Modesto City Schools

2022-2023 Local Control and Accountability Plan (LCAP)

Reader Friendly Version

Modesto City Schools
Reader-Friendly LCAP
2022-2023

Goal One: Increase academic achievement and ensure equitable access to enable all students to attain college and career readiness

1.1 Ensure Great Instruction First Time				
Title for the action	**Action / Service**	**Success Criteria / Metric**	**Actual Outcome**	**Contributing**

Academic Achievement: Math	- Math Interim Assessments: Interim assessments will be identified and used across the district as benchmarks. - Math Ambassadors will meet to further the process of implementing reliable and valid benchmarks - K-6 Planning Time/prep time - Effective use of research-based instructional practices - High student engagement - Increase teachers' capacity to use data to drive their instruction - Effective use of the eight mathematical practices: SWUN math contract for K-8 sites	**LCAP METRIC**
		By June 2024, the CA Dashboard – Academic Indicator for Math:
		Elem District: will improve DFS by <u>51</u> points
		HS District: will improve DFS by <u>30</u> points
		(Data Source: CA Dashboard)
		
		    Baseline (2018-19 due to COVID): Elem District DFS -74.7 points
		HS District: DFS -85.5 points
		INTERNAL METRIC
		Beginning Fall 2021, the 9-12 Math Ambassadors will identify the number and frequency of CAASPP interim assessment blocks.
		
		2021-22: 2 per course
		
		Maintain or increase the number of students taking the math interim
			2020-21 (internal calculation due to COVID)
			   - Elem District: -102.24 - HS District: -91.7
			
			2021-22
			  Grade 7 - 1059
			  Grade 8 - 1198
			  Algebra - 3438
				N

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		assessments. ● Baseline 7th grade - 997 8th grade - 1119 Algebra - 3371 Geometry - 2443 Algebra II - 1270 Total = 9200	Geometry - 2448 Algebra II - 967 Total =9110	
Academic Achievement: ELA	● Instruction aligned to standards ● Professional Development ● Effective use of research-based instructional practices ● High student engagement ● Increase teachers' capacity to use data to drive their instruction ● K-6 Planning Time/Prep Time ● ELA benchmark assessment committees/department chairs will continue to meet to further the process of implementing reliable and valid benchmarks	**LCAP METRIC** By June 2024, the CA Dashboard – Academic Indicator for ELA: Elem District: will improve DFS by 45 points HS District: will improve DFS by 30 points ● Baseline (2018-19 due to COVID): Elem District DFS -48.3 points HS District: DFS -2.4 points **INTERNAL METRIC** Internal benchmarks will be aligned. ● K-3 will take DIBELS ● 3-8, 11 will take IABs ● 9-10 will take StudySync	2020-21 (internal calculation due to COVID) ● Elem District: -62.35 ● HS District: -7.09 2021-22: Given as indicated	N

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		Baselines created in the 2020-2021 academic year. ● DIBELS - 3/year ● Wonders/IABs - 4/year ● IABs - 2/year ● StudySync - 2/year		
Early Childhood Development/Early Literacy	● Provide a robust ECE program ● Identify students at risk of reading difficulty, provide intervention, and monitor student progress	**LCAP METRIC** By June 2024, the number of TK/K students previously enrolled in an MCS ECE or TK program scoring at benchmark on a BOY Phonemic Awareness assessment will increase by 6%. ● Baseline 2020: 19%	2021-22: 19%	Y
Academic Achievement – Intervention ELA	● Identify students at risk of reading difficulty, provide intervention, and monitor student progress ● Increase teachers' capacity to use data to drive their instruction	**LCAP METRIC** By June 2024, MTSS sites will decrease by 3% the percentage of students scoring at the well below benchmark range as measured by the DIBELS-8 BOY to EOY subtest assessment. ○ Kinder PSF ○ First Grade NWF/WRC ○ Second Grade NWF/WRC ○ Third Grade NWF/WRC	2021-22: Kinder - decreased by 14% - goal met 1st Gr - decreased by 13% - goal met	Y

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	● Through collaboration identify best practices to meet the diverse needs of student groups	(Data Source: mClass) ● Yearly Goal: Decrease Intensive by 3% BOY to EOY	2nd Gr - decreased by 9% - goal met 3rd Gr - decreased by 7% - goal met	
Full-Day Transitional Kinder / Early Literacy	● Provide a robust TK program ● Identify students at risk of reading difficulty, provide intervention, and monitor student progress ● Provide Kinder paraprofessionals ● TK/K Collaboration ● ~~Expand the PK Program at Burbank to additional sites: Fund teacher assessment on KSEP, Fund summer programs for incoming TK and Kinder students~~	**INTERNAL METRIC** By June 2024, the number of Kinder students previously enrolled in an MCS TK program scoring at benchmark on DIBELS-8 BOY Phonemic Awareness subtest will increase by 6%. ● Baseline 2020: 19%	2021-22:19%	Y
Instructional Technology	Maintain Instructional Technology Coach and STEAM Coordinator	**INTERNAL METRIC** Maintain the number of coaching opportunities with classroom teachers. ● 2020- 2021 is a baseline year. with 1 Instructional Technology	2021-22: 1 IT Coach and 1 STEAM coach	Y

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		Coach and 1 STEAM Coach **INTERNAL METRIC** At least 80% of TK-6 students will participate in grade-level activities related to the California Computer Science standards, including troubleshooting, hardware & software, and algorithms. ● Baseline: 5,000 students Data source: Lesson plans	2021-22: 10,400 students	
K-6 Prep Providers	Provide teachers time for lesson planning	**INTERNAL METRIC** By June 2024, Character Trait lessons will be created and provided by Prep Providers. ● Tracking of lessons by Prep Providers	2021-22: Lesson created and presented	Y
Curriculum Coordinators	Maintain curriculum coordinators	**INTERNAL METRIC** By June 2024, CIPD will consistently maintain content area coordinators at the 5.0 FTE.	2021-22: 5 FTE	Y

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		Data source: HR		
Physical Fitness	Fund PE equipment for TK- 12	**LCAP METRIC** By June of 2024, increase the percentage of students meeting five or more fitness standards on the PFT to 65%. (Data source:DataQuest) ● Baseline: (2018-19 was the last year the PFT was administered) 47.9%	2021-22: PFT administration changed and no scores reported	N
Williams Act	● Teachers appropriately assigned ● Teachers appropriately credentialed ● Standards-aligned instructional materials ● School facilities are maintained in good repair	**LCAP METRIC** By June 2024, all Williams Act criteria will be met on an annual basis. (Data source: Williams Act Report) ● Baseline 2020-21: All criteria met	2021-22: All criteria met	Y

1.2 Increase students being identified as "prepared" in the College/Career Indicators				
Title for the action	**Action / Service**	**Success Criteria / Metric**	**Actual Outcome**	**Contributing**

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Seal of Biliteracy	● Providing information to students and staff to increase the number of students who qualify for the Seal of Biliteracy	**LCAP METRIC** By June 2024, English Only and Initial English Proficient graduates receiving the State Seal of Biliteracy will increase by 15% from 67 to 77 (Data source: Internal SSB recipients EOY) ● Baseline 2020: 67 students	2021: 55 students	N
Increase College & Career readiness of all students	● College credit courses ● Provide funding for the purchasing of equipment and textbooks ● Provide funding for teacher PD and training for MTA teachers who can teach a college course or college professors teaching on High School campuses	**LCAP METRIC** By June 2024, CA Dashboard College and Career Readiness Indicator "prepared" will show an increase of 3% or maintain green/blue status ● 2019-20 Baseline: 36.9%	2020-21: 37.1%	N
Increase College & Career readiness of underrepresented students	● Provide funding for Career Exploration curriculum K-12 ● Counselor and Administrator training on CTE pathways and focus on completion	**INTERNAL METRIC** By June 2024, CTE Pathway completion rate will show an increase of 3% per year. ● Baseline 2019-2020: 12.3% By June 2024, data tracking will be	2020-21: 11.4% 2021-22: Performance	Y

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	● Continuing to develop data tracking systems to desegregate data of underrepresented populations	developed to track underrepresented students: EL's, SPED, SED,	Matters provides all measures for underrepresented student groups	
College and Career readiness assessment	● Provide funding for high school students to take college or career readiness assessments selected/administered by the district. ● Provide test preparation material and teacher professional development	**LCAP METRIC** By June 2024, the Graduation Indicator will increase by 3% from 87.2% (2020) to 90.2% or maintain green or blue status. (Data source: CA Data Dashboard/DataQuest) 2020 Baseline: 87.2%	2021: 88.9%	Y
UC/CSU Eligibility –	● Transcript Evaluation Service (TES) A-G report each semester ● Maintain funding for TES services ● Ensure courses are A-G approved ● Quarterly review of grade data to provide support, intervention, and placement ● Licenses for *APEX* for UC/CSU remediation	**LCAP METRIC** By June 2024, the percentage of cohort graduates meeting UC/CSU a-g requirements will increase by 3% yearly. (Data source: DataQuest) ● 2019-20 Baseline: 35.1% ● **2023-24 Goal: 47.1%**	2021: 43.27%	N

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AVID	● Provide funding for AVID sites ● Provide funding for the expansion of AVID in secondary school sites ● Provide funding for the expansion of AVID in elementary schools	**LCAP METRIC** By June 2024, 95% of graduating AVID seniors will have met A-G requirements. ● 2019-20 Baseline: 81.2% By June 2024, the number of 8th grade AVID students earning a "C" or higher in an honors class will increase by 3%. ● 2019-20 Baseline: 50% **INTERNAL METRIC** By the end of June 2024, we will increase the number of elementary sites implementing AVID in grades 4-6 by one or more schools each year.	2021: 100% 2021: 57% 2021-22: 2 sites	Y

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IB and AP	- Maintain funding and increase student diversity in IB and AP. - Maintain .40 FTE IB Coordinator - Provide test preparation material and teacher professional development - Provide funding to support test administration - Provide free/reduced AP/IB tests for all students enrolled in those classes. - Provide funding for AP prep and testing for 8th-grade students in the Bret Harte/Hanshaw MCS Dual Language Program	**INTERNAL METRIC** By June 2024, the MCS Dashboard will contain a dashboard report that will enable the analysis (by school, student, group, and whole district) of Advance Placement (AP) and International Baccalaureate (IB) passage rates, course participation, enrollment, student ethnicity, and English proficiency. 2021-2022: Create IB and AP dashboard report 2022-2023: Provide (by individual school and district) student data reports for IB and AP that can be used to increase student participation, diversity, academic supports, and passage of exams	COMPLETED COMPLETED	Y

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Counselors	● Funding for High School College Counselors ● 9-12 Counselor for concentration groups ● 7-8 Counselor for concentration groups ● High School Counselor for G230 Academy ● High School Counselor for Elliott ● Maintain counselor ratio to 650:1	**LCAP METRIC** By June 2024, CA Dashboard College and Career Readiness Indicator "prepared" will show an increase of 3% or maintain green/blue status. ● 2019-20 Baseline: 36.9%	2021: 37.1%	Y
Career Technical Education	● Funding to support CTE pathways ● Work Experience ● CTE positions ● Career Navigators ● Increase internships and certifications	**LCAP METRIC** By June 2024, students finishing a CTE pathway-specific Concentrator, Capstone course sequence with a grade of C- or better will increase 5% (CALPADS) ● 2021-22 Establish Baseline By June 2024, students completing college credit courses (academic or CTE) with a grade of C- or better for two semesters or three quarters will increase 10% (CALPADS) ● 2021-22 Establish Baseline	Awaiting EOY results to calculate baseline Awaiting EOY results to calculate baseline	Y

Commented [1]: R. Barkus will try to get the data by Friday, June 10

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Career Awareness	• Provide funding for Career Exploration curriculum K-12 • Provide funding for career exploration activities K-12	**LCAP METRIC** By June 2024, CA Dashboard College and Career Readiness Indicator "prepared" will show an increase of 3% or maintain green/blue status. • 2019-20 Baseline: 36.9%	2021: 37.1%	Y
Junior Reserve Officers' Training Corps (JROTC)	• Maintain a JROTC military leadership program at Beyer High	**LCAP METRIC** By June 2024, Increase student enrollment in JROTC by 20% each year from 2020. • Baseline: 48 Students	2021-22: 130 students	Y

1.3 Increase English Learner growth toward English proficiency				
Title for the action	**Action / Service**	**Success Criteria / Metric**	**Actual Outcome**	**Contributing**
Seal of Biliteracy	• Providing information to students and staff to increase the number of	**LCAP METRIC** By June 2024, English Learners and Reclassified graduates receiving the State		Y

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	students who qualify for the Seal of Biliteracy ● Increase student participation in 4 years of a World Language (or equivalent) ● Create a district-wide assessment pathway	Seal of Biliteracy will increase 15% from 188 to 216 (5% each year). (Data source: Internal SSB recipients EOY) ● Baseline 2020: 188 students	2021: 252 students	
ELPAC	● Provide ALD teachers with CSS/designated ELD PD ● Provide all teachers with CSS/integrated ELD PD ● Provide ELPAC training for stakeholders (admin/classified/ certificated/parents/ counselors)	**LCAP METRIC** By June 2024, move English Learners in each ELPAC band by 15% (5% each year). (Data source: Dashboard) ● Baseline: Established with 2020-21 results; released in July/August 2021 **Elementary:** Level 1: 25% Level 2: 36% Level 3: 31% Level 4: 8% **High School:** Level 1: 27% Level 2: 34% Level 3: 29% Level 4: 10%	Awaiting results from ELPAC testing	Y

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Academic Achievement Math and ELA	● Effective use of research-based instructional practices ● High student engagement ● Increase teachers' capacity to use data to drive their instruction ● Provide Sheltered Instruction Observation Protocol (SIOP) training for 7-12 social science and science teachers. ● ALD Support	**LCAP METRIC** By June 2024, the CA Dashboard – Academic Indicator for Math: Elem District: will improve ELs DFS to 60 points below standard HS District: will improve ELs DFS to 70 points (Data Source: CA Dashboard) ● Baseline (2018-19 due to COVID): Elem District DFS 74.7 points below standard HS District: DFS 85.5 points below standard **LCAP METRIC** By June 2024, the CA Dashboard – Academic Indicator for ELA: Elem District: will improve ELs DFS to 30 points below standard HS District: will improve ELs DFS to 70 points below standard (Data Source: CA Dashboard) ● Baseline (2018-19 due to COVID): Elem District DFS 48.3 points	2020-21 (internal calculation due to COVID) ● Elem District: -145.78 ● HS District: -192.32 2020-21 (internal calculation due to COVID) ● Elem District: -117.47 ● HS District: -149.45	Y

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		below standards HS District: DFS 93.2 points below standards		
Reclassification	• Provide ALD teachers with CSS/designated ELD PD • Provide all teachers with CSS/integrated ELD PD • Provide ELPAC training for stakeholders (admin/classified/ certificated/parents/ counselors) • Effective use of research-based instructional practices • High student engagement	**LCAP METRIC** By June 2024, the number of EL students reclassifying will increase by 5% annually (Data Source: Reclassification data) • Baseline 2020-2021 Elem District: 147 students - 2.9% HS District: 14 students - 0.7%	2021 • Elem District: 242 students - 4.6% • HS District: 102 students - 4.4%	Y
Assessment Center Staff and ELPAC testers	• Staff ensures EL assessments are administered to meet state guidelines • Staff provides fidelity for the administration of EL assessments (identification and progress)	**INTERNAL METRIC** By June 2024, 100% of English Learners are tested using the ELPAC assessment. (yearly) (Data source: TOMS) • 2020-21 Baseline: 95%	2021-22: 96.44%	N

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Maintain/Increase Newcomer and Refugee/Asylum Seeking students Support Staff	• Staff ensures Newcomer and Refugee/Asylum Seeking students are supported • Staff ensures parents of Newcomer and Refugee/Asylum Seeking students are supported through meetings (1-1 and group)	**INTERNAL METRIC** By June 2024, 35% of newcomers and refugee/asylum-seeking students/parents will participate in district meetings such as DELAC, ELAC, SSC. (Data source: MCS Dashboard) • 2020-21 Baseline: 444 attendees	2021-22: 55 attendees	N

Dual Language Academy	• Provide information to English Learner stakeholders (students/parents/counselors/teachers/admin) to increase the number of students who qualify for the Seal of Biliteracy
	• Vice-Principal
	• Provide transportation
	• Provide enrichment and interventions for EL students
	• Provide assessment center testers
	• Provide professional development for DLA
		LCAP METRIC
		By June 2024, the number of DLA students meeting or exceeding CAASPP ELA scores will increase by 8%.
		(Data source: CA Dashboard + Internal Data)
		
		• (Baseline) 18-19 CAASPP ELA
		   ○ 3rd: 23.3%
		   ○ 4th: 14.3%
		   ○ 5th: 29.0%
		   ○ 6th: 26.9 %
		   ○ 7th: 19.5%
		   ○ 8th: 29.3%
		
		LCAP METRIC
			2020-21:
			3rd: n/a
			4th: 16.9%
			5th: 11.8%
			6th: 35.0%
			7th: 36.7%
			8th: 39.4%
				Y

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	certificated and classified staff	By June 2024, K-8 DLA enrollment will increase by 5% from 475 to 498 students. (Data source: CALPADS 1 Census Day data) ● 2020-21 Baseline: 475	2021-22: 472	
Newcomer Program: Language Institute	● Provide transportation ● Provide supplemental support staffing (i.e., bilingual instructional assistants/ paraprofessionals, 0.2 Language Institute Certificated Coordinator, etc.) ● Provide sustained EL-specific Professional Development for all staff(certificated and classified) ● Provide services that address the unique needs of English Learner students new to English, recent immigrants, asylum-seeking and refugee students, and students with limited instruction or formal	**LCAP METRIC** By June 2024, the number of Language Institute newcomers that make growth on the MELD assessment will increase by 10% (Data source: MELD assessment data) ● Baseline to be established 2021-22	Awaiting end-of-year results to calculate baseline	Y

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	education			
Maintain or increase summer program opportunities for ELs.	Summer School for ELs K-3	**INTERNAL METRIC** By June 2024, the number of English Learner students who participated in a summer school program will increase by 10% (Data source: Summer School attendance data) ● 2020-21: 60 (Baseline)	Summer school numbers are not available at this time	Y

1.4 Develop a Multi-Tiered System of Support for all students				
Title for the action	**Action / Service**	**Success Criteria / Metric**	**Actual Outcome**	**Contributing**
Instructional Coaches for MTSS	● MTSS Sites will have MTSS Instructional Coaches ● Maintain/Increase the number of MTSS sites	**LCAP METRIC** By June 2024, MTSS sites yearly will decrease by 3% the percentage of students scoring at the intensive range as measured by the DIBELS-8 BOY to EOY subtest assessment. ○ Kinder PSF ○ First Grade NWF/WRC ○ Second Grade NWF/WRC	2021-22: Kinder - decreased by 14% - goal met 1st Gr - decreased by 13% -	Y

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		o Third Grade NWF/WRC (Data Source: mClass) ● Yearly Goal: Decrease Intensive by 3% BOY to EOY	goal met 2nd Gr - decreased by 9% - goal met 3rd Gr - decreased by 7% - goal met	

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Mental Health / Social-Emotional Support	● Student Assistance Specialists ● Behavior Clinician/Social Work Counseling Services ● PBIS/RP Training and Support ● Behavioral Coach ● Training ● Consultant Agreements	**LCAP METRIC** By June 2024, Decrease by 1% the percentage of K-8 students who are chronically absent to 8.7% ● 2018-19 Baseline: 9.7% (DQ) ● 2019-20:10.03% end of S1 (MODD) (Data Source: DataQuest) **LCAP METRIC** By June 2024, for the high school district, decrease by 1% the percentage of 9-12 chronically absent students ● 2018-19 Baseline: 18.7% (DQ) ● 2019-20: 17.51% end of S1(MODD) (Data Source: Data Quest/ Modesto Dashboard) **INTERNAL METRIC** By June 2024, all MCS sites show a 95% attendance rate. ● 18-19 Baseline: 26/34 at 95% ● 19-20 29/34 end of S1 (Data Source: Modesto Dashboard) **LCAP METRIC** By June 2024, the Suspension rate will decrease by 0.3% or maintain green/blue	2021-22: 48.8% (MODD) 2021-22: 39.3% (MODD) 2021-22: No sites	Y

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		status for each district.
		
		○ **Elem District**:
		   ● 2019-20 Baseline: 2.3%
		
		○ **HS District**:
		   ● 2018-19 Baseline: 6.3%
		(Data Source: DataQuest)
			2020-21: 2.8%
			
			2020-21: 5.2%	

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Interventions	● Multi-Tiered System of Support (MTSS) Intervention Curriculum & Materials
	● Provide supplemental materials for intervention
	● Social-Emotional Learning Program
	● Intervention Centers
	● Paraprofessionals (moved from Mental Health/Social-Emotional Support)
	● Summer Bridge / Specialized Programs
	● Student Success Team Training *and support*
	● Paraprofessionals
	● Summer School Remediation
	● Extended Summer School
	● Support for after school tutoring programs
	● Mentorship 7-12: "Improve Your Tomorrow"
	● *Student Services Administrator 7-12*
		LCAP METRIC
		By June 2024, sites will decrease by 3% the percentage of students scoring at the well below benchmark range as measured by the DIBELS-8 BOY to EOY subtest assessment.
		   ○ Kinder PSF
		   ○ First Grade NWF/WRC
		   ○ Second Grade NWF/WRC
		   ○ Third Grade NWF/WRC
		(Data Source: mClass)
		● Yearly Goal: Decrease Intensive by 3% BOY to EOY
		
		LCAP METRIC
		By June of 2024, the Graduation Indicator will increase by 3% from 87.2% (2020) to 90.2% or maintain green or blue status.
		 (Data source: CA Data Dashboard/ DataQuest)
		
		● 2019-20 Baseline: 87.2%
			2021-22:
			Kinder - decreased by 14% - goal met
			1st Gr - decreased by 13% - goal met
			2nd Gr - decreased by 9% - goal met
			3rd Gr - decreased by 7% - goal met
			
			2020-21: 88.9%
				Y

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Support for students chronically absent	- Student Assistance Specialists (SAS) - Attendance Liaisons - Intervention Centers - Behavioral Counseling - Health Clerks	**LCAP METRIC** By June 2024, decrease by 1% the percentage of K-8 students who are chronically absent to 8.7% 2018-19 Baseline: 9.7% (DQ)	2021-22: 48.8%	Y

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	● Health Services Supplies ● Additional Nursing Services ● CalSAFE ● Foster/Homeless Liaison ● Attendance Incentives ● 7-12 Counselors ● Gallo Performance ● Outdoor Education ● City Bus Transportation ● Saturday School program and staff ● *Student Services Administrator 7-12*	(Data Source: DataQuest) **LCAP METRIC** By June 2024, decrease by 1% the percentage of 9-12 students who are chronically absent to 17.7% ● 2018-19 Baseline: 18.7% (DQ) (Data Source: Data Quest/ Modesto Dashboard)	2021-22: 39.3%	

Attendance Rate	● Student Assistance Specialists (SAS)
	● Attendance Liaisons
	● Attendance campaign
	● Intervention Centers
	● Behavioral Counseling
	● Health Clerks
	● Health Services Supplies
	● Additional Nursing Services
	● CalSAFE
	● Foster/Homeless Liaison
	● Attendance Incentives
		INTERNAL METRIC
		
		By June 2024, all MCS sites show a 95% attendance rate.
		
		    ● 18-19 Baseline: 26/34 at 95%
		    ● 19-20 29/34 end of S1
		
		(Data Source: Modesto Dashboard)
			2021-22: no sites	Y

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	● 7-12 Counselors ● Gallo Performances ● Outdoor Education ● City Bus Transportation ● Saturday School program and staff ● *Student Services Administrator 7-12*			

Suspension/Expulsion/Dropout Rate	● Behavior Coach
	● Positive Behavior Intervention and Support
	● Cultural Competency & Diversity
	● Bus Monitors
	● Intervention Center Materials
	● Probation Officer
	● Restorative Practices
	● Behavior Counseling/SAS
	● Foster/Homeless Liaison
	● Foster Youth Specialist
	● 7-12 Counselors
	● Incentives
	● Mentors
	● K-6 Campus Assistants
	● Additional Campus
		LCAP METRIC
		By June 2024, the suspension rate will decrease by 0.3% or maintain green/blue status for each district.
		
		○ **Elem District**:
		  ● 2018-19 Baseline: 2.9%
		  ● 2019-20 2.3%
		
		○ **HS District**:
		  ● 2018-19 Baseline: 6.3%
		  ● 2019-20: 4.3%
		
		(Data Source: DataQuest)
		
		LCAP METRIC
		By June 2024, maintain/decrease the number of student expulsions.
		(Data Source: CALPADS)
			2020-21: 2.8%
			
			2020-21: 5.2%
				Y

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		K-8	2021: 1 student	
	Supervisors at high needs sites ● School Safety Officers ● Security Patrol Call Center Techs ● *Student Services Administrator 7-12*	● Baseline: 0 students **9-12** ● Baseline: 12 students **LCAP METRIC** By June 2024, the high school cohort dropout rate will decrease by 1%; the junior high dropout rate will decrease (Data Source: MOSIS) Junior High ● 2019-20 Baseline: 5 students High School ● 2019-20 Baseline: 5.9%	 2021: 4 students 2021: 8 students 2021: 3.5%	
RISE	● RISE Staffing - Certificated/ Classified ● Curriculum/Supplies ● Instructional Materials ● Training for teachers and paras	**LCAP METRIC** By June 2024, expand RISE to include math at all 22 elementary sites and obtain pre/post data with post data showing growth of 15% over pre-test for both ELA and math. ELA 2020-21 Goal: 15% increase pre- to post- 2021-22: 15% increase pre- to post-	 2021-22: RISE included both ELA and math at all 22 elementary sites. A high school pilot was initiated at one school. Pre/Post results are not	Y

Goal One: Increase academic achievement and ensure equitable access to enable all students to attain college and career readiness

		2022-23: 15% increase pre- to post- Math 2020-21 Goal: 15% increase pre- to post- 2021-22 Goal: 15% increase pre- to post- 2022-23: 15% increase pre- to post- DataSource (Internal Report)	available for comparison due to not using Heggerty assessment (DIBELS used this year only)	
Remediation programs	● Remediation Programs K-6 ● Remediation Programs 7-8 ● Remediation Programs 9-12 ● Intersession ● Summer School ● G230 Academy ● K-12 after or before school Tutoring ● High School zero period or eighth-period credit recovery or A-G remediation	**LCAP METRIC** By June of 2024, the Graduation Indicator will increase by 3% from 87.2% (2020) to 90.2% or maintain green or blue status. (Data source: CA Data Dashboard/ DataQuest) ● 2019-20 Baseline: 87.2%	2021: 89.3%	Y

1.5 Ensure students have access to enrichment activities at all school sites

	Modesto City Schools Reader-Friendly LCAP 2022-2023			

Goal One: Increase academic achievement and ensure equitable access to enable all students to attain college and career readiness

Title for the action	Action / Service	Success Criteria / Metric	Actual Outcome	Contributing
K-6 Summer Enrichment	● Teachers ● Curriculum/Materials ● Service Contracts ● Bridge Class	**LCAP METRIC** By June 2024, increase the number of students participating in K-6 summer enrichment by 10% each year. ● 2018-19 Baseline: 212 students ● **2024 Goal: 290** (Data Source: Internal Report)	2021: 619 students	Y
7-8 Summer Enrichment	● Teachers ● Supplies ● Materials ● Bridge Classes	**INTERNAL METRIC** By June 2024, implement a summer enrichment program at the junior high level.	Starting June 2022	Y
VAPA Opportunities	● Provide funding for visual and performing arts programs ● Instrument replacement and repair ● Gallo Performances	**LCAP METRIC** By June 2024, at designated grade levels, maintain/increase the number of students participating in performances offered by the Gallo Center. ● 2018-19 Baseline: 6,456 **LCAP METRIC** By June 2024, maintain/increase the number of students participating in music instruction at the elementary level. ● 2018-19 Baseline: 1,410	2021-22: 1465 (impacted by COVID-19) 2021-22: 1,574	Y

Modesto City Schools Reader-Friendly LCAP 2022-2023				
Goal One: Increase academic achievement and ensure equitable access to enable all students to attain college and career readiness				
Athletics	• Promoting athletics • Athletic Director FTEs • Provide funding for Middle/Junior High School athletic team equipment and uniforms • Providing funding for Middle/Junior High School athletic team transportation • Providing funding for High School athletic team transportation • Increase junior high classified staffing to support the expansion of junior high activities & athletics • Provide increased opportunities for junior high students in athletic programs	**LCAP METRIC** By June 2024, 100% of Jr. High Schools will have at least 5 athletic teams/programs that students can participate in. • 2019-2020 Baseline: 2 programs **INTERNAL METRIC** By June 2024, all Middle/Junior high schools will offer the following sports teams: • Soccer (co-ed) • Flag Football (co-ed) • Volleyball (Girls) • Basketball (Boys & Girls) • Track & Field (co-ed) **INTERNAL METRIC** By June 2024, the number of unique students participating in athletic teams/programs will increase 25% from	2021-22: 3 programs Soccer, Basketball, Volleyball 2021-22: 375	Y

Goal One: Increase academic achievement and ensure equitable access to enable all students to attain college and career readiness

		the baseline year. ● 2019-2020 Baseline: 75		
Junior High Activities	● Promoting student activities ● Activities Director FTEs ● Provide professional development for junior high activities directors ● Increase junior high classified staffing to support the expansion of junior high activities & athletics	**LCAP METRIC** By June 2024, increase the number of professional development opportunities for activities directors/staff. ● Baseline 2019-20: 0 **INTERNAL METRIC** By the end of the 2021-22 school year, all Middle/Junior Highs Schools will receive 0.20 FTE Activities Director release periods to support increasing student participation in activities.	2021-22: 1 2021-22: 1 position per site at 0.2 FTE	N
After School Enrichment	● Director ● Paraprofessionals ● Site Coordinators ● Supplies/Materials ● Program Staff	**LCAP METRIC** By June 2024, increase participation in ASES by 25% in grades K-8 from 1,900 to 2,375 students. ● 2019-20: 1900 (Baseline)	2021-22: 2,498	Y

Goal One: Increase academic achievement and ensure equitable access to enable all students to attain college and career readiness

STEM/STEAM	• Provide Project Lead The Way (PLTW) STEM/STEAM at TK-6 • Provide Project Lead The Way (PLTW) STEM/STEAM at 7-8 • Provide Project Lead The Way (PLTW) STEM/STEAM at 9-12	**INTERNAL METRIC** By June 2024, Maintain or expand PLTW STEM/STEAM programs at TK-6 school sites. • Baseline 2020: 2 By June 2024, implement & maintain PLTW STEM/STEAM programs at two 7-8 school sites. • Baseline 2020: 0 By June 2024, implement & maintain PLTW STEM/STEAM programs at two 9-12 school sites. • Baseline 2020: 0	2021-22: 4 2021-22: 2 2021-22: 0	Y
Science Enrichment	• Provide Outdoor Education for grade 6.	**INTERNAL METRIC** All 6th-grade students will continue to have the opportunity to attend Outdoor Education.	2021-22: 1,578 6th-grade students attended from all 22 elementary sites	Y
Enrichment 7-12	• Promote enrichment activities at the 7-12 level • Provide opportunities for eSports at the 7-12 level	**LCAP METRIC** By June 2024, participation in eSports will grow to 400 students. (Added 2022-23 LCAP) • Baseline 2022 - 0 students (new program)		Y

Modesto City Schools Reader-Friendly LCAP 2022-2023

Goal One: Increase academic achievement and ensure equitable access to enable all students to attain college and career readiness

1.6 Increase access to general education for students with disabilities				
Title for the action	**Action / Service**	**Success Criteria / Metric**	**Actual Outcome**	**Contributing**
Inclusion/ELA	● Instructional Coach ● Paraprofessionals ● Substitutes ● Support/Coaching ● Technology ● Training/PD	**LCAP METRIC** By June 2024, decrease by 3% the percentage of SWD in grades K-3 scoring at the well below benchmark range as measured by the DIBELS-8 BOY to EOY subtest assessment. 　○ Kinder PSF 　○ First Grade NWF/WRC 　○ Second Grade NWF/WRC 　○ Third Grade NWF/WRC (Data Source: mClass) ● Yearly Goal: Decrease Intensive by 3% BOY to EOY	2021-22: Kinder - decreased by 8%; goal met 1st Gr - decreased by 9%; goal met 2nd Gr - decreased by 15%; goal met 3rd Gr - decreased by 10%; goal met	Y
Inclusion	● Inclusion coordinator 7-12 ● Inclusion specialists ● Instructional Coach ● Paraprofessionals ● Substitutes ● Support/Coaching ● Technology ● Training/PD	**INTERNAL METRIC** By June 2024, Special Education students in grades 9-12 will show an increase in the time spent in general education, based on our CDE performance indicators, from 21.7% to 25.7% ● 2020-21 Baseline: 21.7%	2021-22: 34.8%	Y

	Modesto City Schools Reader-Friendly LCAP 2022-2023			
	Goal One: Increase academic achievement and ensure equitable access to enable all students to attain college and career readiness			

Graduation Rate for SWD	● Inclusion specialists ● Instructional Coach ● Paraprofessionals ● Substitutes ● Support/Coaching ● Technology ● Training/PD ● Foster Youth Specialist ● 7-12 Counselors ● *Student Services Administrator 7-12*	**LCAP METRIC** By June 2024, SWD graduation rate will increase by 3% from 70.4% to 73.4% students. (Data source: DataQuest) ● 2019-20 Baseline: 70.4%	2021: 72.9%	Y

Goal Two: Ensure that all employees have access to high-quality professional development.

2.1 Increase targeted professional development in the areas of early literacy, mathematics, English Language Development (ELD), effective PLC Teams, culturally responsive instruction, and leadership development.				
Title for the action	**Action / Service**	**Success Criteria / Metric**	**Actual Outcome**	**Contributing**
Professional Development for staff with ELs (EL Instructional Coaches)	● Increase PD for teachers of EL students with a focus on Designated English Language development	**LCAP METRIC** By 2024, 90% of Designated ELD teachers will receive intensive PD. Source: PD Catalogue Attendance ● 2020-21 Baseline:10 teachers	2021-22: 10 teachers	Y
	● Increase PD for teachers of EL students with a focus on Integrated English Language development	**LCAP METRIC** By 2024, 50% of Integrated teachers will receive intensive PD. ● 2020-21 Baseline: 12 teachers	2021-22: 7 teachers	
	● Increase PD for site staff /administration of EL with a focus on parent/community outreach	**LCAP METRIC** By 2024 100% of administrators will receive training on best practices for ELs, including parent connection and instruction. ● 2020-21 Baseline: 8 administrators	2021-22: No additional admin	
Professional Development on assessments, curriculum, and instruction.	Create and maintain a current professional development catalog for all employees	**LCAP METRIC** By June 2024, a professional development catalog will be developed that outlines offerings for both classified	2021-22: catalog	Y

Goal Two: Ensure that all employees have access to high-quality professional development.

	Provide professional development on how to develop and utilize assessments, curriculum, and instruction together for great instruction first time (GIFT/1.1).	and certificated. 2020-21 Baseline: Catalog Started **LCAP METRIC** By June 2024, a minimum of 10 yearly professional development opportunities will be provided on how to use assessment data to plan and deliver instruction based on student needs. ● 2020-21 Baseline: 8	created, maintained, and regularly updated. 2021-22: 10	
Professional Development for staff on equity	Provide professional development on equity for staff.	**LCAP METRIC** By June 2024, a minimum of 4 yearly professional development opportunities will be provided on equity. ● 2020-21 -Baseline: 1	2021-22: 23 classes were offered	Y
Professional Development for classified staff	● *Provide professional development for classified staff.* ● *Classified Staff PD Trainer* ● *Classified PD Coordinator*	*LCAP METRIC* *By June 2024, a minimum of 4 yearly professional development opportunities will be provided for classified staff* ● *2021-22 -Baseline: 0*		N

Goal Two: Ensure that all employees have access to high-quality professional development.

		INTERNAL METRIC *CIPD will add/maintain a Classified Staff PD Trainer and Classified PD Coordinator to support training for classified staff.* *Data source: HR*		
Instructional Coaches Curriculum Coordinators	Provide Professional Development on state standards and effective instructional practices for all students and student groups	**INTERNAL METRIC** By June 2024, 75% of weekly coachwork will be categorized as work related to standards and effective instructional practices for all students and student groups as measured by monthly data gathered from the coaching team. ● Baseline: To be established with the 2021-22 school year.	2021-22: 75%	**Y**
	Increase ability to provide timely, relevant support and professional development to sites for curriculum and instructional needs through curriculum coordinators.	**INTERNAL METRIC** By June 2024, 80% of survey responses will be positive on support provided by Instructional coaches in bi-annual surveys. Source: SurveyMonkey/GoogleForms ● 2020-21 Baseline: 70% Winter 2020	2021-22: TBD	

Goal Two: Ensure that all employees have access to high-quality professional development.

2.2 Ensure that all administrators, teachers, and staff have professional development in the area of building their capacity as professionals				
Title for the action	**Action / Service**	**Success Criteria / Metric**	**Actual Outcome**	**Contributing**
MCS Professional Development Committee	MCS will continue to utilize a PD committee to ensure all employees have timely, relevant professional development.	**INTERNAL METRIC** By April 15 each year, stakeholders will identify professional development needs for the coming school year. Data Source: Committee recommendations	2021-22: 100% of site leadership teams were trained on the Instructional Core to be the focus for the upcoming school year.	**N**
Site Leadership Professional Development	MCS will continue to utilize Site Leadership teams to build capacity.	**INTERNAL METRIC** By June 2024, site administrators will have identified strategies for building school focus, building collaborative cultures, deepening learning in the classroom, and supporting internal/external accountability with their Leadership teams.	2021-22: 92% of eligible site administrators participated in a Principal Pipeline Module	**N**

Goal Two: Ensure that all employees have access to high-quality professional development.

PD Effectiveness Survey	Develop and Administer surveys after every PD opportunity.	**LCAP METRIC** By June 2024, responses will average 80% or better on the satisfaction of PD. (Source: Survey Monkey) ● 2020-2021 Baseline: 65%	2021-22: 93%	**N**
Administration Credentialing Program	Develop and support new administrators to increase the administrative pool.	**INTERNAL METRIC** By June 2024, the MCS administration credential program will be in place and serving administrators working within MCS and working outside of MCS. ● 2021-22 baseline: Initiate program (with MCS Administrators) with a minimum of 10 participants	2021-22: Program initiated with 6 administrators working within MCS	**N**
Senior Director K-12 CIPD Administrator of EL Services Administrator of Induction	Maintain Admin support positions	**INTERNAL METRIC** By 2024, CIPD will consistently maintain at least 2 senior directors to oversee all curriculum, instruction, and professional development for MCS. By 2024, CIPD will consistently maintain at least 1 administrator to oversee all curriculum, instruction, and professional	2 directors 1 administrator	**N**

		development for English Learners in MCS. By 2024, CIPD will consistently maintain at least 1 administrator to oversee all Induction, PAR, and Administrative credentialing/training in MCS. Data source: HR	1 administrator	
Associate Superintendent CIPD	Maintain Associate Sup for CIPD	**INTERNAL METRIC** CIPD will consistently maintain an Associate Superintendent to oversee all curriculum, instruction, professional development, English Learner Programs, and Induction/PAR/Administrative credentialing programs for MCS. Data source: HR	1 Associate Superintendent	**N**
Clerical Support for CIPD	Maintain clerical support for CIPD	**INTERNAL METRIC** CIPD will consistently maintain clerical support needed to successfully support all programs and services within CIPD Data source: HR	2021-22: Increased one support staff (3)	**N**

Goal Two: Ensure that all employees have access to high-quality professional development.

Principal Leadership Pipeline	Increase leadership development participation for all administrators in building leadership capacity to provide school focus, building collaborative cultures, deepening learning in the classroom, and supporting internal/external accountability. ● Leaders in Learning (teacher leaders) ● New Admin PD Workshops (new admin support) ● Future Principals Workshops (VP/AP Development) ● Leadership Coaching Program (Veteran Principal Coaching Development & Mentoring Program)	**LCAP METRIC** By June 2024, 80 % of site administrators/ leaders will have participated in targeted leadership training. ● 2020-21 Baseline 33% **INTERNAL METRIC** By 2024, 45 teachers will participate in the Leaders in Learning Program moving from 24 participants to 45 in the 2021-2022 school year. By 2024, the New Administrators PD will serve to clear 100% of new administrator credentials. By 2024, 25% of VP/APs in year two or beyond will participate in the Future Principals professional development By 2024, 30% of principals will serve in the leadership coaching program and will be certified coaches through the ACSA/CNET program.	2021-22: 100% of eligible 2021-22: 24 2021-22: 6 administrators participating 2021-22: 3 of 8 participating (37.5%) 2021-22: 35% certified	Y

Modesto City Schools Reader-Friendly LCAP 2022-2023

Goal Two: Ensure that all employees have access to high-quality professional development.

Inclusion for Students with Disabilities	Inclusion Training for Staff	**LCAP METRIC** By June of 2024, the number of teachers with Inclusion training will increase by 100% from the baseline. (Data Source: PD Catalog) ● Baseline: 75	2021-22: No additional PD occurred due to staffing shortages	**Y**

2.3 Ensure training is available on supporting students in their development of MCS Character Traits.				
Title for the action	**Action / Service**	**Success Criteria / Metric**	**Actual Outcome**	**Contributing**
Restorative Practices PD	RP Training for Staff	**LCAP METRIC** By June 2024, the number of teachers with restorative practices training will increase by 30% from the baseline. (Data Source: PD Catalog) ● 2019-20 Baseline: 189	2021-22: 213	**Y**

Goal Two: Ensure that all employees have access to high-quality professional development.

| Character Trait Instruction (SSS) | Prep Providers Materials/Supplies | **LCAP METRIC**
 By June 2024, the number of TK-6 student discipline incidents will decrease by 4%. (Data Source: MOSIS)

 ● 2019-20 Baseline: 1435 | 2021-22: 2109 | Y |
| | State Seal of Civic Engagement (SSCE) Training/Awareness | **INTERNAL METRIC**
 By June 2024, all benchmark grades will have had a presentation regarding the SSCE and the requirements to earn the Seal.

 ● 2020-21 Baseline: Grade 12 only
 ● 2021-22: Grades 9-11 and grades 7-8
 ● 2022-23: Grades 4-6
 ● 2023-24: Feeder district schools | 2021-22:
 A video was made explaining the benefits of the SSCE and how to complete the application process. The video was shared with all 7-12 History/ Social Science teachers to share with their students. | |

Modesto City Schools
Reader-Friendly LCAP
2021-2024

Goal Three: Provide a safe, welcoming, and respectful learning environment for every member of the school community while ensuring effective district-wide communication for students, staff, families, and community partners.

3.1 Ensure Health & Safety Protocols are in place at school sites and facilities.

Title for the action	Action / Service	Success Criteria / Metric	Actual Outcome	Contributing
Safety Task Force	• Implement safety task force recommendations. • *Maintain site security*	**INTERNAL METRIC** By June 2024, implement all current Safety Task Force recommendations. • Baseline: All current recommendations have been implemented.	All current recommendations implemented	N

3.2 Promote outstanding students, families, staff, programs, schools, and community partners.

Title for the action	Action / Service	Success Criteria / Metric	Actual Outcome	Contributing
Expand District Recognition Programs	Maintain/add recognition opportunities to the District recognition calendar	**INTERNAL METRIC** Recognition occurs at each Board meeting and various events throughout the year.	Recognition occurs at each Board meeting	N

Goal Three: Provide a safe, welcoming, and respectful learning environment for every member of the school community while ensuring effective district-wide communication for students, staff, families, and community partners.

3.3 Increase regular two-way communication with educational partners regarding student progress and other important issues.				
Title for the action	**Action / Service**	**Success Criteria / Metric**	**Actual Outcome**	**Contributing**
Increase social media presence (COMMS)	Increase reach and engagement on Facebook, Instagram, and Twitter.	**LCAP METRIC** By June 2024, analytics will show a 10% increase in Facebook, Twitter, and Instagram followers. (Data Source: Social media analytics) ● Baseline 2020-21: Facebook = 8,864 Instagram = 3,658 Twitter = 2,530	2021-22: Facebook: 11,021 Instagram: 6,322 Twitter: 2,813 31% increase	N
Parent/Community outreach to all parents related to increasing parent knowledge and building skills on relative topics.	Parent programs and virtual training Parent Support Websites Parent engagement surveys Round-up Parent Ambassadors	**LCAP METRIC** By June 2024, parent attendance will increase by 10% for parent engagement related to relative topics. (Data Source: COMMS/SPCSS) ● 2020-21 Baseline: Parent attendance = 8,233 By June 2024, all school sites will have a minimum of one Parent Ambassador.	2021-22: 10,453 27% increase 2021-22: 30	N

Goal Three: Provide a safe, welcoming, and respectful learning environment for every member of the school community while ensuring effective district-wide communication for students, staff, families, and community partners.

		● 2020-21 Baseline: 0 ● 2023-24 Goal: all sites (34)		
Parent/Community outreach to refugee/asylum/immigrant/EL students (CI/PD)	Increase opportunities for community and parent learning for refugee/asylum/immigrant/EL students Increase enrichment opportunities with community partners Increase staffing to support outreach	**INTERNAL METRIC** By June 2024, attendance will increase by 5% for community meetings related to refugee/asylum seeker items (Source: EOY Attendance) 2020-21 Baseline: 20	2021-22: 13 (impacted by COVID-19)	N
Parent/Community outreach to English Learners at the district level (CI/PD)	Increase opportunities for community and parent engagement related to EL Services.	**INTERNAL METRIC** By June 2024, attendance will increase by 5% for community meetings related to EL Programs - such as DELAC. (Source: DELAC attendance) 2020-21 baseline: 81	2021-22: 112	N
Parent/Community outreach to English Learners at individual sites (CI/PD)	Increase opportunities for community and parent learning for English Learner students	**INTERNAL METRIC** By June 2024, attendance will increase by 5% for community meetings related to EL Programs such as ELAC. (Source: ELAC attendance)		N

Goal Three: Provide a safe, welcoming, and respectful learning environment for every member of the school community while ensuring effective district-wide communication for students, staff, families, and community partners.

| | | 2020-21 baseline: 91 | 2021-22: 122 | |
| | | | | |

3.4 Improve customer service for students, families, staff, and community to support welcoming school environments.				
Title for the action	**Action / Service**	**Success Criteria / Metric**	**Actual Outcome**	**Contributing**
Customer Service Survey (Communication)	Survey families annually	**LCAP METRIC** By June 2024, survey results will show 85% of families are satisfied or highly satisfied with district and site customer service and welcoming school practices. (Data Source: Hanover Survey) 2020-21 baseline: 75%	2021-22: 78%	Y

3.5 Improve operational efficiencies through the use of technology and improve network infrastructure.				
Title for the action	**Action / Service**	**Success Criteria / Metric**	**Actual Outcome**	**Contributing**

Goal Three: Provide a safe, welcoming, and respectful learning environment for every member of the school community while ensuring effective district-wide communication for students, staff, families, and community partners.

Infrastructure for technology (IT)	Cyber Security, and Robust Network Infrastructure to support security & reliable operations.	**LCAP METRIC** By June 2024, the network uptime will increase by approximately 5%, from the baseline of 92% up-time to 97% s or greater. (Data Source: Internal Analytics). **INTERNAL METRIC** By June 2024, the following systems will be replaced: 1. Next-Generation Firewall 2. Advanced Malware System 3. Robust server with robust administrative tools. 4. Network Management System that allows a proactive/automated alert system to minimize network downtime. 5. Upgrade Network Electronics during Summer 2021. ● Success Criteria: Implementation of Items 1, 2, 3, by December of 2021 or sooner. Implementation of item #4 by July 2021, Implementation of Item #5 by July 2022 (pending E-rate funding)	2021-22: 99.5% Items 1-4 Completed. Item 5: 80% Complete, remaining 20% scheduled completion by end of July 2022.	**Y**

Goal Three: Provide a safe, welcoming, and respectful learning environment for every member of the school community while ensuring effective district-wide communication for students, staff, families, and community partners.

		LCAP METRIC By June 2024, the unplanned network downtime will be limited to less than 0.5% (99.5% uptime) ● Baseline 2020: 93.41% uptime **INTERNAL METRIC – By July 2024** 1. Install Next-Gen firewall - Provides increased network security, limiting downtime due to external attacks 2. Install new clustered server infrastructure with robust administrative tools. 3. Replace network infrastructure (wired/wireless) with a modern solution that provides insight and security for the entire network 4. Replace student content filter with a cloud-based solution - Ensures the flow of traffic for offsite filtering does not need to pass through the District network. 5. Install Palo Alto GlobalProtect VPN on staff devices to provide external access to internal resources (replaces ContentKeeper). In the event of a failure of the VPN to connect,	2021-22: 99.5% Items 1, 2,4,5,6, and 7 Complete. Item 3: 80% Complete, remaining 20% scheduled completion by end of July 2022. Item 8: 80% Complete	

Goal Three: Provide a safe, welcoming, and respectful learning environment for every member of the school community while ensuring effective district-wide communication for students, staff, families, and community partners.

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the staff device will still have access to the internet.

6. Install Advanced Endpoint Protection - Provides increased device security, limiting device-level downtime due to virus/malware/ransomware

7. Install Network Monitoring Solution that generates automated alerts, enabling the department to proactively resolve network issues, minimizing network downtime.

8. Add application-level redundancy to as many internal District applications as possible

9. *Install backup power solution for data center*

10. *Install and integrate disaster recovery system and services.*

● Success Criteria: Implementation of Items 1, 2, 3, 4 by December of 2021 or sooner. Implementation of item 5 by August 2021 (pending E-rate funding). Implementation of Item 6 by July 2024. Implementation of items 7 through 10 by July 2024.

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Goal Three: Provide a safe, welcoming, and respectful learning environment for every member of the school community while ensuring effective district-wide communication for students, staff, families, and community partners.

| Classroom Computer Replacement (IT) | Chromebook Field Tests & Roll-out in the coming year of refreshed devices for students | **LCAP METRIC**
By June 2024, the percent of students who have uniform laptop devices will increase from 63% to 100%. (Data Source: Net Ref)

Baseline 2020: 63%

INTERNAL METRIC
We will work to replace the districts K-6, and 7-12 one-to-one devices over the next 24 months. This will help ensure MCS has a high level of digital curriculum access, i.e. research, online testing/quizzes, and interactive applications that are adaptive when possible.

● Success Criteria: A feedback data from pilot, and monitoring repairs and support. This is ongoing in terms of measurement and will be weaved into our fall and spring customer survey. | 2021-22: 100%

Completed device handout at each site the first week of school, this will be an ongoing event each year for newly enrolled students. | **Y** |
| Digital Schools (IT) | Ensure an adequate level of customer service for teachers and students with their daily use of technology | **LCAP METRIC**
By June 2024, we will increase the customer service survey ratings from the 2019-20 baseline of 76% positive to 90% positive ratings. (Data Source: Customer Service Survey Responses/SolarWinds ticket | 2021-22: 96% | **N** |

Goal Three: Provide a safe, welcoming, and respectful learning environment for every member of the school community while ensuring effective district-wide communication for students, staff, families, and community partners.

		completion) ● Baseline: 76% **INTERNAL METRIC** This area of work will be customer services to ensure reliable technology support staff for teachers and students. Success Criteria: This is ongoing in terms of measurement, and will be weaved into our fall and spring customer survey.-i.e. Device reliability, etc. Each year, the positive rating will increase by ⅓ of the difference between the 2019-20 baseline and the expected goal of 90% By April 2021, we will offer chat support on our help desk portal.	Met goal	
Real-time data management system (IT)	Dashboard Development: an Online system for administration and teachers to show daily changes in key performance indicators such as chronic absenteeism, discipline, etc.	**LCAP METRIC** By June 2024, the average daily number of users of the Modesto City Schools Data Dashboard (MODD) reports will increase by 100%, from 28 to 56 using baseline data from 45 academic days in the 2020-21 school year (Data Source: MODD Dashboard analytics). ● Baseline 2020: 28 **INTERNAL METRIC**	2021-22: 168	N

Goal Three: Provide a safe, welcoming, and respectful learning environment for every member of the school community while ensuring effective district-wide communication for students, staff, families, and community partners.

		The Data Dashboard will develop LCAP metrics to assist managers in tracking progress toward LCAP goals. By December 2021, publish a multi-measure HR data dashboard for internal use. By September 2021, add a drill-through summary and student profile reports on Counselor Dashboard. By August 2021, improve the performance of existing data dashboards using the new ETL Process.	Created new ETL for the existing dashboard, still in QA, will be deploying soon, 90% completed. Student summaries are available on the Counselor Dashboard, 100% completed. HR Dashboard - Phase I, Demographics report, QA deploying soon, 25% completed.	
Standardization of staff devices and applications	Uniform devices	**LCAP METRIC** By July 2024, all teacher and school site administrators will have newly adopted uniform staff laptop devices. (Data Source: 1:1+ Asset Tracker) **INTERNAL METRIC** By Sept 2021, 100% of teachers and school site administrators will receive the newly adopted staff laptop devices. Each year, a review or inventory will	2021-22: 93% complete Appointments have been scheduled for the remaining staff to get new laptop devices.	**N**

Goal Three: Provide a safe, welcoming, and respectful learning environment for every member of the school community while ensuring effective district-wide communication for students, staff, families, and community partners.

		be conducted to determine whether this success criterion continues to be met with new staff joining the district on a regular basis.		
Develop STEM programs for students		**LCAP METRIC** By July 2024, each school site will have defined STEM and/or Computer Science student programs to encourage engagement of students in 21st-Century skills. (Data Source: Classlink/ NetRef Analytics). ● Baseline 2020: ○ 22 Elementary Schools participated in Hour of Code activities ○ 2 Middle School STEAM Classes ○ 7 High Schools involved in creating the District Computer Science Master Plan **INTERNAL METRIC** Ongoing professional development for teachers to assist with the implementation of STEM student programs.	TK-6: 1 hour a week of instruction based on the Computer Science Standards 7-8: 2 STEAM Classes 9-12: 7 schools all with courses in computer science PD offered	Y

Goal Three: Provide a safe, welcoming, and respectful learning environment for every member of the school community while ensuring effective district-wide communication for students, staff, families, and community partners.

		By July 2022, identify an initial K-6 list of district-approved STEM/Computer Science Programs for schools to select to make progress toward the larger LCAP goal.	Finalizing programs for K-6
		By Sept 2022, 100% of K-6 schools will implement one of the approved STEM/Computer Science Programs.	
		By April 2023, identify an initial 7-8 list of district-approved STEM/Computer Science Programs for schools to select to make progress toward the larger LCAP goal.	
		By Sept 2023, 100% of 7-8 schools will implement one of the approved STEM/Computer Science Programs.	
		By April 2024, identify an initial 9-12 list of district-approved STEM/Computer Science Programs	

Goal Three: Provide a safe, welcoming, and respectful learning environment for every member of the school community while ensuring effective district-wide communication for students, staff, families, and community partners.

		for schools to select to make progress toward the larger LCAP goal. By July 2024, 100% of 9-12 schools will implement one of the approved STEM/Computer Science Programs.		

Goal Four: Ensuring the District is Fiscally and Operationally Sound

4.1 Implement a sustainable plan for the budget under the Local Control Funding Formula				
Title for the action	**Action / Service**	**Success Criteria / Metric**	**Actual Outcome**	**Contributing**
District minimum reserve	Establish District minimum reserve policy equal to 6%, twice the State required 3% minimum amount	**LCAP METRIC** By the June 2024 budget adoption, annual Budget Assumptions will include a 6% minimum reserve. ● 2020-21 -Baseline: Currently have met the minimum reserve.	Currently met	N
District Advisory Budget Committee	Continue District Advisory Budget Committee. Evaluate recommendations.	**INTERNAL METRIC** By June 2024, Budget reporting periods will demonstrate positive progress towards end-of-year goals outlined in the plan: 1) Budget adoption 2) 1st interim 3) 2nd interim 4) Unaudited actuals	Currently met	N
LCAP Oversight	LCAP Advisory Committee meets 5 times a year to evaluate LCAP metrics and make recommendations.	**LCAP METRIC** Input from the committee will be reviewed and recommendations considered for 2021 - 2024 LCAP development. Feedback sheets are collected at meetings. LCAP explicitly states actions that are a result of	Currently met	N

Goal Four: Ensuring the District is Fiscally and Operationally Sound

		feedback.		

4.2 Create District Budget Committee

Title for the action	Action / Service	Success Criteria / Metric	Actual Outcome	Contributing
District Budget Advisory Committee	Develop a 3-year Budget plan.	**INTERNAL METRIC** By June 2024, MCS will develop and implement a 3-year Budget plan. Budget reporting periods will demonstrate progress towards goals outlined in the plan: 1) Budget adoption 2) 1st interim 3) 2nd interim 4) Unaudited actuals	Currently met	N

4.3 Invest in school facilities and infrastructure for safe and clean facilities

Title for the action	Action / Service	Success Criteria / Metric	Actual Outcome	Contributing
Security to protect assets	● Security Cameras ● Nighttime Security Patrols	**INTERNAL METRIC** By June 2024, all school sites will increase or maintain the number of security cameras.	Currently met	N

Goal Four: Ensuring the District is Fiscally and Operationally Sound

		● Baseline: All sites have working security cameras **LCAP METRIC** By June 2024, maintain or increase the number of nighttime security patrols. ● Baseline 2020: 3	2021-22: 3	
Maintain/*Improve District/*School Facilities and Grounds	● Site improvement recommendations implemented per schedule at elementary & junior high sites ● Site improvement recommendations implemented per schedule at high school sites ● *Implement "green/sustainability" initiatives /recommendations*	**INTERNAL METRIC** By June 2024, recommended improvements at all sites will have been implemented per the schedule. ● A timeline for improvements is implemented per schedule.	Currently met	N

4.4 Plan and implement short and long-term strategies to increase enrollment.				
Title for the action	**Action / Service**	**Success Criteria / Metric**	**Actual Outcome**	**Contributing**

Goal Four: Ensuring the District is Fiscally and Operationally Sound

| Enrollment Stabilization Plan | Develop a 3-year plan to address declining enrollment | **INTERNAL METRIC** By June 2024, a 3-year plan will be established and implemented.
 ● 2021-2022 will serve as a baseline year for implementation.

 LCAP METRIC
 By June 2024, Enrollment will increase based on 12 areas of the Enrollment Stabilization Plan
 ● 2020-21 Baseline:
 ○ Elementary - 14,205 students
 ○ High School - 15,386 students
 Source: CALPADS | 3-year plan being finalized

 Elem: 13,384
 HS: 15,208 | N |

Goal Five: Recruit, hire, train, and retain high-quality staff.

5.1 Create a district culture of valuing all employees to facilitate hiring and maximize retention.

Title for the action	Action / Service	Success Criteria / Metric	Actual Outcome	Contributing
Create a district culture of valuing all employees	New hire employee survey	**LCAP METRIC** By June 2024, 95% of new hires will indicate overall satisfaction with the hiring experience. Baseline 2020: 87.5% Source: New Employee Survey	2021-22: 80%	N
	Current employee survey	**LCAP METRIC** By June 2024, increase overall employee satisfaction by 10% from baseline. 2020-21: Create a survey 2021-22: Establish a baseline Source: Employee Satisfaction Survey	Launch June 2022	N
	Exit employee survey	**LCAP METRIC** By June 2024, 95% of employees exiting the district will indicate overall satisfaction with employment experience. Baseline 2020: 84.6%	2021-22: 87.8%	N

Goal Five: Recruit, hire, train, and retain high-quality staff.

		Source: Employee Exit Survey		
Employee Retention	Measure and monitor employee retention	**LCAP METRIC** By June 2024, increase employee retention by 5% based upon employees employed in the District for at least 4 years. Baseline 2020: 56% Data Source: QCC (tenure based on hire date for past 5 years)	2021-22: 63.9%	N
	Enhance employee benefits package	**INTERNAL METRIC** By June 2024, 85% of eligible employees in each employee group will be enrolled in the District's medical benefits program. Classified Baseline 2020: 23% Certificated Baseline 2020: 62% Management Baseline 2020: 68% MCS All Staff Baseline 2020: 44% Source: MCS benefits programs enrollment.	2021-22: Classified:38% Certificated: 68% Management: 69% ALL Staff: 54%	N

Modesto City Schools
Modesto City Schools **Reader-Friendly LCAP** **2021-2024**
Goal Five: Recruit, hire, train, and retain high-quality staff.

5.2 Strengthen partnerships with local teaching, training, and employment programs.				
Title for the action	**Action / Service**	**Success Criteria / Metric**	**Actual Outcome**	**Contributing**
University and College Partnerships	Strengthen partnerships and recruitment efforts with local universities	**LCAP METRIC** By 2024, increase university placements to 75. Baseline 2020: 55 Source: University placement agreements.	2021-22: 85	N
		LCAP METRIC By June 2024, expand participation in recruitment events and job fairs to 15 annually. Baseline 2020: 6 Source: Job Fair and Recruitment Tracking	2021-22: 28	N

Modesto City Schools Reader-Friendly LCAP 2021-2024

Goal Five: Recruit, hire, train, and retain high-quality staff.

Training, Employment, and Community Programs and Agencies	Establish collaborative partnerships with trade schools, community programs, technical schools, and employment agencies	**LCAP METRIC** By June 2024, establish eight (8) collaborative partnerships to network with MCS to provide experiential training and build pathways from partner agencies to MCS employment. Baseline 2020: 1 Source: Partnership Agreements	2021-22: 2	N

5.3 Expand recruiting and hiring processes to provide support, maximize retention, and increase diversity in the certificated, classified, and management workforce.				
Title for the action	**Action / Service**	**Success Criteria / Metric**	**Actual Outcome**	**Contributing**
Expand recruitment and hiring processes	Fill classified vacancies in an efficient and timely manner.	**INTERNAL METRIC** By June 2024, reduce onboarding time by 10% (from notice of vacancy to new hire effective date) and maintain optimal onboarding time. Baseline 2020: 51.14 days Source: Human Resources	2021-22: 52.85	N

Goal Five: Recruit, hire, train, and retain high-quality staff.

	Decrease vacancies	**LCAP METRIC** By June 2024, reduce the percentage of unfilled vacancies to 4.5% of available positions. Baseline 2020: 6.2% Source: Human Resources	2021-22: 6.38%	N
	Growing talent from within	**LCAP METRIC** By June 2024, establish three Career Ladder and/or training programs (i.e. PAL-to-Para) yielding employee hires. Baseline 2020: 0 Source: Human Resources	2021-22: 3	N
	Hold MCS Job Fairs for community outreach and employer branding	**LCAP METRIC** By June 2024, coordinate three (3) annual MCS-sponsored job fairs to help fill vacant positions and build recruitment pools. Baseline 2020: 1 Source: Human Resources	2021-22: 2	N
Diversity of Workforce	Increase diversity of the MCS workforce	**LCAP METRIC** By June 2024, increase the representation of minority employee groups at MCS by		N

Goal Five: Recruit, hire, train, and retain high-quality staff.

| | | 5%.

Current Employee Baseline 2020:

● White - 54.73%
● Hispanic/Latino - 33.26%
● Black/African American - 1.94%
● American Indian - 1.38%
● Asian - 3.15%
● Other - 5.54%
2021-22 Goal:
● White - 53.40%
● Hispanic/Latino - 34.09%
● Black/African American - 1.99%
● American Indian - 1.41%
● Asian - 3.23%
● Other - 5.68%
2022-23 Goal:
● White - 52.12%
● Hispanic/Latino - 34.92%
● Black/African American - 2.04%
● American Indian - 1.45%
● Asian - 3.31%
● Other - 5.82%

Source: Employee demographics | 2021-22:
● White 52.52%
● Hispanic/Latino 38.12%
● Black/AA 2.88%
● Amer. Indian 1.08%
● Asian 4.01%
● Other 1.4% | |
| Data-driven talent management | Establish data management collection systems | **INTERNAL METRIC**

By June 2024, establish HR data collection systems with 8 Key Performance Indicators to evaluate employment trends and to inform decision-making related to hiring, | | **N** |

Goal Five: Recruit, hire, train, and retain high-quality staff.

		retention, & promotion. 2020-21 Baseline: 0 (establish data dashboard) 2021-22: 2 2022-23: 5 Source: Data Collection System	Dashboard being developed	

5.4 Improve communication and collaboration within and between district divisions, departments, and sites to better meet the District's vision, core values, and goals.

Title for the action	Action / Service	Success Criteria / Metric	Actual Outcome	Contributing
Build Management Employee Capacity	Create and implement management HR-based professional development modules to increase managers' skills and build capacity.	**INTERNAL METRIC** By June 2024, develop and implement six (6) HR-based management training modules. Baseline 2020: none Source: Human Resources Modules	2021-22: 3	N
HR process efficiency	Utilize online vendors to create digital forms and workflows to expedite processing time and provide user convenience for improved customer service.	**LCAP METRIC** By June 2024, utilize online HR forms and workflow features to replace paper-driven processes to operate 80% digitally. Baseline 2020: 25%	2021-22: 70%	N

Goal Five: Recruit, hire, train, and retain high-quality staff.

		Source: Online Form System/Human Resources		
	Create HR Manual	**INTERNAL METRIC** By June 2024, create an HR manual outlining twenty (20) HR operational procedures with annual review and revisions Baseline 2020: 5 Source: HR Manual	2021-22: 3 additional Total of 8	N
HR customer service	Create and launch surveys to establish baseline data for feedback on the improvement of HR services.	**INTERNAL METRIC** By June 2024, increase by 5% annually over baseline the positive experiences users report about their usage of HR services. 2020-21: Create a survey 2021-22: Establish a baseline 2022-23: Baseline + 5% 2023-24: Increase 5% Source: Survey	Survey to launch June 2022	N