

## Fort Bragg Unified School District (FBUSD) 2009-2011 District Student Achievement Plan

**GOAL:** FBUSD will meet all District 2009 AYP targets as specified by NCLB. The following ELA subgroups will increase percent proficient or above: EL – 18.3%, SED – 3.7%, Hispanic- 7%. The following Math subgroups will increase percent proficient or above: EL - 12.6%, SED – 4.6%, Hispanic – 4.7%.

**EPCs Addressed:**

EPC 1: Use of State Board Education (SBE)-adopted (kindergarten through grade eight) or standards-aligned (grade nine through twelve) English/reading/language arts and instructional materials, including intervention materials.

EPC 2: Instructional time (adherence to instructional minutes for English/reading/language arts and mathematics (K-8) and high school access to standards-aligned core courses)

EPC 3: School Administrator Training Program – Assembly Bill (AB) 430 on SBE-adopted instructional materials

EPC 4: Fully credentialled, highly qualified teachers and SB 472 Professional Development Program on SBE-adopted instructional materials

EPC 5: Student achievement monitoring system (use of data to monitor student progress on curriculum-embedded assessments and modify instruction)

EPC 6: Ongoing instructional assistance and support for teachers (use of content experts and instructional coaches)

EPC 7: Monthly teacher collaboration by grade level (K-8) and department (9-12) facilitated by the principal

EPC 8: Lesson and course pacing schedule (K-8) and master schedule flexibility for sufficient numbers of intervention courses (9-12)

EPC 9: Fiscal Support

A) All sites will implement the SBE adopted (grades K-8) or local governing Board approved (grades 9-12) ELA and Math (including intervention materials), according to a pacing schedule which reflects the SBE recommended instructional minutes.	EPC	Timeline	Proposed Expenditures / Funding Source	Responsible Person/s for Monitoring Action	Evidence of Implementation
<b>English Language Arts</b>					
The FBUSD Governing Board will take action on the implementation of the SBE-adopted/local governing Board approved core instructional program and materials (Houghton Mifflin K-5, Prentice Hall 6-8, Timeless Voices 9-12)	1	2009/10	No New Costs	Superintendent	Board Policy
The FBUSD Governing Board will review existing policy to ensure focus is on improving the performance and increasing the proficiency of all students including English Language Learner (ELL) students and students with disabilities in ELA.	1	2009/10	No New Costs	Superintendent	Board Policy
All teachers will fully implement the SBE-adopted/local governing Board approved instructional programs and the accompanying strategic intervention materials by: <ul style="list-style-type: none"> <li>• Completing SB472 Training &amp; 80 hour follow-up</li> <li>• Utilizing best practice strategies <ul style="list-style-type: none"> <li>○ Supporting Teachers of English Language Learners with Accessible Resources (STELLAR) strategies (active student engagement, explicit academic vocabulary, graphic organizers) <ul style="list-style-type: none"> <li>○ use of outside consultants e.g. Dr. Kevin Feldman, Tricia O'Hara</li> </ul> </li> </ul> </li> </ul>	1, 4, 6, 9	2010/2011  ½ Summer 2010 ½ Summer 2011	\$103,250/  Title I, EIA, Title III, SB 472 Funding	Superintendent, Principals, Teachers, Curriculum Coaches, ELL Coordinator	Benchmark Assessments, Portfolios, Sign-in Sheets, Minutes, Agendas, Classroom Observations

A) All sites will implement the SBE adopted (grades K-8) or local governing Board approved (grades 9-12) ELA and Math (including intervention materials), according to a pacing schedule which reflects the SBE recommended instructional minutes.	EPC	Timeline	Proposed Expenditures / Funding Source	Responsible Person/s for Monitoring Action	Evidence of Implementation
<b>English Language Arts</b> Cont.					
<p>FBUSD will provide ongoing instructional support for teachers through the use of curriculum coaches</p>	6	2009/11	\$220,000/ Title 1, EIA, SLIB	Superintendent	Curriculum Coaches
<p>All EL students receive ELD until reclassified. EL student's assessment and placement criterion in English Language Development and SEI classes is based on the CELDT as follows:</p> <ul style="list-style-type: none"> <li>• CELDT 1s and 2s grouped together <ul style="list-style-type: none"> <li>○ K-2 SEI block for ELD &amp; ELA (1.5 – 3 hrs)</li> <li>○ 3-5 (45 min)</li> <li>○ 6-12 (2 periods)</li> </ul> </li> <li>• CELDT 3s,4s,5s (K-5 no more than 2 levels grouped together) <ul style="list-style-type: none"> <li>○ K-2 (30 min)</li> <li>○ 3-5 (45 min)</li> <li>○ 6-8 (45 min)</li> <li>○ 9-12 (2 periods of ELD Intervention as needed)</li> </ul> </li> </ul> <p>Reclassification from EL to FEP status will be based on the evaluation of the following: CELDT (overall 4 or 5), CST in ELA (325 or higher), Student's Academic Performance (C/ Basic or higher), Teacher Narrative, and Parent Opinion.</p> <p>All ELD teachers will implement the SBE-adopted/local governing Board approved ELD program.</p> <ul style="list-style-type: none"> <li>• During the ELD block, teachers will work with English language learners using the SBE-adopted/local governing Board approved ELD program. <ul style="list-style-type: none"> <li>○ K – 5 Avenues</li> <li>○ 6 - 12 High Point <ul style="list-style-type: none"> <li>▪ 9 – 12 Purchase &amp; Implement new ELD/intervention program (e.g. Edge)</li> </ul> </li> </ul> </li> </ul> <p>All ELD teachers will use the curriculum-embedded assessments</p>	1,6	2009/10	No New Cost	Site Principals, ELL Coordinator, Teachers, Curriculum Coaches	Benchmark Assessments, Classroom Observations
	9	2010/11	\$20,000/IMFRP		PO/Invoice
	5,6	2009/10	No New Cost	Principals, ELL Coordinator, Curriculum Coaches, Teachers	Assessment Results
All teachers with English learners in their classroom will monitor their progress with the ELD Check-off Sheet during each grading period.	5	2009/10	No New Cost	Principals, ELL Coordinator, Teachers.	Completed Forms
<p>All schools will implement the intensive intervention programs.</p> <ul style="list-style-type: none"> <li>• During the intervention block, teachers and specialists will work with targeted students in small groups using the intensive intervention materials included in the SBE adopted materials. <ul style="list-style-type: none"> <li>○ K – 3 Houghton Mifflin</li> <li>○ 4 – 12 High Point <ul style="list-style-type: none"> <li>▪ 9 – 12 Purchase &amp; Implement new ELD/intervention program (e.g. Edge)</li> </ul> </li> </ul> </li> </ul>	1,6	2009/10	No New Cost	Site Principals, Teachers, Curriculum Coaches	Benchmark Assessments, Classroom Observations  PO/Invoice Benchmark Assessments, Classroom Observations
	9	2010/11	\$5,000/ IMFRP	ELL Coordinator	

<p>Students with disabilities and high priority students will be the District's focus.</p> <ul style="list-style-type: none"> <li>Entrance and exit criteria for intervention programs (strategic and intensive) will be established at all grade levels using curriculum-based performance data.</li> <li>Ongoing monitoring protocol will be established at all grade levels</li> </ul>	6,8	2009/10	No New Costs	Principals, Teachers, Curriculum Coaches, ELL Coordinator, Director of Special Programs	Criteria Document, PLC Minutes and Agendas
<p><b>A) All sites will implement the SBE adopted (grades K-8) or local governing Board approved (grades 9-12) ELA and Math (including intervention materials), according to a pacing schedule which reflects the SBE recommended instructional minutes.</b></p>	EPC	Timeline	Proposed Expenditures / Funding Source	Responsible Person/s for Monitoring Action	Evidence of Implementation
<p><b>English Language Arts Cont.</b></p>					
<p>Instructional minutes in all classrooms will reflect the required SBE recommended instructional minutes for core and intervention. ELD will be implemented for a minimum of 30 instructional minutes daily K – 5 and appropriate minutes 6 – 12 per state compliance.</p> <p>Core: K 60 minutes daily  1 – 3 2.5 hours daily  4 – 6 2 hours daily  6 – 8 1 – 2 hours daily</p> <p>Intensive Intervention:  K 30 minutes  1 – 3 30 – 45 minutes daily  4 – 6 30 – 45 minutes daily  6 – 8 2.5 – 3 hours daily  9 – 12 The school's master schedule and English/reading language arts course pacing guides reflect an effective use of instructional time to master the required skills to pass the CAHSEE. This includes multiple class periods of intensive and strategic intervention,</p>	2,6	2009/10	No New Costs	Site Principals, Teachers, Curriculum Coaches, ELL Coordinator, HS Counselors	Schedules
<p>ELD  K – 5 30 – 45 minutes daily  6 – 12 1 – 2 periods daily</p> <p>The District/County Office in conjunction with the site curriculum coaches will prepare pacing guides to include the SBE-adopted/local governing Board core instructional programs.</p>	6,8	2009/10	No New Costs	ELL Coordinator, Curriculum Coaches, MCOE	Pacing Guides
<p>Summer School will be offered to all students needing strategic or intensive assistance.</p>	8,9	2009/10	\$117,235/ SELPA, Mig. Ed, Gen. Fund	Director of Special Programs	Enrollment
<p>A District committee will be formed to review new K-8 SBE adopted and 9-12 standards aligned ELA programs, and make a recommendation for adoption to the local governing board.</p> <ul style="list-style-type: none"> <li>Materials will be selected and adopted by June, 2010 and distributed for classroom use beginning August, 2010</li> </ul>	1,9	2009/10	\$240,000/ IMFRP	MCOE, District Committee, Superintendent	Sign-in Sheets Board Minutes PO/Invoice
<p>District will ensure all teachers will fully implement the new ELA program and intervention materials daily beginning the 2010-2011 school year.</p>	1,6	2010/11	Cost Listed Previously	Superintendent/ Principals, Teachers, Curriculum Coaches	Classroom Observation, Pacing Guides, Benchmark Assessments

A) All sites will implement the SBE adopted (grades K-8) or local governing Board approved (grades 9-12) ELA and Math (including intervention materials), according to a pacing schedule which reflects the SBE recommended instructional minutes.	EPC	Timeline	Proposed Expenditures / Funding Source	Responsible Person/s for Monitoring Action	Evidence of Implementation
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<b>Mathematics</b>					
<p>The FBUSD Governing Board will take action on the implementation of the SBE-adopted/local governing Board approved core instructional program and materials (Scott Foresman K-5, McDougal Littell 6-8, High School: Algebra 1 - CGP, Geometry-McDougal Littell, Algebra 2 - Prentice Hall)</p>	1	2009/10	No New Costs	Superintendent	Board Policy
<p>The FBUSD Governing Board will review existing policy to ensure focus is on improving the performance and increasing the proficiency of all students including English Language Learner (ELL) students and students with disabilities in mathematics.</p>	1	2009/10	No New Costs	Superintendent	Board Policy
<p>All teachers will fully implement the SBE-adopted/local governing Board approved instructional programs and the accompanying strategic intervention materials by:</p> <ul style="list-style-type: none"> <li>• Completing SB472 Training &amp; 80 hour follow-up</li> <li>• Utilizing best practice strategies               <ul style="list-style-type: none"> <li>○ Supporting Teachers of English Language Learners with Accessible Resources (STELLAR) strategies (active student engagement, explicit academic vocabulary, graphic organizers)                   <ul style="list-style-type: none"> <li>• use of outside consultants e.g. Dr. Kevin Feldman, Tricia O'Hara</li> </ul> </li> </ul> </li> </ul> <p>All schools will implement the <b>intensive</b> intervention programs.</p> <ul style="list-style-type: none"> <li>• During the intervention block, teachers and specialists will work with targeted students in small groups using the intensive intervention materials included in the SBE adopted materials.               <ul style="list-style-type: none"> <li>○ K – 3 Scott Foresman</li> <li>○ 4 – 8 iPass</li> <li>○ 9 – 12 iPass (instruction in an Algebra readiness program for all students who are unable to demonstrate proficiency in 7<sup>th</sup> grade mathematics standards)</li> </ul> </li> </ul> <p>FBUSD will provide ongoing instructional support for teachers through the use of curriculum coaches</p>	1, 4, 6, 9	2008/2009 ½ Summer 2008 ½ Fall 2009	\$52,500/ SB 472 Funding  Cost Listed Previously	Principals, Teachers, Curriculum Coaches, ELL Coordinator	Benchmark Assessments, Portfolios, Sign-in Sheets, Minutes, Agendas, Classroom Observations
<p>All schools will implement the <b>intensive</b> intervention programs.</p> <ul style="list-style-type: none"> <li>• During the intervention block, teachers and specialists will work with targeted students in small groups using the intensive intervention materials included in the SBE adopted materials.               <ul style="list-style-type: none"> <li>○ K – 3 Scott Foresman</li> <li>○ 4 – 8 iPass</li> <li>○ 9 – 12 iPass (instruction in an Algebra readiness program for all students who are unable to demonstrate proficiency in 7<sup>th</sup> grade mathematics standards)</li> </ul> </li> </ul> <p>FBUSD will provide ongoing instructional support for teachers through the use of curriculum coaches</p>	1, 6	2009/10	No New Cost	Principals, Teachers, Curriculum Coaches	Benchmark Assessments, Classroom Observations
<p>FBUSD will provide ongoing instructional support for teachers through the use of curriculum coaches</p>	6	2009/11	Cost Listed Previously	Superintendent	Curriculum Coaches

A) All sites will implement the SBE adopted (grades K-8) or local governing Board approved (grades 9-12) ELA and Math (including intervention materials), according to a pacing schedule which reflects the SBE recommended instructional minutes.	EPC	Timeline	Proposed Expenditures / Funding Source	Responsible Person/s for Monitoring Action	Evidence of Implementation
<p><b>Mathematics</b> Cont.</p> <p>Instructional minutes in all classrooms will reflect the required SBE recommended instructional minutes for core and intervention.</p> <p>Core: K 30 minutes daily  1 – 5 60 minutes daily  6 – 8 50 - 60 minutes daily  9 – 12 The school's master schedule and mathematics course pacing guides reflect an effective use of instructional time to master Algebra 1 and pass the CAHSEE.</p> <p>Intensive Intervention:  K - 6 15 minutes daily  7 - 8 30 minutes daily</p> <p>High School Intervention:  <b>Strategic:</b> School/District provides additional instructional time during the school day for strategic students who are unable to demonstrate proficiency in Algebra 1 and/or are at risk of failing the mathematics portion of the CAHSEE.</p> <p>Students with disabilities and high priority students will be the District's focus</p> <ul style="list-style-type: none"> <li>Entrance and exit criteria for intervention programs (strategic and intensive) will be established at all grade levels.</li> <li>Ongoing monitoring protocol will be established at all grade levels</li> </ul> <p>The District/County Office in conjunction with the site curriculum coaches will prepare pacing guides to include the SBE-adopted/local governing Board core instructional programs.</p> <p>Summer School will be offered for all students needing strategic or intensive assistance.</p> <p>District will ensure all teachers will fully implement the new Math program and intervention materials daily.</p>	2,6	2009/10	No New Costs	Principals, Teachers, Curriculum Coaches, ELL Coordinator, HS Counselors	Schedules
8	6,8	2009/10	No New Costs	Principals, Teachers, Curriculum Coaches, ELL Coordinator, Director of Special Programs	Criteria Document, PLC Minutes and Agendas
6,8	8,9	2009/10	No New Costs	ELL Coordinator, Curriculum Coaches, MCOE	Pacing Guides
8,9	1,6	2009/10	Cost Listed Previously No New Costs	Director of Special Programs Superintendent/ Director of Special Programs, Teachers, Principals, Curriculum Coaches	Enrollment  Classroom Observation, Pacing Guides, Benchmark Assessments

Evidence of Implementation	Responsible Person/s for Monitoring Action	Proposed Expenditures / Funding Source	Timeline	EPC	B) All sites will administer District benchmarks in ELA and Math aligned to the pacing guides; results will be reviewed collaboratively and used to make instructional decisions for students.
Aligned Assessment Binder in each school office	Superintendent, Principal, Curriculum Coaches	No New Costs	2009/10	5,6	<p>The site curriculum coaches will align District benchmark assessments for each grade level (Trimester/Quarterly). This assessment includes curriculum embedded assessments for ELA and Mathematics.</p> <ul style="list-style-type: none"> <li>• ELA <ul style="list-style-type: none"> <li>○ K-5 Houghton Mifflin Summative Assessments</li> <li>○ 6-8 Prentice Hall Benchmark Assessments</li> <li>○ 9-12 Local Benchmark Assessments</li> <li>○ K-12 District Writing Assessments</li> </ul> </li> <li>• Math <ul style="list-style-type: none"> <li>○ K-5 Scott Foresman Benchmark Assessments</li> <li>○ 6-8 McDougal Littell Benchmark Assessments</li> <li>○ 9-12 CGP Benchmark Assessments</li> </ul> </li> </ul>
Data Director Reports	Superintendent, Principal, Teachers, Curriculum Coaches, Data Integration Specialist	\$8,500/EIA, Title I	2009/10	5,6,9	<p>All schools will administer the District benchmark assessments. The student data management system, Data Director, will be utilized to monitor all students including English Language Learners, students with disabilities, and high priority students.</p>
PO/Invoice, Data Reports	Superintendent, Principal, ELL Coordinator, Teachers, Curriculum Coaches, Data Integration Specialist	\$5,000/SLIP, EIA, Title I	2009/10	5,6,9	<p>The District Assessment Team will review and select ELA common assessments in fluency, comprehension, and phonics (K-12).</p> <ul style="list-style-type: none"> <li>• An assessment timeline will be developed.</li> <li>• Teachers will receive professional development in administering the assessments.</li> </ul>
Data Reports	Superintendent, Principal, Teachers, ELL Coordinator, Curriculum Coaches, Data Integration Specialist	No New Cost	2009/10	5,6	<p>80% of the students in all target groups will reach proficiency (demonstrated by a score of 80% or above) on each of the District benchmark assessments in ELA and Mathematics.</p>

B) All sites will administer District benchmarks in ELA and Math aligned to the pacing guides; results will be reviewed collaboratively and used to make instructional decisions for students.	EPC	Timeline	Proposed Expenditures / Funding Source	Responsible Person/s for Monitoring Action	Evidence of Implementation
<p>The District will develop a Professional Learning Communities (PLC) protocol for principals to use collaboratively with their teacher teams to analyze data results.</p> <ul style="list-style-type: none"> <li>District/school calendars will establish minimum days and grade level/ department meeting days to ensure time for collaboration</li> <li>Data analysis will include an in depth review of how English language learners and students with disabilities are performing in language arts and math.</li> <li>Results of this process will be used to inform instruction and plan targeted, strategic interventions.</li> </ul> <p>After each District benchmark assessment cycle, results will be reviewed by faculty.</p>	5, 6, 7	2009/10	No New Costs	Superintendent, Principal, ELL Coordinator, Teachers, Curriculum Coaches, Data Integration Specialist, Site Leadership Teams	Protocol Document, Action Plan District/School Calendars
	5, 7	2009/10	No New Costs	ADCO, Principals, Teachers	ADCO Minutes Site Minutes
The District will conduct a regression analysis to establish correlation between the District benchmark assessments and CST.	5	2009/10	No New Costs	Superintendent, District Assessment Team	Data Reports
Standards Based Report Cards will be created and aligned to District benchmark assessments.	5,6	2009/11	No New Costs	Superintendent, Principals, Teachers, Curriculum coaches	New Report Cards

C) All teachers will implement researched-based best practices to support student learning.	EPC	Timeline	Proposed Expenditures / Funding Source	Responsible Person/s for Monitoring Action	Evidence of Implementation
<p>Establish a Best Practices Protocol for the District.</p>	6	2009/10	No New Cost	Superintendent, Principals, Director of Special Programs, ELL Coordinator, Curriculum Coaches,	Observation Document
<p>All teachers will communicate standards/teaching objectives to all students as measured by the Best Practices Protocol. Classroom observations conducted by coaches and principals will ensure that teachers demonstrate <i>all</i> of the following:</p> <ul style="list-style-type: none"> <li>○ Aligns the teaching and learning objectives to state standards, district pacing guide, and is based on what students need to know and be able to do</li> <li>○ Displays standards/objectives in student-friendly language to inform students of what they need to know and be able to do</li> <li>○ Explicitly states or refers to the standards/objectives during the lesson</li> <li>○ Uses the State Board approved texts and materials as the primary instructional resource</li> <li>○ Stays focused on the lesson objective to avoid slowdowns and digressions</li> </ul>	6	2009/10	No New Costs	Superintendent, Principals, Teachers, Curriculum Coaches	Observation Document
<p>All teachers will demonstrate <i>all</i> of the following through active student engagement strategies (ie. STELLAR, Tricia O'Hara)</p> <ul style="list-style-type: none"> <li>○ Elicits (directs) student(s) to be engaged in the academic learning related to the displayed standard/objective</li> <li>○ Ensures that all of the students are engaged throughout the academic learning</li> </ul>	6	2009/10	Cost Listed Previously	Superintendent, Principals, Teachers, Curriculum Coaches ELL Coordinator STELLAR	Observation Document
<p>All teachers will provide <i>explicit</i> academic vocabulary instruction as measured by the following:</p> <ul style="list-style-type: none"> <li>○ Each grade level/department will establish an academic vocabulary word list based on researched words (ie. Marzano)</li> <li>○ Displays the vocabulary words</li> <li>○ Explicitly introduces or reviews the academic vocabulary by defining, demonstrating, or showing how each term is used within the context of the learning (ie. Marzano, Dr. Kevin Feldman, Dr. Kate Kinsella, Tricia O'Hara, Vanessa Girard)</li> <li>○ Models and directs students to use the academic vocabulary related to the objective in their responses or conversations</li> </ul>	6	2009/11	No New Costs	Superintendent, Principals, Teachers, Curriculum Coaches ELL Coordinator STELLAR	Observation Document

D) All administrators, and teachers will receive professional development and coaching to ensure their success in implementing the core-curriculum in ELA and Math as well as the elements of the best practices protocol.	EPC	Timeline	Proposed Expenditures / Funding Source	Responsible Person/s for Monitoring Action	Evidence of Implementation
<b>Language Arts</b>					
The District will support all teachers, in the strengthening of the SBE-adopted core instructional program and materials in ELA including intervention programs by coaching and monitoring the implementation of this program.	1,6	2009/10	No New Costs	Superintendent, Principal, Teachers, Curriculum Coaches	Classroom Observation
The District will ensure all teachers will participate in the SB 472 ELA professional development related to the new ELA adoption.	1,9	2010/11	Cost Listed Previously	Superintendent, ELL Coordinator, Teachers	Enrollment Verification
The District will ensure all administrators will participate in AB 430 Module 1 ELA professional development related to the new ELA adoption.	1,3,9	2010/11	\$4,500/AB 430 Funding	Superintendent, Principals, ELL Coordinator	Enrollment Verification
<b>Mathematics</b>					
The District will support teachers in the strengthening of the SBE-adopted core instructional program and materials in Mathematics including intervention programs by coaching and monitoring the implementation of this program.	1,6,9	2009/10	No New Cost	Superintendent, ELL Coordinator, Curriculum Coaches, Teachers	Enrollment Verification
The District will ensure all teachers will participate in SB 472 Mathematics professional development related to the new Math adoption.	1,9	2009/10	Cost Listed Previously	Superintendent, ELL Coordinator, Teachers	Enrollment Verification
The District will ensure all administrators will participate in AB 430 Module 1 Mathematics professional development related to the new Math adoption.	1,3,9	2009/10	\$4,500/AB 430 Funding	Superintendent, Principals, ELL Coordinator	Enrollment Verification

## Ongoing Professional Development

All teachers and administrators will receive professional development in the following areas:

- Active Student Engagement Strategies
- Academic Vocabulary
- Professional Learning Communities (PLC)
- Data Director
- Positive Behavior Support (PBS) K-8
- EL D/SDAIE Strategies
- ELD Programs
- Strategies for students with disabilities

All administrators and curriculum coaches will receive professional development in the following areas:

- Classroom Observation Protocol

5,  
6,9

2009/11

Cost Listed  
Previously

\$51,000

Superintendent,  
Director of Special  
Programs,  
Principals,  
ELL Coordinator,  
Teachers,  
STELLAR,  
Curriculum  
Coaches, MCOE

PO/Invoice  
STELLAR  
Agendas, Sign-in  
Sheets

Dale Myers  
contract