

2021 Single Plan for Student Achievement

School

A Resource for the School Site Council

September 2021

The Single Plan for Student Achievement

Raymond J. Fisher Middle School

District: Los Gatos Union School District

County-District School (CDS) Code: 43695266057567

Principal: Mary Lonhart

Date of this revision: 9.20.21

The Single Plan for Student Achievement (SPSA) is a plan of actions to raise the academic performance of all students. California Education Code sections 41501, 41572, and 64001 and the Federal Elementary and Secondary Education Act (ESEA) require each school to consolidate all school plans for programs funded through the ConApp and ESEA Program Improvement into the SPSA.

This Single Plan for Student Achievement (SPSA) is aligned to the Los Gatos Union School District Strategic Plan adopted by the District Governing Board on .

For additional information on school programs and how you may become involved locally, please contract the following person:

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Position: Principal

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The District Governing Board approved this revision of the SPSA on October 14, 2021.

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Mission

The Los Gatos Union School District will provide equitable learning opportunities to educate all children to their unique potential by teaching, modeling and supporting the skills, and attitudes that contribute to their development as globally and socially responsible citizens demonstrating stewardship and “service above self”.

Vision

To achieve academic excellence, we believe the LGUSD Student Success Profile will prepare all children to thrive in a diverse and ever-changing world.

LGUSD Student Success Profile

To enable academic and social success, all LGUSD students will demonstrate growth in these attributes:

Critical Thinking	Empathy	Collaboration
<ul style="list-style-type: none"> Understand the “bigger picture” and propose creative solutions that are mindful of the larger impact to the world around them. Consistently improve the quality of one’s own thinking by skillfully self-reflecting, analyzing, assessing, and reconstructing meaning. Apply disciplined but flexible thinking that is clear, rational, open-minded, and informed by evidence or experience. Constructively assess and appropriately challenge the status quo. 	<ul style="list-style-type: none"> Demonstrate awareness, sensitivity, concern and respect to connect with others’ feelings, opinions, experiences, and culture. Have the ability to imagine (or vicariously experience) what others are thinking, feeling, or experiencing and offer support when necessary. Demonstrate personal, civic, social, local, and global responsibility through ethical and empathetic behaviors. Value and embrace diverse cultures and unique perspectives through mutual respect and open dialogue. 	<ul style="list-style-type: none"> Understand, negotiate and balance diverse views and beliefs to reach workable solutions. Manage conflict – turning conflict into a positive outcome. Have the ability to disagree while maintaining focus on an end goal. Create the environment or the conditions that empower others to grow and succeed. Build relationships with others through trust and compassion. Have an awareness of different leadership styles. Take responsibility for your part of a team project and empower others to do their part.

Communication	Learner’s Mindset	Adaptability
<ul style="list-style-type: none"> Articulate thoughts and ideas effectively and clearly using oral, written, and non-verbal communication skills in a variety of contexts. Actively listen effectively to decipher meaning, including knowledge, values, attitudes, and intentions. Elicit diverse perspectives from others. Have the ability to use communication for a range of purposes and audiences. Understand the goal and intent of communicating while being comfortable, confident, and enthusiastic. 	<ul style="list-style-type: none"> Develop positive attitudes and beliefs about learning. Be proactive in learning while possessing the desire to learn, unlearn and relearn. Embrace curiosity to experience new ideas. Develop steadfastness in achieving success despite difficulty, opposition, and/or failure. Understand that setbacks and resilience/perseverance are part of the learning process. Become energized by new learning and insights, including those different from currently held ideas, beliefs, and values. 	<ul style="list-style-type: none"> Demonstrate flexibility when acclimating to various roles and situations. Work effectively and confidently in a climate of ambiguity and changing priorities. Demonstrate agility in thoughts and actions. Respond productively to feedback, praise, setbacks, and criticism. Understand that failure can be part of success and quickly pivot to keep moving forward.

Single Plan for Student Achievement

Form A: Planned Improvements In Student Performance

The School Site Council has analyzed the multiple measures of academic performance of all student groups, considered the effectiveness of key elements of the instructional program for students failing to meet academic performance measures, and extensive feedback from stakeholder groups. As a result, it has adopted the following school goals, related actions, and expenditures to raise the academic performance of students and support the District's Strategic Plan

Strategic Plan Goal #1 Student Wellness

All students will learn in an environment that prioritizes the importance of social emotional development.

School Goal #1

Student Wellness: All students will learn in an environment that prioritizes the importance of social emotional development.

Strategic Plan Objective	Actions	Monitored By	Funding Source
Strengthen mental health support for LGUSD students	Continue to hire/support a variety of counseling staff: 2 academic counselors, CASSY counselor, Social/Emotional counselor with community support	Admin Team, Counselors, CASSY Counselor	District funds, LGEF/One Community funds
Embed the LGUSD Student Success Profile (SSP) into the culture of the school district/community and successfully implement it.	Utilize Professional Development opportunities to review and discuss the SSP Provide all staff an opportunity to provide input about empathy Attach the Student Success Profile to respective/relevant 8th grade Fisher awards	Admin Team, faculty, CIA members	N/A
The LGUSD Homework Policy will be re-evaluated and updated to provide the most effective support and relevancy to students.	Actively participate in the LGUSD Homework Committee with representation from multiple subjects, grade levels and administration	Admin Team, faculty, counselors	N/A

	Survey students and families regarding Flex.		
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How will the school evaluate this goal

LCAP Priority Area(s) <div> <div>x Basic Services</div> <div>x Pupil Engagement</div> </div>	<div> <div>Implementation</div> <div>x School Climate</div> </div>	<div> <div>x Parent Involvement (Engagement)</div> <div>Course Access</div> </div>	<div> <div>x Pupil Achievement</div> <div>x Other Pupil Outcomes</div> </div>
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LCAP/LEA Goal
 Goal 1: Maintain optimal learning conditions for all students
 Action 4: SEL Professional Development

Goal 3: Maintain and improve school climate and student engagement by providing appropriate support services and regularly collect feedback from parents/guardians, staff, and students
 Action 9: Counseling services available to students

Strategic Plan Goal #2 STEAM & Social Innovation

Provide a learning environment that emphasizes design thinking/ inquiry-based learning, where students have the ability to creatively design projects in STEAM laboratory settings and classrooms.

School Goal #2

Provide a learning environment that emphasizes design thinking/ inquiry-based learning, where students have the ability to creatively design projects in STEAM laboratory settings and classrooms.

Strategic Plan Objective	Actions	Monitored By	Funding Source
An articulated K-8 Design Thinking STEAM curriculum will be implemented with teacher support and resources at all schools.	<p>Provide professional development for our STEAM teacher</p> <p>Continue to provide professional development to support our new science textbook adoption</p> <p>Support acquisition of materials for use in the STEAM classroom and within the science labs</p>	Admin Team	HSC Grant, site funds, district funds, Innovation Grants
Design Thinking for Social Innovation: Utilize design thinking strategies into curriculum design in all subject areas. Provide teacher training and support in these strategies.	Provide teacher support and training in these strategies.	District Office Director of CIA, Admin Team	District funds, HSC grant funds, Innovation Grants, site funds

How will the school evaluate this goal

LCAP Priority Area(s)

x Basic Services	x Implementation	Parent Involvement (Engagement)	x Pupil Achievement
x Pupil Engagement	x School Climate	Course Access	Other Pupil Outcomes

LCAP/LEA Goal

Goal 1: Maintain optimal learning conditions for all students
Action 2: Science curriculum adoption to support the teaching of the Next Generation Science Standards (NGSS)
Action 5: Enrichment opportunities for students: Increase the number of art lessons for all TK-5 students

Goal 2: Maintain high levels of student achievement.
Action 1: NGSS professional development
Action 2: Elementary ELD Teacher (to help ELs access and engage with various content)
Action 3: Middle School ELD Teacher (to help ELs access and engage with various content)
Action 5: Project Based Learning (PBL) PD

Goal 3: Maintain and improve school climate and student engagement by providing appropriate support services and regularly collect feedback from parents/guardians, staff, and students

Strategic Plan Goal #3 Community and Global Citizenship

Students will participate in learning opportunities that foster “Service Above Self” (Community Service) and Global Mindedness/Citizenship.

School Goal #3

Community and Global Citizenship: Students will participate in learning opportunities that foster “Service Above Self” (Community Service) and Global Mindedness/Citizenship.

Strategic Plan Objective	Actions	Monitored By	Funding Source
Students will engage in “Service Above Self” Service Learning opportunities at all LGUSD schools to better the Los Gatos and global community.	Fisher will reinstate the community service optional requirement for all students Fisher will advertise community service opportunities for students Fisher will honor those students that meet or exceed the community service optional requirement at graduation	Admin Team	N/A
Cultivate a “Culture of Giving” among LGUSD families, teachers, and staff in volunteerism and support for the Los Gatos Education Foundation (LGEF) and the Home & School Clubs (H&SC).	Fisher will support "messaging" to families around the Culture of Giving Fisher will highlight those activities and resources that are provided through our various, generous donation sources	Admin Team, HSC, Video Productions teacher	N/A
Offer more cross-school site collaboration among students to develop their sense of community.	Fisher music works with elementaries and high school to build interest in the music program	Admin Team, Fisher Music Department	Music Boosters if needed

Continue to develop Fisher's Restorative Justice practices	Provide regular reminders and education around appropriate behavior using the Morning Announcements Create awareness for parents regarding behavior foci Continue to explore alternatives to suspension using Restorative Justice practices	Admin Team, Video Productions teacher	N/A
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How will the school evaluate this goal

LCAP Priority Area(s)

- | | | | |
|--|--|---|--|
| <input checked="" type="checkbox"/> Basic Services | <input checked="" type="checkbox"/> Implementation | <input checked="" type="checkbox"/> Parent Involvement (Engagement) | <input checked="" type="checkbox"/> Pupil Achievement |
| <input checked="" type="checkbox"/> Pupil Engagement | <input checked="" type="checkbox"/> School Climate | <input checked="" type="checkbox"/> Course Access | <input checked="" type="checkbox"/> Other Pupil Outcomes |

LCAP/LEA Goal

Goal 1: Maintain optimal learning conditions for all students

Action 4: SEL Professional Development (topics may include building a learner's mindset and bullying prevention)

Goal 3: Maintain and improve school climate and student engagement by providing appropriate support services and regularly collect feedback from parents/guardians, staff, and students

Action 7: Restorative Justice Practices at Fisher Middle School

Action 9: Equity and Inclusivity- to support learning environments to improve academic outcomes for all students.

Strategic Plan Goal #4 Academic Excellence/Curriculum and Instruction

All students will learn in an environment that promotes student engagement and prepares students to be successful.

School Goal #4

Academic Excellence/ Curriculum and Instruction: All students will learn in an environment that promotes student engagement and prepares students to be successful.

Strategic Plan Objective	Actions	Monitored By	Funding Source
Educators will differentiate instruction to ensure that ALL students make progress towards the mastery of the California Common Core Standards	<p>Grade level/subject area teams will clarify knowledge and skills students need to master</p> <p>Grade level/subject area teams will identify the activities the students will participate in to master the content</p> <p>Grade level/subject area teams will identify the method and means that students will demonstrate their learning</p> <p>Teachers will engage all students in the learning process by providing tasks that match individual needs</p> <p>Faculty will complete Learning Disruption Plans with continued professional development time throughout the year to revisit these plans</p> <p>Site representatives will participate on the district Technology Action Team to implement a preliminary investigation into the available student assessment data management systems.</p>	Admin Team, Fisher Faculty, Director of CIA	None needed

Every student will have an opportunity to experience high quality Project Based Learning (PBL)	<p>All staff will participate in exercises examining their current understanding and experience with PBL</p> <p>Staff with interest and prior experience will participate on a district planning team for PBL</p>	Admin Team, Fisher faculty, Director of CIA	TBD
Enhanced electives supporting the LGUSD Strategic Plan will be explored and considered.	Fisher master schedule will be analyzed to explore increased elective offerings	Admin Team, Human Resources	None

How will the school evaluate this goal

LCAP Priority Area(s)

- | | | | |
|--------------------|------------------|-----------------------------------|----------------------|
| x Basic Services | x Implementation | x Parent Involvement (Engagement) | x Pupil Achievement |
| x Pupil Engagement | x School Climate | x Course Access | Other Pupil Outcomes |

LCAP/LEA Goal

Goal 1: Maintain optimal learning conditions for all students

Action 2: curriculum adoption for TK-5 NGSS

Goal 2: Maintain high levels of student achievement.

Action 1: NGSS professional development

Action 2: Elementary ELD teacher

Action 3: Middle School ELD teacher

Action 4: History professional development (Fisher Middle school history department)

Action 5: Project-based learning PD

Action 6: Collaborative data reviews (ex. kid-by-kid)

Action 7: Elementary Literacy and Math Specialists

Action 8: TK-8 student support aides

Goal 3: Maintain and improve school climate and student engagement by providing appropriate support services and regularly collect feedback from parents/guardians, staff, and students

Action 8: equity and inclusivity

Strategic Plan Goal #5 Staff Professional Growth and Support

Continue to attract and retain “top-tier” teachers and develop excellent staff in a supportive and quality work environment.

School Goal #5

Staff professional Growth and Support: Continue to attract and retain "top-tier" teachers and develop excellent staff in a supportive and quality work environment.

Strategic Plan Objective	Actions	Monitored By	Funding Source
Cultivate a "Culture of Opportunity" for the teaching staff to research and try new innovative practices	<p>Provide teachers with the opportunity to apply for LGEF Innovation Grants to support their personal, educational interests</p> <p>Teachers will be provided with the opportunity to create their own professional development plans via the LGUSD-provided Collaborative Implementation Time</p> <p>Provide weekly professional development opportunities for all teachers, and when possible, provided by our teachers</p> <p>Support staff with Professional Development opportunities in utilizing online apps, resources, and assessments at both the site and district level offered weekly by Tech Dept/office hours</p> <p>Staff will continue to create a more inclusive school through partnership with Gender Spectrum, the Santa Clara County Office of Education and work with the Equity Action Team</p>	Admin Team, LGEF members, District CIA	LGEF-Innovation grants

Strengthen collaboration by uniting grades K-5 with grades 6-8.	Fisher will explore schedule options for the 22.23 school year that include common collaboration time with our elementary schools		
Foster a positive District culture of mutual staff appreciation, recognition, inclusivity, diversity, fun, and joy.	<p>Staff will participate in the Culture of Joy Committee and help to build an infusion of joyful activities throughout the school year</p> <p>Celebrations will be shared and recognized at the beginning of all staff meetings</p> <p>Staff Appreciation activities will be coordinated with Home & School Club Boards</p>		

How will the school evaluate this goal

LCAP Priority Area(s)

^x Basic Services

^x Implementation

Parent Involvement (Engagement)

^x Pupil Achievement

Pupil Engagement

^x School Climate

^x Course Access

Other Pupil Outcomes

LCAP/LEA Goal

Goal 1: Maintain optimal learning conditions for all students

Action 1: hiring of new staff

Action 2: curriculum adoptions (TK-5 science)

Goal 2: Maintain high levels of student achievement.

Action 1: NGSS PD TK-5

Action 5: Project-based learning PD

Goal 3: Maintain and improve school climate and student engagement by providing appropriate support services and regularly collect feedback from parents/guardians, staff, and students

Action 8: Equity and inclusivity

Strategic Plan Goal #6 Sustainable Finance and Infrastructure

Sustainably manage the financial infrastructure and ongoing prioritization of district resources to accomplish the mission, vision, and strategic plan of the District.

School Goal #6

Sustainable Finance and Infrastructure: Sustainably manage the financial infrastructure and ongoing prioritization of district resources to accomplish the mission, vision, and strategic plan of the District.

Strategic Plan Objective	Actions	Monitored By	Funding Source
Re-evaluate and strengthen school site safety protocols and emergency procedures.	<p>Fisher and LGUSD will complete a comprehensive Safety Plan for each school year</p> <p>Fisher and LGUSD will be trained in the Incident Command System protocols each school year</p> <p>Fisher will include a standing agenda item, "Safety Discussion" to all SAC meetings to gather community input</p> <p>Fisher will continue with all essential COVID safety measures, including those focused on our music electives</p>	District Office Admin, Site Admin	None

How will the school evaluate this goal

LCAP Priority Area(s)

☒ Basic Services

☒ Implementation

☒ Parent Involvement (Engagement)

☐ Pupil Achievement

☐ Pupil Engagement

☒ School Climate

☐ Course Access

☒ Other Pupil Outcomes

LCAP/LEA Goal

Goal 1: Maintain optimal learning conditions for all students

All actions

Goal 2: Maintain high levels of student achievement.

All actions

Goal 3: Maintain and improve school climate and student engagement by providing appropriate support services and regularly collect feedback from parents/guardians, staff, and students

All actions

The site has an updated Safety Plan that was reviewed and approved by the School Site Council on March, 2020.

Form D: School Site Council Membership

California Education Code describes the required composition of the School Site Council (SSC). The SSC shall be composed of the principal and representatives of: teachers selected by teachers at the school; other school personnel selected by other school personnel at the school; parents of pupils attending the school selected by such parents; and, in secondary schools, pupils selected by pupils attending the school. The current make-up of the SSC is as follows:

Name of Members	Principal	Classroom Teacher	Other School Staff	Parent or Community Member
Mary Lonhart, Principal	X			
Clare Vickers, Assistant Principal			X	
Paul Brennan, Assistant Principal			X	
Alana Mercer, English 8		X		
Lucia Conteras, World Languages		X		
Tracy Calimquim, Math 8		X		
Ashley Himan, History 8		X		
Raneem Alsharif, Science 6		X		
Lisa Mitchell, PE 6-8		X		
Maria Pulizzano, Special Education		X		
Suzanne Nestor, SAC Chairperson				X
Chris Barbara				X
Elisabeth Brown				X
Kelly Campbell				X
Patty Charles				X
Julie Cheng				X
Ben Goldman				X
Karin Luton				X
Whitney Patterson				X
Michael Santoro				X
Numbers of members of each category:	1	7	2	10

EC Section 52852

Form E: Recommendations and Assurances

The school site council (SSC) recommends this school plan and proposed expenditures to the district governing board for approval and assures the board of the following:

1. The SSC is correctly constituted and was formed in accordance with district governing board policy and state law.
2. The SSC reviewed its responsibilities under state law and district governing board policies, including those board policies relating to material changes in the Single Plan for Student Achievement (SPSA) requiring board approval.
3. The SSC sought and considered all recommendations from the following groups or committees before adopting this plan **(Check those that apply):**

State Compensatory Education Advisory Committee

Signature

English Learner Advisory Committee

Signature

Special Education Advisory Committee

Signature

Gifted and Talented Education Program Advisory Committee

Signature

District/School Liaison Team for schools in Program Improvement

Signature

Compensatory Education Advisory Committee

Signature

Departmental Advisory Committee (secondary)

Signature

Other committees established by the school or district (list):

Signature

4. The SSC reviewed the content requirements for school plans of programs included in this SPSA and believes all such content requirements have been met, including those found in district governing board policies and in the local educational agency plan.
5. This SPSA is based on a thorough analysis of student academic performance. The actions proposed herein form a sound, comprehensive, coordinated plan to reach stated school goals to improve student academic performance.
6. This SPSA was adopted by the SSC at a public meeting on 10.6.21.

Attested:

Mary Lonhart

School Principal

redacted

Signature of School Principal

10.6.21

Date

Suzanne Nestor

Typed Name of SSC Chairperson

Signature of SSC Chairperson

10.6.21

Date

Annual Evaluation: To be completed in the 2020-21 School Year

Form F: Single Plan for Student Achievement Annual Evaluation

Pursuant to California *Education Code* Section 64001(g), the School Site Council (SSC) must evaluate at least annually the effectiveness of planned activities. In the cycle of continuous improvement of student performance, evaluation of the results of goals will provide data to inform and guide subsequent plans.

Annual evaluation by the SSC and local educational agency (LEA) is a critical part of the continuous cycle of improvement for a school. Furthermore, it is an integral component of the Compensatory Education (CE) Federal Program Monitoring (FPM) review process for Single Plan for Student Achievements (SPSAs). During an FPM review, the SSC and LEA must be able to provide evidence of the evaluation process to determine if the needs of students are being met by the strategies described in the SPSA.

The SPSA annual evaluation may be a summary description of the school's progress toward implementation of the strategies and actions in the SPSA. The report may also include a data analysis of the school's progress towards its student achievement goals based on local, state, or national assessment data.

During the evaluation process, it is important for the SSC and LEA to exercise caution about jumping to conclusions about the effectiveness or non-effectiveness of specific activities and programs without examining the underlying causes. The SSC and LEA should consider all relevant factors when evaluating the plan, such as the degree of implementation, student enrollment changes, and health and safety issues.

Annual Evaluation