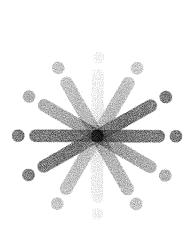
Novato High School

Single Plan for Student Achievement 20-21 Novato Unified School District



Principal Mark Brewer

Board Members

Maria Aguila
Debbie Butler
Diane Gasson
Julie Jacobson
Derek Knell
Greg Mack
Ross Millerick

Superintendent Kris Cosca

Committee Recommendations and Assurances

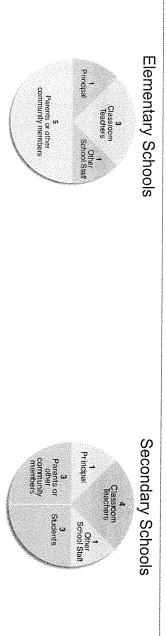
approval and assures the board of the following: The School Site Council recommends this school plan and its related expenditures to the district governing board for

- School Site Councils have developed and approved, and will monitor the plan, to be known as the Single Plan for Student Achievement for schools participating in programs funded through the consolidated application process.
- 2 School plans must be developed "with the review, certification, and advice of any applicable school advisory committees."
- ယ The content of the plan must be aligned with school goals for improving student achievement.
- 4. The plan must be reviewed annually and updated, including proposed categorical expenditures of funds allocated to the school through the consolidated application, by the School Site Council.
- Ś Plans must be reviewed and approved by the governing board of the local educational agency "whenever there are consolidated application. material changes that affect the academic programs for students covered by programs" funded through the

January 25, 2021	School Site Council (SSC) Approval Date
March 2, 2021	Local Board Approval Date

-7/1/2011		Sara Torres	ELAC Representative
1/25/21	Muchande	Abbie Brandt	SSC Chairperson
2-12-2	g'mu	Mark Brewer	Principal
Date	Signature	Name	Role

School Site Council Composition (SSC) EC 52012, 52852



by such parents; and, in secondary schools, pupils selected by pupils attending the school. other school personnel selected by other school personnel at the school; parents of pupils attending the school selected 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;

be, in addition, equal numbers of parents or other community members selected by parents, and students. Members must be selected by their peer group. The current makeup of the SSC is as follows: Classroom teachers must comprise a majority of persons represented under section (a). At secondary schools there must At elementary schools, the school site council must be constituted to ensure parity between (a) the principal, classroom teachers, and other school personnel, and (b) parents of students attending the school or other community members.

Name of Members	Principal	Classroom Teacher	Other School Staff	Parent or Community Member	Students
Mark Brewer	Principal				
Abbie Brandt					Chair
Oscar Galdamez			Vice Chair		
Skylar Thompson					Secretary
Denise McIntyre				Parent	
Sunny Lyrek				Parent	
Janice Boers				Parent	
Jack Moffett					Student
Randall Soliz Sierra Carlson Brandon Righetti-Marweg Christina Corsetti		Teacher Teacher Teacher Teacher			
Number of Members in each Category	-1	4	->	ယ	ယ

Stakeholder Involvement

How, when, and with whom did the school consult as part of the planning process for this SPSA/Annual Review and Update? Involvement Process for the SPSA and Annual Review and Update

session. Recommendations are made and included into the formation of the SPSA. This school year with the are taken by the Secretary and posted on the novato high school website under the page section School Site Council. pandemic, SSC meetings have taken place on zoom remotely since the beginning of the fall semester of 2020. Minutes The School Site Council (SSC) examines the SPSA in its entirety annually and then reviews it at a monthly meeting

School SIte Council meeting dates are posted on the Novato High website and there is a history of the last 5 years of meetings since 2017 found on the homepage. Agenda and minutes are all visible to the public

Site Council School Site Council. Applications are accepted annually via electronic transmission and reviewed by the current School the schools' Instagram social media account by ASB Leadership, inviting families to apply to be on the Novato High At the beginning of each school year in August, an invitation is sent to all families, parents and guardians and placed on

annually. All members are key stakeholders in approving the School Safety Plan (Emergency Disaster Plan) near The School Site Council is composed of students, teachers, classified, other staff, and an Admin representative August/September annually and play a key role in the development and approval of the SPSA (SIte Plan for Student Achievement) before it is presented to the NUSD Board each school year.

January 25 at their monthly SSC meeting on zoom, due to the current pandemic. March 2, 2021. The Novato High SSC (School Site Council) will review prior to and then approve the document on This school year 20-21 Novato High School Principal Mark Brewer will be presenting to the NUSD Board our SPSA on

2019-20 Goals Annual Review

Goal 1: Student Success/MTSS

successful in college and career. Profile (Six C's) and will meet the UC/CSU entrance requirements upon graduation so that they are prepared for and All students will demonstrate mastery of grade level content as well as the Novato Unified School District Graduate

ANALYSIS GOAL 1 - Annual Review: 2019-2020

the articulated goal. Describe the overall implementation of strategies/activities and overall effectiveness of the strategies/activities to achieve

development of MTSS Tier 1 support with the district, our team and Professional Development. Utilizing a MTSS framework, our goals from 19-20 include adding a district plan of 3 years around MTSS with the

suspension data, and attendance rates for 19-20. Measure of growth would be delineated in data, which is listed in the bottom data section about declining D/F rates,

Coordinator, Bi-Lingual Counselor (once a week), East Annex Wing. Our strengths included: MTSS Team, Equity Team, Counselors, Psychologist, BACR/MFT's, Restorative Practices

Our trends noticed would be: Developing our MTSS plan district and school-wide.

Goal 2: Staff & Student Success/Proficiency Based Education

All staff will receive the appropriate professional development and support.

ANALYSIS GOAL 2 - Annual Review: 2019-2020

the articulated goal. Describe the overall implementation of strategies/activities and overall effectiveness of the strategies/activities to achieve

feedback will reflect a positive rating of the effectiveness of professional development time. Departments create scope and sequence, assessment, and academic policies of target standards a minimum of 75% of All staff will receive the appropriate professional development and support. Our expected outcome for 19-20 was:

office hours, academic policies. Data found for 19-20 is listed in the data section of the SPSA at end of document. teachers and staff on new practice. The activity/action was to be: addition of supports targeted to mastery including Responsible for implementation was working with DLT (District Leadership Team) and Department Chairs, training

Briefly describe any major differences between intended implementation and/or the budgeted expenditures to implement the strategies/activities to meet the articulated goal.

PD Substitute days in 19-20, Sub days for ELPAC Summative for ELPAC teachers (3 release days for 5 teachers).

Intended implementation includes, but is not limited to, training new staff for 19-20, working within the budgetary restraints of when we had PD (professional development) during school day off site, and expected sub costs.

strategies to achieve this goal as a result of this analysis. Identify where those changes can be found in the SPSA. Describe any changes that will be made to this goal, the annual outcomes to this goal, the annual outcomes, metrics g

professional development. Nevertheless, our district has a 5-year vision to implement Proficiency Based Education in all Novato High has been working on PBE and in school year 19-20 we looked to focus on PBE structures and concepts in credit recovery courses in APEX classrooms, and our site is moving forward with departmental momentum to continue to implement these practices, in a timely fashion. Annual expected outcomes include lowering the D/F rate and reducing the amount of students needing

Goal 3: Culture of Caring

promote and support student success. Each school site will develop and maintain positive parent, student, and community involvement and engagement to

ANALYSIS GOAL 3- Annual Review: 2019-2020

the articulated goal. Describe the overall implementation of strategies/activities and overall effectiveness of the strategies/activities to achieve

MSA Town Halls Continue PTSA, Booster, ELAC parent meetings. in Spanish and English. Developing Welcoming/Dreamers Center MSA Foundation monthly meetings and quarterly all SSC, etc.). The activity/action would include Wellness Campus PD with Staff focused on Trauma Informed Teaching, decisions and increase attendance at school events (i.e.: attendance rate, volunteer hours, attendance at ELAC, PTSA, The school will continue to seek out ways to involve all parents/guardians by soliciting feedback and input into school PBIS Wellness, Suicide Prevention, SEEDS, Bite of Reality Oct 2019 and Wellness Week in Feb 2020 Guest Speaker

improved attendance rate at Novato High from 96% to 97%. Data showcased at the bottom of the SPSA document. Our expected outcome with data would be increased parent and family participation at meetings, community events and

Briefly describe any major differences between intended implementation and/or the budgeted expenditures to implement the strategies/activities to meet the articulated goal

ELPAC summative testing outside of the AP and support staff. MAP testing in English courses in the 19-20 school year the 3 release days where 5 ELPAC teachers were trained off site during school hours); other than assistance with Intended implementation for Summative ELPAC and MAP testing does not come with any additional costs (except for took place during school hours in all English classes

strategies to achieve this goal as a result of this analysis. Identify where those changes can be found in the SPSA. Describe any changes that will be made to this goal, the annual outcomes to this goal, the annual outcomes, metrics or

intended activities on ELL staffing. 2020. Instead we strategically gave the test to students in Fall 2020 meeting all other criteria. This change may have practices in both designated and integrated English Language instruction. Because of the pandemic and remote No current changes to the goal; however, compared to the 19-20 school year, we are improving our instructional the virtual learning dynamic though the school was able to adjust teaching assignments to seamlessly meet SPSA impacted our redesignation goals. The strategic hiring of two new dedicated EL teachers needed to be adjusted given learning, we did not implement the ELPAC Summative assessment to all English Language Learners in the spring of

2020-21 Goals

LEA Goal 1: Culture of Caring

Establish a school culture that is highly responsive to all stakeholders and fosters a "culture of caring" for all using MTSS best practices

- a. Expand social-emotional supports to foster an inclusive cultureb. Enhance the accuracy of collecting, recording and analyzing behavior and wellness data to be utilized within the problem-solving process to improve system effectiveness.

	-				
Action	Description	Responsible for Implementati	Measure of Growth	Expected Outcome	Proposed Expenditure
Develop and amplify consistent messaging of Wellness Campus supports (tier 1)	Continue developing tier one resources including website, wellness flyers, and pamphlets Integrate weekly wellness video in school announcements	Wellness Executive Committee	Youth Truth Student Survey Alternatives to suspension will increase from% to% Disproportionality in suspension rates will reduce by 10% Attendance rates will improve from _96%% to _97% for ADA. All Data is at bottom (SPSA)	Youth Truth Survey goal of 95% participation for students in classes in 19-20. 96% in 19/20 Goal will be to be at 97-98% attendance for 20/21. Attendance rate will increase and D/F rates will go down. All Data is at bottom (SPSA)	Restorative Practices Coordinator/Wellness: 0.375 out of the Healthy Novato Initiative grant; and 0.375 FTE out of the centralized LCFF Supplemental grant
Build capacity of staff to integrate wellness and trauma informed	Model wellness and suicide prevention strategies into monthly staff meetings and provide	Admin Team	Youth Truth Staff Survey		Kognito training: student to student: \$1,000 Let's BringChange 2 Mind Student government/club

Improve coordination of services and use of data (tier 2)	Increase mental health services for English Language Learners (tier 2)	Pilot SEL curriculum in all 9th gr CCR classes (tier 1)	practices (tier 1)
Bi-weekly mental health partners meetings using revised agenda data monitoring	Partner with North Marin Community Services to provide bilingual supports for all Newcomer EL students	Participate in district and county wellness collaborations Assign Lead Teacher, integrate SEL Curriculum aligned to CASEL standards into CCR scope and sequence	resources Participate in district and county wellness collaborations
SRT Team	AP overseeing wellness and equity	CCR Lead Teacher	
Create baseline system to monitor participation in T2 and T3 wellness supports	Youth Truth Survey - EL subgroup	Youth Truth Staff Survey Improve pass rate of CCR across all 9th grade classes for 19-20.	
		Achieve a 99% pass rate 19-20 school year. Goal is to now recover any CCR freshmen failing grades for quarter and semester for 5 credits per course, with	
	Community Liaison salary LCFF Supplement - District	\$1,750 Curriculum + \$350 facilitator training = \$2,099 total (Marin County Behavioral Health Grant)	

Develop affinity spaces and supports for BIPOC and LGBTQ+ students	Pilot Ethnic Studies course including teacher support Increase clubs and small groups for BIPOC students	AP overseeing wellness and equity Ethnic Studies Lead teacher	Decrease # of students sent to SARB Youth Truth Survey - subgroup data Increase BIPOC representation in MSA	no disproportionality between whole school and BIPOC and LGBTQ+ students 25% in 19/20 to 33%	\$1,000 Ethnic Studies curriculum (EL- English Learning Materials and Supplies).
Continue diversity, equity, and inclusion efforts in schoolwide special events and recruitment to NHS specialized programs	Wellness week with DEI focus MSA annual equity audit and report Revise admissions process to better support diverse	Wellness Committee Assistant Principal overseeing arts, wellness, and equity		Maintain/grow positivity rating: Agree there are programs/ services on campus 3.25 Jan 20 to 3.5	\$2,500 speaker costs for Black History month assembly, etc. (NHS ASB Student Gov)

promotion and awareness, and data-based decision making. Wellness Campus, a proactive system of universal, secondary, and targeted individual supports with increased focus on culture and social-emotional needs from disconnected aspects of school support into an overarching structure we call our Analysis of 20-21 Goal 1- MTSS and regional collaboration structures, the NHS team has significantly reframed school the foundation of family-school-community partnerships, positive school climate and policy initiatives, mental health

partnerships. roles, an increase in tier one universal support, and improved effectiveness of coordination of services within existing The value of investing in a more comprehensive and integrated approach has resulted in clarification of purpose and

we have been able to nimbly respond and meet many of the identified stakeholder needs. Adjusting supports to remote learning conditions remains a challenge, but with increased staff capacity and coordination,

LEA Goal 2: Culture of Competence

Implement clearly articulated systems for behavior, academics, and social-emotional support with fidelity within a multi-tiered system of support (MTSS) to enhance a "culture of competence."

- Expand the multi-tiered system of academic support to maximize resources and ensure sufficient support to all students.
- Ö Improve the EL standards aligned curriculum and implementation of appropriate teaching strategies for English Language Learners

Action	Description	Responsible for Implementation	Measure of Growth	Expected Outcome	Proposed Expenditure
Strategic planning using MTSS Framework	Continue participation in district MTSS team to audit and align core instruction	MTSS Committee including Principal and AP			Cost for PD and/or trainings with staff on MTSS strategies or with MTSS team
Adjust universal support office hours to ensure sufficient class support	Pilot strategies to monitor how teachers use dedicated time in the schedule to serve students	Admin Team, Teacher Leadership Team, and Department Chairs	Increase pass rate in core classes	English pass rate from 87% in 19/20 to 95% in 20/21	New 1.0 FTE ELL teacher LCFF supplemental,
Implement universal	students	0		C / C / C / C / C / C / C / C / C / C /	LCFF supplemental, secondary gets FTE for the ELD section.
Adjust staffing, curriculum, and testing for English	x year	TLT	MAP to Galileo scores for EL and FRL students	5% growth from 19/20 to 20/21	Substitute for PD Release time

The vision and goal of our departments are to utilize rubrics and a 4 point grading scale and have a 5-year vision partnered with NUSD on PBE goals. While we are strongly working to move towards a 4 point grading scale, staff wide it is still in the beginning stages of implementation across all curriculum areas. Some departments such as Social Science and Science are in the middle stages of proficiency/mastery across both respective departments for solid implementation. Our DC's work within their departments and within their locus of control, to implement instructional strategies for PBE. Goal 2 Analysis for Proficiency Based Education: Our Admin Team works in partnership with our Department Chair (DC) Team.

LEA Goal 3: Culture of Excellence

Implement clearly articulated proficiency-based education and school-wide structures to enhance "culture of excellence" Enhance the accuracy of collecting, recording, and data-analysis to identify areas of academic strengths and

growth for all students.

Ö Increase the capacity of teachers to use proficiency based education concepts including proficiency scales, learning targets, and alternative assessments

Action	Description	Responsible for Implementation	Measure of Growth	Expected Outcome	Proposed Expenditure
Provide training and collaboration time to understand and implement	Increase number of teachers participating in Teacher Leadership Team	Principal Director of Student Success	Staff development satisfaction surveys	85% agree/strongly agree PD is useful "I feel my work	Substitute costs for PD during school day; and/or trainings-
Education	District planned Professional Development sessions	דנד	Youth Truth Survey for Staff	contributes to the goals of the school" - goal: 90% to 95%	
	Departments create scope sequence, assessment, and academic policies of target/goals	Department Chairs	D/F rate drop		
Diversify assessments	Teachers offer alternative assessments to measure proficiency	TLT			

engagement to promote and support student success Goal 3 Analysis for 20-21 Novato High: will develop and maintain positive parent, student, and community involvement and

serve our students. D/F rates data and attendance data is listed at the bottom of the SPSA in Data section. more robust MTSS supports, we will be able to decrease student D/F rates; increase number of students from English Utilizing data such as ELPAC and MAP testing in English/Literacy and Math and collaborations with the district in building Language Learners to Redesignated English Fluent and pilot strategies to monitor how teachers use dedicated time to

student body as a whole barriers to success for subgroups of students (English Language Learners and freshmen who fail Algebra) and the alignment to our school's well established strategic plan has improved the overall effectiveness of each strategy to remove systemic capacity to adjust support responsive to the data we are collecting. Strong teacher leadership and explicit The strategies in this goal focused on increasing universal support (tier one) Integrated and Designated ELD, and building

Program for English Learners

- language proficiency needs of ELs (a) Goals to improve student outcomes, identified through the needs assessment which address the academic and
- (b) Evidence-based strategies, actions, or services to reach goals.
- address the findings of the needs assessment consistent with the state priorities including identifying resources inequities, which may include a review of the LEAs budgeting, its SPSA-related portion of the LCAP, and school-level budgeting, if applicable (c) Proposed expenditures based on the projected resource allocation from the governing board or body of the LEA, to

equity audit facilitated by West Ed in collaboration with educators from Novato High; 2) ongoing site level collaboration of an English Language Learner committee; and 3) input from families participating in our ELAC team. Through these Novato High increased its focus and implementation of summative strategies and activities in supporting English Language Learners based on needs assessment at both the site level and the district level including 1) a year long

substantial efforts and reflections, Novato High administrators and teachers were key stakeholders in developing English while simultaneously meeting grade level standards and graduation requirements. biliteracy. This plan defined evidence-based strategies to support English Learners in accelerating their acquisition of English Learner Master Plan at the district level including an asset based vision: Engage Inspire Empower toward

At Novato High, we identified two specific actions in Goal 1 and a specific action in Goal 2

school's Community Liaison - a vital role for English Learners and their families and funded 100% through LCAP funds SPSA related portion of the LCAP and school-level budgeting and serves English Learners in her collaboration with the coordinator/restorative practices coordinator. This position is funded 50% from district grant funding and 50% from Services. Also in Goal 1: Culture of Caring, NHS proposed expenditures increasing funding to create a full time wellness Community Services in writing a grant proposal to fund a .5 FTE bilingual counselor and a .2 Latino Coordinator of create one administrator overseeing both wellness and equity increased our ability to partner with North Marin for English Language Learners, especially those considered Newcomers. A restructuring of administrative duties to In Goal 1: Culture of Caring, stakeholders agreed on the need to increase mental health and social emotional support

and best practices 3D - and ongoing professional development including release time and substitute expenses. This focus on high quality staffing and curriculum. In Goal 2: Culture of Competence, this focus on adjusting English Learner supports through instructional materials implemented by dedicated EL teachers is consistent with the NUSD English Learner master plan budget neutral staffing realignment and budget dependent adoption of a new EL standards aligned curriculum - English Stakeholders also agreed that Novato High's integrated and designated EL classes required dedicated and specialized

DATA for SPSA Novato High School

Attendance Rate

CAASP - Percent proficient

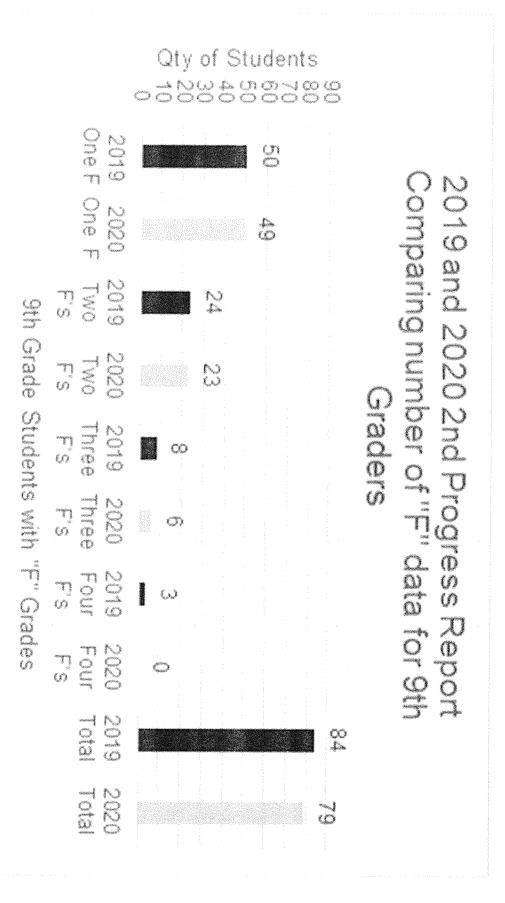
61%	2018 2019 2020	English	
36%	2018	Math	

Graduation Rate

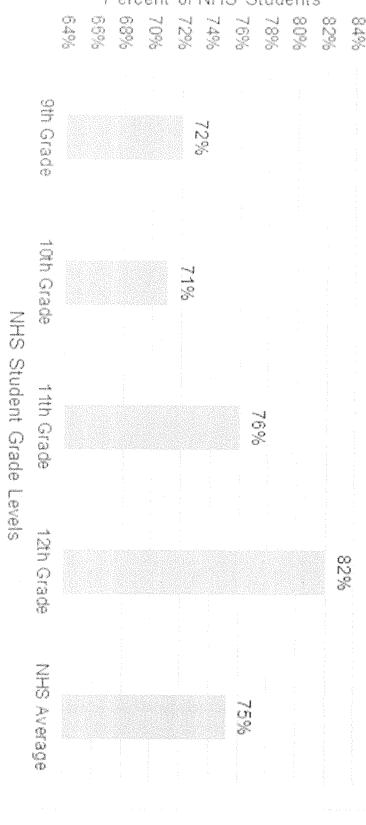
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are currently meeting / exceeding benchmark standards on Galileo This chart illustrates the percentage of students per grade level who

Youth Truth data for NHS Percent agree/strongly agree

I feel empowered to play a meaningful role in decision-making at my school	My school empowers me to be creative in how I do my work	I feel my work contributes to the school goals overall	I understand my school's goals overall	I feel comfortable approaching the administration if I need help solving a problem	My school is cooperative and team oriented	Teachers at my school work together to improve instructional practice	Staff and administrators care about each other	Administrators treat staff with respect	Question:
40%	52%	77%	61%	62%	41%	62%	49%	48%	Jan 2018
44%	71%	86%	50%	70%	57%	71%	58%	78%	<u>Jan 2019</u>
45%	76%	90%	82%	72%	72%	78%	75%	81%	<u>Jan 2020</u>
+5%	+24%	+13%	+21%	+10%	+31%	+16%	+26%	+33%	3 yr growth

Budget Summary

\$6,599	State/Local funds for this school
\$4,500	Novato High Student Government
\$2,099	Marin County Behavioral Health Grant
0	LCFF Supplemental
Allocation	State and/or Local
\$41,662.00	Federal funds for this school \$41,662.00
\$25,000.00	Carl Perkins - site allocation
\$16,662.00	Title II
Allocation	Federal

Total federal, state, and/or local funds for this school

\$48,261.00

SPSA 2020-21 Checklist School Name: Novato High School

	 Evidence-based strategies, actions, or services to reach goals 	
	 Goals to improve student outcomes, identified through the needs assessment which address the academic and language proficiency needs of ELs 	
☐ EL Program	EL Program must be included in the development of the SPSA. An approved SPSA must contain:	EL Program
	 Include ELAC comments regarding SPSA on SSC meeting agenda Document review of ELAC comments in SSC meeting minutes 	
	 Include review and discuss SPSA on ELAC meeting agenda Document comments from review of SPSA in ELAC meeting minutes Share ELAC meeting minutes with SSC 	
ELAC SSC	The ELAC shall be responsible for advising the principal and staff on programs and services for English learners and the SSC on the development of the SPSA.	ELAC
	 Include a description of the options provided for remote participation and the efforts made to solicit stakeholder feedback including efforts to reach students, families, and other stakeholders that do not have internet or speak languages other than English. 	
Engagement	How, when, and with whom did the school consult as part of the planning process for this SPSA/Annual Review and Update?	Stakeholder Engagement
Parity SSC Comments	 Ensure required parity for composition of SSC Record of SSC member comments in meeting minutes. 	SSC Membership & Comments
Principal SSC Chairperson ELAC President	Signatures of SSC/ELAC chairperson and site administrator should not be before SSC approval of SPSA.	Signatures

-		
SA)	Annual program evaluation (mandated action - can do it while working on SPSA)	Title I Evaluation
	Include name and allocation for funding sources	Funding
S.	Record in SSC meeting agendas and minutes that record discussion(s) regarding analysis of goals.	
is, or	Describe any changes made to this goal, the annual outcomes, metrics, or	
ion et the	 Briefly describe any major differences between intended implementation and/or budgeted expenditures to implement strategies/activities to meet the 	Review
/erall	 Describe the overall implementation of strategies /activities and the overall effectiveness of them to achieve articulated goal. 	Analysis - Annual
	Proposed expenditures based on the projected resource allocation	

SPSA Review Check-List Name of School: Novato High School

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Section	Reviewer	Status/Notes	Complete (Y/ N)
SSC Approval Date	Suzi H.		Yes
Board Approval Date	Suzi H.		Yes
Signature Page	Suzi H.	Missing signatures/dates	Updated
SSC Parity	Suzi H.		Updated
Expenditure Funding Sources	Suzi H.	Not all funding sources identified	Updated
Budget Summary	Suzi H.	Not all funds listed	Updated
Stakeholder Involvement	Suzi H.		Yes
Goal 1 2020-21	Jenn L./Amanda D.	Metrics should be general measures and "expected outcomes" should reflect goals, not current data. You'll include this year's data in your next year analysis section. (See Notes)	Updated
Goal 2 2020-21	Jenn L./Amanda D.	See Goal 1 Feedback	Updated
Goal 3 2020-21	Jenn L./Amanda D.	See Goal 1 Feedback	Updated
Analysis Goal 1 2019-20	Jenn L./Amanda D.	Revise your analysis to match your 2019-2020 goals. You may want to copy and paste your current analysis to use in next year's SPSA analysis of the 2020-2021 goals.	Updated
Analysis Goal 2 2019-20	Jenn L./Amanda D.	See Analysis 1 Feedback	Updated
Analysis Goal 3 2019-20	Jenn L./Amanda D.	See Analysis 1 Feedback	Updated
Program for English Learners	Rhonda F.		Yes
Title I Evaluation	Suzi H.	NHS doesn't receive Title I	N/A