

**BLUE OAK SCHOOL**  
**Strategic Plan for API 820**  
**2011-12**  
**Adopted 9-20-11**

On September 6, 2011 the Blue Oak Charter Council (BOCC) held its regularly scheduled meeting and discussed, among other things, the school's disappointing 2010-11 Academic Performance Index of 720 and low proficiency levels in some grades and subjects. Resulting from this discussion the Council directed school administration to collaborate with stakeholders and develop a strategic plan designed to increase the school's performance index by 100 points prior to the scheduled CST administration in April 2012. Following this directive administration formed a taskforce of stakeholders entitled the API 820 Committee. This taskforce was formed with the intent of representing varying points of view and identifying high priority interventions which would increase student performance levels. The API 820 Committee developed a faculty survey which listed significant school wide interventions in Math, ELA and Science/SS. The entire faculty was asked to prioritize the interventions which they believed would be most effective if implemented early this school year. Faculty responses were abundant with many additional comments and recommendations that were not listed on the API 820 Committee survey. What follows is a compilation of those responses in the form of a representative strategic plan which we believe effectively responds to the BOCC call to action.

	<b>2010-11 CST Results</b>	<b>Area of Focus</b>	<b>Strategy/Intervention</b>	<b>Accountability</b>	<b>Resources/ Financial</b>	<b>Timeline/Status</b>
--	----------------------------	----------------------	------------------------------	-----------------------	---------------------------------	------------------------

1. See Appendix A for cost projection.
2. Some specialty teachers will provide services in several areas of focus.
3. This position will also provide small group pull-out math instruction.
4. This will be a one time staff development training
5. This position will also provide specialty teacher instruction.

1	ELA, 2 <sup>nd</sup> gr. historically low in this subject. 3 <sup>rd</sup> gr. 9% proficient.	Gr. 2-4 Reading performance Levels	Hire a primary grades Reading Specialist to develop and sustain a reading program which is teacher driven and publisher supported and recommend the purchase of reading curriculum	DIBELS reading assessment administered quarterly. Trimester Benchmark ELA assessment. Publisher embedded assessments and end of block assessments, CST	Primary Reading Support Teacher at 10 hours per week <sup>1</sup> .  California Edition Reading Program with ancillary curriculum.  Projected cost, 30-50K	Full implementation by October 10, sooner if possible. Hired Temp. Reading Specialist to coordinate the development of a program at gr. 1-4, effective 10/26
	<b>2010-11 CST Results</b>	<b>Area of Focus</b>	<b>Strategy/Intervention</b>	<b>Accountability</b>	<b>Resources/Financial</b>	<b>Timeline/Status</b>
2	Math 5 <sup>th</sup> gr. 43% proficient, 6 <sup>th</sup> grade 41% Proficient	Gr. 2-7 math performance levels	Realignment of Bell Schedule to increase gr. 2-4 flex math time to 65 min. per day and gr. 5-8 flex math time to 90 min. per day.	End of block assessments. Recurring publisher embedded assessments (every two weeks), Trimester Benchmark Math assessments, CST	Financial Impact Indirect	Full implementation by October 10, sooner if possible. 10/3, Bell sch. Realigned to = 65 min. P1 at gr. 1-4 and 75 min. P1 at gr. 5-8
3		Performance levels at all gr. 1-8 in all subjects	Rearrange staffing of specialty teachers in order to eliminate specialty classes from occurring during main lesson times	End of Block assessments, Benchmark assessments, CST	Hiring 2-3 part-time specialty teachers <sup>2</sup>  Projected cost, \$7,200 per employee	Full implementation by October 10 pending employment search. Goal met 10/3 with temp. employees. Hired temp. Games teacher, Math Coach. Advertising for temp Music teacher, and reassigned Spanish to alternate schedule

1. See Appendix A for cost projection.
2. Some specialty teachers will provide services in several areas of focus.
3. This position will also provide small group pull-out math instruction.
4. This will be a one time staff development training
5. This position will also provide specialty teacher instruction.

4	Math, 2 <sup>nd</sup> gr. Historically low in this subject, 3 <sup>rd</sup> gr. 45% proficient, 4 <sup>th</sup> gr. 23% of students in the Basic band = good potential for advancement to proficient.	Gr. 2-4 math performance levels	Focus on improved math instructional techniques by hiring an additional part-time math specialist/coach (3 hr. per day) to support and assist primary teachers in the classroom	Embedded publisher assessments, end of block assessments, benchmark assessments, CST	Salary for an additional part-time math specialist/coach (3 hr. per day) <sup>3</sup>  Projected cost, \$16,184.	Full implementation by Sept. 30 Goal met with temp. employee. Currently advertising this position
---	---	---------------------------------	---	--	--	---

	2010-11 CST Results	Area of Focus	Strategy/Intervention	Accountability	Resources/ Financial	Timeline/Status
5	Math, 2 <sup>nd</sup> gr. Historically low in this subject, 3 <sup>rd</sup> gr. 45% proficient, 4 <sup>th</sup> gr. 23% of students in the Basic band = good potential for advancement to proficient.	Gr. 2-6 math performance levels	Focus on improved math instructional techniques by hiring an “Everyday Math” representative <sup>4</sup> to inservice staff in implementation of the program and demonstrate instructional strategies.	Embedded publisher assessments, end of block assessments, benchmark assessments, CST	Hire “Everyday Math” representative <sup>4</sup>  Per web site, minimum cost \$750. per day plus costs.	Unknown at this time Goal set, Scheduled for 11/1, 1:00 to 3:30pm
6	See Attachment B	Special Education Program	Increase RSP to full time plus 1 full time aide. Provide complete SIPPS reading intervention program,	RSP administered assessments, end of block assessments, benchmark assessments, CMA/CST	No fiscal impact. Cost included in special education encroachment fees.	Full implementation by Oct. 10 Per CUSD goal set to occur during October. SIPPS curric. Ordered by CUSD on 10/7 Informed by CUSD that position is advertised so that BOS, RSP can move to Full-time.

1. See Appendix A for cost projection.
2. Some specialty teachers will provide services in several areas of focus.
3. This position will also provide small group pull-out math instruction.
4. This will be a one time staff development training
5. This position will also provide specialty teacher instruction.

7	Gr.8 Algebra 1, 22% of students are BB and FBB in PreAlgebra.	Gr. 8 Algebra 1 performance levels	Reduce teacher/student ratio and provide support and innovation for 8 <sup>th</sup> grade Algebra instruction plus support for Alg. 1 remediation class.	Publisher embedded assessments, Benchmark assessments, CST	Hire part-time Specialty Teacher with Algebra 1 qualification and experience <sup>5</sup>  Projected cost, \$5,395.	Full implementation by Oct. 10 pending employment search. Goal partially met, Math Spec in class two periods per week. Currently advertising for an Alg. Spec. Continuing to advertise
---	---	------------------------------------	--	--	---	--

	2010-11 CST Results	Area of Focus	Strategy/Intervention	Accountability	Resources/ Financial	Timeline/Status
8		Staff collegiality, cohesion, implementation of Waldorf methods and joy in the practice plus across grade performance	Form Teacher Study Teams composed of teaching peers for the purpose of collegial support and collaboration to further develop best practices in instruction, assessment and classroom management.	Peer support, administrative observation, teacher moral, demonstration of increased collegiality and joy of the practice.	Hire substitute teachers <sup>1</sup> to provide classroom instruction while teachers are observing/ supporting peers.  Projected cost, \$3640.	Full implementation by Sept. 1 Faculty Chair met with Asst Dir and Academic Achievement Committee to develop a procedure for forming collegial groups and performing the coaching process First coaching team observation scheduled in November

1. See Appendix A for cost projection.
2. Some specialty teachers will provide services in several areas of focus.
3. This position will also provide small group pull-out math instruction.
4. This will be a one time staff development training
5. This position will also provide specialty teacher instruction.

9	Science, last year's 5 <sup>th</sup> grade: 3% adv., 30% proficient, 41% basic, 15% BB, 11% FBB last year's 8 <sup>th</sup> grade: 47% adv, 20% prof, 33% basic, 0% BB,FBB	Science performance levels at gr. 4-8	Purchase science reference materials for teacher use and require 4-8 grade students to participate in a standards driven science day camp for 2 days, 2 times per school year.	Publisher embedded assessments, CST release questions, gr. 5 and 8 CST	Hire a science specialist <sup>1</sup> for 16 days per year.	Unknown at this time  10/5, requested science curric. details from CUSD. Science TE's aligned with CUSD purchased and planning meetings for the development of science camp occurring with Kids and Creeks Program
---	---	---------------------------------------	--	--	--	--

	2010-11 CST Results	Area of Focus	Strategy/Intervention	Accountability	Resources/ Financial	Timeline/Status
10		Staff collegiality, cohesion, perfection of Waldorf methods and joy in the practice.	Continue Classroom Mentoring Program at one week per month through May 2012 and reducing visitations to bi-monthly for the remainder of the school year	Teacher moral, demonstration of increased joy in teaching and learning, encourage collaborative and collegial thinking/ language.	Increase of time commitment and subsequent cost.	Full Implementation immediately  10/5 increased mentoring times scheduled to monthly Recently completed October coaching (10/24-27) by Barbara Warren
11		Performance levels at all gr. 1-8 in all subjects	School wide commitment to standardized, media free, homework program for a minimum of four days per week.	All assessments	No fiscal impact	Full Implementation Immediately Verbal statement of administrative expectation to faculty, Home work policy being developed

1. See Appendix A for cost projection.
2. Some specialty teachers will provide services in several areas of focus.
3. This position will also provide small group pull-out math instruction.
4. This will be a one time staff development training
5. This position will also provide specialty teacher instruction.

12		Teacher instructional techniques, perfection of Waldorf methods and strategies	Provide opportunities for teacher visitations to high achieving Waldorf Schools and CUSD comparative schools.	Teacher responsible for returning with specific information pertaining to educational programs and reporting out/training faculty	Cost of substitute teachers to provide classroom instruction during their visitation.	Full Implementation Immediately Group of teachers scheduled to visit Navato Charter School on October 14. Teachers and one board member visited Navato CS and returned with positive information and ideas for improvement.
----	--	--	---	---	---	--

	2010-11 CST Results	Area of Focus	Strategy/Intervention	Accountability	Resources/ Financial	Timeline/Status
13	See attachment B	Gr. 2-8 performance levels in all subjects	All teachers coordinate CST release question analysis groups one period per week	Admin Observation, increase of student test taking skills.	No fiscal impact	Full Implementation Immediately Inservice for faculty was on 9/29, all faculty are currently implementing Teachers providing class schedules for administration to observe during November
14		ELA writing skills at grades 5 through 8.	Development of a small group (14 student capacity) computer lab to support faculty instruction in composition and word processing skills.	Student performance on 5 <sup>th</sup> and 7 <sup>th</sup> grade writing tests, teacher evaluation of assignments.	Undetermined at this time.	Full implementation by January 15, 2012. Technology Committee planning to develop implementation plan in November

1. See Appendix A for cost projection.
2. Some specialty teachers will provide services in several areas of focus.
3. This position will also provide small group pull-out math instruction.
4. This will be a one time staff development training
5. This position will also provide specialty teacher instruction.

15		Lunch/Recess period	Evaluate the length of the current lunch period to determine it's impact on teaching and learning		Potential fiscal impact through the hiring of an additional noon supervisor	Undetermined Shortened 5-8 lunch period to allow for additional 3 <sup>rd</sup> period time New scheduling working well
----	--	---------------------	---	--	---	--

	2010-11 CST Results	Area of Focus	Strategy/Intervention	Accountability	Resources/ Financial	Timeline/Status
16		Teacher release time for staff development, observations and collaboration.	Provide substitute teacher support to allow teachers to be out of the classroom.	Increased teacher efficacy and capacity to implement the terms of the API 820 strategic plan.	Cost of substitute teachers to provide classroom instruction during teacher absence	Immediately Scheduled affiliation with CUSD to utilize their sub system, effective 11/1 Have subscribed to CUSD sub. system and will begin implementing in November

1. See Appendix A for cost projection.
2. Some specialty teachers will provide services in several areas of focus.
3. This position will also provide small group pull-out math instruction.
4. This will be a one time staff development training
5. This position will also provide specialty teacher instruction.

17		Hiring of a part-time Pedagogical Coach/curriculum Consultant.	Provide faculty support in the implementation of Waldorf Methods in the classroom and provide broad knowledge of K-8 California Edition curriculum, assessment and instruction	Improved faculty moral, classroom consistency in the implementation of Waldorf Methods, Effective use of current curriculum and consultation when making future curriculum purchases. Management of scope and sequence and articulation of curriculum and instruction across the grades	Fiscal impact related to the salary and additional costs associated with employment of a .50 part-time employee	Advertise the position starting on October 1. Fill the position in the Spring of 2012 for placement at the start of the 2012-13 SY  Developing job description during October. Position currently advertised through Ed Join
----	--	--	--	---	---	--

	2010-11 CST Results	Area of Focus	Strategy/Intervention	Accountability	Resources/Financial	Timeline/Status
--	---------------------	---------------	-----------------------	----------------	---------------------	-----------------

1. See Appendix A for cost projection.
2. Some specialty teachers will provide services in several areas of focus.
3. This position will also provide small group pull-out math instruction.
4. This will be a one time staff development training
5. This position will also provide specialty teacher instruction.

18		School wide student behavior	Develop a fully articulated Behavior Support Plan which has incorporated the Blue Oak Discipline Policy, Class Behavior plans, Suspension/Expulsion Policy, and Grade Level Behavior Rubrics	Admin. will track behavior referrals to determine classrooms of origin, grade levels and school wide trends for the purpose of determining the need for staff development training..	Potential staff development in classroom management skills and behavior interventions (Conscious Discipline, Love and Logic)	Immediately Nurturing Heart presentation at 10/4 board meeting. Site based plan in place. Still considering the selection of a publisher developed behavior support plan.
----	--	------------------------------	--	--	--	--

1. See Appendix A for cost projection.
2. Some specialty teachers will provide services in several areas of focus.
3. This position will also provide small group pull-out math instruction.
4. This will be a one time staff development training
5. This position will also provide specialty teacher instruction.