

# 2021-22 Local Control Accountability Plan (LCAP)

## Expected Annual Measurable Objectives (EAMO) Mid-Year Report

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### Expected Annual Measurable Objectives for Goal 1

Goal	Metric	Baseline	Desired Outcome for 2023-24	Mid-Year Report
1.1	<b>Academic Indicator for Math:</b>  Elementary District will improve Distance from Standard (DFS) by 51 points  High School District will improve DFS by 30 points	Elementary: -74.7 DFS  High School: -85.5 DFS	Elementary: -23.7 DFS or better  High School: -55.5 DFS or better	Interim assessments for Math in grades kinder through six indicate the following: <ul style="list-style-type: none"> <li>• 75 % of kinder student scored met or exceeds,</li> <li>• 61% of first graders scored met or exceeds,</li> <li>• 56% of second graders scored met or exceeds,</li> <li>• 37 % of third graders scored met or exceeds;</li> <li>• 24% of fourth graders scored met or exceeds;</li> <li>• 30% of fifth graders scored at met or exceeds;</li> <li>• 31% of sixth grader scored at met or exceeds.</li> </ul> Interim assessments for grades 7-12 indicate the following: <ul style="list-style-type: none"> <li>• For 7th grade, 52% scored met or nearly met</li> </ul>

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				<ul style="list-style-type: none"> <li>For 8th grade, 30% scored met or nearly met.</li> <li>For Algebra students, 34% of students scored at proficiency.</li> </ul>
	<b>Academic Indicator for ELA:</b>  Elementary District will improve DFS by 45 points  High School District will improve DFS by 30 points	Elementary: -48.3 DFS  High School: -2.4 DFS	Elementary: -3.3 DFS or better  High School: 0 or above standard	Interim assessments for ELA in grades three through six indicate the following: <ul style="list-style-type: none"> <li>52 % of third graders scored at nearly met or met;</li> <li>66% of fourth graders scored at met or nearly met;</li> <li>81% of fifth graders scored at met or nearly met;</li> <li>67% of sixth grader scored at met or nearly met.</li> </ul> Interim assessments in grades 7-12 indicate the following: <ul style="list-style-type: none"> <li>For 7th grade, 58% scored met or nearly met</li> <li>For 8<sup>th</sup> grade, 57% scored met or nearly met.</li> <li>For 9th grade students, 50% scored met or nearly met.</li> <li>50% of 10th grade students scored met or nearly met, and</li> </ul>

Goal	Metric	Baseline	Desired Outcome for 2023-24	Mid-Year Report
				<ul style="list-style-type: none"> <li>83% of 11th grade students scored met or nearly met.</li> </ul>
	<b>Early Childhood Development/ Early Literacy</b> 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%	19%	25% or greater	19%
	<b>Academic Achievement – Intervention ELA</b> 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 1 <sup>st</sup> Grade: NWF/WRC 2 <sup>nd</sup> Grade: NWF/WRC 3 <sup>rd</sup> Grade: NWF/WRC	Yearly Goal: Decrease Intensive by 3% BOY to EOY	Yearly Goal: Decrease Intensive by 3% BOY to EOY	Beginning of the year data is as follows: Kinder PSF: 58% at Well Below Basic (WBB) 1 <sup>st</sup> NWF/WRC: 50% WBB 2 <sup>nd</sup> NWF/WRC: 51% WBB 3 <sup>rd</sup> NWF/WRC: 49% WBB  Growth to be reported at the end of the year.
	<b>Physical Fitness</b> Increase the percentage of students meeting five or more fitness standards on the CA PFT to 65%	47.9%	65%	The PFT was not administered for the 2020-21 school year.  The PFT is being modified for the 2021-22 school year.
	<b>Williams Act</b> All Williams Act criteria will be met on an annual basis.	All criteria met	All criteria met	All criteria met

Goal	Metric	Baseline	Desired Outcome for 2023-24	Mid-Year Report
	<ul style="list-style-type: none"> <li>Teachers are appropriately assigned and fully credentialed</li> <li>Students have sufficient access to standards-aligned instructional materials</li> <li>School facilities are maintained in good repair</li> </ul>			
<b>1.2</b>	<b>Seal of Biliteracy</b> English Only and Initial English Proficient graduates receiving the State Seal of Biliteracy will increase by 15%	67 Students	77 students	55 students
	<b>College &amp; Career Readiness</b> CA Dashboard College and Career Readiness Indicator “prepared” will show an increase of 3% or maintain green/blue status	36.9%	45.9%	MODD data indicates 37.1% of students are on track for A-G and graduation and 52.4 % are enrolled in CTE courses.
	<b>College &amp; Career Readiness</b> Graduation Indicator will increase by 3% or maintain green/blue status on the CA Dashboard	87.2%	90.2%	27% of high school students are showing as being credit deficient on the MODD.
	<b>UC/CSU Eligibility</b> The percentage of cohort graduates meeting UC/CSU A-G requirements will increase by 3% yearly	35.1%	47.1%	End of year measurement – no mid-year report available
	<b>AVID</b>	Seniors: 81.2%	Seniors: 95%	Awaiting mid-year grades report

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	95% of graduating AVID seniors will have met A-G requirements  The number of AVID students earning a “C” or higher in an honors class will increase by 3%	8 <sup>th</sup> Graders: 50%	8 <sup>th</sup> Graders: 53%	Awaiting mid-year grades report.
	<b>Career Technical Education</b> Students completing a CTE pathway-specific concentrator, Capstone course sequence with a grade of “C-“ or better will increase by 5%	44%	49%	Courses not completed until end of second semester.
	<b>Career Technical Education</b> Students completing college credit courses (academic or CTE) with a grade of “C-“ or better for two semesters or three quarters will increase 10%	Establish Baseline 2021-22	Baseline + 10%	Baseline will be established with this school year.
	<b>JROTC</b> Increase student enrollment in JROTC by 20% each year	48 students	97 students	130 students Semester 1 JROTC (at Beyer HS) will expand for the 2022-23 school year. Balloting starts in January 2022. Data on enrollment will be available by end of the 2021-22 school year.
<b>1.3</b>	<b>Seal of Biliteracy</b> English Learners and Reclassified graduates receiving the State Seal of Biliteracy will increase by 5% each year	188 students	216 students	252 students received the seal.

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	<b>ELPAC</b> English Learners in each ELPAC band will move up by 5% each year	Baseline 2020-21	Baseline + 5% each year	ELPAC not assessed until the spring of 2022
	<b>Academic Indicator for Math for ELs</b> Elementary District will improve Els DFS to 60 points below standard  High School District will improve Els DFS to 70 points below standard	Elementary: -74.7 DFS  High School: -85.5 DFS	Elementary: -60.0 DFS  High School: -70.0 DFS	Interim assessments for math for English Learners indicate the following met or nearly met the standard: <ul style="list-style-type: none"> <li>• K – 71%</li> <li>• 1<sup>st</sup> – 54%</li> <li>• 2<sup>nd</sup> – 47%</li> <li>• 7<sup>th</sup> – 32%</li> <li>• 8<sup>th</sup> – 14%</li> <li>• Algebra – 25%</li> </ul> CAASPP will be administered in spring of 2022
	<b>Academic Indicator for ELA for Els</b> Elementary District will improve Els DFS to 30 points below standard  High School District will improve Els DFS to 70 points below standard	Elementary: -48.3 DFS  High School: -93.2 DFS	Elementary: -30 DFS  High School: -70 DFS	Interim assessments for ELA for English Learners indicate the following met or nearly met the standard: <ul style="list-style-type: none"> <li>• 3<sup>rd</sup> – 41%</li> <li>• 4<sup>th</sup> – 55%</li> <li>• 5<sup>th</sup> – 71%</li> <li>• 6<sup>th</sup> – 43%</li> <li>• 7<sup>th</sup> – 33%</li> <li>• 8<sup>th</sup> – 22%</li> <li>• 9<sup>th</sup> – 18%</li> <li>• 10<sup>th</sup> – 10%</li> <li>• 11<sup>th</sup> – 52%</li> </ul> CAASPP will be administered in spring of 2022

Goal	Metric	Baseline	Desired Outcome for 2023-24	Mid-Year Report
	<b>Reclassification</b> The number of EL students reclassifying will increase by 5% annually	Elementary: 147 students High School: 14 students	Elementary: 171 students High School: 17 students	Final results are not yet available for all data points.
	<b>Dual Language Academy</b> The number of DLA students meeting or exceeding CAASPP ELA scores will increase by 8%	3 <sup>rd</sup> grade: 23.3% 4 <sup>th</sup> grade: 14.3% 5 <sup>th</sup> grade: 29.0% 6 <sup>th</sup> grade: 26.9% 7 <sup>th</sup> grade: 19.5% 8 <sup>th</sup> grade: 29.3%	3 <sup>rd</sup> grade: 31.3% 4 <sup>th</sup> grade: 22.3% 5 <sup>th</sup> grade: 37.0% 6 <sup>th</sup> grade: 34.9% 7 <sup>th</sup> grade: 27.5% 8 <sup>th</sup> grade: 37.3%	CAASPP will be administered in spring of 2022
	<b>Dual Language Academy</b> K-8 DLA enrollment will increase by 5%	475 students	498 students	472 students
	<b>Newcomer Program: Language Institute</b> The number of Language Institute newcomers that make growth on the MELD assessment will increase by 10%	Baseline to be established in 2021-22	Baseline + 10%	Baseline to be established in January 2022.
<b>1.4</b>	<b>Chronically Absent</b> Decrease the number of K-8 students who are chronically absent by 1%	9.7%	8.7% or less	MODD indicates the number of students chronically absent has increased significantly for the first half of the school year. 50.37% meet this criterion.
	<b>Chronically Absent</b> Decrease the number of 9-12 students who are chronically absent by 1%	18.7%	17.7%	MODD indicates the number of students chronically absent has increased significantly for the first half of the school year. 38.12% meet this criterion.

Goal	Metric	Baseline	Desired Outcome for 2023-24	Mid-Year Report
	<b>Suspension</b> The suspension rate will decrease by 0.3% or maintain green/blue status for each district	Elementary: 2.3%  High School: 4.3%	Elementary: 2.0%  High School: 4.0%	Elementary: 1.94%  High School: 3.5%
	<b>Expulsions</b> Maintain/decrease the number of student expulsions	K-8: 0 students  9-12: 12 students	K-8: 0 students  9-12: 12 students or fewer	K-8: 0 students  9-12: 2 students
	<b>Dropout Rate</b> The high school cohort dropout rate will decrease by 1%  The junior high dropout rate will decrease	Junior High: 5 students  High School: 5.9%	Junior High: less than 5 students  High School: 4.9%	Junior High: 4 students  High School: Decrease of 299 students from previous year.
	<b>Interventions</b> Elementary 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 1 <sup>st</sup> Grade: NWF/WRC 2 <sup>nd</sup> Grade: NWF/WRC 3 <sup>rd</sup> Grade: NWF/WRC	Yearly Goal: Decrease Intensive by 3% BOY to EOY	Yearly Goal: Decrease Intensive by 3% BOY to EOY	Beginning of the year data is as follows: Kinder PSF: 58% at Well Below Basic (WBB) 1 <sup>st</sup> NWF/WRC: 50% WBB 2 <sup>nd</sup> NWF/WRC: 51% WBB 3 <sup>rd</sup> NWF/WRC: 49% WBB  Growth to be reported at the end of the year.
	<b>RISE</b> Expand RISE to include math at all 22 elementary sites	RISE ELA: 22 sites  RISE Math: 0 sites	RISE ELA: 22 sites  RISE Math: 22 sites	RISE ELA & Math is offered at all 22 sites



Goal	Metric	Baseline	Desired Outcome for 2023-24	Mid-Year Report
	Obtain pre/post data with post data showing growth of 15% over pre-test for both ELA and math	Pre/Post: Based on yearly comparison	Pre/Post: Based on yearly comparison	Post data not yet available
<b>1.5</b>	<b>K-6 Enrichment</b> The number of students participating in K-6 summer enrichment will increase by 10% per year	212 students	290 students	619 students attended enrichment  549 participated in ASES summer programs
	<b>VAPA</b> At designated grade levels, increase or maintain the number of students participating in Visual & Performing Arts (VAPA) performance opportunities	6,465 students	6,465 or more students	Performances will occur in the spring semester
	<b>Music</b> Increase/maintain the number of students participating in music instruction at the elementary level	1,410 students	1,410 or more students	1,574 students
	<b>Athletics – Junior High</b> Junior high schools will have at least 5 athletic teams/programs in which students can participate	2 programs: Volleyball, Basketball	5 or more programs	3 programs – soccer, basketball, and volleyball offered for both boys and girls. Other sports have not started due to facility and equipment needs of the schools
	<b>Junior High Activities</b> Increase the number of professional development opportunities for activities directors/staff	0	1 or more	All 7-12 sites have CADA membership and will attend the 2022 CADA Conference.

Goal	Metric	Baseline	Desired Outcome for 2023-24	Mid-Year Report
	<b>Afterschool</b> Participation in ASES will increase by 25% in grades K-8	1900 students	2375 or more students	2,498 students
<b>1.6</b>	<b>Inclusion/ELA</b> 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 1 <sup>st</sup> Grade: NWF/WRC 2 <sup>nd</sup> Grade: NWF/WRC 3 <sup>rd</sup> Grade: NWF/WRC	Yearly Goal: Decrease Intensive by 3% BOY to EOY	Yearly Goal: Decrease Intensive by 3% BOY to EOY	Beginning of the year data is as follows for Special Education Students: Kinder PSF: 74% at Well Below Basic (WBB) 1 <sup>st</sup> NWF/WRC: 65% WBB 2 <sup>nd</sup> NWF/WRC: 71% WBB 3 <sup>rd</sup> NWF/WRC: 78% WBB  Growth to be reported at the end of the year.
	<b>Graduation Rate – SWD</b> The graduation rate for students with disabilities will increase by 3%	70.4%	73.4%	Graduation rate not available until the end of the year.

## Expected Annual Measurable Objectives for Goal 2

Goal	Metric	Baseline	Desired Outcome for 2023-24	Mid-Year Report
<b>2.1</b>	<b>Professional Development – EL</b> 90% of Designated ELD teachers will receive intensive PD	10	90%	10
	<b>Professional Development – EL</b> 50% of Integrated teachers will receive intensive PD	12	50%	7

Goal	Metric	Baseline	Desired Outcome for 2023-24	Mid-Year Report
	<b>Professional Development – EL</b> 100% of administrators will receive training on best practices for ELs, including parent connection and instruction	8	100%	0
	<b>Professional Development</b> A professional development catalog will be developed that outlines offerings for both classified and certificated staff	Catalog started	Catalog complete	Catalog maintained and updated regularly
	<b>Professional Development</b> 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	8	10	Embedded within coaching time. TK-12 ELA: 202 teachers All TK-8 teachers have been involved in math coaching and data discussions.
	<b>PD- Equity</b> A minimum of 4 yearly professional development opportunities will be provided on equity	1	4	10+ have been offered.
<b>2.2</b>	<b>PD Effectiveness</b> Responses will average 80% or better on the PD satisfaction surveys	65%	80%	93% through Dec. 2021
	<b>Principal Leadership</b> 80% of site administrator/ leaders will have participated in targeted leadership training	33%	80%	To date, 100% of eligible participants have participated in targeted leadership training.

Goal	Metric	Baseline	Desired Outcome for 2023-24	Mid-Year Report
	<b>Inclusion Training</b> The number of teachers with Inclusion training will increase by 100%	75	150	Due to substitute shortage, no additional PD has occurred.
<b>2.3</b>	<b>Restorative Practices</b> The number of teachers with Restorative Practices training will increase by 30% from baseline	189 teachers	245 teachers	24 additional staff
	<b>Character Traits</b> The number of TK-6 student discipline incidents will decrease by 4%	1,435 incidents	1,377 or less incidents	1041 incidents

### Expected Annual Measurable Objectives for Goal 3

Goal	Metric	Baseline	Desired Outcome for 2023-24	Mid-Year Report
<b>3.3</b>	<b>Communication</b> Analytics will show a 10% increase in Facebook, Twitter, and Instagram followers	Combined: 15,052 <ul style="list-style-type: none"> <li>Facebook: 8,864</li> <li>Instagram: 3,658</li> <li>Twitter: 2,530</li> </ul>	Combined: 16,724	Combined: 19,127 <ul style="list-style-type: none"> <li>Facebook: 10,156</li> <li>Instagram: 6,217</li> <li>Twitter: 2,754</li> </ul>
	<b>Engagement</b> Parent attendance will increase by 10% for parent engagement to relative topics	8,233 parents	9,147 parents	As of mid-December: 5,689
	<b>Parent Ambassadors</b> All school sites will have a minimum of one Parent Ambassador	0 sites	All school sites = 34	As of mid-December: 9

Goal	Metric	Baseline	Desired Outcome for 2023-24	Mid-Year Report
3.4	<b>Satisfaction Survey</b> Survey results will show 85% of families are satisfied or highly satisfied with district and site customer service and welcoming school practices	75%	85%	Results available in May/June
3.5	<b>Technology Infrastructure</b> Network uptime will increase by 5%	92%	97% or greater	99.5% since July 1, 2021
	<b>Technology Infrastructure</b> Unplanned network downtime will be less than 0.5% (99.5% uptime)	6.59% (93.41% uptime)	0.5 (99.5% uptime)	0.5%
	<b>Student Computers</b> The percent of students who have uniform laptop devices will increase from 63% to 100%	63%	100%	100% of students have the uniform laptop
	<b>IT Services</b> The customer service rating for IT will increase to a 90% positive rating	76%	90% or greater	Mid-year: 96%
	<b>MODD</b> The average daily number of users of the Modesto City Schools Data Dashboard (MODD) will increase by 100%	28 daily users	56 or more daily users	Mid-year: 38
	<b>Staff computers</b> All teachers and school site administrators will have newly adopted uniform staff laptop devices	10%	100%	GOAL: On Track Newly adopted staff laptops have been distributed to all staff who have requested a device or scheduled an

Goal	Metric	Baseline	Desired Outcome for 2023-24	Mid-Year Report
				appointment. The remaining staff have been contacted multiple times to schedule appointments. 90% of teachers and administrators have received newly adopted staff laptops.
	<b>STEM/STEAM</b> Each school site will have a defined STEM and/or Computer Science student program to encourage engagement of students in 21 <sup>st</sup> Century skills	Elementary: 22 schools participated in Hour of Code activities  Junior High: 2 schools have STEAM classes  High School: 7 schools involved in creating the district Computer Science Master Plan	Elementary: 100% of sites will have implemented one of the approved STEM/Computer Science programs  Junior High: 100% of sites will have implemented one of the approved STEM/Computer Science programs  High School: 100% of sites will have implemented one of the approved STEM/Computer Science programs	<b>Elementary:</b> 22 sites participated in Hour of Code as well as the new Computer Science curriculum mapped to the new CA CS Standards.  <b>Jr. High:</b> 2 STEAM classes  <b>High School:</b> Computer science offered at every high school

### Expected Annual Measurable Objectives for Goal 4

Goal	Metric	Baseline	Desired Outcome for 2023-24	Mid-Year Report
<b>4.1</b>	<b>District Reserve</b> The annual Budget Assumptions will include a 6% minimum reserve	6%	6%	Currently met
	<b>LCAP Oversight</b> Input from the LCAP Advisory Committee will be reviewed	Feedback sheets collected	Feedback sheets collected	Feedback is collected at all meetings.

Goal	Metric	Baseline	Desired Outcome for 2023-24	Mid-Year Report
	and recommendations considered for the 2021-24 LCAP. Feedback sheets will be collected at the meetings. LCAP explicitly states actions that are a result of feedback			Meetings have been scheduled for the 2022-23 LCAP
4.3	<b>Security</b> Maintain or increase the number of nighttime security patrols	3	3 or more	3
4.4	<b>Enrollment Stabilization</b> Enrollment will increase based on the 12 areas of the Enrollment Stabilization Plan	Elementary: 14,205 students High School: 15,386 students	Elementary: >14,205 students High School: >15,386 students	Elementary: 13,834 High School: 15,208

### Expected Annual Measurable Objectives for Goal 5

Goal	Metric	Baseline	Desired Outcome for 2023-24	Mid-Year Report
5.1	<b>New Hire Survey</b> 95% of new hires will indicate overall satisfaction with the hiring process	87.5%	95.0%	80.7%
	<b>Employee Survey</b> Increase overall employee satisfaction by 10% from baseline	Create survey in 2020-21 school year	10% increase over baseline	Survey still being developed
	<b>Exit Survey</b> 95% of employees leaving the district will indicate an overall satisfaction with the employment experience	84.6%	95.0%	87.8%

Goal	Metric	Baseline	Desired Outcome for 2023-24	Mid-Year Report
	<b>Employee Retention</b> Increase employee retention by 5% based on employees in the District for at least 4 years	56%	61%	63.89%
5.2	<b>University/College Partnerships</b> Increase university placements to 75.	55	75	83
	<b>Recruitment</b> Expand participation in recruitment events and job fairs to 15 annually	6	15	21
	<b>Collaborative Partnerships</b> Establish collaborative partnerships to network with MCS to provide experiential training and build pathways from partner agencies to MCS employment	1	8	2
5.3	<b>Vacancies</b> Reduce the percentage of unfilled vacancies to 4.5% of available positions	6.2%	4.5%	Still being calculated due to changing staffing levels.
	<b>Career Growth</b> Establish a minimum of three (3) Career Ladders and/or training programs (i.e. Pal to Para) yielding employee hires	0	3	Establishing participation criteria
	<b>Job Fairs</b> Coordinate a minimum of three (3) MCS-sponsored Job Fairs to help fill vacant positions and build a recruitment pool	1	3	Due to COVID-19 restrictions, no Job Fairs have been scheduled.



Goal	Metric	Baseline	Desired Outcome for 2023-24	Mid-Year Report
	<b>Workforce Diversity</b> Increase the representation of minority employee groups at MCS by 5%	Total minority groups: 45.61%	Total minority groups: 50.61%	Total of minority groups: 46.2%
<b>5.4</b>	<b>HR Efficiency</b> Utilize online HR forms and workflow features to replace the paper-driven processes and operate 80% digitally	25%	80%	70%