

2020–21 Every Student Succeeds Act Comprehensive Support and Improvement Prompts Form

The instructions for completing this form will begin on page 2.

Local Educational Agency (LEA) Name	Contact Name and Title	Email and Phone
Bakersfield City School District	Mark Luque, Deputy Superintendent Educational Services	luquem@bcsd.com 661-631-4743

Schools Identification

Please list the school(s) in the LEA that are eligible for Comprehensive Support and Improvement (CSI).
Emerson Middle School

Support for Identified Schools

Please describe how the LEA has or will support its eligible schools in developing CSI plans.
<p>The District Support Team works alongside our one CSI School to ensure Emerson Middle School develops the most effective School Plan. DTS members include the Deputy Superintendent of Educational Services, the Executive Directors of Educational Services, and the Coordinator of State & Federal Programs. The CSI plan will be developed based on identified needs and criteria of all State indicators, include student performance against State-determined long-term goals, be based on a school-level needs assessment, include evidence-based interventions; and identify resource inequities, which may include a review of LEA-and school-level budgets, and address those inequities throughout implementation of the plan.</p> <p>The identified protocol is as follows: Meeting 1: Principal Overview, Meeting 2: Site Leadership Team meeting, 3: Principal and Support Staff SPSA Goal Development Meeting, On-going planning and development meetings as needed. The school has embedded their CSI Plan into their School Plan for Student Achievement. Their SPSA has been developed to improve the academic achievement throughout their school so that all students, particularly the lowest-achieving students, demonstrate proficiency on CA's State academic standards. The SPSA was developed in partnership with site stakeholders including school administration, support staff, teachers, staff members, family and community members, and the BCSD District support team. Emerson had personalized training with the District Support Team and the</p>

school's site leadership to identify how the school was eligible for CSI, a review of the school's California School Dashboard, Student Group Analysis and next steps.

To support the development of the CSI plan, a two-hour training, as well as ongoing site support sessions have been provided to the CSI school on the CDE SPSA template, ESSA and CA Education Code requirements, Title I Schoolwide Program Requirements, CSI requirements, Comprehensive Needs Assessment, SPSA Annual Review, SPSA Development, evidence-based interventions, and steps to identify resource inequalities. The comprehensive needs assessment for each of the CSI schools included an analysis of State and Local data to identify the strengths and areas of need for school wide results, as well as identified student groups not meeting proficiency on CA's State academic standards. The Annual Review of the School Plan analyzed State and Local data to determine the effectiveness of goals, actions and expenditures towards increasing the achievement of students. The Annual Review compared planned goals, actions and expenditures with actual goal outcomes, actions and expenditures. An analysis of these results for each goal of the six goal areas provide next steps and needed revisions for our 2020-2021 SPSA goals, actions and expenditures to meet the identified needs determined from the comprehensive needs assessment. School Plan goals are aligned to BCSD's LCAP goals based on state and local metrics. The SPSA strategies, actions and expenditures are based on the identified student and professional learning needs. The plan includes evidence-based interventions, and identifies and addresses any resource inequities through the review of District and school-level budgets and the SPSA Annual Review. Federal and state funds allocated to the school are developed and coordinated in the School Plan. Goals and actions are monitored throughout the year with the District support team, site Leadership Team, school advisory committees and School Site Council.

Monitoring and Evaluating Effectiveness

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

Emerson will collaborate with stakeholders to determine the evidence-based interventions that will best serve their needs based on the internal needs assessment conducted at the school site level. The needs assessment will include an analysis of all current and relevant data, including: the California School Dashboard disaggregated CAASPP data, stakeholder survey data, monitoring of local assessment data, and outlined in the School Plan for Student Achievement. The District Support Team will support Emerson in the process for continuous improvement. This will include, following up on the 2019-2020 root cause analysis, which identified a lack of teacher experience and proficiency in pedagogical practices as a key issue in the quality of the school site instructional program. The District has implemented the following measures to address these instructional and pedagogical gaps. A series of professional development sessions were held

during the 2019-2020 school year. Topics included the California Mathematics Framework and content standards and team building activities connected to teacher grade level/department collaboration time. BCSD has also deployed the District's Service Delivery Model Support Staff to Emerson to provide targeted assistance to individual teachers and grade level teams. These SDM Team Members also participate in all staff training and discussions to stay apprised of the work and progress of the school site. Additionally, Emerson Middle School has embedded the Bakersfield City School District Core Priorities into their work. Specifically, Core Priority #1; a culture of collective efficacy. Through this, BCSD has connected the department teams at Emerson to other more experienced teams in our district. Teams have conducted school walks to observe and learn from these model teachers.

Accountability: Monitoring implementation of learning.

BCSD is committed to monitoring the implementation of learning for Emerson Middle School. The District's Executive Director and District Support Team personnel participate in school site leadership team meetings, in order to monitor the progress of the school's culture and academic program. The purpose of these ongoing meetings is to ensure a well-developed system of coherence exists for the instructional program and school-wide operations initiatives, to ensure each support team member understands their role and responsibilities within the system, and provide targeted support to school sites in areas of needed improvement. The Executive Director then meets 1:1 with the school site principal to debrief the meeting and provide targeted coaching for the principal. In addition to this, monitoring includes the ongoing evaluation of local capacity (funding, staff skills, and stakeholder capacity) available to implement any interventions being considered in order to support the successful implementation of selected evidence-based strategies.