held by teacher coaches to determine needed support for new or struggling teachers. Learning walks performed by teacher coaches in English, Math, and Science are used to determine the needs of their peers and if concepts shared in instructional coaching sessions are being implemented in the classroom. This helps determine what is working and which further supports are needed or should be continued. Teachers new to the school or the profession are encouraged to participate in learning walks to observe master teachers implementing teaching strategies that support learning and maximize student achievement.

Analysis of Current Instructional Program

The following statements are derived from the Elementary and Secondary Education Act (ESEA) of 1965 and Essential Program Components (EPCs). In conjunction with the needs assessments, these categories may be used to discuss and develop critical findings that characterize current instructional practice for numerically significant subgroups as well as individual students who are:

- Not meeting performance goals
- Meeting performance goals
- Exceeding performance goals

Discussion of each of these statements should result in succinct and focused findings based on verifiable facts. Avoid vague or general descriptions. Each successive school plan should examine the status of these findings and note progress made. Special consideration should be given to any practices, policies, or procedures found to be noncompliant through ongoing monitoring of categorical programs.

Standards, Assessment, and Accountability

Use of state and local assessments to modify instruction and improve student achievement (ESEA)

Robert F. Kennedy High School uses state and local formative and summative assessments to modify instruction and improve student achievement. Students are assessed regularly to track learning progress throughout the semesters. Teachers in the Mathematics, English, ELD, Science, Health, Social Studies, and Foreign Language departments utilize multiple assessment tools. These include, but are not limited to standardized exams, teacher-developed tests, teacher-developed quizzes, chapter and unit tests, mid-chapter tests, benchmarks, multiple choice and essay exams, projects and portfolio assessments, performance tasks and labs, and class participation. Teachers conduct constant formative assessments to gather immediate feedback through checking for

understanding practices, such as hand signals, quick-writes, asking questions throughout the lesson, warm-ups, closure activities, and skill/lesson summaries completed by students.

The Learning Director assists teachers with data analysis of assessment to evaluate student learning, target areas of growth, and set student goals. Educational programs such as Listenwise, Renaissance, IXL, Illuminate, Aeries Grade Book and Parent Portal, and Canvas LMS make the collection and sharing of assessment data much easier. Listenwise is used by teachers to monitor student progress in listening and comprehension skills. Renaissance diagnostic benchmarks help teachers identify learning gaps and customizes a path for each student to accelerate learning. Teachers use Illuminate to access a standards-aligned, assessment platform that supports data collection and analysis. The program provides teachers with a holistic view of the whole student, combining assessment data, academic, social-emotional behavior, intervention and qualitative data to determine students' learning needs. The IXL benchmark assessments identify students for targeted after school tutorial in core subjects. Teachers update their Aeries gradebook regularly, providing parents with the ability to monitor grades and daily attendance, and have access to their child's assigned teacher information using Parent Portal at Aeries.net. Instructions to create a parent/student portal account are included in the annual parent information packet that is mailed to every RFK student household. Counselors developed an easy-to-follow parent portal tutorial video and written instructions in English and Spanish that are available on our school website. Parents also receive the link through a text message via Blackboard Connect for easy access to the information. As part of our Parent University, the guidance counselors provide an Aeries Portal parent workshop to guide them through the step-by-step process of creating their respective accounts in a school computer lab.

Use of data to monitor student progress on curriculum-embedded assessments and modify instruction (EPC)

Due to the COVID pandemic that occurred in the spring of 2020, schools were waived from state assessments. As a result, 2019 CAASPP data will be used to monitor progress of our district and school goals in determining the effectiveness of the instructional programs.

Robert F. Kennedy High School continuously uses data to modify instruction in meeting the needs of pupils of low socioeconomic status and close the achievement gap among student sub groups. Our school will continue to conduct an annual needs analysis based on evaluation of data and current actions. All actions for federal funds will supplement and enhance local priorities. RFKHS will continue to provide homeless students with services outlined in the McKinney-Vento Act. Our goal is to ensure all students receive a high-quality education and close the achievement gap for English learners and students with disabilities. Robert F. Kennedy High School will monitor and evaluate the implementation and effectiveness of instruction and student learning through the use of local and state assessments. Pupil academic achievement will be measured through the use of local formative and benchmark (summative) assessment results in English and mathematics. Formative assessment data is collected daily through quizzes, assignments, and Explicit Direct Instruction (EDI) to gauge learning and refine and modify instruction and curriculum. Summative (benchmark) assessment data will be collected and evaluated at the end of each term for effectiveness and refinement of instructional strategies and supplementary materials; social and emotional learning; and tutorials. This data will be used to inform ongoing decision making during staff collaboration time, school wide staff meetings, and parent meetings and trainings.

In spring 2019, 66% of our 11th grade students were considered college ready based on the English Language/Literacy test results, surpassing the state average of 57%. Students showed an increase of 7% in Standard Exceeded, and 5% in Standard Met; an overall increase of 3% from spring 2018.

While our students are performing at a lower rate in the Smarter Balanced Assessment in Math, RFK shows a slight increase according to spring 2019 CAASPP data. Based on the Smarter Balanced Assessment in Mathematics, 36% of our 11th grade students were considered college ready, surpassing the state average of 32%; a 4% overall increase from spring 2018.

With a slight increase in school enrollment in the 2019-20 school year, the number of English Learners also increased by 47 students (3%). Our English Learner enrollment number exceeds the state averages but remains steady over time. Our student population is a reflection of the Delano community, also known as an international community due to its diverse population. The RFK student populations is predominantly Hispanic and Filipino.

While we serve a high number of students who are English learners, RFK students are making progress in English proficiency. This success can be attributed to programs on our campus that target our ELL students and struggling learners. RFKHS has a strong educational program that is driven by high-stakes tests, as well as formal and informal assessments, and the Student Learning Outcomes by which we determine student achievement. Our educational program includes an after school tutorial program as well as strong support from our academic leadership teams and school administration. Department cohorts periodically make comparisons to assess our growth and areas of need. Lessons have been standardized and various assessment strategies are developed aiming to reinforce standards based instruction in all content areas.

The District's Curriculum, Instruction, and Assessment (CIA) team analyze and review needs assessment data correlated to the School Plan for Student Achievement for each of the school sites. The needs, goals and objectives are developed and reviewed with key stakeholders that include teachers, staff, parents, students, parent advisory groups and community members. The data analyzed includes SBAC, ELPAC and AP assessments. Once the data is collected, it is analyzed for achievement gaps and academic performance among subgroups as well as local and state averages.

Teachers and school administration use data from the the following formal and informal assessments to monitor student progress and determine academic needs of students:

ELPAC:

RFKHS has made great strides in high-stakes exams. Based on the 2018 ELPAC data, it was determined that reading was one key area in need of improvement. The Common Core Standards stress a greater focus on critical and close reading of all texts and have a greater emphasis on informational and historical texts. As a result, curricular changes were implemented to increase reading strand scores. In order to continue improving student achievement in listening and speaking, students are encouraged to answer in complete sentences, teachers are integrating and emphasizing academic vocabulary, and students are using the English language, through active participation, at least fifty percent of the time. ELLs take the ELPAC test annually and according to their test scores, core class grades, and SBAC scores, are re-designated as Fluent English Proficient (FEP), and monitored annually for progress. For the 2021-2022 school year, class grades, state standardized tests and ELPAC are effectively used to monitor and re-designate English Language Learners (ELL's). Class grades are also used by teachers to recommend students for more challenging courses and appropriate academic placement.

PFT:

All students in grades nine must be administered the Physical Fitness Test during February 2022 and May 2022. Any student who does not pass the test by the tenth grade is required to enroll in physical education. The Physical Education Department analyzes the PFT data to modify

curriculum.

KTEA II and WISC IV:

Kaufman Test of Educational Achievement (KTEA) II is used to evaluate students receiving special education services during their triennial IEP evaluation. The test is used to monitor student academic progress and growth with respect to their specific learning disability. Wechsler Intelligence Scale for Children Fourth Edition (WISC IV) measures the intelligence quotient of individual students. Modifications and accommodations to the curriculum and assessments are applied to the needs of each student as indicated by the findings of the KTEA, WISC and other standardized assessments.

BENCHMARKS:

RFKHS teachers monitor their students' academic proficiency and modify instructional strategies based on the results of the Benchmarks. The Benchmarks are summative assessments that are given during the first three quarters of each academic school year and focus on specific State Standards. These assessments are designed by each department to ensure that the state's Standards are mastered in each class.

Illuminate Software:

All core departments are encouraged to administer and analyze student progress using this software and the results are used to target specific areas of growth. Teachers use this information to focus on re-teaching classroom instruction and are provided with training in Illuminate on an as needed basis.

When a need is determined, the Learning Director assists teachers to modify their lesson(s) using Illuminate. The Illuminate assessment system simplifies every step of the testing process. The use of these programs will allow teachers to modify their lesson(s) in order to generate tests that target specific learning objectives. Lesson(s) will be modified to create tests from a test item bank or create custom questions for other content covered.

Advanced Placement:

The number of students taking AP courses continues to increase, 149 student in 2016 to 240 students in 2019. AP teachers, in conjunction with the administration, analyze the AP test results of their students. These examinations of AP test results are used to assess current teaching pedagogies and methodologies, scope and sequencing, assessments, and course materials. From these results, new goals are established.

IXL:

IXL benchmark assessments identify students for targeted afterschool tutorial.

Renaissance:

Teachers use Renaissance diagnostic benchmarks to identify learning gaps and focus students to accelerate learning.

Aeries Gradebook:

Scholarship warnings identify students in need of intervention strategies and support from their guidance counselor. Students are assigned the same counselor from the start of their freshman year through graduation. Counselors refer students to afterschool tutoring which is monitored through attendance logs and Aeries.

Canvas LMS:

The Canvas poll tool provides teachers immediate feedback of student responses simultaneously

during a lesson. Teachers use the immediate feedback to identify the need for re-teaching and other EDI instructional strategies. Assessments can also be graded immediately, allowing teachers the ability to refine, modify, and adjust the next day's instruction.

Staffing and Professional Development

Status of meeting requirements for highly qualified staff (ESEA)

Robert F. Kennedy High School teachers have done an outstanding job preparing all students, including ELs, socioeconomically disadvantaged, and students with disabilities for continued improvement on the SBAC. Robert F. Kennedy High School has a teaching staff of 58 certificated members. Three are on Provisional internships (PIP) and or STPs. RFKHS has 4 new, fully credentialed teachers with two or less years of experience. RFKHS admin makes every effort toward assuring that all teachers are highly qualified to teach in each of the academic areas. Within the core subject areas, there are 11 English/ELD teachers, 9 Mathematics teachers, 5 Science Teachers, and 6 Social Studies teachers. All of the teachers have a bachelor's degree, a California teaching credential or are currently enrolled in a subject matter credential program, and some have earned master degrees qualifying them to teach dual enrollment courses.

Sufficiency of credentialed teachers and teacher professional development (e.g., access to instructional materials training on SBE-adopted instructional materials) (EPC)

Robert F. Kennedy High School provides support for new teachers and evidence-based professional development opportunities for all teachers. Mentors are provided for all Provisional Internship Permit (PIP), Short-term Internship Permit (PIP), Waivers, Interns, & Induction Program teachers for support and guidance. Academic coaches provide instructional support and training throughout the year for all teachers and this subgroup as well. Teachers, based on need or request, are provided a substitute to observe master teachers modeling instructional strategies and best practices. The Learning Director also meets with new teachers monthly or on an as needed basis to provide support in research-based instructional strategies and best practices.

Professional development activities are strategically scheduled to support new teachers. These activities include:

AUGUST

- Explicit Direct Instruction: Bell-to-Bell Instruction with Well-Designed Lessons that include Learning Objective, Prior Knowledge, Concept Development, Guided Practice, Relevance, and Closure (RFK New Teacher Academy)
- Explicit Direct Instruction: Active Engagement Strategies that include Pronounce with Me, Track with Me, Read With Me, Gesture With Me, Attention Signals, White Boards, and Complete Sentences (RFK New Teacher Academy)

SEPTEMBER

- Explicit Direct Instruction: Effective Lesson Delivery that follows the TAPPLE methodology (RFK New Teacher Academy)
- Explicit Direct Instruction: Engagement Norms & CFU's (Dataworks)
- Distance Learning: Canvas Learning Management System training (RFK Academic Coaching)
- Explicit Direct Instruction: Active Engagement that includes Think-Pair-Share and Collaborative Activities (RFK New Teacher Academy)

OCTOBER

- Distance Learning: Canvas Learning Management System training (RFK Academic Coaching)
- Explicit Direct Instruction: Checking for Understanding that includes Random Selection, White Boards, and Complete Sentences (RFK New Teacher Academy)
- Reading Literacy: Jill Hamilton-Bunch (Point Loma Nazarene University)
- Explicit Direct Instruction: Effective Feedback for incorrect answers (RFK New Teacher Academy)

NOVEMBER

- Explicit Direct Instruction: Effective Modeling of the Annotation process (I do, we do, you do) that includes a Teacher Think Aloud and Marking the Text with a Focus in Mind (RFK New Teacher Academy)

DECEMBER

- Reading Literacy: Jill Hamilton-Bunch (Point Loma Nazarene University)
- Explicit Direct Instruction: Effective Modeling of the Constructed Writing Response Process (I do, we do, you do) that includes Teacher Modeling, Rubrics, and Examination of Exemplars (RFK New Teacher Academy)

JANUARY

- Explicit Direct Instruction: Effective Modeling of Vocabulary Development that includes the Frayer Model graphic organizer (RFK New Teacher Academy)
- Universal Lesson Design: (Dataworks)
- Explicit Direct Instruction: (Dataworks)

FEBRUARY

- Explicit Direct Instruction: A guided reading process that scaffolds reading with a focus (1st read, 2nd read, third read) and includes marking of the text and guided reading questions (RFK New Teacher Academy)

MARCH

- Explicit Direct Instruction: Kelly Gallagher's Deeper Reading that includes teacher modeling (I do, We do, You do) and implements the Say-Mean-Matters graphic organizer strategy (RFK New Teacher Academy)

APRIL

- Explicit Direct Instruction: Differentiating between Tier 1,2,&3 Vocabulary and Vocabulary Development (RFK New Teacher Academy)

MAY

- Explicit Direct Instruction: Sharing of Best Practices - Teachers will provide student Exemplars of their EDI strategies and share successes. Teachers will build their own teacher's toolbox of EDI strategies that will be a quick reference for future lesson planning (RFK New Teacher Academy)

All professional activities are strategically implemented to support ongoing learning. Professional growth and improvement is monitored through weekly classroom visitations and continual data analysis of benchmark and summative assessments. The DJUHSD has set aside a two hour biweekly scheduled time on Wednesdays (late start) for this purpose of collaboration, data analysis, and improving instruction and student learning. Academic coaches provide needed instructional support and guidance throughout the year.

Teachers continue to develop professionally toward advanced degrees, clear credential classes, and individual Professional Learning Opportunities.

Alignment of staff development to content standards, assessed student performance, and professional needs (ESEA)

Staff development continues to be based on the needs of teachers but always student centered. The Curriculum, Instruction, and Assessment (CIA) team identifies the professional development needs for the district. This interdisciplinary team consists of district administrators as well as principals, Learning Directors, and other site personnel. The team analyzes student performance data, discusses results from classroom observations, and evaluates concerns raised during cohort meetings to ensure that professional development needs are reviewed on an ongoing basis. This team also reviews programs and products presented by vendors.

RFKHS site administrators and academic coaches work to ensure that strategies taught during professional development opportunities are implemented into classroom instruction. Teachers have received professional development on the implementation of the PLC process. An integral part of teaching with this method is immediate, frequent, purposeful monitoring of student learning. Site-specific leadership teams determine strands that will meet the learning needs of the students. Advanced Placement teachers participate in AP workshops approximately every other year to remain current on expectations associated with teaching these rigorous courses. Administrators and ELD teachers have participated in staff development relating to the needs of English learners. This professional development centers on the discrete language skills that students need to master in order to gain English fluency. Site administrators are responsible for monitoring the implementation of these methods. English teachers are participating in the Expository Reading and Writing Institute (ERWC) in conjunction with the CSU system that focuses on reading and analyzing informational and argumentative texts in order to prepare students for the rigor of collegiate academics. Additionally, through data analysis and school goal setting, professional development is geared to meet the needs of teachers.

Ongoing instructional assistance and support for teachers (e.g., use of content experts and instructional coaches) (EPC)

At RFKHS, we utilize content experts and instructional coaches such as the site Learning Director, Department Chairs, Department Coaches, an EL Specialist, site administrators, and a district Director of Curriculum and Instruction to provide ongoing instructional assistance and support for teachers. Ongoing instructional assistance and support for teachers consists of professional development, modeling of lessons, co-teaching, lesson planning with teachers, working with small groups of at-risk students, data analysis and student intervention coordination. The Learning Director spearheads the New Teacher Academy at RFKHS. The Learning Director meets with new teachers to discuss concerns and issues, especially curricular ones, that new teachers may face. These meetings cover everything from best instructional practices, collaborating across their cohort, seeking guidance from their department chair for curricular materials and resources, to utilizing remaining time at the end of a class period by checking for understanding, using questioning techniques or exit tickets, or a variety of other strategies. The Learning Director also conducts periodic informal classroom observations using our instructional tool that provides teachers with immediate feedback and allows site administration to collect data for needed professional development. Dependent on the experience of new teachers, they are provided appropriate mentors through our District, Kern County Office of Education, or TIP.

Teachers are encouraged to continuously refine their professional practices through participating in professional organizations and through increasing their subject-matter knowledge. RFKHS has adopted a school-wide practice of setting clear lesson objectives and "Checking for Understanding" to ensure students are mastering standards as lessons are being taught. Future support efforts include ongoing training on PLC, Thinking Maps, EDI, DOK, and ELD Strategies through DataWorks. Teachers will also continue to receive support through their cohorts.

The district will continue to employ and utilize consultants who provide information on assessment, observation/evaluation instruments for teachers, literacy instructional strategies for second language acquisition and sheltered instruction, and knowledge of the ELD/ELA California State Standards. The Learning Directors, a trainer of trainers in EDI, will provide regular coaching in researched-based instructional strategies for subgroups.

Teacher collaboration by grade level (kindergarten through grade eight [K–8]) and department (grades nine through twelve) (EPC)

Teacher collaboration fosters a collaborative culture that puts the students' learning first and turns a teacher's best practice into a school-wide best practice. A signature practice of RFKHS and the Delano Joint Union High School District are cohort meetings, which allow teachers who teach in core departments to meet and collaborate on a regular basis. Curriculum groups, most commonly referred to as a cohort, meet by grade level or subject to discuss the scope and sequence of courses and benchmarks. During bi-weekly meetings, cohorts also discuss curricular issues, data analysis, rubric forming, SBAC preparation, and ELPAC results. Weekly formal and informal cohort and department meetings also allow teachers to share classroom management strategies, dialogue on current educational trends, share best practices, and assess the process of standardization. Teachers are also provided additional time when needed after school or on Saturdays to further refine and develop curriculum. In addition, teachers meet throughout the school year and the summer to discuss curriculum scope and sequence, local assessments, and any issues regarding the implementation of both. Teachers work collaboratively to identify areas of growth and to ensure the scope and sequence and local assessments are as effective as possible.

Cohorts work together to focus on the following four critical questions:

- 1) What do we expect students to learn?
- 2) How do we know they are learning it?
- 3) How do we respond when they don't learn it?
- 4) How do we respond when they have already learned it?

DEPARTMENT GOALS

With the use of state and local assessments, each academic department made the following findings and set departmental goals for the school year:

English and English Language Development Departments

- Continue to identify essential standards for English 9 CP, English 10CP, English 11CP and ERWC.
- Continue to refine scope-sequences to align to the identified essential standards for each course.
- Once essential standards are determined, Common Assessments will be refined so that they are aligned to the identified essential standards.
- A.C.E (Answer Cite Explain) writing format will be incorporated across all grade levels.

- Selected teachers will receive ERWC curriculum certification by attending Professional Development opportunities (ERWC)
- Continue and increase the use of Listenwise in grades 9-11 to improve on the Listening component of the SBAC test.
- Increase CAASPP to 68% of students meeting or exceeding standards on the SBAC tests

Mathematics Department:

- Continue to identify essential standards for Algebra-1, Algebra-2, and Geometry.
- Continue to refine scope-sequences to align to the identified essential standards for each course.
- Refine common assessments in Canvas Learning Management System to reflect the identified essential standards.
- Continue the use of technology in Math classes to make emphasis in the connection between equations, graphs, and table.
- Continue the use of the Illuminate software to grade our formative and assumptive assessments.
- Incorporate Hands-on activities to further engage students and increase conceptual understanding.
- Utilize the CAASPP IABs in grade levels 9, 10, and 11.
- Increase the use of IXL and...
- Monitor students' progress using assessments so that they are placed properly and encourage them to take advanced courses. Thus, increasing college and career ready.
- Using targeted teaching strategies to help subgroups of students pass their math courses.
- Adopting a growth mindset as it pertains to student development. Welcoming mistakes by restructuring our formative assessments and providing multiple retakes for students.

Science Department

- Continue to look for and implement inquiry-based lessons and activities that focus on the Essential Standards, Disciplinary Core Ideas, and Cross-Cutting Concepts as outlined in the NGSS standards.
- Improve performance on the CAST for all subgroups.
- Integrate more cross-disciplinary activities/assignments into our daily lesson plans.
- Increase the frequency of explicit vocabulary instruction.
- Increase the use of POGIL activities (Process Oriented Guided Inquiry Lessons) to get students working cooperatively, problem-solving, and communicating effectively (it requires and encourages the use of all communication skills assessed on the ELCAP and are those necessary to be college and career ready).
- Allow students to ask/answer questions in the classroom without feeling judged or embarrassed about having the wrong answer or no answer, be encouraging in our responses to keep students from activating their affective filters.

Social Science Department

- Identify essential standards that are applicable for online instruction for World History CP, U.S History, Civics and Economics.
- Continue to refine scope-sequences to align to the identified essential standards for each course in this new online platform.
- Continue to refine common assessments to reflect the identified essential standards while using the new curriculum online.
- Continue focusing on the four skills: Sourcing, Corroboration, Contextualization and Close Reading. Students will master the four Historical Thinking Skills through a variety of activities, lessons and exams.

- Continue to refine content delivery to make appropriate and accessible for all students.

Administration holds monthly academic leadership team meetings. The team includes all site administration, head counselor, ASB Director, EL Coordinator, and intervention counselor, and department chairs. The academic leadership team meets regularly to assess, evaluate, improve curriculum and address student needs/progress. The meetings are also held to convey pertinent information and recommendations. All District staff and school site faculty work together to ensure that each student benefits from a standards-based curriculum.

Teaching and Learning

Alignment of curriculum, instruction, and materials to content and performance standards (ESEA)

All departments meet in grade-level content cohorts to align curriculum, instruction, and materials to current content and performance standards. On a yearly basis, modifications are made as needed to scope and sequence/pacing guides, essential standards, and learning targets. The staff at RFKHS makes a concerted effort to align instruction to the state academic standards and our school's student learning outcomes. Administrators, teachers, and classified staff work together to ensure that all students' needs are met via a rigorous curriculum designed to ensure success on state and district assessments as well as future success at the college and university level. Robert F. Kennedy High School implements articulation meetings at all levels to educate and hold all staff accountable for cross-curriculum English language Arts standards throughout every department as well as a concentrated, specific emphasis on the proper design of lesson plans, Costa's levels of questioning, and the Bloom's Taxonomy's six levels of critical thinking.

Adherence to recommended instructional minutes for reading/language arts and mathematics (K–8) (EPC)

Lesson pacing schedule (K–8) and master schedule flexibility for sufficient numbers of intervention courses (EPC)

Availability of standards-based instructional materials appropriate to all student groups (ESEA)

All RFKHS students have access to appropriate textbooks and instructional materials in accordance with the Williams Act. Prior to the start of the 2021-2022 school year, RFKHS purchased enough textbooks for each teacher to have a class set as well as for each student to take a textbook home. All science labs are adequately equipped with lab materials and equipment for student use.

Use of SBE-adopted and standards-aligned instructional materials, including intervention materials, and for high school students, access to standards-aligned core courses (EPC)

Robert F. Kennedy High School is committed to ensuring that all students are involved in challenging learning experiences to meet the academic standards and the Student Learning Outcomes. Common Core standards and the Student Learning Outcomes serve as a foundation for our curriculum. Teachers in all core subject areas have worked to develop course outlines and to refine course scope and sequence so that each course is aligned to state standards. The scope and sequence for all courses in the academic core – ELD, English, Mathematics, Science, and Social

Studies – are directly aligned to the State Standards (all teachers of a particular course use the same standards-based scope and sequence). Each department has course syllabi that reflects the standards to be implemented in alignment with its scope and sequence. Standards and Student Learning Outcomes are also posted in every classroom, administration building, offices, library, and cafeteria so that all students are continuously aware of the content area standards. Teachers have areas on their dry-erase boards that have a place for standards and the daily objective. All textbooks are aligned to the State Standards. Evaluation of instruction is based in part on the effective implementation of the established curriculum and the integration of the Student Learning Outcomes. Students in an alternative setting have access to standards and daily objectives on the course landing page in Canvas Learning Management System.

Every course taught at RFKHS has an established, standards based curriculum. For each course, the curriculum consists of the following required components:

- State standards/frameworks
- Course descriptions/standards rubrics
- School-wide Learning Outcomes
- Board-approved, SBE adopted textbooks

All students at RFKHS have access to the academic core. Students in the regular curriculum are enrolled in classes aligned to state standards. English Learner students are enrolled in appropriate level ELD courses and are mainstreamed when reasonable fluency in English has been achieved. RFKHS has several ELD, tutorial, and/or special education programs in place to support all of our students. Textbooks and supplementary materials are aligned to the CCSS or the California State Standards and available for all students to use.

Opportunity and Equal Educational Access

Services provided by the regular program that enable underperforming students to meet standards (ESEA)

Robert F. Kennedy High School is committed to preparing all students for college and career readiness with a rigorous, high quality, and standards-based academic program aligned to the needs of all learners in a safe and nurturing environment. All students at Robert F. Kennedy High School have access to the academic core and all regular programs. The following services/programs are provided to enable identified students to meet academic standards:

English learners have access to language acquisition programs designed to ensure English acquisition occurs as rapidly and effectively as possible providing instruction to ELs based on the state-adopted content standards, including ELD standards. The program is designed for EL students to achieve grade-level proficiency in English; achieve the state-adopted academic standards; have access to core academic content and a broad course of study including UC a-g and Career Technical Education (DTE) completion; and be enrolled in an appropriate designated and Integrated ELD.

The DJUHSD provides high-quality, evidence-based professional development opportunities for teachers, administrators, and paraprofessionals to improve instruction for English Learners. Professional development activities focus on improving English Learner outcomes in ELD and the academic content. Training in research-based instructional strategies that support at-risk students is provided at Robert F. Kennedy High School. Our teachers have been trained in Explicit Direct Instruction, Differentiated Instruction, Depth of Knowledge, Close Reading, and other instructional

strategies. Many of our teachers have been trained in Specially Designed Academic Instruction (SDAIE) methodologies that combine the best practices of content area teaching and language acquisition. SDAIE is intended to meet the needs of students with limited academic English skills, many of whom struggle to process verbal clues (spoken and written) without extra support. SDAIE places special emphasis on various teaching strategies that provide contextual support for complex content area concepts and language. These teaching strategies are designed to provide students with:

- 1) Scaffolded ways for understanding the target content
- 2) Comprehensible academic language that students acquire through various modeling and practice activities
- 3) Ongoing feedback on how well they are learning the target content and language

ELs also receive support based on their academic needs. ELD teachers use the Edge curriculum using a standards-aligned scope and sequence and text. ELA and ELD teachers have been trained in Listenwise, which develops students' vocabulary and listening skills. Training on the use of technology in the classroom is ongoing at Robert F. Kennedy High School.

Robert F. Kennedy High School's special education classes are conducted with an emphasis on providing students with the least restrictive environment. All RSP students are held to the same academic standards and performance in the core curriculum as allowed by their IEP. We also have classes for severely handicapped students, ages 18 through 22, that help them transition and gain skills for life beyond high school. The severely handicapped students participate in athletics, ASB, yearbook, Web Design, vocational courses, and they are provided with work experiences and life skills. Most of RFKHS Special Education students are in the Resource Specialist Program (RSP) and participate in the regular curriculum at least 80% of the time, on average. We have adopted and are using a push-in co-teaching model in which the Special Education teacher supports the students directly while the students attend their core English or Math class. Courses offered by the RSP teachers are aligned to ELD, Mathematics, and Language Arts standards. Students are supported to achieve differential standards. Depending on the needs specified in the Individual Education Plans of our Special Education students, coursework may be differentiated to achieve the standards. (differential standards)

Students are placed in the most rigorous courses possible. If a student wishes to drop down to a lower level course, he or she must first talk to teacher, parent, counselor, and seek final approval from an administrator in which a meeting will be held. We encourage all students to take rigorous courses in order to foster a belief in academic optimism.

All students have access to the academic core and all regular programs offered RFKHS. Some courses must follow a specific sequence to build upon foundational content.

Although counselors are the gateway to programs for students at Robert F. Kennedy High School, all staff at RFKHS help guide students to programs that will assist them to become successful. Student Support: RFKHS is committed to providing students with educational opportunities that will ensure their academic success. All academic programs at RFKHS stress standards-based curriculum and the pursuit of academic excellence. RFKHS has also committed a large amount of resources to providing students with an appropriate amount of support to ensure they reach their personal and the district's academic goals. Students who are classified as Special Education, Migrant, GATE, EL (English Learner) or LEP (Limited English Proficiency) have access to programs that support their academic needs. Selective classroom placement attempts to group students with similar needs and academic goals together so they may better receive strategic classroom

instruction. Procedures for Special Education students are implemented and followed so that teachers are made aware of any special needs a student might have. As part of this process, Special Education teachers inform teachers of identified students with instructional methods that can be implemented or other student management suggestions that may increase the chances of such students succeeding in the classroom.

Even students who are in the most rigorous courses offered at RFKHS, specifically the Dual Enrollment, Honors classes, have access to tutorial sessions designed to meet their academic needs. Counselors and teachers keep track of student progress and make suggestions and placement decisions that focus on the students' immediate and long term needs. Some students have circumstances that may impair their academic success and place them at risk of dropping out of school or of not completing the graduation requirements. In these cases staff and teachers collaborate to identify problems that impair student success and construct a strategy to address those issues and facilitate student success. Students with immediate needs, but who do not qualify for specific program services, have access to after-school tutorial, either in the school library or with individual teachers.

TUTORIAL is available after school and Saturdays for students who need academic support. All core and special education departments, offer after school tutorials for students who have not mastered core academic standards. Tutorial instruction is student centered. All students are provided with the tutorial schedule and are welcome to attend. Parents may also recommend their child to receive after school tutorial services. Core subject teachers are also encouraged to identify and recommend students in need of learning acceleration. ELD-specific tutorial is also offered to increase reading, writing, speaking, and listening skills of EL students.

CAREER PATHWAYS:

RFKHS currently offers Performing Arts, Engineering Technology, Software and Systems Development, Business Management, Patient Care, Welding, Architectural Design, Residential and Commercial Construction, Medical Terminology, and Clinical Medical Assisting.

CREDIT RECOVERY is available during seventh period Monday through Friday and also on Saturdays for students who need to recover credits in order to graduate. Students have the opportunity to recover high school and college prep credits in Edgenuity. The College Prep courses are A-G aligned and approved, so students can retake a course in order to be back on track and graduate 4-year university ready. Students are regularly monitored by teachers and counseling staff while working individually on computers using Edgenuity software.

MOCK TRIAL is a great opportunity for students looking to learn more about the legal system and gain some great debate and public speaking experience. It involves two teams "acting out" a civil or criminal defense side of a real case. The "mock" trial is observed by real judges who decide on the side of the most compelling argument. RFKHS Mock Trial students have access to a classroom designed to look like an actual court room.

TRANSPORTATION is available for students who ride the bus may attend after school tutorials. Saturday transportation is also provided to attend Saturday academies.

CO-CURRICULAR PROGRAMS programs are designed and balanced with academic curriculum so that every student gets to learn beyond subjects. Organized school sports are also influential in motivating many students to maintain good academic performance and attendance. All students are encouraged to participate in extra curricular programs. Various clubs and sports are offered at Robert F. Kennedy High School. Zero period and late buses are scheduled so student may attend

before and after school programs. RFKHS recognizes that co-curricular programs are an essential part of school life and help enhance student learning.

BEHAVIORAL INTERVENTION is provided to students who are experiencing difficulty in meeting academic and behavioral expectations causing them to be at risk of not graduating are referred to a Student Success Team (SST). The SST consists of the student, parent, counselor, teachers, administrators, school psychologists and any appropriate outside services such as probation officer or child services caseworker. The SST will produce a plan that is designed to meet the needs of the student while at the same time assist them in reaching the district's academic and behavioral expectations. Students are also referred to MASH (Mandatory Afterschool Study Hall) to focus on and receive academic support.

SOCIAL EMOTIONAL LEARNING is developed by our intervention counselor. The Intervention Counselor provides all students with brief lessons on SEL and Prevention twice a month. Lesson topics include the 5 components of SEL (Self Awareness, Self-Management, Social Awareness, Relationship Skills, Decision Making) or prevention on Substance Abuse and Bullying. Students have access to our Thunderbird Wellness Center as a safe, calm space for emotional management. Small group sessions with students are also held in the wellness center. Some examples of small group topics are Grief, Coping/Anxiety Skills, Motivation, Social Skills, and Substance Abuse. The Academic and Intervention counselors will be hosting Wellness Wednesday's twice a month during student lunches. Wellness Wednesday's will consist of students participating in activities such as Art Therapy with sidewalk chalk, Self-Care Bingo, Mindful Walks, DIY Stress Balls, Yoga, and Meditation. The Intervention Counselor also serves as the advisor for National Alliance on Mental Illness club on campus. This started a chain reaction of promoting positivity and SEL at RFKHS. The NAMI club advisor (Intervention Counselor) formed the RISE [K]rew committee to explore methods of lifting student and staff morale and provide emotional support students need during and after the COVID-19 pandemic. This resulted in the following RISE UP and DO initiative to support the academic achievement of all students in the classroom, on campus, and within the community:

Responsibility

Integrity

Service

Excellence

Robert F. Kenned High school continuously evaluates the effectiveness of its support services. Student grade/progress reporting takes place four times per semester using the Aeries Program. Teachers regularly updated their gradebooks in Aeries for both parents and students to access and monitor student progress. The frequency of these reports is to monitor the progress students have in achieving the learning goals of the courses they are taking. Students are selected by teachers for Student of the Month based on our G.L.O.B.A.L. (Genuine, Legitimate, Optimistic, Broad-minded, Adaptable, and Loyal) campaign. Students are invited to an ice cream social where they are presented with a t-shirt and certificate.

Our support staff do a great deal to assist in supporting students to achieve academic standards.

- Full-time Registered Nurse to ensure that student health concerns do not interfere with academic performance. The District proposed a temporary health clerk and nurse have for each school site to support student safety during the COVID-19 pandemic.
- Security personnel: One Campus Discipline and Safety Liaison, a School Resource Officer, and four campus supervisors aid the Assistant Principal with discipline, attendance, as well as the safety and security of the campus.

- School psychologist-assists students in coping with mental and emotional challenges that may hinder their academic performance. The District also proposed an intern psychologist for each school site to meet the mental health needs of our students.
- Intervention Counselor to provide high-quality training for school personnel that is related to suicide prevention, bullying, drug abuse prevention, human trafficking, school-based violence prevention strategies, and effective and trauma-informed practices in classroom management. This includes participating in Aggression Replacement Training, Applied Suicide Intervention Skills Training, Social Emotional Learning, and the Bullying Prevention Symposium.

Evidence-based educational practices to raise student achievement

Evidence-based Educational Practices

Robert F. Kennedy High School is committed to the learning of each student. Our staff work collaboratively as a professional learning community to complete the process of establishing where students are in their learning and to identify what they need to experience academic excellence. As a professional learning community, RFKHS teachers, with guidance and support from the site administration, review formal and informal assessment data. The objective is to develop a good understanding of where each student is in their learning so that they can be provided with research-based, targeted teaching and learning opportunities to become GLOBAL students.

Robert F. Kennedy High School will produce GLOBAL students who are:

Genuine when contributing to their community
 Legitimate when using technology
 Optimistic toward self-improvement
 Broad-minded when considering career opportunities
 Adaptable when solving problems
 Loyal to the legacy of RFK

Like our sister schools, Delano High School and Cesar E. Chavez High School, our school community is committed to learning for all. Our faculty and site administration agree to take collective responsibility for all students. As a PLC, we are self-reflective and modifying our practices to become an effective collaborative team. PLC's at work build more productive teams. Productive teams lead to better teachers. Better teachers lead to increased student achievement.

RFKHS focus on the "Three Big Ideas of PLC"

1. A Focus on Learning
2. A Collaborative Culture
3. A Results Orientation

Teachers use PLC during scheduled collaboration time to focus on four critical questions:

1. What do we want our students to know and be able to do?
2. How will they know if they have learned?
3. How will we respond if they have not learned?
4. How do we respond if they already know?

A few years ago, the District formed a Superintendent's Task Force to develop research-based

actions for improving ELD instruction and student learning that addressed early signs of declining progress in ELD for some student cohorts. The Task Force, now known as our district's Curriculum and Instruction Advisory (CIA) featured broad leadership participation from all sites, as well as key district leaders, including the Superintendent. They engaged in three central activities:

1. Observing English Language Development as a team and then analyzing it for its constituent benefits and shortcomings, together with relevant student data sources (state and local assessments);
2. Developing a philosophical framework to guide ELD program design considerations, classroom instructional practices, professional development, and materials acquisition;
3. Designing and implementing a program design for ELD consistent with the district's philosophy.

Robert F. Kennedy High School is committed to research-based educational practices that include pedagogy found in the following:

- Explicit Direct Instruction
- SDAIE
- DOK
- Differentiated Instruction
- ELD Instruction
- Thinking Maps
- ELD Instruction
- Co-Teaching/Push-in Model
- Universal Design Instruction

Parental Engagement

Resources available from family, school, district, and community to assist under-achieving students (ESEA)

RFKHS faculty, staff, and administration feel that communication and involvement with parents is a vital component of the learning process. When families and community members are involved in student learning, students improve their academic performance and gain advocates that promote success, helping them feel more confident at school to help ensure student achievement. RFKHS puts considerable effort toward informing parents of the events and educational practices regarding their student. Parents are informed via the District and RFKHS websites of the school's data, goals and achievements.

Our School Site Council is comprised of parents and community representatives, classroom teachers, other school staff, and students. Input from all stakeholders is gathered, including the English Learner Advisory Committee, District English Learner Advisory Committee, and WASC focus groups. These stakeholders work together to analyze data, engage in a comprehensive needs assessment, make planning/program decisions, and evaluate the effectiveness of these programs. Parent volunteers elect to serve on the School Site Council and ELAC/DELAC to review and evaluate school programs and services. Parents, students, and staff regularly attend, participate and assist in school functions ranging from field trips, extracurricular events, athletic events, and other programs. Parents and students have also been instrumental the creation of school plans, such as the Safe School plan, LCAP, and School Plan for Student Achievement.

Parent involvement was identified as an action item for improvement during the WASC visit in 2018. The mid-year review held in spring 2021, reiterates that the school administration has taken

necessary steps to increase parent engagement during the past three years. The district has implemented an automatic phone call system called Blackboard Connect that calls parents with information regarding their student or with an announcement of upcoming events that they need to be aware of, such as ELPAC testing, so they can take steps to maximize student performance. This information is also mailed home. Parents also receive daily phone calls through Blackboard Connect automated call and texting if their child has missed one or more periods. The Principal developed the Home & School Connection newsletter that is shared monthly with parents, students, and community to share school information and updates. The newsletter is sent to parents via a text link, emailed to all students through Outlook and Teams, and shared on our social media pages. The newsletters are provided in English and Spanish.

Our Student Activities Director regularly communicates with the Delano Chamber of Commerce to obtain information about community events. RFKHS students and staff are encouraged/invited to participate in events such as the Cinco de Mayo parade, Harvest Holidays, Trunk or Treat, community street fairs, farmers' market, and many more. The Assistant Principal of Student Support manages our social media accounts (Twitter, Facebook, Instagram, and Snap Chat). Our social media pages are rich with content. Our school website has been upgraded and is regularly updated with current information and news. An LED marquee, facing the intersection, announces upcoming events with times, dates, and locations as well as informing the community of recent successes.

Robert F. High School provides parents and the community with many opportunities to be a part of our professional learning community. Before the school year even begins, the administration communicates with parents via an admission packet that includes a welcome letter from the school principal, a copy of the school's calendar, forms regarding free and reduced lunch, Back-to-School Night times and dates, and Aeries Portal steps to set-up their accounts. The Blackboard Connect Program notifies parents via phone or e-mail concerning student absences and school events. In addition, the new Aeries Parent and Student Portal service allows parents to access their child's information and schedule online. This service is part of our continuing effort to provide parents up-to-date information regarding their child's progress and status. Scholarship warnings and report cards allow teachers to request a parent conference. The counselor conducts conferences with parents and students who are failing and outlines a plan for academic improvement. RFKHS staff and administration holds parent informational meetings regularly. During these meetings, administration and parents discuss school goals and objectives, Student Learning Outcomes, Common Core and goals for SBAC, discipline strategies, school safety issues, and other pertinent items.

During our traditional Back-to-School Night, 9th Grade Orientation, Coffee with the Counselors, Parent University and our scholarship recognition nights and award ceremonies, we make a concerted effort to announce, discuss, and explain our educational programs. Back to School Night, held once a year in late August or early September, provides the opportunity for parents to interact with teaching staff and administration. The evening begins with a meeting in the auditorium where the principal introduces the staff, and shares last year's academic success and the current year's goals and plans. The Principal provides all stakeholders with a program overview of Title I; communicates the importance of various methods of parent involvement; reviews school/parent/student compact and parent involvement policy; and the student benefits from parent involvement. Afterwards, parents are provided with their student's schedule and they then proceed to their child's first period class. Teachers have a ten-minute period to distribute a handout regarding curriculum, class goals, and expectations. Teachers provide parents with their school phone number, email address, and the procedures to set up a parent-teacher conference if one is needed in the future. Teachers welcome any parent inquiries about student progress and behavior and also offer parents some suggestions to follow at home to help their students develop academically. With the safety of our school community as one of our highest priorities, a virtual Back-to-School Night

was held. The RFKHS administration presentation, counseling department, mental health staff, and all teachers prepared videos which were placed in one S'more newsletter to provide parents easy access to the virtual event. Prior to the event, parents received a letter containing their child's schedule and instructions to access the virtual BTSN. Parents received several all-calls through Blackboard Connect to remind them of the event and that a link would be sent via text message of easy access.

9th Grade Orientation to support student as they transition from an elementary school setting to a high school campus is held annually in the spring of their 8th grade year. Just before the start of the 2021-22 school year, the incoming freshmen and current 10th grade parents and students were invited to attend. Due to the COVID-19 pandemic, the current 10th grade students were unable to attend a traditional orientation during their freshman year. During orientation, parents and students are presented with school policies and procedures in attendance, discipline, and academics. Students and parents meet their counselor who follow a class through graduation. The counselor communicates a-g requirements, graduation requirements, and more. Our Student Activities Director and Assistant Principal of Student Support provide information concerning clubs, sports, and all other extra-curricular activities that are available. The Associated Student Body officers provide students and parents with a campus tour. The evening ends in a centralized area where our clubs, sports, and academic departments have set up informational booths to showcase their team/group/department and allow for students to express interest in joining a program.

RFKHS holds various events/meetings to build parent capacity via a variety of programs and supports, including parent workshops during Coffee with the Counselor events. Coffee with the Counselor was initially started to hold quarterly conferences with parents to provide parents the opportunity to ask questions or share concerns regarding their child's academic progress, career interests, and a variety of other related topics. Counselors also share academic standing, college entrance requirements, elective selection, a four-year plan, and other topics needing clarification and explanation for continued educational success. To increase parent involvement and support student learning needs, our counselors have developed a year-long workshop series to provide parents with the knowledge and resources to support student learning, such as the following:

- Aeries Portal Account Set-Up
- FAFSA Workshops
- College and Career Readiness
- School Academic Interventions
- Local and State Assessments
- Drug/Tobacco/Alcohol prevention
- The California Dashboard
- Managing Stress and Anxiety
- Social-Emotional Learning Strategies at Home
- Suicide Prevention

Parents and students are notified of the annual College Night event held in nearby Bakersfield each fall. This event allows students and parents to obtain information from the dozens of colleges represented at this event. During in-person instruction, the district provides buses for those who wish to attend but need transportation.

Parents were provided with the Principal's work cellular phone number and email to contact her directly should they need immediate assistance. The school administration, Intervention Counselor, School Psychologist, Guidance Counselors formed the Reengaging Intentional Student Engagement (RISE) group. The program is student-centered; however, the services cause a ripple effect, uplifting

not only student morale, but also inspires parents, school staff and the community. RISE Up posters were printed and posted in every classroom communicating

Student Study Teams (SSTs) are also assembled when a student is not experiencing academic success. Parents, the student's teachers, and any relevant support staff (for example school psychologist and/or drop out intervention specialists) meet to develop an academic and behavioral plan to assist the student in question. Psychologist – Provides support services for students in need of intervention. Helps students with strategies that allow them to increase learning during instruction. Provides recommendations to teachers on methodology and strategies to implement for a successful learning environment. Conducts social skills training to students to enhance academic success.

Extracurricular Academic Development – Different methodologies, such as English language acquisition through music, has shown to improve academic achievement. Leadership, Mock Trial, Band, Choir, etc. provides students with the opportunity to participate in co-curricular programs that will help students stay focused and increase their ability to read, think critically, and compose a variety of linguistic works.

The district is an important source of leadership for school-wide reform. The Board of Trustees has been forward-looking in approving unique pilot programs and providing for a general state of readiness for the program in the first place. The superintendent has taken the lead in securing funding for school reform and in ensuring that school reform monies augment other categorical and general fund monies. Our District holds monthly public meetings where the community is invited to attend and provide input.

Parents are given the opportunity to attend Gang Awareness workshops presented by the Delano Police Department. Parents learn about the risk and protective factors to help keep their child from being a part of the "gang life." The Delano of Police Department also hosts community block parties that include various non-profit, information booths. The community gathers to enjoy bounce houses, carnival like games, face painting, and also obtain community resources related to mental health, drug prevention, community outreach, women's health, and so much more.

RFKHS also collaborates with our feeder schools (Pioneer and Almond Tree middle schools) during SBAC assemblies to promote student learning and achievement. Our music program hosts our feeder programs at football events performing pep rally songs in the stands together. Our athletic programs also host youth nights, inviting elementary and junior high students to attend our sporting events for free. Entry tickets are also shared with feeder schools to use as incentives for learning acceleration.

Involvement of parents, community representatives, classroom teachers, other school personnel, and students in secondary schools, in the planning, implementation, and evaluation of ConApp programs (5 California Code of Regulations 3932)

Parents, students, community members, teachers, support staff and site and district administration are all involved in the evaluation and approval of the ConApp programs: Title I, Title II, Title III, and Title IV. and EL services through school events and advisory committees. The planning and process of developing the DJUHSD LCAP serve as a model for how Robert F. Kennedy High School develops the School Plan for Student Achievement (SPSA). The DJUHSD conducts stakeholder meetings throughout the year with parent advisories, school and district administrators, teachers, students, and other staff members. The District also consults with the DJUHSD Teachers' Association and California School Employees Association in the review and Analysis of the LCAP. In

these meetings, stakeholders engage in data analysis, provide input on surveys and review results, discuss budget overviews, prioritize actions and services based on needs assessments, and provide important feedback and jointly develop the overall plan for increasing student achievement. An LCAP public forum is also held for review of the proposed actions and for comment from the public. The stakeholder meetings serve as a basis to refine, modify or create new actions.

Advisory Committees: School Site Council, Safe Schools Committee, ELAC, DELAC, Title I, District Technology Committee, and WASC

At Robert F. Kennedy High School, our School Site Council is comprised of parents and community representatives, classroom teachers, other school staff, and students. Input from all stakeholders is gathered, including the English Learner Advisory Committee, District English Learner Advisory Committee, and WASC focus groups. These stakeholders work together to analyze data, engage in a comprehensive needs assessment, make planning/program decisions, and evaluate the effectiveness of these programs. Parent volunteers elect to serve on the School Site Council and ELAC/DELAC to review and evaluate school programs and services. Parents, students, and staff regularly attend, participate and assist in school functions ranging from field trips, extracurricular events, athletic events, and other programs. Parents and students have also been instrumental the creation of school plans, such as the Safe School plan, LCAP, and School Plan for Student Achievement. Teachers and classified staff are elected to serve on SSC to provide input concerning programs and services that support all student learning. They assist in the decision-making process concerning current or new action items of the SPSA. Teachers have collaboration time built into their schedules to identify the learning needs of all students, including subgroups. Each academic department discuss the areas of need to make recommendations and ensure full implementation of the consolidated application programs.

Funding

Services provided by categorical funds that enable underperforming students to meet standards (ESEA)

All categorical funding allocations are included in the SPSA. Categorical funds are used to support our English Learners and socioeconomically disadvantaged students. This includes students who are identified as Foster Youth, Homeless, and Students With Disabilities.

Professional Development - RFKHS is a Professional Learning Community. Our teachers and administration were trained through Solution Tree to effectively implement PLC. DOK, EDI, every other year to maintain current expectation associated with teaching rigorous, standards-based content. English teachers participate in the Expository Reading and Writing institute (ERWC) in conjunction with the CSU system that focuses on reading and analyzing informational and argumentative texts. Add CANVAS, Teams, NCTM best practices, KCTE Writing Workshops, UDL strategies for students with special needs, One Note training to integrate technology into curriculum, social-emotional learning professional development activities. NGSS - strategies to use Science, DATAworks Best Practices and Vocabulary Development, Kern Cue - Incorporate Tecn

Cohort Meetings - Meetings are held weekly to discuss and analyze data, refine or modify curriculum, identify best practices and instructional strategies, and review differentiated instruction.

Tutorials - RFKHS offers after school tutorials in English, Math, Science, ELD, special education, and social science. Saturday tutorial academies are also provided Core subjects and special ed. Students are provided with added instruction in standards-based content for learning acceleration.

Tutorial sessions include one-on-one instruction, test-taking, and conducive environment to complete homework assignments.

Parent Involvement - Counselors (in collaboration with the Intervention Counselor, School Psychologist, District Family Therapist, and School Nurse) will hold a series of workshops during Coffee with the Counselors to provide key information and training for parents on topics such as graduation and college admission requirements, financial aid, drug prevention, suicide awareness, mental health, social-emotional learning and more.

Academic Coaches in English Language Arts and Mathematics to provide support to department teachers and help close the achievement gap.

Curriculum Alignment - Teacher collaboration time to discuss and analyze data, refine or modify curriculum, identify best practices and instructional strategies, and review differentiated instruction.

English and Math Support classes serve as intervention for 9th-11th grades students who have are not met standards.

Director of Curriculum & Instruction - to assist with comprehensive school improvement and reduce the achievement gap among English Learners and pupils of low socio-economic status.

Director of Student Support Services - to assist...

Instructional/Learning Software - Edgenuity, Canvas LMS, Newsela, Renaissance, IXL, Illuminate

Supplemental instructional materials and equipment to support student learning will be provided to CD players and headphones for listening, enunciation and speaking, Essential Words, Scholastic readers, Newsela, mathematical calculators, and supplementary reading materials.

Enrichment activities for students such as educational field trips and college visitations

Learning Director to assist with comprehensive school improvement and reduce the achievement gap among English Learners and pupils of low socio-economic status.

Technology – Provide technology capacity and infrastructure to improve student access to the technology and online resources.

Instructional Assistants – to provide English learners individualized academic support in attaining English proficiency.

Supplemental Instructional Materials: The materials are purchased as needed to supplement the current textbooks. All supplemental materials are aligned with the CCSS and are approved by the SBE

Professional Development for Intervention Counselor: Provide high-quality training for school personnel that is related to suicide prevention, bullying, drug abuse prevention, human trafficking, school-based violence prevention strategies, and effective and trauma-informed practices in classroom management. This includes participating in Aggression Replacement Training, Applied Suicide Intervention Skills Training, and the Bullying Prevention Symposium.

Fiscal support (EPC)

The following is the Site Budget for 2021-2022:

Title I = \$625,250.00

Title II = \$68,290.00

Title III = \$40,458.00

Title IV = \$71,700.00

LCAP = \$3,356,915.00

CSI = \$20,500.00

Expanded Learning Outcomes = \$754,265.00

ESSER = \$427,000.00

Site Total = \$5,364,378.00

Stakeholder Involvement

How, when, and with whom did the school consult as part of the planning process for this SPSA/Annual Review and Update?

Involvement Process for the SPSA and Annual Review and Update

Robert F. Kennedy High School in coordination with district-wide efforts, seek input from all stakeholders during the school year as part of the annual LCAP approval process. Stakeholder meetings are held with school staff, students, parents and a community forum. In addition, in planning for the School Plan for Student Achievement (SPSA), meetings are held with School Site Council, school staff, students, ELAC, Title I, and district administration. Robert F. Kennedy High School uses data in its departments to drive the curriculum. Students are assessed regularly, tracking their learning progress throughout the semesters. Teachers utilize multiple assessment tools. These include, but are not limited to standardized exams, teacher-developed tests, teacher-developed quizzes, chapter and unit tests, mid-chapter tests, benchmarks, multiple choice and essay exams, projects and portfolio assessments, performance tasks and labs, homework, and class participation.

A needs assessment analysis is conducted annually and reviewed by the District Curriculum and Instruction Advisory (CIA) and correlated to the SPSA. The needs, goals and objectives are also developed and reviewed with key stakeholders that include teachers, staff, parents, students, parent advisory groups and community members. The data that is normally analyzed includes SBAC, ELPAC and AP assessments and then broken down by subgroups, grade levels, and subjects. Due to the COVID-19 pandemic, State testing was cancelled resulting in no SBAC and ELPAC data for the 2019-20 school year. Instead, we analyzed a combination of data, such as AP assessments, A-G and CTE completers, English and Math grades, and graduation rates. The data was analyzed for achievement gaps and academic performance among subgroups as well as local and state averages.

To support students as soon as they enter high school, RFK collaborates with feeder schools in assessing students in English using their 8th grade SBAC scores to target needs for intervention. For the 2019-2020 school year, we created two sections for 9th grade math support and three sections for 9th grade English support. During the spring semester, English 9 support courses were collapsed to create eight sections of designated ELD to provide ELs the necessary support to develop English language skills.

Robert F. Kennedy High School students began the school year on a late start bell schedule with periods 1-3 and 4-6 on a daily rotation that includes parent engagement/peer collaboration time built into the teachers' daily schedules. Department Chairs use peer collaboration time to develop departmental goals and to review and analyze data amongst cohorts for implementation of best instructional strategies.

Robert F. Kennedy High School's SPSA has been reviewed, analyzed, and updated by all site stakeholders. During both program years, various stakeholder meetings were held to review and analyze the respective previous year programs to provide parents, teachers, students, and other staff the opportunity to make any recommendations for new actions. Data analysis, outcome analysis, and performance analysis were conducted to review what is working, what is not working, and if any modifications are needed. Robert F. Kennedy High School holds several stakeholder meetings during the school year which include parent advisories, parents, teachers, students, and other staff (.e., psychologist, nurse, discipline and attendance staff, and instructional assistants as follows:

2021-2022 SPSA Program Evaluation Stakeholder Meetings

April 8, 2021 - Certificated and Other Staff Stakeholder Meetings

September 9, 2021 - Title I School Wide Parent Meeting - Needs Assessment

September 28, 2021 - ELAC Meeting - Needs Assessment

October 5, 2021 - Leadership Team Meeting - Needs Assessment

October 19, 2021 - School Site Council - Needs Assessment

October 26, 2021 - School Site Council - for final approval of 2021-2022 SPSA

In April 8, 2021, Certificated and other staff reviewed and analyzed data during a stakeholder meeting. Teachers reviewed and analyzed data to assess actions for effectiveness in meeting student outcomes and provide recommendations for needs, which includes to continue with a dual enrollment clerk to assist in registering students for college courses, and maintain the additional security officer to improve student and teacher sense of safety. Other staff agreed with the proposed actions and communicated the current programs are beneficial to our students. Our RFK students were also in agreement with the proposed actions, and did not recommend any new actions during the (Month and Year) student stakeholder meeting.

On April 8, 2021, students, parents, community members, classroom teachers, and classified staff making up the School Site Council were able to review the SPSA for recommendations/changes. LCAP data analysis, outcome analysis and performance analysis were conducted. Administration agreed to maintain current actions. Administration also communicated the need to maintain a special education resource teacher to close the academic achievement gap in SBAC English and Mathematics. RFK will maintain an additional music teacher to provide access to a broad course of study; extended teacher duty so that teachers are available after school to help students and meet with parents; and an intervention counselor to reduce bullying, suspensions and expulsions. The School Site Council approved the 2021-22 SPSA on (DATE), to be recommended for board approval on (month and year).

For the 2021-2022 academic year, the site administration shared the available data results (2019 and 2020 CA Dashboard, Dataquest, CalPads, and Aeries) with school staff on April 8, 2021. On September 9, 2021, we held our annual school-wide Title I and English Language Advisory Committee parent meeting to share the importance of parent involvement in the planning process, school status and progress, supplemental programs and services, Family-School compact information, including the opportunity to provide recommendations for the SPSA. During the Title I

meeting, parents were informed that a link would be sent via Blackboard Connect text messaging to take the LCAP survey. Parents expressed they were pleased with the overall performance of the school. A virtual ELAC meeting was also held on September 9 and 28, 2021, where parents were given a needs assessment and opportunity to provide recommendations of new actions to improve student academic achievement.

A leadership meeting, consisting of site administration, instructional leaders, head counselor, intervention counselor, student activities director, and ELD/Testing Coordinator, was held on October 5, 2021, to analyze academic performance data for teachers to add or modify actions. All staff were provided with a link to access an online form to submit recommendations for the 2021-22 SPSA. Overall, teachers concurred that all actions are effective in meeting the needs of all students with no further actions to be added to the 2021-22 SPSA. The final draft of the 201-22 SPSA was presented to the SSC on October 19, 2021, for further review and input. On October 26, 2021, students, parents, community members, classroom teachers, and classified staff making up the SSC voted to submit the the 2021-2022 SPSA to the Board of Trustees for approval at the upcoming November 9, 2021 board meeting.

Site Administration, instructional staff, counselors will continue to provide updates at cohort meetings, department chair meetings, Board Meetings, and student advisory group meetings about progress toward goals outlined on the SPSA. Results will be reported to all stakeholders during relevant Back to School Night, Title 1, School Site Council, ELAC, cohort, and leadership meetings.

The SPSA is scheduled to be approved by the Board of Trustees on November 9, 2021

WASC AND SELF-STUDY VISITING COMMITTEE REPORT

UPDATE Robert F. Kennedy High School has areas that need to be addressed as identified in the WASC and Self-Study Visiting Committee report based on its February 26-28, 2018, on-site visit. The report is as follows:

Synthesis of School-wide Strengths and Critical Areas for Follow-up:

The school exhibits a positive climate and collaborative culture on campus. Students feel safe on campus and enjoys attending this school. Students and teachers have a passion and care for the school. Stakeholders take pride in every aspect of the school. RFK provides a variety of curricular offerings for the student body such as AP courses, SPED, CTE Pathways, and general education classes. Students have opportunities to be connected to the school through various extra-and co-curricular activities including athletics and clubs. RFK uses the Aeries SIS/Gradebook system which connects parents, students, and teachers to academic progress. RFK has attempted to mainstream most SPED students in a Co-teaching model. Students that cannot handle these classes are placed in the PAVE program which focuses on the Emotional Disturbed students. Although the needs of the SWD are being met. There is a continued need to address the achievement gap that is present based on CAASPP scores.

Collaboration time has been embedded and embraced by RFK. The time is embedded and structured in an effective manner, but the outcomes are inconsistent. Departments and cohorts are at different level and need to continue to find ways to use data in an effective manner. More professional development is needed in this area. This time is used in an effective manner to collaborate, modify curriculum, and align pacing guides. Most teachers feel this time is used in an effective manner.

RFK must continue to meet the needs of the growing demands of CCSS in the area of training and utilization of technology. The school and Visiting Committee (VC) identified this as an area of growth that is essential in moving the school forward for an effective alignment with CCSS.

Classified support staff members are held in high esteem and work hard to ensure that staff and students are supported.

The VC did observe evidence of significant progress towards the recommendations and critical areas of growth from the 2012 WASC visit.

The school has been revisiting its Action Plan/SPSA to address the needs identified in the school-wide areas of growth identified in the VC report while preparing for its mid-term virtual visit.

School-wide Areas of Strength

1. Students and teachers at RFK create healthy, respectful and meaningful relationships that foster a culture and climate of pride and acceptance.
2. RFK embeds collaboration time, allowing teachers to discuss best practices to ensure student achievement.
3. CTE offerings at RFK are robust and plentiful, allowing students to explore a variety of pathways.
4. The SLO's provide RFK's school community with a clear and defined blueprint of what it strives to achieve on a daily basis.
5. RFK has a high graduation and no drop-outs.

The VC has identified critical areas for follow-up that need to be addressed:

Area 1:

RFK needs to generate a detailed and ongoing professional development plan in order to create systemic changes.

Robert F. Kennedy High School has been working to create a more systemic approach to professional development. This has resulted in school-wide professional-development focused on improving technology use and on the Professional Learning Community (PLC) process. We have begun formally setting up PLCs over this last summer (2019). With the guidance of Solution Tree, Robert F. Kennedy has been working through the steps to initialize, develop, and build true PLCs that will give our school a systemic process for identifying student and school needs and for ensuring our school is engaged in both regular and ongoing purposeful professional development.

Area 2:

RFK, with support from the district, should work to create an updated and relevant technology implementation plan to support student learning.

Robert F. Kennedy High School has been working both with the District and at the local site level to create a site technology plan. We would like this to reflect the District goals and vision.

Our school administration has taken several steps to address teacher concerns about technology and impediments to classroom technology use as well as to bolster technological infrastructure and availability. During the 2018-2019 school year, administration focused professional development on technology and brought in consultants to train and support teachers in the use of Illuminate, our assessment system, and Office 365. The trainings on Office 365 focused on both instructional uses of traditional Office programs, such as excel, and the newer program of Teams. Teams is a program that creates shared digital spaces that teachers can use as digital classrooms. Our administration has also continued purchasing mobile laptop carts, increasing the number of teachers with designated laptop cards and expanding classroom access to technology. To accommodate a greater

demand on our Wi-Fi system, the technology department has been adding Wi-Fi switches in building to increase Wi-Fi availability. This year, the technology department has also implemented updated filters and a program that allows them to remove unauthorized devices from our networks, freeing up even more bandwidth for classrooms.

Area 3:

RFK needs to develop more effective communication among all stakeholders.

Communication was an area which Robert F. Kennedy High School had already been working to improve. Since our visit, we have worked to strengthen our existing means of communicating with stakeholders, including staff, students, and parents. Our new principal, Dolores Rodriguez has continued the practice of our previous principal: sending weekly emails to staff about upcoming events and current happenings on campus. Our ASB has started sending daily emails with our morning announcements, ensuring that teachers have access to these announcements. Counseling staff have continued to hold evening events to provide parents the opportunity to keep up with their children's progress and to ask questions. Additionally, due to a District change in counseling hours, every week three counselors come in to work an hour later than teachers and remain after school an hour later, thus increasing afterschool availability for both students and parents to meet with the counselors.

Ongoing School Improvement

The schools action plan (SPSA) currently includes:

1. Provide a high quality education to improve college readiness and proficiency or standard met levels for all learners, including English Learners and foster youth, in all core academic content areas.
2. RFK will continue to provide all students course access and to improve career readiness and maximize performance in foreign language, physical education, visual performing arts, and Career Technical Education. DJUHSD has identified the need for pupils with significant disabilities to have access to a broad course of study and close the gap between CTE completers and UC a-g completers. Additionally, DJUHSD goal is to continue to performing in the top 25% in visual performing arts, Mock Trial, and improve physical fitness and AP passing rates.
3. RFK will continue to provide all students with a high quality educational environment where they can take pride in their facilities and look forward to coming to school everyday. It will assist in reducing expulsions and suspension rates; increase graduation rates; increase parental involvement; and increase teacher contact with parents.

Comments on the following school improvement issues:

1. The Leadership Team will work on ensuring that minor changes are made so that all aspects of the critical areas of follow up are incorporated into the action plan/SPSA. The action plan will enhance student achievement and continued growth once implemented.
2. The VC is confident that the RFK Leadership Team will address the identified areas of growth. Stakeholders believe in the current administrative team and are confident the site will do everything in their power to address the Action Plan/SPSA.
3. The current Action Plan/SPSA is extensive and covers many domains through many strategies and action steps. The achievement of the three areas of the action plan/SPSA provides goals for growth through the current school year, but do not specify future growth.
4. The faculty and staff at RFK take ownership of their students, campus, and culture. Students are offered an array of courses that address learners with a wide variety of pathways. the environment and culture of the school is inviting, warm, and caring. Students, parents, and staff feel that RFK is a great place to be.

The VC concluded that most of the identified areas in the areas of growth and in the Action Plan/SPSA are feasible and attainable within the resources we have available. The VC communicated that RFKHS will need support from the District in that area of technology growth. The VC also acknowledged that RFKHS recognizes that the Action Plan/SPSA is a living document and must reflect the areas of growth that have been identified in the VC's report. They reported they are confident all RFKHS stakeholders are committed to continual growth and implementation of the Action Plan/SPSA.

The WASC Visiting Committee provided the following existing factors that will support school improvement:

- Administrative leadership
- Teacher commitment
- Students and staff care about the school, programs, and opportunities offered
- Embedded time for teacher collaboration
- Faculty is willing, able and excited to collaborate for the benefit of students
- Rapport and relationships with the current school administration
- Parents trust the school

The WASC Visiting Committee provided the following list of impediments to improvement RFKHS will need to overcome:

- No updated technology plan
- Limited parent involvement
- No clear Professional Development plan

The WASC VC claimed that the current administrative staff is committed to monitoring and implementing the School-wide Action Plan/SPSA.

Resource Inequities

Briefly identify and describe any resource inequities identified as a result of the required needs assessment, as applicable.

Student equity is a focus at Robert F. Kennedy High School. The school's administration consistently work to utilize targeted and supplemental resources to close the achievement gap in English and Mathematics among English Learners and students with disabilities. All tutorials, instructional support staff, social-emotional learning, parent engagement activities, and reduction of classes size aim at closing the achievement gap for the specific subgroups.

Our district and school administration ensures resources are distributed equitably among all schools and pupil subgroups in the district and school sites. Additional resources are provided as well to support student academic achievement and address the low academic performance in English and mathematics. Some of the supplemental resources/programs to help close the achievement gap include Listenwise, Renaissance, Illuminate, NewsELA and IXL.

School and Student Performance Data

Student Enrollment Enrollment By Student Group

Student Enrollment by Subgroup						
Student Group	Percent of Enrollment			Number of Students		
	18-19	19-20	20-21	18-19	19-20	20-21
American Indian	%	0.24%	0.2%		3	2
African American	0.48%	0.47%	0.6%	6	6	8
Asian	0.89%	0.71%	0.7%	11	9	10
Filipino	6.94%	6.37%	6.0%	86	81	81
Hispanic/Latino	90.56%	90.8%	90.6%	1,122	1,155	1,218
Pacific Islander	%	0.24%	0.2%		3	3
White	0.81%	0.79%	1.4%	10	10	19
Multiple/No Response	0.32%	0.39%	0.3%	4	5	4
Total Enrollment				1,239	1,272	1,345

Student Enrollment Enrollment By Grade Level

Student Enrollment by Grade Level			
Grade	Number of Students		
	18-19	19-20	20-21
Grade 9	322	348	354
Grade 10	349	313	344
Grade 11	264	330	309
Grade 12	304	281	338
Total Enrollment	1,239	1,272	1,345

Conclusions based on this data:

1. Robert F. Kennedy's enrollment has increased during the past three years (3% or 33 students for the 2019-2020 school year). During the 2020-21 school year, the student enrollment increased by 5% or 59 students. In 2020-2021, the enrollment increased by 5% or 73 students.
2. Enrollment by student group has remained consistent over the years with 90% Hispanic/Latino.
3. As of September 29, 2021, there are 1203 students enrolled at RFKHS. In addition, a total of 95 students are enrolled in RFKHS's alternative program for a total enrollment of 1,298 students.

School and Student Performance Data

Student Enrollment English Learner (EL) Enrollment

English Learner (EL) Enrollment						
Student Group	Number of Students			Percent of Students		
	18-19	19-20	20-21	18-19	19-20	20-21
English Learners	311	358	377	25.1%	28.1%	28.0%
Fluent English Proficient (FEP)	673	649	670	54.3%	51.0%	49.8%
Reclassified Fluent English Proficient (RFEP)	53	43	59	18.7%	13.8%	16.5%

Conclusions based on this data:

1. There has been a steady increase in English Learners over the last two years. In 2018-2019, 2.2% increase; in 2019-2020 (3%); and in 2020-21 the number of ELs increased by almost 7%.
2. The number of Fluent English Proficient Students for the 2019-20 school year by decreased by 3.3% and decreased by 1.2% in 2020-21.
3. The number of Reclassified Fluent English Proficient (RFEP) decreased from 18.7% in the 2018-19 school-year to 13.8% in the 2019-20 school-year. The number of RFEP increased by 2.7% in the 2020-21 school year.

School and Student Performance Data

CAASPP Results English Language Arts/Literacy (All Students)

Overall Participation for All Students												
Grade Level	# of Students Enrolled			# of Students Tested			# of Students with			% of Enrolled Students		
	16-17	17-18	18-19	16-17	17-18	18-19	16-17	17-18	18-19	16-17	17-18	18-19
Grade 11	271	295	261	271	292	259	271	292	259	100	99	99.2
All	271	295	261	271	292	259	271	292	259	100	99	99.2

* The “% of Enrolled Students Tested” showing in this table is not the same as “Participation Rate” for federal accountability

Overall Achievement for All Students															
Grade Level	Mean Scale Score			% Standard			% Standard Met			% Standard Nearly			% Standard Not		
	16-17	17-18	18-19	16-17	17-18	18-19	16-17	17-18	18-19	16-17	17-18	18-19	16-17	17-18	18-19
Grade 11	2629.	2609.	2619.	32.47	23.97	30.89	36.16	39.04	34.75	21.40	23.29	20.46	9.96	13.70	13.90
All Grades	N/A	N/A	N/A	32.47	23.97	30.89	36.16	39.04	34.75	21.40	23.29	20.46	9.96	13.70	13.90

Reading Demonstrating understanding of literary and non-fictional texts									
Grade Level	% Above Standard			% At or Near Standard			% Below Standard		
	16-17	17-18	18-19	16-17	17-18	18-19	16-17	17-18	18-19
Grade 11	33.58	26.71	30.50	51.66	56.16	48.65	14.76	17.12	20.85
All Grades	33.58	26.71	30.50	51.66	56.16	48.65	14.76	17.12	20.85

Writing Producing clear and purposeful writing									
Grade Level	% Above Standard			% At or Near Standard			% Below Standard		
	16-17	17-18	18-19	16-17	17-18	18-19	16-17	17-18	18-19
Grade 11	49.08	39.38	49.42	38.38	44.52	39.00	12.55	16.10	11.58
All Grades	49.08	39.38	49.42	38.38	44.52	39.00	12.55	16.10	11.58

Listening Demonstrating effective communication skills									
Grade Level	% Above Standard			% At or Near Standard			% Below Standard		
	16-17	17-18	18-19	16-17	17-18	18-19	16-17	17-18	18-19
Grade 11	21.03	17.47	22.39	65.31	69.18	67.57	13.65	13.36	10.04
All Grades	21.03	17.47	22.39	65.31	69.18	67.57	13.65	13.36	10.04

Research/Inquiry Investigating, analyzing, and presenting information									
Grade Level	% Above Standard			% At or Near Standard			% Below Standard		
	16-17	17-18	18-19	16-17	17-18	18-19	16-17	17-18	18-19
Grade 11	40.96	40.07	38.61	51.29	48.63	46.33	7.75	11.30	15.06
All Grades	40.96	40.07	38.61	51.29	48.63	46.33	7.75	11.30	15.06

Conclusions based on this data:

1. The participation rate has always been over 99%. In 2019, nearly 66% of RFK students either met or exceeded the standards overall in English Language Arts.
2. In the overall achievement, there was a significant percent increase in the number of students exceeding standards, from approximately 24% to 31%. In addition, the data shows that almost 39% of our students met the above standard mark in Research/Inquiry, a slight decrease (1%) from 2018. However, 50% of our students met the above standard in Writing, a significant increase (10%) from the previous year.
3. RFKHS will continue to focus on the reading strand and will add emphasis to the Listening strand. 22.4% of our students met the above standard mark in the Listening range, which is an increase from the previous year of 17.47%. Our students performed the lowest in the Listening Claim of the ELA CAASPP. We will continue implementing researched based strategies to improve in this area. In addition, our English department, along with the History teachers and Special Ed teachers, we will continue to increase the use of Listenwise, which is an online program that allows teachers to create custom assignments and specifically target listening and communication skills. There is certainly a need to increase Literacy emphasis across the curriculum in all classes with more Reading, Writing, Listening, and Speaking. Newsela will be used to engage students in reading and analysis, vocabulary building, reasoning and argumentative writing and citing factual non-literature and informational text. Interim Assessments are used to assist students in becoming familiar with test format and content.

School and Student Performance Data

CAASPP Results Mathematics (All Students)

Overall Participation for All Students												
Grade Level	# of Students Enrolled			# of Students Tested			# of Students with			% of Enrolled Students		
	16-17	17-18	18-19	16-17	17-18	18-19	16-17	17-18	18-19	16-17	17-18	18-19
Grade 11	271	295	261	271	293	259	271	293	259	100	99.3	99.2
All	271	295	261	271	293	259	271	293	259	100	99.3	99.2

* The “% of Enrolled Students Tested” showing in this table is not the same as “Participation Rate” for federal accountability purposes.

Overall Achievement for All Students															
Grade Level	Mean Scale Score			% Standard			% Standard Met			% Standard Nearly			% Standard Not		
	16-17	17-18	18-19	16-17	17-18	18-19	16-17	17-18	18-19	16-17	17-18	18-19	16-17	17-18	18-19
Grade 11	2580.	2566.	2572.	11.81	10.58	12.36	20.30	21.16	23.94	30.26	26.28	23.55	37.64	41.98	40.15
All Grades	N/A	N/A	N/A	11.81	10.58	12.36	20.30	21.16	23.94	30.26	26.28	23.55	37.64	41.98	40.15

Concepts & Procedures Applying mathematical concepts and procedures									
Grade Level	% Above Standard			% At or Near Standard			% Below Standard		
	16-17	17-18	18-19	16-17	17-18	18-19	16-17	17-18	18-19
Grade 11	23.99	20.48	25.48	34.69	27.99	27.03	41.33	51.54	47.49
All Grades	23.99	20.48	25.48	34.69	27.99	27.03	41.33	51.54	47.49

Problem Solving & Modeling/Data Analysis Using appropriate tools and strategies to solve real world and mathematical problems									
Grade Level	% Above Standard			% At or Near Standard			% Below Standard		
	16-17	17-18	18-19	16-17	17-18	18-19	16-17	17-18	18-19
Grade 11	12.18	11.26	14.29	49.45	44.37	44.02	38.38	44.37	41.70
All Grades	12.18	11.26	14.29	49.45	44.37	44.02	38.38	44.37	41.70

Communicating Reasoning Demonstrating ability to support mathematical conclusions									
Grade Level	% Above Standard			% At or Near Standard			% Below Standard		
	16-17	17-18	18-19	16-17	17-18	18-19	16-17	17-18	18-19
Grade 11	15.13	15.70	16.60	60.89	58.02	56.76	23.99	26.28	26.64
All Grades	15.13	15.70	16.60	60.89	58.02	56.76	23.99	26.28	26.64

Conclusions based on this data:

1. RFKHS performed above the county average in 2019, where 36.30% of students either met or exceeded the standards in Mathematics, a significant increase of 4.56% from the previous year.
2. RFKHS students continue to perform the strongest in the Communicating Reasoning claim with just above 73% of our students At/Near or Above standards.

3. Concepts and Procedures remains our lowest performing claim. More application of mathematical concepts is needed along with tools and strategies to solve problems. Students need more exposure to these concepts along with a variety of instructional strategies to reinforce them. We will continue to analyze student data and provide instructional strategies throughout the school year in order to address areas of concerns.

School and Student Performance Data

ELPAC Results

ELPAC Summative Assessment Data Number of Students and Mean Scale Scores for All Students								
Grade Level	Overall		Oral Language		Written Language		Number of Students Tested	
	17-18	18-19	17-18	18-19	17-18	18-19	17-18	18-19
Grade 9	1503.8	1541.7	1494.6	1543.7	1512.6	1539.2	80	98
Grade 10	1527.8	1532.9	1514.2	1535.0	1540.9	1530.3	65	86
Grade 11	1527.3	1539.4	1515.1	1532.5	1539.0	1545.8	48	57
Grade 12	1530.5	1518.5	1512.0	1510.3	1548.7	1526.0	24	32
All Grades							217	273

Overall Language Percentage of Students at Each Performance Level for All Students										
Grade Level	Level 4		Level 3		Level 2		Level 1		Total Number of Students	
	17-18	18-19	17-18	18-19	17-18	18-19	17-18	18-19	17-18	18-19
9	*	16.33	32.50	35.71	30.00	27.55	25.00	20.41	80	98
10	29.23	16.28	29.23	40.70	*	24.42	26.15	18.60	65	86
11	25.00	12.28	37.50	43.86	*	22.81	*	21.05	48	57
12	*	15.63	45.83	43.75	*	12.50	*	28.13	24	32
All Grades	20.74	15.38	34.10	39.93	22.58	23.81	22.58	20.88	217	273

Oral Language Percentage of Students at Each Performance Level for All Students										
Grade Level	Level 4		Level 3		Level 2		Level 1		Total Number of Students	
	17-18	18-19	17-18	18-19	17-18	18-19	17-18	18-19	17-18	18-19
9	26.25	30.61	36.25	34.69	22.50	24.49	15.00	10.20	80	98
10	41.54	39.53	24.62	26.74	*	20.93	20.00	12.79	65	86
11	47.92	24.56	27.08	47.37	*	10.53	*	17.54	48	57
12	*	21.88	58.33	50.00	*	6.25	*	21.88	24	32
All Grades	36.41	31.14	33.18	36.63	15.67	18.32	14.75	13.92	217	273

Written Language Percentage of Students at Each Performance Level for All Students										
Grade Level	Level 4		Level 3		Level 2		Level 1		Total Number of Students	
	17-18	18-19	17-18	18-19	17-18	18-19	17-18	18-19	17-18	18-19
9	*	1.02	21.25	22.45	22.50	44.90	51.25	31.63	80	98
10	16.92	5.81	26.15	25.58	27.69	39.53	29.23	29.07	65	86
11	*	7.02	35.42	31.58	*	33.33	33.33	28.07	48	57
12	*	3.13	*	28.13	*	37.50	*	31.25	24	32
All Grades	10.60	4.03	26.73	26.01	24.42	39.93	38.25	30.04	217	273

Listening Domain Percentage of Students by Domain Performance Level for All Students									
Grade Level	Well Developed		Somewhat/Moderately		Beginning		Total Number of Students		
	17-18	18-19	17-18	18-19	17-18	18-19	17-18	18-19	
9	25.00	10.20	56.25	71.43	18.75	18.37	80		98
10	35.38	10.47	40.00	63.95	24.62	25.58	65		86
11	33.33	1.75	50.00	66.67	*	31.58	48		57
12	*	3.13	83.33	59.38	*	37.50	24		32
All Grades	28.57	7.69	53.00	66.67	18.43	25.64	217		273

Speaking Domain Percentage of Students by Domain Performance Level for All Students									
Grade Level	Well Developed		Somewhat/Moderately		Beginning		Total Number of Students		
	17-18	18-19	17-18	18-19	17-18	18-19	17-18	18-19	
9	43.75	66.33	42.50	24.49	13.75	9.18	80		98
10	50.77	69.77	30.77	17.44	18.46	12.79	65		86
11	64.58	71.93	25.00	14.04	*	14.04	48		57
12	54.17	68.75	*	9.38	*	21.88	24		32
All Grades	51.61	68.86	35.02	18.32	13.36	12.82	217		273

Reading Domain Percentage of Students by Domain Performance Level for All Students									
Grade Level	Well Developed		Somewhat/Moderately		Beginning		Total Number of Students		
	17-18	18-19	17-18	18-19	17-18	18-19	17-18	18-19	
9	*	6.12	25.00	53.06	68.75	40.82	80		98
10	21.54	13.95	36.92	53.49	41.54	32.56	65		86
11	*	3.51	41.67	54.39	45.83	42.11	48		57
12	*	12.50	45.83	53.13	45.83	34.38	24		32
All Grades	12.44	8.79	34.56	53.48	53.00	37.73	217		273

Writing Domain Percentage of Students by Domain Performance Level for All Students								
Grade Level	Well Developed		Somewhat/Moderately		Beginning		Total Number of Students	
	17-18	18-19	17-18	18-19	17-18	18-19	17-18	18-19
9	*	2.04	65.00	76.53	26.25	21.43	80	98
10	21.54	3.49	60.00	70.93	18.46	25.58	65	86
11	31.25	5.26	56.25	77.19	*	17.54	48	57
12	*	12.50	70.83	62.50	*	25.00	24	32
All Grades	19.35	4.40	62.21	73.26	18.43	22.34	217	273

Conclusions based on this data:

1. In 2018, after reclassifications, we had 217 EL students, 18% of the school population. For the 2019 test year, after the new reclassification criteria we had 273 EL students, 21% of the school population.
2. Students performed the strongest in the Speaking Domain of the Oral Language component where approximately 69% of students scored well developed. Overall students scored the lowest in the Reading Domain of the Written Language component where 12.4% of students scored well developed. In 2019, overall students scored the lowest in the Writing Domain of the Written Language component where 4.4% of students scored well-developed. To provide support, we continued to offer a 2-day English/ELD class after school for targeted EL students and Saturday English and ELD tutorial. The instructor for the class is our ELD teacher.
3. During the past two years and currently, EL students are enrolled in a designated ELD course to ensure all EL students have the support they need to improve in English language acquisition.

School and Student Performance Data

Student Population

Due to the COVID-19 pandemic, state law has suspended the reporting of state and local indicators on the 2020 Dashboard. However, available data that would have been included in the Dashboard are reported on the Department's web site if they were determined to be valid and reliable. Information regarding the reporting status of data is available at [COVID-19 and Data Reporting](#).

This section provides information about the school's student population.

2019-20 Student Population			
Total Enrollment	Socioeconomically Disadvantaged	English Learners	Foster Youth
1,272	93.7	28.1	0.5
This is the total number of students enrolled.	This is the percent of students who are eligible for free or reduced priced meals; or have parents/guardians who did not receive a high school diploma.	This is the percent of students who are learning to communicate effectively in English, typically requiring instruction in both the English Language and in their academic courses.	This is the percent of students whose well-being is the responsibility of a court.

2019-20 Enrollment for All Students/Student Group		
Student Group	Total	Percentage
English Learners	358	28.1
Foster Youth	6	0.5
Homeless	1	0.1
Socioeconomically Disadvantaged	1,192	93.7
Students with Disabilities	146	11.5

Enrollment by Race/Ethnicity		
Student Group	Total	Percentage
African American	6	0.5
American Indian	3	0.2
Asian	9	0.7
Filipino	81	6.4
Hispanic	1,155	90.8
Two or More Races	5	0.4
Pacific Islander	3	0.2
White	10	0.8

Conclusions based on this data:

1. RFK's enrollment has been in the mid to high 1200s for the past three years with over 90% Hispanic. Our second largest student group is Filipino with 6.8%. Our enrollment has increased to 1345 (11% in alternative educational setting) with over 90% Hispanic in the 2020-21 school year. Our second largest student group continues to be Filipino with 6.9%. The majority of our students are socioeconomically disadvantaged. As of September 29, 2021, our enrollment is at 1274 with similar demographics.






2. For the 2018-19 school year, the number of students that were EL at census day was 311 (25.1%). After reclassification and movement we had 273 students (21.5%) who took the summative ELPAC test. For the 2019-20 school year, the number of students that were EL at census day was 358 (28.1%). In the 2020-21 school year, ? students were EL at census day (?%).
3. The SWD group has been consistent the past three years, averaging 10% of student enrollment with a slight increase of 1.9% in 2020-2021.

School and Student Performance Data

Overall Performance

The data provided below is from the 2019 Fall California School Dashboard. Due to the COVID-19 pandemic, state law has suspended the reporting of state and local indicators on the 2020 Dashboard. However, available data that would have been included in the Dashboard are reported on the Department's web site if they were determined to be valid and reliable. Information regarding the reporting status of data is available at [COVID-19 and Data Reporting](#).

2019 Fall Dashboard Overall Performance for All Students

Academic Performance	Academic Engagement	Conditions & Climate
English Language Arts  Green	Graduation Rate  Blue	Suspension Rate  Orange
Mathematics  Green		
College/Career  Green		

Conclusions based on this data:

1. For the 2019 test year, the percentage of students meeting or exceeding standards has increased by 3% at 66%.
2. The percentage of students meeting or exceeding standards increased by 4% for the 2019 test year and is at 36% placing student performance in the green range. There is a need to focus on improving mathematics achievement.
3. Graduation Rate is at highest performance for all significant subgroups. There is a need to focus on the suspension rate. Suspension rate is orange for 4 significant subgroups, green for one subgroup and blue for one subgroup.

School and Student Performance Data

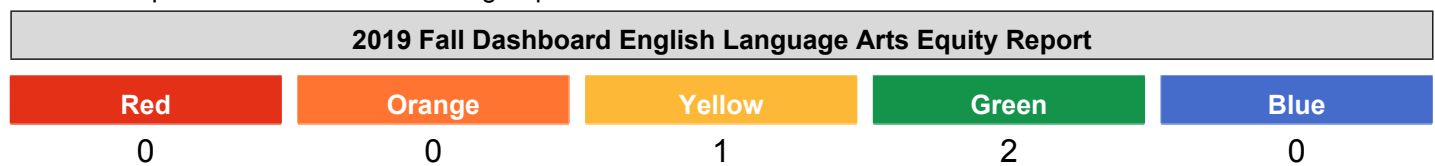
Academic Performance English Language Arts

The data provided below is from the 2019 Fall California School Dashboard. Due to the COVID-19 pandemic, state law has suspended the reporting of state and local indicators on the 2020 Dashboard. However, available data that would have been included in the Dashboard are reported on the Department's web site if they were determined to be valid and reliable. Information regarding the reporting status of data is available at [COVID-19 and Data Reporting](#).







The performance levels are color-coded and range from lowest-to-highest performance in the following order:











This section provides number of student groups in each color.



This section provides a view of Student Assessment Results and other aspects of this school's performance, specifically how well students are meeting grade-level standards on the English Language Arts assessment. This measure is based on student performance on the Smarter Balanced Summative Assessment, which is taken annually by students in grades 3–8 and grade 11.

2019 Fall Dashboard English Language Arts Performance for All Students/Student Group					
All Students		English Learners		Foster Youth	
					
Green		Yellow		No Performance Color	
39.7 points above standard		44.2 points below standard		0 Students	
Increased ++13.5 points		Increased Significantly ++16.2 points			
254		85			
Homeless		Socioeconomically Disadvantaged		Students with Disabilities	
					
No Performance Color		Green		No Performance Color	
Less than 11 Students - Data Not Displayed for Privacy		37.3 points above standard		71.6 points below standard	
		Increased ++12.1 points		Declined -4.1 points	
3		239		27	

2019 Fall Dashboard English Language Arts Performance by Race/Ethnicity

African American  No Performance Color Less than 11 Students - Data Not Displayed for Privacy 1	American Indian  No Performance Color 0 Students	Asian  No Performance Color Less than 11 Students - Data Not Displayed for Privacy 3	Filipino  No Performance Color 6.9 points below standard Declined Significantly -43.7 points 15
Hispanic  Green 41.5 points above standard Increased ++14.3 points 233	Two or More Races  No Performance Color Less than 11 Students - Data Not Displayed for Privacy 1	Pacific Islander  No Performance Color 0 Students	White  No Performance Color Less than 11 Students - Data Not Displayed for Privacy 1

This section provides a view of Student Assessment Results and other aspects of this school's performance, specifically how well students are meeting grade-level standards on the English Language Arts assessment. This measure is based on student performance on the Smarter Balanced Summative Assessment, which is taken annually by students in grades 3–8 and grade 11.

2019 Fall Dashboard English Language Arts Data Comparisons for English Learners

Current English Learner 69.3 points below standard Increased Significantly ++16.8 points 53	Reclassified English Learners 2.7 points below standard Increased Significantly ++29.5 points 32	English Only 25.4 points above standard Declined Significantly -26.7 points 47
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Conclusions based on this data:

- For the 2018 test year, RFK students were 26.5 points above three (above standard), a decline of 20.8 points from the previous year. For the 2018-2019 school year, ELA teachers analyzed the scores, increased use of Listenwise and modified the scope-and-sequences to address areas of concern. This led to an increase in the overall all percentage of students performing at or above standards (66%). For the 2019 test year, RFK students were at 39.7 points above three (above standard), an increase of 13.5 points from the previous year. English Learners were 65.5 points below standards for the 2018 test year and improved from the red to yellow range with a 16.2 increase in 2-10. During the 2019-20 school year, ELA teachers analyzed the scores, and proceeded with the use of Listenwise and the modified scope-and-sequence for continued increase.
- Our largest decrease for the 2019 test year in ELA was the Students With Disabilities subgroups where there was a 4.1 decrease from previous year, putting our Students With Disabilities at 71.6 points below standard. We recognize that the gap in achievement between SWD students and all students is an area of concern. To close the achievement gap, we have increased after school tutorial for SWD provided by an RSP teacher. At the same time, we are increasing our professional development in the areas cohort team collaboration and effective instructional strategies that support all students.
- Based on the increase of English Learner performance from the previous year, we will continue to decrease the gap in ELA scores as we continue implementation of interventions and professional development with an increased focus

on SWDs. RFKHS will continue to provide English learner students a designated ELD course to support English language achievement.

School and Student Performance Data

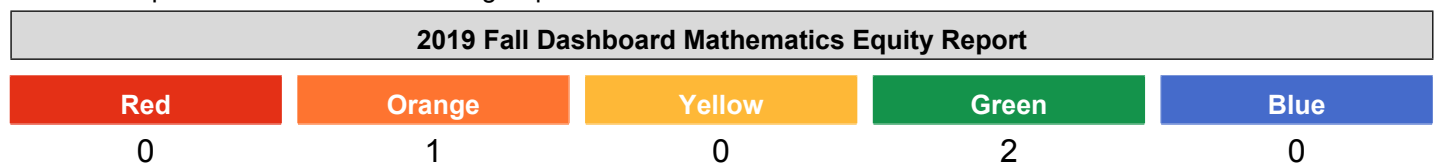
Academic Performance Mathematics

The data provided below is from the 2019 Fall California School Dashboard. Due to the COVID-19 pandemic, state law has suspended the reporting of state and local indicators on the 2020 Dashboard. However, available data that would have been included in the Dashboard are reported on the Department's web site if they were determined to be valid and reliable. Information regarding the reporting status of data is available at [COVID-19 and Data Reporting](#).






The performance levels are color-coded and range from lowest-to-highest performance in the following order:











This section provides number of student groups in each color.



This section provides a view of Student Assessment Results and other aspects of this school's performance, specifically how well students are meeting grade-level standards on the Mathematics assessment. This measure is based on student performance on the Smarter Balanced Summative Assessment, which is taken annually by students in grades 3–8 and grade 11.

2019 Fall Dashboard Mathematics Performance for All Students/Student Group		
All Students  Green 50.2 points below standard Increased ++9.7 points 253	English Learners  Orange 132.3 points below standard Increased ++10 points 84	Foster Youth
Homeless  No Performance Color Less than 11 Students - Data Not Displayed for Privacy 3	Socioeconomically Disadvantaged  Green 52.9 points below standard Increased ++8.7 points 238	Students with Disabilities  No Performance Color 156 points below standard Maintained ++0.6 points 27

2019 Fall Dashboard Mathematics Performance by Race/Ethnicity

African American  No Performance Color Less than 11 Students - Data Not Displayed for Privacy 1	American Indian  No Performance Color Less than 11 Students - Data Not Displayed for Privacy 1	Asian  No Performance Color Less than 11 Students - Data Not Displayed for Privacy 3	Filipino  No Performance Color 53.1 points below standard Declined Significantly -31.9 points 15
Hispanic  Green 50.3 points below standard Increased ++11.7 points 232	Two or More Races  No Performance Color Less than 11 Students - Data Not Displayed for Privacy 1	Pacific Islander  No Performance Color Less than 11 Students - Data Not Displayed for Privacy 1	White  No Performance Color Less than 11 Students - Data Not Displayed for Privacy 1

This section provides a view of Student Assessment Results and other aspects of this school's performance, specifically how well students are meeting grade-level standards on the Mathematics assessment. This measure is based on student performance on the Smarter Balanced Summative Assessment, which is taken annually by students in grades 3–8 and grade 11.

2019 Fall Dashboard Mathematics Data Comparisons for English Learners

Current English Learner 156.3 points below standard Maintained ++2.6 points 52	Reclassified English Learners 93.5 points below standard Increased Significantly ++30.7 points 32	English Only 71.3 points below standard Declined Significantly -45.5 points 47
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Conclusions based on this data:

- While the overall school color range was green for the 2019 test year, English Learners were the subgroup in the orange, an improvement of 10 points moving ELs out of the red. The math department has increased Math tutorials and an Math academic coach through the school year for continued improvement.
- For 2019 test year, we continued with two math coaches to support teachers with curriculum and instruction. Working with the coaches, the math department will continue to adjust the scope-and-sequences and the placement flow chart to provide all students the opportunity to do well on the SBAC test. As a result, for the 2019 test year, the overall percentage of students that met or exceeded standards increased by 4%, putting RFK above the state average.
- While Students With Disabilities was not a significant subgroup to have a color performance, it was the subgroup that had an increase of 19.6 points in the 2018 test year. To keep the momentum going, we instituted a SpEd designed tutorial after school to help support students, giving the subgroup a .6 increase in the 2019 test year. Tutorials will continue to be run by SpEd teachers.

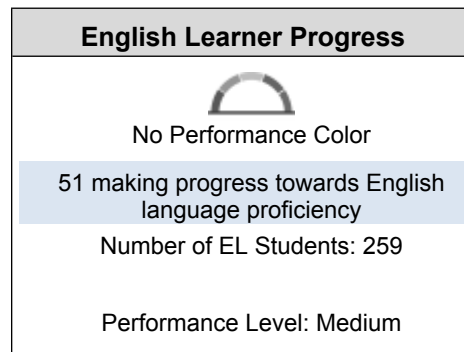
School and Student Performance Data

Academic Performance English Learner Progress

The data provided below is from the 2019 Fall California School Dashboard. Due to the COVID-19 pandemic, state law has suspended the reporting of state and local indicators on the 2020 Dashboard. However, available data that would have been included in the Dashboard are reported on the Department's web site if they were determined to be valid and reliable. Information regarding the reporting status of data is available at [COVID-19 and Data Reporting](#).

This section provides a view of the percentage of current EL students making progress towards English language proficiency or maintaining the highest level.

2019 Fall Dashboard English Learner Progress Indicator



This section provides a view of the percentage of current EL students who progressed at least one ELPI level, maintained ELPI level 4, maintained lower ELPI levels (i.e, levels 1, 2L, 2H, 3L, or 3H), or decreased at least one ELPI Level.

2019 Fall Dashboard Student English Language Acquisition Results

Decreased One ELPI Level	Maintained ELPI Level 1, 2L, 2H, 3L, or 3H	Maintained ELPI Level 4	Progressed At Least One ELPI Level
12.3	36.6	3.0	47.8

Conclusions based on this data:

1. The percentage of students that scored Moderately or Well developed was 54.8% compared to the state 65.2% in 2018. We have offered professional development on EL instructional strategies and developed an instructional monitoring tool that specifically targets instruction geared for EL students. For example: Building vocabulary in lessons, increasing student talk time vs teacher talk time, and requiring students to speak in complete sentences.
2. Our goal is to move students from level 1 and 2 to level 3 and 4 as the state ELPAC requirement for classifications has changed to a level 4. To support students, we now offer both ELD and English tutorial after school. Students are also encouraged to attend Saturday school when they need a place and time to complete their work or for further academic support.
3. We have also increased communication and teacher awareness on the ELPAC test format, content, and students expectations during the test. We make sure that different departments: English, Math, Science, SpEd and Social Science are involved in the administration of the ELPAC test so that all departments know the significance of making sure that our EL perform their best.

School and Student Performance Data

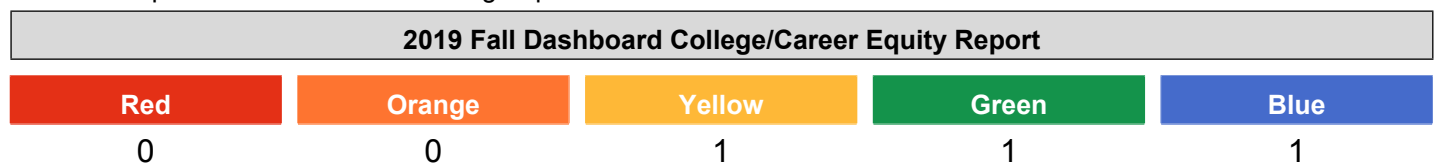
Academic Performance College/Career

The data provided below is from the 2019 Fall California School Dashboard. Due to the COVID-19 pandemic, state law has suspended the reporting of state and local indicators on the 2020 Dashboard. However, available data that would have been included in the Dashboard are reported on the Department's web site if they were determined to be valid and reliable. Information regarding the reporting status of data is available at [COVID-19 and Data Reporting](#).







The performance levels are color-coded and range from lowest-to-highest performance in the following order:











This section provides number of student groups in each color.



This section provides information on the percentage of high school graduates who are placed in the "Prepared" level on the College/Career Indicator.

2019 Fall Dashboard College/Career for All Students/Student Group		
All Students  Green 67.8 Increased +6.9 304	English Learners  Yellow 41.3 Maintained +1.3 80	Foster Youth  No Performance Color Less than 11 Students - Data Not Displayed for Privacy 2
Homeless  No Performance Color Less than 11 Students - Data Not Displayed for Privacy 8	Socioeconomically Disadvantaged  Green 67.6 Increased +7 299	Students with Disabilities  No Performance Color 28.2 Increased +5.1 39

2019 Fall Dashboard College/Career by Race/Ethnicity

African American	American Indian	Asian	Filipino
 No Performance Color Less than 11 Students - Data Not Displayed for Privacy 5	 No Performance Color 0 Students	 No Performance Color Less than 11 Students - Data Not Displayed for Privacy 3	 No Performance Color 73.9 Declined -8.4 23
Hispanic	Two or More Races	Pacific Islander	White
 Blue 68 Increased Significantly +9.1 272	 No Performance Color 0 Students	 No Performance Color 0 Students	 No Performance Color Less than 11 Students - Data Not Displayed for Privacy 1

This section provides a view of the percent of students per year that qualify as Not Prepared, Approaching Prepared, and Prepared.

2019 Fall Dashboard College/Career 3-Year Performance

Class of 2017	Class of 2018	Class of 2019
Prepared	60.9 Prepared	67.8 Prepared
Approaching Prepared	18.8 Approaching Prepared	20.1 Approaching Prepared
Not Prepared	20.3 Not Prepared	12.2 Not Prepared

Conclusions based on this data:

1. In 2018, the overall College/Career preparedness was in the green range with an increase of 7.1% from the previous year, placing RFK students at almost 61% College/Career prepared. This is 18.7% larger than the state average of 42.2%. In 2019, the overall College/Career preparedness is in the green ranges with a 6.9% increase. The percentage of students categorized as 'not prepared' has also decreased by 8.1%
2. There was an increase in every subgroup with the most significant increase in the students with disabilities subgroup; 7 points, followed by English learners subgroup; 6.9 points.
3. RFK continues to refine the existing 10 career pathways with increased articulated and dual enrollment courses. At the same time, RFK also increased the offerings of AP in 2018 by reinstating the AP U.S History course. Currently there are 12 AP Courses offered at RFK.

School and Student Performance Data

Academic Engagement Chronic Absenteeism

The data provided below is from the 2019 Fall California School Dashboard. Due to the COVID-19 pandemic, state law has suspended the reporting of state and local indicators on the 2020 Dashboard. However, available data that would have been included in the Dashboard are reported on the Department's web site if they were determined to be valid and reliable. Information regarding the reporting status of data is available at [COVID-19 and Data Reporting](#).

The performance levels are color-coded and range from lowest-to-highest performance in the following order:

Lowest Performance	Red	Orange	Yellow	Green	Blue	Highest Performance
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This section provides number of student groups in each color.

2019 Fall Dashboard Chronic Absenteeism Equity Report

Red

Orange

Yellow

Green

Blue

This section provides information about the percentage of students in kindergarten through grade 8 who are absent 10 percent or more of the instructional days they were enrolled.

2019 Fall Dashboard Chronic Absenteeism for All Students/Student Group

All Students

English Learners

Foster Youth

Homeless

Socioeconomically Disadvantaged

Students with Disabilities

2019 Fall Dashboard Chronic Absenteeism by Race/Ethnicity

African American

American Indian

Asian

Filipino

Hispanic

Two or More Races

Pacific Islander

White

Conclusions based on this data:

1.

School and Student Performance Data

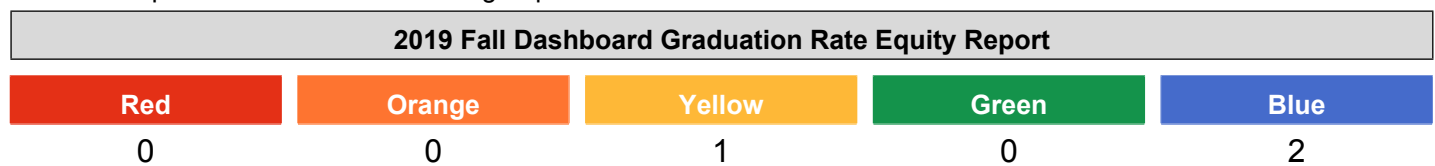
Academic Engagement Graduation Rate

The data provided below is from the 2019 Fall California School Dashboard. Due to the COVID-19 pandemic, state law has suspended the reporting of state and local indicators on the 2020 Dashboard. However, available data that would have been included in the Dashboard are reported on the Department's web site if they were determined to be valid and reliable. Information regarding the reporting status of data is available at [COVID-19 and Data Reporting](#).







The performance levels are color-coded and range from lowest-to-highest performance in the following order:











This section provides number of student groups in each color.



This section provides information about students completing high school, which includes students who receive a standard high school diploma or complete their graduation requirements at an alternative school.

2019 Fall Dashboard Graduation Rate for All Students/Student Group		
All Students  Blue 96.7 Declined -2.2 304	English Learners  Yellow 92.5 Declined -5 80	Foster Youth  No Performance Color Less than 11 Students - Data Not Displayed for Privacy 2
Homeless  No Performance Color Less than 11 Students - Data Not Displayed for Privacy 8	Socioeconomically Disadvantaged  Blue 96.7 Declined -2.2 299	Students with Disabilities  No Performance Color 82.1 Declined -10.8 39

2019 Fall Dashboard Graduation Rate by Race/Ethnicity

African American	American Indian	Asian	Filipino
 No Performance Color Less than 11 Students - Data Not Displayed for Privacy 5	 No Performance Color 0 Students	 No Performance Color Less than 11 Students - Data Not Displayed for Privacy 3	 No Performance Color 95.7 Declined -4.4 23
Hispanic	Two or More Races	Pacific Islander	White
 Blue 96.7 Declined -2.1 272	 No Performance Color 0 Students	 No Performance Color 0 Students	 No Performance Color Less than 11 Students - Data Not Displayed for Privacy 1

This section provides a view of the percentage of students who received a high school diploma within four years of entering ninth grade or complete their graduation requirements at an alternative school.

2019 Fall Dashboard Graduation Rate by Year

2018	2019
98.9	96.7

Conclusions based on this data:

1. In 2018, graduation rates increased for all student groups: English Learners (+11.8%), Socioeconomically Disadvantaged (+7%), and Hispanic (+7.4%). In 2019, while all students continue to be in the blue (96.7%), all groups experienced a slight decrease.
2. Graduation rates remain very high for all students and two student groups in comparison: English Learners (92.5%), Socioeconomically Disadvantaged (96.7%), and Hispanic (96.7%).
3. Students With Disabilities had the most significant decrease, 10.8%, from 92.3% to 82.1%. An after school SpEd designed tutorial will be provided to students in need of academic support tutorials will continue to be run by SpEd teachers.

School and Student Performance Data

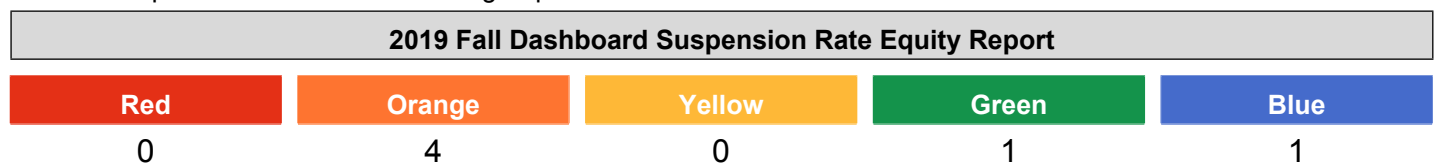
Conditions & Climate Suspension Rate

The data provided below is from the 2019 Fall California School Dashboard. Due to the COVID-19 pandemic, state law has suspended the reporting of state and local indicators on the 2020 Dashboard. However, available data that would have been included in the Dashboard are reported on the Department's web site if they were determined to be valid and reliable. Information regarding the reporting status of data is available at [COVID-19 and Data Reporting](#).







The performance levels are color-coded and range from lowest-to-highest performance in the following order:









This section provides number of student groups in each color.



This section provides information about the percentage of students in kindergarten through grade 12 who have been suspended at least once in a given school year. Students who are suspended multiple times are only counted once.

2019 Fall Dashboard Suspension Rate for All Students/Student Group		
All Students  Orange 2.4 Increased +1.1 1305	English Learners  Orange 3.9 Increased +1.8 335	Foster Youth  No Performance Color Less than 11 Students - Data Not Reported 6
Homeless  Green 3 Declined -0.8 33	Socioeconomically Disadvantaged  Orange 2.4 Increased +1.1 1234	Students with Disabilities  Orange 3.2 Increased +1.9 157

2019 Fall Dashboard Suspension Rate by Race/Ethnicity

African American  No Performance Color Less than 11 Students - Data 7	American Indian	Asian  No Performance Color 0 Maintained 0 12	Filipino  Blue 0 Maintained 0 88
Hispanic  Orange 2.6 Increased +1.3 1182	Two or More Races  No Performance Color Less than 11 Students - Data 4	Pacific Islander	White  No Performance Color 0 Maintained 0 12

This section provides a view of the percentage of students who were suspended.

2019 Fall Dashboard Suspension Rate by Year

2017	2018	2019
	1.3	2.4

Conclusions based on this data:

- Overall, Suspension Rate has increased by 1.1% for all students.
- Suspension Rate is the lowest performance band, with all 4 subgroups in the orange. The Homeless decreased by .8% and Filipino subgroup maintained a zero suspension rate.
- The subgroups where the Suspension Rate increased was ELs (1.8%) and SWDs (1.9%). This is an area of focus for the current school year.

Goals, Strategies, & Proposed Expenditures

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

Goal Subject

Academic Achievement

LEA/LCAP Goal

Provide a high quality education to improve academic performance and college and career readiness as measured by state indicators for all learners, including English learners and foster youth, in all core academic content areas.

- Priority 1: Basic Services (Conditions of Learning)
- Priority 2: State Standards (Conditions of Learning)
- Priority 4: Pupil Achievement (Pupil Outcomes)

Goal 1

Robert F. Kennedy High School will continue to maintain a high status in met standards in English and Math for all students and continue to close the achievement gap for English learners and students with disabilities. We need to maintain preparing all students for college and/or career. Increase dual enrollment opportunities to close the gap between youth who are meeting the standards and those who are not meeting such standards.

STUDENT LEARNING OUTCOMES

Robert F. Kennedy High School will produce GLOBAL students who are:

- Genuine when contributing to their community
- Legitimate when using technology
- Optimistic toward self-improvement
- Broad-minded when considering career opportunities
- Adaptable when solving problems
- Loyal to the legacy of RFK

WASC Areas of Growth:

Area 1: RFK needs to generate a detailed and ongoing professional development plan in order to create systemic changes.

Robert F. Kennedy High School continues to work on creating a more systemic approach to professional development. This has resulted in school-wide professional-development focused on improving technology use, Explicit Direct Instruction, and on the Professional Learning Community (PLC) process. The Robert F. Kennedy school community has been working through the steps to initialize, develop, and build true PLCs that will give our school a systemic process for identifying student and school needs and for ensuring our school is engaged in both regular and ongoing purposeful professional development.

Identified Need

Robert F. Kennedy High School has identified the following needs for the 2021-2022 school year:

- Increase the percentage of fully credentialed teachers. For the 2020-2021 school year, 91% of teachers at RFKHS were fully credentialed.
- Maintain 100% students with access to supplemental instructional materials for use at home and school.
- Maintain 'Full Implementation' or 'Full Implementation and Sustainability' on the state adopted content and performance standards.
- Maintain English learner and improve students with disabilities Difference from Standard (DFS), 'High' (ELs) and 'Low' (SWDs) academic performance status on the 2019 CASSPP English and mathematics. CAASP ELA for English learners is -44.2 DFS and -71.6 for students with special needs. The English learner CAASPP mathematics DFS is -132.3 and -156 for students with special needs.
- Maintain socioeconomically disadvantaged pupil 'High' performance status in CAASPP English (+37.3 DFS) and improve 'Medium' status in mathematics (-52.9 DFS).
- Maintain 'High' academic performance for all pupils on the CAASPP ELA (39.7 DFS) and improve the DFS (-50.2) in mathematics.
- Improve CAST Met standard for all students and subgroups. The 2019 CAST met standard is 17.5% for all pupils, 17.6% for socioeconomically disadvantaged students, 0% for English learners, and 2.67% for students with special needs.
- Improve UC a-g completion rate for all pupils (65.8%), socioeconomically disadvantaged pupils (65%), English learners (41%), and students with special needs (50%).
- Improve CTE completion rates for all pupils and subgroups. The 2020 CTE completion rate for all pupils, socioeconomically disadvantaged students, English learners, and students with special needs is at 58.5%, 58.5%, 53.8%, and 55.2%, respectively.
- Improve English Progress Indicator of 51% 'Medium' status on the California Dashboard.
- Improve 2020 English learner reclassification rate (16.5%).
- Maintain 2020 AP passing rate for all pupils (54%) and socioeconomically disadvantaged students (68.2%).
- Improve 2019 EAP college preparedness for English learners (13% English and 2% mathematics) and students with special needs (23% English and 0% mathematics).
- Maintain EAP college preparedness above state levels for the all pupils (66% ELA and 36.3% mathematics) and socioeconomically disadvantaged subgroup (64% ELA and 35% mathematics).5148% for English learners, and 48% for students with special needs.
- Maintain the dual credit attainment for all pupils (49%) and close the gap for English learners student with special needs.

Annual Measurable Outcomes

Metric/Indicator	Baseline/Actual Outcome	Expected Outcome
California School Dashboard Priority 1(a): The degree to which the teachers of the school district are appropriately assigned in accordance with Education Code section 44258.9, and fully credentialed in the subject areas, and, for the pupils they are teaching.	<p>2020 California Dashboard Reflection Tool Standard Met</p> <p>CALPADS 0% total teacher misassignment.</p> <p>91% teachers fully credentialed in the subject areas, and, for the pupils they are teaching.</p>	Maintain 100% appropriately assigned and 93% of teachers will be fully credentialed.

Metric/Indicator	Baseline/Actual Outcome	Expected Outcome
Williams Act Report Priority 1(b): Every pupil has sufficient access to the standards-aligned instructional materials as determined pursuant to Education Code section 60119	2020 California ,Dashboard & Williams Act Report Standard Met 100% students with access to their own copies of standards-aligned instructional materials for use at school and at home.	0% of students without access to their own copies of standards-aligned instructional materials for use at school and at home.
California School Dashboard Priority 2 (a): The implementation of the academic content and performance standards adopted by the state board.	As measured by the Self Reflection Tool on the 2020 California Dashboard and teacher and school site administrator surveys 'Full Implementation' or 'Full Implementation and Sustainability in all subject areas for the following: <ul style="list-style-type: none"> • Professional Development • Instructional materials • Poly and Program Support • Implementation of Standards • Engagement of School Leadership 	Maintain Full implementation
California School Dashboard Priority 2(b): How programs and services that will enable English learners to access the CCSS and the ELD standards for purposes of gaining academic content knowledge and English language proficiency.	As measured by the Self Reflection Tool on the 2020 California Dashboard and teacher and school site Administrator surveys 'Full Implementation' or 'Full Implementation and Sustainability in all subject areas for the following: <ul style="list-style-type: none"> • Professional Development • Instructional materials • Poly and Program Support • Implementation of Standards • Engagement of School Leadership 	Maintain Full Implementation

Metric/Indicator	Baseline/Actual Outcome	Expected Outcome
<p>California School Dashboard & Dataquest</p> <p>Priority 4(a): Pupil achievement as measured by all of the following:</p> <p>(A) Statewide assessments administered pursuant to Article 4 of Chapter 5, part 33 or any subsequent assessment, as certified by the state board.</p>	<p>Dataquest & California Dashboard 2019 Distance From Standard (DFS)</p> <p>CAASPP English Language Arts Performance Level</p> <p>All students DFS +39.7 'Medium Green' 66% Met Standard</p> <p>Socioeconomically Disadvantaged DFS +37.3 'Medium Green' 64% Met Standard</p> <p>English Learners DFS -44.2 'Medium Yellow' 13% Met Standard</p> <p>Students with Disabilities DFS -71.6 'No Performance Color' 23% Met Standard</p> <p>CAASPP Mathematics Performance Level</p> <p>All students DFS -50.2 'Medium Green' 36.3% Met Standard</p> <p>Socioeconomically Disadvantaged DFS -52.9 'Medium Green' 35% Met Standard</p> <p>English Learners DFS -132.3 'Medium Orange' 2% Met Standard</p> <p>Students with Disabilities DFS -156 'No Performance Color' 0% Met Standard</p>	<p>Dataquest & California Dashboard Distance from Standard (DFS)</p> <p>CAASPP English Language Arts All students +41.0 DFS - 67% Met Standard Socioeconomically Disadvantaged +39 DFS - 65% Met Standard ELs 40 DFS - 20% Met Standard SWD 65 DFS - 20% Met Standard</p> <p>CAASPP Mathematics All students 45 DFS - 36% Met Standard Socioeconomically Disadvantaged 50 DFS - 36% Met Standard ELs 120 DFS - 15% Met Standard SWD 150 DFS - 10% Met Standard</p>
<p>California School Dashboard & Dataquest Priority 4(a) Pupil</p>	<p>California Science Test (CAST) Met Standard 2019</p>	<p>California Science Test (CAST) Met Standard</p>

Metric/Indicator	Baseline/Actual Outcome	Expected Outcome
achievement as measured by all of the following: (A) Statewide assessments administered pursuant Article 4 if chapter 5 of part 33 or any subsequent assessment, as certified by the state board	All students 17.5% Socioeconomically Disadvantaged pupils 17.6% English Learners 0% Students with Disabilities 0%	All students 20% Socioeconomically Disadvantaged pupils 20% English Learners 10% Students with Disabilities 1%
Priority 4(a) Pupil achievement as measured by all of the following: (B) The percentage of pupils who have successfully completed courses that satisfy the requirements for entrance to the University of California and California state University	Dataquest UC a-g completers 2020 cohort: All students 66% Socioeconomically Disadvantaged pupils 65% English Learners 41% Students with Disabilities 27.7%	Dataquest UC a-g completers: All students 67% Socioeconomically Disadvantaged pupils 66% English Learners 42% Students with Disabilities 29%
Priority 4(a) Pupil achievement as measured by all of the following: (C) The percentage of pupils who have successfully completed courses that satisfy the requirements for career technical education sequences or programs of study that align with state board-approved career technical education standards and frameworks.	CALPADS CTE completers 2020 cohort: All students 58.5% Socioeconomically Disadvantaged pupils 58.5% English Learners 53.8% Students with Disabilities 55.2% Homeless 17%	CALPADS CTE cohort completers: All students 60% Socioeconomically Disadvantaged pupils 60% English Learners 55% Students with Disabilities 56% Homeless 18%
Priority 4(a) Pupil achievement as measured by all of the following: (D) The percentage of pupils who have successfully completed both types of courses described in subparagraphs (B) and (C).	CALPADS UC a-g and CTE completers 2020 cohort: All students 41.5% Socioeconomically Disadvantaged pupils 40.8% English Learners 28.2% Students with Disabilities 50%	CALPADS UC a-g and CTE completers cohort: All students 43% Socioeconomically Disadvantaged pupils 42% English Learners 219.0% Students with Disabilities 51%
Priority 4(a) Pupil achievement as measured by all of the following: (E) The percentage of English learner pupils who make progress toward English proficiency as measured by the English Language Proficiency Assessments for California.	California Dashboard English Learner Progress Indicator 2019 'Medium' Status 51% making progress toward English language proficiency	California Dashboard English Learner Progress Indicator 'High' Status 60% progress toward English language proficiency

Metric/Indicator	Baseline/Actual Outcome	Expected Outcome
Priority 4(a) Pupil achievement as measured by all of the following: (F) The English learner reclassification rate.(G) The percentage of pupils who have passed an advanced placement examination with a score of 3 or higher.	Dataquest Reclassification rate 2021 16.5%	Reclassification rate 18.0%
Priority 4(a) Pupil achievement as measured by all of the following: (G) The percentage of pupils who have passed an advanced placement examination with a score of 3 or higher.	College Board AP Passing 2020: Percent passed: All Pupils 54% Socioeconomically Disadvantaged Pupils 68.2%	College Board AP Passing 2020: Percent passed: All Pupils 55% Socioeconomically Disadvantaged Pupils 69%
Priority 4(a) Pupil Achievement as measured by all of the following: (H) The percentage of pupils who demonstrate college preparedness pursuant to the Early Assessment Program or any subsequent assessment of college preparedness	Dataquest EAP College Preparedness: English Language Arts All students 66% Socioeconomically Disadvantaged Pupils 64% English Learners 13% Students with Disabilities 23% Mathematics All students 36.3% Socioeconomically Disadvantaged Pupils 35% English Learners 2% Students with Disabilities 0.00%	EAP College Preparedness: English Language Arts All students 67% Socioeconomically Disadvantaged Pupils 65% English Learners 15% Students with Disabilities 25% Mathematics All students 37% Socioeconomically Disadvantaged Pupils 37% English Learners 3% Students with Disabilities 1%
Dataquest Priority 4(a) Pupil achievement as measured by all of the following: (H) The percentage of pupils who demonstrate college preparedness pursuant to the Early Assessment Program or any subsequent assessment of college preparedness	California Dashboard College and Career Readiness Indicator 2020 status: All students 73.6% 'High' Socioeconomically Disadvantaged Pupils 72.6% 'High' English Learners 50.6% 'Medium' Students with Disabilities 48.4% 'Low'	California Dashboard College and Career Readiness Indicator status: All students 74% Maintain 'High' Socioeconomically Disadvantaged Pupils 74% Maintain 'High' English Learners 52% Maintain 'Medium' Students with Disabilities 49% 'Low'

Metric/Indicator	Baseline/Actual Outcome	Expected Outcome
	CALPADS Dual Enrollment Credit Attainment 2020: All students 49% English Learners 26.8% Students with Disabilities 24.7%	CALPADS Dual Enrollment Credit Attainment 2020: All students 50% English Learners 27% Students with Disabilities 25%

Complete a copy of the Strategy/Activity table for each of the school's strategies/activities. Duplicate the table, including Proposed Expenditures, as needed.

Strategy/Activity 1

Students to be Served by this Strategy/Activity

(Identify either All Students or one or more specific student groups)

All students

Strategy/Activity

Goal 1 Action 1: High Quality Instruction

To ensure all students are provided with high quality instruction the, RFKHS will continue to:

- Utilize time during the day on Wednesdays for teachers to analyze data (Interim and Summative SBAC ELA & Mathematics, CAA, CAST, ELPAC, AP, and local assessments) and refine and modify instructional strategies.
- Provide teachers extra duty time for PLC and refinement of instruction, curriculum, and assessments based on data analysis focused on closing the achievement gap.

For COVID-19 Cares ACT and CRRSA provisions:

- Provide extra duty time for teachers to upload curriculum onto Canvas to ensure pupils are provided continual access to equivalent quality curriculum and instruction when needed to improve student learning hindered as a result of COVID-19 school closures.

This action is principally directed to improve learning for English Learners, foster youth, students with disabilities, and pupils of low socio-economic status.

Proposed Expenditures for this Strategy/Activity

List the amount(s) and funding source(s) for the proposed expenditures. Specify the funding source(s) using one or more of the following: LCFF, Federal (if Federal identify the Title and Part, as applicable), Other State, and/or Local.

Amount(s)	Source(s)
2,800.00	LCAP Supplemental & Concentration Certificated Personnel Salaries & Benefits Data Analysis, Collaboration, Refinement of Curriculum and Instruction
102,488.00	LCAP Supplemental & Concentration Certificated Personnel Salaries & Benefits

	Professional Development during scheduled collaboration time for teachers
30,000.00	Expanded Learning Opportunities Grant Certificated Personnel Salaries & Benefits Data Analysis, Collaboration, Refinement of Curriculum and Instruction
9,000.00	ESSER Certificated Personnel Salaries & Benefits Data Analysis, Collaboration, Refinement of Curriculum and Instruction

Strategy/Activity 2

Students to be Served by this Strategy/Activity

(Identify either All Students or one or more specific student groups)

All Students

Strategy/Activity

Goal 1 Action 2: Professional Development and Support

RFKHS will continue to provide support for teachers as well as high-quality, evidence-based professional development for teachers, administrators, and paraprofessionals.

a) Maintain professional development that will improve instruction to improve student achievement. Professional development activities include Explicit Direct Instruction (EDI), AVID, CPM, SDAIE, DOK, ELD, UDL, Close Reading, Writing Strategies, PLC, NCTM Best Practices, Reciprocal Teaching and Concept Mapping, Thinking Maps, and Co-teaching.

b) Continue to fund mentors to assist new teachers in implementing effective instructional strategies and use local formative and summative data to gauge student learning and improve the academic achievement of English learners and socioeconomically disadvantaged pupils.

c) Continue to fund the Teacher Induction Program to improve instruction and the academic achievement of English learners and socioeconomically disadvantaged pupils. The induction program provides evidence-based professional development opportunities that include Bridging the GAP, Inclusion, Academic Language Development and Differentiating Instruction targeted on improving student academic achievement.

d) Maintain the two increased teacher duty days (1 day before the start of each semester) for professional development (EDI, Close Reading, Thinking Maps, etc.) that include at least half day teacher effectiveness classroom preparation time to improve instruction and student learning.

Proposed Expenditures for this Strategy/Activity

List the amount(s) and funding source(s) for the proposed expenditures. Specify the funding source(s) using one or more of the following: LCFF, Federal (if Federal identify the Title and Part, as applicable), Other State, and/or Local.

Amount(s)

3,400.00

Source(s)

LCAP Supplemental & Concentration
Certificated Personnel Salaries & Benefits
Professional Development aligned to academic strategies

4,500.00	LCAP Supplemental & Concentration 4000-4999: Books And Supplies Professional Development materials, supplies, and equipment
25,000.00	LCAP Supplemental & Concentration Certificated Personnel Salaries & Benefits Mentors for new teachers and teacher Induction support services
34,542.00	LCAP Supplemental & Concentration 5000-5999: Services And Other Operating Expenditures Induction Program County agreement
62,603.00	LCAP Supplemental & Concentration Certificated Personnel Salaries & Benefits PD - Instructional Strategies, social-emotional, technology, and distance learning program
18,643.00	Title I Certificated Personnel Salaries & Benefits PD for teachers to improve learning for English Learners, students with exceptional needs, pupils performing below grade level, foster youth, and pupils experiencing homelessness.
10,000.00	Title I 5000-5999: Services And Other Operating Expenditures summer professional development
8,000.00	Title II Part A: Improving Teacher Quality 5000-5999: Services And Other Operating Expenditures Professional development materials, supplies, and equipment
3,000.00	Title II Part A: Improving Teacher Quality Certificated Personnel Salaries & Benefits Professional development to support effective instruction
2,000.00	Title III 5000-5999: Services And Other Operating Expenditures Professional development materials, supplies, and equipment
30,000.00	Expanded Learning Opportunities Grant 4000-4999: Books And Supplies Professional development materials, supplies, and equipment

Strategy/Activity 3

Students to be Served by this Strategy/Activity

(Identify either All Students or one or more specific student groups)

All Students

Strategy/Activity

Goal 1 Action 3: Teacher Retention

RFKHS will continue to fund a portion of salary increase to retain teachers in order to provide English learners and socioeconomically disadvantaged pupils consistent quality instruction to improve the academic achievement of the unduplicated pupil population.

This action is principally directed to improve learning for English Learners, foster youth, and pupils of low socio-economic status.

Proposed Expenditures for this Strategy/Activity

List the amount(s) and funding source(s) for the proposed expenditures. Specify the funding source(s) using one or more of the following: LCFF, Federal (if Federal identify the Title and Part, as applicable), Other State, and/or Local.

Amount(s)

141,636.00

Source(s)

LCAP Supplemental & Concentration
Certificated Personnel Salaries & Benefits
Teacher retention and salary increase

Strategy/Activity 4

Students to be Served by this Strategy/Activity

(Identify either All Students or one or more specific student groups)

All Students

Strategy/Activity

Goal 1 Action 4: Supplemental and Instructional Materials

RFKHS will continue to purchase supplemental/intervention standards aligned instructional materials/software and supplies for the core areas of English, ELD, Mathematics, science, and social studies to improve language acquisition for English learners and instruction and learning for foster youth and pupils of low socio-economic status (LCFF).

COVID-19 CRRSA funding only:

1. Allocate resources for supplemental online instructional materials to support student learning. These online resources include Smart Suite to provide mathematical visuals to increase understanding; Listenwise and NewsELA to improve student literacy and listening skills; IXL to supplement learning in English and mathematics; Reading Horizons; and Mental Health Lounge for social and emotional education and support.
2. Purchase school supplies (pencils, pen, paper, binder) for pupils of families experiencing added financial hardship during this pandemic. This service is intended to improve learning and engagement of English learners, student with exceptional needs, socioeconomically disadvantaged pupils, and pupils performing below grade.
3. Provide no share instructional materials and supplies during COVID-19 pandemic.

Proposed Expenditures for this Strategy/Activity

List the amount(s) and funding source(s) for the proposed expenditures. Specify the funding source(s) using one or more of the following: LCFF, Federal (if Federal identify the Title and Part, as applicable), Other State, and/or Local.

Amount(s)	Source(s)
13,000.00	LCAP Supplemental & Concentration 4000-4999: Books And Supplies Supplies and Materials
5,000.00	LCAP Supplemental & Concentration 5000-5999: Services And Other Operating Expenditures Supplemental Materials
30,000.00	Title I 4000-4999: Books And Supplies Supplemental Materials \$5000 to SOE University/College field trips and \$93,721.00 to B&S Technology
30,000.00	Expanded Learning Opportunities Grant 4000-4999: Books And Supplies Supplemental Materials

Strategy/Activity 5

Students to be Served by this Strategy/Activity

(Identify either All Students or one or more specific student groups)

All Students

Strategy/Activity

Goal 1 Action 5: Supplemental instruction and interventions

RFKHS will continue to maintain supplemental instruction and interventions for teachers to provide:

- Reading, writing and mathematics intervention during the day to close the achievement gap of English learners, students with disabilities, and socioeconomically disadvantaged pupils.
- Academic tutorials; afterschool intervention; and tutorials for AP passing, UC a-g preparedness, and other college readiness indicators in the core academic content subjects to improve academic achievement of English learners, students with disabilities, and socioeconomically disadvantaged pupils.
- Summer school ELD, supplemental instruction for students not meeting standard, increased dual enrollment opportunities, and core academic make-up classes to improve English learner proficiency in English and close the achievement gap for English learners, students with disabilities, and socioeconomically disadvantaged pupils.
- Instructional field trips to supplement instruction and improve student learning in closing the academic achievement gap of English learners and socioeconomically disadvantaged pupils in English, science, and mathematics,
- Incentives for students completing intervention program noted in sub-actions a, b, or c.
- Transportation and the additional bus driver for summer school and Saturday and afterschool tutorials to support sub-actions a, b, c, and d

g. Saturday and spring academic boot camps for CSI school and to close the academic achievement gap for English learners and students with disabilities.

Proposed Expenditures for this Strategy/Activity

List the amount(s) and funding source(s) for the proposed expenditures. Specify the funding source(s) using one or more of the following: LCFF, Federal (if Federal identify the Title and Part, as applicable), Other State, and/or Local.

Amount(s)	Source(s)
32,000.00	LCAP Supplemental & Concentration Classified Personnel Salaries & Benefits Intervention during school day
18,000.00	LCAP Supplemental & Concentration Certificated Personnel Salaries & Benefits Intervention and Tutorials
900.00	LCAP Supplemental & Concentration Classified Personnel Salaries & Benefits Intervention and Tutorials
2,400.00	LCAP Supplemental & Concentration 5000-5999: Services And Other Operating Expenditures Instructional Field Trips
1,200.00	LCAP Supplemental & Concentration 5000-5999: Services And Other Operating Expenditures Incentives for completing tutorials and/or interventions
51,326.00	LCAP Supplemental & Concentration 5000-5999: Services And Other Operating Expenditures Transportation for Tutorials
15,000.00	Title I Certificated Personnel Salaries & Benefits Intervention and Tutorials
75,000.00	Expanded Learning Opportunities Grant Certificated Personnel Salaries & Benefits Intervention and Tutorials
15,000.00	ESSER Certificated Personnel Salaries & Benefits Intervention during school day
25,000.00	ESSER Certificated Personnel Salaries & Benefits Intervention and Tutorials

Strategy/Activity 6

Students to be Served by this Strategy/Activity

(Identify either All Students or one or more specific student groups)

All Students

Strategy/Activity**Goal 1 Action 6: Reduced Class Size**

RFKHS will continue to implement reduced class sizes to close the academic achievement gap and improve learning for English learners.

- Maintaining the additional two English and five mathematics class size reduction teachers at the three comprehensive high schools for improved effective instruction.
- Maintaining class size reduction teacher and the two instructional assistants to close the academic achievement gap on the CAA English and mathematics of English learners and socioeconomically disadvantaged pupils.
- Maintaining reduced class size sections in English, mathematics, science, and social studies for teachers to provide effective instruction.

COVID-19 CRRSA funds:

- Fund an additional English and social studies teacher at CCHS and additional English teacher at RFK to reduce class size and close the learning gap as a result of the COVID-19 school closures.
- Provide class size reduction in other subjects areas for COVID-19 social distancing guidance.

Proposed Expenditures for this Strategy/Activity

List the amount(s) and funding source(s) for the proposed expenditures. Specify the funding source(s) using one or more of the following: LCFF, Federal (if Federal identify the Title and Part, as applicable), Other State, and/or Local.

Amount(s)	Source(s)
313,806.00	LCAP Supplemental & Concentration Certificated Personnel Salaries & Benefits Class Size Reduction: English (2) and Math (5)
151,001.00	LCAP Supplemental & Concentration Certificated Personnel Salaries & Benefits Class Size Reduction: 21 Sections
44,264.00	Title I Certificated Personnel Salaries & Benefits Class Size Reduction: 21 Sections
20,500.00	Comprehensive Support and Improvement (CSI) 5000-5999: Services And Other Operating Expenditures Class Size Reduction: 21 Sections
85,000.00	Expanded Learning Opportunities Grant Certificated Personnel Salaries & Benefits Class Size Reduction English Teacher
200,000.00	Expanded Learning Opportunities Grant Certificated Personnel Salaries & Benefits Class Size Reduction: 21 Sections

350,000.00

ESSER
Certificated Personnel Salaries & Benefits
Reduced Class Size (21 sections)

Strategy/Activity 7

Students to be Served by this Strategy/Activity

(Identify either All Students or one or more specific student groups)

All Students

Strategy/Activity

Goal 1 Action 7: Support Staff

RFKHS will continue to provide support staff to improve student outcomes by:

- Maintaining two periods of an ELD coordinator to monitor English learner progress and implement necessary interventions;
- Maintaining school site Learning Director to monitor student progress, develop and implement interventions, and analyze local formative and summative assessment data to gauge student learning and instruction;
- Maintaining the district level Director of Instruction, Data and Assessments for implementation of common instructional practices and common assessments; use data from those assessments to refine instruction and curriculum; and provide guidance in implementing necessary strategies to close the achievement gaps of English learners and socioeconomically disadvantaged pupils.

Proposed Expenditures for this Strategy/Activity

List the amount(s) and funding source(s) for the proposed expenditures. Specify the funding source(s) using one or more of the following: LCFF, Federal (if Federal identify the Title and Part, as applicable), Other State, and/or Local.

Amount(s)

37,120.00

Source(s)

LCAP Supplemental & Concentration
Certificated Personnel Salaries & Benefits
EL Coordinators

231,152.00

Title I
Salaries & Benefits
Learning Director and Director of Curriculum,
Instruction, and Assessment

Strategy/Activity 8

Students to be Served by this Strategy/Activity

(Identify either All Students or one or more specific student groups)

All Students

Strategy/Activity

Goal 1 Action 8: Academic Coaches

RFKHS will continue to provide academic coaches to improve teaching for English learners, foster youth and socioeconomically disadvantaged students by:

- a. Maintaining the one periods of a resource teacher to provide teachers instructional mentoring and needed evidence-based professional development activities to reduce the achievement gap in English and mathematics for socioeconomically disadvantaged students with disabilities.
- b. For CSI, provide one period English and one period mathematics coach at each high school to provide mentoring on the use of data from local formative and summative assessments to refine instruction, assessments, and curriculum to close the academic achievement gap for English learners and socioeconomically disadvantaged students.

This action is principally directed and effective in improving the academic achievement of English learners, students with disabilities, foster youth and socioeconomically disadvantaged pupils.

Proposed Expenditures for this Strategy/Activity

List the amount(s) and funding source(s) for the proposed expenditures. Specify the funding source(s) using one or more of the following: LCFF, Federal (if Federal identify the Title and Part, as applicable), Other State, and/or Local.

Amount(s)	Source(s)
21,320.00	LCAP Supplemental & Concentration Certificated Personnel Salaries & Benefits Academic Coach: Special Ed
57,290.00	Title II Part A: Improving Teacher Quality Certificated Personnel Salaries & Benefits Academic Coach: ELA, Math, and Science

Strategy/Activity 9

Students to be Served by this Strategy/Activity

(Identify either All Students or one or more specific student groups)

All Students

Strategy/Activity

Goal 1 Action 9: Classified Support Staff

RFKHS will continue to provide support staff for improved student outcomes by:

- a. Maintaining ELD Clerk to monitor English learner progress and contact parents regarding English learner progress and needed interventions;
- b. Maintaining IT support staff to provide student support on the effective use of technology and maintaining the student access to technology. This action is focused on improving the digital literacy of English learners and socioeconomically disadvantaged students;
- c. Maintaining the work-based learning/homeless/foster youth support staff to coordinate work-based learning opportunities for socioeconomically disadvantaged students and improve the CCI outcomes for this subgroup and provide the needed support to ensure academic success for foster and homeless youth; and
- d. Maintaining instructional assistants to provide instructional support and small group instruction for English Learners, foster youth and pupils of low socio- economic status.

This action is principally directed and effective to improving the academic achievement of English learners, students with disabilities, foster youth and socioeconomically disadvantaged pupils.

Proposed Expenditures for this Strategy/Activity

List the amount(s) and funding source(s) for the proposed expenditures. Specify the funding source(s) using one or more of the following: LCFF, Federal (if Federal identify the Title and Part, as applicable), Other State, and/or Local.

Amount(s)	Source(s)
98,221.00	LCAP Supplemental & Concentration Classified Personnel Salaries & Benefits Support Staff - ELD Clerks, Instructional Aides
152,491.00	Title I Classified Personnel Salaries & Benefits Support Staff - ELD Clerks, Instructional Aides
38,458.00	Title III Classified Personnel Salaries & Benefits Instructional Assistant
198,265.00	Expanded Learning Opportunities Grant Classified Personnel Salaries & Benefits Support Staff - ELD Clerks, Instructional Aides

Strategy/Activity 10**Students to be Served by this Strategy/Activity**

(Identify either All Students or one or more specific student groups)

All Students

Strategy/Activity

Goal1, Action 10: Increased UC a-g and AP sections

RFKHS will continue to fund the increased UC a-g and AP individual section costs as well as the additional foreign language teacher to improve student outcomes. The increased sections allow the school sites to offer more college readiness opportunities for our foster youth, English learners, and socioeconomically disadvantaged pupils in attaining UC a-g college preparedness and improving student learning.

This action is principally directed and effective in the increased UC a-g completion and AP passing rates for English learners, foster youth and socio-economically disadvantaged students.

Proposed Expenditures for this Strategy/Activity

List the amount(s) and funding source(s) for the proposed expenditures. Specify the funding source(s) using one or more of the following: LCFF, Federal (if Federal identify the Title and Part, as applicable), Other State, and/or Local.

Amount(s)	Source(s)
89,136.00	LCAP Supplemental & Concentration Certificated Personnel Salaries & Benefits Increase UC A-G/Dual Enrollment Sections and WL Teacher

Strategy/Activity 11

Students to be Served by this Strategy/Activity

(Identify either All Students or one or more specific student groups)

All Students

Strategy/Activity

Goal 1, Action 11: UC a-g preparedness and AP passing strategies

RFKHS will continue to provide opportunities for the school sites to improve college readiness by:

- Funding UC a-g online program for pupils to make up coursework and maintain UC a-g completion rates above the state level for all student and subgroups.
- Allocating resources for AP exam and dual enrollment fees to improve AP passing rate and other college indicators of socioeconomically disadvantaged pupils.
- Providing visitations to four year universities, community colleges and post- secondary institutions to improve UC a-g rates for the unduplicated pupil population.
- Conducting parent trainings/workshops on readiness for college and career to improve UC a-g readiness for English learners and socioeconomically disadvantaged pupils.

These services and activities are principally directed and effective in the improved UC a-g and CCI outcomes for English learners, foster youth, and socioeconomically disadvantaged pupils.

Proposed Expenditures for this Strategy/Activity

List the amount(s) and funding source(s) for the proposed expenditures. Specify the funding source(s) using one or more of the following: LCFF, Federal (if Federal identify the Title and Part, as applicable), Other State, and/or Local.

Amount(s)	Source(s)
17,000.00	LCAP Supplemental & Concentration 5000-5999: Services And Other Operating Expenditures UC A-G On-line Program
26,000.00	LCAP Supplemental & Concentration 4000-4999: Books And Supplies AP Exams and Dual Enrollment Fees
2,200.00	LCAP Supplemental & Concentration 5000-5999: Services And Other Operating Expenditures University/College Field Trips
1,000.00	LCAP Supplemental & Concentration Certificated Personnel Salaries & Benefits Parent Trainings
1,000.00	LCAP Supplemental & Concentration 5000-5999: Services And Other Operating Expenditures Parent Trainings
5,000.00	Title I

5000-5999: Services And Other Operating Expenditures
University/College Field Trips

Strategy/Activity 12

Students to be Served by this Strategy/Activity

(Identify either All Students or one or more specific student groups)

All Students

Strategy/Activity

Goal 1, Action 12: Technology

RFKHS will continue to purchase updated technology and data management (Illuminate/Aeries Analytics) system annual license to enhance and improve student digital literacy and close the achievement gap for English learners and socioeconomically disadvantaged students.

To improve student learning as a result of COVID-19 school closures:

1. Purchase the necessary technology to ensure all pupils have access to connectivity and sufficient devices (for one-to-one) for all students to participate in the educational program and complete assigned work (student and teacher devices, hotspots, document cameras, flash drives for students).
2. Purchase the necessary online platforms for teacher collaboration, delivery of instruction, and pupil instructional engagement.
3. Upgrade the technology infrastructure to support uninterrupted instruction and provide English learners and socioeconomically disadvantaged pupils learning opportunities beyond the school day.

This action is principally directed to reduce the academic achievement gap and improve CSI among English learners, socioeconomically disadvantaged pupils, and students with disabilities.

Proposed Expenditures for this Strategy/Activity

List the amount(s) and funding source(s) for the proposed expenditures. Specify the funding source(s) using one or more of the following: LCFF, Federal (if Federal identify the Title and Part, as applicable), Other State, and/or Local.

Amount(s)

200,000.00

8,000.00

93,721.00

Source(s)

LCAP Supplemental & Concentration
4000-4999: Books And Supplies
Technology

LCAP Supplemental & Concentration
5000-5999: Services And Other Operating
Expenditures
Technology/Illuminate Data system

Title I
4000-4999: Books And Supplies
Technology

Strategy/Activity 13

Students to be Served by this Strategy/Activity
(Identify either All Students or one or more specific student groups)

All Students

Strategy/Activity

Goal 1, Action 13: Student and staff recognition

The district and school sites will continue to foster a culture that nurtures and recognizes student success by providing student and staff recognition (i.e. medals, plaques, t-shirts, school polo shirts, recognition luncheons, field trips) for English learners, foster youth and socioeconomically disadvantaged pupils making progress towards attaining or passing state indicators. Recognition of student success has been essential in the attainment attaining high academic performance of our socioeconomically disadvantaged pupils and progress on the college and career preparedness (CCI, EAP, AP passing, English proficiency) of English learners, foster youth, and socioeconomically disadvantaged pupils.

Recognition of students and staff is principally directed to recognizing the attainment of State standards and state metrics of English Learners, foster youth and pupils of low socio-economic status.

Proposed Expenditures for this Strategy/Activity

List the amount(s) and funding source(s) for the proposed expenditures. Specify the funding source(s) using one or more of the following: LCFF, Federal (if Federal identify the Title and Part, as applicable), Other State, and/or Local.

Amount(s)	Source(s)
6,400.00	LCAP Supplemental & Concentration 4000-4999: Books And Supplies Student and Staff Recognition

Annual Review

SPSA Year Reviewed: 2020-21

Respond to the following prompts relative to this goal. If the school is in the first year of implementing the goal, an analysis is not required and this section may be deleted.

ANALYSIS

Describe the overall implementation of the strategies/activities and the overall effectiveness of the strategies/activities to achieve the articulated goal.

All actions and services were evaluated by administrators, teachers, students, other staff and parents for effectiveness. These stakeholders are proud of the academic achievements attained by our school. During the 2018-19 school year, these achievements include the SBAC English (65.64% met standard RFK) surpassing county (50.87% met standard) and state levels (57.27% met standard). Similarly, the SBAC mathematics of 36.34% (RFK) meeting standard exceed county and state(32.34%) rates as well. Students with disabilities who took SBAC English California Alternate Assessment performed extremely well with 53.8% (district-wide) at level 3 (the highest level).

Our students continue attain high University of California UC a-g completion rates of 66% and a 'High' on the College and Career Indicator . Similarly, the RFKHS English Learner Progress on the English Language Proficiency Assessment proficiency of 51%. The stakeholders concurred the outlined actions and services are appropriate.

Briefly describe any major differences between the intended implementation and/or the budgeted expenditures to implement the strategies/activities to meet the articulated goal.

There are no significant differences in budgeted expenditures.

Describe any changes that will be made to this goal, the annual outcomes, metrics, or strategies/activities to achieve this goal as a result of this analysis. Identify where those changes can be found in the SPSA.

A couple of changes were added to this goal. As we transition to in-person instruction from online learning during the COVID-19 pandemic, necessary changes were made to ensure all students and teachers have the necessary resources to be successful. These added actions are principally directed to improve services for English learners, students with disabilities, foster youth, homeless youth, and socioeconomically disadvantaged pupils.

Goals, Strategies, & Proposed Expenditures

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

Goal Subject

Career Readiness and Career Technical Education

LEA/LCAP Goal

Provide access to a broad course of study and maximize performance in world languages, physical education, visual performing arts, and career technical education for all students, including English learners, foster youth and students with disabilities.

Goal 2

Increase the college and career readiness indicator and access to a broad course of study, including increased dual enrollment opportunities, and close the gap for English Learners, students with disabilities and socioeconomically disadvantaged pupils.

STUDENT LEARNING OUTCOMES

Robert F. Kennedy High School will produce GLOBAL students who are:

- Genuine when contributing to their community
- Legitimate when using technology
- Optimistic toward self-improvement
- Broad-minded when considering career opportunities
- Adaptable when solving problems
- Loyal to the legacy of RFK

WASC Areas of Growth:

Area 2: RFK, with support from the district, should work to create an updated and relevant technology implementation plan to support student learning.

Robert F. Kennedy High School continue working with the District and at the local site level to update a site technology plan that reflects the District goals and vision. Our school administration has taken several steps to address teacher concerns about technology and impediments to classroom technology use as well as to bolster technological infrastructure and availability. During the 2019-20 and 2020-21 school years, administration focused professional development on technology and brought in consultants to train and support teachers in the use of Illuminate, our assessment system, and Office 365. The trainings on Office 365 focused on both instructional uses of traditional Office programs, such as excel, and the newer program of Teams. Teams is a program that creates shared digital spaces that teachers can use as digital classrooms. Teachers and staff received trainings in the effective use of Canvas LMS. Several teachers are certified as trainer of trainers to provide support to their peers and assist in training new staff. Our administration has also continued purchasing mobile laptop carts, increasing the number of teachers with designated laptop carts and expanding classroom access to technology. To accommodate a greater demand on our Wi-Fi system, the technology department has been adding Wi-Fi switches in building to increase Wi-Fi availability. This year, the technology department has also implemented updated filters and a program that allows them to remove unauthorized devices from our networks, freeing up even more bandwidth for classrooms.

Identified Need

Robert F. Kennedy High School has identified the following needs for the 2021-2022 school year:

In the 2020 parent/student survey, 100% of students and 97% parents agreed students have access to a broad course of study. The 2020 dual enrollment credit attainment is 49%. The 2020 CCI is 67.8% 'High' status on the California Dashboard.

- Maintain 100% of students with access to a broad course of study.
- Maintain 100% of students with access to and enrollment in programs and services provided to unduplicated pupils
- Maintain 100% of students with access to and enrollment in programs and services provided to students with exceptional needs
- Maintain AP passing rates in World Language. In 2020, the College Board AP Passing World language of all pupils is 89%.
- Continue to improve pupil outcomes in Dataquest Physical Fitness Test
- Continue to achieve top rankings in Visual and Performing Arts in County and State competitions. In 2019, Performing Arts earned 1st place in band and color guard competitions and color guard received superior ratings.

Annual Measurable Outcomes

Metric/Indicator	Baseline/Actual Outcome	Expected Outcome
Parent and Student Surveys, CALPADS, & California School Dashboard Priority 7: The extent to which - (a) Pupils have access to and are enrolled in a broad course of study including courses described under sections 51220 (a)-(i), as applicable.	<p>Parent and Student Surveys, CALPADS, & California School Dashboard</p> <p>California Dashboard Standard Met</p> <p>Access to a Broad Course of Study Fall 2020 Survey</p> <p>100% Pupils agree</p> <p>97% Parents agree</p> <p>Dual Enrollment Credit 2019-20:</p> <p>All students 49%</p> <p>College and Career Indicator 2020:</p> <p>All students 67.8% 'High'</p> <p>Socioeconomically Disadvantaged Pupils 67.6% 'High'</p> <p>English Learners 41.3% 'Medium'</p> <p>Students with Disabilities 28.2% 'Low'</p>	<p>Standard Met</p> <p>Access to a Broad Course of Study Survey</p> <p>100% Pupils agree</p> <p>98% Parents agree</p> <p>Dual Enrollment Credit Attainment:</p> <p>All students 50%</p> <p>California Dashboard College and Career Readiness Indicator status:</p> <p>All students 69% 'High'</p> <p>Socioeconomically Disadvantaged Pupils 69% 'High'</p> <p>English Learners 43% 'Medium'</p> <p>Students with Disabilities 30% 'Low'</p>
Parent and Student Surveys, CALPADS, & California School	Standard Met	Standard Met

Metric/Indicator	Baseline/Actual Outcome	Expected Outcome
Dashboard Priority 7: The extent to which - (b) Pupils have access to and are enrolled in programs and services developed and provided to unduplicated pupils.	<p>Access to a Broad Course of Study Fall 2020 Survey 100% Pupils agree 97% Parents agree</p> <p>Dual Enrollment Credit 2019-20: All students 49% English Learners 26.8% Students with Disabilities 24.7%</p> <p>College and Career Indicator 2020: All students 73.6% 'High' Status Socioeconomically Disadvantaged Pupils 72.6% 'High' Status English learners 50.6% 'Medium' Status Students with Disabilities 28.2% 'Low' Status</p>	<p>Access to a Broad Course of Study Survey 100% Pupils agree 98% Parents agree</p> <p>Dual Enrollment Credit Attainment: All students 50% English Learners 27% Students with Disabilities 25%</p> <p>California Dashboard College and Career Readiness Indicator status: All students 69% 'High' Socioeconomically Disadvantaged Pupils 69% 'High' English Learners 51% 'Medium' Students with Disabilities 30% 'Low'</p>
Parent and Student Surveys, CALPADS, & California School Dashboard Priority 7: The extent to which - (c) Pupils have access to and are enrolled in programs and services developed and provided to individuals with exceptional needs.	<p>California Dashboard Standard Met</p> <p>Access to a Broad Course of Study Fall 2020 Survey 100% Pupils agree 97% Parents agree</p> <p>Dual Enrollment Credit 2019-20: All students 49%</p> <p>College and Career Indicator 2020: All students 73.6% 'High' Status Socioeconomically Disadvantaged Pupils 72.6% 'High' Status English Learners 50.6% 'Medium' Status Students with Disabilities 48.4% 'Low'</p>	<p>Standard Met - Access to Broad Course of Study 100% Pupils agree 98% Parents agree</p> <p>Dual Enrollment Credit Attainment: All students 50%</p> <p>College and Career Indicator All students 74% 'High' Status Socioeconomically Disadvantaged Pupils 73% 'High' Status English learners 52% 'Medium' Status Students with Disabilities 45% 'Low' Status</p>
CALPADS, College Board AP passing Priority 8: Pupil outcomes in subject areas	College Board AP Passing World Language: All pupils 89%	World Language: AP Passing 89%

Metric/Indicator	Baseline/Actual Outcome	Expected Outcome
described in subdivision (a) to (i) of section 51220.	CALPADS CTE completers 2020 cohort: All students 58.5% Socioeconomically Disadvantaged pupils 58.5% English Learners 53.8% Students with Disabilities 55.2% Homeless 17%	State Seal of Biliteracy 20% CALPADS CTE completers 2020 cohort: All students 60% Socioeconomically Disadvantaged pupils 60% English Learners 55% Students with Disabilities 56% Homeless 18%
Dataquest Priority 8: Pupil outcomes in subject areas described in subdivision (a) to (i) of section 51220.	Dataquest Physical Fitness Test - Healthy Fitness Zone 2019 Aerobic Capacity All pupils 48.1% Socioeconomically Disadvantaged 45.9% Body composition All Pupils 48.1% Socioeconomically Disadvantaged 46.6% Abdominal Strength All pupils 86.2% Socioeconomically Disadvantaged 86.7% Trunk Extension All pupils 93.4% Socioeconomically Disadvantaged 92.9% Upper Body Strength All pupils 49.1% Socioeconomically Disadvantaged 48.6% Flexibility All pupils 89.9% Socioeconomically Disadvantaged 89.8%	Physical Fitness Test - Healthy Fitness Zone 2019 Aerobic Capacity All pupils 50% Socioeconomically Disadvantaged 47% Body Composition All pupils 50% Socioeconomically Disadvantaged 48% Abdominal Strength All pupils 88% Socioeconomically Disadvantaged 88% Trunk Extension All pupils 95% Socioeconomically Disadvantaged 94% Upper Body Strength All pupils 51% Socioeconomically Disadvantaged 50% Flexibility All pupils 91% Socioeconomically Disadvantaged 91%
PPAACC finals Priority 8: Pupil outcomes in subject areas described in subdivision (a) to (i) of section 51220.	PPAACC finals Visual Performing Arts County and State Competitions (2019) Band: 1st place rankings	Visual Performing Arts County and State Competitions Band: Maintain Top 5 rankings

Metric/Indicator	Baseline/Actual Outcome	Expected Outcome
	Percussion: 1st place rankings Choir: Superior ratings	Percussion: Maintain Top 5 rankings Choir: Maintain top ratings

Complete a copy of the Strategy/Activity table for each of the school's strategies/activities. Duplicate the table, including Proposed Expenditures, as needed.

Strategy/Activity 1

Students to be Served by this Strategy/Activity

(Identify either All Students or one or more specific student groups)

All Students

Strategy/Activity

Goal 2 Action 1: High Quality Instruction

RFKHS will continue to ensure all students are provided with high quality, standards (content/CTE/CCR) aligned curriculum and instruction by:

- Utilizing time during the late start Wednesdays for teachers to analyze data, collaborate and refine appropriate instruction and curriculum to improve the college and career indicator and improve physical fitness outcomes for English learners, foster youth, and socioeconomically disadvantaged pupils.
- Providing teachers extra duty time to refine the quality of instruction, curriculum and assessments based on data analysis for improved outcomes for the unduplicated pupils.

For the COVID-19 Cares Act and CRRSA provisions:

- Provide extra duty time for teachers to upload curriculum onto Canvas to ensure pupils are provided continual access to equivalent quality curriculum and instruction when needed to improve student learning hindered as a result of COVID-19 school closures.

This action is principally directed to improve learning for English Learners, foster youth, and pupils of low socio-economic status.

Proposed Expenditures for this Strategy/Activity

List the amount(s) and funding source(s) for the proposed expenditures. Specify the funding source(s) using one or more of the following: LCFF, Federal (if Federal identify the Title and Part, as applicable), Other State, and/or Local.

Amount(s)	Source(s)
50,479.00	LCAP Supplemental & Concentration Certificated Personnel Salaries & Benefits Development and Refinement of Curriculum
1,000.00	LCAP Supplemental & Concentration Certificated Personnel Salaries & Benefits Collaboration Time Professional development, refine curriculum and instruction

Strategy/Activity 2

Students to be Served by this Strategy/Activity

(Identify either All Students or one or more specific student groups)

All Students

Strategy/Activity

Goal 2 Action 2: Professional Development

RFKHS will continue to provide targeted, high-quality professional development opportunities for teachers, counselors and administrators for the purpose of integrating rigorous academics in such program and improve student outcomes.

The professional development activities are principally directed to improve learning outcomes for English learners, foster youth and socio-economically disadvantaged students.

Proposed Expenditures for this Strategy/Activity

List the amount(s) and funding source(s) for the proposed expenditures. Specify the funding source(s) using one or more of the following: LCFF, Federal (if Federal identify the Title and Part, as applicable), Other State, and/or Local.

Amount(s)

Source(s)

1,000.00

LCAP Supplemental & Concentration
5000-5999: Services And Other Operating
Expenditures
Professional Development of Evidence-based
Strategies

2,800.00

LCAP Supplemental & Concentration
4000-4999: Books And Supplies
Professional Development of Evidence-based
Strategies

1,200.00

Title IV
5800: Professional/Consulting Services And
Operating Expenditures
Professional Development in Evidence-based
strategies

Strategy/Activity 3

Students to be Served by this Strategy/Activity

(Identify either All Students or one or more specific student groups)

All Students

Strategy/Activity

Goal 2 Action 3: Supplemental Materials, Equipment, and Supplies

Continue to purchase supplementary materials, equipment and supplies to attain goals and outcomes of the unduplicated student population.

The supplementary materials and equipment are principally directed to improve physical fitness, Visual Performing Arts education, Career Technical Education completion, and access to a board course of study for English learners, foster youth, students with disabilities, and pupils of low socioeconomic status.

Proposed Expenditures for this Strategy/Activity

List the amount(s) and funding source(s) for the proposed expenditures. Specify the funding source(s) using one or more of the following: LCFF, Federal (if Federal identify the Title and Part, as applicable), Other State, and/or Local.

Amount(s)	Source(s)
12,000.00	LCAP Supplemental & Concentration 4000-4999: Books And Supplies Equipment and Supplies
1,000.00	Title IV 4000-4999: Books And Supplies Supplies and Materials - Foreign Language, history, music, etc.

Strategy/Activity 4

Students to be Served by this Strategy/Activity

(Identify either All Students or one or more specific student groups)

All Students

Strategy/Activity

Goal 2 Action 4: CTE and Dual Enrollment

RFKHS will continue to offer CTE and dual enrollment opportunities to decrease College/Career Indicator gap for English learners, foster youth, and socially disadvantaged students.

- a. Maintain Career Technical Education teachers: Business Education and Welding teachers at RFK
- b. Maintain dual enrollment CTE Courses: Nursing Assistant and Clinical Medical Assistant two period block of each at the three comprehensive school sites.
- c. Maintain the additional CTE and dual enrollment sections.

These actions are principally directed to improve college and career readiness for English learners, foster youth and pupils of low socioeconomic status.

Proposed Expenditures for this Strategy/Activity

List the amount(s) and funding source(s) for the proposed expenditures. Specify the funding source(s) using one or more of the following: LCFF, Federal (if Federal identify the Title and Part, as applicable), Other State, and/or Local.

Amount(s)	Source(s)
81,033.00	LCAP Supplemental & Concentration Certificated Personnel Salaries & Benefits

	Continue to maintain Career Technical Education Teachers: Welding and Health Careers at RFK
230,733.00	LCAP Supplemental & Concentration Certificated Personnel Salaries & Benefits BCS Additional CTE/Dual Enrollment
71,753.00	LCAP Supplemental & Concentration Certificated Personnel Salaries & Benefits CTE/North Kern

Strategy/Activity 5

Students to be Served by this Strategy/Activity

(Identify either All Students or one or more specific student groups)

All Students

Strategy/Activity

Goal 2 Action 5: CTE and Dual Enrollment Support Staff

RFKHS will continue to provide CTE and dual enrollment support staff for improved or 'High' performance on the College and Career Readiness Indicator and the attainment of dual enrollment credit for English learners, foster youth, and socioeconomically disadvantaged pupils.

- Maintain CTE Director for articulation of courses and coordination of dual enrollment and work-based learning activities.
- Maintain the dual enrollment clerk to assist English learners, foster youth, and students of low socioeconomic status in registering for dual enrollment courses.

These actions are principally directed to improve college and career readiness for English learners, foster youth and pupils of low socioeconomic status.

Proposed Expenditures for this Strategy/Activity

List the amount(s) and funding source(s) for the proposed expenditures. Specify the funding source(s) using one or more of the following: LCFF, Federal (if Federal identify the Title and Part, as applicable), Other State, and/or Local.

Amount(s)	Source(s)
69,689.00	LCAP Supplemental & Concentration Certificated Personnel Salaries & Benefits CTE Pathways Coordinator
18,622.00	LCAP Supplemental & Concentration Classified Personnel Salaries & Benefits Dual Enrollment Clerk
16,666.00	LCAP Supplemental & Concentration Certificated Personnel Salaries & Benefits Dual Enrollment Registration Counselor

Strategy/Activity 6

Students to be Served by this Strategy/Activity

(Identify either All Students or one or more specific student groups)

All Students

Strategy/Activity**Goal 2 Action 6: Access to a Broad Course of Study**

RFKHS will continue to provide the increased opportunities in access to a broad course of study for English learners, foster youth, and pupils of low socioeconomic status.

- a. Maintain the additional hour for program staff to provide additional instruction and maintain or improve the College and Career Readiness Indicator for English learners and socioeconomically disadvantaged students with disabilities.
- b. Maintain a four-hour instructional aide for the PAVE program to provide individual or small group instruction for English learners and socioeconomically disadvantaged students with disabilities to attend a broad course of study and improve CCI outcomes.
- c. Continue to fund the increased music teacher at RFK for pupil access to a broad course of study.
- d. Continue to fund the music coaches to maximize student performance and improved College and Career Readiness.

These actions are principally directed and effective in maintaining or improving the College and Career Readiness Indicator, and attainment of dual enrollment credit for English learners, foster youth, and pupils of low socio-economic status.

Proposed Expenditures for this Strategy/Activity

List the amount(s) and funding source(s) for the proposed expenditures. Specify the funding source(s) using one or more of the following: LCFF, Federal (if Federal identify the Title and Part, as applicable), Other State, and/or Local.

Amount(s)	Source(s)
89,628.00	LCAP Supplemental & Concentration Certificated Personnel Salaries & Benefits BCS: SH Teachers - Additional Hour
93,173.00	LCAP Supplemental & Concentration Classified Personnel Salaries & Benefits Aides: SH(2-4hr)/pave aide(1-4hr)/ 1 hour increase instructional time (13)/CSR 2-7hr
87,500.00	LCAP Supplemental & Concentration Certificated Personnel Salaries & Benefits RFK choir teacher
23,334.00	LCAP Supplemental & Concentration 5800: Professional/Consulting Services And Operating Expenditures Band/Music Coaches

Strategy/Activity 7**Students to be Served by this Strategy/Activity**

(Identify either All Students or one or more specific student groups)

All Students

Strategy/Activity

Goal 2 Action 7: Other EC 51220 outcomes

RFKHS will continue to provide opportunities to improve outcomes in other areas for English learners, foster youth, and pupils of low socioeconomic status.

- Maintain athletic trainers to provide and implement safe physical activity practices and improve outcomes in physical fitness for socioeconomically disadvantaged pupils.
- Maintain reduced class size in physical education grade 9 to meet Physical Fitness Test outcomes for socioeconomically disadvantaged students.
- Continue to provide afterschool programs and intervention to improve student outcomes.

These actions are principally directed and effective in providing English learners, foster youth, and pupils of low socio-economic status access to a broad course of study and improved College and Career Readiness (CCI) and Physical Fitness Results.

Proposed Expenditures for this Strategy/Activity

List the amount(s) and funding source(s) for the proposed expenditures. Specify the funding source(s) using one or more of the following: LCFF, Federal (if Federal identify the Title and Part, as applicable), Other State, and/or Local.

Amount(s)	Source(s)
47,666.00	LCAP Supplemental & Concentration Certificated Personnel Salaries & Benefits BCS/PE reduced class size COVID-19
3,100.00	LCAP Supplemental & Concentration Certificated Personnel Salaries & Benefits After School Intervention
73,333.00	LCAP Supplemental & Concentration 5800: Professional/Consulting Services And Operating Expenditures Athletic Trainers to improve the outcome in safe physical activity practices and physical fitness

Strategy/Activity 8

Students to be Served by this Strategy/Activity

(Identify either All Students or one or more specific student groups)

All Students

Strategy/Activity

Goal 2 Action 8: Supplemental Activities

RFKHS will continue to provide instructional field trips and visitations to four year universities, community colleges, and vocational institutions for students to promote improved student learning and attainment of pupil outcomes. This includes funding for competitions to maximize student performance and improved pupil outcomes.

These supplemental educational activities are principally directed and effective in improving College and Career Readiness Indicator readiness, CTE completers, and dual enrollment credit attainment for English learners, foster youth, and pupils of low socio-economic status.

Proposed Expenditures for this Strategy/Activity

List the amount(s) and funding source(s) for the proposed expenditures. Specify the funding source(s) using one or more of the following: LCFF, Federal (if Federal identify the Title and Part, as applicable), Other State, and/or Local.

Amount(s)

2,400.00

Source(s)

LCAP Supplemental & Concentration
5000-5999: Services And Other Operating
Expenditures
Field Trips: College, Vocational, Instructional,
Competitions Field Trips

Strategy/Activity 9

Students to be Served by this Strategy/Activity

(Identify either All Students or one or more specific student groups)

All Students

Strategy/Activity

Goal 2 Action 9: Technology

The district will continue to purchase technology for students and instructional staff to enhance and improve the unduplicated pupil performance (College and Career Indicator, Career Technical Education, and Physical Fitness results) in meeting 21st Century Learning Skills.

Proposed Expenditures for this Strategy/Activity

List the amount(s) and funding source(s) for the proposed expenditures. Specify the funding source(s) using one or more of the following: LCFF, Federal (if Federal identify the Title and Part, as applicable), Other State, and/or Local.

Amount(s)

0

Source(s)

Annual Review

SPSA Year Reviewed: 2020-21

Respond to the following prompts relative to this goal. If the school is in the first year of implementing the goal, an analysis is not required and this section may be deleted.

ANALYSIS

Describe the overall implementation of the strategies/activities and the overall effectiveness of the strategies/activities to achieve the articulated goal.

RFKHS provided professional development during scheduled collaboration time and professional development days to refine instruction and curriculum in CTE, world language, visual performing arts, and physical education. We maintained the additional CTE pathway teachers to improve college readiness. Staff also participated in high quality professional development, purchased equipment and supplies, purchased updated technology, provided tutorials, and provided field trips to colleges, universities, and vocational institutions. Students with severe cognitive disabilities have access to a broad course of study by utilizing the additional instructional assistants to accompany them to other subject areas such as music, art, choir, home economics, and computer literature. Our CTE Director was instrumental in aligning CTE courses and articulating dual enrollment opportunities for our students.

Briefly describe any major differences between the intended implementation and/or the budgeted expenditures to implement the strategies/activities to meet the articulated goal.

All actions and services were evaluated by administrators, teachers, students, other staff and parents for effectiveness. The College and Career Readiness Indicator for 2018-19 increased to 41.3% for English learners and 28.2% for students with disabilities. This is attributed to the increased access to dual enrollment and CTE opportunities. The music program continued to excel in 2019-20 prior to school closures. RFK attained first place and second place in the county. Stakeholders concurred to keep the outlined actions and services to meet student outcomes. There are a couple of areas with significant difference in budgeted expenditures. The first is noted in Action 1: Provide teachers extra duty time to refine the quality of instruction, curriculum and assessments based on data analysis. Teachers utilized scheduled collaboration time to analyze data and refine instruction and curriculum during this time. The second area of material difference is in Action 2: provide targeted, high-quality professional development opportunities for teachers, counselors and administrators for the purpose of integrating rigorous academics in such programs. The College Readiness grant monies were utilized to provide professional development for this goal.

Describe any changes that will be made to this goal, the annual outcomes, metrics, or strategies/activities to achieve this goal as a result of this analysis. Identify where those changes can be found in the SPSA.

RFKHS is attaining or exceeding the expected outcomes of this goal. Student and staff stakeholders analysis of the gap in College and Career Indicator for students with disabilities and English Learners prompted the need for a designated staff to assist students with disabilities. English learners and socioeconomically disadvantaged pupils in registering for dual enrollment college courses. The district will continue to fund a dual enrollment clerk to provide this much needed service. This can be found in Goal 2, Action 5.

Goals, Strategies, & Proposed Expenditures

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

Goal Subject

School Culture/Environment/Parent Involvement

LEA/LCAP Goal

Provide all students with a high quality educational environment where they can take pride in their facilities and look forward to coming to school every day.

Goal 3

Robert F. Kennedy High School will provide all students with a high quality educational environment where they can take pride in their campus and feel safe and connected and maintain high student attendance. We will continue to maintain low suspension rates, low dropout rates, and high graduation rates.

STUDENT LEARNING OUTCOMES

Robert F. Kennedy High School will produce GLOBAL students who are:

Genuine when contributing to their community

Legitimate when using technology

Optimistic toward self-improvement

Broad-minded when considering career opportunities

Adaptable when solving problems

Loyal to the legacy of RFK

WASC Areas of Growth:

Area 3: RFK needs to develop more effective communication among all stakeholders.

Communication was an area which Robert F. Kennedy High School had already been working to improve. Since our WASC visit, we have worked to strengthen our existing means of communicating with stakeholders, including staff, students, and parents. Our Principal sends a weekly newsletter to staff about upcoming events and current happenings on campus. The newsletter contains sections that provide information from the Learning Directors, Student Activities Director, Counseling Department, Assistant Principal of Discipline (Safety), Assistant Principal of Student Support (Athletics), and our School Psychologist (mental health). The Principal has also created a Home and School Connection newsletter for students and families provided in English and Spanish. The newsletter provides our school community with weekly announcements and activities. The Newsletter includes student and teacher of the week, and cultural diversity information. During in-person instruction, our ASB provide daily morning announcements using our campus PA system. Counseling staff have continued to hold evening events, such as Coffee with the Counselors and CASH for College, to provide parents the opportunity to keep up with their children's progress and to ask questions. Additionally, due to a District change in counseling hours, every week three counselors come in to work an hour later than teachers and remain after school an hour later, thus increasing after school availability for both students and parents to meet with the counselors. RFKHS will continue to utilize the marquee, Blackboard Connect all-calls/all-text/emails as methods to communicate with parents. The school marquee is updated on a regular basis. The RFKHS administration and student activities director are using social media apps like Facebook, Instagram,

TikTok, and Twitter to communicate with all stakeholders and will continue to research best practices to increase parent involvement.

Identified Need

Based on the 2019 and 2020 data, Robert F. Kennedy has identified the need to improve student attendance rates. There was nearly a 1% increase from 95.8% in 2019 to 96.4% in 2020. We also found the need to reduce chronic absenteeism for all students and close the gap between subgroups English learners and students with disabilities. Parents' sense of safety of their students while at school dropped from 98.8% to 94%, while students' sense of safety increased from 93.7% to 99.5%. Parents expressed that they attributed their decreases sense of safety to the COVID-19 pandemic.

Robert F. Kennedy High School has identified the following needs for the 2021-2022 school year:

- Maintain 'standard met' of school facilities in good repair on the California Dashboard Self Reflection Tool and Facilities Inspection Tool
- Maintain 'full implementation and sustainability' of parental involvement in the evaluation, approval, and monitoring of the district and school site plan for student achievement on the California Dashboard Self Reflection Tool and Parent Survey
- Maintain 'full implementation and sustainability' of family engagement on the California Dashboard Self Reflection Tool and Parent Survey
- Maintain 'full implementation and sustainability' of parental involvement in how the district and school promotes parent participation in programs for unduplicated students and individuals with exceptional needs
- Continue to improve the attendance rate. RFKHS's attendance rate in Aeries for the 2019-20 school year is at 96.4%.
- Continue to decrease chronic absenteeism. RFKHS reduced chronic absenteeism by 2.4%. In 2019, Dataquest Chronic Absenteeism rate was at 10.8% for all students and at 8.4% in 2020-21 CALPADS.
- Maintain 'Low Status' in high school drop out rates. In Dataquest 2020, the drop out rate for all students and socioeconomically disadvantaged was at 1.1%, 1.2% for English learners, and 6.5% for students with disabilities.
- Maintain 'Very High Status' in graduation rate. RFKHS obtained a 'High Status' graduation rate for all students, English Learners, Foster Youth, migrant, and socioeconomically disadvantaged students. There is a need to improve 4-year cohort graduation rate for students with special needs from 'Low status' 77.4%.
- Maintain 'Low Status' for all students in suspension rate. In Dataquest 2020, the suspension rate of all students is at .8% (low status) for all students and socioeconomically disadvantaged students, 0% (very low status) for foster youth and homeless, and 1.6% (medium status) for English Learners, and 2.5% (medium status) for students with disabilities.
- Maintain below 1% expulsion rate. In Dataquest 2020, RFKHS obtained a .15% expulsion rate for all students, and 0% for socioeconomically disadvantaged pupils and English Learners.
- Maintain 'Standard Met' in student sense of safety and school connectedness on the California Schools Dashboard.

Annual Measurable Outcomes

Metric/Indicator	Baseline/Actual Outcome	Expected Outcome
California School Dashboard Priority 1 (c): School facilities are maintained in good repair.	California Dashboard Self Reflection Tool & Facilities Inspection Tool Standard Met Instances Where Facilities Do Not Meet The "Good Repair" Standard (Including Deficiencies And Extreme Deficiencies) 1	Standard Met
California School Dashboard Priority 3(A)(a): Parental involvement and family engagement, including efforts the school district makes to seek parent input in making decisions for the school district and each individual school site.	California Dashboard Self Reflection Tool & Parent Survey Standard Met Full Implementation and Sustainability The school's current strength is the active participation of families in the evaluation, approval, and monitoring of the district and school site plan for student achievement. Parents surveys were administered in October 2020 to 954 parents. The results of these surveys indicate that 95.4% of parents agree the school/district seeks input from parents in making decisions for the school and district.	Standard Met Full Implementation and Sustainability
California School Dashboard Priority 3(B) Family engagement may include efforts by the school district and each individual school site to apply research-based practices, such as welcoming families into the school community, engaging in effective two-way communication, supporting pupil success, and empowering families to advocate for equity and access.	California Dashboard Self Reflection Tool & Parent Survey Standard Met Full Implementation and Sustainability Parent Surveys October 2020 95.7% parents agree the school promotes family engagement activities	Standard Met Full Implementation and Sustainability

Metric/Indicator	Baseline/Actual Outcome	Expected Outcome
California School Dashboard Priority 3(C) Parental involvement and family engagement, including how the school district will promote parental participation in programs for unduplicated pupils and individuals with exceptional needs.	<p>Robert F. Kennedy High School celebrates student successes and accomplishments. Families are invited to participate in recognition of student achievements. Events are hosted in the evenings to maximize family participation. The school will continue its efforts in engaging families in all school activities.</p> <p>Notices will continue to be sent home in English, Spanish, and, when available, in Tagalog. RFKHS will continue to involve families in Parent University trainings and site and district stakeholder meetings. We will continue to focus on increasing relationships with our families through consistent communication. Parents and families will be contacted via phone, Blackboard messaging, social media, the school marquee, mailings, and posting events on our websites.</p> <p>California Dashboard Self Reflection Tool & Parent Survey Standard Met Full Implementation and Sustainability Title I parent committees, ELAC, DELAC, the District Parent Advisory, the Special Education Parent Advisory Committee (SEPAC), and School Site Council review, approve, and monitor the goals and actions of the district and school plan for improved student achievement.</p>	Standard Met Full Implementation and Sustainability
Aeries Student Data System	Aeries School year 2019-20 Attendance rate 96.4%	Attendance Rate 97%

Metric/Indicator	Baseline/Actual Outcome	Expected Outcome
Priority 5: Pupil Engagement as measured by all of the following, as applicable: (A) School attendance		
Priority 5: Pupil Engagement as measured by all of the following, as applicable: (B) Chronic absenteeism rates	<p>Dataquest 2018-19 - Chronic Absenteeism</p> <p>All students 10.8%</p> <p>Socioeconomically Disadvantaged pupils 11%</p> <p>English learners 13.5%</p> <p>Students with Disabilities 14.9%</p> <p>Migrant 12.3%</p> <p>Foster Youth 0%</p> <p>Homeless 15.6%</p> <p>CALPADS 2020-2021</p> <p>All students 8.4%</p> <p>Socioeconomically Disadvantaged pupils 9%</p> <p>English learners 13.8%</p>	<p>Chronic Absenteeism</p> <p>All students 10%</p> <p>Socioeconomically Disadvantaged pupils 10%</p> <p>English learners 13%</p> <p>Students with Disabilities 14%</p> <p>Foster Youth Maintain 0%</p> <p>Homeless 15%</p> <p>CALPADS</p> <p>All students 8%</p> <p>Socioeconomically Disadvantaged pupils 8%</p> <p>English learners 13%</p>
Priority 5: Pupil Engagement as measured by all of the following, as applicable: (C) Middle school dropout rates	Not applicable	Not applicable
Priority 5: Pupil Engagement as measured by all of the following, as applicable: (D) High school dropout rates	<p>Dataquest 2020 - Cohort Dropouts</p> <p>All students 1.1%</p> <p>English learners 1.2%</p> <p>Socioeconomically Disadvantaged pupils 1.1%</p> <p>Students with Disabilities 6.5%</p> <p>Homeless 0%</p>	<p>Cohort Dropouts</p> <p>All students 1%</p> <p>English learners 1%</p> <p>Socioeconomically Disadvantaged pupils 1%</p> <p>Students with Disabilities 6%</p> <p>Homeless 0%</p>
<p>Dataquest</p> <p>Priority 5: Pupil Engagement as measured by all of the following, as applicable: (E) High school graduation rates</p>	<p>Dataquest 2020 - Cohort Graduation Rate</p> <p>All students 96.4% 'Very High' Status</p> <p>Socioeconomically Disadvantaged pupils 96.6% 'Very High' Status</p> <p>English learners 93.8% 'High Status'</p>	<p>Cohort Graduation Rate</p> <p>All students 'Very High' Status</p> <p>Socioeconomically Disadvantaged Pupils 'Very High' Status</p> <p>English learners 'Very High' Status</p> <p>Foster Youth 'Very High' Status</p> <p>Students with Disabilities 'Medium' Status</p>

Metric/Indicator	Baseline/Actual Outcome	Expected Outcome
	Foster Youth 100% 'Very High' Status Students with Disabilities 77.4% 'Low' Status Migrant Students 96.6%	Migrant Students 'Very High' Status
Dataquest Priority 6: School climate, as measured by all of the following, as applicable (A) Pupil suspension rates	Dataquest 2020 - Suspension Rate All students .8% 'Low Status' Socioeconomically Disadvantaged pupils .8% 'Low Status' English learners 1.6% 'Medium status' Foster Youth 0% 'Very Low Status' Students with Disabilities 2.5% 'Medium Status' Homeless 0% 'Very Low Status'	Suspension Rate All students Maintain 'Low Status' Socioeconomically Disadvantaged pupils Maintain 'Low Status' English learners Maintain 'Low status' Foster Youth Maintain 'Very Low Status' Students with Disabilities Maintain 'Low Status' Homeless Maintain 'Very Low Status'
Dataquest Priority 6: School climate, as measured by all of the following, as applicable (B) Expulsion rates	Dataquest 2020 - Expulsion Rate All students 0.15% Socioeconomically Disadvantaged pupils 0% English learners 0%	Maintain below 1% for all students and subgroups
California School Dashboard - Local Climate Survey Priority 6: School climate, as measured by all of the following, as applicable (C) Other local measures, including surveys of pupils, parents, and teacher on the sense of safety and school connectedness	Standard Met A local climate survey was administered in October of 2020 to students, parents, and teachers. The results of this survey indicate that 99.5% of students, 94% of parents and 100% of teachers have a sense of school safety. This survey also reflects that 99.6% of students and parents and 98.6% of the teachers feel connected to the school.	Standard Met 95% Student, parent and teacher sense of school safety. 99% Student, parent and teacher sense of school connectedness

Complete a copy of the Strategy/Activity table for each of the school's strategies/activities. Duplicate the table, including Proposed Expenditures, as needed.

Strategy/Activity 1

Students to be Served by this Strategy/Activity

(Identify either All Students or one or more specific student groups)

All Students

Strategy/Activity

Goal 3 Action 1: Professional Development on Behavior and Social Emotional Education

RFKHS will continue to provide high-quality professional development for teachers, administrators, counselors and other school staff on evidence-based behavior intervention and social-emotional education strategies and practices.

This action is principally directed to reduce suspensions, expulsions and chronic absenteeism improve student sense of safety for English learners, foster youth, and socioeconomically disadvantaged pupils.

Proposed Expenditures for this Strategy/Activity

List the amount(s) and funding source(s) for the proposed expenditures. Specify the funding source(s) using one or more of the following: LCFF, Federal (if Federal identify the Title and Part, as applicable), Other State, and/or Local.

Amount(s)**Source(s)**

1,000.00

LCAP Supplemental & Concentration
4000-4999: Books And Supplies
Books and supplies in evidence-based
intervention strategies

3,000.00

LCAP Supplemental & Concentration
5000-5999: Services And Other Operating
Expenditures
Professional Development in evidence-based
behavior and social-emotional intervention
strategies and practices

2,000.00

Title IV
5800: Professional/Consulting Services And
Operating Expenditures
Guest speakers: Suicide prevention, crisis
management, bullying, etc.

12,000.00

Expanded Learning Opportunities Grant
5800: Professional/Consulting Services And
Operating Expenditures
Professional Development in evidence-based
behavior and social-emotional intervention
strategies and practices

10,000.00

ESSER
5800: Professional/Consulting Services And
Operating Expenditures

Professional Development in evidence-based behavior and social-emotional intervention strategies and practices

Strategy/Activity 2

Students to be Served by this Strategy/Activity

(Identify either All Students or one or more specific student groups)

All Students

Strategy/Activity

Goal 3 Action 2: Supplementary Materials

RFKHS will continue to purchase supplementary instructional, social-emotional education, and behavioral intervention materials and equipment to attain student goals. In adherence with California Department of Public Health COVID-19 guidance and CARES Act and CRRSA provisions:

- Purchase protective equipment (gloves, masks, face shields, no touch thermometers, disposable coveralls and aprons, etc.) and sanitizing supplies and equipment to meet the needs of students and teachers and reduce the spread of disease.
- Purchase the necessary equipment (backpack sprayers, foggers, and blowers) to clean and sanitize classrooms after each student use.

All supplementary materials are principally directed on improving chronic absenteeism, increasing graduation rates for the unduplicated pupil population.

Proposed Expenditures for this Strategy/Activity

List the amount(s) and funding source(s) for the proposed expenditures. Specify the funding source(s) using one or more of the following: LCFF, Federal (if Federal identify the Title and Part, as applicable), Other State, and/or Local.

Amount(s)

2,400.00

Source(s)

LCAP Supplemental & Concentration
4000-4999: Books And Supplies
Supplementary instructional materials and supplies

700.00

LCAP Supplemental & Concentration
5000-5999: Services And Other Operating Expenditures
Supplementary instructional materials

500.00

Title IV
4000-4999: Books And Supplies
Supplementary materials: anti-bullying posters, safe school week, etc.

9,000.00

Expanded Learning Opportunities Grant
4000-4999: Books And Supplies
Supplementary instructional materials and supplies

5,000.00

ESSER
4000-4999: Books And Supplies
Supplementary instructional materials and supplies

Strategy/Activity 3

Students to be Served by this Strategy/Activity

(Identify either All Students or one or more specific student groups)

All Students

Strategy/Activity

Goal 3 Action 3: Alternative Educational Settings

RKFHS will continue to provide alternative educational settings and services to reduce chronic absenteeism, suspensions, and expulsions of English learners and socioeconomically disadvantaged pupils.

- Maintain the district Opportunity Program teacher as an alternative educational setting to improve graduation rates of English Learners.
- Maintain an academic intervention teacher to provide behavioral improvement instruction and reduce suspension and expulsion rates for English learners and socioeconomically disadvantaged pupils.

This action is principally directed on improving outcomes for the unduplicated student population.

Proposed Expenditures for this Strategy/Activity

List the amount(s) and funding source(s) for the proposed expenditures. Specify the funding source(s) using one or more of the following: LCFF, Federal (if Federal identify the Title and Part, as applicable), Other State, and/or Local.

Amount(s)

109,970.00

Source(s)

LCAP Supplemental & Concentration
Certificated Personnel Salaries & Benefits
Academic Intervention Teacher

Strategy/Activity 4

Students to be Served by this Strategy/Activity

(Identify either All Students or one or more specific student groups)

All Students

Strategy/Activity

Goal 3 Action 4: Additional Academic Support and Options

RKFHS will continue to provide additional support, academic interventions and academic acceleration options to improve services and increase graduation rates of English Learners, students with disabilities and pupils of low socio-economic status.

- Maintain additional sessions of independent study to reduce chronic absenteeism of English learners, homeless youth, and socioeconomically disadvantaged youth.

- b. Maintain the additional credit recovery sections to improve graduation rates for the unduplicated pupil population.
- c. Maintain the extended teacher duty day so that teachers may work with students and meet with parents after school in providing increased parent involvement opportunities and improve graduation rates of English learners.

This action is principally directed and effective in providing the necessary support services to increase graduation rates and reduce chronic absenteeism for English learners, foster youth, and socioeconomically disadvantaged pupils.

Proposed Expenditures for this Strategy/Activity

List the amount(s) and funding source(s) for the proposed expenditures. Specify the funding source(s) using one or more of the following: LCFF, Federal (if Federal identify the Title and Part, as applicable), Other State, and/or Local.

Amount(s)	Source(s)
7,866.00	LCAP Supplemental & Concentration Certificated Personnel Salaries & Benefits Independent Study
20,000.00	LCAP Supplemental & Concentration Certificated Personnel Salaries & Benefits Additional Credit Recovery
110,339.00	LCAP Supplemental & Concentration Certificated Personnel Salaries & Benefits Extended Teacher Duty Day

Strategy/Activity 5

Students to be Served by this Strategy/Activity

(Identify either All Students or one or more specific student groups)

All Students

Strategy/Activity

Goal 3 Action 5: Interventions

RFKHS will continue to provide before school, afterschool, Saturday and/or evening Interventions for students who are struggling. This includes sessions for tutorials, credit recovery and behavior intervention to accommodate student needs.

This action is principally directed to improve graduation rates and suspension rates of English learners, foster youth, students with disabilities, and socioeconomically disadvantaged pupils.

Proposed Expenditures for this Strategy/Activity

List the amount(s) and funding source(s) for the proposed expenditures. Specify the funding source(s) using one or more of the following: LCFF, Federal (if Federal identify the Title and Part, as applicable), Other State, and/or Local.

Amount(s)	Source(s)
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4,000.00	LCAP Supplemental & Concentration Certificated Personnel Salaries & Benefits Tutorials, credit recoveries, behavior intervention, and reduced class size
19,729.00	Title I Certificated Personnel Salaries & Benefits Tutorials, credit recoveries, behavioral intervention, and reduced class size
50,000.00	Expanded Learning Opportunities Grant Certificated Personnel Salaries & Benefits Tutorials, credit recoveries, behavior intervention, and reduced class size

Strategy/Activity 6

Students to be Served by this Strategy/Activity

(Identify either All Students or one or more specific student groups)

All Students

Strategy/Activity

Goal 3 Action 6: Support Services:

Social Emotional Education

RFKHS will continue to provide the additional social emotional education support staff to address barriers that impede learning and improve the graduation rates, suspension and expulsion rates, and chronic absenteeism of English Learners, foster and homeless youth, students with disabilities and pupils of low socio-economic status.

- Maintain funding for portion of salary for school psychologist and nurse to provide health and social-emotional education for improved student academic achievement.
- Maintain funding for tone intervention counselor to provide behavior and social-emotional education for improved student academic achievement.
- Hire an intern psychologist to provide services for the prevention of suicide, trauma, bullying, and violence and improve student learning.

For COVID-19 CARES Act and CRRSA provisions:

- Fund a Director of Student Services to track student attendance, improve student engagement, and coordinate mental health support services for students affected by trauma and violence and prevention of suicide, bullying, and harassment.

This action is principally directed and effective in improving academic achievement, attendance, suspension and expulsion rates, and graduation rates of English learners, foster youth, and socioeconomically disadvantaged pupils.

Proposed Expenditures for this Strategy/Activity

List the amount(s) and funding source(s) for the proposed expenditures. Specify the funding source(s) using one or more of the following: LCFF, Federal (if Federal identify the Title and Part, as applicable), Other State, and/or Local.

Amount(s)	Source(s)
199,233.00	LCAP Supplemental & Concentration Certificated Personnel Salaries & Benefits School Psychologist and School Nurse
117,339.00	LCAP Supplemental & Concentration Certificated Personnel Salaries & Benefits Intervention Counselor
65,000.00	Title IV Certificated Personnel Salaries & Benefits Intern Psychologist
35,000.00	Expanded Learning Opportunities Grant 4000-4999: Books And Supplies Supplies and equipment

Strategy/Activity 7

Students to be Served by this Strategy/Activity

(Identify either All Students or one or more specific student groups)

All Students

Strategy/Activity

Goal 3 Action 7: Pupil engagement and school climate support staff

RFKHS will continue to maintain the additional support staff to reduce chronic absenteeism; maintain the reduced suspension and dropout rates; and improve graduation rates of English Learners, foster youth, students with disabilities, and pupils of low socioeconomic status.

a. Maintain a Discipline Liaison to provide positive behavior intervention strategies and conduct home visitations to improve student chronic absenteeism and maintain the reduced suspension and dropout rates for English learners, foster and homeless youth, and socioeconomically disadvantaged pupils.

b. Maintain a resource officer to conduct home visitations and transport students to school for reduced chronic absenteeism of English learners and homeless youth; behavioral counseling of students to reduce suspensions and expulsions of the unduplicated pupil population; critical social-emotional evaluations; and serve as part of a team to develop and implement behavior plans in partnership with the parents and students.

c. Maintain an additional security staff for continued reduced suspension rates of English learners and socioeconomically disadvantaged youth by implementing positive behavior support strategies and assisting in afterschool programs that address specific behaviors in reducing suspensions and expulsions.

The security staff will also assist in strategies to reduce chronic absenteeism of English learners and homeless youth.

This action is principally directed and effective in providing for improved graduation rates, chronic absenteeism, suspensions and expulsions of English learners, foster and homeless youth, and socioeconomically disadvantaged pupils.

Proposed Expenditures for this Strategy/Activity

List the amount(s) and funding source(s) for the proposed expenditures. Specify the funding source(s) using one or more of the following: LCFF, Federal (if Federal identify the Title and Part, as applicable), Other State, and/or Local.

Amount(s)	Source(s)
108,480.00	LCAP Supplemental & Concentration Classified Personnel Salaries & Benefits Discipline Liaison
70,000.00	LCAP Supplemental & Concentration 5000-5999: Services And Other Operating Expenditures Resource Officer (take out?)
78,973.00	LCAP Supplemental & Concentration Classified Personnel Salaries & Benefits Additional Campus Supervisor
10,000.00	ESSER Classified Personnel Salaries & Benefits Discipline Liaison

Strategy/Activity 8

Students to be Served by this Strategy/Activity

(Identify either All Students or one or more specific student groups)

All Students

Strategy/Activity

Goal 3 Action 8: Technology and information

RFKHS will continue to purchase technology and fund maintenance of district web page to maintain the increased parental and community engagement. Results from the fall 2020 survey indicate that 96% of parents agreed the school/district provides sufficient notices and opportunities for parent and family engagement.

This action is principally directed to improving the digital literacy and involving the parents of English learners, foster youth, and socioeconomically disadvantaged pupils for improved academic achievement, chronic absenteeism, and graduation rates.

Proposed Expenditures for this Strategy/Activity

List the amount(s) and funding source(s) for the proposed expenditures. Specify the funding source(s) using one or more of the following: LCFF, Federal (if Federal identify the Title and Part, as applicable), Other State, and/or Local.

Amount(s)	Source(s)
2,000.00	Title IV 5800: Professional/Consulting Services And Operating Expenditures Technology - School Connectedness

Strategy/Activity 9

Students to be Served by this Strategy/Activity

(Identify either All Students or one or more specific student groups)

All Students

Strategy/Activity

Goal 3 Action 9: School connectedness

RFKHS will continue to foster an educational environment where students and staff look forward to coming to school by providing activities, presenters, and conducting school wide events for staff, pupils, and parents and families.

This action is principally directed and effective on improving school connectedness, graduation rates, chronic absenteeism, and academic achievement of English learners, socioeconomically disadvantaged pupils and homeless and foster youth.

Proposed Expenditures for this Strategy/Activity

List the amount(s) and funding source(s) for the proposed expenditures. Specify the funding source(s) using one or more of the following: LCFF, Federal (if Federal identify the Title and Part, as applicable), Other State, and/or Local.

Amount(s)

3,000.00

Source(s)

LCAP Supplemental & Concentration
4000-4999: Books And Supplies
School connectedness: Books and Supplies

3,500.00

LCAP Supplemental & Concentration
5000-5999: Services And Other Operating
Expenditures
School connectedness

Strategy/Activity 10

Students to be Served by this Strategy/Activity

(Identify either All Students or one or more specific student groups)

All Students

Strategy/Activity

Goal 3 Action 10: Facilities in good repair

RFKHS will continue to maintain facilities in good repair:

a. Repair tennis courts at RFK. The courts have severe cracks posing a hazard to the unduplicated pupil count during physical education. These repairs will improve student facilities and grounds that are free of trip hazards, significant cracks, and evident damage.

For COVID-19 CARES Act and CRRSA school preparation:

a. Modification to facilities in preparation for in-person instruction that include installation of plexi-glass to reduce the spread of disease; removing counters and other classroom modifications to maximize the 6 foot social distancing; and installation of additional hand-washing and hand sanitation stations.

b. Provide overtime, if necessary, for classified staff to sanitize classrooms after each use and disinfect and disinfecting and cleaning any area used by any sick.

This action is principally directed on providing English learners, foster youth and socioeconomically disadvantaged pupils with a quality learning environment and classrooms.

Proposed Expenditures for this Strategy/Activity

List the amount(s) and funding source(s) for the proposed expenditures. Specify the funding source(s) using one or more of the following: LCFF, Federal (if Federal identify the Title and Part, as applicable), Other State, and/or Local.

Amount(s)

Source(s)

Strategy/Activity 11

Students to be Served by this Strategy/Activity

(Identify either All Students or one or more specific student groups)

All Students

Strategy/Activity

Goal 3, Action 11: Parent Involvement

RFKHS will continue to promote parental involvement to improve learning outcomes of English learners, foster youth and pupils of low socio-economic status.

- a. Continue to conduct Parent Awareness workshops.
- b. Continue to provide resources for parent outreach and assistance.
- c. Maintain modified classified staff work calendar to improve services for students.

This action is principally directed on improving outcomes for the unduplicated student population.

Proposed Expenditures for this Strategy/Activity

List the amount(s) and funding source(s) for the proposed expenditures. Specify the funding source(s) using one or more of the following: LCFF, Federal (if Federal identify the Title and Part, as applicable), Other State, and/or Local.

Amount(s)

Source(s)

2,000.00

LCAP Supplemental & Concentration
Certificated Personnel Salaries & Benefits
Parent workshops

300.00

LCAP Supplemental & Concentration
4000-4999: Books And Supplies
Parent Workshops

64,907.00

LCAP Supplemental & Concentration
Classified Personnel Salaries & Benefits
Parent Calls and home visits

5,250.00

Title I
Certificated Personnel Salaries & Benefits

	Parent workshops
3,000.00	ESSER Certificated Personnel Salaries & Benefits Adjust classified work calendar to meet student needs

Strategy/Activity 12

Students to be Served by this Strategy/Activity

(Identify either All Students or one or more specific student groups)

All Students

Strategy/Activity

Goal 3 Action 12: Activities

RFKHS will continue to conduct district stakeholder meetings for data analysis, outcome analysis and performance analysis.

Proposed Expenditures for this Strategy/Activity

List the amount(s) and funding source(s) for the proposed expenditures. Specify the funding source(s) using one or more of the following: LCFF, Federal (if Federal identify the Title and Part, as applicable), Other State, and/or Local.

Amount(s)	Source(s)
1,000.00	LCAP Supplemental & Concentration 4000-4999: Books And Supplies Supplies for stakeholder meetings

Annual Review

SPSA Year Reviewed: 2020-21

Respond to the following prompts relative to this goal. If the school is in the first year of implementing the goal, an analysis is not required and this section may be deleted.

ANALYSIS

Describe the overall implementation of the strategies/activities and the overall effectiveness of the strategies/activities to achieve the articulated goal.

All actions and services were implemented during the 2020-21 school year. RFKHS provided professional development opportunities to all staff. Staff participated in the two professional development days offered in Goal 1 Action 1. We provided all interventions and support for student success through our opportunity programs and academic intervention sessions. Students received additional support services from our psychologists, intervention counselors, nurses, and discipline liaisons. RFKHS implemented additional measures for student sense of safety. This included extra duty hours for the discipline liaison and campus security to make calls and home visits during school closures. An additional security door was placed in the main lobby. Temperature scanners were placed in public and staff entrances, as well as safety guideline signage throughout the campus. The teacher day was extended an additional fifteen minutes to be available afterschool for

students and parents. Technology was provided in credit recovery and intervention. The district was able to complete much needed repairs to student use facilities. Parent outreach and workshops were conducted in the evenings on a regular basis. RFKHS accommodated student needs by maintaining the classified staff work calendar to align to student school days. These actions and services are principally directed to improve services for the unduplicated pupils.

Briefly describe any major differences between the intended implementation and/or the budgeted expenditures to implement the strategies/activities to meet the articulated goal.

The material differences are in Action 2 and Action 5. The district used approximately half of the funds allocated towards student sense of safety (Action 2). The unused half was transferred to meet technology needs for student learning. Action 5 cost for reduced class size was significantly less than projected. The rest of the allocation will be carried over to the 2021-22 LCAP actions and services.

Describe any changes that will be made to this goal, the annual outcomes, metrics, or strategies/activities to achieve this goal as a result of this analysis. Identify where those changes can be found in the SPSA.

RFKHS stakeholder groups conducted data, outcome, and performance analysis of the expected outcomes, metrics, and actions. Overall stakeholders are pleased with the school's performance on the state and local metrics outlined in the Eight Priorities. There is, however, a noted decline in parent sense of safety of their child(ren) due to the COVID-19 pandemic. Robert F. Kennedy High School will continue to focus on increasing sense of safety among all stakeholders. The district has also proposed continued funding for an additional security officer, a health clerk, nurse, and intern psychologist to increase safety in the 2021-22 school year.

Budget Summary

Complete the table below. Schools may include additional information. Adjust the table as needed. The Budget Summary is required for schools funded through the ConApp, and/or that receive funds from the LEA for Comprehensive Support and Improvement (CSI).

Budget Summary

Description	Amount
Total Funds Provided to the School Through the Consolidated Application	\$752,063.00
Total Federal Funds Provided to the School from the LEA for CSI	\$
Total Funds Budgeted for Strategies to Meet the Goals in the SPSA	\$5,364,378.00

Other Federal, State, and Local Funds

List the additional Federal programs that the school is including in the schoolwide program. Adjust the table as needed. If the school is not operating a Title I schoolwide program this section is not applicable and may be deleted.

Federal Programs	Allocation (\$)
Comprehensive Support and Improvement (CSI)	\$20,500.00
Title I	\$625,250.00
Title II Part A: Improving Teacher Quality	\$68,290.00
Title III	\$40,458.00
Title IV	\$71,700.00

Subtotal of additional federal funds included for this school: \$826,198.00

List the State and local programs that the school is including in the schoolwide program. Duplicate the table as needed.

State or Local Programs	Allocation (\$)
	\$0.00
ESSER	\$427,000.00
Expanded Learning Opportunities Grant	\$754,265.00
LCAP Supplemental & Concentration	\$3,356,915.00

Subtotal of state or local funds included for this school: \$4,538,180.00

Total of federal, state, and/or local funds for this school: \$5,364,378.00

Budgeted Funds and Expenditures in this Plan

The tables below are provided to help the school track expenditures as they relate to funds budgeted to the school.

Funds Budgeted to the School by Funding Source

Funding Source

Amount

Balance

Expenditures by Funding Source

Funding Source	Amount
	0.00
Comprehensive Support and Improvement (CSI)	20,500.00
ESSER	427,000.00
Expanded Learning Opportunities Grant	754,265.00
LCAP Supplemental & Concentration	3,356,915.00
Title I	625,250.00
Title II Part A: Improving Teacher Quality	68,290.00
Title III	40,458.00
Title IV	71,700.00

Expenditures by Budget Reference

Budget Reference	Amount
4000-4999: Books And Supplies	506,621.00
5000-5999: Services And Other Operating Expenditures	248,768.00
5800: Professional/Consulting Services And Operating Expenditures	123,867.00
Certificated Personnel Salaries & Benefits	3,359,480.00
Classified Personnel Salaries & Benefits	894,490.00
Salaries & Benefits	231,152.00

Expenditures by Budget Reference and Funding Source

Budget Reference

Funding Source

Amount

		0.00
5000-5999: Services And Other Operating Expenditures	Comprehensive Support and Improvement (CSI)	20,500.00
4000-4999: Books And Supplies	ESSER	5,000.00
5800: Professional/Consulting Services And Operating Expenditures	ESSER	10,000.00
Certificated Personnel Salaries & Benefits	ESSER	402,000.00
Classified Personnel Salaries & Benefits	ESSER	10,000.00
4000-4999: Books And Supplies	Expanded Learning Opportunities Grant	104,000.00
5800: Professional/Consulting Services And Operating Expenditures	Expanded Learning Opportunities Grant	12,000.00
Certificated Personnel Salaries & Benefits	Expanded Learning Opportunities Grant	440,000.00
Classified Personnel Salaries & Benefits	Expanded Learning Opportunities Grant	198,265.00
4000-4999: Books And Supplies	LCAP Supplemental & Concentration	272,400.00
5000-5999: Services And Other Operating Expenditures	LCAP Supplemental & Concentration	203,268.00
5800: Professional/Consulting Services And Operating Expenditures	LCAP Supplemental & Concentration	96,667.00
Certificated Personnel Salaries & Benefits	LCAP Supplemental & Concentration	2,289,304.00
Classified Personnel Salaries & Benefits	LCAP Supplemental & Concentration	495,276.00
4000-4999: Books And Supplies	Title I	123,721.00
5000-5999: Services And Other Operating Expenditures	Title I	15,000.00
Certificated Personnel Salaries & Benefits	Title I	102,886.00
Classified Personnel Salaries & Benefits	Title I	152,491.00
Salaries & Benefits	Title I	231,152.00
5000-5999: Services And Other Operating Expenditures	Title II Part A: Improving Teacher Quality	8,000.00
Certificated Personnel Salaries & Benefits	Title II Part A: Improving Teacher Quality	60,290.00
5000-5999: Services And Other Operating Expenditures	Title III	2,000.00
Classified Personnel Salaries & Benefits	Title III	38,458.00
4000-4999: Books And Supplies	Title IV	1,500.00

5800: Professional/Consulting
Services And Operating Expenditures

Title IV

5,200.00

Certificated Personnel Salaries &
Benefits

Title IV

65,000.00

Expenditures by Goal

Goal Number

Total Expenditures

Goal 1

3,249,783.00

Goal 2

978,109.00

Goal 3

1,136,486.00

School Site Council Membership

California Education Code describes the required composition of the School Site Council (SSC). The SSC shall be composed of the principal and representatives of: teachers selected by teachers at the school; other school personnel selected by other school personnel at the school; parents of pupils attending the school selected by such parents; and, in secondary schools, pupils selected by pupils attending the school. The current make-up of the SSC is as follows:

- 1 School Principal
- 3 Classroom Teachers
- 2 Other School Staff
- 2 Parent or Community Members
- 3 Secondary Students

Name of Members	Role
Dolores Rodriguez	Principal
Paige Winders	Classroom Teacher
Jason Pine	Classroom Teacher
Raudel Rojas	Classroom Teacher
Anabel Jasso	Other School Staff
Maricela Lizarraga	Other School Staff
Uriel Gamboa	Secondary Student
Mary Jane Ferrer	Secondary Student
Joshua Vicente	Secondary Student
Norma Sanchez	Parent or Community Member
Maria Llama	Parent or Community Member

At elementary schools, the school site council must be constituted to ensure parity between (a) the principal, classroom teachers, and other school personnel, and (b) parents of students attending the school or other community members. Classroom teachers must comprise a majority of persons represented under section (a). At secondary schools there must be, in addition, equal numbers of parents or other community members selected by parents, and students. Members must be selected by their peer group.



Recommendations and Assurances

The School Site Council (SSC) recommends this school plan and proposed expenditures to the district governing board for approval and assures the board of the following:

The SSC is correctly constituted and was formed in accordance with district governing board policy and state law.

The SSC reviewed its responsibilities under state law and district governing board policies, including those board policies relating to material changes in the School Plan for Student Achievement (SPSA) requiring board approval.

The SSC sought and considered all recommendations from the following groups or committees before adopting this plan:



Signature	Committee or Advisory Group Name
	English Learner Advisory Committee
	Other: WASC Committee

The SSC reviewed the content requirements for school plans of programs included in this SPSA and believes all such content requirements have been met, including those found in district governing board policies and in the local educational agency plan.

This SPSA is based on a thorough analysis of student academic performance. The actions proposed herein form a sound, comprehensive, coordinated plan to reach stated school goals to improve student academic performance.

This SPSA was adopted by the SSC at a public meeting on 10/26/2021.

Attested:

	Principal, Dolores Rodriguez on 10/26/2021
	SSC Chairperson, Norma Sanchez on 10/26/2021

Instructions

The School Plan for Student Achievement (SPSA) is a strategic plan that maximizes the resources available to the school while minimizing duplication of effort with the ultimate goal of increasing student achievement. SPSA development should be aligned with and inform the Local Control and Accountability Plan process.

The SPSA consolidates all school-level planning efforts into one plan for programs funded through the consolidated application (ConApp), and for federal school improvement programs, including schoolwide programs, Comprehensive Support and Improvement (CSI), Targeted Support and Improvement (TSI), and Additional Targeted Support and Improvement (ATSI), pursuant to California Education Code (EC) Section 64001 and the Elementary and Secondary Education Act as amended by the Every Student Succeeds Act (ESSA). This template is designed to meet schoolwide program planning requirements. It also notes how to meet CSI, TSI, or ATSI requirements, as applicable.

California's ESSA State Plan supports the state's approach to improving student group performance through the utilization of federal resources. Schools use the SPSA to document their approach to maximizing the impact of federal investments in support of underserved students. The implementation of ESSA in California presents an opportunity for schools to innovate with their federally-funded programs and align them with the priority goals of the school and the LEA that are being realized under the state's Local Control Funding Formula (LCFF).

The LCFF provides schools and LEAs flexibility to design programs and provide services that meet the needs of students in order to achieve readiness for college, career, and lifelong learning. The SPSA planning process supports continuous cycles of action, reflection, and improvement. Consistent with EC 65001, the Schoolsite Council (SSC) is required to develop and annually review the SPSA, establish an annual budget, and make modifications to the plan that reflect changing needs and priorities, as applicable.

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

Instructions: Linked Table of Contents

The SPSA template meets the requirements of schoolwide planning (SWP). Each section also contains a notation of how to meet CSI, TSI, or ATSI requirements.

[Stakeholder Involvement](#)

[Goals, Strategies, & Proposed Expenditures](#)

[Planned Strategies/Activities](#)

[Annual Review and Update](#)

[Budget Summary](#)

[Appendix A: Plan Requirements for Title I Schoolwide Programs](#)

[Appendix B: Plan Requirements for Schools to Meet Federal School Improvement Planning Requirements](#)

[Appendix C: Select State and Federal Programs](#)

For additional questions or technical assistance related to LEA and school planning, please contact the Local Agency Systems Support Office, at LCFF@cde.ca.gov.

For programmatic or policy questions regarding Title I schoolwide planning, please contact the local educational agency, or the CDE's Title I Policy and Program Guidance Office at TITLEI@cde.ca.gov.

For questions or technical assistance related to meeting federal school improvement planning requirements (for CSI, TSI, and ATSI), please contact the CDE's School Improvement and Support Office at SISO@cde.ca.gov.

Purpose and Description

Schools identified for Comprehensive Support and Improvement (CSI), Targeted Support and Improvement (TSI), or Additional Targeted Support and Improvement (ATSI) must respond to the following prompts. A school that has not been identified for CSI, TSI, or ATSI may delete the Purpose and Description prompts.

Purpose

Briefly describe the purpose of this plan by selecting from Schoolwide Program, Comprehensive Support and Improvement, Targeted Support and Improvement, or Additional Targeted Support and Improvement)

Description

Briefly describe the school's plan for effectively meeting ESSA requirements in alignment with the Local Control and Accountability Plan and other federal, state, and local programs.

Stakeholder Involvement

Meaningful involvement of parents, students, and other stakeholders is critical to the development of the SPSA and the budget process. Schools must share the SPSA with school site-level advisory groups, as applicable (e.g., English Learner Advisory committee, student advisory groups, tribes and tribal organizations present in the community, as appropriate, etc.) and seek input from these advisory groups in the development of the SPSA.

The Stakeholder Engagement process is an ongoing, annual process. Describe the process used to involve advisory committees, parents, students, school faculty and staff, and the community in the development of the SPSA and the annual review and update.

[This section meets the requirements for TSI and ATSI.]

[When completing this section for CSI, the LEA shall partner with the school in the development and implementation of this plan.]

Resource Inequities

Schools eligible for CSI or ATSI must identify resource inequities, which may include a review of LEA- and school-level budgeting as a part of the required needs assessment. Identified resource inequities must be addressed through implementation of the CSI or ATSI plan. Briefly identify and describe any resource inequities identified as a result of the required needs assessment and summarize how the identified resource inequities are addressed in the SPSA.

[This section meets the requirements for CSI and ATSI. If the school is not identified for CSI or ATSI this section is not applicable and may be deleted.]

Goals, Strategies, Expenditures, & Annual Review

In this section a school provides a description of the annual goals to be achieved by the school. This section also includes descriptions of the specific planned strategies/activities a school will take to meet the identified goals, and a description of the expenditures required to implement the specific strategies and activities.

Goal

State the goal. A goal is a broad statement that describes the desired result to which all strategies/activities are directed. A goal answers the question: What is the school seeking to achieve?

It can be helpful to use a framework for writing goals such as the S.M.A.R.T. approach. A S.M.A.R.T. goal is one that is **S**pecific, **M**easurable, **A**chievable, **R**ealistic, and **T**ime-bound. A level of specificity is needed in order to measure performance relative to the goal as well as to assess whether it is reasonably achievable. Including time constraints, such as milestone dates, ensures a realistic approach that supports student success.

A school may number the goals using the “Goal #” for ease of reference.

[When completing this section for CSI, TSI, and ATSI, improvement goals shall align to the goals, actions, and services in the LEA LCAP.]

Identified Need

Describe the basis for establishing the goal. The goal should be based upon an analysis of verifiable state data, including local and state indicator data from the California School Dashboard (Dashboard) and data from the School Accountability Report Card, including local data voluntarily collected by districts to measure pupil achievement.

[Completing this section fully addresses all relevant federal planning requirements]

Annual Measurable Outcomes

Identify the metric(s) and/or state indicator(s) that the school will use as a means of evaluating progress toward accomplishing the goal. A school may identify metrics for specific student groups. Include in the baseline column the most recent data associated with the metric or indicator available at the time of adoption of the SPSA. The most recent data associated with a metric or indicator includes data reported in the annual update of the SPSA. In the subsequent Expected Outcome column, identify the progress the school intends to make in the coming year.

[When completing this section for CSI the school must include school-level metrics related to the metrics that led to the school’s identification.]

[When completing this section for TSI/ATSI the school must include metrics related to the specific student group(s) that led to the school’s identification.]

Strategies/Activities

Describe the strategies and activities being provided to meet the described goal. A school may number the strategy/activity using the “Strategy/Activity #” for ease of reference.

Planned strategies/activities address the findings of the needs assessment consistent with state priorities and resource inequities, which may have been identified through a review of the local educational agency's budgeting, its local control and accountability plan, and school-level budgeting, if applicable.

[When completing this section for CSI, TSI, and ATSI, this plan shall include evidence-based interventions and align to the goals, actions, and services in the LEA LCAP.]

[When completing this section for CSI and ATSI, this plan shall address through implementation, identified resource inequities, which may have been identified through a review of LEA- and school-level budgeting.]

Students to be Served by this Strategy/Activity

Indicate in this box which students will benefit from the strategies/activities by indicating "All Students" or listing one or more specific student group(s) to be served.

[This section meets the requirements for CSI.]

[When completing this section for TSI and ATSI, at a minimum, the student groups to be served shall include the student groups that are consistently underperforming, for which the school received the TSI or ATSI designation. For TSI, a school may focus on all students or the student group(s) that led to identification based on the evidence-based interventions selected.]

Proposed Expenditures for this Strategy/Activity

For each strategy/activity, list the amount(s) and funding source(s) for the proposed expenditures for the school year to implement these strategies/activities. Specify the funding source(s) using one or more of the following: LCFF, Federal (if Federal, identify the Title and Part, as applicable), Other State, and/or Local.

Proposed expenditures that are included more than once in a SPSA should be indicated as a duplicated expenditure and include a reference to the goal and strategy/activity where the expenditure first appears in the SPSA. Pursuant to Education Code, Section 64001(g)(3)(C), proposed expenditures, based on the projected resource allocation from the governing board or governing body of the LEA, to address the findings of the needs assessment consistent with the state priorities including identifying resource inequities which may include a review of the LEA's budgeting, its LCAP, and school-level budgeting, if applicable.

[This section meets the requirements for CSI, TSI, and ATSI.]

[NOTE: Federal funds for CSI shall not be used in schools identified for TSI or ATSI. In addition, funds for CSI shall not be used to hire additional permanent staff.]

Annual Review

In the following Analysis prompts, identify any material differences between what was planned and what actually occurred as well as significant changes in strategies/activities and/ or expenditures from the prior year. This annual review and analysis should be the basis for decision-making and updates to the plan.

Analysis

Using actual outcome data, including state indicator data from the Dashboard, analyze whether the planned strategies/activities were effective in achieving the goal. Respond to the prompts as instructed. Respond to the following prompts relative to this goal. If the school is in the first year of implementing the goal the Annual Review section is not required and this section may be deleted.

- Describe the overall implementation of the strategies/activities and the overall effectiveness of the strategies/activities to achieve the articulated goal.
- Briefly describe any major differences between either/or the intended implementation or the budgeted expenditures to implement the strategies/activities to meet the articulated goal.
- Describe any changes that will be made to the goal, expected annual measurable outcomes, metrics/indicators, or strategies/activities to achieve this goal as a result of this analysis and analysis of the data provided in the Dashboard, as applicable. Identify where those changes can be found in the SPSA.

[When completing this section for CSI, TSI, or ATSI, any changes made to the goals, annual measurable outcomes, metrics/indicators, or strategies/activities, shall meet the CSI, TSI, or ATSI planning requirements. CSI, TSI, and ATSI planning requirements are listed under each section of the Instructions. For example, as a result of the Annual Review and Update, if changes are made to a goal(s), see the Goal section for CSI, TSI, and ATSI planning requirements.]

Budget Summary

In this section a school provides a brief summary of the funding allocated to the school through the ConApp and/or other funding sources as well as the total amount of funds for proposed expenditures described in the SPSA. The Budget Summary is required for schools funded through the ConApp and that receive federal funds for CSI. If the school is not operating a Title I schoolwide program this section is not applicable and may be deleted.

From its total allocation for CSI, the LEA may distribute funds across its schools that meet the criteria for CSI to support implementation of this plan. In addition, the LEA may retain a portion of its total allocation to support LEA-level expenditures that are directly related to serving schools eligible for CSI.

Budget Summary

A school receiving funds allocated through the ConApp should complete the Budget Summary as follows:

- **Total Funds Provided to the School Through the Consolidated Application:** This amount is the total amount of funding provided to the school through the ConApp for the school year. The school year means the fiscal year for which a SPSA is adopted or updated.
- **Total Funds Budgeted for Strategies to Meet the Goals in the SPSA:** This amount is the total of the proposed expenditures from all sources of funds associated with the strategies/activities reflected in the SPSA. To the extent strategies/activities and/or proposed expenditures are listed in the SPSA under more than one goal, the expenditures should be counted only once.

A school receiving federal funds for CSI should complete the Budget Summary as follows:

- Total Federal Funds Provided to the School from the LEA for CSI: This amount is the total amount of funding provided to the school from the LEA.

[NOTE: Federal funds for CSI shall not be used in schools eligible for TSI or ATSI. In addition, funds for CSI shall not be used to hire additional permanent staff.]

Appendix A: Plan Requirements

Schoolwide Program Requirements

This School Plan for Student Achievement (SPSA) template meets the requirements of a schoolwide program plan. The requirements below are for planning reference.

A school that operates a schoolwide program and receives funds allocated through the ConApp is required to develop a SPSA. The SPSA, including proposed expenditures of funds allocated to the school through the ConApp, must be reviewed annually and updated by the SSC. The content of a SPSA must be aligned with school goals for improving student achievement.

Requirements for Development of the Plan

- I. The development of the SPSA shall include both of the following actions:
 - A. Administration of a comprehensive needs assessment that forms the basis of the school's goals contained in the SPSA.
 1. The comprehensive needs assessment of the entire school shall:
 - a. Include an analysis of verifiable state data, consistent with all state priorities as noted in Sections 52060 and 52066, and informed by all indicators described in Section 1111(c)(4)(B) of the federal Every Student Succeeds Act, including pupil performance against state-determined long-term goals. The school may include data voluntarily developed by districts to measure pupil outcomes (described in the Identified Need); and
 - b. Be based on academic achievement information about all students in the school, including all groups under §200.13(b)(7) and migratory children as defined in section 1309(2) of the ESEA, relative to the State's academic standards under §200.1 to—
 - i. Help the school understand the subjects and skills for which teaching and learning need to be improved; and
 - ii. Identify the specific academic needs of students and groups of students who are not yet achieving the State's academic standards; and
 - iii. Assess the needs of the school relative to each of the components of the schoolwide program under §200.28.
 - iv. Develop the comprehensive needs assessment with the participation of individuals who will carry out the schoolwide program plan.
 - v. Document how it conducted the needs assessment, the results it obtained, and the conclusions it drew from those results.
 - B. Identification of the process for evaluating and monitoring the implementation of the SPSA and progress towards accomplishing the goals set forth in the SPSA (described in the Expected Annual Measurable Outcomes and Annual Review and Update).

Requirements for the Plan

- II. The SPSA shall include the following:
 - A. Goals set to improve pupil outcomes, including addressing the needs of student groups as identified through the needs assessment.

- B. Evidence-based strategies, actions, or services (described in Strategies and Activities)
1. A description of the strategies that the school will be implementing to address school needs, including a description of how such strategies will--
 - a. provide opportunities for all children including each of the subgroups of students to meet the challenging state academic standards
 - b. use methods and instructional strategies that:
 - i. strengthen the academic program in the school,
 - ii. increase the amount and quality of learning time, and
 - iii. provide an enriched and accelerated curriculum, which may include programs, activities, and courses necessary to provide a well-rounded education.
 - c. Address the needs of all children in the school, but particularly the needs of those at risk of not meeting the challenging State academic standards, so that all students demonstrate at least proficiency on the State's academic standards through activities which may include:
 - i. strategies to improve students' skills outside the academic subject areas;
 - ii. preparation for and awareness of opportunities for postsecondary education and the workforce;
 - iii. implementation of a schoolwide tiered model to prevent and address problem behavior;
 - iv. professional development and other activities for teachers, paraprofessionals, and other school personnel to improve instruction and use of data; and
 - v. strategies for assisting preschool children in the transition from early childhood education programs to local elementary school programs.
- C. Proposed expenditures, based on the projected resource allocation from the governing board or body of the local educational agency (may include funds allocated via the ConApp, federal funds for CSI, any other state or local funds allocated to the school), to address the findings of the needs assessment consistent with the state priorities, including identifying resource inequities, which may include a review of the LEAs budgeting, it's LCAP, and school-level budgeting, if applicable (described in Proposed Expenditures and Budget Summary). Employees of the schoolwide program may be deemed funded by a single cost objective.
- D. A description of how the school will determine if school needs have been met (described in the Expected Annual Measurable Outcomes and the Annual Review and Update).
1. Annually evaluate the implementation of, and results achieved by, the schoolwide program, using data from the State's annual assessments and other indicators of academic achievement;
 2. Determine whether the schoolwide program has been effective in increasing the achievement of students in meeting the State's academic standards, particularly for those students who had been furthest from achieving the standards; and
 3. Revise the plan, as necessary, based on the results of the evaluation, to ensure continuous improvement of students in the schoolwide program.

- E. A description of how the school will ensure parental involvement in the planning, review, and improvement of the schoolwide program plan (described in Stakeholder Involvement and/or Strategies/Activities).
- F. A description of the activities the school will include to ensure that students who experience difficulty attaining proficient or advanced levels of academic achievement standards will be provided with effective, timely additional support, including measures to
 - 1. Ensure that those students' difficulties are identified on a timely basis; and
 - 2. Provide sufficient information on which to base effective assistance to those students.
- G. For an elementary school, a description of how the school will assist preschool students in the successful transition from early childhood programs to the school.
- H. A description of how the school will use resources to carry out these components (described in the Proposed Expenditures for Strategies/Activities).
- I. A description of any other activities and objectives as established by the SSC (described in the Strategies/Activities).

Authority Cited: S Title 34 of the Code of Federal Regulations (34 CFR), sections 200.25-26, and 200.29, and sections-1114(b)(7)(A)(i)-(iii) and 1118(b) of the ESEA. EC sections 6400 et. seq.

Appendix B:

Plan Requirements for School to Meet Federal School Improvement Planning Requirements

For questions or technical assistance related to meeting Federal School Improvement Planning Requirements, please contact the CDE's School Improvement and Support Office at SISO@cde.ca.gov.

Comprehensive Support and Improvement

The LEA shall partner with stakeholders (including principals and other school leaders, teachers, and parents) to locally develop and implement the CSI plan for the school to improve student outcomes, and specifically address the metrics that led to eligibility for CSI (Stakeholder Involvement).

The CSI plan shall:

1. Be informed by all state indicators, including student performance against state-determined long-term goals (Goal, Identified Need, Expected Annual Measurable Outcomes, Annual Review and Update, as applicable);
2. Include evidence-based interventions (Strategies/Activities, Annual Review and Update, as applicable) (For resources related to evidence-based interventions, see the U.S. Department of Education's "Using Evidence to Strengthen Education Investments" at <https://www2.ed.gov/policy/elsec/leg/essa/guidanceusesinvestment.pdf>);
3. Be based on a school-level needs assessment (Goal, Identified Need, Expected Annual Measurable Outcomes, Annual Review and Update, as applicable); and
4. Identify resource inequities, which may include a review of LEA- and school-level budgeting, to be addressed through implementation of the CSI plan (Goal, Identified Need, Expected Annual Measurable Outcomes, Planned Strategies/Activities; and Annual Review and Update, as applicable).

Authority Cited: Sections 1003(e)(1)(A), 1003(i), 1111(c)(4)(B), and 1111(d)(1) of the ESSA.

Targeted Support and Improvement

In partnership with stakeholders (including principals and other school leaders, teachers, and parents) the school shall develop and implement a school-level TSI plan to improve student outcomes for each subgroup of students that was the subject of identification (Stakeholder Involvement).

The TSI plan shall:

1. Be informed by all state indicators, including student performance against state-determined long-term goals (Goal, Identified Need, Expected Annual Measurable Outcomes, Annual Review and Update, as applicable); and
2. Include evidence-based interventions (Planned Strategies/Activities, Annual Review and Update, as applicable). (For resources related to evidence-based interventions, see the U.S. Department of Education's "Using Evidence to Strengthen Education Investments" <https://www2.ed.gov/policy/elsec/leg/essa/guidanceusesinvestment.pdf>.)

Authority Cited: Sections 1003(e)(1)(B), 1003(i), 1111(c)(4)(B) and 1111(d)(2) of the ESSA.

Additional Targeted Support and Improvement

A school identified for ATSI shall:

1. Identify resource inequities, which may include a review of LEA- and school-level budgeting, which will be addressed through implementation of its TSI plan (Goal, Identified Need, Expected Annual Measurable Outcomes, Planned Strategies/Activities, and Annual Review and Update, as applicable).

Authority Cited: Sections 1003(e)(1)(B), 1003(i), 1111(c)(4)(B), and 1111(d)(2)(c) of the ESSA.

Single School Districts and Charter Schools Identified for School Improvement

Single school districts (SSDs) or charter schools that are identified for CSI, TSI, or ATSI, shall develop a SPSA that addresses the applicable requirements above as a condition of receiving funds (EC Section 64001[a] as amended by Assembly Bill [AB] 716, effective January 1, 2019).

However, a SSD or a charter school may streamline the process by combining state and federal requirements into one document which may include the local control and accountability plan (LCAP) and all federal planning requirements, provided that the combined plan is able to demonstrate that the legal requirements for each of the plans is met (EC Section 52062[a] as amended by AB 716, effective January 1, 2019).

Planning requirements for single school districts and charter schools choosing to exercise this option are available in the LCAP Instructions.

Authority Cited: EC sections 52062(a) and 64001(a), both as amended by AB 716, effective January 1, 2019.

Appendix C: Select State and Federal Programs

For a list of active programs, please see the following links:

Programs included on the Consolidated Application: <https://www.cde.ca.gov/fg/aa/co/>

ESSA Title I, Part A: School Improvement: <https://www.cde.ca.gov/sp/sw/t1/schoolsupport.asp>

Available Funding: <https://www.cde.ca.gov/fg/fo/af/>

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