

The Single Plan for Student Achievement

School: Grand Oaks Elementary School
CDS Code: 45-75267-6050579
District: Gateway Unified School District
Principal: Robert Effa
Revision Date: 10/29/2015

The Single Plan for Student Achievement (SPSA) is a plan of actions to raise the academic performance of all students. California Education Code sections 41507, 41572, and 64001 and the federal Elementary and Secondary Education Act (ESEA) require each school to consolidate all school plans for programs funded through the ConApp and ESEA Program Improvement into the SPSA.

For additional information on school programs and how you may become involved locally, please contact the following person:

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The District Governing Board approved this revision of the SPSA on 11/18/2015.

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School and Student Performance Data

CAASPP Results (All Students)

English Language Arts/Literacy

Overall Achievement									
Grade Level	# of Students Enrolled	# of Students Tested	% of Enrolled Students Tested	# of Students With Scores	Mean Scale Score	Standard Exceeded	Standard Met	Standard Nearly Met	Standard Not Met
Grade 3	43	43	100.0	43	2409.6	9	21	47	23
Grade 4	39	39	100.0	39	2397.2	8	13	15	64
Grade 5	38	38	100.0	38	2418.6	0	11	26	63
All Grades	120	120	100.0	120		6	15	30	49

Grade Level	READING			WRITING			LISTENING			RESEARCH/INQUIRY		
	Demonstrating understanding of literary & non-fictional texts			Producing clear and purposeful writing			Demonstrating effective communication skills			Investigating, analyzing, and presenting information		
	Above Standard	At or Near Standard	Below Standard	Above Standard	At or Near Standard	Below Standard	Above Standard	At or Near Standard	Below Standard	Above Standard	At or Near Standard	Below Standard
Grade 3	12	56	33	16	56	28	5	77	19	12	77	12
Grade 4	10	33	56	10	31	59	8	51	41	10	31	41
Grade 5	3	29	68	3	21	76	0	47	53	3	74	24
All Grades	8	40	52	10	37	53	4	59	37	8	61	25

Conclusions based on this data:

1.

School and Student Performance Data

CAASPP Results (All Students)

Mathematics

Overall Achievement									
Grade Level	# of Students Enrolled	# of Students Tested	% of Enrolled Students Tested	# of Students With Scores	Mean Scale Score	Standard Exceeded	Standard Met	Standard Nearly Met	Standard Not Met
Grade 3	43	43	100.0	43	2405.0	2	26	40	33
Grade 4	39	39	100.0	39	2416.6	8	10	28	54
Grade 5	38	38	100.0	38	2433.3	8	11	11	71
All Grades	120	120	100.0	120		6	16	27	52

Grade Level	CONCEPTS & PROCEDURES			PROBLEM SOLVING & MODELING/DATA ANALYSIS			COMMUNICATING REASONING		
	Applying mathematical concepts and procedures			Using appropriate tools and strategies to solve real world and mathematical problems			Demonstrating ability to support mathematical conclusions		
	Above Standard	At or Near Standard	Below Standard	Above Standard	At or Near Standard	Below Standard	Above Standard	At or Near Standard	Below Standard
Grade 3	9	40	51	14	53	33	12	49	40
Grade 4	10	21	69	10	23	67	8	36	56
Grade 5	13	16	71	11	24	66	8	24	68
All Grades	11	26	63	12	34	54	9	37	54

Conclusions based on this data:

1.

Planned Improvements in Student Performance

School Goal #1

The School Site Council has analyzed the academic performance of all student groups and has considered the effectiveness of key elements of the instructional program for students failing to meet academic performance index (API) and adequate yearly progress growth (AYP) targets. As a result, it has adopted the following school goals, related actions, and expenditures to raise the academic performance of students not yet meeting state standards:

SUBJECT: Reading Growth
LEA GOAL:
Reading will improve for all students. Students will demonstrate more than one year's growth as measured by the reading assessment tool. The overall district goal for K-11 reading levels will increase by more than a one-year grade level average, and the number of students reading at or above grade level will increase by 5%. Extended goal: 90% of students in the Gateway Unified School District will read at or above grade level proficiency.
SCHOOL GOAL #1:
Increase the percentage of students that achieve one or more years growth in reading with sufficient accuracy and fluency to support comprehension by 5%.
Refer to page 2 of the Grand Oaks 2014-2015 Action Plan at the end of this document.
Data Used to Form this Goal:
Accelerated Reader scores Read Naturally Live Reading Assesments
Findings from the Analysis of this Data:
Based on the 2014/15 end of year Accelerated Reader reading assesment results 42.5% of our second through fifth grade students showed at least one years growth in reading. Based on the 2014/15 end of year Read Naturally Live reading assesment results 58.8% of our second through fifth grade students showed at least one years growth in reading.
How the School will Evaluate the Progress of this Goal:
Achivement of this goal will occur by increasing the percentage of students with one years growth or higher in the following assesments: Accelerated Reader scores (goal = 47.5%) Read Naturally Live Reading Assesments (goal = 63.8%) NWEA (Northwest Evaluation Assosiation) (no data available as this is the first year of implementation)

Actions to be Taken to Reach This Goal	Timeline	Person(s) Responsible	Proposed Expenditure(s)			
			Description	Type	Funding Source	Amount
<p>Alignment of Instruction with Content Standards: Include California State Standards in daily lesson plans. Analyze student data from assesments and benchmark testing to guide instruction throughout the year. Use California State Standards and learnig strategies to increase student performance Continue Professional Learning Community process for teacher collaboration Purchase reading support programs (Accelerated Reader and Read Naturally Live), Purchase supplemetal reading support materials (SIPPS)</p>	Aug-June	Teachers	Professional Development	0001-0999: Unrestricted: Locally Defined	Title I Part A: Professional Development (PI Schools)	10,000
	Weekly PLC meetings Staff Meetings	Teachers	Supplemental Reading Instruction Materials	4000-4999: Books And Supplies	Lottery: Instructional Materials	5,500
	Daily Aug-June	Teachers		None Specified	None Specified	
	Weekly grade level meetings	Teachers/Admin				

Actions to be Taken to Reach This Goal	Timeline	Person(s) Responsible	Proposed Expenditure(s)			
			Description	Type	Funding Source	Amount
<p>Improvement of Instructional Strategies and Materials: K-5 students will receive direct reading instruction through leveled reading groups. Student/teacher ratio for levels below advanced will be reduced by using all available support staff to provide reading instruction: Literacy Instruction For Everyone (L.I.F.E.) a Response To Intervention model (RTI). 4th-5th grade students will receive standards based instruction through literature circles, reciprocal reading, and book clubs. Implement CELL and EXLL components (independent reading, shared reading, read aloud with varied genre) in grades K-5: best teaching practices. Teach standards through State approved Houghton Mifflin Program Leveled Readers, core literature and other materials. Enroll below proficient students in Tier III ELA intervention</p>	Aug-June	Teachers	Additional Teaching Support	1000-1999: Certificated Personnel Salaries	Title I Part A: Disadvantaged Students	56,500
	Aug-June	Teachers	Supplemental Reading Instruction Materials	4000-4999: Books And Supplies	Title I	500
	Aug-June	Teachers	Paraprofessional Support Staff	2000-2999: Classified Personnel Salaries	Title I Part A: Disadvantaged Students	21,000
	Aug-June	Teachers				
	Aug-June	Teachers				
	Oct-May	Literacy Coach, Teachers				

Actions to be Taken to Reach This Goal	Timeline	Person(s) Responsible	Proposed Expenditure(s)			
			Description	Type	Funding Source	Amount
Description of Specific Actions to Improve Educational Practice Extended Learning Time: Implement student and family support plan for Indian Education students Continue S.A.I.L.S. ASES Program. Continue communication between Title I teachers, specials teachers, S.A.I.L.S. staff, Indian Education, and classroom teachers. Base supplemental reteaching on student assessment results Provide weekly reteaching time in master schedule for each classroom	Sept-May	Indian Education Staff / Principal Director Special Projects/ S.A.I.L.S. Staff / Principal Teachers/Administration Teachers	Indian Ed staffing	2000-2999: Classified Personnel Salaries	District Funded	5,000
	Aug-May		S.A.I.L.S. staffing	2000-2999: Classified Personnel Salaries	After School and Education Safety (ASES)	30,000
	August - May		Specials teaching staff	2000-2999: Classified Personnel Salaries	Title I	15,000
	Sept-May					
	Sept/May	Teachers/Administration				

Actions to be Taken to Reach This Goal	Timeline	Person(s) Responsible	Proposed Expenditure(s)			
			Description	Type	Funding Source	Amount
<p>Increased Educational Opportunity: For English Learners: Provide ELD/SDAIE from qualified classroom teachers through structured immersion classes and English Mainstream programs.</p> <p>For Indian Education K-5th grade Students: provide tutorial and small group instructional support.</p> <p>Provide primary language support for students.</p> <p>For socio-economic groups: Provide interventions including Tier III interventions, and leveled reading groups with smaller student/teacher ratio for core reading instruction for struggling readers utilizing classroom teachers and all available support staff.</p> <p>For Special Needs: Core classroom teachers plan services with Special Ed staff to provide coordinated program for students.</p> <p>Provide weekly opportunities for extracurricular activities for qualifying G.A.T.E. students.</p>	Aug-June	Paraprofessional II Teachers	ELD support staff	2000-2999: Classified Personnel Salaries	Title III Part A: Language Instruction for LEP Students	3,500
	Aug-June	Indian Education Staff	Indian Ed staffing	2000-2999: Classified Personnel Salaries	District Funded	5,000
	Aug-June	Teachers	G.A.T.E. staffing	1000-1999: Certificated Personnel Salaries	Local Categorical	500
	Oct-June	Literacy Coach	G.A.T.E.	4000-4999: Books And Supplies	Local Categorical	500
	Aug-June	Teachers including Special Ed Staff				
	Nov-May	Site G.A.T.E. coordinator				

Actions to be Taken to Reach This Goal	Timeline	Person(s) Responsible	Proposed Expenditure(s)			
			Description	Type	Funding Source	Amount
Staff Development and Professional Collaboration: Literacy Coordinator will provide observations and coaching for best teaching practice components Teachers will participate in weekly, Monday minimum day grade level and whole staff PLC meetings Bi-monthly curriculum staff meetings will focus on standards school-wide. Teachers will participate in District PLC meetings which emphasize teaching to the standards and assesing student performance. All teachers will attend district wide staff developmeeting meeting in August Teachers will work in grade level PLCs on a weekly basis Paraprofessional support staff will attend trainings that refelct the same trainigns the teacehrs received	Sept-June Teachers	Literacy Coordinator/Teachers	Staff Development	5800: Professional/Consulting Services And Operating Expenditures	District Funded	2,500
	Aug-June	Teachers/Administration				
	Sept-May	Teachers/Administration				
	Aug-June	Teachers/Administration				
	August 12, 2015	Teachers/District Administration				
	Aug-June	Teachers/Administration				
	September 8-9, 2015	Teachers Paraprofessional Support Staff				

Actions to be Taken to Reach This Goal	Timeline	Person(s) Responsible	Proposed Expenditure(s)			
			Description	Type	Funding Source	Amount
<p>Description of Specific Actions to Improve Educational Practice Involvement of staff, parents and community (including interpretation of student assessment results to parents):</p> <p>Parents will have the opportunity to participate in:</p> <p>Back to School Night and Open House</p> <p>Parent Education Night for Reading</p> <p>Parents will be notified of student's academic progress through Aeries in 4th and 5th grades, conferences, progress reports</p> <p>School community will participate in Reading is Fundamental Program</p> <p>Parents are informed of academic progress through school and classroom newsletters and Aeries</p> <p>Frequent parent notification through the all call phone system</p>	<p>September</p> <p>Spring</p> <p>Aug-June</p> <p>Sept-May</p> <p>Aug-June</p> <p>Aug-June</p>	<p>Administrator/Teachers</p> <p>Teachers</p> <p>Office staff, Teachers</p> <p>Teachers/Support Staff</p> <p>Teachers/Administration</p> <p>Office Staff/ Administration</p>				
<p>Auxiliary services for students and parents (including transition from preschool, elementary and middle school)</p> <p>Teachers will implement a preschool to primary school transition plan</p> <p>Referrals will be made to outside agencies for counseling support, CPS, other social agencies</p>	<p>Sept-June</p> <p>Aug-June</p>	<p>Teachers</p> <p>Teachers/Counselor / Phsychologist/ Administration</p>	<p>Parent Communication</p>	<p>5900: Communications</p>	<p>Title I Part A: Parent Involvement</p>	<p>1,000</p>

Actions to be Taken to Reach This Goal	Timeline	Person(s) Responsible	Proposed Expenditure(s)			
			Description	Type	Funding Source	Amount
Monitoring program implementation and results: NWEA Benchmark assessments will be used to determine academic progress 2nd-5th will use Accelerated Reader and Reead Naturally Live assessment	Aug-June	Literacy Coach/Teachers	Literacy Coach Staffing	1000-1999: Certificated Personnel Salaries	Title I Part A: Disadvantaged Students	2,000
	Aug-June	Literacy Coach/Teachers	Accelerated Reader	4000-4999: Books And Supplies	Local Categorical	1,200
	Aug-June	Teachers/Library Tech	Read Naturally Live	4000-4999: Books And Supplies	Title I Part A: Disadvantaged Students	2,600

Planned Improvements in Student Performance

School Goal #2

The School Site Council has analyzed the academic performance of all student groups and has considered the effectiveness of key elements of the instructional program for students failing to meet academic performance index (API) and adequate yearly progress growth (AYP) targets. As a result, it has adopted the following school goals, related actions, and expenditures to raise the academic performance of students not yet meeting state standards:

SUBJECT: Reading Proficiency**LEA GOAL:**

Reading will improve for all students. Students will demonstrate more than one year's growth as measured by the reading assessment tool. The overall district goal for K-11 reading levels will increase by more than a one-year grade level average, and the number of students reading at or above grade level will increase by 5%. Extended goal: 90% of students in the Gateway Unified School District will read at or above grade level proficiency.

SCHOOL GOAL #2:

Increase the percentage of students reading at or above grade level with sufficient accuracy and fluency to support comprehension by 5%.

Refer to page 1 of the Grand Oaks 2015-2016 Action Plan at the end of this document.

Data Used to Form this Goal:

Rigby PM benchmark
Accelerated Reader Assessment
Read Naturally Live Assessment
CAASPP ELA Scores

Findings from the Analysis of this Data:

Based on the Rigby PM benchmark scores 83% of Grand Oaks students were reading at or above grade level.
Based on the Accelerated Reader scores 27% of Grand Oaks students were reading at or above grade level.
Based on the Read Naturally Live scores 28% of Grand Oaks students were reading at or above grade level.
Based on the CAASPP scores 21% of Grand Oaks students met or exceeded grade level state standards.

How the School will Evaluate the Progress of this Goal:

NWEA (Northwest Evaluation Association) - No data was collected last year. 2015/16 will be the first year of implementation
Rigby PM benchmarks reviewed every trimester - End of year goal = 88%
Accelerated Reader data reviewed every trimester - End of year goal = 32%
Read Naturally Live data reviewed every trimester - End of year goal = 33%
CAASPP - End of year goal - 26%

Actions to be Taken to Reach This Goal	Timeline	Person(s) Responsible	Proposed Expenditure(s)			
			Description	Type	Funding Source	Amount
Description of Specific Actions to Improve Educational Practice Alignment of instruction with content standards: Include California State standards in daily lesson plans Analyze student data from CASPP assessments and Benchmark tests to guide instruction throughout the year Use California State Standards for guided instruction Continue Professional Learning Community process for teacher collaboration Purchase reading support programs (Accelerated Reader and Read Naturally Live), Purchase supplemental reading support materials (SIPPS)	Aug-June Fall Staff Meetings Weekly grade level PLC meetings August - June	Teachers Teachers/Administration Teachers				

Actions to be Taken to Reach This Goal	Timeline	Person(s) Responsible	Proposed Expenditure(s)			
			Description	Type	Funding Source	Amount
<p>Improvement of Instructional Strategies and Material: K-5 students will receive direct reading instruction through leveled reading groups. Student/teacher ratio for levels below advanced will be reduced by using all available support staff to provide reading instruction: Literacy Instruction For Everyone (L.I.F.E.) a Response To Intervention model (RtI). 4th-5th grade students will receive standards based instruction through literature circles, reciprocal reading, book clubs, and SRA program. Implement CELL and EXLL components (independent reading, shared reading, read aloud with varied genre) in grades K-5: best teaching practices. Teach standards through State approved Houghton Mifflin Program Leveled Readers, core literature and other materials. Enroll below proficient students in Tier III ELA intervention</p>	Aug-June	Teachers	Additional Teaching Support	1000-1999: Certificated Personnel Salaries	Title I Part A: Disadvantaged Students	56,500
	Aug-June	Teachers	Supplemental Reading Instruction Materials	4000-4999: Books And Supplies	Common Core	500
	Aug-June	Teachers	Paraprofessional Support Staff	2000-2999: Classified Personnel Salaries	Title I Part A: Disadvantaged Students	21,000
	Aug-June	Teachers				
	Aug-June	Teachers				
	Oct-May	Teachers				

Actions to be Taken to Reach This Goal	Timeline	Person(s) Responsible	Proposed Expenditure(s)			
			Description	Type	Funding Source	Amount
<p>Extended Learning Time: Implement student and family support plan for Indian Education students Continue S.A.I.L.S. ASES Program. Continue communication between Title I teachers, specials teaching staff, S.A.I.L.S. staff, Indian Education, and classroom teachers. Base supplemental teaching and reteaching on student assessment results</p> <p>Provide weekly opportunities for extracurricular activities for qualifying G.A.T.E. students.</p>	Sept-May	Indian Education Staff / Principal Director Special Projects/ S.A.I.L.S./Teachers Teachers/Support Staff	Indian Ed staffing	2000-2999: Classified Personnel Salaries	District Funded	2,000
	August - May		S.A.I.L.S. Coordinator Staffing	2000-2999: Classified Personnel Salaries	After School and Education Safety (ASES)	2,000
	Sept-May		G.A.T.E. Staffing	1000-1999: Certificated Personnel Salaries	Local Categorical	1,000
	Sept-May	G.A.T.E. Site Coordinator		None Specified	None Specified	
	Oct-May					

Actions to be Taken to Reach This Goal	Timeline	Person(s) Responsible	Proposed Expenditure(s)			
			Description	Type	Funding Source	Amount
<p>Description of Specific Actions to Improve Educational Practice</p> <p>Increased Educational Opportunity: For English Learners: Provide ELD/SDAIE for qualified classroom teachers through structured immersion classes and English Mainstream programs.</p> <p>For Indian Education K-5 Students: provide tutorial and small group instructional support.</p> <p>Provide primary language support for students</p> <p>For socio-economic groups: Provide interventions including Breakfast/Lunch Program, Counseling Services, and supplemental services through Title I Resource Teachers and classroom teachers.</p> <p>For special needs: Core classroom teachers plan services with Special Ed staff to provide coordinated program for students.</p> <p>Staff development and professional collaboration opportunities will be provided through the PLC process to improve instructional strategies</p>	Aug-June	Teachers	ELD support staff	2000-2999: Classified Personnel Salaries	Title III Part A: Language Instruction for LEP Students	2,000
	Aug-June	Paraprofessional II	Indian Ed staffing	2000-2999: Classified Personnel Salaries	District Funded	3,000
	Aug-June	Indian Ed Staff	Counselor	1000-1999: Certificated Personnel Salaries	District Funded	30,000
	Aug-June	ELD Support Staff	School Phychologist	1000-1999: Certificated Personnel Salaries	District Funded	10,000
	Aug-June	Title I Teachers, Counselor, Phsychologist	Special Ed support staff	2000-2999: Classified Personnel Salaries	District Funded	10,000
	Aug.-May	Teachers including Special Ed Staff		None Specified	None Specified	
	Aug-June	Administration / Teachers				

Actions to be Taken to Reach This Goal	Timeline	Person(s) Responsible	Proposed Expenditure(s)			
			Description	Type	Funding Source	Amount
<p>Involvement of staff, parents and community (including interpretation of student assessment results to parents):</p> <p>Parents will have the opportunity to participate in:</p> <p>Back to School Night & Open House</p> <p>Parents will be notified of student's academic progress through CAASPP report, conferences, progress reports and AERIES</p> <p>Parents are informed of academic programs through school and classroom newsletters</p> <p>Auxiliary services for students and parents (including transition from preschool, elementary and middle school):</p> <p>Frequent parent notification through the all call phone system and monthly newsletter</p>	<p>Sept, Spring, May</p> <p>Aug-June</p> <p>Aug-June</p> <p>Aug-June</p>	<p>Teachers</p> <p>Teachers</p> <p>Teachers</p> <p>Teachers/Administrator</p>	Newsletter Supplies	4000-4999: Books And Supplies	None Specified	500
<p>Description of Specific Actions to Improve Educational Practice</p> <p>Teachers will implement a preschool to primary school transition plan described in plan</p> <p>Referrals will be made to outside agencies for counseling support, CPS, other social agencies</p>	<p>Sept-June</p> <p>Aug-June</p>	<p>Teachers</p> <p>Teachers/Counselor / Phychologist/ Administration</p>				

Actions to be Taken to Reach This Goal	Timeline	Person(s) Responsible	Proposed Expenditure(s)			
			Description	Type	Funding Source	Amount
Description of Specific Actions to Improve Educational Practice Monitoring program implementation and results: Use of Houghton Mifflin assessments every 5-10 lessons Trimester Benchmark assessments will be used to determine academic progress K-1 will use RIGBY Running Records, BPST and NWEA; Records with comprehension test 2nd-5th will use Accelerated Reader, NWEA, and Read Naturally Live	Sept-June	Teachers	Literacy Coach Staffing	1000-1999: Certificated Personnel Salaries	Title I Part A: Disadvantaged Students	2,000
	Aug-June	Literacy Coach/Teachers	Accelerated Reader	4000-4999: Books And Supplies	Local Categorical	1,200
	Aug-June	Literacy Coach/Teachers				
	Aug-June	Teachers/Library Tech				

Planned Improvements in Student Performance

School Goal #3

The School Site Council has analyzed the academic performance of all student groups and has considered the effectiveness of key elements of the instructional program for students failing to meet academic performance index (API) and adequate yearly progress growth (AYP) targets. As a result, it has adopted the following school goals, related actions, and expenditures to raise the academic performance of students not yet meeting state standards:

SUBJECT: Math Proficiency
LEA GOAL:
Math proficiency will improve for all students. The number of students meeting or exceeding grade level math standards will increase by 5%.
SCHOOL GOAL #3:
Increase the number of students demonstrating math proficiency by 5% based on the California State Standards
Data Used to Form this Goal:
CAASPP assessment scores
Findings from the Analysis of this Data:
Based on the 2014/15 CAASPP results 22% of 3rd through 5th grade students at Grand Oaks met or exceeded state standards in Math.
How the School will Evaluate the Progress of this Goal:
CAASPP end of year goal = 27%

Actions to be Taken to Reach This Goal	Timeline	Person(s) Responsible	Proposed Expenditure(s)			
			Description	Type	Funding Source	Amount
<p>Description of Specific Actions to Improve Educational Practice</p> <p>Alignment of Instruction with California State Math Standards: Implement Eureka Math as the adopted curriculum for K-5th grade. Include math standards in daily lesson plans</p> <p>Analyze student data from CAASPP assessments and Benchmark tests to guide instruction throughout the year</p> <p>Continue Professional Learning Community process for teacher collaboration</p>	<p>Aug-June</p> <p>Daily</p> <p>Weekly Staff Meetings/ Grade Level meetings</p> <p>Assesments given 2-3 times throughout the year</p> <p>Grade Level Meetings/</p>	<p>Teachers/Admin/Di r of Ed Services</p> <p>Teachers</p> <p>Teachers</p> <p>Teachers/Admin/Di r of Ed Services</p>				
<p>Improvement of Instructional Strategies and Material:</p> <p>Use staff meetings and grade level meetings to share implementation of math curriuculum.</p> <p>Use curriculum staff meetings to share effective strategies on standards shared by various grade levels</p> <p>Develop common assesments and develop reteaching strategies to support students with standard proficiency.</p>	<p>Aug-June</p> <p>Aug-June</p> <p>Aug-June</p> <p>Aug-June</p>	<p>Teachers/Administr ation</p> <p>Teachers/Administr ation</p> <p>Teachers/Literacy Coach</p> <p>Teachers/Literacy Coach</p>		None Specified	None Specified	

Actions to be Taken to Reach This Goal	Timeline	Person(s) Responsible	Proposed Expenditure(s)			
			Description	Type	Funding Source	Amount
Extended Learning Time: For Indian Education K-5 Students: provide tutorial and small group instructional support. Continue S.A.I.L.S. ASES Program. Continue communication between After-School Intervention Tutoring staff, S.A.I.L.S. staff, Indian Education, and classroom teachers. Base supplemental teaching on student assessment results and Kindergarten-5th grade California State Standards. Provide weekly reteaching time in master schedule for each classroom	Sept-May	Indian Education Staff / Principal	Indian Ed staffing	2000-2999: Classified Personnel Salaries	District Funded	5,000
	Aug-May	Director Special Projects/ S.A.I.L.S. Staff / Principal	S.A.I.L.S. staffing	2000-2999: Classified Personnel Salaries	After School and Education Safety (ASES)	20,000
	August - May	Staff / Principal	Specials teaching staff	2000-2999: Classified Personnel Salaries	Title I	10,000
	Sept-May	Teachers				
	Sept/May	Teachers/Administration				

Actions to be Taken to Reach This Goal	Timeline	Person(s) Responsible	Proposed Expenditure(s)			
			Description	Type	Funding Source	Amount
<p>Increased Educational Opportunity: For English Learners: Provide ELD/SDAIE from qualified classroom teachers through structured immersion classes and English Mainstream programs. For Indian Education K-5 Students: provide tutorial and small group instructional support. Provide primary language support for students For socio-economic groups: Provide interventions including Breakfast/Lunch Program, Counseling Services, supplemental services through Title I Resource Teachers, classroom teachers and paraprofessional support staff. For Special Needs: Core classroom teachers plan services with Special Ed staff to provide coordinated program for students Provide weekly opportunities for extracurricular activities for qualifying G.A.T.E. students</p>	Aug-June	Paraprofessional II Teachers	ELD support staff	2000-2999: Classified Personnel Salaries	Title III Part A: Language Instruction for LEP Students	3,000
	Aug-June	Indian Education Staff	Indian Ed staffing	2000-2999: Classified Personnel Salaries	District Funded	5,000
	Aug-June	Teachers	G.A.T.E. Staffing	1000-1999: Certificated Personnel Salaries	Local Categorical	500
	Aug-June	Teachers including Special Ed Staff				
	Nov-May	Site G.A.T.E. coordinator				

Actions to be Taken to Reach This Goal	Timeline	Person(s) Responsible	Proposed Expenditure(s)			
			Description	Type	Funding Source	Amount
<p>Description of Specific Actions to Improve Educational Practice</p> <p>Staff Development and Professional Collaboration:</p> <p>Teachers will participate in Monday Minimum Day Grade Level and whole staff PLC meetings</p> <p>Bi-monthly curriculum staff meetings will focus on standards school-wide.</p> <p>Teachers will participate in District PLC meetings which emphasize writing standards</p> <p>Teachers will work in grade level PLCs on a weekly basis</p>	<p>Sept-June</p> <p>Teachers</p> <p>Aug-June</p> <p>Sept-May</p> <p>Aug-June</p> <p>Aug-June</p>	<p>Literacy Coordinator/Teachers</p> <p>Teachers/Administration</p> <p>Teachers/Administration</p> <p>Teachers/District Administration Teachers</p>				
<p>Involvement of Staff, parents and community (including interpretation of student assessment results to parents)</p> <p>Parents will have the opportunity to participate in:</p> <p>Back to School Night & Open House</p> <p>Parents will be notified of student's academic progress through CAASPP report, conferences, progress reports</p> <p>Parents are informed of academic programs through school and classroom newsletters and Aeries</p> <p>Frequent parent notification through the all call phone system</p>	<p>September</p> <p>Aug-June</p> <p>Aug-June</p> <p>Aug-June</p>	<p>Administrator/Teachers</p> <p>Office staff, Teachers</p> <p>Teachers/Administration</p> <p>Office Staff/ Administration</p>				

Actions to be Taken to Reach This Goal	Timeline	Person(s) Responsible	Proposed Expenditure(s)			
			Description	Type	Funding Source	Amount
<p>Auxiliary services for students and parents: (including transition from preschool, elementary and middle school)</p> <p>Teachers will implement a preschool to primary school transition plan as described in plan.</p> <p>Referrals will be made to outside agencies for counseling support, CPS, other social agencies</p>	<p>Sept-June</p> <p>Aug-June</p>	<p>Teachers</p> <p>Teachers/Counselor / Phsychologist/ Administration</p>				
<p>Monitoring Program Implementation and Results</p> <p>Analyze student data from CAASPP assessments and Benchmark tests to guide instruction throughout the year.</p> <p>The PLC process will be used to monitor student progress and program effectiveness.</p>	<p>Assements given 2-3 times throughout the year</p> <p>October, January & May</p> <p>Aug-June</p>	<p>Teachers</p> <p>Teachers</p> <p>Teachers</p>				

Planned Improvements in Student Performance

School Goal #4

The School Site Council has analyzed the academic performance of all student groups and has considered the effectiveness of key elements of the instructional program for students failing to meet academic performance index (API) and adequate yearly progress growth (AYP) targets. As a result, it has adopted the following school goals, related actions, and expenditures to raise the academic performance of students not yet meeting state standards:

SUBJECT: Attendance
LEA GOAL:
Attendance will increase throughout the district. The overall district goal is to increase attendance rates to 96%
SCHOOL GOAL #4:
By the end of the 2015-16 school year, Grand Oaks attendance will increase by one half of one percentage point when compared with the 2014-15 school year.
Refer to page 6 of the Grand Oaks Safe School Action Plan for 2015 - 2016
Data Used to Form this Goal:
Aeries data A2A data
Findings from the Analysis of this Data:
The 2014-15 attendance rate at Grand Oaks was 95.5%. The goal for 2015-16 is to increase it to 96.0%
How the School will Evaluate the Progress of this Goal:
Aereis data A2A data

Actions to be Taken to Reach This Goal	Timeline	Person(s) Responsible	Proposed Expenditure(s)			
			Description	Type	Funding Source	Amount
<p>1.0 Staff will communicate regarding attendance issues.</p> <p>a. The principal and school registrar will meet regularly to discuss excessive and truant absent and tardy issues.</p> <p>b. Teachers will be notified of students with three or more consecutive absences as well as students that reach five and ten tardies in the school year.</p> <p>c. Letters will be sent to students with excessive excused and unexcused absences using the A2A program</p>	Aug-June	Principal, School registrar, Teachers	Attendance Service	5800: Professional/Consulti ng Services And Operating Expenditures	District Funded	2000.00
<p>2.0 Parents will be contacted by Grand Oaks staff when students are absent from school for an excessive amount of time.</p> <p>a. The principal or designee will make a phone call to parents of students receiving a second excessive absence or truancy letter.</p> <p>b. The student's teacher will make a phone call to the parent on the third consecutive day of a student's unexcused absence. The teacher will be notified by the school registrar when this occurs.</p> <p>c. The student's teacher will make a phone call to the parent after the student receives five and ten tardies. The teacher will be notified by the school registrar when this occurs.</p>						

Actions to be Taken to Reach This Goal	Timeline	Person(s) Responsible	Proposed Expenditure(s)			
			Description	Type	Funding Source	Amount
3.0 Good attendance will be recognized and rewarded. a. Students will receive a monthly perfect attendance certificate for zero absences and zero tardies. b. Students will receive a year end perfect attendance award for zero absences and zero tardies.			Awards	0001-0999: Unrestricted: Locally Defined	Donations	500.00
4.0 The school will supply each family with a refrigerator magnet with information to call the school on days students are absent to help minimize unexcused absences.				None Specified	Title I Part A: Parent Involvement	150.00

Planned Improvements in Student Performance

School Goal #5

The School Site Council has analyzed the academic performance of all student groups and has considered the effectiveness of key elements of the instructional program for students failing to meet academic performance index (API) and adequate yearly progress growth (AYP) targets. As a result, it has adopted the following school goals, related actions, and expenditures to raise the academic performance of students not yet meeting state standards:

SUBJECT: School Culture
LEA GOAL:
Gateway Unified School District students/staff will learn and work in a safe, supportive and caring environment.
SCHOOL GOAL #5:
Grand Oaks will develop and implement a Positive Behavior Intervention Support plan that will reduce student behavior issues and decrease classroom disruptions. By the end of the 2015-16 school year discipline referrals will decrease by 15% from the prior year. Suspensions will decrease by 15%.
Refer to page 8 of the Grand Oaks Safe School Action Plan for 2015 - 2016
Data Used to Form this Goal:
Aeries discipline data
Findings from the Analysis of this Data:
Grand Oaks had 461 discipline entries in Aeries. The goal for 2015/16 is to get the behavior entries down to 392. Grand Oaks had 37 suspensions in 2014/15. The goal for 2015/16 is to decrease suspensions to 32 or fewer.
How the School will Evaluate the Progress of this Goal:
Measure the number of discipline entries in Aeries

Actions to be Taken to Reach This Goal	Timeline	Person(s) Responsible	Proposed Expenditure(s)			
			Description	Type	Funding Source	Amount
<p>1.0 Staff will research and initiate a plan that can be implemented universally throughout the school.</p> <p>a. A committee will meet monthly to develop and help implement the plan.</p> <p>b. A review of a variety of positive intervention strategies will be completed.</p> <p>c. Staff will be presented with information regarding the PBIS strategies.</p> <p>d. Staff will collaborate regarding the information presented.</p>	July-June	Principal Teachers Paraprofessionals	Professional Development	0000: Unrestricted	Title I	3,500
<p>2.0 Staff will revise and initiate a character development program that can be implemented universally throughout the school.</p> <p>a. Staff will universally present character trait education at Grand Oaks.</p> <p>b. Staff will receive training and collaboration time to implement the program.</p> <p>c. Students will be recognized for positive behavior</p>	Aug-June	Principal Teachers Paraprofessionals	Awards	0000: Unrestricted	Donations	200.00
<p>3.0 Staff will review discipline data.</p> <p>a. Teachers and support staff will review discipline data regularly at PBIS meetings.</p>	Aug-June	Principal Teachers Paraprofessionals				
<p>4.0 Staff will look at resources to provide additional paraprofessional support to help with student disciplinary support.</p>				2000-2999: Classified Personnel Salaries	LCFF - Supplemental	20,000

Centralized Services for Planned Improvements in Student Performance

The following actions and related expenditures support this site program goal and will be performed as a centralized service. Note: the total amount for each categorical program in this section must be aligned with the Consolidated Application.

Centralized Service Goal #1

SUBJECT: Centralized Services for Planned Improvements in Student Performance in English Language Arts

SCHOOL GOAL #1:

Reading will improve for all students. The percentage of students reading at or above grade level in grades K-11 will increase by 5% as measured on the reading assessment tool MAP. Students reading below grade level in grades K-11 will demonstrate more than one year's growth as measured by the MAP assessment. The overall district goal for meeting or exceeding standards on the CAASPP ELA/Literacy assessment will increase by 5%.

Actions to be Taken to Reach This Goal	Timeline	Person(s) Responsible	Proposed Expenditure(s)			
			Description	Type	Funding Source	Amount
PLCs will: <ul style="list-style-type: none"> Choose the Essential Reading Standards Vertically align the Essential Reading Standards K-12 Develop a curriculum map Develop/select common formative assessments for the Essential Reading Standards Evaluate data to analyze the effectiveness of teaching the Essential Reading Standards Each School Site will develop an Intervention Team to develop a plan to be implemented by Fall 2016	<ul style="list-style-type: none"> Jan. 2016 Mar. 2016 May 2016 Ongoing Evaluate MAP data, Nov., Feb., May Fall 2016 	PLCs, Site Administration, District IS Dept.	Provide PLCs time to plan together (hire substitutes)	1000-1999: Certificated Personnel Salaries	LCFF - Supplemental	10,000

Centralized Services for Planned Improvements in Student Performance

Centralized Service Goal #2

SUBJECT: Centralized Services for Planned Improvements in Student Performance in Mathematics

SCHOOL GOAL #2:

Math proficiency will improve for all students. The percentage of students scoring High Average and High in grades K-11 on the MAP Mathematics assessment will increase by 5%. The overall district goal for meeting or exceeding standards on the CAASPP Mathematics assessment will increase by 5%.

Actions to be Taken to Reach This Goal	Timeline	Person(s) Responsible	Proposed Expenditure(s)			
			Description	Type	Funding Source	Amount
PLCs will: <ul style="list-style-type: none"> Choose the Essential Math Standards Vertically align the Essential Math Standards K-12 Develop a curriculum map Develop/select common formative assessments for the Essential Math Standards Evaluate data to analyze the effectiveness of teaching the Essential Math Standards Each School Site will develop an Intervention Team to develop a plan to be implemented by Fall 2016	<ul style="list-style-type: none"> Mar. 2016 Apr. 2016 May 2016 Ongoing Evaluate MAP data, Feb., May, Fall 2016 	PLCs, Site Administration, District IS Dept.	Provide PLCs time to plan together (hire substitutes)	1000-1999: Certificated Personnel Salaries	LCFF - Supplemental	10,000

Programs Included in this Plan

- ☒ This site operates a SWP and consolidates all applicable funds as part of operating a SWP. The LEA Plan (LCAP & Dept. Actions Plans) is district-wide with allocation of funds targeting programs and projects for all sites.

State Programs	District Allocation	Consolidated in the LEA Plan
<input checked="" type="checkbox"/> Local Control Funding Formula (LCFF) – Base Grant Purpose: To provide flexibility in the use of state and local funds by LEAs and schools	\$12,517,580	<input checked="" type="checkbox"/>
<input checked="" type="checkbox"/> LCFF – Supplemental Grant Purpose: To provide a supplemental grant equal to 20 percent of the adjusted LCFF base grant for targeted disadvantaged students <input checked="" type="checkbox"/> LCFF – Concentration Grant Purpose: To provide an additional concentration grant equal to 50 percent of the adjusted LCFF base grant for targeted students exceeding 55 percent of an LEA's enrollment	\$1,725,049	<input checked="" type="checkbox"/>
Federal Programs	District Central Office Allocation	Consolidated in the LEA Plan
<input checked="" type="checkbox"/> Title I, Part A: Allocation Purpose: To improve basic programs operated by local educational agencies (LEAs)	\$316,472	<input checked="" type="checkbox"/>
<input checked="" type="checkbox"/> Title I, Part A: Parental Involvement (if applicable under Section 1118[a][3][c] of the Elementary and Secondary Education Act) Purpose: Ensure that parents have information they need to make well-informed choices for their children, more effectively share responsibility with their children's schools, and help schools develop effective and successful academic programs (this is a reservation from the total Title I, Part A allocation).	\$15,573	<input checked="" type="checkbox"/>
<input checked="" type="checkbox"/> For Program Improvement Schools only: Title I, Part A Program Improvement (PI) Professional Development (10 percent minimum reservation from the Title I, Part A reservation for schools in PI Year 1 and 2)	\$155,726	<input checked="" type="checkbox"/>
<input checked="" type="checkbox"/> Title II, Part A: Improving Teacher Quality Purpose: Improve and increase the number of highly qualified teachers and principals	\$246,056	<input checked="" type="checkbox"/>
State Programs	Site Allocation	Consolidated in the SWP
<input checked="" type="checkbox"/> Restricted Lottery Funds	\$8,486	<input checked="" type="checkbox"/>

<input checked="" type="checkbox"/> Unrestricted Lottery Funds	\$7,110	<input checked="" type="checkbox"/>
Total amount of state categorical funds allocated to this school	\$15,596	
Federal Programs	Allocation	Consolidated in the SWP
<input checked="" type="checkbox"/> Title I, Part A: Allocation Purpose: To improve basic programs operated by local educational agencies (LEAs)	\$250,128	<input checked="" type="checkbox"/>
Total amount of federal categorical funds allocated to this school	\$250,128	
Total amount of state and federal categorical funds allocated to this school	\$265,724	

Note: Other Title I-supported activities that are not shown on this page may be included in the SPSA Action Plan.

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:

Name of Members	Principal	Classroom Teacher	Other School Staff	Parent or Community Member	Secondary Students
Robert Effa	X				
Paula Bibb		X			
Karen Butler		X			
Anna Murch			X		
Lea McNames				X	
Jay Meltzer				X	
Denise Michael				X	
Kellie Carpenter				X	
Numbers of members of each category:	1	3	1	4	0

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 Expenditure(s) to the district governing board for approval and assures the board of the following:

1. The SSC is correctly constituted and was formed in accordance with district governing board policy and state law.
2. The SSC reviewed its responsibilities under state law and district governing board policies, including those board policies relating to material changes in the Single Plan for Student Achievement (SPSA) requiring board approval.
3. The SSC sought and considered all recommendations from the following groups or committees before adopting this plan (Check those that apply):

State Compensatory Education Advisory Committee

Signature

X English Learner Advisory Committee

Signature

X Special Education Advisory Committee

Signature

X Gifted and Talented Education Program Advisory Committee

Signature

X District/School Liaison Team for schools in Program Improvement

Signature

Compensatory Education Advisory Committee

Signature

Departmental Advisory Committee (secondary)

Signature

X Other committees established by the school or district (list):

District Advisory Council

Signature

4. 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.
5. 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.
6. This SPSA was adopted by the SSC at a public meeting on September 18, 2014.

Attested:

Robert Effa

Typed Name of School Principal

Signature of School Principal

Date

Lea McNames

Typed Name of SSC Chairperson

Signature of SSC Chairperson

Date

Action Plan 2015-16

District Department: Grand Oaks Elementary School

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Goal #1: Gateway Unified School District will work in partnership with parents and the community to assure that all students meet or exceed state standards. Developing and sustaining high performing schools for all PreK-12 students to graduate career and college ready without remediation.

Current Status:

SMART Goals	Action	Timeline	Staff	Data Sources	Benchmark	Resources	Status
Increase the percentage of students reading at or above grade level with sufficient accuracy and fluency to support comprehension by 5%	Site leadership team will meet throughout the year to investigate strategies to implement the program school wide	Monthly	Site leadership team	NWEA, Accelerated Reader, Benchmarks, RIGBY, Progress Monitoring sheets	Spring 2015 A/R Schoolwide= 27% 15/16 Goal = 32% Grades: 2 nd = 27.3% 3 rd = 37.2% 4 th = 20.5% 5 th = 22.2%	Collaboration time, Staff Development: Title 1 funding, Lottery	
<i>*Goal # 2 on Single Plan for Student Achievement</i>	PLC teams will collaborate on a weekly basis to evaluate student progress and strategize teaching techniques	Weekly PLC Grade level meetings, Bi-weekly full staff collaboration, District wide grade level PLC meetings 1-2 times monthly, Monthly Paraprofessional meetings	All teaching staff, Instructional support staff	Benchmark data, NWEA, Rigby, Uniform grade level formative assessments, Progress Monitoring sheets	2015 Spring Rigby results: Schoolwide = 83% 15/16 Goal = 88% By Grade: K=91.6% 1 st = 54.4% 2 nd = 93.3% 3 rd = 90.7% 4 th = 79.5% 5 th = 97.1%	Collaboration time, Benchmarks, Additional assessment curriculum, Staff Development: Title 1 funding, UR Lottery	
	Teaching staff will participate in walkthroughs of other teachers to improve teaching techniques	Throughout the year	All teaching staff	Walkthrough sheets	Personal self-evaluation	Substitute teaching time: Title 1 funding	
	Continue Read Naturally as reading fluency curriculum: Use in L.I.F.E: 1 st enrichment, 2 nd -5 th Intensive & Target	Throughout the year	Trained PARAs, Title 1 Teachers	NWEA, AIMS Web, Rigby, Uniform grade level formative assessments	Spring '15 Aims Web OR=31.2% K = 45.8%LNF 1 st =32.5% 2 nd =27.3% 3 rd =35.7% 4 th = 27.5% 5 th =33.3%	Staff Development: Title 1, Restricted Lottery	Read Naturally Live purchased for 15/16 (120 Licenses)
	Staff Development	Throughout the year	All staff	SCOE and additional PD resources	Read Naturally 2015 = 28.4% 2 nd =0% 3 rd =67.9% 4 th = 14.8%	Title 1 funding	

					5 th =28.6%		
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Action Plan 2015-16

District Department: Grand Oaks Elementary School

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Goal #1: Gateway Unified School District will work in partnership with parents and the community to assure that all students meet or exceed state standards. Developing and sustaining high performing schools for all PreK-12 students to graduate career and college ready without remediation.

Current Status:

SMART Goals	Action	Timeline	Staff	Data Sources	Benchmark	Resources	Status
Increase the percentage of students that achieve one or more year's growth in reading with sufficient accuracy and fluency to support comprehension by 5%.	Leadership team will meet throughout the year to investigate strategies to implement the program school wide	Monthly	Leadership team	Benchmarks, RIGBY, NWEA, Progress Monitoring sheets	Spring 2015 AR 2-5 th grade assessment= 42.5% schoolwide, '16 Goal = 47.5%	Collaboration time, Staff Development: Title 1 funding	
<i>*Goal # 1 on Single Plan for Student Achievement</i>	PLC teams will collaborate on a regular basis to evaluate student progress and strategize teaching techniques	Weekly PLC grade level meetings, Bi-weekly full staff collaboration, District grade level PLC meetings 1-2 times monthly, Monthly Para meetings	All teaching staff, Instructional support staff	Rigby, NWEA, Uniform grade level formative assessments, Progress Monitoring sheets	2015 Spring AR: 2 nd = 44.2% (-1.8) 3 rd = 59% (33) 4 th = 40.5% (4.5) 5 th = 23.5% (-17.5) '15 Read Naturally: 2 nd = 46.2% 3 rd = 92.9% 4 th = 32.0% 5 th = 61.1%	Collaboration time, RIGBY, Aims Web Read Naturally Live, Staff Development: Title 1, Lottery	
	Teaching staff will observe and participate in walkthroughs of other teachers to help improve teaching reading techniques	Throughout the year	All teaching staff	Walkthrough sheets	Personal self-evaluation	Substitute teaching time: Title 1 funds	
Increase the number of students performing at the proficient and advanced levels in math by 5% based on the California State Standards	Site grade level teams will meet weekly, district teams 1-2 times/month to assess student growth, Leadership team will meet throughout the year to investigate the implementation of the program school wide	Preassessment: Fall or winter 2015, Final assessment: May	PLC teams: Site grade level, District grade level,	NWEA Assessment Data, CAASPP scores	NWEA=TBD CAASPP: 2015 = 22% proficiency 2016 Goal = 27%	NWEA, Assessment team additional work hours Collaboration time,	
<i>*Goal # 3 on Single Plan for Student Achievement</i>	Teaching staff will collaborate on a regular basis to evaluate student progress and strategize teaching math techniques	Weekly PLC Grade level meetings, District wide grade level PLC meetings 1-2 times monthly,	All teaching staff, NWEA Assessment team	NWEA Assessment Data, CAASPP scores	NWEA=TBD CAASPP: 2015 = 22% proficiency 2016 Goal =27%	Assessment team, Collaboration time	
	Develop common assessments and develop reteaching strategies	Throughout the year	All teaching staff	NWEA Assessment	NWEA=TBD CAASPP:	Professional Development,	

	to support students with standard proficiency			Data	2015 = 22% 2016 Goal =27%	Collaboration Time	
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Action Plan 2015-16

District Department: Grand Oaks Elementary School

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Goal #1: Gateway Unified School District will work in partnership with parents and the community to assure that all students meet or exceed state standards. Developing and sustaining high performing schools for all PreK-12 students to graduate career and college ready without remediation.

Current Status:

SMART Goals	Action	Timeline	Staff	Data Sources	Benchmark	Resources	Status
Use the Professional Learning Community Model in assessment of students and teaching techniques	Establish a calendar that provides PLC time in the schedule. Establish a calendar for formal assessment review as a PLC team	Grade level/week 1-2 district grade level PLC/month, LIFE: Title 1 month, PARAs trimester	All teaching staff	Master Schedule, Progress Monitoring	Uniform assessments developed by PLC teams	Trainings, readings, discussions, collaboration	
	Teach essential common core standards as determined by district grade level PLCs	Throughout year	All teaching staff	PLC meeting artifacts	Completion of essential standard map	Common Core Standards, PLC time	
	Unpack Essential Standards	Weekly throughout the year	Teachers	Lesson Plans, Standards map	Unpacking for each essential standard	Collaboration Time	
	Assess student performance through the use of PLC model. Establish a calendar for common formative assessment review as a PLC team	Weekly Collaboration Meetings, Monthly district level PLC meetings	All teaching staff	Benchmarks, Progress Monitoring Walkthroughs, Formative assessments	5% increase of performance in reading proficiency & growth and math	Collaboration time, Assessment calendars	
Implement Common Core Standards	Continue training for teachers for Common Core Standards in Site PLC meetings, Collaborate as a PLC team	Throughout the year	All teaching staff, Leadership Team	Common Core Walkthroughs, CC lesson plan template	Increase in C.C evidence on walkthroughs	C.C. Standards, Professional development, Videos	
	Provide increased keyboarding teaching in all grade levels	Weekly	All students	Keyboarding software	Software assessment	One to One devices,	
Integrate No Excuses University strategies school wide	Establish a school wide culture of No Excuses University	Spring 2015	All staff	Visual campus atmosphere	Classroom and school-wide university items advertised	Collaboration, NEU resources, School visitations	
The principal will increase time in classrooms to observe instructional practices	Commit to two and a half hours per week in the classroom for observations.	Weekly	Principal	Walkthrough forms, Progress Advisor, Observation spreadsheet	2.5 days/week in the classroom	Breakthrough Coach Training Time, Calendar	

Action Plan 2015-16

District Department: Grand Oaks Elementary School

Goal #2: Gateway Unified School District students/staff will learn and work in a safe, supportive and caring environment.

Page 1 of 2

Current Status:

SMART Goals	Action	Timeline	Staff	Data Sources	Benchmark	Resources	Status
Grand Oaks School Personnel will be immersed in a positive school culture.	A collaborative team culture will be developed by establishing: clear communication, healthy relationships that can overcome adversity, support, and a system of accountability to maintain a positive culture	Throughout the year	All staff	School staff survey	Improvement in positive survey scores year after year, Evidence of quality communication amongst staff	Time in staff meetings	
	Hold a school wide assembly reviewing the Big 3 School Rules	September 2015	Teaching & support staff		Completed Assembly	Time	
	Implement Universal Rules & Behavior Expectations	Throughout the year	All staff	Observations	Rules posted and frequently reviewed	Time	
	Maintain Megaskills program	Throughout the year	All staff	Evaluation of student behavior/character	Improvement in student behavior/character	Time to review Megaskills	
	Set a calendar for school wide focus and review of the universal rules	First month of school, Throughout year	All staff	Calendar Checklist	Completion of Calendar Checklist	Collaboration time	
	Provide positive student awards for good behavior/character	Throughout the year	All staff- Principal recognition, Teacher nominations	Review number of nominations each month	Improvement in number of students that are eligible for nominations	Funds for rewards, Monthly flyers	
Anti-bully Education Implementation	Review the definitions and action plan for bully behavior to staff	August 2015	All staff	Evaluate number of referrals re: bullying/harassment	Improvement in number of bully/harassment referrals	Student discipline tracking spreadsheet	
Anti-bully Education Classroom Presentation	Present to 4-5 students the definitions and action plan for bully behavior	Fall of 2015	Principal, Counselor		Completed presentations	Class time	Scheduled 3 rd week of school

Action Plan 2015-16

District Department: Grand Oaks Elementary School

Goal #2: Gateway Unified School District students/staff will learn and work in a safe, supportive and caring environment.

Page 2 of 2

Current Status:

SMART Goals	Action	Timeline	Staff	Data Sources	Benchmark	Resources	Status
The Grand Oaks staff will develop and implement a school wide Positive Behavior Intervention Support plan addressing student behavior <i>*Component II on the 2015-16 Comprehensive School Safety Plan</i>	Review and customize an RTI model that best suits the needs of Grand Oaks students for academics and school culture	Throughout the year	Leadership team (RtI Team)	RTI model, Discipline Data, Student Survey,	Decrease of referrals by 15%, 14/15 = 461 15/16 goal = 392	Personnel, Time, RtI Conference: Title 1 funds	
	Staff will collaborate to discuss the Grand Oaks RTI model	Throughout the year during collaboration meetings	Teaching and classified staff	Peers, Readings, Other educators	Decrease of referral rate by 15% 14/15 = 2.56/day 15/16 goal = 2.18	Collaboration time	
Grand Oaks School will develop an attendance strategy that will improve student attendance <i>*Component I on the 2015-16 Comprehensive School Safety Plan</i>	Staff will communicate regarding attendance issues	Principal & Registrar monthly – Registrar and teachers each excessive absence/tardy	Principal, Teachers Registrar	Aeries, A2A, Attendance contact spreadsheet	Increase attendance rate 15% from 95.5% (14/15) to 96% (15/16)	Personnel time,	
	Parents will be contacted by Grand Oaks staff when students are absent from school for an excessive amount of time	Throughout year based on attendance of individual students	Principal, Teachers Registrar	Aeries, A2A, Attendance contact spreadsheet	Increase attendance rate from 95.5% to 96.0%	Personnel time,	
	Good attendance will be recognized and rewarded	Monthly	Principal, Office staff	Aeries	Increase attendance rate from 95.5% to 96.0%	Awards, certificates, end of year gifts	
	The school will supply each family with a refrigerator magnet with information to call the school on days students are absent to help minimize unexcused absences.	August 2015	Office Staff	Student Roster Checklist	100% of families receive attendance magnet	\$150 for magnet purchase: Title 1 (parent funds)	

Action Plan 2015-16

District Department: Grand Oaks Elementary School

Goal #3: Gateway Unified School District will engage with the community to meet the District's Mission and Vision.

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Current Status:

SMART Goals	Action	Timeline	Staff	Data Sources	Benchmark	Resources	Status
-Involve Grand Oaks Parent Club in community outreach	Add an agenda item to the monthly meeting discussing community involvement opportunities	Throughout the year during monthly parent club meetings	Parent Club members, SAILS Coordinator	Community Events Calendar, Community member information	Assessment of the number of community events participated in	Grand Oaks Banner, Personnel	
	Increase participation of Grand Oaks in community events	Throughout the year	All Grand Oaks staff, parents and students	Community Events Calendar, Community member information	Assessment of the number of community events participated in	Grand Oaks Banner, Personnel	
	Identification and advertisement of community events	Throughout the year	All staff, Advertised through Office Manager through weekly bulletins, newsletters, School Messenger	Community Events Calendar, Community member information	Evaluation of the number of events advertised through school media	Monthly newsletter, weekly bulletin, phone message system	
-Increase staff participation in more community events	Identify, advertise, and encourage staff to attend community events	Throughout the year	All staff, Advertised through Office Manager through weekly bulletins, newsletters, etc.	Community Events Calendar, Community member information	Evaluation of the number of events advertised and the attendance rate of staff	Monthly newsletter, weekly bulletin, staff meeting announcements	
Focus on improving public relations and school promotion	Discuss improved public relations/promotion with staff	Throughout the year	Whole Staff/ Leadership Team	Observations, staff, parent, community conversations		Time, access to appropriate personnel Funds for advertisement/ promotional items	

Action Plan 2015-16

District Department: Grand Oaks Elementary School

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Goal #4: Gateway Unified School District will ensure that the work force is highly qualified and well trained.

Current Status:

SMART Goals	Action	Timeline	Staff	Data Sources	Benchmark	Resources	Status
Provide professional growth opportunities to staff in prioritized school improvement areas	Locate effective trainings which address the priorities of the critical achievements	2013-2018	All staff	SCOE, PLCs, Online, Networking Job-a-like,	100% of teachers attend one or more trainings in 2015/16	MAA funding, Title 1, Lottery funds,	\$18,512 spent on PD in 14/15, 10 of 11 teachers, 216 hours
	Share and collaborate as a staff the key components of the trainings by fellow staff members	Following conferences	All staff	Notes, PowerPoint, readings from trainees		MAA funding, Title 1, Lottery funds	
	Implement knowledge and actions brought back from trainings	Following conferences	All staff	Student performance assessments	Leadership team meeting evaluation, Improved student performance	Collaboration time,	
Provide Professional Learning Communities meetings on a weekly basis with certificated staff	Implement weekly Professional Learning Community meetings with certificated staff	Throughout the year on a weekly basis	Certificated staff	PLC information, Weekly PLC Artifacts	Master Schedule, Leadership team meeting evaluation	Collaboration time	
	Assess weekly Professional Learning Community meetings with certificated staff	Throughout the year on a weekly basis	Certificated staff	PLC artifacts, Guided discussions, walkthroughs	Leadership team meeting evaluation	Collaboration time	
Provide monthly meetings with paraprofessional staff	Implement and continue monthly meetings with paraprofessional staff	Throughout the year on a monthly basis	Classified staff	Training resources, guided discussions, guest speakers	1 meeting per month	Training time	
	Evaluate monthly meetings with paraprofessional staff	Throughout the year on a monthly basis	Classified staff	Training resources, guided discussions	Staff survey	Training time	

Action Plan 2015-16

District Department: Grand Oaks Elementary School

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Goal #4: Gateway Unified School District will ensure that the work force is highly qualified and well trained.

Current Status:

SMART Goals	Action	Timeline	Staff	Data Sources	Benchmark	Resources	Status
Integrate collaborative walkthroughs including administration, certificated, and classified staff	Develop and implement Common Core Standards based walkthrough form for administration	Throughout the year	Administration, Certificated and Classified staff	Walkthrough forms	Number of walkthroughs performed	observation time	
	Continue and assess walkthroughs including administration, certificated, and classified staff	Throughout the year	Administration, Certificated, and classified staff	Walkthrough forms	Number of walkthroughs performed	Collaborative time, observation time	

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Goal #5: Gateway Unified School District will provide and maintain facilities and grounds that enhance student learning and accommodate student capacity.

Current Status:

SMART Goals	Action	Timeline	Staff	Data Sources	Benchmark	Resources	Status
Provide ongoing evaluation of grounds and maintenance needs	Meet regularly with custodial staff to discuss safety and maintenance needs of facilities	Throughout the year	Principal, custodial staff	Maintenance request forms, safety inspection reports	Once a week meeting/communication with custodial staff	Time	
Continue to update technology needs on campus	Develop plan to update technology needs on campus	Throughout the year	Principal, Onsite technology director, Technology department	Technology list, Technology requests, Observations	Replacement of computers with one to one devices	General Ed funds, MAA funds, Lottery,	
	Assess needs of additional/contemporary technology replacement (IPADS, Promethean boards, etc.)	Spring 2016	Principal, Teachers, Paraprofessionals, Technology department	Technology list,		Title I funds General Ed funds, MAA funds, Lottery	

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District Department: Grand Oaks Elementary School

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Goal #6: Gateway Unified School District will be fiscally accountable to the public and will allocate resources based on Board Goals.

Current Status:

SMART Goals	Action	Timeline	Staff	Data Sources	Benchmark	Resources	Status
Maintain fiscal solvency at Grand Oaks School	Principal will receive input through the district office regarding budget and appropriate spending	Throughout the year	Principal, Office Manager, District Office business staff	Escape, Business services	Balanced budget	Escape, Business services, Time	
	Periodic review of budget	Throughout the year	Principal, Office Manager, District Office business staff	Escape, Requisition orders	Balanced budget	Escape, Business services, Time	
Use Site Council as public liaison for fiscal accountability	Meet on a regular basis with Site Council to discuss school improvement and categorical spending	Throughout the year at monthly Site Council Meetings	Site Council	Single School Plan, Site Council Agendas	Monthly meetings, Improved student performance, Balanced budget	Escape, Budget	

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District Department: Grand Oaks Elementary School

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Goal #1: Gateway Unified School District will work in partnership with parents and the community to assure that all students meet or exceed state standards. Developing and sustaining high performing schools for all PreK-12 students to graduate career and college ready without remediation.

Current Status:

SMART Goals	Action	Timeline	Staff	Data Sources	Benchmark	Resources	Status
Increase the percentage of students reading at or above grade level with sufficient accuracy and fluency to support comprehension by 5%	Site leadership team will meet throughout the year to investigate strategies to implement the program school wide	Monthly	Site leadership team	NWEA, Accelerated Reader, Benchmarks, RIGBY, Progress Monitoring sheets	Spring 2015 A/R Schoolwide= 27% 15/16 Goal = 32% Grades: 2 nd = 27.3% 3 rd = 37.2% 4 th = 20.5% 5 th = 22.2%	Collaboration time, Staff Development: Title 1 funding, Lottery	
<i>*Goal # 2 on Single Plan for Student Achievement</i>	PLC teams will collaborate on a weekly basis to evaluate student progress and strategize teaching techniques	Weekly PLC Grade level meetings, Bi-weekly full staff collaboration, District wide grade level PLC meetings 1-2 times monthly, Monthly Paraprofessional meetings	All teaching staff, Instructional support staff	Benchmark data, NWEA, Rigby, Uniform grade level formative assessments, Progress Monitoring sheets	2015 Spring Rigby results: Schoolwide = 83% 15/16 Goal = 88% By Grade: K=91.6% 1 st = 54.4% 2 nd = 93.3% 3 rd = 90.7% 4 th = 79.5% 5 th = 97.1%	Collaboration time, Benchmarks, Additional assessment curriculum, Staff Development: Title 1 funding, UR Lottery	
	Teaching staff will participate in walkthroughs of other teachers to improve teaching techniques	Throughout the year	All teaching staff	Walkthrough sheets	Personal self-evaluation	Substitute teaching time: Title 1 funding	
	Continue Read Naturally as reading fluency curriculum: Use in L.I.F.E: 1 st enrichment, 2 nd -5 th Intensive & Target	Throughout the year	Trained PARAs, Title 1 Teachers	NWEA, AIMS Web, Rigby, Uniform grade level formative assessments	Spring '15 Aims Web OR=31.2% K = 45.8%LNF 1 st =32.5% 2 nd =27.3% 3 rd =35.7% 4 th = 27.5% 5 th =33.3%	Staff Development: Title 1, Restricted Lottery	Read Naturally Live purchased for 15/16 (120 Licenses)
	Staff Development	Throughout the year	All staff	SCOE and additional PD resources	Read Naturally 2015 = 28.4% 2 nd =0% 3 rd =67.9% 4 th = 14.8% 5 th =28.6%	Title 1 funding	

Goal #1: Gateway Unified School District will work in partnership with parents and the community to assure that all students meet or exceed state standards. Developing and sustaining high performing schools for all PreK-12 students to graduate career and college ready without remediation.

Current Status:

SMART Goals	Action	Timeline	Staff	Data Sources	Benchmark	Resources	Status
Increase the percentage of students that achieve one or more year's growth in reading with sufficient accuracy and fluency to support comprehension by 5%.	Leadership team will meet throughout the year to investigate strategies to implement the program school wide	Monthly	Leadership team	Benchmarks, RIGBY, NWEA, Progress Monitoring sheets	Spring 2015 AR 2-5 th grade assessment= 42.5% schoolwide, '16 Goal = 47.5%	Collaboration time, Staff Development: Title 1 funding	
<i>*Goal #1 on Single Plan for Student Achievement</i>	PLC teams will collaborate on a regular basis to evaluate student progress and strategize teaching techniques	Weekly PLC grade level meetings, Bi-weekly full staff collaboration, District grade level PLC meetings 1-2 times monthly, Monthly Para meetings	All teaching staff, Instructional support staff	Rigby, NWEA, Uniform grade level formative assessments, Progress Monitoring sheets	2015 Spring AR: 2 nd = 44.2% (-1.8) 3 rd = 59% (33) 4 th = 40.5% (4.5) 5 th = 23.5% (-17.5) '15 Read Naturally: 2 nd = 46.2% 3 rd = 92.9% 4 th = 32.0% 5 th = 61.1%	Collaboration time, RIGBY, Aims Web Read Naturally Live, Staff Development: Title 1, Lottery	
	Teaching staff will observe and participate in walkthroughs of other teachers to help improve teaching reading techniques	Throughout the year	All teaching staff	Walkthrough sheets	Personal self-evaluation	Substitute teaching time: Title 1 funds	
Increase the number of students performing at the proficient and advanced levels in math by 5% based on the California State Standards	Site grade level teams will meet weekly, district teams 1-2 times/month to assess student growth, Leadership team will meet throughout the year to investigate the implementation of the program school wide	Preassessment: Fall or winter 2015, Final assessment: May	PLC teams: Site grade level, District grade level,	NWEA Assessment Data, CAASPP scores	NWEA=TBD CAASPP: 2015 = 22% proficiency 2016 Goal = 27%	NWEA, Assessment team additional work hours Collaboration time,	
<i>*Goal #3 on Single Plan for Student Achievement</i>	Teaching staff will collaborate on a regular basis to evaluate student progress and strategize teaching math techniques	Weekly PLC Grade level meetings, District wide grade level PLC meetings 1-2 times monthly,	All teaching staff, NWEA Assessment team	NWEA Assessment Data, CAASPP scores	NWEA=TBD CAASPP: 2015 = 22% proficiency 2016 Goal =27%	Assessment team, Collaboration time	
	Develop common assessments and develop reteaching strategies to support students with standard proficiency	Throughout the year	All teaching staff	NWEA Assessment Data	NWEA=TBD CAASPP: 2015 = 22% 2016 Goal =27%	Professional Development, Collaboration Time	

Goal #1: Gateway Unified School District will work in partnership with parents and the community to assure that all students meet or exceed state standards. Developing and sustaining high performing schools for all PreK-12 students to graduate career and college ready without remediation.

Current Status:

SMART Goals	Action	Timeline	Staff	Data Sources	Benchmark	Resources	Status
Use the Professional Learning Community Model in assessment of students and teaching techniques	Establish a calendar that provides PLC time in the schedule. Establish a calendar for formal assessment review as a PLC team	Grade level/week 1-2 district grade level PLC/month, LIFE: Title 1 month, PARAs trimester	All teaching staff	Master Schedule, Progress Monitoring	Uniform assessments developed by PLC teams	Trainings, readings, discussions, collaboration	
	Teach essential common core standards as determined by district grade level PLCs	Throughout year	All teaching staff	PLC meeting artifacts	Completion of essential standard map	Common Core Standards, PLC time	
	Unpack Essential Standards	Weekly throughout the year	Teachers	Lesson Plans, Standards map	Unpacking for each essential standard	Collaboration Time	
	Assess student performance through the use of PLC model. Establish a calendar for common formative assessment review as a PLC team	Weekly Collaboration Meetings, Monthly district level PLC meetings	All teaching staff	Benchmarks, Progress Monitoring Walkthroughs, Formative assessments	5% increase of performance in reading proficiency & growth and math	Collaboration time, Assessment calendars	
Implement Common Core Standards	Continue training for teachers for Common Core Standards in Site PLC meetings, Collaborate as a PLC team	Throughout the year	All teaching staff, Leadership Team	Common Core Walkthroughs, CC lesson plan template	Increase in C.C evidence on walkthroughs	C.C. Standards, Professional development, Videos	
	Provide increased keyboarding teaching in all grade levels	Weekly	All students	Keyboarding software	Software assessment	One to One devices,	
Integrate No Excuses University strategies school wide	Establish a school wide culture of No Excuses University	Spring 2015	All staff	Visual campus atmosphere	Classroom and school-wide university items advertised	Collaboration, NEU resources, School visitations	
The principal will increase time in classrooms to observe instructional practices	Commit to two and a half hours per week in the classroom for observations.	Weekly	Principal	Walkthrough forms, Progress Advisor, Observation spreadsheet	2.5 days/week in the classroom	Breakthrough Coach Training Time, Calendar	

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District Department: Grand Oaks Elementary School

Goal #2: Gateway Unified School District students/staff will learn and work in a safe, supportive and caring environment.

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Current Status:

SMART Goals	Action	Timeline	Staff	Data Sources	Benchmark	Resources	Status
Grand Oaks School Personnel will be immersed in a positive school culture.	A collaborative team culture will be developed by establishing: clear communication, healthy relationships that can overcome adversity, support, and a system of accountability to maintain a positive culture	Throughout the year	All staff	School staff survey	Improvement in positive survey scores year after year, Evidence of quality communication amongst staff	Time in staff meetings	
	Hold a school wide assembly reviewing the Big 3 School Rules	September 2015	Teaching & support staff		Completed Assembly	Time	
	Implement Universal Rules & Behavior Expectations	Throughout the year	All staff	Observations	Rules posted and frequently reviewed	Time	
	Maintain Megaskills program	Throughout the year	All staff	Evaluation of student behavior/character	Improvement in student behavior/character	Time to review Megaskills	
	Set a calendar for school wide focus and review of the universal rules	First month of school, Throughout year	All staff	Calendar Checklist	Completion of Calendar Checklist	Collaboration time	
	Provide positive student awards for good behavior/character	Throughout the year	All staff-Principal recognition, Teacher nominations	Review number of nominations each month	Improvement in number of students that are eligible for nominations	Funds for rewards, Monthly flyers	
Anti-bully Education Implementation	Review the definitions and action plan for bully behavior to staff	August 2015	All staff	Evaluate number of referrals re: bullying/harassment	Improvement in number of bully/harassment referrals	Student discipline tracking spreadsheet	
Anti-bully Education Classroom Presentation	Present to 4-5 students the definitions and action plan for bully behavior	Fall of 2015	Principal, Counselor		Completed presentations	Class time	Scheduled 3 rd week of school

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District Department: Grand Oaks Elementary School

Goal #2: Gateway Unified School District students/staff will learn and work in a safe, supportive and caring environment.

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Current Status:

SMART Goals	Action	Timeline	Staff	Data Sources	Benchmark	Resources	Status
The Grand Oaks staff will develop and implement a school wide Positive Behavior Intervention Support plan addressing student behavior <i>*Component II on the 2015-16 Comprehensive School Safety Plan</i>	Review and customize an RTI model that best suits the needs of Grand Oaks students for academics and school culture	Throughout the year	Leadership team (Rtl Team)	RTI model, Discipline Data, Student Survey,	Decrease of referrals by 15%, 14/15 = 461 15/16 goal= 392	Personnel, Time, Rtl Conference: Title 1 funds	
	Staff will collaborate to discuss the Grand Oaks RTI model	Throughout the year during collaboration meetings	Teaching and classified staff	Peers, Readings, Other educators	Decrease of referral rate by 15% 14/15= 2.56/day 15/16 goal=2.18	Collaboration time	
Grand Oaks School will develop an attendance strategy that will improve student attendance <i>*Component I on the 2015-16 Comprehensive School Safety Plan</i>	Staff will communicate regarding attendance issues	Principal & Registrar monthly – Registrar and teachers each excessive absence/tardy	Principal, Teachers Registrar	Aeries, A2A, Attendance contact spreadsheet	Increase attendance rate 15% from 95.5% (14/15) to 96% (15/16)	Personnel time,	
	Parents will be contacted by Grand Oaks staff when students are absent from school for an excessive amount of time	Throughout year based on attendance of individual students	Principal, Teachers Registrar	Aeries, A2A, Attendance contact spreadsheet	Increase attendance rate from 95.5% to 96.0%	Personnel time,	
	Good attendance will be recognized and rewarded	Monthly	Principal, Office staff	Aeries	Increase attendance rate from 95.5% to 96.0%	Awards, certificates, end of year gifts	
	The school will supply each family with a refrigerator magnet with information to call the school on days students are absent to help minimize unexcused absences.	August 2015	Office Staff	Student Roster Checklist	100% of families receive attendance magnet	\$150 for magnet purchase: Title 1 (parent funds)	

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District Department: Grand Oaks Elementary School

Goal #3: Gateway Unified School District will engage with the community to meet the District's Mission and Vision.

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Current Status:

SMART Goals	Action	Timeline	Staff	Data Sources	Benchmark	Resources	Status
-Involve Grand Oaks Parent Club in community outreach	Add an agenda item to the monthly meeting discussing community involvement opportunities	Throughout the year during monthly parent club meetings	Parent Club members, SAILS Coordinator	Community Events Calendar, Community member information	Assessment of the number of community events participated in	Grand Oaks Banner, Personnel	
	Increase participation of Grand Oaks in community events	Throughout the year	All Grand Oaks staff, parents and students	Community Events Calendar, Community member information	Assessment of the number of community events participated in	Grand Oaks Banner, Personnel	
	Identification and advertisement of community events	Throughout the year	All staff, Advertised through Office Manager through weekly bulletins, newsletters, School Messenger	Community Events Calendar, Community member information	Evaluation of the number of events advertised through school media	Monthly newsletter, weekly bulletin, phone message system	
-Increase staff participation in more community events	Identify, advertise, and encourage staff to attend community events	Throughout the year	All staff, Advertised through Office Manager through weekly bulletins, newsletters, etc.	Community Events Calendar, Community member information	Evaluation of the number of events advertised and the attendance rate of staff	Monthly newsletter, weekly bulletin, staff meeting announcements	
Focus on improving public relations and school promotion	Discuss improved public relations/promotion with staff	Throughout the year	Whole Staff/ Leadership Team	Observations, staff, parent, community conversations		Time, access to appropriate personnel Funds for advertisement/promotional items	

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District Department: Grand Oaks Elementary School

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Goal #4: Gateway Unified School District will ensure that the work force is highly qualified and well trained.

Current Status:

SMART Goals	Action	Timeline	Staff	Data Sources	Benchmark	Resources	Status
Provide professional growth opportunities to staff in prioritized school improvement areas	Locate effective trainings which address the priorities of the critical achievements	2013-2018	All staff	SCOE, PLCs, Online, Networking Job-a-like,	100% of teachers attend one or more trainings in 2015/16	MAA funding, Title 1, Lottery funds,	\$18,512 spent on PD in 14/15, 10 of 11 teachers, 216 hours
	Share and collaborate as a staff the key components of the trainings by fellow staff members	Following conferences	All staff	Notes, PowerPoint, readings from trainees		MAA funding, Title 1, Lottery funds	
	Implement knowledge and actions brought back from trainings	Following conferences	All staff	Student performance assessments	Leadership team meeting evaluation, Improved student performance	Collaboration time,	
Provide Professional Learning Communities meetings on a weekly basis with certificated staff	Implement weekly Professional Learning Community meetings with certificated staff	Throughout the year on a weekly basis	Certificated staff	PLC information, Weekly PLC Artifacts	Master Schedule, Leadership team meeting evaluation	Collaboration time	
	Assess weekly Professional Learning Community meetings with certificated staff	Throughout the year on a weekly basis	Certificated staff	PLC artifacts, Guided discussions, walkthroughs	Leadership team meeting evaluation	Collaboration time	
Provide monthly meetings with paraprofessional staff	Implement and continue monthly meetings with paraprofessional staff	Throughout the year on a monthly basis	Classified staff	Training resources, guided discussions, guest speakers	1 meeting per month	Training time	
	Evaluate monthly meetings with paraprofessional staff	Throughout the year on a monthly basis	Classified staff	Training resources, guided discussions	Staff survey	Training time	

Goal #4: Gateway Unified School District will ensure that the work force is highly qualified and well trained.

Current Status:

SMART Goals	Action	Timeline	Staff	Data Sources	Benchmark	Resources	Status
Integrate collaborative walkthroughs including administration, certificated, and classified staff	Develop and implement Common Core Standards based walkthrough form for administration	Throughout the year	Administration, Certificated and Classified staff	Walkthrough forms	Number of walkthroughs performed	observation time	
	Continue and assess walkthroughs including administration, certificated, and classified staff	Throughout the year	Administration, Certificated, and classified staff	Walkthrough forms	Number of walkthroughs performed	Collaborative time, observation time	

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District Department: Grand Oaks Elementary School

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Goal #5: Gateway Unified School District will provide and maintain facilities and grounds that enhance student learning and accommodate student capacity.

Current Status:

SMART Goals	Action	Timeline	Staff	Data Sources	Benchmark	Resources	Status
Provide ongoing evaluation of grounds and maintenance needs	Meet regularly with custodial staff to discuss safety and maintenance needs of facilities	Throughout the year	Principal, custodial staff	Maintenance request forms, safety inspection reports	Once a week meeting/communication with custodial staff	Time	
Continue to update technology needs on campus	Develop plan to update technology needs on campus	Throughout the year	Principal, Onsite technology director, Technology department	Technology list, Technology requests, Observations	Replacement of computers with one to one devices	General Ed funds, MAA funds, Lottery,	
	Assess needs of additional/contemporary technology replacement (IPADS, Promethean boards, etc.)	Spring 2016	Principal, Teachers, Paraprofessionals, Technology department	Technology list,		Title I funds General Ed funds, MAA funds, Lottery	

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Goal #6: Gateway Unified School District will be fiscally accountable to the public and will allocate resources based on Board Goals.

Current Status:

SMART Goals	Action	Timeline	Staff	Data Sources	Benchmark	Resources	Status
Maintain fiscal solvency at Grand Oaks School	Principal will receive input through the district office regarding budget and appropriate spending	Throughout the year	Principal, Office Manager, District Office business staff	Escape, Business services	Balanced budget	Escape, Business services, Time	
	Periodic review of budget	Throughout the year	Principal, Office Manager, District Office business staff	Escape, Requisition orders	Balanced budget	Escape, Business services, Time	
Use Site Council as public liaison for fiscal accountability	Meet on a regular basis with Site Council to discuss school improvement and categorical spending	Throughout the year at monthly Site Council Meetings	Site Council	Single School Plan, Site Council Agendas	Monthly meetings, Improved student performance, Balanced budget	Escape, Budget	