

**Local Control and Accountability Plan (LCAP)  
Every Student Succeeds Act (ESSA)  
Federal Addendum Template**

**LEA Name**

FUHSD

**CDS Code:**

43694680000000

**Link to the LCAP:**

*(optional)*

**For which ESSA programs apply to your LEA?**

Choose From:

**TITLE I, PART A**

Improving Basic Programs Operated by  
State and Local Educational Agencies

**TITLE II, PART A**

Supporting Effective Instruction

**TITLE III, PART A**

Language Instruction for English Learners  
and Immigrant Students

**TITLE IV, PART A**

Student Support and Academic  
Enrichment Grants

*(note: This list only includes ESSA programs with LEA plan requirements; not all ESSA programs.)*

*In the following pages, ONLY complete the sections for the corresponding programs.*

## Strategy

Explain the LEA's strategy for using federal funds to supplement and enhance local priorities or initiatives funded with state funds, as reflected in the LEA's LCAP. This shall include describing the rationale/evidence for the selected use(s) of federal funds within the context of the LEA's broader strategy reflected in the LCAP.

A Schoolwide Program is in place for Title I. Both Title II and Title III funds are used to supplement FUHSD efforts on behalf of students and teachers. Goal 1 of the FUHSD LCAP is to sustain generally high student performance while ensuring high levels of learning from every student. This goal incorporates metrics and actions in support of:

Students who are low-income students, foster youth and English Language Learners (Title I and Title III)

Metric: by student group, increase to 100% the number of students who meet A-G requirements by the time they graduate; by student group, increase to 100% the number of students who graduate. Action: Continue to sustain a high quality comprehensive high school program for all students while supplementing those opportunities with General Fund and other resources to provide a program targeted to English Language Learners, low-income students and Foster Youth through targeted participation in Academic Foundations course sections to improve course passage and A-G completion.

Students who are English Language Learners (Title III)

Metric: increase to 100% the portion of English Learners (Long Term ELs) who become English proficient as measured by the English Language Proficiency Assessments for California (ELPAC); increase English Learner reclassification rate to 100%. Action: Sustain a high quality comprehensive high school program for all students while supplementing those opportunities with General Fund and other resources to provide a program targeted to English Learners at each school. In addition, as described in the Title III plan, for school year 21-22, continue to provide workshops for teachers to examine an asset-based pedagogical mindset for English Learners and to deepen two key high-leverage principles for EL instruction: incorporating all 4 language domains in every lesson and understanding and addressing language demands. Curriculum Leads will continue to work with teachers to emphasize the incorporation of the two high-leverage principles stated above into ELD and Sheltered lessons. Also, when providing content area professional development, Curriculum Leads will pay particular attention to lessons that incorporate the four language domains and the use of language objectives. Cross-site ELD teachers will continue to meet after school/or during a release day 4 to 5 times per school year as inter-site PLCs. The work will include creating and revising curriculum, lessons and assessments. Teachers will also look at student work to determine necessary changes to the instructions. Goal 2 of the FUHSD LCAP states that all students will have access to a guaranteed and viable curriculum designed to help them pursue their passions and interests while preparing them for college and careers. This goal incorporates the action in support of Professional Growth and Improvement of our teachers (Title II). Action: Sustain, and expand when possible, curriculum and professional development supports: a two-year, in-house induction program for new teachers; curriculum and professional development teams that meet at least three times per month and up to five additional work days in the summer; and professional development and team coaching support from District Curriculum Lead Teachers and Program Administrators.

## Alignment

Describe the efforts that the LEA will take to align use of federal funds with activities funded by state and local funds and, as applicable, across different federal grant programs.

Title I, II and III are the federal grant program funds that are received by the FUHSD. During the 2020-21 school year they were used to supplement the following efforts that are supported primarily by local funds.

Goal 1 and Title I funds: Targeted participation in Academic Foundations and interventions focused on course passage, graduation and A-G completion. Academic Foundations is an elective course through which identified students will acquire the skills to be academically and social-emotionally successful in high school and in their post-secondary path. Through explicit teaching and monitoring of their 4-year plan, students will develop study and organizational strategies, and increase confidence in their ability to succeed. Student profile includes those who have experienced academic challenges in elementary and middle school, students who are homeless, foster youth, or economically disadvantaged and migrant students.

Goal 1 and Title III funds: three ELD 1, four ELD 2 and five ELD 3 teachers have continued to meet after school 4 to 5 times per school year as inter-site PLCs. The work included creating and revising curriculum, lessons and assessments. Teachers also looked at student work to determine possible changes to the instructions.

Goal 2 and Title II funds: the FUHSD served 24 Induction eligible teachers and 53 teachers total.

## ESSA Provisions Addressed in the Consolidated Application and Reporting System

An LEA addresses the following ESSA provision as part of completing annual reporting through the Consolidated Application and Reporting System (CARS).

### TITLE I, PART A

#### Poverty Criteria

| ESSA SECTION(S) | STATE PRIORITY ALIGNMENT |
|-----------------|--------------------------|
| 1112(b)(4)      | N/A                      |

Describe the poverty criteria that will be used to select school attendance areas under Section 1113.

On June 1 the Board of Trustees approved a Schoolwide Plan (SWP) Waiver and authorized the Superintendent to utilize Title I funds to operate as a SWP School based on the criteria that SWP is the best way to serve the student population.

## ESSA Provisions Not Addressed in the LCAP

For the majority of LEAs the ESSA provisions on the following pages do not align with state priorities. **Each provision for each program provided on the following pages must be addressed**, unless the provision is not applicable to the LEA. In addressing these provisions, LEAs must provide a narrative that addresses the provision **within this addendum**.

As previously stated, the CDE emphasizes that the LCAP Federal Addendum should not drive LCAP development. ESSA funds are supplemental to state funds, just as the LCAP Federal Addendum supplements your LCAP. LEAs are encouraged to integrate their ESSA funds into their LCAP development as much as possible to promote strategic planning of all resources; however, this is not a requirement. In reviewing the LCAP Federal Addendum, staff will evaluate the LEA's responses to the ESSA plan provisions. There is no standard length for the responses. LEAs will be asked to clarify insufficient responses during the review process.

### TITLE I, PART A

#### Educator Equity

ESSA SECTION 1112(b)(2)

Describe how the LEA will identify and address, as required under State plans as described in Section 1111(g)(1)(B), any disparities that result in low-income students and minority students being taught at higher rates than other students by ineffective, inexperienced, or out-of-field teachers.

#### THIS ESSA PROVISION IS ADDRESSED BELOW:

Our review of teachers, their years of experience, state of evaluation and courses taught did not uncover that any students are being taught at higher rates by ineffective, inexperienced, or out of field teachers.

- Are low-income students taught at higher rates than other students by ineffective/misassigned teachers? No misassigned teachers.
- Are low-income students taught at higher rates than other students by out-of-field teachers? There are 22 Teachers Teaching Outside Subject Area of Competence. Our review did not uncover that any students are being taught at higher rates by these teachers.
- Are low-income students taught at higher rates than other students by inexperienced teachers? Review of our field of teachers shows that less than 10% are within their first 1-2 years of teaching. Given the structure of a 7-period day in a comprehensive high school there is no clustering of low-income students within the classrooms of any type of teacher in particular.

#### Parent and Family Engagement

ESSA SECTIONS 1112(B)(3) AND 1112(B)(7)

Describe how the LEA will carry out its responsibility under Section 1111(d).

N/A Neither Fremont High School nor the other four comprehensive campuses in the FUHSD are currently considered CSI or TSI.

Describe the strategy the LEA will use to implement effective parent and family engagement under Section 1116.

#### THIS ESSA PROVISION IS ADDRESSED BELOW:

Regular parent and family engagement occurs through School Site Council, school-site English Learner Advisory Councils, District English Learners Advisory Council, PTSA, Los Padres, and the Collaborative Committee for School Linked Services.

The District Family Engagement Committee (FEC), is comprised of parents and staff representatives from all five school sites, and several District representatives. The FEC was formed during the 2016-17 school year and was responsible for designing and helping administer the November 2017 Parent Engagement Survey. The FEC acts as the District's LCAP Advisory Committee. A focus of their meetings is to review and support growth and development of the current parent education offerings provided by PTSAs, the District, and other community-based entities. This is in coordination with the FUHS Foundation launch of the Parent Resource Network, a centrally organized series of parent education offerings, to improve effectiveness and efficiency in parent education delivery and address equity concerns as they relate to the disparity between each school PTSA's financial ability to facilitate quality parent education.

Across the district there is a focus on providing written materials/communications in our dominant languages, Spanish and Mandarin. Los Padres meetings are conducted in Spanish, translation is provided during Guidance nights and other school events for parents.

### **Schoolwide Programs, Targeted Support Programs, and Programs for Neglected or Delinquent Children** ESSA SECTIONS 1112(b)(5) and 1112(b)(9)

Describe, in general, the nature of the programs to be conducted by the LEA's schools under sections 1114 and 1115 and, where appropriate, educational services outside such schools for children living in local institutions for neglected or delinquent children, and for neglected and delinquent children in community day school programs.

Schoolwide Program (SWP): a program entitled Academic Foundations has been developed to support students who enter at 9th grade and are identified as needing additional support due to failing or most at risk of failing to meeting state academic standards. It serves a combination of students who are Long-term English Learners (LTEL), have experienced academic challenges in elementary and middle school, students who are homeless, foster youth, or economically disadvantaged and migrant students.

Targeted Support Programs: N/A

Neglected or delinquent: N/A

Describe how teachers and school leaders, in consultation with parents, administrators, paraprofessionals, and specialized instructional support personnel, in schools operating a targeted assistance school program under Section 1115, will identify the eligible children most in need of services under this part.

#### **THIS ESSA PROVISION IS ADDRESSED BELOW:**

Operating a schoolwide program.

### **Homeless Children and Youth Services** ESSA SECTION 1112(b)(6)

Describe the services the LEA will provide homeless children and youths, including services provided with funds reserved under Section 1113(c)(3)(A), to support the enrollment, attendance, and success of homeless children and youths, in coordination with the services the LEA is providing under the McKinney-Vento Homeless Assistance Act (42 United States Code 11301 et seq.).

#### **THIS ESSA PROVISION IS ADDRESSED BELOW:**

When a student who is homeless enters the FUHSD, or meets the criteria of homelessness at anytime during their enrollment, their status is confirmed through the District Enrollment Center. This is an expedited process to ensure timely enrollment. The Director of Business oversees implementation of the reservation funds and coordinates with the sites at the start of each academic year and periodically throughout the year to ensure that students receive supplies related to their academic progress including personal needs. Another aspect of enrollment that is unique to students who are homeless, the Educational Options Guidance Counselor reviews their transcript and coordinates an academic plan with the school-site guidance counselor who is designated to support students who are homeless. The school site guidance counselor holds check-in meetings with the student over the course of the year. The Educational Options GC and designated site GCs meet during the school year to discuss any updates in the law and monitor District supports including course selection, post-secondary options, and social supports necessary to for student success in high school. Site specific activities to support students who are homeless are monitored throughout the school year through the school plan process.

Reservation funds for students who are homeless include the following:

- Assistance to homeless families and students from District Enrollment Office and the Educational Options Guidance Counselor
- Support for transportation including if the student is remaining at their school of origin
- Funds for students who are homeless as defined by the McKinney-Vento Act to purchase school supplies, hygiene kits, other necessities, fees associated with College Board exams, and costs associated with activities including graduation.

Highlights of our services for students who are homeless include:

- Teachers' salaries for reading and academic intervention classes -Parent and Community Liaison position
- Additional Student Conduct Liaison position
- Additional CTE classes above average # allocated to other schools -Teachers' salaries and materials for summer bridge classes -AVID or AVID-like interventions at all schools -Lower class sizes in Algebra
- Academic Foundations courses

While not directly funded through reservation funds for students who are homeless, the FUHSD has School Linked Services in place and the Specialist reaches out to each family to coordinate social services through the County including mental health.

## **Student Transitions**

ESSA SECTIONS 1112(b)(8), 1112(b)(10), and 1112(b)(10) (A–B)

Describe, if applicable, how the LEA will support, coordinate, and integrate services provided under this part with early childhood education programs at the LEA or individual school level, including plans for the transition of participants in such programs to local elementary school programs.

N/A

Describe, if applicable, how the LEA will implement strategies to facilitate effective transitions for students from middle grades to high school and from high school to postsecondary education including:

- (A) coordination with institutions of higher education, employers, and other local partners; and
- (B) increased student access to early college high school or dual or concurrent enrollment opportunities, or career counseling to identify student interests and skills.

**THIS ESSA PROVISION IS ADDRESSED BELOW:**

The administrative, guidance, English Language Development and Academic Foundation teams work with the feeder middle schools to identify students based on the criteria above. Information is also provided during guidance presentations in order to incorporate parent input. Students are identified based on their academic progress in middle school and performance on the CAASPP, specifically English/Language Arts and Mathematics; English Language Development status including Long-term English Learners (LTELs) including performance on the ELPAC and local assessments used for reclassification; and performance that is at risk of failing due to academic, social-emotional and executive function skills.

The FUHSD has a College/Career Access Pathway in place with the Foothill-De Anza Community College District. The CCAP has provided an avenue for expanding Career Technical Education dual enrollment programs and afterschool concurrent enrollment courses offered on FUHSD campuses. Fremont High School and the FUHSD are partnering with Foothill College to launch a CTE Early College program. This program has a similar student profile to Academic Foundations and is being established as having a more robust outcome for student achievement including a strong emphasis on CTE.

### **Additional Information Regarding Use of Funds Under this Part**

ESSA SECTION 1112(b)(13) (A–B)

Provide any other information on how the LEA proposes to use funds to meet the purposes of this part, and that the LEA determines appropriate to provide, which may include how the LEA will:

- (A) assist schools in identifying and serving gifted and talented students; and
- (B) assist schools in developing effective school library programs to provide students an opportunity to develop digital literacy skills and improve academic achievement.

### **THIS ESSA PROVISION IS ADDRESSED BELOW:**

N/A



## TITLE II, PART A

### Professional Growth and Improvement

ESSA SECTION 2102(b)(2)(B)

Provide a description of the LEA's systems of professional growth and improvement, such as induction for teachers, principals, or other school leaders and opportunities for building the capacity of teachers and opportunities to develop meaningful teacher leadership.

#### THIS ESSA PROVISION IS ADDRESSED BELOW:

Implementation of actions/services including: the work of the new teacher mentor program; site and district level PLCs; Curriculum Leads to support and guide the efforts of individual teachers and PLCs; and Teaching & Learning led transition from in-person to emergency learning, from emergency learning to remote learning, and from remote learning to hybrid learning. The FUHSD has a two-year, in-house induction program for new teachers. Due to COVID-19, the large group professional development programs (e.g. Skillful Teacher) were scaled back this year in order to focus attention on serving teachers through one-on-one mentoring and several smaller scale workshops. For instance, the Equity in Action! program went from an average of 10 participants per year to 3 this year. Curriculum and Professional Development Teams During each school's twice-weekly collaboration times, course-alike teams meet to discuss the essential questions:

- What do we want our students to know and be able to do?
- How will we know if they have learned it?
- What do skillful teachers do to help students learn it?
- What do we do if students don't learn it?
- What do we do if they have already learned it? Teams have the opportunity to select a compensated

Team Lead that guides the work of the team toward addressing these questions.

Once again, teams were encouraged to work over the summer with paid collaboration time to continue to address the 5 questions. For the fourth consecutive year, the number of teams taking advantage of the summer work opportunity has increased. Highlights of some of the recurring themes of the summer work:

- Aligning units of study
- Agreeing on essential student expectations within each unit of study
- Extending the number of common formative and summative assessments
- Examining student work to identify areas of focus for instruction
- Incorporating more Academic Language Production into our English Learner classes
- Developing rubrics for various modes of writing
- Refining Science and Engineering practices including Claim, Evidence, and Reasoning protocols

Curriculum Development and Team Coaching: Our District Curriculum Lead teachers held several workshops throughout the year for our district teachers. With respect to English Language Learners, all new staff continue to participate in an Academic Language Production workshop, and our English Language Development (ELD) teachers come together regularly to continue to develop and align ELD curriculum.

Progress is measured by state and local assessments and metrics along with cycles of improvement completed by PLCs, project goals set in Equity In Action and through teacher conferences documenting their incorporation of professional development into their classroom practice. Administrators expand their practice through the opportunity to apply teacher professional development to their practice. The theme and work from retreat is extended over the course of each school year and reflected in Cabinet/ Principals meetings as one way to gauge ongoing progress. Together the curriculum leads, district and site administrators review and update professional development plans on an annual basis.

### Prioritizing Funding

ESSA SECTION 2102(b)(2)(C)

Provide a description of how the LEA will prioritize funds to schools served by the agency that are implementing comprehensive support and improvement activities and targeted support and improvement activities under Section 1111(d) and have the highest percentage of children counted under Section 1124(c).

**THIS ESSA PROVISION IS ADDRESSED BELOW:**

N/A

**Data and Ongoing Consultation to Support Continuous Improvement**

ESSA SECTION 2102(b)(2)(D)

Provide a description of how the LEA will use data and ongoing consultation described in Section 2102(b)(3) to continually update and improve activities supported under this part.

**THIS ESSA PROVISION IS ADDRESSED BELOW:**

The LEA consults with paraprofessionals and specialized instructional support personnel through weekly collaboration and site based professional development. Parents are consulted through School Site Council for each school and committees such as enrollment, wellness and COVID-19. These committees also include community partners such as El Camino Hospital and other support providers.

The use of Title II funds is incorporated into the implementation of Goal 2: All students will have access to a guaranteed and viable curriculum designed to help them pursue their passions and interests while preparing them for college and careers.

## **TITLE III, PART A**

### **Title III Professional Development**

ESSA SECTION 3115(c)(2)

Describe how the eligible entity will provide effective professional development to classroom teachers, principals and other school leaders, administrators, and other school or community-based organizational personnel.

#### **THIS ESSA PROVISION IS ADDRESSED BELOW:**

Professional development for Integrated ELD teachers in Math, Science, ELA and Social Studies. In addition, all new staff continue to participate in an Academic Language Production workshop, and our English Language Development (ELD) teachers come together regularly to continue to develop and align ELD curriculum. Professional development and implementation through PLC meetings are focused on the balance of the four language domains (i.e., listening, speaking, reading, and writing) in their instruction; the key high-leverage principles for EL instruction of incorporating all 4 language domains in every lesson and understanding and addressing language demands; and examining an asset-based pedagogical mindset for English Learners.

### **Enhanced Instructional Opportunities**

ESSA SECTIONS 3115(e)(1) and 3116

Describe how the eligible entity will provide enhanced instructional opportunities for immigrant children and youth.

#### **THIS ESSA PROVISION IS ADDRESSED BELOW:**

Students who are immigrants and English Language Learners are supported through English Language Development and shelter courses at their home school. Title III funds are utilized to provide companion ELD courses to supplement participation in the core English instruction.

Shelter courses supplement the core by providing college-preparatory curriculum with a lower student to teacher ratio. The ELD Program Coordinator and Program Assistant at each school ensure that any additional support needed is provided to these students. School Linked Services is in place for community-based support.

### **Title III Programs and Activities**

ESSA SECTIONS 3116(b)(1)

Describe the effective programs and activities, including language instruction educational programs, proposed to be developed, implemented, and administered under the subgrant that will help English learners increase their English language proficiency and meet the challenging State academic standards.

#### **THIS ESSA PROVISION IS ADDRESSED BELOW:**

Title III funds are utilized to provide companion ELD courses to supplement participation in the core English instruction. Shelter courses supplement the core by providing college-preparatory curriculum with a lower student to teacher ratio.

### **English Proficiency and Academic Achievement**

ESSA SECTIONS 3116(b)(2)(A-B)

Describe how the eligible entity will ensure that elementary schools and secondary schools receiving funds under Subpart 1 assist English learners in:

- (A) achieving English proficiency based on the State’s English language proficiency assessment under Section 1111(b)(2)(G), consistent with the State’s long-term goals, as described in Section 1111(c)(4)(A)(ii); and
- (B) meeting the challenging State academic standards.

**THIS ESSA PROVISION IS ADDRESSED BELOW:**

The District ELD Coordinator regularly meets with ELD and Shelter teachers from each site as well as gauges the progress of the site ELD Coordinators and Program Assistants. Accountability is gauged by implementation of the guaranteed and viable English Language curriculum that has been developed in collaboration between teachers and the ELD Coordinator. The ELD Coordinator monitors the reclassification rate, ongoing support to reclassified students, and progress of English Learners on the ELPAC and CAASPP. District Accountability is reported to the Board of Trustees each fall and each site provides a report and presentation to the Board between February and April. Title III funds are utilized to provide companion ELD courses to supplement participation in the core English instruction. Shelter courses supplement the core by providing college-preparatory curriculum with a lower student to teacher ratio.

## **TITLE IV, PART A**

### **Title IV, Part A Activities and Programs**

ESSA SECTION 4106(e)(1)

Describe the activities and programming that the LEA, or consortium of such agencies, will carry out under Subpart 1, including a description of:

- (A) any partnership with an institution of higher education, business, nonprofit organization, community-based organization, or other public or private entity with a demonstrated record of success in implementing activities under this subpart;
- (B) if applicable, how funds will be used for activities related to supporting well-rounded education under Section 4107;
- (C) if applicable, how funds will be used for activities related to supporting safe and healthy students under Section 4108;
- (D) if applicable, how funds will be used for activities related to supporting the effective use of technology in schools under Section 4109; and
- (E) the program objectives and intended outcomes for activities under Subpart 1, and how the LEA, or consortium of such agencies, will periodically evaluate the effectiveness of the activities carried out under this section based on such objectives and outcomes.

#### **THIS ESSA PROVISION IS ADDRESSED BELOW:**

The FUHSD does not receive Title IV funds. We have an ongoing partnership with the FHDA Community College District. Through our CCAP we have dual and concurrent enrollment in place including in support of CTE. Each fall we reach out to our local private schools, Kings Academy and Archbishop Mitty to determine any access that would be of support to their program and students.