



LCFF Budget Overview for Parents

Local Educational Agency (LEA) Name: Gompers Preparatory Academy

CDS Code: 37683380119610

School Year: 2024-25

LEA contact information:

Jane Firpo-Leverson

Chief of Staff

jleverson@gomperscharter.org

6192632171

LCFF Budget Overview for Parents

Local Educational Agency (LEA) Name: Gompers Preparatory Academy

CDS Code: 37 68338 0119610

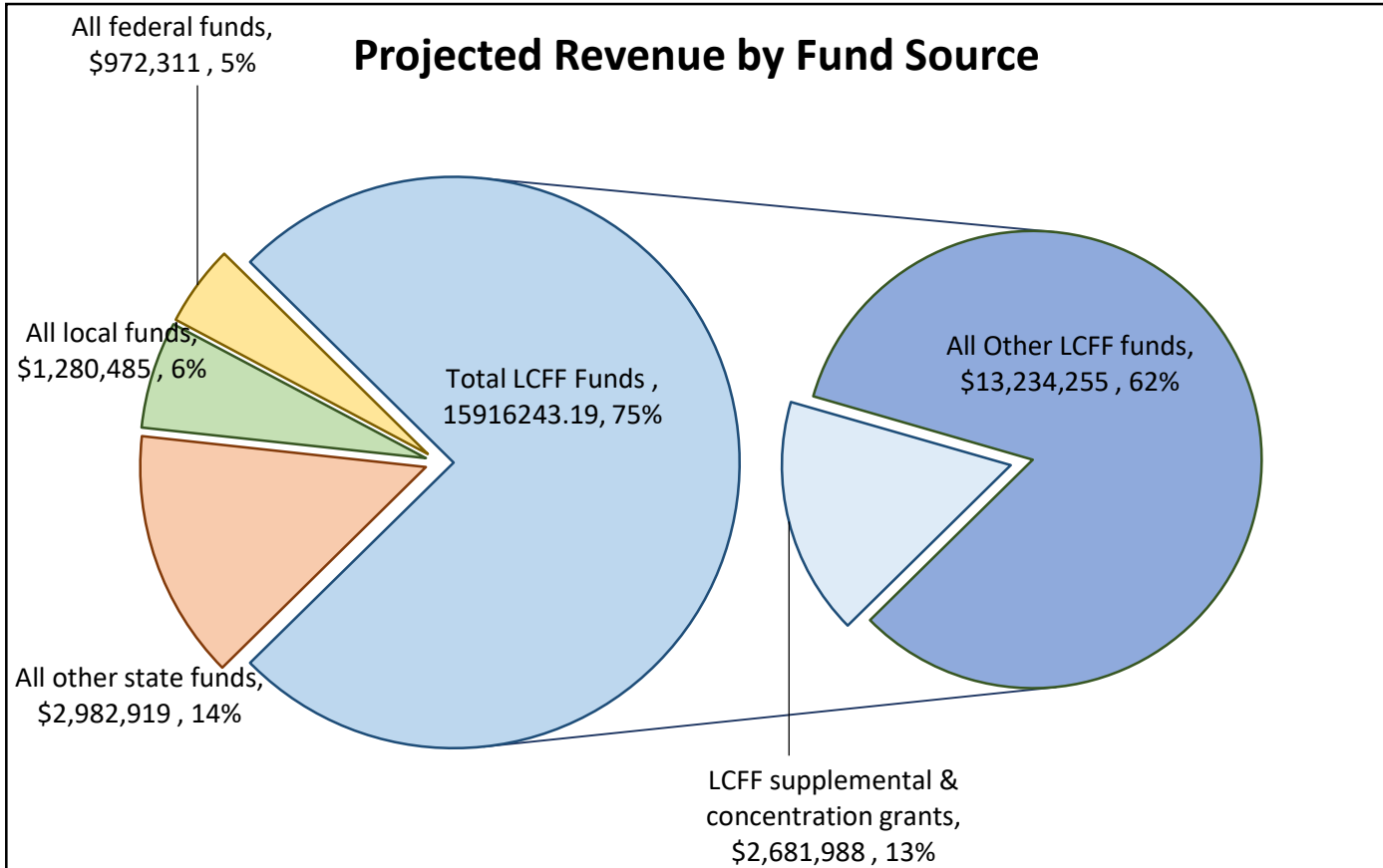
School Year: 2024-25

LEA contact information: Jane Firpo-Leverson, 619-263-2171, jleverson@gomperscharter.org

School districts receive funding from different sources: state funds under the Local Control Funding Formula (LCFF), other state funds, local funds, and federal funds. LCFF funds include a base level of funding for all LEAs and extra funding - called "supplemental and concentration" grants - to LEAs based on the enrollment of high needs students (foster youth, English learners, and low-income students).

Budget Overview for the 2024-25 School Year

Projected Revenue by Fund Source

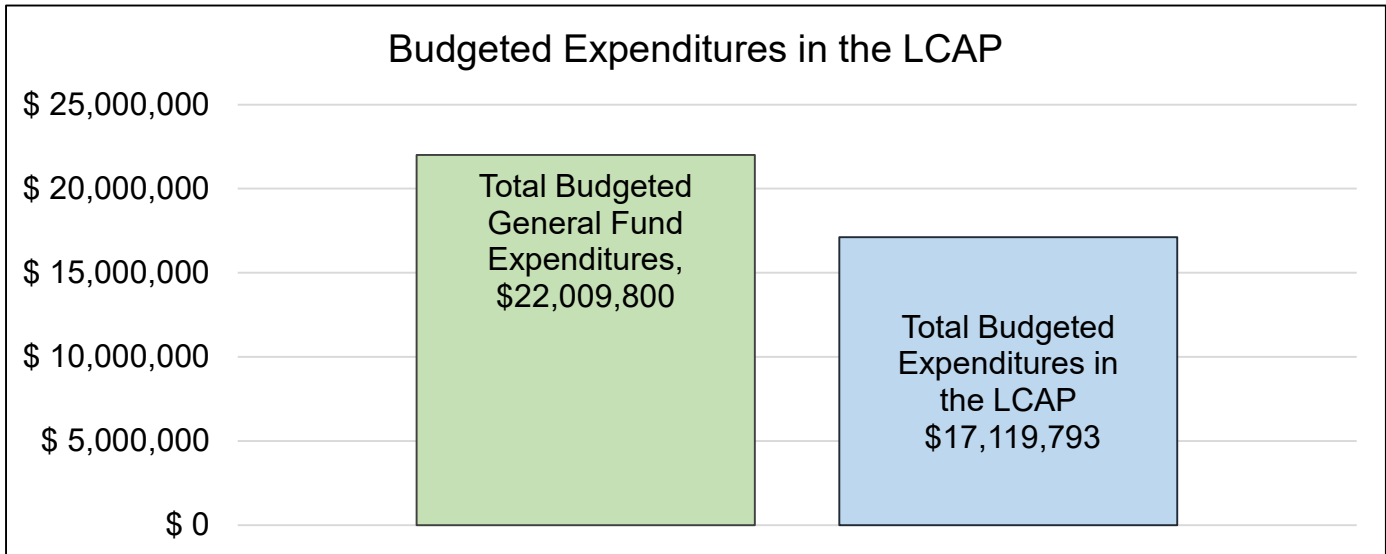


This chart shows the total general purpose revenue Gompers Preparatory Academy expects to receive in the coming year from all sources.

The text description for the above chart is as follows: The total revenue projected for Gompers Preparatory Academy is \$21,151,957.65, of which \$15,916,243.19 is Local Control Funding Formula (LCFF), \$2,982,919.30 is other state funds, \$1,280,484.52 is local funds, and \$972,310.64 is federal funds. Of the \$15,916,243.19 in LCFF Funds, \$2,681,987.99 is generated based on the enrollment of high needs students (foster youth, English learner, and low-income students).

LCFF Budget Overview for Parents

The LCFF gives school districts more flexibility in deciding how to use state funds. In exchange, school districts must work with parents, educators, students, and the community to develop a Local Control and Accountability Plan (LCAP) that shows how they will use these funds to serve students.



This chart provides a quick summary of how much Gompers Preparatory Academy plans to spend for 2024-25. It shows how much of the total is tied to planned actions and services in the LCAP.

The text description of the above chart is as follows: Gompers Preparatory Academy plans to spend \$22,009,799.64 for the 2024-25 school year. Of that amount, \$17,119,792.89 is tied to actions/services in the LCAP and \$4,890,006.76 is not included in the LCAP. The budgeted expenditures that are not included in the LCAP will be used for the following:

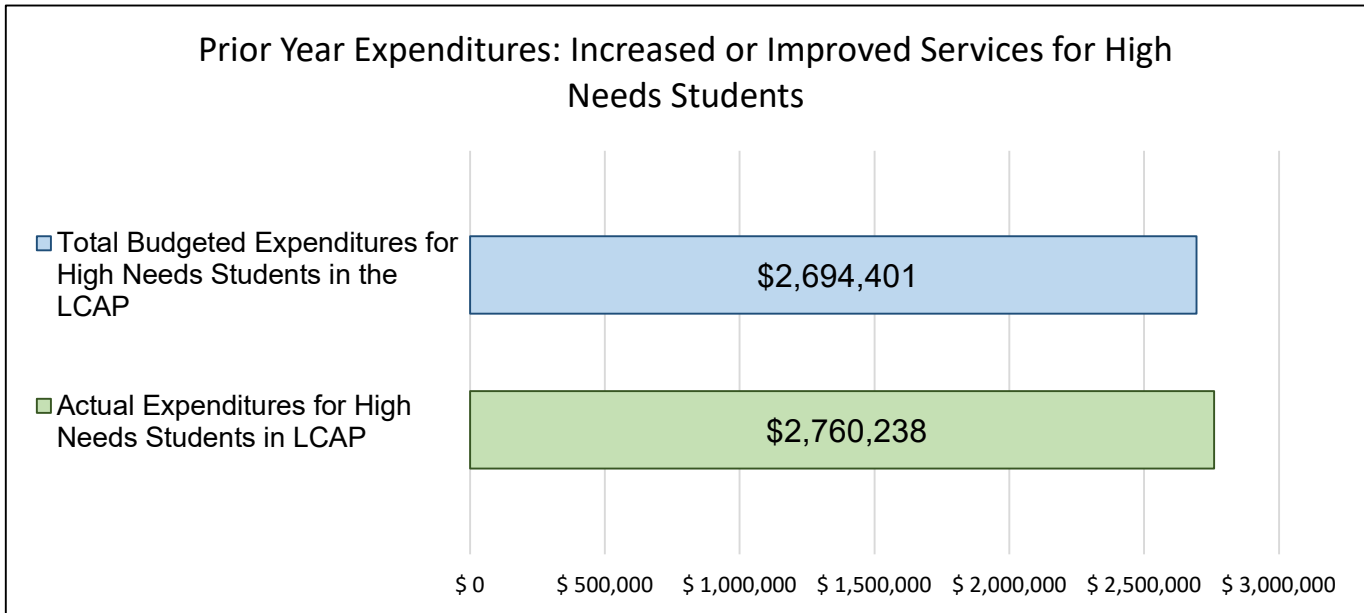
Administrative and operational expenses

Increased or Improved Services for High Needs Students in the LCAP for the 2024-25 School Year

In 2024-25, Gompers Preparatory Academy is projecting it will receive \$2,681,987.99 based on the enrollment of foster youth, English learner, and low-income students. Gompers Preparatory Academy must describe how it intends to increase or improve services for high needs students in the LCAP. Gompers Preparatory Academy plans to spend \$2,713,319.96 towards meeting this requirement, as described in the LCAP.

LCFF Budget Overview for Parents

Update on Increased or Improved Services for High Needs Students in 2023-24



This chart compares what Gompers Preparatory Academy budgeted last year in the LCAP for actions and services that contribute to increasing or improving services for high needs students with what Gompers Preparatory Academy estimates it has spent on actions and services that contribute to increasing or improving services for high needs students in the current year.

The text description of the above chart is as follows: In 2023-24, Gompers Preparatory Academy's LCAP budgeted \$2,694,400.98 for planned actions to increase or improve services for high needs students. Gompers Preparatory Academy actually spent \$2,760,237.78 for actions to increase or improve services for high needs students in 2023-24.



2023–24 Local Control and Accountability Plan Annual Update

The instructions for completing the 2023–24 Local Control and Accountability Plan (LCAP) Annual Update follow the template.

Local Educational Agency (LEA) Name	Contact Name and Title	Email and Phone
Gompers Preparatory Academy	Jane Firpo-Leverson Chief of Staff	jleverson@gomperscharter.org 6192632171

Goals and Actions

Goal

Goal #	Description
1	(Charter Goal #1) Develop a comprehensive, vertically aligned math system structured to meet the Common Core State Standards and raise student achievement in numeracy to increase overall proficiency levels in mathematics for college and career readiness. (LCAP Priorities 1, 2, 4 and 7)

Measuring and Reporting Results

Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Year 3 Outcome	Desired Outcome for 2023–24
Performance levels on MATH Quarter Finals, Smarter Balanced Assessment (SBAC), and CDE Dashboard will increase annually	<p>2019 SBAC MATH Meeting or Exceeding Grade Level Standards: 6th-35% 7th-35% 8th-29% 11th-12%</p> <p>CDE Dashboard Data Math--Distance from Standard: 2017: 71.2 2018: 60.3 2019: 52.2</p>	<p>SBAC Math meeting or exceeding Grade Level Standards:</p> <p>2020: Due to the COVID-19 pandemic, state law suspended the reporting of state and local indicators.</p> <p>2021: 6th- 6.26% 7th- 9.22% 8th- 9.64% 11th-15%</p> <p>CDE Dashboard Data Math--Distance from Standard:</p>	<p>SBAC Math meeting or exceeding Grade Level Standards</p> <p>2022: 6th-10.05% 7th- 12.79% 8th- 6.42% 11th- 16.26%</p> <p>CDE Dashboard Data Math--Distance from Standard: 2017: 71.2 2018: 60.3 2019: 52.2 2020: n/a 2021: n/a 2022: 116</p>	<p>SBAC Math meeting or exceeding Grade Level Standards</p> <p>2023: 6th- 16.24% (+) 7th- 5.14% (-) 8th- 6.18% (-) 11th- 10.33% (-)</p> <p>CDE Dashboard Data Math--Distance from Standard: 2017: 71.2 2018: 60.3 2019: 52.2 2020: n/a 2021: n/a 2022: 116 2023: 127.6 (-)</p>	<ul style="list-style-type: none"> MATH Quarter Final data will show increased alignment and increased scores Percentage of students meeting or exceeding standard on the MATH SBAC will increase annually

Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Year 3 Outcome	Desired Outcome for 2023–24
		<p>2020: Due to the COVID-19 pandemic, state law suspended the reporting of state and local indicators.</p> <p>2021: Due to the COVID-19 pandemic, Dashboard did not calculate distance from standard.</p>	<p>Sub group Distance from Standard 2022: AA: 111.1 EL: 165 SWD: 179.6</p>	<p>Sub group Distance from Standard 2023: AA: 99.2 (+) EL: 164.7 (+) SWD: 177.2 (+)</p>	<ul style="list-style-type: none"> Our distance from Standard on the CDE Dashboard for MATH will decrease

Goal Analysis

An analysis of how this goal was carried out in the previous year.

A description of any substantive differences in planned actions and actual implementation of these actions.

In the 23/24 school there were no substantive differences in our planned actions versus the implementation of these actions.

An explanation of material differences between Budgeted Expenditures and Estimated Actual Expenditures and/or Planned Percentages of Improved Services and Estimated Actual Percentages of Improved Services.

There were no material differences noted.

An explanation of how effective or ineffective the specific actions were in making progress toward the goal during the three-year LCAP cycle.

Based on 2024 preliminary SBAC data, we are seeing a 3% increase in students meeting or exceeding standards in mathematics. We attribute this growth to the implementation of the actions in the 23/24 school year. Including: Additional math assessments, software programs, support teachers in math classrooms, after school tutoring, academic enrichment and college success courses, student support days, professional development, college classes, and the additional ATSI interventions that were added to our 23/24 LCAP.

A description of any changes made to the planned goal, metrics, desired outcomes, or actions for the coming year that resulted from reflections on prior practice.

In addition to our 23/24 planned actions, this school year we made math a schoolwide initiative asking every GPA staff member to place a focus on helping support our students with math. We also adopted new curriculum for 6-8th grade math classes and began implementation of this new resource. GPA designed a math prep academy that took place on Saturdays for additional support.

A report of the Total Estimated Actual Expenditures for last year's actions may be found in the Annual Update Table. A report of the Estimated Actual Percentages of Improved Services for last year's actions may be found in the Contributing Actions Annual Update Table.

Goals and Actions

Goal

Goal #	Description
2	(Charter Goal #2) Enhance, develop, and organize programs and interventions within a vertically aligned ELA system structured to meet the Common Core State Standards and raise student achievement in literacy to increase overall proficiency levels in English for college and career readiness. (LCAP Priorities 1, 2, 4 and 7)

Measuring and Reporting Results

Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Year 3 Outcome	Desired Outcome for 2023–24
Performance levels on ELA Quarter Finals, Smarter Balanced Assessment (SBAC), and CDE Dashboard will increase annually	<p>2019 SBAC ELA Meeting or Exceeding Grade Level Standards: 6th-34% 7th-40% 8th-40% 11th-54%</p> <p>CDE Dashboard Data ELA--Distance from Standard: 2017: 25.4 2018: 34.3 2019: 23</p>	<p>SBAC ELA meeting or exceeding Grade Level Standards:</p> <p>2020: Due to the COVID-19 pandemic, state law suspended the reporting of state and local indicators.</p> <p>2021: 6th- 25%% 7th- 35.43% 8th- 30.73% 11th- 63.73%</p> <p>CDE Dashboard Data ELA--Distance from Standard:</p>	<p>SBAC ELA meeting or exceeding Grade Level Standards:</p> <p>2022: 6th- 24.02%% 7th- 31.08% 8th- 28.9% 11th- 51.5%</p> <p>CDE Dashboard Data ELA--Distance from Standard: 2017: 25.4 2018: 34.3 2019: 23 2020: n/a 2021: n/a 2022: 43.2</p>	<p>SBAC ELA meeting or exceeding Grade Level Standards:</p> <p>2023: 6th- 27.41% (+) 7th- 17.71% (-) 8th- 14.61% (-) 11th- 43.87% (-)</p> <p>CDE Dashboard Data ELA--Distance from Standard: 2017: 25.4 2018: 34.3 2019: 23 2020: n/a 2021: n/a 2022: 43.2 2023: 61.9 (-)</p>	<ul style="list-style-type: none"> • ELA Quarter Final data will show increased alignment and increased scores • Percentage of students meeting or exceeding standard on the ELA SBAC will increase annually

Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Year 3 Outcome	Desired Outcome for 2023–24
		<p>2020: Due to the COVID-19 pandemic, state law suspended the reporting of state and local indicators.</p> <p>2021: 2021: Due to the COVID-19 pandemic, Dashboard did not calculate distance from standard.</p>	<p>Subgroup Distance from Standard 2022:</p> <p>AA: 40.1 EL: 81.1 SWD: 124.2</p>	<p>Subgroup Distance from Standard 2023:</p> <p>AA: 40.9 (=) EL: 103.8 (-) SWD: 135.4(-)</p>	<ul style="list-style-type: none"> Our distance from Standard on the CDE Dashboard for ELA will decrease

Goal Analysis

An analysis of how this goal was carried out in the previous year.

A description of any substantive differences in planned actions and actual implementation of these actions.

In the 23/24 school there were no substantive differences in our planned actions versus the implementation of these actions.

An explanation of material differences between Budgeted Expenditures and Estimated Actual Expenditures and/or Planned Percentages of Improved Services and Estimated Actual Percentages of Improved Services.

There were no material differences noted.

An explanation of how effective or ineffective the specific actions were in making progress toward the goal during the three-year LCAP cycle.

Based on 2024 preliminary SBAC data, we are seeing a 13% increase in students meeting or exceeding standards in ELA. We attribute this growth to the implementation of the actions in the 23/24 school year. Including: Additional ELA assessments, software programs, support teachers in ELA classrooms, after school tutoring, academic enrichment and college success courses, student support days, professional development, college classes, and the additional ATSI interventions that were added to our 23/24 LCAP.

A description of any changes made to the planned goal, metrics, desired outcomes, or actions for the coming year that resulted from reflections on prior practice.

In addition to our 23/24 planned actions, this school year we made reading a schoolwide initiative asking every GPA staff member to place a focus on helping support our students with reading. We offered Saturday academy for additional academic support.

A report of the Total Estimated Actual Expenditures for last year's actions may be found in the Annual Update Table. A report of the Estimated Actual Percentages of Improved Services for last year's actions may be found in the Contributing Actions Annual Update Table.

Goals and Actions

Goal

Goal #	Description
3	(Charter Goal #3) Develop and organize school-wide measures to increase academic rigor in all content areas. (LCAP Priorities 1, 2, 4 and 7)

Measuring and Reporting Results

Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Year 3 Outcome	Desired Outcome for 2023–24
<ul style="list-style-type: none"> CAASPP data CDE Dashboard CDE College Readiness Indicator AP Pass Rates 	<p>2019 SBAC MATH Meeting or Exceeding Grade Level Standards: 6th-35% 7th-35% 8th-29% 11th-12%</p> <p>2019 SBAC ELA Meeting or Exceeding Grade Level Standards: 6th-34% 7th-40% 8th-40% 11th-54%</p> <p>2019 SBAC Science Meeting or Exceeding Grade Level Standards: 8th-27%</p>	<p>SBAC Math meeting or exceeding Grade Level Standards: 2020: Due to the COVID-19 pandemic, state law suspended the reporting of state and local indicators.</p> <p>2021: 6th- 6.26% 7th- 9.22% 8th- 9.64% 11th-15%</p> <p>SBAC ELA Meeting or Exceeding Grade Level Standards: 2020: Due to the COVID-19 pandemic, state law suspended</p>	<p>SBAC Math meeting or exceeding Grade Level Standards 2022: 6th-10.05% 7th- 12.79% 8th- 6.42% 11th- 16.26%</p> <p>SBAC ELA Meeting or Exceeding Grade Level Standards: 2022: 6th- 24.02%% 7th- 31.08% 8th- 28.9% 11th- 51.5%</p> <p>SBAC Science Meeting or Exceeding</p>	<p>SBAC Math meeting or exceeding Grade Level Standards 2023: 6th- 16.24% (+) 7th- 5.14% (-) 8th- 6.18% (-) 11th- 10.33% (-)</p> <p>SBAC ELA Meeting or Exceeding Grade Level Standards: 2023: 6th- 27.41% 7th- 17.71% 8th- 14.61% 11th- 43.87%</p> <p>SBAC Science Meeting or Exceeding</p>	<ul style="list-style-type: none"> Our percentage of students meeting or exceeding standard on the CAASPP ELA, Math and CAST (Science) will increase annually Our distance from Standard will decrease on the CDE Dashboard in both ELA and Math

Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Year 3 Outcome	Desired Outcome for 2023–24
	<p>11th-16%</p> <p>CDE Dashboard Data Math--Distance from Standard: 2017: 71.2 2018: 60.3 2019: 52.2</p> <p>CDE Dashboard Data ELA--Distance from Standard: 2017: 25.4 2018: 34.3 2019: 23</p> <p>College and Career Readiness Indicator: 2017-35% 2018-50% 2019-50%</p> <p>AP Pass Rates: 2015:15% 2016: 20% 2017: 31% 2018: 20% 2019: 33%</p> <p>Average Grade Point Average: 2019 - 2.92</p> <p>2019 Student Survey Results:</p>	<p>the reporting of state and local indicators.</p> <p>2021: 6th- 25%% 7th- 35.43% 8th- 30.73% 11th- 63.73%</p> <p>SBAC Science Meeting or Exceeding Grade Level Standards: 2020: Due to the COVID-19 pandemic, state law suspended the reporting of state and local indicators.</p> <p>2021: 8th- 20.02% 11th- 31.49%</p> <p>CDE Dashboard Data Math--Distance from Standard: 2020: Due to the COVID-19 pandemic, state law suspended the reporting of state and local indicators.</p> <p>2021: Due to the COVID-19 pandemic,</p>	<p>Grade Level Standards:</p> <p>2022: 8th- 29.2% 11th- 30.79%</p> <p>CDE Dashboard Data Math--Distance from Standard: 2017: 71.2 2018: 60.3 2019: 52.2 2020: n/a 2021: n/a 2022: 116</p> <p>CDE Dashboard Data ELA--Distance from Standard: 2017: 25.4 2018: 34.3 2019: 23 2020: n/a 2021: n/a 2022:43.2</p> <p>College and Career Readiness Indicator: 2022: Due to the COVID-19 pandemic, state did not report on</p>	<p>Grade Level Standards:</p> <p>2023: 8th- 7.87% 11th- 16.13%</p> <p>CDE Dashboard Data Math--Distance from Standard: 2017: 71.2 2018: 60.3 2019: 52.2 2020: n/a 2021: n/a 2022: 116 2023:127.6</p> <p>CDE Dashboard Data ELA--Distance from Standard: 2017: 25.4 2018: 34.3 2019: 23 2020: n/a 2021: n/a 2022:43.2 2023: 61.9</p> <p>College and Career Readiness Indicator: 2023: 37.1%</p>	<ul style="list-style-type: none"> College Readiness Indicator will increase annually on the CDE Dashboard AP Pass Rate will increase annually Increase average GPA annually Increase percentages in student/staff surveys

Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Year 3 Outcome	Desired Outcome for 2023–24
	<ul style="list-style-type: none"> 74% of students report they are organized 46% of students report they are good time managers 49% students report feeling overwhelmed academically or socially <p>2019 Staff Survey Results:</p> <ul style="list-style-type: none"> 49% of staff believe that our students need improved study skills 43% of staff believe that our students need increased rigor 52% of staff believe that our students needs additional 	<p>state did not report distance from standard.</p> <p>CDE Dashboard Data ELA--Distance from Standard:</p> <p>2020: Due to the COVID-19 pandemic, state law suspended the reporting of state and local indicators.</p> <p>2021: Due to the COVID-19 pandemic, state did not report distance from standard.</p> <p>College and Career Readiness Indicator:</p> <p>2020: Due to the COVID-19 pandemic, state law suspended the reporting of state and local indicators.</p> <p>2021: Due to the COVID-19 pandemic, state did not report College and Career Readiness.</p>	<p>College and Career Readiness Indicator.</p> <p>AP Pass Rates: 2022: 24.4%</p> <p>Average Grade Point Average: Spring (2022):</p> <p>Student and Staff Survey Results: 2022:</p>	<p>AP Pass Rates: 2023: 21%</p> <p>Average Grade Point Average: Fall (2023): 3.26</p>	

Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Year 3 Outcome	Desired Outcome for 2023–24
	<p>social/emotional supports</p> <ul style="list-style-type: none"> 52% of staff believe that our students need confidence/character building 50% of staff believe that our students need additional support with time management, organization and life skills 	<p>AP Pass Rates:</p> <p>2015:15%</p> <p>2016: 20%</p> <p>2017: 31%</p> <p>2018: 20%</p> <p>2019: 33%2020: 40%</p> <p>2021: 26.3%</p> <p>Average Grade Point Average:</p> <p>Fall 2019: 2.92</p> <p>Spring 2020: No grade point averages were accrued this semester due to school closure. Credit/No Credit was temporarily implemented.</p> <p>Fall 2020: 3.29</p> <p>Spring 2021: 3.41</p> <p>Fall 2021: 3.57</p> <p>Student and Staff Survey Results:</p> <p>2019 Student Survey Results:</p> <ul style="list-style-type: none"> 74% of students report they 			

Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Year 3 Outcome	Desired Outcome for 2023–24
		<p>are organized</p> <ul style="list-style-type: none">• 46% of students report they are good time managers• 49% students report feeling overwhelmed academically or socially <p>2019 Staff Survey Results:</p> <ul style="list-style-type: none">• 49% of staff believe that our students need improved study skills• 43% of staff believe that our students need increased rigor• 52% of staff believe that our students needs additional social/emotional supports			

Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Year 3 Outcome	Desired Outcome for 2023–24
		<ul style="list-style-type: none"> • 52% of staff believe that our students need confidence/c haracter building • 50% of staff believe that our students need additional support with time management , organization and like skills <p>Due to COVID School Closure, students and staff were not surveyed during the 2020-2021 school year.</p>			

Goal Analysis

An analysis of how this goal was carried out in the previous year.

A description of any substantive differences in planned actions and actual implementation of these actions.

In the 23/24 school there were no substantive differences in our planned actions versus the implementation of these actions.

An explanation of material differences between Budgeted Expenditures and Estimated Actual Expenditures and/or Planned Percentages of Improved Services and Estimated Actual Percentages of Improved Services.

There were no material differences noted.

An explanation of how effective or ineffective the specific actions were in making progress toward the goal during the three-year LCAP cycle.

Based on 2024 preliminary SBAC data, we are seeing a 3% increase in students meeting or exceeding standards in math, a 9% increase in science, and 13% increase in students meeting or exceeding standards in ELA. We attribute this growth to the implementation of the actions in the 23/24 school year. Including: Professional development, differentiated instruction, software programs, after school tutoring, academic enrichment and college success courses, student support days, college classes, data analysis, and the additional ATSI interventions that were added to our 23/24 LCAP.

A description of any changes made to the planned goal, metrics, desired outcomes, or actions for the coming year that resulted from reflections on prior practice.

In addition to our 23/24 planned actions, this school year we made math and reading a schoolwide initiative asking every GPA staff member to place a focus on helping support our students with both. We offered Saturday academy for additional academic support.

A report of the Total Estimated Actual Expenditures for last year's actions may be found in the Annual Update Table. A report of the Estimated Actual Percentages of Improved Services for last year's actions may be found in the Contributing Actions Annual Update Table.

Goals and Actions

Goal

Goal #	Description
4	(Charter Goal #4) Enhance, develop and organize programs and interventions to increase the academic performance of all English Language Learners; with an emphasis on those in emerging, beginning and expanding levels based on current ELPAC data. (LCAP Priorities 1, 2, 4 and 7)

Measuring and Reporting Results

Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Year 3 Outcome	Desired Outcome for 2023–24
<ul style="list-style-type: none"> SBAC Math SBAC ELA ELPAC CDE Dashboard: Progress toward English language proficiency 	<p>SBAC Distance from Standard Data for EL students (Mathematics): 2017: 158.3 2018: 132.7 2019: 131.0</p> <p>SBAC Distance from Standard Data for EL students (ELA): 2017: 103.2 2018: 110.5 2019: 113.8</p> <p>2019 ELPAC Data: Level 1 Minimally Developed: 17.81% Level 2 Somewhat Developed: 48.99%</p>	<p>SBAC Distance from Standard Data for EL students (Mathematics): 2017: 158.3 2018: 132.7 2019: 131.0</p> <p>2020: Due to the COVID-19 pandemic, state law suspended the reporting of state and local indicators.</p> <p>2021: Due to the COVID-19 pandemic, state did not report Distance from Standard.</p>	<p>SBAC Distance from Standard Data for EL students (Mathematics): 2017: 158.3 2018: 132.7 2019: 131.0 2020: n/a 2021: n/a 2022: 165</p> <p>SBAC Distance from Standard Data for EL students (ELA): 2017: 103.2 2018: 110.5 2019: 113.8 2020: n/a 2021: n/a 2022: 81.1</p>	<p>SBAC Distance from Standard Data for EL students (Mathematics): 2017: 158.3 2018: 132.7 2019: 131.0 2020: n/a 2021: n/a 2022: 165 2023: 164.7</p> <p>SBAC Distance from Standard Data for EL students (ELA): 2017: 103.2 2018: 110.5 2019: 113.8 2020: n/a 2021: n/a</p>	<ul style="list-style-type: none"> Students in the EL subgroup will decrease their distance from standard on the Smarter Balanced Assessment (SBAC) in Math annually Students in the EL subgroup will decrease their distance from

Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Year 3 Outcome	Desired Outcome for 2023–24
	<p>Level 3 Moderately Developed: 28.34%</p> <p>Level 4 Well Developed: 4.86%</p> <p>Percent of EL students making progress toward English language proficiency: 2019: 33.5%</p>	<p>SBAC Distance from Standard Data for EL students (ELA):</p> <p>2017: 103.2</p> <p>2018: 110.5</p> <p>2019: 113.8</p> <p>2020: Due to the COVID-19 pandemic, state law suspended the reporting of state and local indicators.</p> <p>2021: Due to the COVID-19 pandemic, state did not report Distance from Standard.</p> <p>ELPAC Data:</p> <p>Level 1 Minimally Developed:</p> <p>2019: 17.81%</p> <p>2020: 14.5%</p> <p>2021: 14.44%</p> <p>Level 2 Somewhat Developed:</p> <p>2019: 48.99%</p> <p>2020: 41.99%</p> <p>2021: 41.38%</p> <p>Level 3 Moderately Developed:</p> <p>2019: 28.34%</p>	<p>ELPAC Data:</p> <p>Level 1 Minimally Developed:</p> <p>2022: 5.39%</p> <p>Level 2 Somewhat Developed:</p> <p>2022: 40.43%</p> <p>Level 3 Moderately Developed:</p> <p>2022: 40.43 %</p> <p>Level 4 Well Developed:</p> <p>2022: 13.75%</p> <p>Percent of EL students making progress toward English language proficiency:</p> <p>2022: 37.9%</p>	<p>2022: 81.1</p> <p>2023: 103.8</p> <p>ELPAC Data:</p> <p>Level 1 Minimally Developed:</p> <p>2023: 20.33%</p> <p>Level 2 Somewhat Developed:</p> <p>2023: 29.4%</p> <p>Level 3 Moderately Developed:</p> <p>2023: 33.7 %</p> <p>Level 4 Well Developed:</p> <p>2023: 16.5%</p> <p>Percent of EL students making progress toward English language proficiency:</p> <p>2023: 42.8%</p>	<p>standard on the Smarter Balanced Assessment (SBAC) in ELA annually</p> <ul style="list-style-type: none"> Increased percentage of students will score a level 3 or above on ELPAC GPA will increase the percentage of students making progress toward English language proficiency on the CDE Dashboard indicator annually.

Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Year 3 Outcome	Desired Outcome for 2023–24
		2020: 31.11% 2021: 35% Level 4 Well Developed: 2019: 4.86% 2020: 12.38% 2021: 9.16% Percent of EL students making progress toward English language proficiency: 2019: 33.5% 2020: 31% 2021: 35%			

Goal Analysis

An analysis of how this goal was carried out in the previous year.

A description of any substantive differences in planned actions and actual implementation of these actions.

In the 23/24 school there were no substantive differences in our planned actions versus the implementation of these actions.

An explanation of material differences between Budgeted Expenditures and Estimated Actual Expenditures and/or Planned Percentages of Improved Services and Estimated Actual Percentages of Improved Services.

There were no material differences noted.

An explanation of how effective or ineffective the specific actions were in making progress toward the goal during the three-year LCAP cycle.

In the 23/24 school year, we had a 7% increase in students reclassifying. In addition, based on our preliminary ELPAC data for 2024, we have a 7% increase in students eligible for reclassification. We attribute this growth to the implementation of the actions in the 23/24 school year. Including: Professional development, differentiated instruction, software programs, after school tutoring, college classes, data analysis, EL goal setting and monitoring, ELD and ELPAC targeted Professional development for the EL team, CAFE conference attendance, and the additional ATSI interventions that were added to our 23/24 LCAP.

A description of any changes made to the planned goal, metrics, desired outcomes, or actions for the coming year that resulted from reflections on prior practice.

In addition to our 23/24 planned actions, this school year we focused specifically on reincorporating goal setting and progress monitoring for EL learners providing 1:1 support and street data interviews.

A report of the Total Estimated Actual Expenditures for last year's actions may be found in the Annual Update Table. A report of the Estimated Actual Percentages of Improved Services for last year's actions may be found in the Contributing Actions Annual Update Table.

Goals and Actions

Goal

Goal #	Description
5	Enhance, develop and organize programs and interventions to increase the academic performance of all Students with Disabilities; with an emphasis on those who have not reached proficiency according to state assessments. (LCAP Priorities 1, 2, 4 and 7)

Measuring and Reporting Results

Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Year 3 Outcome	Desired Outcome for 2023–24
<ul style="list-style-type: none"> Smarter Balanced Assessment (SBAC)-Math Smarter Balanced Assessment (SBAC)-ELA 	<p>SBAC Distance from Standard Data for SPED students (Mathematics): 2017: 165.6 2018: 153.7 2019: 150.1</p> <p>SBAC Distance from Standard Data for SPED students (ELA): 2017: 101.3 2018: 119.5 2019: 111.9</p>	<p>SBAC Distance from Standard Data for SPED students (Mathematics): 2017: 165.6 2018: 153.7 2019: 150.1</p> <p>2020: Due to the COVID-19 pandemic, state law suspended the reporting of state and local indicators.</p> <p>2021: Due to the COVID-19 pandemic, state did not report on Distance from Standard.</p>	<p>SBAC Distance from Standard Data for SPED students (Mathematics): 2022: 179.6</p> <p>SBAC Distance from Standard Data for SPED students (ELA): 2022: 124.2</p>	<p>SBAC Distance from Standard Data for SPED students (Mathematics): 2023: 177.2</p> <p>SBAC Distance from Standard Data for SPED students (ELA): 2023: 135.4</p>	<ul style="list-style-type: none"> Students in the SPED subgroup will decrease their distance from standard on the Smarter Balanced Assessment (SBAC) in Math annually Students in the SPED subgroup will decrease their distance from standard on

Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Year 3 Outcome	Desired Outcome for 2023–24
		SBAC Distance from Standard Data for SPED students (ELA): 2017: 101.3 2018: 119.5 2019: 111.9 2020: Due to the COVID-19 pandemic, state law suspended the reporting of state and local indicators. 2021: Due to the COVID-19 pandemic, state did not report on Distance from Standard.			the Smarter Balanced Assessment (SBAC) in ELA annually

Goal Analysis

An analysis of how this goal was carried out in the previous year.

A description of any substantive differences in planned actions and actual implementation of these actions.

In the 23/24 school there were no substantive differences in our planned actions versus the implementation of these actions.

An explanation of material differences between Budgeted Expenditures and Estimated Actual Expenditures and/or Planned Percentages of Improved Services and Estimated Actual Percentages of Improved Services.

There were no material differences noted.

An explanation of how effective or ineffective the specific actions were in making progress toward the goal during the three-year LCAP cycle.

Based on 2024 preliminary SBAC data, we are seeing a 3% increase in students meeting or exceeding standards in math, a 9% increase in science, and 13% increase in students meeting or exceeding standards in ELA. We attribute this growth to the implementation of the actions in the 23/24 school year. Including: Professional development, differentiated instruction, software programs, scaffolds, after school tutoring, learning center and academic enrichment, student support days, college classes, data analysis, and the additional ATSI interventions that were added to our 23/24 LCAP.

A description of any changes made to the planned goal, metrics, desired outcomes, or actions for the coming year that resulted from reflections on prior practice.

In addition to our 23/24 planned actions, this school year we began implementing our CDE approved CIM plan, made math and reading a schoolwide initiative asking every GPA staff member to place a focus on helping support our students with both. We offered Saturday academy for additional academic support and conducted street data interviews to determine areas of need.

A report of the Total Estimated Actual Expenditures for last year's actions may be found in the Annual Update Table. A report of the Estimated Actual Percentages of Improved Services for last year's actions may be found in the Contributing Actions Annual Update Table.

Goals and Actions

Goal

Goal #	Description
6	(GPA Charter Outcome #6) GPA parents will be aware and highly encouraged to be meaningfully engaged in their students' education and our school community. (LCAP Priority 3)

Measuring and Reporting Results

Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Year 3 Outcome	Desired Outcome for 2023–24
<ul style="list-style-type: none"> School Site Council Meetings Coffee with the Director Meetings Parent/Teacher Conferences Parent Commitment Form Parent Workshops 	<ul style="list-style-type: none"> School Site Council Meetings are held at least two times throughout the school year Coffee with the Director Meetings are held at least six times per year - Parent/Teacher conferences are offered to 	<p>1) School Site Council Meetings are held at least two times throughout the school year</p> <p>2) Coffee with the Director Meetings are held at least six times per year:</p> <ul style="list-style-type: none"> -GPA held a Coffee with the Director Meeting on 8/27/2021. <p>3) Parent/Teacher conferences are offered to parents at least two times per year:</p>	<p>1) School Site Council Meetings are held at least two times throughout the school year</p> <p>2) Coffee with the Director Meetings are held at least six times per year.</p> <p>3) Parent/Teacher conferences are offered to parents at least two times per year:</p> <ul style="list-style-type: none"> - Parent/Teacher conferences were held 10/17/2022- 	<p>1) School Site Council Meetings are held at least two times throughout the school year</p> <p>2) Coffee with the Director Meetings are held at least six times per year.</p> <p>3) Parent/Teacher conferences are offered to parents at least two times per year:</p> <ul style="list-style-type: none"> - Parent/Teacher conferences were held 	<ul style="list-style-type: none"> School Site Council Meetings will be held at least two times throughout the school year Coffee with the Director Meetings will be held at least six times per year - Parent/Teacher

Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Year 3 Outcome	Desired Outcome for 2023–24
<ul style="list-style-type: none"> Parent Involvement Policy Local Control Accountability Plan 	<p>parents at least two times per year</p> <ul style="list-style-type: none"> Parent Commitment Forms have been signed and collected as part of the annual student (re)enrollment process Student Affairs Parent Workshops (high school planning (A-G), college entrance, financial aid planning, etc) are held at least four times per year Parent Involvement Policy is reviewed, updated and 	<ul style="list-style-type: none"> - Parent/Teacher conferences were held 10/18/2021-10/22/2021 and 4/11/2022-4/15/2022 <p>4) Parent Commitment Forms are provided to each family every school year:</p> <ul style="list-style-type: none"> -Parent Commitment Forms were provided to each family in the student planner for the 2021-2022 school year. <p>5) Student Affairs Parent Workshop (high school planning (A- G), college entrance, financial aid planning, etc) are held during each school year:</p>	<p>10/21/2022 and 4/10/2023-4/13/2023</p> <p>4) Parent Commitment Forms are provided to each family every school year:</p> <ul style="list-style-type: none"> -Parent Commitment Forms were provided to each family in the student planner for the 2022-2023 school year. <p>5) Student Affairs Parent Workshop are held during each school year:</p> <ul style="list-style-type: none"> - During the 22-23 year Student Affairs has held parent workshops on the following topics: College Applications 	<p>10/24/2023 - 10/27/2023</p> <p>4) Parent Commitment Forms are provided to each family every school year:</p> <ul style="list-style-type: none"> -Parent Commitment Forms were provided to each family in the student planner for the 2023-2024 school year. <p>5) Student Affairs Parent Workshop are held during each school year:</p> <ul style="list-style-type: none"> - During the 23-24 year Student Affairs has held parent workshops on the following topics: College Applications 101, Safety Net, CSU 	<p>conferences will be offered to parents at least two times per year</p> <ul style="list-style-type: none"> Parent Commitment Forms will be signed and collected as part of the annual student (re)enrollment process Student Affairs Parent Workshops (high school planning (A-G), college entrance, financial aid planning, etc) will be held at least four times per year Parent Involvement

Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Year 3 Outcome	Desired Outcome for 2023–24
	<p>approved annually</p> <ul style="list-style-type: none"> Local Control Accountability Plan is reviewed, updated and approved annually 	<ul style="list-style-type: none"> -GPA has held one Student Affairs Parent Workshop (high school planning (A-G), college entrance, financial aid planning, etc) to date during the 2021-2022 school year. <p>6) Our Parent Involvement Policy is reviewed, updated and approved annually by our SSC and Board of Directors.</p> <ul style="list-style-type: none"> -Board of Directors approved Fall 2021 -SSC approval Spring 2022 <p>7) Our Local Control Accountability Plan is reviewed, updated annually by our SSC</p>	<p>101, Safety Net, CSU Applications, Mental Wellness, UC College Applications, College Going Process, Financial Aide, A-G Requirement s, and Understanding Current Drug trends</p> <p>6) Our Parent Involvement Policy is reviewed, updated and approved annually by our SSC and Board of Directors.</p> <ul style="list-style-type: none"> -Board of Directors approved Fall 2022 <p>7) Our Local Control Accountability Plan is reviewed, updated annually by our SSC and Board of Directors.</p>	<p>Applications, UC College Applications, College Going Process, Financial Aide</p> <p>6) Our Parent Involvement Policy is reviewed, updated and approved annually by our SSC and Board of Directors.</p> <ul style="list-style-type: none"> -Board of Directors approved Fall 2023 <p>7) Our Local Control Accountability Plan is reviewed, updated annually by our SSC and Board of Directors.</p> <ul style="list-style-type: none"> -Board and SSC approval Spring 2023 <p>8) Our Title 1 Part A: Parent and Family Engagement Policy was approved by our</p>	<p>Policy will be reviewed, updated and approved annually</p> <ul style="list-style-type: none"> Local Control Accountability Plan will be reviewed, updated and approved annually Parents will be asked to participate in WestEd's California School Parent Survey, to obtain: parent perceptions about the school's learning environment; school climate; student supports; and parent outreach and involvement efforts

Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Year 3 Outcome	Desired Outcome for 2023–24
		<p>and Board of Directors.</p> <ul style="list-style-type: none"> -Board and SSC approval Spring 2022 <p>8) Parents will be asked to participate in WestEd's California School Parent Survey in Spring 2022, to obtain: parent perceptions about the school's learning environment; school climate; student supports; and parent outreach and involvement efforts</p>	<ul style="list-style-type: none"> -Board and SSC approval Spring 2023 <p>8) Out Title 1 Part A: Parent and Family Engagement Policy was approved by our Board of Directors and SSC in January 2023.</p> <p>8) Parents participated in Surveys to provide feedback and input on LCAP, School Climate, Student Achievement, and State Priorities.</p>	<p>Board of Directors and SSC in January 2024.</p> <p>8) Parents participated in Surveys to provide feedback and input on LCAP, School Climate, Student Achievement, and State Priorities in Spring 2023</p>	

Goal Analysis

An analysis of how this goal was carried out in the previous year.

A description of any substantive differences in planned actions and actual implementation of these actions.

In the 23/24 school there were no substantive differences in our planned actions versus the implementation of these actions.

An explanation of material differences between Budgeted Expenditures and Estimated Actual Expenditures and/or Planned Percentages of Improved Services and Estimated Actual Percentages of Improved Services.

There are no material differences noted.

An explanation of how effective or ineffective the specific actions were in making progress toward the goal during the three-year LCAP cycle.

Based on our 23/24 parent surveys, 97.7% of parents agree that teachers listen to them, 96.9% agree that leadership listens to them. In addition, 76.1% agree that GPA encourages parent involvement. We attribute this growth to the implementation of the actions in the 23/24 school year. Including: Coffee with the Director, SSC, ELAC, Parent conferences, PTSC, parent workshops and increased communication.

A description of any changes made to the planned goal, metrics, desired outcomes, or actions for the coming year that resulted from reflections on prior practice.

This goal will be incorporated in our GPA School Culture and Climate goal in the 24/25 LCAP.

A report of the Total Estimated Actual Expenditures for last year's actions may be found in the Annual Update Table. A report of the Estimated Actual Percentages of Improved Services for last year's actions may be found in the Contributing Actions Annual Update Table.

Goals and Actions

Goal

Goal #	Description
7	(GPA Charter Outcome #7) Students will demonstrate college-preparatory behaviors and be focused on learning, resulting in low rates for suspension and expulsion. (LCAP Priorities 1, 4, and 6)

Measuring and Reporting Results

Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Year 3 Outcome	Desired Outcome for 2023–24
<ul style="list-style-type: none"> Annual Student Discipline Referrals Total Annual Suspensions School Suspension Rate 	<p>Discipline Referrals: 2018-2019: 1010 2019-2020: 456*</p> <p>Total Suspensions: 2018-2019: 218 2019-2020: 51*</p> <p>School Suspension Rate: 2017-2018: 10.6% 2018-2019: 12.7% 2019-2020: 3.4%*</p> <p>(*data limited to first semester due to COVID campus closure)</p>	<p>Discipline Referrals: 2018-2019: 1010 2019-2020: 456* 2020-2021: Due to the implementation of Distance Learning for the 2020-2021 school year there were no reported referrals or suspensions.</p> <p>2021-2022: 196 students have received a total of 1181 referrals (As of February 2022)</p> <p>Total Suspensions: 2018-2019: 218 2019-2020: 51* 2020-2021: Due to the implementation of</p>	<p>Discipline Referrals: 2022-2023(As of May 2023) 847</p> <p>Total Suspensions: 2022-2023(As of May 2023) 123 students have been suspended on 146 occasions</p> <p>School Suspension Rate: 2022-2023(As of May 2023) 9% 2021-2022: 9.1%</p> <p>ATSI Subgroups (21-22): AA: 10.5% EL: 10.3%</p>	<p>Discipline Referrals: 2023-2024(As of December 2023) 316</p> <p>Total Suspensions: 2023-2024(As of December 2023) 40 students have been suspended on 47 occasions</p> <p>School Suspension Rate: 2023-2024(As of December 2023) 3%</p> <p>ATSI Subgroups 2023-2024(As of December 2023):</p>	<ul style="list-style-type: none"> GPA will decrease the total number of discipline referrals annually GPA will decrease the total number of suspensions annually GPA will decrease the suspension rate annually

Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Year 3 Outcome	Desired Outcome for 2023–24
		<p>Distance Learning for the 2020-2021 school year there were no reported referrals or suspensions. 2021-2022: 69 (As of February 2022)</p> <p>School Suspension Rate: 2017-2018: 10.6% 2018-2019: 12.7% 2019-2020: 3.4%* 2021-2022: 3% (As of February 2022)</p> <p>(*data limited to first semester due to COVID campus closure)</p>	SWD: 13.2%	<p>AA: 2% EL: 2.9% SWD: 3.5%</p>	

Goal Analysis

An analysis of how this goal was carried out in the previous year.

A description of any substantive differences in planned actions and actual implementation of these actions.

In the 23/24 school there were no substantive differences in our planned actions versus the implementation of these actions.

An explanation of material differences between Budgeted Expenditures and Estimated Actual Expenditures and/or Planned Percentages of Improved Services and Estimated Actual Percentages of Improved Services.

There are no material differences noted.

An explanation of how effective or ineffective the specific actions were in making progress toward the goal during the three-year LCAP cycle.

Based on current 23/24 data, GPA is on track to have 10% less total suspensions this academic school year and 20% less discipline referrals overall. We attribute these decreases to the implementation of the actions in the 23/24 school year. Including: Initial implementation of our CIM plan, data analysis, counseling, professional development, college classes, action plans, and the additional ATSI interventions that were added to our 23/24 LCAP.

A description of any changes made to the planned goal, metrics, desired outcomes, or actions for the coming year that resulted from reflections on prior practice.

In addition to our 23/24 planned actions, GPA implemented a schoolwide GPA Fun Book that supports the teaching and learning of our school culture in all classrooms and conducting empathy interviews to gather street data from our EL learners and SWDs. GPA will also be adding an SEL curriculum in the 24/25 school year. This goal will be incorporated in our GPA School Culture and Climate goal in the 24/25 LCAP.

A report of the Total Estimated Actual Expenditures for last year's actions may be found in the Annual Update Table. A report of the Estimated Actual Percentages of Improved Services for last year's actions may be found in the Contributing Actions Annual Update Table.

Goals and Actions

Goal

Goal #	Description
8	<p>(Charter Goal #8)</p> <p>The GPA campus will be a safe, secure, clean, welcoming, and engaging space for students and families and the student attendance rate will be high. GPA's facilities will be reasonably equivalent to neighborhood schools GPA students might otherwise attend. GPA will regularly evaluate the status of the school's instructional resources, including print and electronic, and adjust spending in these areas to ensure students have easy and regular access to standards-aligned instructional materials. (LCAP Priorities 1, 3, 5, and 6)</p>

Measuring and Reporting Results

Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Year 3 Outcome	Desired Outcome for 2023–24
-Annual Average Daily Attendance	<ul style="list-style-type: none"> Annual Average Daily Attendance: 2019-20: 95.92% 2018-19: 95.35% 2017-18: 96.04% 2016-17: 95.95% Chronic Absenteeism Rate: 2019-20: N/A 2018-19: 11.5% 2017-18: 6.8% 2016-17: 7.8% 	<ul style="list-style-type: none"> Annual Average Daily Attendance: 2021-22*: -P-1: 92.11% -P-2: 90.71% 2020-21: 90.85% 2019-20: 95.92% 2018-19: 95.35% 2017-18: 96.04% 2016-17: 95.95% *2021-22 ADA highly affected by COVID 	<ul style="list-style-type: none"> Annual Average Daily Attendance: 2022-2023: -P-1: 91.55% -P-2: 91.22% Chronic Absenteeism Rate: 2022: 36.3% By ATSI Subgroups: AA: 35.5% EL: 39.4% SWD: 39.8% 	<ul style="list-style-type: none"> Annual Average Daily Attendance: 2023-2024: -P-1: 93% Chronic Absenteeism Rate: 2023: 32% By ATSI Subgroups: AA: 40% EL: 37.3% SWD: 39.4% 	<ul style="list-style-type: none"> Annual Average Daily Attendance = 95% or higher Chronic Absenteeism Rate = 5% or lower

Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Year 3 Outcome	Desired Outcome for 2023–24
		illnesses <ul style="list-style-type: none"> Chronic Absenteeism Rate: 2020-21: 2.4% (Distance Learning) 2019-20: N/A 2018-19: 11.5% 2017-18: 6.8% 2016-17: 7.8%			

Goal Analysis

An analysis of how this goal was carried out in the previous year.

A description of any substantive differences in planned actions and actual implementation of these actions.

In the 23/24 school there were no substantive differences in our planned actions versus the implementation of these actions.

An explanation of material differences between Budgeted Expenditures and Estimated Actual Expenditures and/or Planned Percentages of Improved Services and Estimated Actual Percentages of Improved Services.

There are no material differences noted.

An explanation of how effective or ineffective the specific actions were in making progress toward the goal during the three-year LCAP cycle.

Based on current 23/24 data, for the past two academic years, GPA has seen a 1% increase in our ADA, and a 4% decrease in Chronic Absenteeism. Although this does not meet our LCAP metrics, we attribute the positive changes (post-Covid) to the action items in the 23/24 school year. Including: Campus safety and beautification, athletics programs, increased supervision, family support center, student materials and planners, facilities assessments, ongoing construction and campus improvements, and the additional ATSI interventions that were added to our 23/24 LCAP.

A description of any changes made to the planned goal, metrics, desired outcomes, or actions for the coming year that resulted from reflections on prior practice.

This goal will be incorporated in our GPA School Culture and Climate goal in the 24/25 LCAP.

A report of the Total Estimated Actual Expenditures for last year's actions may be found in the Annual Update Table. A report of the Estimated Actual Percentages of Improved Services for last year's actions may be found in the Contributing Actions Annual Update Table.

Goals and Actions

Goal

Goal #	Description
9	(Charter Goal #9) GPA will make every effort to ensure students are taught by the most highly qualified, skilled, and culturally-sensitive teachers possible. (LCAP Priorities 1, 4, 5, 6, and 7)

Measuring and Reporting Results

Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Year 3 Outcome	Desired Outcome for 2023–24
<ul style="list-style-type: none"> GPA New Teacher Culture Camp attendance Annual percent of "highly qualified" teachers Average years of teaching experience 	<ul style="list-style-type: none"> All new GPA teachers complete employee training program, including GPA Culture Camp, before being placed full-time in a teaching role on campus. 2019-20: 98% of teachers "highly qualified" in the subject they are 	<ul style="list-style-type: none"> All new GPA teachers complete employee training program, including GPA Culture Camp, before being placed full-time in a teaching role on campus in August. Teachers hired after the start of the school year complete 	<ul style="list-style-type: none"> All new GPA teachers complete employee training program, including GPA Culture Camp, before being placed full-time in a teaching role on campus in August. Teachers hired after the start of the school year complete 	<ul style="list-style-type: none"> All new GPA teachers complete employee training program, including GPA Culture Camp, before being placed full-time in a teaching role on campus in August. Teachers hired after the start of the school year complete 	<ul style="list-style-type: none"> All new GPA teachers will complete employee training program, including GPA Culture Camp, before being placed full-time in a teaching role on campus. Percent of teachers "highly qualified" in the subject they are

Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Year 3 Outcome	Desired Outcome for 2023–24
	teaching <ul style="list-style-type: none"> 2019-20 Average years of teaching experience for all teachers of record: 7 years 	mandatory trainings and a modified culture camp. <ul style="list-style-type: none"> Percent of teachers “highly qualified” in the subject they are teaching: <ul style="list-style-type: none"> -2019-20: 98% -2020-21: 100% -2021-22: 96% Average years of teaching experience for all teachers of record: <ul style="list-style-type: none"> -2019-20: 7 -2020-21: 7.8 -2021-22: 7.9 	mandatory trainings and a modified culture camp. <ul style="list-style-type: none"> Percent of teachers “highly qualified” in the subject they are teaching: <ul style="list-style-type: none"> -2022-23: 81.38% Average years of teaching experience for all teachers of record: <ul style="list-style-type: none"> -2022-2023: 9 	mandatory trainings and a modified culture camp. <ul style="list-style-type: none"> Percent of teachers “highly qualified” in the subject they are teaching: <ul style="list-style-type: none"> -2023-24: 83.72% Average years of teaching experience for all teachers of record: <ul style="list-style-type: none"> -2023-2024: 7.65 years 	teaching will remain above 95% <ul style="list-style-type: none"> Average years of teaching experience for all teachers of record will continue to exceed 5 years

Goal Analysis

An analysis of how this goal was carried out in the previous year.

A description of any substantive differences in planned actions and actual implementation of these actions.

In the 23/24 school there were no substantive differences in our planned actions versus the implementation of these actions. Due to the staffing shortage nationwide - despite best practices to hire the most qualified staff - this continues to be a challenging time in education to achieve this goal. GPA continues to make every effort to reach this goal and will continue to do so.

An explanation of material differences between Budgeted Expenditures and Estimated Actual Expenditures and/or Planned Percentages of Improved Services and Estimated Actual Percentages of Improved Services.

There are no material differences to note.

An explanation of how effective or ineffective the specific actions were in making progress toward the goal during the three-year LCAP cycle.

In the 23/24 school year, GPA hired 10 new teachers, and continued working with 4 educational agencies to fill vacancies with qualified teachers. GPA has retained all 10 teachers throughout the year and attributes that to the high level of support and the exemplary professional development provided by our lead teacher, Superintendent Riveroll. GPA has already successfully hired 5 teachers to fill vacancies for the 24/25 school year. Although we have not yet met our metric, we attribute the increased hiring and retention to our action items. Including: Partnerships with agencies, Job Fairs, ongoing interviews throughout the year, new teacher support, culture camp, and professional development.

A description of any changes made to the planned goal, metrics, desired outcomes, or actions for the coming year that resulted from reflections on prior practice.

This goal will be incorporated in our GPA School Culture and Climate goal in the 24/25 LCAP.

A report of the Total Estimated Actual Expenditures for last year's actions may be found in the Annual Update Table. A report of the Estimated Actual Percentages of Improved Services for last year's actions may be found in the Contributing Actions Annual Update Table.

Goals and Actions

Goal

Goal #	Description
10	(Charter Outcome #10) GPA students will have access to college role models through UCSD interns and tutors serving on site and providing tutoring and program support. Students who receive below a 2.5 GPA at the first reporting period or a “D” or “F” in a core content area will be highly encouraged to attend one or more intervention programs throughout the year (when funding available), including After School tutoring, Weekend tutoring, Student Support Days, or Summer School. (LCAP Priority 1, 2, 4, 5, 6, and 7)

Measuring and Reporting Results

Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Year 3 Outcome	Desired Outcome for 2023–24
<ul style="list-style-type: none"> • Intern/Tutor Attendance Logs • Summer School Attendance • Tutoring/Inter session Attendance 	<ul style="list-style-type: none"> • Annual average for UCSD interns and tutors exceeded 30 volunteers for 2015-20 school years • GPA has offered summer school every summer since 2012. 	<ul style="list-style-type: none"> • Annual average for UCSD interns and tutors exceeded 30 volunteers for 2015-20 school years. • -202-21 and 2021-22: Due to Covid protocols - interns or non-staff members are not permitted 	<ul style="list-style-type: none"> • Annual average for UCSD interns and tutors exceeded 30 volunteers for 2015-20 school years. • -2022-2023 Due to transportation issues and other obstacles, GPA has not resumed 	<ul style="list-style-type: none"> • Annual average for UCSD interns and tutors exceeded 30 volunteers for 2015-20 school years. • -2022-2023 Due to transportation issues and other obstacles, GPA has not resumed 	<ul style="list-style-type: none"> • Annual average for UCSD interns and tutors will exceed 30 • GPA will continue to offer summer school every summer • GPA will continue to offer several forms of additional

Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Year 3 Outcome	Desired Outcome for 2023–24
	<ul style="list-style-type: none"> GPA has offered several forms of additional interventions including after school tutoring, Saturday tutoring, and Winter and Spring Intersessions during the for 2015-21 school years 	<p>on campus at this time.</p> <ul style="list-style-type: none"> GPA has offered summer school every summer from 2012 to 2019. -2020: Summer school was not held in 2020 due to the pandemic and the SEL needs of students and staff. -2021: 63 students attended summer school in 2021 GPA has offered several forms of additional interventions including after school tutoring, Saturday 	<p>UCSD tutors on campus.</p> <p>In the Summer of 2022: 147 students attended and completed 262 courses for credit.</p> <p>As part of our current Collective Bargaining Agreement, GPA teachers offer weekly tutoring outside of class to support students.</p> <p>GPA offers SES tutoring for students both on and off campus to support academic achievement for students who need additional support.</p>	<p>UCSD tutors on campus.</p> <p>In the Summer of 2023: 85 students attended and completed 161 courses for credit.</p> <p>GPA offers SES tutoring for students both on and off campus to support academic achievement for students who need additional support.</p>	<p>academic interventions including after school tutoring, weekend tutoring, and student support days.</p>

Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Year 3 Outcome	Desired Outcome for 2023–24
		tutoring, and Winter and Spring Intersessions during the for 2015-21 school years. <ul style="list-style-type: none">-2021-22: Due to the current CBA with SDEA, GPA no longer offers Winter and Spring intersessions . We currently have 4 Student Support Days in our calendar for additional academic intervention.			

Goal Analysis

An analysis of how this goal was carried out in the previous year.

A description of any substantive differences in planned actions and actual implementation of these actions.

GPA continues to offer summer school, and academic interventions including after school tutoring, weekend tutoring, and student support days. Post-Covid - the UCSD intern program has not been reinstated. However, students continue to have access to college role models

through GPA staff, college road trips and tours, GPA's Wingspan college counseling center, Reality Changers, and college presentations held on campus.

An explanation of material differences between Budgeted Expenditures and Estimated Actual Expenditures and/or Planned Percentages of Improved Services and Estimated Actual Percentages of Improved Services.

There are no material differences to note.

An explanation of how effective or ineffective the specific actions were in making progress toward the goal during the three-year LCAP cycle.

Based on 23/24 data, GPA continues to see a decrease in the number of students requiring summer school to make up credits, and an increase in the number of students participating in after school and weekend tutoring. We attribute this to the implementation of the action items.

A description of any changes made to the planned goal, metrics, desired outcomes, or actions for the coming year that resulted from reflections on prior practice.

This goal will no longer be included in the 24/25 LCAP.

A report of the Total Estimated Actual Expenditures for last year's actions may be found in the Annual Update Table. A report of the Estimated Actual Percentages of Improved Services for last year's actions may be found in the Contributing Actions Annual Update Table.

Goals and Actions

Goal

Goal #	Description
11	<p>(GPA Charter Outcome #11)</p> <p>GPA will ensure ALL students have a strong commitment, are well informed, and are fully supported in earning a high school diploma “on time” with their 9th grade cohort. GPA will provide all students with the opportunity and support necessary to complete the rigorous A-G curriculum required for admission to universities in the UC/CSU systems. GPA will provide all students with the opportunity and support necessary to complete at least one Advanced Placement course during their high school years. GPA will provide all seniors with the support necessary to gain admission to a 2- or 4-year college after graduation. (LCAP Priorities 1, 2, 4, 5, 6, 7, and 8)</p>

Measuring and Reporting Results

Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Year 3 Outcome	Desired Outcome for 2023–24
<ul style="list-style-type: none"> Four-Year Cohort Graduation Data GPA Graduation Requirements A-G requirements for admission to UC/CSU AP course completion 	<ul style="list-style-type: none"> Four-Year Cohort Graduation Data for all GPA graduating classes: <p>2020: 97.8% 2019: 96.8% 2018: 99.3% 2017: 97.4% 2016: 99.2% 2015: 97.0% 2014: 95.7% 2013: 98.7% 2012: 96.0%</p>	<ul style="list-style-type: none"> Four-Year Cohort Graduation Data for all GPA graduating classes: <p>2021: 94.3% 2020: 97.8% 2019: 96.8% 2018: 99.3% 2017: 97.4% 2016: 99.2% 2015: 97.0% 2014: 95.7% 2013: 98.7%</p>	<ul style="list-style-type: none"> Four-Year Cohort Graduation Data for all GPA graduating classes: <p>2022: 97.8% 2021: 94.3% 2020: 97.8% 2019: 96.8% 2018: 99.3% 2017: 97.4% 2016: 99.2% 2015: 97.0% 2014: 95.7% 2013: 98.7%</p>	<ul style="list-style-type: none"> Four-Year Cohort Graduation Data for all GPA graduating classes: <p>2023: 94.9% 2022: 97.8% 2021: 94.3% 2020: 97.8% 2019: 96.8% 2018: 99.3% 2017: 97.4% 2016: 99.2% 2015: 97.0% 2014: 95.7%</p>	<ul style="list-style-type: none"> Four-Year Cohort Graduation Data for all GPA graduating classes will exceed 95% Four-Year Cohort High School Dropout Rate will remain below 5%

Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Year 3 Outcome	Desired Outcome for 2023–24
<ul style="list-style-type: none"> Admission/enrollment in a 2-year or 4-year college 	<ul style="list-style-type: none"> Four-Year Cohort High School Dropout Rate for all GPA graduating classes: 2020: 1% 2019: 1% 2018: 0% 2017: 2% 2016: 0% 2015: 0% 2014: 3% 2013: 0% 2012: 0% For all GPA graduating classes since the first graduating class of 2012, student records indicate that at least 90% of students in each GPA senior class, including each pupil subgroup achieved the following: 1) Satisfied the requirements to graduate on time with their classmates 2) Completed A-G 	<p>2012: 96.0%</p> <ul style="list-style-type: none"> Four-Year Cohort High School Dropout Rate for all GPA graduating classes: 2021: 2% 2020: 1% 2019: 1% 2018: 0% 2017: 2% 2016: 0% 2015: 0% 2014: 3% 2013: 0% 2012: 0% For all GPA graduating classes since the first graduating class of 2012, student records indicate that at least 90% of students in each GPA senior class, including each pupil 	<p>2012: 96.0%</p> <ul style="list-style-type: none"> Four-Year Cohort High School Dropout Rate for all GPA graduating classes: 2022: 0% 2021: 2% 2020: 1% 2019: 1% 2018: 0% 2017: 2% 2016: 0% 2015: 0% 2014: 3% 2013: 0% 2012: 0% For all GPA graduating classes since the first graduating class of 2012, student records indicate that at least 90% of students in each GPA senior class, including 	<p>2013: 98.7% 2012: 96.0%</p> <ul style="list-style-type: none"> Four-Year Cohort High School Dropout Rate for all GPA graduating classes: 2023: 2% 2022: 0% 2021: 2% 2020: 1% 2019: 1% 2018: 0% 2017: 2% 2016: 0% 2015: 0% 2014: 3% 2013: 0% 2012: 0% For all GPA graduating classes since the first graduating class of 2012, student records indicate that at least 90% of students in each GPA 	<ul style="list-style-type: none"> At least 90% of students in each GPA senior class, including each student sub-group, will achieve the following: 1) Satisfy the requirements to graduate on time with their classmates 2) Complete A-G requirements for admission to UC/CSU 3) Complete at least one AP course 4) Gain admission and/or enrolled in a 2-year or 4-year college

Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Year 3 Outcome	Desired Outcome for 2023–24
	requirements for admission to UC/CSU 3) Completed at least one AP course 4) Gained admission and/or enrolled in a 2-year or 4-year college	subgroup achieved the following: 1) Satisfied the requirements to graduate on time with their classmates 2) Completed A-G requirements for admission to UC/CSU 3) Completed at least one AP course 4) Gained admission and/or enrolled in a 2-year or 4-year college	each pupil subgroup achieved the following: 1) Satisfied the requirements to graduate on time with their classmates 2) Completed A-G requirements for admission to UC/CSU 3) Completed at least one AP course 4) Gained admission and/or enrolled in a 2-year or 4-year college	senior class, including each pupil subgroup achieved the following: 1) Satisfied the requirements to graduate on time with their classmates 2) Completed A-G requirements for admission to UC/CSU 3) Completed at least one AP course 4) Gained admission and/or enrolled in a 2-year or 4-year college	

Goal Analysis

An analysis of how this goal was carried out in the previous year.

A description of any substantive differences in planned actions and actual implementation of these actions.

In the 23/24 school there were no substantive differences in our planned actions versus the implementation of these actions.

An explanation of material differences between Budgeted Expenditures and Estimated Actual Expenditures and/or Planned Percentages of Improved Services and Estimated Actual Percentages of Improved Services.

There are no material differences to note.

An explanation of how effective or ineffective the specific actions were in making progress toward the goal during the three-year LCAP cycle.

GPA continues to meet all metrics for this goal. Given that this goal has become a schoolwide structure and is the fabric of our school's operational functions - it is no longer needed as a goal as it is now embedded into the daily operations of our school.

A description of any changes made to the planned goal, metrics, desired outcomes, or actions for the coming year that resulted from reflections on prior practice.

This goal will no longer be included in the 24/25 LCAP.

A report of the Total Estimated Actual Expenditures for last year's actions may be found in the Annual Update Table. A report of the Estimated Actual Percentages of Improved Services for last year's actions may be found in the Contributing Actions Annual Update Table.

Instructions

For additional questions or technical assistance related to the completion of the Local Control and Accountability Plan (LCAP) template, please contact the local county office of education (COE), or the California Department of Education’s (CDE’s) Local Agency Systems Support Office, by phone at 916-319-0809 or by email at lcff@cde.ca.gov.

Complete the prompts as instructed for each goal included in the 2023–24 LCAP. Duplicate the tables as needed. The 2023–24 LCAP Annual Update must be included with the 2024–25 LCAP.

Goals and Actions

Goal(s)

Description:

Copy and paste verbatim from the 2023–24 LCAP.

Measuring and Reporting Results

- Copy and paste verbatim from the 2023–24 LCAP.

Metric:

- Copy and paste verbatim from the 2023–24 LCAP.

Baseline:

- Copy and paste verbatim from the 2023–24 LCAP.

Year 1 Outcome:

- Copy and paste verbatim from the 2023–24 LCAP.

Year 2 Outcome:

- Copy and paste verbatim from the 2023–24 LCAP.

Year 3 Outcome:

- When completing the 2023–24 LCAP Annual Update, enter the most recent data available. Indicate the school year to which the data applies.

Desired Outcome for 2023–24:

- Copy and paste verbatim from the 2023–24 LCAP.

Timeline for completing the “Measuring and Reporting Results” part of the Goal.

Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Year 3 Outcome	Desired Outcome for Year 3 (2023–24)
Copy and paste verbatim from the 2023–24 LCAP.	Copy and paste verbatim from the 2023–24 LCAP.	Copy and paste verbatim from the 2023–24 LCAP.	Copy and paste verbatim from the 2023–24 LCAP.	Enter information in this box when completing the 2023–24 LCAP Annual Update.	Copy and paste verbatim from the 2023–24 LCAP.

Goal Analysis

Using actual annual measurable outcome data, including data from the Dashboard, analyze whether the planned actions were effective in achieving the goal. Respond to the prompts as instructed.

A description of any substantive differences in planned actions and actual implementation of these actions.

- Describe the overall implementation of the actions to achieve the articulated goal. Include a discussion of relevant challenges and successes experienced with the implementation process. This must include any instance where the LEA did not implement a planned action or implemented a planned action in a manner that differs substantively from how it was described in the adopted LCAP.

An explanation of material differences between Budgeted Expenditures and Estimated Actual Expenditures and/or Planned Percentages of Improved Services and Estimated Actual Percentages of Improved Services.

- Explain material differences between Budgeted Expenditures and Estimated Actual Expenditures and between the Planned Percentages of Improved Services and Estimated Actual Percentages of Improved Services, as applicable. Minor variances in expenditures or percentages do not need to be addressed, and a dollar-for-dollar accounting is not required.

An explanation of how effective or ineffective the specific actions were in making progress toward the goal during the three-year LCAP cycle.

- Describe the effectiveness or ineffectiveness of the specific actions in making progress toward the goal during the three-year LCAP cycle. “Effectiveness” means the degree to which the actions were successful in producing the desired result and “ineffectiveness” means that the actions did not produce any significant or desired result.
 - In some cases, not all actions in a goal will be intended to improve performance on all of the metrics associated with the goal.
 - When responding to this prompt, LEAs may assess the effectiveness of a single action or group of actions within the goal in the context of performance on a single metric or group of specific metrics within the goal that are applicable to the action(s). Grouping actions with metrics will allow for more robust analysis of whether the strategy the LEA is using to impact a specified set of metrics is working and increase transparency for educational partners. LEAs are encouraged to use such an approach when goals include multiple actions and metrics that are not closely associated.
 - Beginning with the development of the 2024–25 LCAP, the LEA must change actions that have not proven effective over a three-year period.

A description of any changes made to the planned goal, metrics, desired outcomes, or actions for the coming year that resulted from reflections on prior practice.

- Describe any changes made to this goal, expected outcomes, metrics, or actions to achieve this goal as a result of this analysis and analysis of the data provided in the Dashboard or other local data, as applicable.
 - As noted above, beginning with the development of the 2024–25 LCAP, the LEA must change actions that have not proven effective over a three-year period. For actions that have been identified as ineffective, the LEA must identify the ineffective action and must include a description of the following:
 - The reasons for the ineffectiveness, and
 - How changes to the action will result in a new or strengthened approach.

California Department of Education
November 2023

Local Control and Accountability Plan

The instructions for completing the Local Control and Accountability Plan (LCAP) follow the template.

Local Educational Agency (LEA) Name	Contact Name and Title	Email and Phone
Gompers Preparatory Academy	Jane Firpo-Leverson Chief of Staff	jleverson@gomperscharter.org 6192632171

Plan Summary [2024-25]

General Information

A description of the LEA, its schools, and its students in grades transitional kindergarten–12, as applicable to the LEA.

Gompers Preparatory Academy (GPA) is a very special inner city charter school located in Southeastern San Diego. We proudly support our community and its families by providing students with a safe and engaging college preparatory school in their neighborhood. GPA was designed to transform what was once a failing school into a thriving learning community focused on 100% of students graduating high school and 100% of students applying to attend 2 and 4 year colleges.

Gompers Preparatory Academy recently celebrated its 19th year as an independent public charter school. We have a long history of dreaming big for our students and overcoming obstacles along the way in order to keep the path clear for them to realize their fullest potential before heading off to college. GPA was created in 2005 by a group of dedicated, skilled, courageous people who weren't afraid to do things differently and put students first. The mission of Gompers Preparatory Academy, in partnership with UCSD and our community, is to accelerate academic achievement through a college preparatory culture and curriculum. We are a school with visionary leadership and a team of people willing to do a tremendous amount of hard work to make sure our students graduate and succeed in both college and careers. Along with GPA's growth over time, our community has also developed and changed. Southeastern San Diego was a community known primarily for drugs, violence, and gang activity. However, alongside GPA's growth and development, the community has seen positive changes over the past 10 years. There is still a lot that can be improved, and we believe that providing a high-quality neighborhood school of choice is one way to help elevate the community. Recent data for the area shows:

2023 Community Data Points

Crimes Against People
748

Crimes Against Property
1,265

Crimes Against Society
217

Median Age

33.9 years old
Income Per-Capita (92102)
\$33,048
Average Household Income (92102)
\$85,567

At GPA, we currently support 1,229 students in grades 6 through 12. Our graduation rate cannot be matched in the local area high schools. We are proud of our GPA Eagles and how far they are willing to REACH in order to soar. Our school culture is our foundation, we implement our REACH values (Respect, Enthusiasm, Achievement, Citizenship, and Hard Work) as the Student Learner Outcomes of our school. Students and staff alike are pushed to be their best as they work on all aspects of REACH each day. The implementation of our strong and supportive school culture was designed to provide both students and staff with a roadmap to success. At the forefront of our work is leadership that emulates REACH to the highest level. For example, our school's Director/Superintendent teaches in the classroom right alongside his staff. This is the ultimate in modeling for professional development and overall growth. He welcomes all staff, families, board members, community members, current and former students, and potential new hires to visit and learn by observing his classroom. In addition to his 30 years as an educator, teaching a full load of classes not only provides our Director with the opportunity to model best practices and school culture at the most successful and inspiring levels, it also provides him with extensive knowledge that impacts students and staff quickly so that instruction can be transformed. He is navigating Satellite, Map and Street data on all levels as he works with students daily in the classroom and leads the school overall.

GPA offers an A-G curriculum as well as Advanced Placement coursework, a vibrant Musical Production program, Athletics, and extracurricular opportunities; such as, robotics, chess, golf, Black Student Association, ballet and ASB. GPA helps students prepare to learn by setting a tone of joy and excitement including our infamous 'Fantastic Fridays' where staff and students sing and dance outside of the school before the day begins. The origin of this special time each week comes from knowing that we, as a school, need to inspire students to want to be at school. A theory of action that has propelled GPA over the years is preparing students to learn. Our school leadership works hard on implementing and modeling the conditions for learning and executive functioning skills. GPA requires all students to bring a backpack, books, a binder and their school-provided GPA planner. The planner is implemented in all classes with a school-wide color-coding system to help students with time management and organization skills. Student agency is our goal and a key aspect of what Director Riveroll models with students. Our students are wonderfully diverse and they bring the true magic to our school each day. The demographics of the students we currently serve are: 89% Hispanic, 4% African American, 4% Asian, 1% White, and <1% Pacific Islander, American Indian or Alaskan Native.

GPA's college prep pathway ensures that all diploma-bound students leave our school with the opportunity to apply to the CU/CSU system. Upon creating our charter in 2005, the GPA founders felt strongly that each and every student had full access to the A-G curriculum in order to close the achievement and opportunity gaps. GPA also offers a range of Advanced Placement courses and students are required to take at least one AP course in order to graduate. Our school wide culture, our inclusive high school for students with disabilities, and our 100% diploma bound high school graduation rates are a few of the many strategies we implement to promote diversity, equity, and inclusion for our students. The GPA mission statement represents our belief system that all students can succeed. In addition, creating a school with students first means ensuring that the unique needs of each student, and their families, is at the forefront of what we do each day. Designing our school to include an equal number of support staff to our teaching staff gives us the capacity to provide wrap-around and trauma-informed services through a robust Family Support Center where we employ our talented counseling team, Wingspan staff, school nurse, At-

Promise Coordinator and Welcome Center Staff. Our model gives staff the chance to focus on our students' social emotional and academic well-being.

Since our Self Study in 2020, we endured the global pandemic along with the rest of the world. GPA made major pivots during that time in order to continue to meet the needs of our students and their families. We added several departments to be sure our students and their families stayed as connected as possible to GPA. This included one-on-one tutoring for all students during distance learning, roadside pick-up options for resources/materials, virtual office hours for families to connect with our Family Support Center, home delivery service and tech support, additional technology services w/wifi for all students, and designated student support days to help staff offer additional targeted interventions. When transitioning back to on-campus learning, GPA welcomed students back first to “play” and reacclimate with school and each other by offering a recess time as Phase 1 of in-person learning. Phase 2 followed closely after with students whose families wanted their children back on campus, and for those who were not ready, we continued to support with our distance learning model. When restrictions were lifted fully, we entered our Phase 3 and re-opened fully for the 2021-2022 school year. We are thankful those challenging times are over; however, as many other schools and industries, we continue to learn how deeply affected we all were by the time we spent in quarantine and the learning loss across all grade levels. As we analyze data and reflect on our programs, we are able to see a clear picture of where our current needs are and we are working diligently every day to address them. Post Pandemic, we needed to restart our school culture when students returned full time in order to help students reacclimate and prepare for learning. Historically, our students come to GPA in 6th grade far behind grade level in reading and math. The pandemic pushed students farther behind, and the past few years has been spent assessing their needs, re-establishing consistent culture, and navigating their needs without being fully staffed.

Despite the obstacles, GPA has much to be proud of including, but not limited to, strong attendance, graduation rates, and post-secondary college acceptance and college going rates. Our students’ resiliency and willingness to grow is a testament to their character, and we will meet them where they are and provide them with everything we can to help them realize their dreams.

Current Enrollment and Staffing:

Enrollment:

Middle School (6-8): 550 students

High School (9-12): 679 students

Staffing:

GPA Staff: 110

Agency Staff: 35

*(GPA currently partners with 5 agencies to fulfill vacancies)

Student Demographics:

GPA demographic data for detailed enrollment and demographic data (ethnicity, language, free/reduced lunch, language proficiency):

English Learners

Middle School: 179 (33%)

High School: 222 (33%)

Students with Disabilities/504 Designated
Middle School: 110 (20%)
High School: 117 (17%)
FRPM Eligibility/Socioeconomically Disadvantaged
Over 83% of our students qualify for free or reduced meals

Reflections: Annual Performance

A reflection on annual performance based on a review of the California School Dashboard (Dashboard) and local data.

SBAC:

We have seen a decline in SBAC results compared to our pre-Covid data (2019). Our 6th grade data is showing a steady increase since 2021/2022. We attribute the 6th grade growth to increased stability in staffing at that grade level. Our 7th/8th grades have experienced a large number of teacher vacancies since 2021/2022, which has caused instability and inconsistent learning opportunities. Our data consistently shows growth the longer the students attend GPA. Since 2015 when you follow students, the proficiency rates for our 11th graders have continually increased supporting the determination that the longer a student attends our school, the more proficient they become.

CAST:

We have seen a slight decline in our CAST data in the 2020/2021 and 2021/2022 school years, and a significant decrease in our 2022/2023 data compared to pre-Covid data (2019). Due to the ongoing instability from staffing shortages, we see a decrease in scores overall, especially in 22/23. The significant decrease in 22/23 is attributed to students who were negatively impacted by both Distance Learning during the quarantine as well as returning to a high number of substitute teachers. In the 22/23 school year, GPA piloted a new science curriculum. The 23/24 school year has been its first full implementation.

ELPAC:

Compared to pre-Covid we have had an increase in our English Learners scoring 3's and 4's on the ELPAC. In the 2018/19 school year- our data showed GPA ELs performing below state averages overall. However, from 2020-2023 - our data showed GPA ELs performing above state averages overall.

We attribute the increase to several factors:

- Increased targeted intervention during Distance Learning including 1:1 tutoring
- Targeted approach to instruction
- Access to online platforms GPA implements for reading proficiency and language acquisition

EL Reclassification:

Our reclassification data shows that between 2020 and 2022, our ELs did not reclassify at high rates. Current data for 22/23 school year indicates an increase in students reclassifying as well as an increased number of ELs overall. Rebounding in regard to reclassification can be attributed to consistency with having an EL Coordinator, ongoing targeted instruction, and additional intervention support. With a high number

of our students being LTELs, our continued focus on building capacity among our staff on the practices of designated and integrated instruction remains a high priority.

College and Career Readiness:

2023: 37.1% students 2021 reported College and Career Ready based on CA Dashboard

Dataquest reports:

18/19- 79% College going rate

19/20 - 77% College going rate

20/21 - 65.9% College going rate

National Clearinghouse data:

All Institutions

2020 - 79% average of students enrolled

2021 - 64%

2022 - 86%

2023 - 83%

Enrolled in 4 year Institutions:

2019- 52%

2020 - 45%

2021 - 33%

2022 - 54%

2023 - 58%

2016 - 2021 (College Persistence Data)

Average - 74%

Persistence for 4 year universities = 84%

Persistence for 2 year universities = 52%

Percentage of students accepted to UC and enrolled:

Class of 2019 - 27%

Class of 2020 - 26%

Class of 2021 - 46%

Class of 2022 - 42%

Class of 2023 - 62%

Together our high school A-G curriculum and high graduation rates contribute to our CCR indicator. We are proud that our college going rate continues to be a strength for GPA. GPA's College Counseling team in "Wingspan" works 1:1 with each senior to ensure they have support

with the application, financial aid, and enrollment processes; as well as support finding and applying to scholarships. With the adjustments of the CDE CCR requirements, GPA is adapting and expanding our current program to provide more options for our students to meet them. Such as; Dual Enrollment, CTE Pathways, etc. Although only 37.1% are deemed ready for college according to the CCR dashboard data, it is encouraging that our National Clearinghouse College persistence data averages at 74% of enrolled students persisted from 2016 to 2021.

Graduation Rates:

GPA's graduation rates continue to be strong for the organization overall. The data indicates that from 2019 - 2023 our students continue to meet the requirements at a high rate.

2019 - 96.8%

2020 - 96%

2021 - 98.6%

2022 - 97.8%

2023 - 94.9%

Since 2012, our graduation rates have exceeded the state and local averages. We attribute this success to our school's mission, college prep culture, and the continuous efforts of our students and staff. Our ability as a school to connect with our students and their families has been and continues to be an area of strength. It is through this connection we are able to meet the diverse needs of our students and support their path to graduation.

Advanced Placement:

We have seen a decline in overall pass rates since 2019. There are some areas that are rebounding.

Areas that have shown an increase over the past two years :

AP English Language & Composition

AP English Literature & Composition

AP European History

AP US History

AP Chem (increase in average exam score)

AP Spanish Language and Culture (continues to be our strongest area)

Calculus AB and BC (growth since 2014)

Since implementing our AP courses, our primary aim has been twofold: to introduce students to the rigorous standards of college-level coursework and to prepare them for the AP exam. Since the addition of our High School in 2009, one of our graduation requirements has been that all students successfully complete at least one AP course . We have always believed that exposure and access are key to a college going mindset and which does not only apply to high-performing students. Contributing factors to the increases in specific AP courses include:

- AP by the Sea PD for AP teachers
- Consistent AP teachers
- Additional teacher-led study sessions
- Targeted support and intervention

Post-Secondary Outcomes:

Class of 2019 - 39% have graduated college or are currently in college

Class of 2020 - 50.7% have graduated college or are currently in college

Class of 2021 - 46.3% currently in college

Class of 2022 - 86.1% currently in college

The data suggests a trend of increasing college enrollment rates over the years, with a notable spike in the percentage of students currently in college for the Class of 2022. This indicates a potential shift towards a higher rate of post-secondary education pursuit among recent GPA graduating classes. The decrease in 2021 data is most likely a direct result of the pandemic and the mindset at the time of our students in regard to enrollment in college/university during quarantine. Other factors that may have contributed include changes in educational policies, economic conditions, and our on-going college-going mindset at GPA.

Reflections: Technical Assistance

As applicable, a summary of the work underway as part of technical assistance.

GPA is undergoing Differentiated Assistance in support of the following areas of need:

- EL: Academics, Suspension & CCI Very Low
- Hispanic: Academics & Suspension
- SED: Academics & Suspension
- SWD: Academics, CA, Suspension, & CCI very low

The DA Team met weekly throughout the development of the LCAP, attended training sessions, and worked with SDCOE to go through Data Protocols to collect and analyze satellite (Dashboard), map data (Let's Go Learn, Achieve 3000, Dean's list data), and street data (surveys and student interviews) pertaining to Academics, Suspension, CCI and Chronic Absenteeism, which include each of our Differentiated Assistance areas of need.

Our Satellite data revealed that GPA needs to target Academics, Suspension, CCI and Attendance for all students, given their low rates of meeting the dashboard indicators, with specific interventions that meet the needs of our SWD, EL, SED, Hispanic subgroups who are significantly impacted.

We then analyzed our school-based data where additional trends were revealed. Our LGL data (ELA and Math school-based assessment data) revealed that although growth is being made by our students over time in the academic areas, strategic interventions are needed for all students, as well as our subgroups, to continue to make more significant progress. Our school-based discipline data revealed that with many of our classrooms currently filled with long term subs, agency staff, and teachers in their first or second year, discipline infractions are being

impacted. These rooms have a significantly higher rate of referrals and suspensions than those with permanent more veteran teachers. The data also showed the majority of our suspensions were related to similar infractions involving controlled substances and fighting. Survey data was positive overall but indicated that portions of our EL and SWD subgroups do not feel supported.

At this point, we collected street data from specific students who responded that they do not feel supported on their survey and asked them a series of questions to gather additional data about what support looks like to them and recommendations for improvement. Our street data revealed that our students want more 1:1 and small group instruction, UDL, access to primary language support, additional tutoring options, and permanent teachers who are better equipped to address discipline and create and provide accommodations and modifications.

Our work on root cause analysis in each of our identified areas of need revealed similar trends:

1. Increase Professional Development (Academics, School Culture, SWD, Multilingual Learners)
2. Implementation of purposeful, effective interventions (Academics, School Culture, SWD, Multilingual Learners)
3. Hiring effective credentialed teachers

Each of our goals directly relates to the findings from our technical assistance work as we are targeting the demonstrated areas of need.

Goal 1 - Student Achievement:

Aligns to our findings in the root cause analysis which revealed that academic performance in ELA and Math for our SWD, EL, SED and Hispanic subgroups require effective and targeted professional development and intervention programming to make progress in ELA, Math, Science and CCI at the Satellite, MAP and Street levels.

Goal 2 - School Culture and Climate:

Our School Culture and Climate goal aligns to our findings in the root cause analysis which revealed that our SWD, EL, SED and Hispanic subgroups all require effective and targeted professional development and intervention programming to decrease our suspension rates, increase our attendance rates and increase subgroup student engagement to have positive impacts on school climate and student achievement.

Goal 3 - Multilingual Learner Intervention Supports:

Our Multilingual Learner Intervention goal aligns to our findings in the root cause analysis which revealed that our LTELs and EL subgroups all require effective and targeted professional development and intervention programming, implementation of an Enhanced ELD Program incorporating both integrated and designated ELD, and a Revised EL Master Plan to increase student achievement (Academics and CCI), decrease suspension rates, and increase attendance rates.

Goal 4 - SWD Intervention Supports:

Our SWD Intervention goal aligns to our findings in the root cause analysis which revealed that our SWD subgroup requires effective and targeted professional development and intervention programming, and the implementation of our CDE approved CIM plan to increase

student achievement (Academics and CCI), decrease suspension rates, and increase attendance rates.

Comprehensive Support and Improvement

An LEA with a school or schools eligible for comprehensive support and improvement must respond to the following prompts.

Schools Identified

A list of the schools in the LEA that are eligible for comprehensive support and improvement.

N/A

Support for Identified Schools

A description of how the LEA has or will support its eligible schools in developing comprehensive support and improvement plans.

N/A

Monitoring and Evaluating Effectiveness

A description of how the LEA will monitor and evaluate the plan to support student and school improvement.

N/A

Engaging Educational Partners

A summary of the process used to engage educational partners in the development of the LCAP.

School districts and county offices of education must, at a minimum, consult with teachers, principals, administrators, other school personnel, local bargaining units, parents, and students in the development of the LCAP.

Charter schools must, at a minimum, consult with teachers, principals, administrators, other school personnel, parents, and students in the development of the LCAP.

An LEA receiving Equity Multiplier funds must also consult with educational partners at schools generating Equity Multiplier funds in the development of the LCAP, specifically, in the development of the required focus goal for each applicable school.

Educational Partner(s)	Process for Engagement
GPA Parents	<p>Parent engagement is one of the main pillars GPA was built upon. We communicate often with our families and provide multiple opportunities for them to provide us with ongoing feedback, such as parent teacher conferences, surveys, and day-to-day interactions. We have parent representatives on our GPA Board of Directors, School Site Council, and ELAC/DLAC Committees to provide comprehensive input and support in our informed decision-making process. Parents are also provided the opportunity to attend Coffee with the Director events throughout the year to share their needs and provide GPA with feedback on areas of strength and improvement. Parents are also able to tour classes and interact with the school day.</p> <p>GPA has an active PTSC that meets throughout the year to encourage a strong school-to-home connection and help inform families about our school programs. PTSC supports our school climate and culture through events and celebrations they host for students and staff.</p>
GPA Students	<p>GPA operates with the belief system that students come first. Their feedback is critical for informed decision making and provides us with guidance on student's perspectives and ongoing needs. Students have multiple ways to share their voices, such as, student surveys, College Classes, street data interviews, parent teacher conferences, and day-to-day interactions. GPA's School Site Council (SSC) is made up of parents, students, staff, and community members. Our</p>

Educational Partner(s)	Process for Engagement
	SSC meets throughout the year to review and vote on action items, develop plans, and analyze ongoing data.
GPA Staff	<p>GPA Staff meet regularly and are provided with ongoing data and schoolwide developments. Staff have many opportunities to share their feedback, such as, participating in surveys, professional development, various school committees, and day-to-day interactions.</p> <p>GPA has staff representatives on our Board of Directors, SSC and ELAC/DLAC. These are additional forums where staff are able to participate in shared decision making, develop plans and analyze ongoing data.</p>
GPA Board of Directors	GPA holds regular Board of Directors meetings every other month where our Board members and community come together to discuss pertinent issues relating to all aspects of the organization. Members of our Board include parents, community members, GPA staff, and UCSD staff.

A description of how the adopted LCAP was influenced by the feedback provided by educational partners.

Gompers Preparatory Academy is rooted in the belief system that our educational partners play an essential role in fulfilling our mission. The importance of our educational partners is part of our schoolwide mission as follows: The mission of Gompers Preparatory Academy, in partnership with UCSD and our Community, is to accelerate academic achievement for all students through a college preparatory culture and curriculum. Our belief that students come first, and our collaborative spirit, are how GPA was built in 2005. In order to transform education and effectively meet the diverse needs of our students, we work with our educational partners to gather input, analyze data and systems, implement changes, monitor progress, elicit feedback and respond to that feedback in an ongoing cycle of continuous improvement.

Our process to engage our educational partners has had a significant influence on our LCAP and the development of our new goals. Each of our goals and action steps directly correlates to the feedback we received.

STUDENT, PARENT AND STAFF INFLUENCE:

Student, Parent and staff survey data results indicated the following top 3 state priorities to focus on:

1. Improved Student Achievement (62%) - Goal 1, Goal 2, Goal 3, Goal 4
2. Recruit and Retain Highly Qualified Staff (60%) - Goal 1 (Action 1.3)
3. Positive School Climate (47%) - Goal 2

Conducted Street Data interviews with our English Language Learners and Students with Disabilities based on their initial student survey data responses.

Our Street Data determined areas of need:

1. Increased supports for SWD and ELL - Goal 3, Goal 4
2. Additional Tutoring/ more 1:1 intervention for SWD - Goal 3
3. Highly Qualified teachers - Goal 1 (Action 1.3)
4. Professional Development on Strategies for EL - Goal 3
5. Primary Language Supports for EL - Goal 3
6. Additional Scaffolds and modifications - Goal 3, Goal 4
7. Implementation of UDL - Goal 3, Goal 4
8. Targeted Small Group Instruction - Goal 3, Goal 4

SSC INFLUENCE:

School Site Council reviewed and analyzed data, identified areas of need, and supported in the development of our LCAP goals at their January, March, April and May sessions. With special attention on their relationship to compliance monitoring; ATSI, Differentiated Assistance and CIM and meeting identified areas of need for our targeted subgroups.

SSC Proposed Goals:

1. Student Achievement - Goal 1
2. School Culture and Climate - Goal 2
3. ELL Supports and Interventions - Goal 3
4. SWD Supports and Interventions - Goal 4

ELAC/DLAC INFLUENCE:

Our ELAC/DLAC analyzed data, identified areas of need, and supported in the development of our LCAP goals with special focus on support our ELs.

ELAC/DLAC Areas of Need:

1. Additional supports for our EL - Goal 4
2. Additional Tutoring for our EL - Goal 4
3. Intervention Program - Goal 4
4. ELD Strategies - Goal 4
5. Attendance/ Learning Loss - Goal 4
6. Discipline - Goal 4

Goals and Actions

Goal

Goal #	Description	Type of Goal
1	Student Achievement: Increase the number of students who are meeting and exceeding the standards on state-wide assessments in ELA, Math and Science, decrease the distance from standard on EL and Math SBAC and increase the percentage of students meeting the college and career readiness indicator.	Broad Goal

State Priorities addressed by this goal.

Priority 1: Basic (Conditions of Learning)
Priority 2: State Standards (Conditions of Learning)
Priority 4: Pupil Achievement (Pupil Outcomes)
Priority 5: Pupil Engagement (Engagement)
Priority 7: Course Access (Conditions of Learning)
Priority 8: Other Pupil Outcomes (Pupil Outcomes)

An explanation of why the LEA has developed this goal.

Our data findings indicate an ongoing need to improve student achievement overall and with a specific focus on ELA, math and science through the continual implementation of targeted intervention programs. In addition, the need to build the essential skills of stamina, confidence, study skills, time management, organization, content mastery, critical thinking, and work ethic to increase college readiness in all content areas.
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Measuring and Reporting Results

Metric #	Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Target for Year 3 Outcome	Current Difference from Baseline
1.1	CAASPP ELA, Math and CAST	2023 Data: SBAC Math meeting or exceeding Grade Level Standards 6th- 16.24% (+) 7th- 5.14% (-) 8th- 6.18% (-) 11th- 10.33% (-)			Our percentage of students meeting or exceeding standard in Math, ELA and Science will increase annually for all students as well as	

Metric #	Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Target for Year 3 Outcome	Current Difference from Baseline
		<p>SBAC ELA Meeting or Exceeding Grade Level Standards: 6th- 27.41% 7th- 17.71% 8th- 14.61% 11th- 43.87%</p> <p>SBAC Science Meeting or Exceeding Grade Level Standards: 8th- 7.87% 11th- 16.13%</p> <p>2023 ATSI Subgroup Data:</p> <p>SWD: ELA: 6.96% Math: 3.48%</p> <p>ELL: ELA: 4.49% Math: 1.23%</p> <p>LTEL: ELA: 2.33% Math: 0%</p> <p>SED: ELA: 24.16% Math: 9.06%</p> <p>Hispanic: ELA: 24.17% Math: 9%</p>			our ATSI subgroups.	

Metric #	Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Target for Year 3 Outcome	Current Difference from Baseline
1.2	Distance from Standard data from CDE Dashboard Data	<p>2023 Data:</p> <p>CDE Dashboard Data Math--Distance from Standard: 2023:127.6</p> <p>CDE Dashboard Data ELA--Distance from Standard: 2023: 61.9</p> <p>2023 ATSI Subgroup Data:</p> <p>SWD: ELA: 135.4 Math: 177.2</p> <p>ELL: ELA: 103.8 Math: 164.7</p> <p>SED: ELA: 64.5 Math: 129.6</p> <p>Hispanic: ELA: 65.6 Math: 133.3</p>			Our Distance from Standard on the CDE dashboard will decrease in both Math and ELA for all students as well as our ATSI subgroups.	
1.3	College Readiness Indicator	College and Career Readiness Indicator: 2023: 37.1%			College readiness indicator will increase for all students as well as	

Metric #	Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Target for Year 3 Outcome	Current Difference from Baseline
		2023 ATSI Subgroup Data: SWD: 12.3% ELL: 5.3% SED: 35.4% Hispanic: 35.5%			our ATSI subgroups.	
1.4	AP Pass Rate	AP Pass Rates: 2023: 21%			AP Pass Rate will increase annually.	
1.5	Grade Point Average	Average Grade Point Average: Fall (2023): 3.26			Increase average GPA annually.	

Goal Analysis [2023-24]

An analysis of how this goal was carried out in the previous year.

A description of overall implementation, including any substantive differences in planned actions and actual implementation of these actions, and any relevant challenges and successes experienced with implementation.

Not Applicable.

An explanation of material differences between Budgeted Expenditures and Estimated Actual Expenditures and/or Planned Percentages of Improved Services and Estimated Actual Percentages of Improved Services.

Not Applicable.

A description of the effectiveness or ineffectiveness of the specific actions to date in making progress toward the goal.

Not Applicable.

A description of any changes made to the planned goal, metrics, target outcomes, or actions for the coming year that resulted from reflections on prior practice.

Not Applicable.

Actions

Action #	Title	Description	Total Funds	Contributing
1.1	Intervention Supports	Expand interventions to support and supplement instruction for our struggling learners.	\$8,146,513.23	Yes
1.2	Professional Development	Provide professional development for core content curriculum and intervention programs (ELA, Math, Science, Achieve 3000, LGL, Illustrative Math, Elevate Science), vertical alignment of content curriculum, college and career readiness, Advanced Placement, and GPA Data Analysis Protocols.	\$331,234.92	Yes
1.3	Recruitment and Retainment of Staff	Our goal is to fill our 23 vacancies with effective fully credentialed teachers who will serve the mission of GPA.	\$620,743.50	Yes

Goals and Actions

Goal

Goal #	Description	Type of Goal
2	School Culture and Climate: Decrease the number of behavior infractions, discipline referrals, and suspensions school wide.	Broad Goal

State Priorities addressed by this goal.

Priority 1: Basic (Conditions of Learning) Priority 3: Parental Involvement (Engagement) Priority 4: Pupil Achievement (Pupil Outcomes) Priority 5: Pupil Engagement (Engagement) Priority 6: School Climate (Engagement) Priority 7: Course Access (Conditions of Learning)

An explanation of why the LEA has developed this goal.

Our data findings indicate an ongoing need to decrease the number of suspensions school wide through ongoing targeted interventions, attendance initiatives, college classes, discipline curriculum, access to materials, and professional development; including classroom management, restorative practices, and social and emotional learning supports. In order to successfully accomplish this goal, it is essential to increase consistent implementation of our school wide REACH culture in all grade levels to support teaching and learning.
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Measuring and Reporting Results

Metric #	Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Target for Year 3 Outcome	Current Difference from Baseline
2.1	Annual Discipline Referrals	Discipline Referrals: 2022-2023: 948 2023/2024 to date (April 2024): 606 referrals			GPA will decrease the total number of discipline referrals annually for all students.	
2.2	Annual Suspensions	Total Suspensions: 2022-2023: 180			GPA will decrease the total number of suspensions	

Metric #	Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Target for Year 3 Outcome	Current Difference from Baseline
					annually for all students.	
2.3	CDE Dashbord: Suspension Rate	School Suspension Rate: 2022-2023: 11.2% 2023 ATSI/DA Subgroup Data: SWD: 13.5% EL: 14.4% SED: 11.2 % HISPANIC: 11.5% HOMELESS: 15.9%			GPA will decrease the suspension rate annually for all students and the ATSI/DA Subgroups.	
2.4	CDE Dashboard: Chronic Absenteeism	Chronic Absenteeism Rate: 2023: 32% 2023 ATSI/DA Subgroup Data: SWD: 39.4% EL: 37.3% SED: 32.7% HISPANIC: 31.7% HOMELESS: 52.9% AA:40%			GPA will decrease the Chronic Absenteeism Rate Annually for all students and the ATSI/DA Subgroups.	
2.5	ADA	2023 ADA: 91.27%			GPA will increase ADA rate annually.	

Goal Analysis [2023-24]

An analysis of how this goal was carried out in the previous year.

A description of overall implementation, including any substantive differences in planned actions and actual implementation of these actions, and any relevant challenges and successes experienced with implementation.

Not Applicable.

An explanation of material differences between Budgeted Expenditures and Estimated Actual Expenditures and/or Planned Percentages of Improved Services and Estimated Actual Percentages of Improved Services.

Not Applicable.

A description of the effectiveness or ineffectiveness of the specific actions to date in making progress toward the goal.

Not Applicable.

A description of any changes made to the planned goal, metrics, target outcomes, or actions for the coming year that resulted from reflections on prior practice.

Not Applicable.

Actions

Action #	Title	Description	Total Funds	Contributing
2.1	Professional Development	Provide professional development for classroom management strategies, Social and Emotional learning (SEL), restorative practices, trauma informed practices, CIM plan, attendance initiatives, de-escalation strategies, parent engagement, culturally responsive teaching and Office of Student Engagement resources and protocols.	\$363,543.76	Yes
2.2	College Classes	GPA will design College Classes for students in grades 6 -12 that teach strategies related to social emotional learning, stress management, organizational skills, time management, REACH culture expectations, self-advocacy, drug and alcohol awareness, conflict resolution, and social media safety, to promote preventative measures and informative practices.	\$735,206.69	Yes

Action #	Title	Description	Total Funds	Contributing
2.3	Annual Surveys	GPA will continue to provide our students, staff and parents with the opportunity to share their feedback in annual surveys.	\$15,000.00	Yes
2.4	Attendance Initiatives	GPA will implement school-wide attendance initiatives; such as, rewards, tardy sweeps, Parent Prep Academy, and increased communication with parents about our attendance initiatives that are all designed to encourage and engage students to be present at school, on time, daily.	\$808,870.58	Yes
2.5	Access to Materials	GPA provides access to materials for all students grades 6-12, through 1:1 chromebook policy, Google classrooms, Powerschool, and a variety of additional resources; such as, textbooks, online e-books, and software programs for targeted intervention and acceleration development. Students who are absent continue to have access so they can continue learning from home and mitigate learning loss.	\$245,617.41	Yes
2.6	Discipline Curriculum	GPA will provide students in grades 6-12 with specific Discipline Curriculum aligned with school culture.	\$15,000.00	No Yes

Goals and Actions

Goal

Goal #	Description	Type of Goal
3	Increase the academic performance of our multilingual learners, students in the EL subgroup, with an emphasis on our LTEL subgroup and those performing at Level 1 and Level 2 on the ELPAC.	Focus Goal

State Priorities addressed by this goal.

Priority 1: Basic (Conditions of Learning)
 Priority 2: State Standards (Conditions of Learning)
 Priority 4: Pupil Achievement (Pupil Outcomes)
 Priority 5: Pupil Engagement (Engagement)
 Priority 8: Other Pupil Outcomes (Pupil Outcomes)

An explanation of why the LEA has developed this goal.

Our data findings indicate an ongoing need to improve student achievement in our LTELs and multilingual learners through the continual implementation of targeted intervention programs, focusing on academics, discipline, college and career awareness and attendance. The success of our students who are acquiring English is a critical area of our work as our mission and vision were built directly upon serving all students with a college preparatory culture and curriculum. There is also a need for added interventions and targeted support of our Long-Term English Language Learners (LTELs) in order to ensure they are reaching their language acquisition goals throughout grades 6-12 and beyond.

Measuring and Reporting Results

Metric #	Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Target for Year 3 Outcome	Current Difference from Baseline
3.1	CDE Dashboard - Distance from Standard on SBAC (EL)	Math: 2023 SBAC Distance from Standard Data: 164.7 Below Standard ELA: 2023 SBAC Distance from Standard Data:			Students in EL subgroup will decrease their distance from standard on the Smarter Balanced Assessment in	

Metric #	Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Target for Year 3 Outcome	Current Difference from Baseline
		103.8 Below Standard			both math and ELA annually.	
3.2	ELPAC Data	2023 ELPAC Data: Level 1 Minimally Developed - 6.5% Level 2 - Somewhat Developed - 30.8% Level 3 - Moderately Developed - 44.2% Level 4 - Well Developed - 18.5%			Increased percentage of students in our EL Subgroup that score a level 3 or above on ELPAC annually	
3.3	CDE Dashboard - ELPI Data	42.8% Making progress toward English Language Proficiency			GPA will increase the percentage of students in our EL subgroup making progress toward English language proficiency on the CDE Dashboard indicator annually.	
3.4	Map Data - LGL (DORA, DOMA, ADAM)	LGL 2023: 47% of ELs made gains of 1 or more in ELA 56% of ELs made gains of 1 or more in math			GPA will increase the number of students in our EL subgroup making at least one year growth (gains of 1 or more) according to LGL data for both ELA and Math annually.	

Metric #	Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Target for Year 3 Outcome	Current Difference from Baseline
3.5	CDE Dashboard - CCI Data (EL)	2023: 5.3% Very Low			GPA will increase the % of ELs meeting the CCI standard annually.	
3.6	CDE Dashboard - Suspension Data (EL)	2023: 14.4% Suspension rate for ELs			GPA will decrease the suspension rate for ELs annually.	

Goal Analysis [2023-24]

An analysis of how this goal was carried out in the previous year.

A description of overall implementation, including any substantive differences in planned actions and actual implementation of these actions, and any relevant challenges and successes experienced with implementation.

Not Applicable.

An explanation of material differences between Budgeted Expenditures and Estimated Actual Expenditures and/or Planned Percentages of Improved Services and Estimated Actual Percentages of Improved Services.

Not Applicable.

A description of the effectiveness or ineffectiveness of the specific actions to date in making progress toward the goal.

Not Applicable.

A description of any changes made to the planned goal, metrics, target outcomes, or actions for the coming year that resulted from reflections on prior practice.

Not Applicable.

Actions

Action #	Title	Description	Total Funds	Contributing
3.1	Implementation of Integrated and	Over the next 3 years, GPA will enhance and implement our integrated and designated ELD to supports for our multilingual learners and utilize the	\$107,896.74	Yes

Action #	Title	Description	Total Funds	Contributing
	Designated ELD and EL Roadmap	English Learner Roadmap Self Reflection Rubric to assess current status to identify areas needing improvement on an ongoing basis.		
3.2	Revision and implementation of EL Master Plan	By 2025, GPA will revise and implement the EL Master Plan to better meet the needs of Multilingual Learners, with additional focus on students identified as Long-Term English Language Learners (LTELs). The plan is to include goal setting and progress monitoring, 1:1 EL street data interviews, professional development for staff regarding ELPAC requirements, and SDAIE strategies.	\$118,691.99	Yes
3.3	Goal Setting/Progress Monitoring	Starting in Fall of 2024, GPA will provide all EL learners with goal setting and monitoring of their progress (annually).	\$85,716.18	Yes
3.4	Professional Development	GPA will provide Professional Development to focus on SDAIE and other high impact strategies to support multilingual learners and LTELs, and the Universal Design Learning model for lesson planning. In addition, PD will be developed to support staff in learning the criteria and requirements for the ELPAC to ensure they understand how students are evaluated and reach reclassification.	\$26,582.37	Yes

Goals and Actions

Goal

Goal #	Description	Type of Goal
4	Increase the academic performance of students in the Students with Disabilities (SWD) subgroup with an emphasis on those who are achieving at Level 1 (Standard Not Met) according to state assessments.	Focus Goal

State Priorities addressed by this goal.

Priority 1: Basic (Conditions of Learning) Priority 2: State Standards (Conditions of Learning) Priority 4: Pupil Achievement (Pupil Outcomes) Priority 5: Pupil Engagement (Engagement) Priority 8: Other Pupil Outcomes (Pupil Outcomes)
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An explanation of why the LEA has developed this goal.

Our data findings indicate an ongoing need to improve student achievement in SWD subgroup through the continual implementation of targeted intervention supports and programs focusing on Academics, Discipline, Attendance and College and Career Readiness.

Measuring and Reporting Results

Metric #	Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Target for Year 3 Outcome	Current Difference from Baseline
4.1	Distance from Standard in SBAC	Math: SBAC Distance from Standard Data: 177.2 Below Standard ELA: SBAC Distance from Standard Data: 135.4 Below Standard			Students in SWD subgroup will decrease their distance from standard on the Smarter Balanced Assessment in both math and ELA annually	

Metric #	Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Target for Year 3 Outcome	Current Difference from Baseline
4.2	CDE Dashboard Data - CCI	2023 SWD meeting the CCI Standard: 2.5%/Very Low			Increase the percentage of SWD meeting the CCI Indicator standard annually.	
4.3	CDE Dashboard Data - Suspension Rate	2023 SWD Suspension Rate: 13.5%			Decrease the suspension rate for SWD annually.	
4.4	Map Data - LGL (DORA, DOMA and ADAM)	LGL 2023: 37% of SWD made gains of 1 or more in ELA 48% of SWD made gains of 1 or more in Math			Increase the percentage of SWD making at least one year growth (gains of 1 or more) according to LGL data for both ELA and Math annually.	

Goal Analysis [2023-24]

An analysis of how this goal was carried out in the previous year.

A description of overall implementation, including any substantive differences in planned actions and actual implementation of these actions, and any relevant challenges and successes experienced with implementation.

Not Applicable.

An explanation of material differences between Budgeted Expenditures and Estimated Actual Expenditures and/or Planned Percentages of Improved Services and Estimated Actual Percentages of Improved Services.

Not Applicable.

A description of the effectiveness or ineffectiveness of the specific actions to date in making progress toward the goal.

Not Applicable.

A description of any changes made to the planned goal, metrics, target outcomes, or actions for the coming year that resulted from reflections on prior practice.

Not Applicable.

Actions

Action #	Title	Description	Total Funds	Contributing
4.1	Implementation of the CIM plan	Over the next 3 years, GPA will implement the CDE approved CIM plan that focuses on decreasing the number of SWDs who are suspended annually.	\$417,050.01	Yes
4.2	Targeted Intervention and Supports	Over the next 3 years, GPA will provide consistent interventions to support and supplement instruction to focus on skill gaps in academics and executive functioning skills for our SWD in our GE classes to increase academic achievement, college and career readiness, student engagement and attendance.	\$2,104,772.07	Yes
4.3	Professional Development	Over the next 3 years, GPA will provide professional development focusing on co-teaching and other high impact strategies to support SWD, effective implementation of accommodations and modifications from IEPs, implementing UDL, and effective use of intervention support software and curriculum programs such as Achieve 3000, Let's Go Learn, Illustrative Math and Elevate Science that target differentiated instruction for our SWDs.	\$384,696.65	Yes

Increased or Improved Services for Foster Youth, English Learners, and Low-Income Students [2024-25]

Total Projected LCFF Supplemental and/or Concentration Grants	Projected Additional 15 percent LCFF Concentration Grant
\$	\$

Required Percentage to Increase or Improve Services for the LCAP Year

Projected Percentage to Increase or Improve Services for the Coming School Year	LCFF Carryover — Percentage	LCFF Carryover — Dollar	Total Percentage to Increase or Improve Services for the Coming School Year
	0.000%	\$0.00	

The Budgeted Expenditures for Actions identified as Contributing may be found in the Contributing Actions Table.

Required Descriptions

LEA-wide and Schoolwide Actions

For each action being provided to an entire LEA or school, provide an explanation of (1) the unique identified need(s) of the unduplicated student group(s) for whom the action is principally directed, (2) how the action is designed to address the identified need(s) and why it is being provided on an LEA or schoolwide basis, and (3) the metric(s) used to measure the effectiveness of the action in improving outcomes for the unduplicated student group(s).

Goal and Action #	Identified Need(s)	How the Action(s) Address Need(s) and Why it is Provided on an LEA-wide or Schoolwide Basis	Metric(s) to Monitor Effectiveness
1.1	<p>Action: Intervention Supports</p> <p>Need: SBAC ELA and Math (EL/HI/SED/SWD), CAST, and local assessment data show that students are not meeting grade level standards and have low CCI rates (EL/SWD). Additionally, data collected through surveys and focus groups indicate that students,</p>	<p>Weekly implementation of Let's go Learn and Achieve 3000 in all Math, ELA, and History classes targets instruction at differentiated levels to meet the diverse instructional needs of students. Increasing literacy and numeracy skills positively impacts science and core content areas as well.</p> <p>In addition, increasing access and availability for 1:1 and small group tutoring in ELA, Math and Science by outside agencies and GPA staff</p>	LGL data, Achieve 3000 data, Local Assessment data, SBAC data, Lesson plans, Classroom observations, Tutoring Logs

Goal and Action #	Identified Need(s)	How the Action(s) Address Need(s) and Why it is Provided on an LEA-wide or Schoolwide Basis	Metric(s) to Monitor Effectiveness
	<p>parents, and staff would like additional supports for academic achievement.</p> <p>Our 2023 data reports the following: 25.39% of students are meeting or exceeding ELA standards 9.6 % of students are meeting or exceeding Math standards 11.98 are meeting or exceeding Science standards Low rates of College and Career Readiness (SWD/EL)</p> <p>Scope: LEA-wide Schoolwide</p>	<p>provides students with more opportunities to gain mastery and improve academic achievement.</p>	
1.2	<p>Action: Professional Development</p> <p>Need: Our 2023 data reports the following: 25.39% of students are meeting or exceeding ELA standards 9.6 % of students are meeting or exceeding Math standards 11.98 are meeting or exceeding Science standards Low rates of College and Career Readiness (SWD/EL)</p> <p>Additionally, data collected through surveys and focus groups indicates the need and desire for Professional Development in the above target areas.</p>	<p>Professional learning informs our staff's implementation of core content curriculum and intervention programs, vertically aligned course outlines, college and career readiness skills, AP rigors and expectations as well as GPA data protocols when analyzing data.</p> <p>Incorporating continuous improvement models allows our staff to engage in a collaborative process that informs decision making in order to continually adjust and improve instruction based on data.</p>	<p>PD Calendar, Local Assessment Data, Department Reports, and Classroom Observations to monitor improvements</p>

Goal and Action #	Identified Need(s)	How the Action(s) Address Need(s) and Why it is Provided on an LEA-wide or Schoolwide Basis	Metric(s) to Monitor Effectiveness
	Scope: LEA-wide Schoolwide		
1.3	Action: Recruitment and Retainment of Staff Need: GPA currently has 23 vacancies. Scope: LEA-wide Schoolwide	Recruiting and retaining effective fully credentialed teachers who will serve the mission of GPA will greatly impact all aspects of student achievement and the implementation of our academic program.	Staff list, credential audits, vacancy lists
2.1	Action: Professional Development Need: Local Discipline data, CDE Dashboard data, Suspension Rates (EL/HI/HOM/SED/SWD), Chronic Absenteeism (AA/SWD), ADA, and survey data show the need for professional learning in the areas described above. Scope: LEA-wide Schoolwide	Professional development for staff on classroom management, social and emotional learning, trauma informed practices, culturally responsive teaching and de-escalation strategies will enhance their abilities to engage students and implement preventative measures to combat the need for referrals, suspensions, and absenteeism. Survey and street data revealed a lack of skills and understanding from our staff of proactive approaches to address these areas of concern.	Local Discipline data, CDE Dashboard Data Classroom Observations, PD Calendar, Attendance data, Survey Data
2.2	Action: College Classes Need:	College classes address the needs of our students as they provide essential skills and information that can support students with meeting their needs and help prevent issues from occurring.	College Class Schedule/Calendar, Local Discipline Data, CDE

Goal and Action #	Identified Need(s)	How the Action(s) Address Need(s) and Why it is Provided on an LEA-wide or Schoolwide Basis	Metric(s) to Monitor Effectiveness
	<p>Local Discipline Data, CDE Dashboard Data, Suspension Rates (EL/HI/HOM/SED/SWD), Chronic Absenteeism (AA/SWD), ADA, and survey data show the need for schoolwide College Classes for students in grades 6-12.</p> <p>Scope: LEA-wide Schoolwide</p>	Preventative strategies through targeted instruction in College Class provides all students with additional opportunities to make more informed choices and to self-advocate when needed.	Dashboard data, Attendance data
2.3	<p>Action: Annual Surveys</p> <p>Need: Referral data, Suspension Rates (EL/HI/HOM/SED/SWD), Chronic Absenteeism (AA/SWD), ADA, and survey data show the need for continuous feedback and improvement through ongoing survey data.</p> <p>Scope: LEA-wide Schoolwide</p>	<p>Providing surveys for our students, staff and parents addresses the need for continuous feedback in order to implement effective improvement models that meet the needs of our educational partners. Analyzing root causes of chronic absenteeism, suspensions, and referrals requires asking questions and listening to the responses and taking action through informed decision making.</p> <p>In addition, Surveys provide a data sample that can be used to gather street data from specific subgroups to deepen GPA's understanding of student perspectives and inform best practices.</p>	Survey Response Data, Local Discipline Data, CDE Dashboard Data, Attendance data
2.4	<p>Action: Attendance Initiatives</p> <p>Need: Chronic Absenteeism (SWD/AA), ADA, and survey data show the need for attendance initiatives to inform and promote daily attendance.</p>	<p>Attendance initiatives provide a heightened awareness for all students and families that being on time and present each day has a direct impact on their learning and overall development. Initiatives encourage students and families through positive reinforcement and strengthen school-to-home relationships to increase attendance.</p>	Attendance Initiatives Calendar, ADA data, CDE Dashboard, survey data

Goal and Action #	Identified Need(s)	How the Action(s) Address Need(s) and Why it is Provided on an LEA-wide or Schoolwide Basis	Metric(s) to Monitor Effectiveness
	Scope: LEA-wide Schoolwide		
2.5	Action: Access to Materials Need: Student attendance and suspension rates indicate a need to continue to ensure students have access to the materials, resources and technology needed to address gaps that present due to missing school. Scope: LEA-wide Schoolwide	Ensuring access to the needed materials, resources and technology will mitigate any obstacles that may present when students are absent from school as data shows students suspended and who are chronically absent have lower GPAs on average.	Survey data, Suspension data, GPA data, and Attendance data
2.6	Action: Discipline Curriculum Need: Local Discipline Data, CDE Dashboard Data, Suspension Rates (EL/HI/HOM/SED/SWD), and Survey Data indicate a need to implement a curriculum that addresses discipline, decision making, and impacts of student choices. Scope: LEA-wide Schoolwide	The implementation of a curriculum that addresses discipline, decision making, and impacts of student choices will address the needs of our organization because it will provide students with structured and focused lessons that address specific challenges they may be facing. This intervention provides students an alternative means to address behavior infractions and learn these important life skills.	Local Discipline Data, CDE Dashboard Data, and Survey Data

Goal and Action #	Identified Need(s)	How the Action(s) Address Need(s) and Why it is Provided on an LEA-wide or Schoolwide Basis	Metric(s) to Monitor Effectiveness
3.1	<p>Action: Implementation of Integrated and Designated ELD and EL Roadmap</p> <p>Need: ELPAC, Reclassification Rates, CDE Dashboard Data, Local Data, and Survey Data indicate a need for an enhanced ELD program, both Integrated and designated, to be implemented school wide.</p> <p>Scope: LEA-wide Schoolwide</p>	<p>Implementation of Designated and Integrated ELD and utilization of the EL Roadmap addresses the needs of our LTELs and multilingual learners as it provides specific language acquisition time as well as aligning the ELD standards within core content classes. This approach provides our staff with more specific learning targets that benefit our Multilingual Learners as they are provided with effective scaffolds and pathways to becoming English proficient.</p> <p>An enhanced ELD program will increase the access and engagement of our multilingual learners, decreasing absenteeism and student discipline.</p>	ELPAC data, CDE Dashboard Data, Local Data and survey data
3.2	<p>Action: Revision and implementation of EL Master Plan</p> <p>Need: ELPAC, Reclassification Rates, CDE Dashboard Data and Survey Data indicate a need to revise and implement an updated EL Master Plan to improve outcomes for our LTELs and multilingual learners.</p> <p>Scope: LEA-wide Schoolwide</p>	Revising and implementing the EL Master Plan addresses the needs of our LTELs and Multilingual Learners by providing a strategic plan that includes monitoring progress, analyzing ELPAC strand data to inform instruction, and continuous feedback following a continual improvement model.	EL Goal Setting/Monitoring meeting Logs, ELPAC data, CDE Dashboard Data, and survey data
3.3	<p>Action: Goal Setting/Progress Monitoring</p> <p>Need:</p>	Providing 1:1 goal setting and progress monitoring meetings for each Multilingual Learner supports this need as it provides individual attention to each student to inspire and empower them to	EL Goal Setting/Monitoring meeting Logs, ELPAC data, CDE Dashboard Data, and survey data

Goal and Action #	Identified Need(s)	How the Action(s) Address Need(s) and Why it is Provided on an LEA-wide or Schoolwide Basis	Metric(s) to Monitor Effectiveness
	<p>ELPAC, Reclassification Rates, CDE Dashboard Data, and Survey Data indicate a need to mobilize and inspire our multilingual learners and LTELs to continue to continue to make progress toward English language proficiency as well as support teachers with monitoring the progress and understanding how to support our multilingual learners and LTELs at GPA.</p> <p>Scope: LEA-wide Schoolwide</p>	<p>create a path toward reclassification that is tailored to their own specific needs. Goal setting and progress monitoring also provides each student with time to focus on their English language acquisition and have the support of a staff member to guide them through their growth process. It provides a time for student to advocate for the supports and needs they have in terms of language acquisition that will be shared with their teachers.</p> <p>This action will increase engagement and supports of our multilingual learners, positively impacting student achievement, absenteeism and student discipline.</p>	
3.4	<p>Action: Professional Development</p> <p>Need: ELPAC, Reclassification Rates,CDE Dashboard Data, Survey Data indicate a need to create a knowledgeable staff who is prepared with the needed strategies skills to meet the unique needs of our LTELs and multilingual learners.</p> <p>Scope: LEA-wide Schoolwide</p>	<p>Professional development specific to supporting our LTELs and Multilingual learners addresses the needs and enhances the teaching and learning for our students. Specific training on SDAIE and other high impact strategies and UDL will provide staff with multiple access points for elevating student engagement and targeting differentiated instruction.</p> <p>The increased level of knowledge and support will increase student engagement and attendance and decrease discipline issues for our LTELs and multilingual learners.</p>	PD Calendar, Lesson Plans, ELPAC data, CDE Dashboard Data, and survey data
4.1	<p>Action: Implementation of the CIM plan</p> <p>Need:</p>	<p>Implementation of our CIM plan will address the needs as it focuses on various prevention methods as well as analyzing the effectiveness of our plan on an ongoing basis.</p>	Suspension Data, Referrals, Survey data

Goal and Action #	Identified Need(s)	How the Action(s) Address Need(s) and Why it is Provided on an LEA-wide or Schoolwide Basis	Metric(s) to Monitor Effectiveness
	<p>Suspension Rates, Referrals, and survey data indicate the need for the implementation of our CDE approved CIM plan focusing on decreasing the suspension rates for SWD.</p> <p>Scope: LEA-wide Schoolwide</p>		
4.2	<p>Action: Targeted Intervention and Supports</p> <p>Need: CDE Dashboard data, Local Assessment data, and survey data indicate the need for targeted interventions in academics and college readiness to provide additional supports for our students with disabilities.</p> <p>Scope: LEA-wide Schoolwide</p>	<p>Providing targeted instruction focusing on skill gaps and IEP goals will address the needs as students with disabilities will be provided additional supports specific to their individual needs. (software intervention programming, Executive Functioning skills curriculum, small group and 1:1 instruction, etc)</p> <p>With increased access to the curriculum and student engagement through targeted interventions for SWD, we anticipate positive impacts in student achievement, discipline and attendance.</p>	SPED support logs, Lesson plans, CDE Dashboard data, and Survey Data.
4.3	<p>Action: Professional Development</p> <p>Need: CDE Dashboard Data, Local Assessment data, and survey data indicate a need to develop a knowledgeable staff who is prepared with needed strategies skills to meet the unique needs of our SWD.</p> <p>Scope:</p>	Professional development in the areas described above will address the needs of SWDs in the following ways: Strengthening the co-teach model and teaching high impact strategies provides staff and SWDs with the opportunity to engage in more effective small group instruction aligned with IEP goals. Learning how to provide effective accommodations and modifications for SWDs will impact the students access to learning and approaching standards. Understanding and implementing the UDL approach supports staff in learning to design lessons that provide multiple	PD Calendar, Lesson Plans, Classroom Observations, Local assessment data, CDE Dashboard Data, and survey data

Goal and Action #	Identified Need(s)	How the Action(s) Address Need(s) and Why it is Provided on an LEA-wide or Schoolwide Basis	Metric(s) to Monitor Effectiveness
	LEA-wide Schoolwide	<p>access points for all students. Knowledge and skills working with the intervention software programs GPA utilizes provides more opportunities for students to receive individualized instruction at their specific learning levels.</p> <p>Developing our staffs knowledge and skills in effective supports for SWD will increase student engagement and in turn have a positive impact on student achievement, discipline and attendance for our SWDs.</p>	

Limited Actions

For each action being solely provided to one or more unduplicated student group(s), provide an explanation of (1) the unique identified need(s) of the unduplicated student group(s) being served, (2) how the action is designed to address the identified need(s), and (3) how the effectiveness of the action in improving outcomes for the unduplicated student group(s) will be measured.

Goal and Action #	Identified Need(s)	How the Action(s) are Designed to Address Need(s)	Metric(s) to Monitor Effectiveness
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For any limited action contributing to meeting the increased or improved services requirement that is associated with a Planned Percentage of Improved Services in the Contributing Summary Table rather than an expenditure of LCFF funds, describe the methodology that was used to determine the contribution of the action towards the proportional percentage, as applicable.

Additional Concentration Grant Funding

A description of the plan for how the additional concentration grant add-on funding identified above will be used to increase the number of staff providing direct services to students at schools that have a high concentration (above 55 percent) of foster youth, English learners, and low-income students, as applicable.

Staff-to-student ratios by type of school and concentration of unduplicated students	Schools with a student concentration of 55 percent or less	Schools with a student concentration of greater than 55 percent
Staff-to-student ratio of classified staff providing direct services to students		
Staff-to-student ratio of certificated staff providing direct services to students		

2024-25 Total Expenditures Table

LCAP Year	1. Projected LCFF Base Grant (Input Dollar Amount)	2. Projected LCFF Supplemental and/or Concentration Grants (Input Dollar Amount)	3. Projected Percentage to Increase or Improve Services for the Coming School Year (2 divided by 1)	LCFF Carryover — Percentage (Input Percentage from Prior Year)	Total Percentage to Increase or Improve Services for the Coming School Year (3 + Carryover %)
Totals				0.000%	

Totals	LCFF Funds	Other State Funds	Local Funds	Federal Funds	Total Funds	Total Personnel	Total Non-personnel
Totals	\$9,599,697.14	\$3,955,128.32		\$972,310.64	\$14,527,136.10	\$12,203,552.77	\$2,323,583.33

Goal #	Action #	Action Title	Student Group(s)	Contributing to Increased or Improved Services?	Scope	Unduplicated Student Group(s)	Location	Time Span	Total Personnel	Total Non-personnel	LCFF Funds	Other State Funds	Local Funds	Federal Funds	Total Funds	Planned Percentage of Improved Services
1	1.1	Intervention Supports		Yes	LEA-wide Scho olwide				\$6,596,393.38	\$1,550,119.85	\$5,834,582.38	\$1,685,900.95		\$626,029.90	\$8,146,513.23	
1	1.2	Professional Development		Yes	LEA-wide Scho olwide				\$150,633.29	\$180,601.63	\$306,209.92	\$16,025.00		\$9,000.00	\$331,234.92	
1	1.3	Recruitment and Retainment of Staff		Yes	LEA-wide Scho olwide				\$615,575.70	\$5,167.80	\$620,743.50				\$620,743.50	
2	2.1	Professional Development		Yes	LEA-wide Scho olwide				\$337,755.63	\$25,788.13	\$166,918.13	\$187,625.63		\$9,000.00	\$363,543.76	
2	2.2	College Classes		Yes	LEA-wide Scho olwide				\$735,206.69	\$0.00	\$705,781.51	\$29,425.18			\$735,206.69	
2	2.3	Annual Surveys		Yes	LEA-wide Scho olwide				\$0.00	\$15,000.00	\$15,000.00				\$15,000.00	
2	2.4	Attendance Initiatives		Yes	LEA-wide Scho olwide				\$763,294.45	\$45,576.13	\$783,870.58	\$25,000.00			\$808,870.58	
2	2.5	Access to Materials		Yes	LEA-wide Scho olwide				\$0.00	\$245,617.41	\$158,866.96	\$86,481.29		\$269.16	\$245,617.41	

Goal #	Action #	Action Title	Student Group(s)	Contributing to Increased or Improved Services?	Scope	Unduplicated Student Group(s)	Location	Time Span	Total Personnel	Total Non-personnel	LCFF Funds	Other State Funds	Local Funds	Federal Funds	Total Funds	Planned Percentage of Improved Services
2	2.6	Discipline Curriculum	All	No Yes	LEA-wide Scho olwide				\$0.00	\$15,000.00	\$15,000.00				\$15,000.00	
3	3.1	Implementation of Integrated and Designated ELD and EL Roadmap		Yes	LEA-wide Scho olwide				\$107,896.74	\$0.00	\$54,893.65			\$53,003.09	\$107,896.74	
3	3.2	Revision and implementation of EL Master Plan		Yes	LEA-wide Scho olwide				\$118,691.99	\$0.00	\$112,168.58			\$6,523.41	\$118,691.99	
3	3.3	Goal Setting/Progress Monitoring		Yes	LEA-wide Scho olwide				\$85,716.18	\$0.00	\$85,716.18				\$85,716.18	
3	3.4	Professional Development		Yes	LEA-wide Scho olwide				\$0.00	\$26,582.37	\$17,582.37			\$9,000.00	\$26,582.37	
4	4.1	Implementation of the CIM plan		Yes	LEA-wide Scho olwide				\$417,050.01	\$0.00	\$34,320.00	\$382,730.01			\$417,050.01	
4	4.2	Targeted Intervention and Supports		Yes	LEA-wide Scho olwide				\$1,915,907.06	\$188,865.01	\$328,611.73	\$1,541,940.26		\$234,220.08	\$2,104,772.07	
4	4.3	Professional Development		Yes	LEA-wide Scho olwide				\$359,431.65	\$25,265.00	\$359,431.65			\$25,265.00	\$384,696.65	

2024-25 Contributing Actions Table

1. Projected LCFF Base Grant	2. Projected LCFF Supplemental and/or Concentration Grants	3. Projected Percentage to Increase or Improve Services for the Coming School Year (2 divided by 1)	LCFF Carryover — Percentage (Percentage from Prior Year)	Total Percentage to Increase or Improve Services for the Coming School Year (3 + Carryover %)	4. Total Planned Contributing Expenditures (LCFF Funds)	5. Total Planned Percentage of Improved Services (%)	Planned Percentage to Increase or Improve Services for the Coming School Year (4 divided by 1, plus 5)	Totals by Type	Total LCFF Funds
			0.000%		\$9,599,697.14	0.000%	0.000 %	Total:	\$9,599,697.14
								LEA-wide Total:	\$9,599,697.14
								Limited Total:	\$0.00
								Schoolwide Total:	\$9,599,697.14

Goal	Action #	Action Title	Contributing to Increased or Improved Services?	Scope	Unduplicated Student Group(s)	Location	Planned Expenditures for Contributing Actions (LCFF Funds)	Planned Percentage of Improved Services (%)
1	1.1	Intervention Supports	Yes	LEA-wide Schoolwide			\$5,834,582.38	
1	1.2	Professional Development	Yes	LEA-wide Schoolwide			\$306,209.92	
1	1.3	Recruitment and Retainment of Staff	Yes	LEA-wide Schoolwide			\$620,743.50	
2	2.1	Professional Development	Yes	LEA-wide Schoolwide			\$166,918.13	
2	2.2	College Classes	Yes	LEA-wide Schoolwide			\$705,781.51	
2	2.3	Annual Surveys	Yes	LEA-wide Schoolwide			\$15,000.00	
2	2.4	Attendance Initiatives	Yes	LEA-wide Schoolwide			\$783,870.58	
2	2.5	Access to Materials	Yes	LEA-wide Schoolwide			\$158,866.96	
2	2.6	Discipline Curriculum	Yes	LEA-wide Schoolwide			\$15,000.00	

Goal	Action #	Action Title	Contributing to Increased or Improved Services?	Scope	Unduplicated Student Group(s)	Location	Planned Expenditures for Contributing Actions (LCFF Funds)	Planned Percentage of Improved Services (%)
3	3.1	Implementation of Integrated and Designated ELD and EL Roadmap	Yes	LEA-wide Schoolwide			\$54,893.65	
3	3.2	Revision and implementation of EL Master Plan	Yes	LEA-wide Schoolwide			\$112,168.58	
3	3.3	Goal Setting/Progress Monitoring	Yes	LEA-wide Schoolwide			\$85,716.18	
3	3.4	Professional Development	Yes	LEA-wide Schoolwide			\$17,582.37	
4	4.1	Implementation of the CIM plan	Yes	LEA-wide Schoolwide			\$34,320.00	
4	4.2	Targeted Intervention and Supports	Yes	LEA-wide Schoolwide			\$328,611.73	
4	4.3	Professional Development	Yes	LEA-wide Schoolwide			\$359,431.65	

2023-24 Annual Update Table

Totals	Last Year's Total Planned Expenditures (Total Funds)	Total Estimated Expenditures (Total Funds)
Totals	\$18,235,897.00	\$0.00

Last Year's Goal #	Last Year's Action #	Prior Action/Service Title	Contributed to Increased or Improved Services?	Last Year's Planned Expenditures (Total Funds)	Estimated Actual Expenditures (Input Total Funds)
1	1.1	Raising Student Achievement in Math	No	1242956	
2	2.1	Raising Student Achievement in ELA	No	\$1,444,302.00	
3	3.1	Increase and Maintain High Levels of Academic Rigor for All Students	Yes	3639908	
4	4.1	Supports for English Learners	Yes	\$103,983.00	
5	5.1	Supports for Students with Disabilities	No Yes	\$2,699,312.00	
6	6.1	Parent Engagement	No	\$42,122.00	
7	7.1	School Culture and Climate	Yes	\$2,679,154.00	
8	8.1	Campus Resources to Positively Engage Students and Maintain High Attendance Rates	Yes	\$5,376,691.00	
9	9.1	Teacher Quality and Experience	No	\$312,484.00	
10	10.1	College Role Models and Tutoring/Supports	No	\$313,828.00	

2023-24 Contributing Actions Annual Update Table

6. Estimated LCFF Supplemental and/or Concentration Grants (Input Dollar Amount)	4. Total Planned Contributing Expenditures (LCFF Funds)	7. Total Estimated Expenditures for Contributing Actions (LCFF Funds)	Difference Between Planned and Estimated Expenditures for Contributing Actions (Subtract 7 from 4)	5. Total Planned Percentage of Improved Services (%)	8. Total Estimated Percentage of Improved Services (%)	Difference Between Planned and Estimated Percentage of Improved Services (Subtract 5 from 8)
	\$9,923,039.00	\$0.00	\$0.00	0.000%	0.000%	0.000%

Last Year's Goal #	Last Year's Action #	Prior Action/Service Title	Contributing to Increased or Improved Services?	Last Year's Planned Expenditures for Contributing Actions (LCFF Funds)	Estimated Actual Expenditures for Contributing Actions (Input LCFF Funds)	Planned Percentage of Improved Services	Estimated Actual Percentage of Improved Services (Input Percentage)
3	3.1	Increase and Maintain High Levels of Academic Rigor for All Students	Yes	\$2,382,791.00			
4	4.1	Supports for English Learners	Yes	\$103,983.00			
5	5.1	Supports for Students with Disabilities	Yes	\$272,015.00			
7	7.1	School Culture and Climate	Yes	\$2,158,809.00			
8	8.1	Campus Resources to Positively Engage Students and Maintain High Attendance Rates	Yes	\$4,618,284.00			

To Add a Row: Click “Add Row.”

To Delete a Row: Remove all content from each cell, checkbox and dropdown of a row (including spaces), press “Save Data” and refresh the page.

2023-24 LCFF Carryover Table

9. Estimated Actual LCFF Base Grant (Input Dollar Amount)	6. Estimated Actual LCFF Supplemental and/or Concentration Grants	LCFF Carryover — Percentage (Percentage from Prior Year)	10. Total Percentage to Increase or Improve Services for the Current School Year (6 divided by 9 + Carryover %)	7. Total Estimated Actual Expenditures for Contributing Actions (LCFF Funds)	8. Total Estimated Actual Percentage of Improved Services (%)	11. Estimated Actual Percentage of Increased or Improved Services (7 divided by 9, plus 8)	12. LCFF Carryover — Dollar Amount (Subtract 11 from 10 and multiply by 9)	13. LCFF Carryover — Percentage (12 divided by 9)
			0.000%	\$0.00	0.000%	0.000%	\$0.00	0.000%

Local Control and Accountability Plan Instructions

[Plan Summary](#)

[Engaging Educational Partners](#)

[Goals and Actions](#)

[Increased or Improved Services for Foster Youth, English Learners, and Low-Income Students](#)

For additional questions or technical assistance related to the completion of the Local Control and Accountability Plan (LCAP) template, please contact the local county office of education (COE), or the California Department of Education's (CDE's) Local Agency Systems Support Office, by phone at 916-319-0809 or by email at LCFF@cde.ca.gov.

Introduction and Instructions

The Local Control Funding Formula (LCFF) requires local educational agencies (LEAs) to engage their local educational partners in an annual planning process to evaluate their progress within eight state priority areas encompassing all statutory metrics (COEs have 10 state priorities). LEAs document the results of this planning process in the LCAP using the template adopted by the State Board of Education.

The LCAP development process serves three distinct, but related functions:

- **Comprehensive Strategic Planning:** The process of developing and annually updating the LCAP supports comprehensive strategic planning, particularly to address and reduce disparities in opportunities and outcomes between student groups indicated by the California School Dashboard (California *Education Code* [EC] Section 52064[e][1]). Strategic planning that is comprehensive connects budgetary decisions to teaching and learning performance data. LEAs should continually evaluate the hard choices they make about the use of limited resources to meet student and community needs to ensure opportunities and outcomes are improved for all students.
- **Meaningful Engagement of Educational Partners:** The LCAP development process should result in an LCAP that reflects decisions made through meaningful engagement (EC Section 52064[e][1]). Local educational partners possess valuable perspectives and insights about an LEA's programs and services. Effective strategic planning will incorporate these perspectives and insights in order to identify potential goals and actions to be included in the LCAP.
- **Accountability and Compliance:** The LCAP serves an important accountability function because the nature of some LCAP template sections require LEAs to show that they have complied with various requirements specified in the LCFF statutes and regulations, most notably:
 - Demonstrating that LEAs are increasing or improving services for foster youth, English learners, including long-term English learners, and low-income students in proportion to the amount of additional funding those students generate under LCFF (EC Section 52064[b][4-6]).
 - Establishing goals, supported by actions and related expenditures, that address the statutory priority areas and statutory metrics (EC sections 52064[b][1] and [2]).
 - **NOTE:** As specified in EC Section 62064(b)(1), the LCAP must provide a description of the annual goals, for all pupils and each subgroup of pupils identified pursuant to EC Section 52052, to be achieved for each of the state priorities. Beginning in 2023–24, EC

Section 52052 identifies long-term English learners as a separate and distinct pupil subgroup with a numerical significance at 15 students.

- Annually reviewing and updating the LCAP to reflect progress toward the goals (*EC* Section 52064[b][7]).
- Ensuring that all increases attributable to supplemental and concentration grant calculations, including concentration grant add-on funding and/or LCFF carryover, are reflected in the LCAP (*EC* sections 52064[b][6], [8], and [11]).

The LCAP template, like each LEA's final adopted LCAP, is a document, not a process. LEAs must use the template to memorialize the outcome of their LCAP development process, which must: (a) reflect comprehensive strategic planning, particularly to address and reduce disparities in opportunities and outcomes between student groups indicated by the California School Dashboard (Dashboard), (b) through meaningful engagement with educational partners that (c) meets legal requirements, as reflected in the final adopted LCAP. The sections included within the LCAP template do not and cannot reflect the full development process, just as the LCAP template itself is not intended as a tool for engaging educational partners.

If a county superintendent of schools has jurisdiction over a single school district, the county board of education and the governing board of the school district may adopt and file for review and approval a single LCAP consistent with the requirements in *EC* sections 52060, 52062, 52066, 52068, and 52070. The LCAP must clearly articulate to which entity's budget (school district or county superintendent of schools) all budgeted and actual expenditures are aligned.

The revised LCAP template for the 2024–25, 2025–26, and 2026–27 school years reflects statutory changes made through Senate Bill 114 (Committee on Budget and Fiscal Review), Chapter 48, Statutes of 2023.

At its most basic, the adopted LCAP should attempt to distill not just what the LEA is doing for students in transitional kindergarten through grade twelve (TK–12), but also allow educational partners to understand why, and whether those strategies are leading to improved opportunities and outcomes for students. LEAs are strongly encouraged to use language and a level of detail in their adopted LCAPs intended to be meaningful and accessible for the LEA's diverse educational partners and the broader public.

In developing and finalizing the LCAP for adoption, LEAs are encouraged to keep the following overarching frame at the forefront of the strategic planning and educational partner engagement functions:

Given present performance across the state priorities and on indicators in the Dashboard, how is the LEA using its budgetary resources to respond to TK–12 student and community needs, and address any performance gaps, including by meeting its obligation to increase or improve services for foster youth, English learners, and low-income students?

LEAs are encouraged to focus on a set of metrics and actions which, based on research, experience, and input gathered from educational partners, the LEA believes will have the biggest impact on behalf of its TK–12 students.

These instructions address the requirements for each section of the LCAP, but may include information about effective practices when developing the LCAP and completing the LCAP document. Additionally, the beginning of each template section includes information emphasizing the purpose that section serves.

Plan Summary

Purpose

A well-developed Plan Summary section provides a meaningful context for the LCAP. This section provides information about an LEA's community as well as relevant information about student needs and performance. In order to present a meaningful context for the rest of the LCAP, the content of this section should be clearly and meaningfully related to the content included throughout each subsequent section of the LCAP.

Requirements and Instructions

General Information

A description of the LEA, its schools, and its students in grades transitional kindergarten–12, as applicable to the LEA.

Briefly describe the LEA, its schools, and its students in grades TK–12, as applicable to the LEA.

- For example, information about an LEA in terms of geography, enrollment, employment, the number and size of specific schools, recent community challenges, and other such information the LEA may wish to include can enable a reader to more fully understand the LEA's LCAP.
- As part of this response, identify all schools within the LEA receiving Equity Multiplier funding.

Reflections: Annual Performance

A reflection on annual performance based on a review of the California School Dashboard (Dashboard) and local data.

Reflect on the LEA's annual performance on the Dashboard and local data. This may include both successes and challenges identified by the LEA during the development process.

LEAs are encouraged to highlight how they are addressing the identified needs of student groups, and/or schools within the LCAP as part of this response.

As part of this response, the LEA must identify the following, which will remain unchanged during the three-year LCAP cycle:

- Any school within the LEA that received the lowest performance level on one or more state indicators on the 2023 Dashboard;
- Any student group within the LEA that received the lowest performance level on one or more state indicators on the 2023 Dashboard; and/or
- Any student group within a school within the LEA that received the lowest performance level on one or more state indicators on the 2023 Dashboard.

Reflections: Technical Assistance

As applicable, a summary of the work underway as part of technical assistance.

Annually identify the reason(s) the LEA is eligible for or has requested technical assistance consistent with *EC* sections 47607.3, 52071, 52071.5, 52072, or 52072.5, and provide a summary of the work underway as part of receiving technical assistance. The most common form of this technical assistance is frequently referred to as Differentiated Assistance, however this also includes LEAs that have requested technical assistance from their COE.

- If the LEA is not eligible for or receiving technical assistance, the LEA may respond to this prompt as “Not Applicable.”

Comprehensive Support and Improvement

An LEA with a school or schools identified for comprehensive support and improvement (CSI) under the Every Student Succeeds Act must respond to the following prompts:

Schools Identified

A list of the schools in the LEA that are eligible for comprehensive support and improvement.

- Identify the schools within the LEA that have been identified for CSI.

Support for Identified Schools

A description of how the LEA has or will support its eligible schools in developing comprehensive support and improvement plans.

- Describe how the LEA has or will support the identified schools in developing CSI plans that included a school-level needs assessment, evidence-based interventions, and the identification of any resource inequities to be addressed through the implementation of the CSI plan.

Monitoring and Evaluating Effectiveness

A description of how the LEA will monitor and evaluate the plan to support student and school improvement.

- Describe how the LEA will monitor and evaluate the implementation and effectiveness of the CSI plan to support student and school improvement.

Engaging Educational Partners

Purpose

Significant and purposeful engagement of parents, students, educators, and other educational partners, including those representing the student groups identified by LCFF, is critical to the development of the LCAP and the budget process. Consistent with statute, such engagement should support comprehensive strategic planning, particularly to address and reduce disparities in opportunities and outcomes between student groups indicated by the Dashboard, accountability, and improvement across the state priorities and locally identified priorities (*EC* Section 52064[e][1]). Engagement of educational partners is an ongoing, annual process.

This section is designed to reflect how the engagement of educational partners influenced the decisions reflected in the adopted LCAP. The goal is to allow educational partners that participated in the LCAP development process and the broader public to understand how the LEA engaged educational partners and the impact of that engagement. LEAs are encouraged to keep this goal in the forefront when completing this section.

Requirements

School districts and COEs: *EC* sections [52060\(g\) \(California Legislative Information\)](#) and [52066\(g\) \(California Legislative Information\)](#) specify the educational partners that must be consulted when developing the LCAP:

- Teachers,
- Principals,
- Administrators,
- Other school personnel,
- Local bargaining units of the LEA,
- Parents, and
- Students

A school district or COE receiving Equity Multiplier funds must also consult with educational partners at schools generating Equity Multiplier funds in the development of the LCAP, specifically, in the development of the required focus goal for each applicable school.

Before adopting the LCAP, school districts and COEs must share it with the applicable committees, as identified below under Requirements and Instructions. The superintendent is required by statute to respond in writing to the comments received from these committees. School districts and COEs must also consult with the special education local plan area administrator(s) when developing the LCAP.

Charter schools: *EC* Section [47606.5\(d\) \(California Legislative Information\)](#) requires that the following educational partners be consulted with when developing the LCAP:

- Teachers,
- Principals,
- Administrators,
- Other school personnel,
- Parents, and
- Students

A charter school receiving Equity Multiplier funds must also consult with educational partners at the school generating Equity Multiplier funds in the development of the LCAP, specifically, in the development of the required focus goal for the school.

The LCAP should also be shared with, and LEAs should request input from, schoolsite-level advisory groups, as applicable (e.g., schoolsite councils, English Learner Advisory Councils, student advisory groups, etc.), to facilitate alignment between schoolsite and district-level goals. Information and resources that support effective engagement, define student consultation, and provide the requirements for advisory group composition, can be found under Resources on the [CDE's LCAP webpage](#).

Before the governing board/body of an LEA considers the adoption of the LCAP, the LEA must meet the following legal requirements:

- For school districts, see [Education Code Section 52062 \(California Legislative Information\)](#);
 - **Note:** Charter schools using the LCAP as the School Plan for Student Achievement must meet the requirements of *EC* Section 52062(a).

- For COEs, see [Education Code Section 52068 \(California Legislative Information\)](#); and
- For charter schools, see [Education Code Section 47606.5 \(California Legislative Information\)](#).
- **NOTE:** As a reminder, the superintendent of a school district or COE must respond, in writing, to comments received by the applicable committees identified in the *Education Code* sections listed above. This includes the parent advisory committee and may include the English learner parent advisory committee and, as of July 1, 2024, the student advisory committee, as applicable.

Instructions

Respond to the prompts as follows:

A summary of the process used to engage educational partners in the development of the LCAP.

School districts and county offices of education must, at a minimum, consult with teachers, principals, administrators, other school personnel, local bargaining units, parents, and students in the development of the LCAP.

Charter schools must, at a minimum, consult with teachers, principals, administrators, other school personnel, parents, and students in the development of the LCAP.

An LEA receiving Equity Multiplier funds must also consult with educational partners at schools generating Equity Multiplier funds in the development of the LCAP, specifically, in the development of the required focus goal for each applicable school.

Complete the table as follows:

Educational Partners

Identify the applicable educational partner(s) or group(s) that were engaged in the development of the LCAP.

Process for Engagement

Describe the engagement process used by the LEA to involve the identified educational partner(s) in the development of the LCAP. At a minimum, the LEA must describe how it met its obligation to consult with all statutorily required educational partners, as applicable to the type of LEA.

- A sufficient response to this prompt must include general information about the timeline of the process and meetings or other engagement strategies with educational partners. A response may also include information about an LEA's philosophical approach to engaging its educational partners.
- An LEA receiving Equity Multiplier funds must also include a summary of how it consulted with educational partners at schools generating Equity Multiplier funds in the development of the LCAP, specifically, in the development of the required focus goal for each applicable school.

A description of how the adopted LCAP was influenced by the feedback provided by educational partners.

Describe any goals, metrics, actions, or budgeted expenditures in the LCAP that were influenced by or developed in response to the educational partner feedback.

- A sufficient response to this prompt will provide educational partners and the public with clear, specific information about how the engagement process influenced the development of the LCAP. This may include a description of how the LEA prioritized requests of educational partners within the context of the budgetary resources available or otherwise prioritized areas of focus within the LCAP.
- An LEA receiving Equity Multiplier funds must include a description of how the consultation with educational partners at schools generating Equity Multiplier funds influenced the development of the adopted LCAP.
- For the purposes of this prompt, this may also include, but is not necessarily limited to:
 - Inclusion of a goal or decision to pursue a Focus Goal (as described below)
 - Inclusion of metrics other than the statutorily required metrics
 - Determination of the target outcome on one or more metrics
 - Inclusion of performance by one or more student groups in the Measuring and Reporting Results subsection
 - Inclusion of action(s) or a group of actions
 - Elimination of action(s) or group of actions
 - Changes to the level of proposed expenditures for one or more actions
 - Inclusion of action(s) as contributing to increased or improved services for unduplicated students
 - Analysis of effectiveness of the specific actions to achieve the goal
 - Analysis of material differences in expenditures
 - Analysis of changes made to a goal for the ensuing LCAP year based on the annual update process
 - Analysis of challenges or successes in the implementation of actions

Goals and Actions

Purpose

Well-developed goals will clearly communicate to educational partners what the LEA plans to accomplish, what the LEA plans to do in order to accomplish the goal, and how the LEA will know when it has accomplished the goal. A goal statement, associated metrics and expected outcomes, and the actions included in the goal must be in alignment. The explanation for why the LEA included a goal is an opportunity for LEAs to clearly communicate to educational partners and the public why, among the various strengths and areas for improvement highlighted by performance data and strategies and actions that could be pursued, the LEA decided to pursue this goal, and the related metrics, expected outcomes, actions, and expenditures.

A well-developed goal can be focused on the performance relative to a metric or metrics for all students, a specific student group(s), narrowing performance gaps, or implementing programs or strategies expected to impact outcomes. LEAs should assess the performance of their student groups when developing goals and the related actions to achieve such goals.

Requirements and Instructions

LEAs should prioritize the goals, specific actions, and related expenditures included within the LCAP within one or more state priorities. LEAs must consider performance on the state and local indicators, including their locally collected and reported data for the local indicators that are included in the Dashboard, in determining whether and how to prioritize its goals within the LCAP. As previously stated, strategic planning that

is comprehensive connects budgetary decisions to teaching and learning performance data. LEAs should continually evaluate the hard choices they make about the use of limited resources to meet student and community needs to ensure opportunities and outcomes are improved for all students, and to address and reduce disparities in opportunities and outcomes between student groups indicated by the Dashboard.

In order to support prioritization of goals, the LCAP template provides LEAs with the option of developing three different kinds of goals:

- **Focus Goal:** A Focus Goal is relatively more concentrated in scope and may focus on a fewer number of metrics to measure improvement. A Focus Goal statement will be time bound and make clear how the goal is to be measured.
 - All Equity Multiplier goals must be developed as focus goals. For additional information, see Required Focus Goal(s) for LEAs Receiving Equity Multiplier Funding below.
- **Broad Goal:** A Broad Goal is relatively less concentrated in its scope and may focus on improving performance across a wide range of metrics.
- **Maintenance of Progress Goal:** A Maintenance of Progress Goal includes actions that may be ongoing without significant changes and allows an LEA to track performance on any metrics not addressed in the other goals of the LCAP.

Requirement to Address the LCFF State Priorities

At a minimum, the LCAP must address all LCFF priorities and associated metrics articulated in *EC* sections 52060(d) and 52066(d), as applicable to the LEA. The [LCFF State Priorities Summary](#) provides a summary of *EC* sections 52060(d) and 52066(d) to aid in the development of the LCAP.

Respond to the following prompts, as applicable:

Focus Goal(s)

Description

The description provided for a Focus Goal must be specific, measurable, and time bound.

- An LEA develops a Focus Goal to address areas of need that may require or benefit from a more specific and data intensive approach.
- The Focus Goal can explicitly reference the metric(s) by which achievement of the goal will be measured and the time frame according to which the LEA expects to achieve the goal.

Type of Goal

Identify the type of goal being implemented as a Focus Goal.

State Priorities addressed by this goal.

Identify each of the state priorities that this goal is intended to address.

An explanation of why the LEA has developed this goal.

Explain why the LEA has chosen to prioritize this goal.

- An explanation must be based on Dashboard data or other locally collected data.
- LEAs must describe how the LEA identified this goal for focused attention, including relevant consultation with educational partners.
- LEAs are encouraged to promote transparency and understanding around the decision to pursue a focus goal.

Required Focus Goal(s) for LEAs Receiving Equity Multiplier Funding

Description

LEAs receiving Equity Multiplier funding must include one or more focus goals for each school generating Equity Multiplier funding. In addition to addressing the focus goal requirements described above, LEAs must adhere to the following requirements.

Focus goals for Equity Multiplier schoolsites must address the following:

- (A) All student groups that have the lowest performance level on one or more state indicators on the Dashboard, and
- (B) Any underlying issues in the credentialing, subject matter preparation, and retention of the school’s educators, if applicable.
- Focus Goals for each and every Equity Multiplier schoolsite must identify specific metrics for each identified student group, as applicable.
- An LEA may create a single goal for multiple Equity Multiplier schoolsites if those schoolsites have the same student group(s) performing at the lowest performance level on one or more state indicators on the Dashboard or, experience similar issues in the credentialing, subject matter preparation, and retention of the school’s educators.
 - When creating a single goal for multiple Equity Multiplier schoolsites, the goal must identify the student groups and the performance levels on the Dashboard that the Focus Goal is addressing; or,
 - The common issues the schoolsites are experiencing in credentialing, subject matter preparation, and retention of the school’s educators, if applicable.

Type of Goal

Identify the type of goal being implemented as an Equity Multiplier Focus Goal.

State Priorities addressed by this goal.

Identify each of the state priorities that this goal is intended to address.

An explanation of why the LEA has developed this goal.

Explain why the LEA has chosen to prioritize this goal.

- An explanation must be based on Dashboard data or other locally collected data.
- LEAs must describe how the LEA identified this goal for focused attention, including relevant consultation with educational partners.
- LEAs are encouraged to promote transparency and understanding around the decision to pursue a focus goal.
- In addition to this information, the LEA must also identify:
 - The school or schools to which the goal applies

LEAs are encouraged to approach an Equity Multiplier goal from a wholistic standpoint, considering how the goal might maximize student outcomes through the use of LCFF and other funding in addition to Equity Multiplier funds.

- Equity Multiplier funds must be used to supplement, not supplant, funding provided to Equity Multiplier schoolsites for purposes of the LCFF, the Expanded Learning Opportunities Program (ELO-P), the Literacy Coaches and Reading Specialists (LCRS) Grant Program, and/or the California Community Schools Partnership Program (CCSPP).
- This means that Equity Multiplier funds must not be used to replace funding that an Equity Multiplier schoolsite would otherwise receive to implement LEA-wide actions identified in the LCAP or that an Equity Multiplier schoolsite would otherwise receive to implement provisions of the ELO-P, the LCRS, and/or the CCSPP.

Note: EC Section [42238.024\(b\)\(1\) \(California Legislative Information\)](#) requires that Equity Multiplier funds be used for the provision of evidence-based services and supports for students. Evidence-based services and supports are based on objective evidence that has informed the design of the service or support and/or guides the modification of those services and supports. Evidence-based supports and strategies are most commonly based on educational research and/or metrics of LEA, school, and/or student performance.

Broad Goal

Description

Describe what the LEA plans to achieve through the actions included in the goal.

- The description of a broad goal will be clearly aligned with the expected measurable outcomes included for the goal.
- The goal description organizes the actions and expected outcomes in a cohesive and consistent manner.
- A goal description is specific enough to be measurable in either quantitative or qualitative terms. A broad goal is not as specific as a focus goal. While it is specific enough to be measurable, there are many different metrics for measuring progress toward the goal.

Type of Goal

Identify the type of goal being implemented as a Broad Goal.

State Priorities addressed by this goal.

Identify each of the state priorities that this goal is intended to address.

An explanation of why the LEA has developed this goal.

Explain why the LEA developed this goal and how the actions and metrics grouped together will help achieve the goal.

Maintenance of Progress Goal

Description

Describe how the LEA intends to maintain the progress made in the LCFF State Priorities not addressed by the other goals in the LCAP.

- Use this type of goal to address the state priorities and applicable metrics not addressed within the other goals in the LCAP.
- The state priorities and metrics to be addressed in this section are those for which the LEA, in consultation with educational partners, has determined to maintain actions and monitor progress while focusing implementation efforts on the actions covered by other goals in the LCAP.

Type of Goal

Identify the type of goal being implemented as a Maintenance of Progress Goal.

State Priorities addressed by this goal.

Identify each of the state priorities that this goal is intended to address.

An explanation of why the LEA has developed this goal.

Explain how the actions will sustain the progress exemplified by the related metrics.

Measuring and Reporting Results:

For each LCAP year, identify the metric(s) that the LEA will use to track progress toward the expected outcomes.

- LEAs must identify metrics for specific student groups, as appropriate, including expected outcomes that address and reduce disparities in outcomes between student groups.
- The metrics may be quantitative or qualitative; but at minimum, an LEA’s LCAP must include goals that are measured using all of the applicable metrics for the related state priorities, in each LCAP year, as applicable to the type of LEA.
- To the extent a state priority does not specify one or more metrics (e.g., implementation of state academic content and performance standards), the LEA must identify a metric to use within the LCAP. For these state priorities, LEAs are encouraged to use metrics based on or reported through the relevant local indicator self-reflection tools within the Dashboard.

- **Required metrics for LEA-wide actions:** For each action identified as 1) contributing towards the requirement to increase or improve services for foster youth, English learners, including long-term English learners, and low-income students and 2) being provided on an LEA-wide basis, the LEA must identify one or more metrics to monitor the effectiveness of the action and its budgeted expenditures.
 - These required metrics may be identified within the action description or the first prompt in the increased or improved services section, however the description must clearly identify the metric(s) being used to monitor the effectiveness of the action and the action(s) that the metric(s) apply to.
- **Required metrics for Equity Multiplier goals:** For each Equity Multiplier goal, the LEA must identify:
 - The specific metrics for each identified student group at each specific schoolsite, as applicable, to measure the progress toward the goal, and/or
 - The specific metrics used to measure progress in meeting the goal related to credentialing, subject matter preparation, or educator retention at each specific schoolsite.

Complete the table as follows:

Metric

- Enter the metric number.

Metric

- Identify the standard of measure being used to determine progress towards the goal and/or to measure the effectiveness of one or more actions associated with the goal.

Baseline

- Enter the baseline when completing the LCAP for 2024–25.
 - Use the most recent data associated with the metric available at the time of adoption of the LCAP for the first year of the three-year plan. LEAs may use data as reported on the 2023 Dashboard for the baseline of a metric only if that data represents the most recent available data (e.g., high school graduation rate).
 - Using the most recent data available may involve reviewing data the LEA is preparing for submission to the California Longitudinal Pupil Achievement Data System (CALPADS) or data that the LEA has recently submitted to CALPADS.
 - Indicate the school year to which the baseline data applies.
 - The baseline data must remain unchanged throughout the three-year LCAP.
 - This requirement is not intended to prevent LEAs from revising the baseline data if it is necessary to do so. For example, if an LEA identifies that its data collection practices for a particular metric are leading to inaccurate data and revises its practice to obtain

accurate data, it would also be appropriate for the LEA to revise the baseline data to align with the more accurate data process and report its results using the accurate data.

- If an LEA chooses to revise its baseline data, then, at a minimum, it must clearly identify the change as part of its response to the description of changes prompt in the Goal Analysis for the goal. LEAs are also strongly encouraged to involve their educational partners in the decision of whether or not to revise a baseline and to communicate the proposed change to their educational partners.
- Note for Charter Schools: Charter schools developing a one- or two-year LCAP may identify a new baseline each year, as applicable.

Year 1 Outcome

- When completing the LCAP for 2025–26, enter the most recent data available. Indicate the school year to which the data applies.
 - Note for Charter Schools: Charter schools developing a one-year LCAP may provide the Year 1 Outcome when completing the LCAP for both 2025–26 and 2026–27 or may provide the Year 1 Outcome for 2025–26 and provide the Year 2 Outcome for 2026–27.

Year 2 Outcome

- When completing the LCAP for 2026–27, enter the most recent data available. Indicate the school year to which the data applies.
 - Note for Charter Schools: Charter schools developing a one-year LCAP may identify the Year 2 Outcome as not applicable when completing the LCAP for 2026–27 or may provide the Year 2 Outcome for 2026–27.

Target for Year 3 Outcome

- When completing the first year of the LCAP, enter the target outcome for the relevant metric the LEA expects to achieve by the end of the three-year LCAP cycle.
 - Note for Charter Schools: Charter schools developing a one- or two-year LCAP may identify a Target for Year 1 or Target for Year 2, as applicable.

Current Difference from Baseline

- When completing the LCAP for 2025–26 and 2026–27, enter the current difference between the baseline and the yearly outcome, as applicable.
 - Note for Charter Schools: Charter schools developing a one- or two-year LCAP will identify the current difference between the baseline and the yearly outcome for Year 1 and/or the current difference between the baseline and the yearly outcome for Year 2, as applicable.

Timeline for school districts and COEs for completing the “**Measuring and Reporting Results**” part of the Goal.

Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Target for Year 3 Outcome	Current Difference from Baseline
Enter information in this box when completing the LCAP for 2024–25 or when adding a new metric.	Enter information in this box when completing the LCAP for 2024–25 or when adding a new metric.	Enter information in this box when completing the LCAP for 2025–26 . Leave blank until then.	Enter information in this box when completing the LCAP for 2026–27 . Leave blank until then.	Enter information in this box when completing the LCAP for 2024–25 or when adding a new metric.	Enter information in this box when completing the LCAP for 2025–26 and 2026–27 . Leave blank until then.

Goal Analysis:

Enter the LCAP Year.

Using actual annual measurable outcome data, including data from the Dashboard, analyze whether the planned actions were effective towards achieving the goal. “Effective” means the degree to which the planned actions were successful in producing the target result. Respond to the prompts as instructed.

Note: When completing the 2024–25 LCAP, use the 2023–24 Local Control and Accountability Plan Annual Update template to complete the Goal Analysis and identify the Goal Analysis prompts in the 2024–25 LCAP as “Not Applicable.”

A description of overall implementation, including any substantive differences in planned actions and actual implementation of these actions, and any relevant challenges and successes experienced with implementation.

- Describe the overall implementation of the actions to achieve the articulated goal, including relevant challenges and successes experienced with implementation.
 - Include a discussion of relevant challenges and successes experienced with the implementation process.
 - This discussion must include any instance where the LEA did not implement a planned action or implemented a planned action in a manner that differs substantively from how it was described in the adopted LCAP.

An explanation of material differences between Budgeted Expenditures and Estimated Actual Expenditures and/or Planned Percentages of Improved Services and Estimated Actual Percentages of Improved Services.

- Explain material differences between Budgeted Expenditures and Estimated Actual Expenditures and between the Planned Percentages of Improved Services and Estimated Actual Percentages of Improved Services, as applicable. Minor variances in expenditures or percentages do not need to be addressed, and a dollar-for-dollar accounting is not required.

A description of the effectiveness or ineffectiveness of the specific actions to date in making progress toward the goal.

- Describe the effectiveness or ineffectiveness of the specific actions to date in making progress toward the goal. “Effectiveness” means the degree to which the actions were successful in producing the target result and “ineffectiveness” means that the actions did not produce any significant or targeted result.
 - In some cases, not all actions in a goal will be intended to improve performance on all of the metrics associated with the goal.
 - When responding to this prompt, LEAs may assess the effectiveness of a single action or group of actions within the goal in the context of performance on a single metric or group of specific metrics within the goal that are applicable to the action(s). Grouping actions with metrics will allow for more robust analysis of whether the strategy the LEA is using to impact a specified set of metrics is working and increase transparency for educational partners. LEAs are encouraged to use such an approach when goals include multiple actions and metrics that are not closely associated.
 - Beginning with the development of the 2024–25 LCAP, the LEA must change actions that have not proven effective over a three-year period.

A description of any changes made to the planned goal, metrics, target outcomes, or actions for the coming year that resulted from reflections on prior practice.

- Describe any changes made to this goal, expected outcomes, metrics, or actions to achieve this goal as a result of this analysis and analysis of the data provided in the Dashboard or other local data, as applicable.
 - As noted above, beginning with the development of the 2024–25 LCAP, the LEA must change actions that have not proven effective over a three-year period. For actions that have been identified as ineffective, the LEA must identify the ineffective action and must include a description of the following:
 - The reasons for the ineffectiveness, and
 - How changes to the action will result in a new or strengthened approach.

Actions:
Complete the table as follows. Add additional rows as necessary.

Action #

- Enter the action number.

Title

- Provide a short title for the action. This title will also appear in the action tables.

Description

- Provide a brief description of the action.

- For actions that contribute to meeting the increased or improved services requirement, the LEA may include an explanation of how each action is principally directed towards and effective in meeting the LEA's goals for unduplicated students, as described in the instructions for the Increased or Improved Services for Foster Youth, English Learners, and Low-Income Students section.
- As previously noted, for each action identified as 1) contributing towards the requirement to increase or improve services for foster youth, English learners, including long-term English learners, and low-income students and 2) being provided on an LEA-wide basis, the LEA must identify one or more metrics to monitor the effectiveness of the action and its budgeted expenditures.
- These required metrics may be identified within the action description or the first prompt in the increased or improved services section; however, the description must clearly identify the metric(s) being used to monitor the effectiveness of the action and the action(s) that the metric(s) apply to.

Total Funds

- Enter the total amount of expenditures associated with this action. Budgeted expenditures from specific fund sources will be provided in the action tables.

Contributing

- Indicate whether the action contributes to meeting the increased or improved services requirement as described in the Increased or Improved Services section using a “Y” for Yes or an “N” for No.
 - **Note:** for each such contributing action, the LEA will need to provide additional information in the Increased or Improved Services section to address the requirements in *California Code of Regulations*, Title 5 [5 CCR] Section 15496 in the Increased or Improved Services section of the LCAP.

Actions for Foster Youth: School districts, COEs, and charter schools that have a numerically significant foster youth student subgroup are encouraged to include specific actions in the LCAP designed to meet needs specific to foster youth students.

Required Actions

- LEAs with 30 or more English learners and/or 15 or more long-term English learners must include specific actions in the LCAP related to, at a minimum:
 - Language acquisition programs, as defined in *EC* Section 306, provided to students, and
 - Professional development for teachers.
 - If an LEA has both 30 or more English learners and 15 or more long-term English learners, the LEA must include actions for both English learners and long-term English learners.
- LEAs eligible for technical assistance pursuant to *EC* sections 47607.3, 52071, 52071.5, 52072, or 52072.5, must include specific actions within the LCAP related to its implementation of the work underway as part of technical assistance. The most common form of this technical assistance is frequently referred to as Differentiated Assistance.

- LEAs that have Red Dashboard indicators for (1) a school within the LEA, (2) a student group within the LEA, and/or (3) a student group within any school within the LEA must include one or more specific actions within the LCAP:
 - The specific action(s) must be directed towards the identified student group(s) and/or school(s) and must address the identified state indicator(s) for which the student group or school received the lowest performance level on the 2023 Dashboard. Each student group and/or school that receives the lowest performance level on the 2023 Dashboard must be addressed by one or more actions.
 - These required actions will be effective for the three-year LCAP cycle.

Increased or Improved Services for Foster Youth, English Learners, and Low-Income Students

Purpose

A well-written Increased or Improved Services section provides educational partners with a comprehensive description, within a single dedicated section, of how an LEA plans to increase or improve services for its unduplicated students as defined in *EC* Section 42238.02 in grades TK–12 as compared to all students in grades TK–12, as applicable, and how LEA-wide or schoolwide actions identified for this purpose meet regulatory requirements. Descriptions provided should include sufficient detail yet be sufficiently succinct to promote a broader understanding of educational partners to facilitate their ability to provide input. An LEA’s description in this section must align with the actions included in the Goals and Actions section as contributing.

Please Note: For the purpose of meeting the Increased or Improved Services requirement and consistent with *EC* Section 42238.02, long-term English learners are included in the English learner student group.

Statutory Requirements

An LEA is required to demonstrate in its LCAP how it is increasing or improving services for its students who are foster youth, English learners, and/or low-income, collectively referred to as unduplicated students, as compared to the services provided to all students in proportion to the increase in funding it receives based on the number and concentration of unduplicated students in the LEA (*EC* Section 42238.07[a][1], *EC* Section 52064[b][8][B]; 5 *CCR* Section 15496[a]). This proportionality percentage is also known as the “minimum proportionality percentage” or “MPP.” The manner in which an LEA demonstrates it is meeting its MPP is two-fold: (1) through the expenditure of LCFF funds or through the identification of a Planned Percentage of Improved Services as documented in the Contributing Actions Table, and (2) through the explanations provided in the Increased or Improved Services for Foster Youth, English Learners, and Low-Income Students section.

To improve services means to grow services in quality and to increase services means to grow services in quantity. Services are increased or improved by those actions in the LCAP that are identified in the Goals and Actions section as contributing to the increased or improved services requirement, whether they are provided across the entire LEA (LEA-wide action), provided to an entire school (Schoolwide action), or solely provided to one or more unduplicated student group(s) (Limited action).

Therefore, for *any* action contributing to meet the increased or improved services requirement, the LEA must include an explanation of:

- How the action is increasing or improving services for the unduplicated student group(s) (Identified Needs and Action Design), and
- How the action meets the LEA's goals for its unduplicated pupils in the state and any local priority areas (Measurement of Effectiveness).

LEA-wide and Schoolwide Actions

In addition to the above required explanations, LEAs must provide a justification for why an LEA-wide or Schoolwide action is being provided to all students and how the action is intended to improve outcomes for unduplicated student group(s) as compared to all students.

- Conclusory statements that a service will help achieve an expected outcome for the goal, without an explicit connection or further explanation as to how, are not sufficient.
- Further, simply stating that an LEA has a high enrollment percentage of a specific student group or groups does not meet the increased or improved services standard because enrolling students is not the same as serving students.

For School Districts Only

Actions provided on an **LEA-wide** basis at **school districts with an unduplicated pupil percentage of less than 55 percent** must also include a description of how the actions are the most effective use of the funds to meet the district's goals for its unduplicated pupils in the state and any local priority areas. The description must provide the basis for this determination, including any alternatives considered, supporting research, experience, or educational theory.

Actions provided on a **Schoolwide** basis for **schools with less than 40 percent enrollment of unduplicated pupils** must also include a description of how these actions are the most effective use of the funds to meet the district's goals for its unduplicated pupils in the state and any local priority areas. The description must provide the basis for this determination, including any alternatives considered, supporting research, experience, or educational theory.

Requirements and Instructions

Complete the tables as follows:

Total Projected LCFF Supplemental and/or Concentration Grants

- Specify the amount of LCFF supplemental and concentration grant funds the LEA estimates it will receive in the coming year based on the number and concentration of foster youth, English learner, and low-income students. This amount includes the Additional 15 percent LCFF Concentration Grant.

Projected Additional 15 percent LCFF Concentration Grant

- Specify the amount of additional LCFF concentration grant add-on funding, as described in *EC* Section 42238.02, that the LEA estimates it will receive in the coming year.

Projected Percentage to Increase or Improve Services for the Coming School Year

- Specify the estimated percentage by which services for unduplicated pupils must be increased or improved as compared to the services provided to all students in the LCAP year as calculated pursuant to 5 *CCR* Section 15496(a)(7).

LCFF Carryover — Percentage

- Specify the LCFF Carryover — Percentage identified in the LCFF Carryover Table. If a carryover percentage is not identified in the LCFF Carryover Table, specify a percentage of zero (0.00%).

LCFF Carryover — Dollar

- Specify the LCFF Carryover — Dollar amount identified in the LCFF Carryover Table. If a carryover amount is not identified in the LCFF Carryover Table, specify an amount of zero (\$0).

Total Percentage to Increase or Improve Services for the Coming School Year

- Add the Projected Percentage to Increase or Improve Services for the Coming School Year and the Proportional LCFF Required Carryover Percentage and specify the percentage. This is the LEA's percentage by which services for unduplicated pupils must be increased or improved as compared to the services provided to all students in the LCAP year, as calculated pursuant to 5 CCR Section 15496(a)(7).

Required Descriptions:

LEA-wide and Schoolwide Actions

For each action being provided to an entire LEA or school, provide an explanation of (1) the unique identified need(s) of the unduplicated student group(s) for whom the action is principally directed, (2) how the action is designed to address the identified need(s) and why it is being provided on an LEA or schoolwide basis, and (3) the metric(s) used to measure the effectiveness of the action in improving outcomes for the unduplicated student group(s).

If the LEA has provided this required description in the Action Descriptions, state as such within the table.

Complete the table as follows:

Identified Need(s)

Provide an explanation of the unique identified need(s) of the LEA's unduplicated student group(s) for whom the action is principally directed.

An LEA demonstrates how an action is principally directed towards an unduplicated student group(s) when the LEA explains the need(s), condition(s), or circumstance(s) of the unduplicated student group(s) identified through a needs assessment and how the action addresses them. A meaningful needs assessment includes, at a minimum, analysis of applicable student achievement data and educational partner feedback.

How the Action(s) are Designed to Address Need(s) and Why it is Provided on an LEA-wide or Schoolwide Basis

Provide an explanation of how the action as designed will address the unique identified need(s) of the LEA's unduplicated student group(s) for whom the action is principally directed and the rationale for why the action is being provided on an LEA-wide or schoolwide basis.

- As stated above, conclusory statements that a service will help achieve an expected outcome for the goal, without an explicit connection or further explanation as to how, are not sufficient.

- Further, simply stating that an LEA has a high enrollment percentage of a specific student group or groups does not meet the increased or improved services standard because enrolling students is not the same as serving students.

Metric(s) to Monitor Effectiveness

Identify the metric(s) being used to measure the progress and effectiveness of the action(s).

Note for COEs and Charter Schools: In the case of COEs and charter schools, schoolwide and LEA-wide are considered to be synonymous.

Limited Actions

For each action being solely provided to one or more unduplicated student group(s), provide an explanation of (1) the unique identified need(s) of the unduplicated student group(s) being served, (2) how the action is designed to address the identified need(s), and (3) how the effectiveness of the action in improving outcomes for the unduplicated student group(s) will be measured.

If the LEA has provided the required descriptions in the Action Descriptions, state as such.

Complete the table as follows:

Identified Need(s)

Provide an explanation of the unique need(s) of the unduplicated student group(s) being served identified through the LEA's needs assessment. A meaningful needs assessment includes, at a minimum, analysis of applicable student achievement data and educational partner feedback.

How the Action(s) are Designed to Address Need(s)

Provide an explanation of how the action is designed to address the unique identified need(s) of the unduplicated student group(s) being served.

Metric(s) to Monitor Effectiveness

Identify the metric(s) being used to measure the progress and effectiveness of the action(s).

For any limited action contributing to meeting the increased or improved services requirement that is associated with a Planned Percentage of Improved Services in the Contributing Summary Table rather than an expenditure of LCFF funds, describe the methodology that was used to determine the contribution of the action towards the proportional percentage, as applicable.

- For each action with an identified Planned Percentage of Improved Services, identify the goal and action number and describe the methodology that was used.
- When identifying a Planned Percentage of Improved Services, the LEA must describe the methodology that it used to determine the contribution of the action towards the proportional percentage. The percentage of improved services for an action corresponds to the amount of LCFF funding that the LEA estimates it would expend to implement the action if it were funded.

- For example, an LEA determines that there is a need to analyze data to ensure that instructional aides and expanded learning providers know what targeted supports to provide to students who are foster youth. The LEA could implement this action by hiring additional staff to collect and analyze data and to coordinate supports for students, which, based on the LEA's current pay scale, the LEA estimates would cost \$165,000. Instead, the LEA chooses to utilize a portion of existing staff time to analyze data relating to students who are foster youth. This analysis will then be shared with site principals who will use the data to coordinate services provided by instructional assistants and expanded learning providers to target support to students. In this example, the LEA would divide the estimated cost of \$165,000 by the amount of LCFF Funding identified in the Total Planned Expenditures Table and then convert the quotient to a percentage. This percentage is the Planned Percentage of Improved Services for the action.

Additional Concentration Grant Funding

A description of the plan for how the additional concentration grant add-on funding identified above will be used to increase the number of staff providing direct services to students at schools that have a high concentration (above 55 percent) of foster youth, English learners, and low-income students, as applicable.

An LEA that receives the additional concentration grant add-on described in *EC* Section 42238.02 is required to demonstrate how it is using these funds to increase the number of staff who provide direct services to students at schools with an enrollment of unduplicated students that is greater than 55 percent as compared to the number of staff who provide direct services to students at schools with an enrollment of unduplicated students that is equal to or less than 55 percent. The staff who provide direct services to students must be certificated staff and/or classified staff employed by the LEA; classified staff includes custodial staff.

Provide the following descriptions, as applicable to the LEA:

- An LEA that does not receive a concentration grant or the concentration grant add-on must indicate that a response to this prompt is not applicable.
- Identify the goal and action numbers of the actions in the LCAP that the LEA is implementing to meet the requirement to increase the number of staff who provide direct services to students at schools with an enrollment of unduplicated students that is greater than 55 percent.
- An LEA that does not have comparison schools from which to describe how it is using the concentration grant add-on funds, such as a single-school LEA or an LEA that only has schools with an enrollment of unduplicated students that is greater than 55 percent, must describe how it is using the funds to increase the number of credentialed staff, classified staff, or both, including custodial staff, who provide direct services to students at selected schools and the criteria used to determine which schools require additional staffing support.
- In the event that an additional concentration grant add-on is not sufficient to increase staff providing direct services to students at a school with an enrollment of unduplicated students that is greater than 55 percent, the LEA must describe how it is using the funds to retain staff providing direct services to students at a school with an enrollment of unduplicated students that is greater than 55 percent.

Complete the table as follows:

- Provide the staff-to-student ratio of classified staff providing direct services to students with a concentration of unduplicated students that is 55 percent or less and the staff-to-student ratio of classified staff providing direct services to students at schools with a concentration of unduplicated students that is greater than 55 percent, as applicable to the LEA.
 - The LEA may group its schools by grade span (Elementary, Middle/Junior High, and High Schools), as applicable to the LEA.

- The staff-to-student ratio must be based on the number of full-time equivalent (FTE) staff and the number of enrolled students as counted on the first Wednesday in October of each year.
- Provide the staff-to-student ratio of certificated staff providing direct services to students at schools with a concentration of unduplicated students that is 55 percent or less and the staff-to-student ratio of certificated staff providing direct services to students at schools with a concentration of unduplicated students that is greater than 55 percent, as applicable to the LEA.
 - The LEA may group its schools by grade span (Elementary, Middle/Junior High, and High Schools), as applicable to the LEA.
 - The staff-to-student ratio must be based on the number of FTE staff and the number of enrolled students as counted on the first Wednesday in October of each year.

Action Tables

Complete the Total Planned Expenditures Table for each action in the LCAP. The information entered into this table will automatically populate the other Action Tables. Information is only entered into the Total Planned Expenditures Table, the Annual Update Table, the Contributing Actions Annual Update Table, and the LCFF Carryover Table. The word “input” has been added to column headers to aid in identifying the column(s) where information will be entered. Information is not entered on the remaining Action tables.

The following tables are required to be included as part of the LCAP adopted by the local governing board or governing body:

- Table 1: Total Planned Expenditures Table (for the coming LCAP Year)
- Table 2: Contributing Actions Table (for the coming LCAP Year)
- Table 3: Annual Update Table (for the current LCAP Year)
- Table 4: Contributing Actions Annual Update Table (for the current LCAP Year)
- Table 5: LCFF Carryover Table (for the current LCAP Year)

Note: The coming LCAP Year is the year that is being planned for, while the current LCAP year is the current year of implementation. For example, when developing the 2024–25 LCAP, 2024–25 will be the coming LCAP Year and 2023–24 will be the current LCAP Year.

Total Planned Expenditures Table

In the Total Planned Expenditures Table, input the following information for each action in the LCAP for that applicable LCAP year:

- **LCAP Year:** Identify the applicable LCAP Year.
- **1. Projected LCFF Base Grant:** Provide the total amount estimated LCFF entitlement for the coming school year, excluding the supplemental and concentration grants and the add-ons for the Targeted Instructional Improvement Block Grant program, the former Home-to-School Transportation program, and the Small School District Transportation program, pursuant to 5 CCR Section 15496(a)(8).

Note that the LCFF Base Grant for purposes of the LCAP also includes the Necessary Small Schools and Economic Recovery Target allowances for school districts, and County Operations Grant for COEs.

See *EC* sections 2574 (for COEs) and 42238.02 (for school districts and charter schools), as applicable, for LCFF entitlement calculations.

- **2. Projected LCFF Supplemental and/or Concentration Grants:** Provide the total amount of LCFF supplemental and concentration grants estimated on the basis of the number and concentration of unduplicated students for the coming school year.
- **3. Projected Percentage to Increase or Improve Services for the Coming School Year:** This percentage will not be entered; it is calculated based on the Projected LCFF Base Grant and the Projected LCFF Supplemental and/or Concentration Grants, pursuant to 5 CCR Section 15496(a)(8). This is the percentage by which services for unduplicated pupils must be increased or improved as compared to the services provided to all students in the coming LCAP year.
- **LCFF Carryover — Percentage:** Specify the LCFF Carryover — Percentage identified in the LCFF Carryover Table from the prior LCAP year. If a carryover percentage is not identified in the LCFF Carryover Table, specify a percentage of zero (0.00%).
- **Total Percentage to Increase or Improve Services for the Coming School Year:** This percentage will not be entered; it is calculated based on the Projected Percentage to Increase or Improve Services for the Coming School Year and the LCFF Carryover — Percentage. ***This is the percentage by which the LEA must increase or improve services for unduplicated pupils as compared to the services provided to all students in the coming LCAP year.***
- **Goal #:** Enter the LCAP Goal number for the action.
- **Action #:** Enter the action's number as indicated in the LCAP Goal.
- **Action Title:** Provide a title of the action.
- **Student Group(s):** Indicate the student group or groups who will be the primary beneficiary of the action by entering "All," or by entering a specific student group or groups.
- **Contributing to Increased or Improved Services?:** Type "Yes" if the action **is** included as contributing to meeting the increased or improved services requirement; OR, type "No" if the action is **not** included as contributing to meeting the increased or improved services requirement.
- If "Yes" is entered into the Contributing column, then complete the following columns:
 - **Scope:** The scope of an action may be LEA-wide (i.e., districtwide, countywide, or charterwide), schoolwide, or limited. An action that is LEA-wide in scope upgrades the entire educational program of the LEA. An action that is schoolwide in scope upgrades the entire educational program of a single school. An action that is limited in its scope is an action that serves only one or more unduplicated student groups.

- **Unduplicated Student Group(s):** Regardless of scope, contributing actions serve one or more unduplicated student groups. Indicate one or more unduplicated student groups for whom services are being increased or improved as compared to what all students receive.
- **Location:** Identify the location where the action will be provided. If the action is provided to all schools within the LEA, the LEA must indicate “All Schools.” If the action is provided to specific schools within the LEA or specific grade spans only, the LEA must enter “Specific Schools” or “Specific Grade Spans.” Identify the individual school or a subset of schools or grade spans (e.g., all high schools or grades transitional kindergarten through grade five), as appropriate.
- **Time Span:** Enter “ongoing” if the action will be implemented for an indeterminate period of time. Otherwise, indicate the span of time for which the action will be implemented. For example, an LEA might enter “1 Year,” or “2 Years,” or “6 Months.”
- **Total Personnel:** Enter the total amount of personnel expenditures utilized to implement this action.
- **Total Non-Personnel:** This amount will be automatically calculated based on information provided in the Total Personnel column and the Total Funds column.
- **LCFF Funds:** Enter the total amount of LCFF funds utilized to implement this action, if any. LCFF funds include all funds that make up an LEA’s total LCFF target (i.e., base grant, grade span adjustment, supplemental grant, concentration grant, Targeted Instructional Improvement Block Grant, and Home-To-School Transportation).
 - **Note:** For an action to contribute towards meeting the increased or improved services requirement, it must include some measure of LCFF funding. The action may also include funding from other sources, however the extent to which an action contributes to meeting the increased or improved services requirement is based on the LCFF funding being used to implement the action.
- **Other State Funds:** Enter the total amount of Other State Funds utilized to implement this action, if any.
 - **Note:** Equity Multiplier funds must be included in the “Other State Funds” category, not in the “LCFF Funds” category. As a reminder, Equity Multiplier funds must be used to supplement, not supplant, funding provided to Equity Multiplier schoolsites for purposes of the LCFF, the ELO-P, the LCRS, and/or the CCSPP. This means that Equity Multiplier funds must not be used to replace funding that an Equity Multiplier schoolsite would otherwise receive to implement LEA-wide actions identified in the LEA’s LCAP or that an Equity Multiplier schoolsite would otherwise receive to implement provisions of the ELO-P, the LCRS, and/or the CCSPP.
- **Local Funds:** Enter the total amount of Local Funds utilized to implement this action, if any.
- **Federal Funds:** Enter the total amount of Federal Funds utilized to implement this action, if any.
- **Total Funds:** This amount is automatically calculated based on amounts entered in the previous four columns.
- **Planned Percentage of Improved Services:** For any action identified as contributing, being provided on a Limited basis to unduplicated students, and that does not have funding associated with the action, enter the planned quality improvement anticipated for the action as

a percentage rounded to the nearest hundredth (0.00%). A limited action is an action that only serves foster youth, English learners, and/or low-income students.

- As noted in the instructions for the Increased or Improved Services section, when identifying a Planned Percentage of Improved Services, the LEA must describe the methodology that it used to determine the contribution of the action towards the proportional percentage. The percentage of improved services for an action corresponds to the amount of LCFF funding that the LEA estimates it would expend to implement the action if it were funded.

For example, an LEA determines that there is a need to analyze data to ensure that instructional aides and expanded learning providers know what targeted supports to provide to students who are foster youth. The LEA could implement this action by hiring additional staff to collect and analyze data and to coordinate supports for students, which, based on the LEA’s current pay scale, the LEA estimates would cost \$165,000. Instead, the LEA chooses to utilize a portion of existing staff time to analyze data relating to students who are foster youth. This analysis will then be shared with site principals who will use the data to coordinate services provided by instructional assistants and expanded learning providers to target support to students. In this example, the LEA would divide the estimated cost of \$165,000 by the amount of LCFF Funding identified in the Data Entry Table and then convert the quotient to a percentage. This percentage is the Planned Percentage of Improved Services for the action.

Contributing Actions Table

As noted above, information will not be entered in the Contributing Actions Table; however, the ‘Contributing to Increased or Improved Services?’ column will need to be checked to ensure that only actions with a “Yes” are displaying. If actions with a “No” are displayed or if actions that are contributing are not displaying in the column, use the drop-down menu in the column header to filter only the “Yes” responses.

Annual Update Table

In the Annual Update Table, provide the following information for each action in the LCAP for the relevant LCAP year:

- **Estimated Actual Expenditures:** Enter the total estimated actual expenditures to implement this action, if any.

Contributing Actions Annual Update Table

In the Contributing Actions Annual Update Table, check the ‘Contributing to Increased or Improved Services?’ column to ensure that only actions with a “Yes” are displaying. If actions with a “No” are displayed or if actions that are contributing are not displaying in the column, use the drop-down menu in the column header to filter only the “Yes” responses. Provide the following information for each contributing action in the LCAP for the relevant LCAP year:

- **6. Estimated Actual LCFF Supplemental and/or Concentration Grants:** Provide the total amount of LCFF supplemental and concentration grants estimated based on the number and concentration of unduplicated students in the current school year.
- **Estimated Actual Expenditures for Contributing Actions:** Enter the total estimated actual expenditure of LCFF funds used to implement this action, if any.

- **Estimated Actual Percentage of Improved Services:** For any action identified as contributing, being provided on a Limited basis only to unduplicated students, and that does not have funding associated with the action, enter the total estimated actual quality improvement anticipated for the action as a percentage rounded to the nearest hundredth (0.00%).
 - Building on the example provided above for calculating the Planned Percentage of Improved Services, the LEA in the example implements the action. As part of the annual update process, the LEA reviews implementation and student outcome data and determines that the action was implemented with fidelity and that outcomes for foster youth students improved. The LEA reviews the original estimated cost for the action and determines that had it hired additional staff to collect and analyze data and to coordinate supports for students that estimated actual cost would have been \$169,500 due to a cost of living adjustment. The LEA would divide the estimated actual cost of \$169,500 by the amount of LCFF Funding identified in the Data Entry Table and then convert the quotient to a percentage. This percentage is the Estimated Actual Percentage of Improved Services for the action.

LCFF Carryover Table

- **9. Estimated Actual LCFF Base Grant:** Provide the total amount of estimated LCFF Target Entitlement for the current school year, excluding the supplemental and concentration grants and the add-ons for the Targeted Instructional Improvement Block Grant program, the former Home-to-School Transportation program, and the Small School District Transportation program, pursuant to 5 CCR Section 15496(a)(8). Note that the LCFF Base Grant for purposes of the LCAP also includes the Necessary Small Schools and Economic Recovery Target allowances for school districts, and County Operations Grant for COEs. See *EC* sections 2574 (for COEs) and 42238.02 (for school districts and charter schools), as applicable, for LCFF entitlement calculations.
- **10. Total Percentage to Increase or Improve Services for the Current School Year:** This percentage will not be entered. The percentage is calculated based on the amounts of the Estimated Actual LCFF Base Grant (9) and the Estimated Actual LCFF Supplemental and/or Concentration Grants (6), pursuant to 5 CCR Section 15496(a)(8), plus the LCFF Carryover – Percentage from the prior year. This is the percentage by which services for unduplicated pupils must be increased or improved as compared to the services provided to all students in the current LCAP year.

Calculations in the Action Tables

To reduce the duplication of effort of LEAs, the Action Tables include functionality such as pre-population of fields and cells based on the information provided in the Data Entry Table, the Annual Update Summary Table, and the Contributing Actions Table. For transparency, the functionality and calculations used are provided below.

Contributing Actions Table

- **4. Total Planned Contributing Expenditures (LCFF Funds)**
 - This amount is the total of the Planned Expenditures for Contributing Actions (LCFF Funds) column.
- **5. Total Planned Percentage of Improved Services**
 - This percentage is the total of the Planned Percentage of Improved Services column.
- **Planned Percentage to Increase or Improve Services for the coming school year (4 divided by 1, plus 5)**

- This percentage is calculated by dividing the Total Planned Contributing Expenditures (4) by the Projected LCFF Base Grant (1), converting the quotient to a percentage, and adding it to the Total Planned Percentage of Improved Services (5).

Contributing Actions Annual Update Table

Pursuant to *EC* Section 42238.07(c)(2), if the Total Planned Contributing Expenditures (4) is less than the Estimated Actual LCFF Supplemental and Concentration Grants (6), the LEA is required to calculate the difference between the Total Planned Percentage of Improved Services (5) and the Total Estimated Actual Percentage of Improved Services (7). If the Total Planned Contributing Expenditures (4) is equal to or greater than the Estimated Actual LCFF Supplemental and Concentration Grants (6), the Difference Between Planned and Estimated Actual Percentage of Improved Services will display “Not Required.”

- **6. Estimated Actual LCFF Supplemental and Concentration Grants**
 - This is the total amount of LCFF supplemental and concentration grants the LEA estimates it will actually receive based on of the number and concentration of unduplicated students in the current school year.
- **4. Total Planned Contributing Expenditures (LCFF Funds)**
 - This amount is the total of the Last Year's Planned Expenditures for Contributing Actions (LCFF Funds).
- **7. Total Estimated Actual Expenditures for Contributing Actions**
 - This amount is the total of the Estimated Actual Expenditures for Contributing Actions (LCFF Funds).
- **Difference Between Planned and Estimated Actual Expenditures for Contributing Actions (Subtract 7 from 4)**
 - This amount is the Total Estimated Actual Expenditures for Contributing Actions (7) subtracted from the Total Planned Contributing Expenditures (4).
- **5. Total Planned Percentage of Improved Services (%)**
 - This amount is the total of the Planned Percentage of Improved Services column.
- **8. Total Estimated Actual Percentage of Improved Services (%)**
 - This amount is the total of the Estimated Actual Percentage of Improved Services column.
- **Difference Between Planned and Estimated Actual Percentage of Improved Services (Subtract 5 from 8)**
 - This amount is the Total Planned Percentage of Improved Services (5) subtracted from the Total Estimated Actual Percentage of Improved Services (8).

LCFF Carryover Table

- **10. Total Percentage to Increase or Improve Services for the Current School Year (6 divided by 9 plus Carryover %)**

- This percentage is the Estimated Actual LCFF Supplemental and/or Concentration Grants (6) divided by the Estimated Actual LCFF Base Grant (9) plus the LCFF Carryover – Percentage from the prior year.
- **11. Estimated Actual Percentage of Increased or Improved Services (7 divided by 9, plus 8)**
 - This percentage is the Total Estimated Actual Expenditures for Contributing Actions (7) divided by the LCFF Funding (9), then converting the quotient to a percentage and adding the Total Estimated Actual Percentage of Improved Services (8).
- **12. LCFF Carryover — Dollar Amount LCFF Carryover (Subtract 11 from 10 and multiply by 9)**
 - If the Estimated Actual Percentage of Increased or Improved Services (11) is less than the Estimated Actual Percentage to Increase or Improve Services (10), the LEA is required to carry over LCFF funds.

The amount of LCFF funds is calculated by subtracting the Estimated Actual Percentage to Increase or Improve Services (11) from the Estimated Actual Percentage of Increased or Improved Services (10) and then multiplying by the Estimated Actual LCFF Base Grant (9). This amount is the amount of LCFF funds that is required to be carried over to the coming year.
- **13. LCFF Carryover — Percentage (12 divided by 9)**
 - This percentage is the unmet portion of the Percentage to Increase or Improve Services that the LEA must carry over into the coming LCAP year. The percentage is calculated by dividing the LCFF Carryover (12) by the LCFF Funding (9).

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