

# Action Plan-*Success and Accountability*

**Strategy Number: VIII**

**Plan Number: 1**

**Date: 11/29/12**

**Strategy:** We will establish metrics for the success and accountability of key programs and processes.

**Specific result:** Each student will develop and pursue an academic and career plan based on his/her interests and talents.

## Action Steps

1. Identify an interest survey to determine students' learning styles, preferences, and interests (PreK-12).
2. Utilize the District data warehouse to administer an interest survey annually to all students (PreK-12). Secondary assessment will be administered by English language arts teachers with the information available to all teachers.
3. Create and use an electronic format for the career and academic plan.
4. Create system of monitoring for the quality of students' academic and career plans.
5. Create a system of monitoring for the completion of students' academic and career plans.

# Cost-Benefit Analysis-*Success and Accountability*

Strategy Number: VIII

Plan Number: 1

Date: 11/29/12

**Strategy:** We will establish metrics for the success and accountability of key programs and processes.

**Specific result:** Each student will develop and pursue an academic and career plan based on his/her interests and talents.

Costs	Benefits
<p><b>Tangible:</b></p> <p>Staff</p> <p>Datawarehouse</p> <p>Paper and printing</p> <p>Platform for electronic format</p> <p>Server storage</p> <p>Space</p>	<p><b>Tangible:</b></p> <p>Knowledge for instructional planning</p> <p>Data follows student</p> <p>Accessibility</p> <p>Ease of use</p> <p>Accountability</p>
<p><b>Intangible:</b></p> <p>Time</p> <p>Effort</p> <p>Stress</p> <p>Resistance</p>	<p><b>Intangible:</b></p> <p>Student voice</p> <p>Connectedness</p> <p>Ease of collection and data storage</p> <p>Focused instruction</p> <p>Holistic picture of students</p> <p>Systemic approach</p> <p>Clear direction</p>

# Action Plan-*Success and Accountability*

**Strategy Number: VIII**

**Plan Number: 2**

**Date: 11/29/12**

**Strategy:** We will establish metrics for the success and accountability of key programs and processes.

**Specific result:** Each student will demonstrate independent initiative, civic responsibility, and community pride.

## Action Steps

1. Determine quality indicators of civic responsibility, school pride, and culture for the development of the survey.
2. Based on indicators, develop questions for the surveys to address the spans (PreK-2, 3-5, 6-8, 9-12). Teacher and site administration surveys will focus on indicating opportunities available for students to develop civic responsibility, school pride, and culture.
3. Administer the survey annually at the end of each school year.
4. Monitor completion of surveys by students and site administrators at a participation rate of 95 percent.
5. Disaggregate, analyze, and share results.

# Cost-Benefit Analysis-*Success and Accountability*

**Strategy Number: VIII**

**Plan Number: 2**

**Date: 11/29/12**

**Strategy:** We will establish metrics for the success and accountability of key programs and processes.

**Specific result:** Each student will demonstrate independent initiative, civic responsibility, and community pride.

<b>Costs</b>	<b>Benefits</b>
<p><b>Tangible:</b></p> <p>Staff</p> <p>Paper/printing</p> <p>Training</p>	<p><b>Tangible:</b></p> <p>Quality indicators to track progress</p> <p>Student data on development of civic responsibility, school pride, and school culture</p> <p>Accountability</p> <p>Indicator of progress</p>
<p><b>Intangible:</b></p> <p>Instructional time/planning</p> <p>Resistance</p> <p>Stress</p>	<p><b>Intangible:</b></p> <p>Cultural shift for district, school, and community</p> <p>Clear understanding of progress and growth towards mission</p> <p>Transparency</p>

# **Action Plan-*Success and Accountability***

**Strategy Number: VIII**

**Plan Number: 3.1**

**Date: 11/29/12**

**Strategy:** We will establish metrics for the success and accountability of key programs and processes.

**Specific result:** Each student will develop creativity through mastery of fundamental knowledge and applied skills. Measure the growth opportunities for students to participate in externships and internships.

Action Steps
<ol style="list-style-type: none"><li>1. Create a high school survey to measure specific opportunities for students to participate in externships and internships.</li><li>2. Administer survey, disaggregate data, analyze, and share results.</li></ol>

# Cost-Benefit Analysis-*Success and Accountability*

Strategy Number: VIII

Plan Number: 3.1

Date: 11/29/12

**Strategy:** We will establish metrics for the success and accountability of key programs and processes.

**Specific result:** Each student will develop creativity through mastery of fundamental knowledge and applied skills. Measure the growth opportunities for students to participate in externships and internships.

<b>Costs</b>	<b>Benefits</b>
<b>Tangible:</b>  Staff  Paper (materials)  Training	<b>Tangible:</b>  Data on growth of student opportunities for internships and externships  Increased community partnerships
<b>Intangible:</b>  Time	<b>Intangible:</b>  Continued focus on district mission  Increased sense of community pride  Belief in schools  Student motivation and increased initiative

# Action Plan-*Success and Accountability*

**Strategy Number: VIII**

**Plan Number: 3.2**

**Date: 11/29/12**

**Strategy:** We will establish metrics for the success and accountability of key programs and processes.

**Specific result:** Each student will develop creativity through mastery of fundamental knowledge and applied skills. Measure the growth of the number of opportunities for students to experience learning beyond the school day.

Action Steps
<ol style="list-style-type: none"><li>1. Create a survey at school to be completed by site leadership in order to identify extended learning opportunities already in place.</li><li>2. Administer survey, disaggregate, analyze data, and share information.</li><li>3. Utilize survey to collect data from schools annually.</li><li>4. Continue to administer survey, disaggregate, analyze data, and share information.</li></ol>

# Cost-Benefit Analysis-*Success and Accountability*

Strategy Number: VIII

Plan Number: 3.2

Date: 11/29/12

**Strategy:** We will establish metrics for the success and accountability of key programs and processes.

**Specific result:** Each student will develop creativity through mastery of fundamental knowledge and applied skills. Measure the growth of the number of opportunities for students to experience learning beyond the school day.

Costs	Benefits
<p><b>Tangible:</b></p> <p>Staff</p> <p>Paper</p> <p>Training</p>	<p><b>Tangible:</b></p> <p>Data on growth of extended learning opportunities</p>
<p><b>Intangible:</b></p> <p>Time</p>	<p><b>Intangible:</b></p> <p>Continued focus on district mission</p> <p>Information for planning of quality extended learning opportunities</p> <p>Accountability to district mission and strategic plan</p>



# Action Plan-*Success and Accountability*

**Strategy Number: VIII**

**Plan Number: 4**

**Date: 11/29/12**

**Strategy:** We will establish metrics for the success and accountability of key programs and processes.

**Specific result:** Demonstration of mastery of reading, math, writing, and speaking skills to be measured by multiple assessments.

## Action Steps

1. Continue to administer, disaggregate, and share District and site specific data associated with STAR (CST/STS), CELDT, CAHSEE, and District benchmarks.
2. Develop PreK-12 rubrics for project-based and performance based student demonstration of mastery (to include 21st century skills).
3. Collect, analyze, and share data on student projects utilizing rubric scoring using the data warehouse.

# Cost-Benefit Analysis-*Success and Accountability*

Strategy Number: VIII

Plan Number: 4

Date: 11/29/12

**Strategy:** We will establish metrics for the success and accountability of key programs and processes.

**Specific result:** Demonstration of mastery of reading, math, writing, and speaking skills to be measured by multiple assessments.

<b>Costs</b>	<b>Benefits</b>
<p><b>Tangible:</b></p> <p>Staff</p> <p>Training</p> <p>Technology for teacher/administration</p>	<p><b>Tangible:</b></p> <p>Clear picture of student achievement, site program effectiveness and growth</p> <p>Alignment</p>
<p><b>Intangible:</b></p> <p>Time</p> <p>Resistance</p> <p>Stress</p>	<p><b>Intangible:</b></p> <p>Accountability</p> <p>Progress toward district mission and goals</p> <p>Consistency</p> <p>Emphasis on culture of high expectations</p> <p>Culture shift to use of performance-based measures</p>

# Action Plan-*Success and Accountability*

**Strategy Number: VIII**

**Plan Number: 5**

**Date: 11/29/12**

**Strategy:** We will establish metrics for the success and accountability of key programs and processes.

**Specific result:** Measure lifelong learning through attendance, graduation, post-secondary, and employment rates.

Action Steps
<ol style="list-style-type: none"><li>1. Provide administrative access to a consistent PreK-12 system for reporting of discipline and suspension data.</li><li>2. Continue using District attendance monitoring system as indicator of student interest in lifelong learning.</li><li>3. Implement reliable system of obtaining post-secondary and student employment data. Follow cohort groups for five years.</li></ol>

# Cost-Benefit Analysis-*Success and Accountability*

Strategy Number: VIII

Plan Number: 5

Date: 11/29/12

**Strategy:** We will establish metrics for the success and accountability of key programs and processes.

**Specific result:** Measure lifelong learning through attendance, graduation, post-secondary, and employment rates.

Costs	Benefits
<p><b>Tangible:</b></p> <p>Staff</p> <p>Training</p> <p>Mailing</p> <p>Technology</p> <p>System to track student</p>	<p><b>Tangible:</b></p> <p>Current discipline data</p> <p>Consistency</p> <p>Support for PBS</p> <p>Implementation</p> <p>Indicator for student interest in learning</p> <p>Indicator of ADA</p> <p>Increased community relationships with post-secondary institutions and businesses</p> <p>Clear measures of post-secondary and employment rates and trends of SBCUSD students</p> <p>Clear understanding of growth associated with action steps 1-4</p> <p>System to ensure student completion of A-G requirements</p>
<p><b>Intangible:</b></p> <p>Time</p> <p>Stress</p>	<p><b>Intangible:</b></p> <p>Accountability</p> <p>Progress toward district mission and goals</p> <p>Transparency</p> <p>Supports cradle to career mission</p>

