

# Marin Oaks High School

Novato Unified School District  
Single Plan for Student Achievement  
2018-2019



Jim Hogeboom  
**Superintendent**

Kessa Early  
**Principal**

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## **Board Members**

Maria Aguila  
Debbie Butler  
Tom Cooper  
Derek Knell  
Greg Mack  
Ross Millerick  
Shelly Scott

# COMMITTEE RECOMMENDATIONS AND ASSURANCES

The School Site Council recommends this school plan and its related expenditures to the district governing board for approval and assures the board of the following:

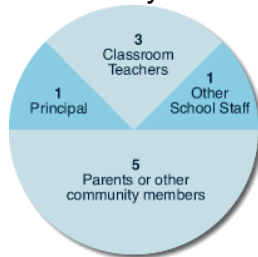
1. School Site Councils have developed and approved, and will monitor the plan, to be known as the *Single Plan for Student Achievement* for schools participating in programs funded through the consolidated application process.
2. School plans must be developed “with the review, certification, and advice of any applicable school advisory committees.”
3. The content of the plan must be aligned with school goals for improving student achievement.
4. The plan must be reviewed annually and updated, including proposed categorical expenditures of funds allocated to the school through the consolidated application, by the School Site Council.
5. Plans must be reviewed and approved by the governing board of the local educational agency “whenever there are material changes that affect the academic programs for students covered by programs” funded through the consolidated application.
6. The school minimizes the removal of identified children during the regular school hours for supplemental Title I instruction.

This school plan was adopted by the School Site Council on:

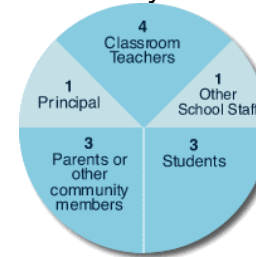
Role	Name	Signature	Date
Principal	Kessa Early		
SSC Chairperson	Tracy Kreling		
ELAC Representative	N/A		

## School Site Council Composition (SSC) EC 52012, 52852

Elementary Schools



Secondary Schools



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 makeup of the SSC is as follows:

<b>Name of Members</b>	<b>Principal</b>	<b>Classroom Teacher</b>	<b>Other School Staff</b>	<b>Parent or Community Member</b>	<b>Students</b>
<b>Kessa Early</b>	<b>X</b>				
<b>Tracy Kreling</b>			<b>X</b>		
<b>Nichole Garcia</b>				<b>X</b>	
<b>Ilya Perry</b>				<b>X</b>	
<b>David Ciancutti</b>		<b>X</b>			
<b>John Matern</b>		<b>X</b>			
<b>Fran Cunnie</b>			<b>X</b>		
<b>Alexis Flores</b>					<b>X</b>
<b>Serena Hodgkinson</b>					<b>X</b>
<b>Julie Adams</b>		<b>X</b>			
<b>Tim Davidson</b>				<b>X</b>	
<b>Mario Rosales</b>					<b>X</b>
Number of Members in each Category	<b>1</b>	<b>3</b>	<b>2</b>	<b>3</b>	<b>3</b>

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.

# LEA Goal 1: Student Success/Equity

All students will demonstrate mastery of grade level content as well as the Novato Unified School District Graduate Profile (Six C's) and will meet the UC/CSU entrance requirements upon graduation so that they are prepared for and successful in college and career.

## **Strengths:**

### ***Youth Truth***

Students and staff provided the highest ratings in the district for most categories.

Students provided the highest ratings in the following areas:

- Student Engagement (3.79 rating)
- Academic Rigor (3.96 rating)
- Relationships with Teachers (3.96 rating)
- School Culture (3.85 rating)

Staff provided the highest ratings in the following areas:

- Culture and Communication (4.45 rating)
- Engagement & Empowerment (4.38 rating)
- Relationships (4.52 rating)
- Professional Development (3.94 rating)

### ***Discipline***

See Discipline Chart.

### ***College Enrollment***

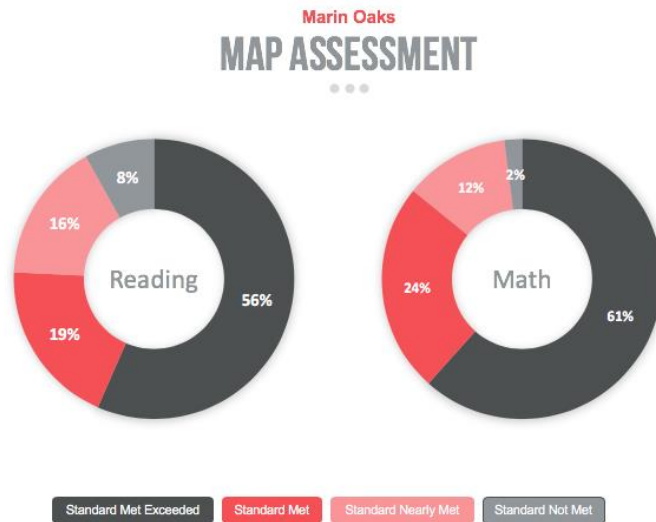
92% of graduates enrolled in a community college or vocational school (87% community college). A variety of intervention strategies are available to help support student success.

### ***Support Services***

A variety of intervention strategies are available to help support student success:

- Mandatory Tutorial
- Intervention classes for students who do not meet proficiency on the MAP assessments in Reading and Math
- Writing Support Class
- Bridges Program
- Enrichment Courses

## MAP Data



## Challenges:

### **Youth Truth**

Students provided the lowest rating in the following area:

- Relationships with Peers (3.31 rating)

### **Graduation Rate**

It is not possible for Marin Oaks students to meet the UC/CSU entrance requirements; instead the goal is to meet graduation requirements. 94% graduation rate, which is a decrease from 97.4% in 2017.

### **Attendance Rate**

Attendance rate has continued to decrease over the last four years. See Demographic chart.

### **CAASPP**

## Reading

### CAASPP Achievement Level ?

School Year: 2017-2018

Standard Met/Exceeded: **8%** (1)



School Year: 2016-2017

Standard Met/Exceeded: **20%** (3)



School Year: 2015-2016

Standard Met/Exceeded: **17%** (1)



### MAP RIT Results ?

Term: **Spring 17-18**

Standard Met/Exceeded: **26%** (12)

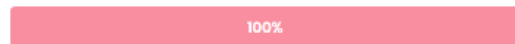
RIT Average: **217**



Term: **Winter 17-18**

Standard Met/Exceeded: **0%** (0)

RIT Average: **198**



Term: **Fall 17-18**

Standard Met/Exceeded: **24%** (10)

RIT Average: **215**



## Language

### ELPAC Overall Performance Level ?

School Year: 2017-2018

Level 3/Level 4: **31%** (4)



### Initial ELPAC Overall Performance Level ?

### CELDT Scale Score Results ?

School Year: 2017-2018

Early Advanced/Advanced: **43%** (6)



School Year: 2016-2017

Early Advanced/Advanced: **33%** (4)



School Year: 2015-2016

Early Advanced/Advanced: **43%** (6)



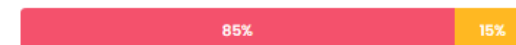
### MAP RIT Results ?

## Mathematics

### CAASPP Achievement Level ?

School Year: 2017-2018

Standard Met/Exceeded: **0%** (0)



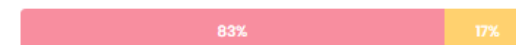
School Year: 2016-2017

Standard Met/Exceeded: **0%** (0)



School Year: 2015-2016

Standard Met/Exceeded: **0%** (0)



### MAP RIT Results ?

Only 8% of students met/exceeded standards in the ELA CAASPP. Math CAASPP data over the past three years shows that 0% of students met/exceeded standards.

Students performed far below the expected outcomes for both ELA and Math despite continued interventions and support services.

Students enrolled in Marin Oaks are deficient in credit and require additional support. Often times students are not referred until their senior year, and are unable to meet the UC/CSU entrance requirements. Student attendance continues to decrease, creating challenges around on-time graduation rates.

## Trends:

### **CAASPP**

See CAASPP data under challenges for trends.

### **Math End-of-Quarter Grade Comparison**

Students enrolled in math the entire year from Quarter 1 to Quarter 4 demonstrate a decreased grade in Quarter 4 (53% of students have a lower grade over the past three years).

### **Enrollment**

- Students are being referred to Marin Oaks further behind (more than one semester behind)
- More students are not being referred to Marin Oaks until their senior year (this school year MO has 51 seniors out of 71 students).
- Late referrals makes it more difficult to graduate students on time, as a result MO has more fifth year seniors
  - 21 fifth year seniors in 2018
  - 15 fifth year seniors in 2017
  - 12 Fifth year seniors in 2016

### **Attendance**

Attendance has decreased and the truancy rate has increased significantly.

School Goal	Activity/Action	Responsible to Implementation	Measure of Growth	Expected Outcome
<b>Goal 1-Language Arts</b> All students will meet or exceed standard on the	MAP Assessments twice a year for all students.	All Teachers  Principal	SBAC Assessment: English Language Arts	<b><u>All Students</u></b> 8% to 13%

11th grade SBAC ELA assessment.	<p>Mandatory Tutorial</p> <p>ELA intervention class once a week for students who did not reach proficiency.</p> <p>Spring Student Support Class</p>	Student Support extra hire	<p>D-F List</p> <p>Credit Recovery</p> <p>End of Course Assessment</p> <p>District Writing Assessment</p> <p>Tutorial List</p>	
<p><b>Goal 2: Mathematics</b></p> <p>All students will meet or exceed standard on the 11th grade SBAC math assessment.</p>	<p>MAP Assessments twice a year for all students.</p> <p>Mandatory Tutorial</p> <p>Math intervention class once a week for students who did not reach proficiency.</p> <p>Spring Student Support Class</p>	<p>Math Teacher</p> <p>Principal</p> <p>Student Support extra hire</p>	<p>SBAC Assessment: Mathematics</p> <p>Mars Tasks</p> <p>D-F List</p> <p>Enrollment in Applied Algebra</p> <p>Credit Recovery</p> <p>IEP Goals</p> <p>Algebra 1 Common Assessment</p> <p>Interims</p>	<p><b><u>All Students</u></b></p> <p>0% to 5%</p>
<p><b>Goal 3-English Language Learners</b></p> <p>All English Language Learners will increase one proficiency level or more within one year of instruction.</p>	<p>MAP Assessments twice a year.</p> <p>Kevin Clark Academy for all ELD students.</p>	<p>ELD Teacher</p> <p>Principal</p>	<p>Measures of Academic Progress (MAP)</p> <p>ELPAC</p> <p>CCT Assessments</p>	<p>The average RIT percentile rank will increase for English Learners for the Reading assessment by 5%.</p>

<p><b>Goal 4-College Career Readiness</b> All 12th grade students will demonstrate growth in the skills identified in the NUSD Graduate Profile</p>	<p>PBL Exhibition Night</p> <p>Bridges Program</p> <p>Graduate Profile Advisory</p> <p>Graduate Profile Report Cards</p> <p>Graduate Profile monthly focus</p>	<p>Teachers</p> <p>Principal</p> <p>Bridges Coordinator</p>	<p>Performance assessment measured by rubrics designed by District Leadership Team (DLT)</p> <p>COM Concurrent Enrollment</p> <p>Internships</p> <p>Job Shadows</p> <p>Graduate Profile Report Card comparison 1st quarter vs 4th quarter</p> <p>Senior Defense</p>	<p>100% participation rate in Exhibition Night.</p> <p>100% of all Bridges students will successfully complete COM Counseling 101 course.</p> <p>100% of all Bridges students will complete an internship, job shadows, or complete two college classes.</p> <p>All students will improve their Graduate Profile Report Card in at least one category.</p> <p>All students will demonstrate a clear understanding of each of the 6 Cs.</p>
<p><b>Goal 5-College Career Readiness</b> The percent of all students who graduate having met the UC/CSU College Entrance Requirements (A-G requirements) will increase 5%.</p>	<p>N/A for Marin Oaks</p>		<p>A-G enrollment</p> <p>A-G success rate</p> <p>A-G completion rate</p>	
<p><b>Goal 6-Student Voice</b> All student groups will be represented and active in the Student Advocacy Councils (SAC) to generate ideas, suggestions, and input from students.</p>	<p>Twice a month students meet with YLI representatives in the SAC meetings.</p> <p>Student / Teacher Connection List</p> <p>Team-building Events</p>	<p>Principal</p> <p>YLI leadership team</p> <p>Leadership Class</p>	<p>Attendance</p> <p>Student-led presentation</p> <p>Student / Teacher Connection List</p> <p>Team-building day participation and surveys</p>	<p>School will promote student voice by holding monthly meetings</p> <p>Students will indicate connection with at least one staff member</p>

	Field Day Events Incentive Field Trips		Student participation	
<b>Goal 7-Social Emotional Wellness</b> The school will plan for an evidenced based, universal social emotional/behavioral education program with fidelity.	Self-care with Pure Edge, including implementation of Brain Breaks  Daily Morning Meditation  Enrichment Meditation Classes  BACR Counseling Services  Enrichment Courses	Principal  Meditation volunteers  Pure Edge staff  Counseling staff	Chronic Absenteeism  Suspension Rates (days vs. days diverted?)  Bully Referrals  Enrichment class participation  Counseling Referrals  Self-elected in-house referrals	Student attendance will increase.  Student stress levels will decrease.  Class participation will increase  Self-elected in-house referrals will decrease

## LEA Goal 2: Staff Success

All staff will receive the appropriate support and resources in order to create the conditions to ensure student success.

### Strengths:

#### **Youth Truth**

Staff members provided the highest rating in the district in the following areas:

- Culture and Communication (99<sup>th</sup> percentile)
- Engagement and Empowerment (96<sup>th</sup> percentile)

- Relationships (99<sup>th</sup> percentile)
- Professional Development and Support (86<sup>th</sup> percentile)

### ***Marin Alternative Schools Collaboration (MASC)***

Collaboration between other alternative schools in Marin to share ideas and strategies.

## **Challenges:**

### ***Staff Development Days***

District staff development days are often not applicable to alternative education.

### ***Budget Cuts***

Budget constraints reduced staffing.

## **Trends:**

### ***Youth Truth***

Trends will be analyzed in Year 2 (2018-2019)

### ***CAASPP***

See trends as listed under LEA Goal 1.

Goal	Activity/Action	Responsible to Implementation	Measure of Growth	Expected Outcome
<b><i>Goal 8-Culturally Responsive Teaching</i></b>	Beyond Diversity - Courageous Conversation workshop  Staff Development with National Equity Project	Principal  NEP staff	Implementation of new pedagogy to reflect CRT	CRT used in every class
<b><i>Goal 9-Project Based Learning</i></b>	SDD with BIE  Monthly staff feedback	Principal  BIE staff	Goal Setting/Summative  Gold Standard Rubric	Every teacher will use PBL as a regular practice in their classrooms

All teachers will demonstrate growth in the 8 essential elements of a high quality PBL unit with the support of administrators, BIE national faculty, and instructional leaders.		Teachers		
<b>Goal 10-Professional Learning</b> The Instructional Leadership Team (ILT) will develop a professional development plan aligned with the Early Release Wednesdays or Minimum Days.	Collaboration time with the other Marin alternative schools.	Principal Teachers	Shared ideas implemented in the classroom.	Staff feel supported and invigorated with new lessons and practices to implement.
<b>Goal 11-Professional Learning</b> A minimum of 75% of feedback will reflect a positive rating of the effectiveness of professional development time.	Regular feedback encouraged and staff voice is honored.  Self-care for the staff	Principal	Staff surveys administered at least 3 times each year	Lower stress rates for all staff.  Positive attendance for all staff.

## LEA Goal 3: Community Engagement

Each school site will develop and maintain positive parent, student, and community involvement and engagement to promote and support student success.

### Strengths:

Survey results displayed students feel safe, supported, and successful at Hill.

**Partnerships**

Strong partnerships with community members such as COM, Rotary Clubs / Interact, Career Point PPSC, 10KD, and Pure Edge.

- Creation of the Meditation Room
- Volunteer meditation instructors
- Soroptomist weekly volunteers in the Bridges classroom
- Partnership with COM chef in the culinary class
- Partnership with COM for concurrent enrollment
- Partnership with COM for counseling 101 course taught on Hill site
- Staff workshop with Pure Edge for Brain Breaks
- Mentorships with Lynwood and Rancho
- Kaiser internships
- Surviving the Odds Project (STOP) student participation

**PBL Exhibition Night**

Exhibition Night requires an audience member to support each graduating senior. This requirement has increased parent participation for PBL Exhibition Night.

**Support Services**

BACR counseling services

Community Liaison

Enrichment courses

**Challenges:****Youth Truth**

No parent/guardian data provided.

**Parent Participation**

Low parent/guardian participation

**Trends:****Youth Truth**

Trends will be analyzed in Year 2 (2018-2019)

School Goal	Activity/Action	Responsible to	Measure of Growth	Expected Outcome
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		Implementation		
<b>Goal 12-Community Engagement</b> The school will continue to seek out ways to involve all parents/guardians by soliciting feedback and input into school decisions and increase attendance at school events (i.e.: volunteer hours, attendance at SSC, etc.).	SSC quarterly meetings  Youth Truth Survey for students and parents  Cultural Food Day	SSC Chair  Principal  Teachers  Staff  Leadership Class  Community Liaison	Youth Truth Survey  Cultural Food Day participation	Increased satisfaction rate among students, staff, and parents

## Summary of SPSA Expenditures

	Funding Source	Total Expenditures
Goal 1	Title I District Funded	\$8000 N/A
Goal 2	Title I District Funded	\$7000 N/A
Goal 3	District Funded	N/A
Goal 4	9325 Haas Vocational Grant	\$90,000
Goal 5	ASB	\$1350

Goal 6	ASB	\$1350
Goal 7	District Funded ASB	N/A \$300
Goal 8	District Funded	N/A
Goal 9	District Funded	N/A
Goal 10	9102 Donations	\$200
Goal 11	Title II	\$1200
Goal 12	District Funded	N/A
Total Expenditures		\$108,050