



## **Monitoring Goals, Actions, and Resources for the 2023-24 Local Control and Accountability Plan (LCAP)**

This template is intended for internal monitoring purposes only. The 2023-24 LCAP template and instructions should be consulted when completing required documents.

(6) (A) The superintendent of the school district shall present a report on the annual update to the local control and accountability plan and the local control funding formula budget overview for parents on or before February 28 of each year at a regularly scheduled meeting of the governing board of the school district. (B) The report shall include both of the following: (i) All available midyear outcome data related to metrics identified in the current year's local control and accountability plan. (ii) All available midyear expenditure and implementation data on all actions identified in the current year's local control and accountability plan.

Local Educational Agency (LEA) Name	Contact Name and Title	Email and Phone
Kentfield Elementary School District	Raquel Rose Superintendent	rrose@kentfieldschools.org (415) 458-5130

## Goal 1

Goal Description
<p><b>Broad Goal Area 1:</b></p> <p>Engage, support and challenge all students to eliminate the opportunity gap.</p> <p><b>Focus Goal</b></p> <p>1a. Annually all student groups will demonstrate a year’s progress in core essential standards, English Language Arts and Mathematics each year as measured by standardized assessment measures such as MAP, CAASPP or other identified research based tools.</p> <p>1b. All student groups will meet standards by 2023-24 as measured by standardized assessment measures such as MAP, CAASPP or other identified research based tools.</p> <p>1c. Monitor attendance rates of all students and student groups to address academic and social/emotional/behavioral needs and chronic absenteeism.</p> <p>1d. Challenge all learners (Based on YT data)</p>

## Expected Annual Measurable Objectives

Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Mid-Year Outcome Data	Desired Outcome for 2023-24
MAP - administration	TBD	Fall 2021 2nd MATH - Lo/Lo Avg 13% Avg/HiAvg/Hi 87% 3rd MATH Lo/Lo Avg 11% Avg/HiAvg/Hi 89%	% Avg - High Avg. Fall 2022   Winter 2023 MATH 2nd 89%   --- 3rd 91%   81% 4th 91%   88% 5th 79%   77% 6th 87%   87%	% Avg - High Avg. Fall 2023 K Math 93%   ELA 95% 1st Math 89%   ELA 92% 2nd Math 84%   ELA 86%	100% meet standard or above.

Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Mid-Year Outcome Data	Desired Outcome for 2023-24
		4th MATH Lo/Lo Avg 20% Avg/HiAvg/Hi 80% 5th MATH Lo/Lo Avg 15% Avg/HiAvg/Hi 85% 5th ELA Lo/Lo Avg 10% 6th MATH Lo/Lo Avg 12% Avg/HiAvg/Hi 88% 6th ELA Lo/Lo Avg 13% Avg/HiAvg/Hi 87% 7th MATH Lo/Lo Avg 12% Avg/HiAvg/Hi 88% 7th ELA Lo/Lo Avg 10% Avg/HiAvg/Hi 90% 8th MATH Lo/Lo Avg 10% Avg/HiAvg/Hi 90% 8th ELA Lo/Lo Avg 5% Avg/HiAvg/Hi 95%	7th 86%   86% 8th 88%   89%  READING 2nd 93%   --- 3rd 84%   87% 4th 92%   80% 5th 84%   89% 6th 88%   89% 7th 89%   85% 8th 87%   86%	3rd Math 84%   ELA 78% 4th Math 86%   ELA 82% 5th Math 84%   ELA 90% 6th Math 72%   ELA 86% 7th Math 82%   ELA 84% 8th Math 83%   ELA 89%	
CAASPP - Annual administration	2019 Results Meet or exceed standards All ELA 75% - Math - 72% SED ELA 41% -Math - 40% SWD ELA 31% - Math 24% EL ELA - 9% - Math 20%	Not Available	2022 Results Meet or exceed standards All ELA 76.69% - Math - 65.26% SED ELA 47.62% -Math - 27.90% SWD ELA 28.28% - Math 28%	2023 Results Meet/Exceed standards All ELA 75% (DEC)   Math - 68% (INC) SWD ELA 33% (INC)   Math 29% (INC) R-FEP	10% growth at minimum annually for each student group

Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Mid-Year Outcome Data	Desired Outcome for 2023-24
	Hispanic/Latino - ELA - 46% - Math - 43%		R-FEP ELA - 56.72% - Math 43.29% Hispanic/Latino - ELA - 54.23% - Math - 46.77%	ELA -71% (INC)   Math 39% (DEC) Hispanic/Latino ELA - 54% (SAME)   Math - 37% (DEC) EL ELA 10%   Math 18%	
ELPAC - Annual administration	2018-19 Overall - 56.9% High Well Developed (4) - 24% Moderately Developed (3) - 44% Somewhat Developed (2) - 28% Minimally Developed (1) - 4%	Not Available	2021-22 Well Developed (4) - 15.57% Moderately Developed (3) - 35.23% Somewhat Developed (2) - 30.73% Beginning to Developed (1) - 18.47%	2022-23 Well Developed (4) - 16.50% Moderately Developed (3) - 33.7% Somewhat Developed (2)- 29.4% Beginning to Develop (1)- 20.3%	Very High (65%+ progress as measured by the California Dashboard
Reclassification   Redesignation Rate	2020-21 75   38% EL   124   62% RFP 12% RFP	2021-22 77   38% EL   124   62% RFP 12% RFP	2022 - 23 86   41% EL   121   58% RFP 11% RFP	TBD	TBD
Participation rate of intervention - acceleration services	TBD	316 intervention participants	Tier II Intervention Supports 1st - 4th Reading - approximately 20 students Math - approximately 25 students 5th - 8th Reading - approximately 60 students	Tier I: All Students  Tier II: Bacich - TBD Kent - 90+  Tier III: Bacich 54+ Kent 51+  All numbers are estimates based on	TBD

Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Mid-Year Outcome Data	Desired Outcome for 2023-24
			Math - approximately 48 students	fluidity of intervention services.	
Master Schedule - Course Offerings - Broad Course of Study	Elementary: art, music, and physical education are supported by a specialist teacher Middle: students have a broad course of study that includes electives (music, art, technology, leadership, world languages, executive functioning/organization) and pathways for math advancement	Elementary: art, music, and physical education are supported by a specialist teacher Middle: students have a broad course of study that includes electives (music, art, technology, leadership, world languages, executive functioning/organization) and pathways for math advancement	Elementary: art, music, and physical education are supported by a specialist teacher Middle: students have a broad course of study that includes electives (music, art, technology, leadership, world languages, executive functioning/organization) and pathways for math advancement	Elementary: art, music, and physical education are supported by a specialist teacher Middle: students have a broad course of study that includes electives (music, art, technology, leadership, world languages, executive functioning/organization) and pathways for math advancement	Maintain elementary course offerings; Maintain middle school broad course of study with at least one elective choice per student
Participation rate in course offerings - broad course of study	TBD	100%	All students have grade level appropriate access to broad course of study	All students have grade level appropriate access to broad course of study	100% Participation Rate.

### Actions & Measuring and Reporting Results

Goal # Action #	Action Title and Description	Contributing	Implementation Level	Mid-year Outcome Data	Total Funds Budgeted	Mid-Year Expenditures
1.1	<b>Offer specific professional development to guide and inform curriculum planning and support the implementation of varied instructional strategies for students. (1a, 1b)</b> Professional Development and Learning Materials - \$100K Services   Materials   Personnel Offer a range of learning opportunities and materials/supplies to enhance teaching and learning areas include, but are not limited to:	No	Partially Implemented	Race Work Contract Orton-Gillingham Training Teacher on Special Assignment .2 FTE (5-8) ELD/ALD Certificated Instruction .2 FTE (DW) Dibels mCLASS - Amplify Geodes   UFLI Foundations Teacher Manuals Marzano	\$166,351.00	53,009.00

Goal # Action #	Action Title and Description	Contributing	Implementation Level	Mid-year Outcome Data	Total Funds Budgeted	Mid-Year Expenditures
	<p>Differentiated Instruction and materials Integrated and Designated ELD Instruction Culturally Relevant Pedagogy - Rigor, Relevant, Relational and Real Identified Intervention Programs - Reading, Writing and Math Progress Monitoring with Formative Assessment (MAP) Leverage Professional Growth with neighboring LEAs and experts</p> <p>Collaborative Alignment   Differentiated Instruction - .4 FTE Certificated   Stipend \$5000 Provide release time for articulation and collaborative alignment and use grade level meetings and staff meetings as opportunities for additional collaboration and alignment across curriculum and instructional strategies.</p> <p>Identify and make visible essential standards, learning targets and steps towards proficiency.</p>					
1.2	<p><b>Create opportunities for increased innovation, integration and collaboration in and between core and enrichment classes that inspire creativity, curiosity, and critical thinking. (1a, 1b)</b> Course Offering and Integration Maintain and leverage the KSD broad instructional options with core academics to increase meaning and connectivity - Library/Media, Music, Performing and Visual Art, Maker/Design, Wood Working, STEM/STEAM, Life Skills, Poetry, Book Club, Coding, Service Learning/Innovation, Start Up, Film-Screenwriting, Public Speaking - Ted Talks, Spanish, etc. 2.6</p>	No	Partially Implemented	Extra-Hire Certificated Grade Level Coordinator Stipend Curriculum Chair Stipend General Ed   Special Ed Staffing	\$488,778.00	290,001

Goal # Action #	Action Title and Description	Contributing	Implementation Level	Mid-year Outcome Data	Total Funds Budgeted	Mid-Year Expenditures
	<p>FTE Certificated   \$20K to maintain systematic approach to reading instruction.</p> <p>Instructional Approach Through differentiation and culturally relevant pedagogy we will ensure students are met at their learning level and challenged to stay engaged and inspired while using a student centered approach to increase learning motivation, executive functioning and exploration of student interest.</p> <p>Use various resources to support differentiation: Technology, manipulatives, WIN (What I Need) time (Bacich), Zero Period (Bacich   Kent), Extended Math/ELA   Academic Workshop (Kent),  ELD Instruction - Designated   Integrated (Bacich-Kent)   \$50K Curriculum   \$40K Services</p> <p>Interest Based Learning and Expand Instructional Creativity Allow opportunities for students to have voice and choice in projects and student learning - leverage opportunities to increase instructional relevance and rigor. Interest based instruction to increase engagement and sense of challenge across all core content areas.</p>					
1.3	<p><b>Based on local summative and formative data offer differentiated support, intervention and enhancement, for all students with varied academic/social emotional performance. (1a, 1b, 1c)</b> Targeted instructional support provided before, during or after-school.</p>	No	Partially Implemented	<p>General Ed   Special Ed Staffing Administrative Staff Classified Paraprofessional Staff (GE) Reading Intervention .6 FTE ELD/Literacy Coach .4 FTE Nine sections (5-8) Total FTE - Bacich 1.2 FTE   Kent 1.4 FTE</p>	\$892,409.00	393,342

Goal # Action #	Action Title and Description	Contributing	Implementation Level	Mid-year Outcome Data	Total Funds Budgeted	Mid-Year Expenditures
	<p>Offer intervention/acceleration support in Reading and Math with certificated and classified support staff. Interventions implemented are research based and targeted based on student need. \$45K Curriculum   4.2 FTE Classified   \$44K Services   3.0 FTE Certificated</p> <p>Formative assessments used to progress monitor student intervention/acceleration outcomes in six (6) to eight (8) week increments. \$10K Services</p>					
1.4	<p><b>Based on local summative and formative data offer differentiated support, intervention and enhancement, for specific student groups (ELL, Foster Youth, Homeless, Socio-Economically Disadvantaged) with varied academic/social emotional performance. (1a, 1b, 1c)</b></p> <p>Maintain and/or increase designated and integrated ELL support through direct and indirect services for ELL students with certificated and classified support staff. .8 FTE Certificated   \$10K ELD Coordinator</p> <p>Offer varied levels of support for ELL students at elementary and middle school level to support ELL students' needs and progress.</p> <p>Offer model teaching or classroom observations to demonstrate varied instructional approaches.</p> <p>Monitor unduplicated pupil assessment data and determine appropriate supplemental support for academic programs and access to core standards. \$10K ELD Coordinator Role</p>	Yes	Partially Implemented	.2 FTE Kent MS ALD/ELD .4 FTE Bacich ELD/Lit. Coach GE Classified Paraprofessional	\$132,701.00	79,946



Goal # Action #	Action Title and Description	Contributing	Implementation Level	Mid-year Outcome Data	Total Funds Budgeted	Mid-Year Expenditures
	<p>ELL Coordination services will be provided per site to monitor ELL progress and compliance with services and assessment. \$10K ELD Coordinator Role</p> <p>Offer Language Development courses at the Middle School and self-contained small group language development instruction at the Elementary School .8 FTE Certificated.</p>					

## Goal 2

### Goal Description

**Attract, retain and develop excellent and inspiring diverse teachers and staff who hold high expectations for all our students and are committed to lifelong learning.**

### Focus Goal

- 2a. Ensure 100% of all open positions are filled with highly qualified staff.**
- 2b. Recruit staff that reflect the racial | gender demographics of our community with proportional alignment by August 2023.**
- 2c. Maintain a 95% staff retention rate for continuity of learning and school culture.**
- 2d. Offer opportunities for staff to provide feedback related to job assignment, school culture and work environment.**

## Expected Annual Measurable Objectives

Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Mid-Year Outcome Data	Desired Outcome for 2023-24
Position Control - Open Positions	Spring 2021 .8 Spanish .8 Art 1.0 MS Science 1.0 Attendance Secre	All positions filled	Winter 2023 Open positions TBD  Spring 2023 .8 FTE Spanish .8 FTE ELA	Winter 2024 Open positions Temp SPED 1.0 FTE  Spring 2024 - TBD	100% positions filled by highly qualified staff.

Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Mid-Year Outcome Data	Desired Outcome for 2023-24
			1.0 FTE Science 1.0 FTE Physical Education 1.6 FTE Special Education 1.0 FTE Counselor		
Staff Demographics	Certificated Asian 1% Af. Am. - 1% Hispanic - 7% White - 90% Classified Asian 8% Af. Am. - 5% Hispanic - 18% White - 70% Admin Hispanic - 20% White - 80% Community Demographics Asian 5% Af. Am. - 1% Hispanic - 15% 2 or More Race - 13% White - 66%	All Staff - Certificated   Classified White - 110 (81.5%) Hispanic - 20 (14.8%) Asian/Filipino - 3 (2.2%) Black - 2 (1.5%)	Certificated/Classified Asian 1% Af. Am. - 4% Hispanic - 12% White - 81%  Community Demographics Asian 3.5% Af. Am. - .8% Hispanic - 16% 2 or More Race - 13.6% White - 65.4%	Certificated/Classified Asian 1% Af. Am. - 4% Hispanic - 11% White - 82%  Community Demographics Asian 3.5% Af. Am. - .8% Hispanic - 16% 2 or More Race - 13.6% White - 65.4%	Create parity between community and staff demographic
Rate of Masters/National Board Certification for Certificated Employees	Total Certificated - MA - 50 National Board Certification - 1 Doctorate - 1	Total Certificated - MA - 50 National Board Certification - 1 Doctorate - 1	Total Certificated - Masters - 48 National Board Certification- 1 Doctorate- 2	Total Certificated - Masters - 48 National Board Certification- 1 Doctorate- 2	TBD

## Actions & Measuring and Reporting Results

Goal # Action #	Action Title and Description	Contributing	Implementation Level	Mid-year Outcome Data	Total Funds Budgeted	Mid-Year Expenditures
2.1	<p><b>Attract, retain, develop and inspire an effective and innovative staff. (2a, 2b, 2c, 2d)</b>                      Work with diverse community agencies and Institutions for Higher Education (IHE) to promote a diverse applicant pool in order to diversify the workforce and develop a targeted pipeline of educators.</p> <p>Invest in staff - through promoting their learning and growth as opportunities avail themselves, honor increased certifications such as National Board Certification, Masters degrees and/or Doctorates. Certificated stipend.</p> <p>Invest in staff - Offer/imbed professional learning to support effectiveness of staff - offered for all classifications - certificated   classified - management. \$100K Services, Materials, Personnel</p> <p>Set up a system for listening sessions and/or survey feedback for staff during the school year related to job assignment, school culture and work environment.</p> <p>Institute an exit interview/feedback opportunity for permanent staff within 30 days of their official separation from the KSD. .10 FTE Classified Confidential.</p>	No	Partially Implemented	Youth Truth Survey - In process  Exit Survey for Staff - 0 response  Regular site supervisor available for open discourse  Induction Support - Mentor/coach - 4 certificated - 2 Administrator	\$111,538.00	51,516
2.2	<p><b>Maintain high quality working conditions and competitive compensation packages while leveraging the talents, skills, and passion of staff. (2d)</b>                      Offer/support unique courses, clubs and experiences based on staff expertise to provide inspiration and exposure to</p>	No	Partially Implemented	Clubs Across sites Salary Comparison in process - SSC Workshop	\$61,351.00	23,682

Goal # Action #	Action Title and Description	Contributing	Implementation Level	Mid-year Outcome Data	Total Funds Budgeted	Mid-Year Expenditures
	students. Offer opportunities at both school sites. Certificated extra-hire budget  Ensure compensation package for all units is competitive with like districts.					
<b>2.3</b>	<b>Refine current evaluation tool for all staff to support growth and development. (2a, 2c, 2d)</b> Establish an internal staff committee to review and refine the certificated evaluation tool. Classified evaluation refinement is forthcoming. \$5000 personnel		Partially Implemented	Certificated Evaluation pilot in process - seven participants	\$5,000.00	3,000

### Goal 3

#### Goal Description

Maintain a balanced budget with ample staffing, sufficient materials and supplies and well-maintained facilities to optimize teaching and learning for our school community

#### Focus Goal

3a. Produce a multi-year budget that has a minimum reserve level of increasing by .5% or higher annually.

3b. Maximize use of general and restricted funds in alignment with identified purposes (annually).

3c. Expend 100% of restricted facility funds within the required timeline (annually).

### Expected Annual Measurable Objectives

Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Mid-Year Outcome Data	Desired Outcome for 2023-24
Annual Budget	Reserve Level for Multi - Year Projections Y1 - 1,518,827 Y2 - 1,812,862 Y3 - 2,378,471	Reserve Level for Multi - Year Projections - based on 2nd interim report Y1 - 2,052,052 - 10.58% Y2 - 2,216,644 - 11.66% Y3 - 2,496,139 - 12.93%	Reserve Level for Multi - Year Projections   Dec. 2022 Y1 - 2,861,600 Y2 - 2,398,224 Y3 - 1,893,462  Projections   Mar. 2023 Y1 - 1,957,012 Y2 - 2,347,727 Y3 - 3,042,489	Dec. 2023 Unrestricted ONLY Y1 - 1,702,801 (7.25%) Y2 - 1,787,103 (7.83%) Y3 - 1,825,212 (7.84%)  Combined Y1 - 2,243,145 (9.55%) Y2 - 2,011,817 (8.8%) Y3 - 2,013,891 (8.65%)	10% + Reserve Level
Interim Budget Reports	Reserve Level Dec. 2020 - 6.01% March 2021 - 6.09%	Reserve Level Dec. 2021 - 10.62% March 2022 - 10.58%	Reserve Level June 2022 - 9.52% Dec. 2022 - 9.80% Mar. 2023 - 8.87%	Combined Dec. 2023 - 9.55% Mar. 2023 - 8.87% Dec. 2022 - 9.80%	10% + Reserve Level
AB 1200 Review	Positive Budget Certification	Positive Budget Certification	Positive Budget Certification	Positive Budget Certification	Positive Budget Certification
Annual COC Report	Ending Fund Balance	Ending Fund Balance	\$73K - Ending Fund Balance	Funds fully spent	Expend 100% of Bond funds
Local Donations	KIK Annual Fund - \$1M KSPTA Funds - \$36,790	KIK Annual Fund - \$815,000 KSPTA Funds - \$	KIK Annual Fund - \$1M KSPTA Funds - \$59,857 (approx)	KIK Annual Fund - \$1.1M KSPTA Funds - \$14K - Teacher Stipends (approx) \$90K - KSD Programs (approx)	TBD
Quarterly Williams Report	No Williams complaints based on providing:	No Williams complaints based on providing:	No Williams complaints based on providing:	No Williams complaints based on providing:	Maintain no Williams Complaints

Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Mid-Year Outcome Data	Desired Outcome for 2023-24
	Sufficiency of Instructional Materials Fully Credentialed Teachers Facilities Inspection Tool (FIT) - Rating Good - Excellent	Sufficiency of Instructional Materials Fully Credentialed Teachers Facilities Inspection Tool (FIT) - Rating Good - Excellent	Sufficiency of Instructional Materials Fully Credentialed Teachers Facilities Inspection Tool (FIT) - Rating Good - Excellent	Sufficiency of Instructional Materials Fully Credentialed Teachers Facilities Inspection Tool (FIT) - Rating Good	Maintain FIT Rating of Good - Excellent

### Actions & Measuring and Reporting Results

Goal # Action #	Action Title and Description	Contributing	Implementation Level	Mid-year Outcome Data	Total Funds Budgeted	Mid-Year Expenditures
3.1	<p><b>Align fiscal resources to support achievement of the goals and strategies in our Strategic Plan. (3ab, 3b, 3c)</b> Strategically align resources to meet their intention: General Fund - class size and offerings, integrated support/supervision and administration (certificated and classified staff) and materials and supplies for optimal classroom instruction. Certificated FTE   Classified FTE</p> <p>Allocate supplemental and concentration funds to increase and improve services for identified student groups - English Learners, Homeless, and Socio-Economically Disadvantaged. Certificated FTE   Classified FTE</p> <p>Ensure Restricted Federal and State funds support dedicated purpose per state/federal mandates.</p>	No	Partially Implemented	Budget allocation percentage at May 2023 Budget Adoption 79.4 % - Salaries & Benefits 4.6% - Materials & Supplies 13.5% - Services & Contracts 2.4% - Other Outgo/Capital Outlay	\$19,847,478.00	10,517,545
3.2	<p><b>Evaluate current financial landscape (3a, 3b)</b> Establish a Financial Advisory sub group to review current finances and evaluate where levers can be adjusted to address</p>	No	Partially Implemented	Finance Committee Meeting Board Workshop Budget 101 Presentations	\$10,000.00	1,437

Goal # Action #	Action Title and Description	Contributing	Implementation Level	Mid-year Outcome Data	Total Funds Budgeted	Mid-Year Expenditures
	<p>reserve level and work with identified assumptions.</p> <p>Outline a multi-year financial plan to address potential revenue shortfalls (parcel tax - KIK Foundation - local taxes) and increased liabilities (PERS and STRS).</p> <p>Explore ways to generate revenue by renting facilities to outside vendors. This would increase revenue and offer enhanced after school options for students. \$10K Services</p>			Finance Sub-Committee Meeting		
3.3	<p><b>Continuously monitor and improve facilities to ensure spaces are optimal for teaching and learning. (3c)</b></p> <p>Prioritize facility projects to offer safe and quality learning environments that support teaching and learning for the school community. 1.0 FTE Classified Management</p> <p>Work with a construction management consultant to guide staff through prioritization of multi-year facility plan, to include approach to modernization and deferred maintenance projects. Determine projects through a facility analysis process that focuses on maintenance, safety and optimal teaching and learning environments. 1.0 FTE Classified Management   Services Expert</p>	No	Partially Implemented	<p>RFP - Contract with Construction Management Co.</p> <p>Director of Facility Consultation</p> <p>Executive Dir. of Finance</p> <p>Facility Needs Analysis</p>	\$178,144.00	96,693

# Goal 4

<b>Goal Description</b>
<b>Provide a safe and inclusive education environment that leverages community partnerships and supports alignment of core beliefs.</b>
<b>Focus Goal</b>
<b>4a. Make Visible TK-8 Learner profile to guide reinforcement of KSD Core Beliefs .</b>
<b>4b. Implement proactive strategies to further address behavioral and social conflict in person and virtually.</b>
<b>4c. Intentionality in building connections and partnerships among all groups especially underrepresented communities to increase engagement.</b>

## Expected Annual Measurable Objectives

Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Mid-Year Outcome Data	Desired Outcome for 2023-24
Climate Survey Results completed by Students, Parents and Staff	TBD	Student Participation 98% Family Participation 64% Staff Participation 90%  BACICH Staff Results: Strength - Relationships   Diversity & Equity Are of Improvement - Culture Student Results: Strength - Relationship   Belonging Are of Improvement - Academic Challenge Parent/Guardian Results:	Student Participation 91% Family Participation 56% Staff Participation 96%  BACICH Staff Results: Strength - Culture   School Safety   Diversity & Equity Are of Improvement - Relationships   Professional Development & Support Student Results: Strength - Relationship   Instructional Methods	TBD - Youth Truth Survey in process	TBD



Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Mid-Year Outcome Data	Desired Outcome for 2023-24
		<p>Strength - Relationships   Diversity &amp; Equity Are of Improvement - Communication &amp; Feedback</p> <p>KENT Staff Results: Strength - Relationships   Engagement Are of Improvement - School Safety Student Results: Strength - Belonging   Peer Collaborations   Engagement Are of Improvement - Academic Challenge Parent/Guardian Results: Strength - Relationship   Culture Are of Improvement - Communication &amp; Feedback</p>	<p>Are of Improvement - Culture Parent/Guardian Results: Strength - Relationships Are of Improvement - School Ssafety</p> <p>KENT Staff Results: Strength - Relationships   Culture Are of Improvement - Professional Development &amp; Support   Diversity &amp; Equity Student Results: Strength - Belonging - Peer Collaborations   Equity &amp; Inclusion Are of Improvement - Relationships - Academic Challenge Parent/Guardian Results: Strength - Diversity &amp; Equity   Culture Are of Improvement - Resources</p>		
Student Chronic Absenteeism Rate	2020-21 1% Chronically Absent 2019-20	2021-22 - TBD 2020-21 1% Chronically Absent 2019-20	Per CA Dashboard 2021-22 12% Chronically Absent High	Per CA Dashboard 2022-23 13.4% Chronically Absent High	Decrease chronic absenteeism to .5%

Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Mid-Year Outcome Data	Desired Outcome for 2023-24
	8% Chronically Absent	8% Chronically Absent			
Parent/Guardian Participation Rates	Participation in KIK - 356 Donors KSPTA - 103 Family Members 68 Individual Members 37 Teacher Membership Total - 494 Members ELAC/DELAC - 45 potential families Survey Response Rate TBD	TBD	Participation in KIK - 356 Donors KSPTA - 196 Family Members 63 Individual Members 48 Teacher Membership ELAC/DELAC - 45 potential families Survey Response Rate 64%	Participation in KIK - 308 Donors KSPTA - 174 Families 46 Individual members 46 Staff ELAC/DELAC - 50 potential families	Increase participation rate by 10% of population annually
Discipline - Suspension Rates	0.27%	Per CA Dashboard 2021-22 .8% Low	Per CA Dashboard 2021-22 .8% Low	Per CA Dashboard 2022-23 1.3% Low	Decrease rate by .05%
Discipline - Expulsion Rates	0%	TBD	2021-22 0%	2022-23 0%	Maintain 0%
Dropout Rate	0%	0%	0%	0%	Maintain 0%
Average Daily Attendance Rates	TBD	2021-22 94.8%	2022-23 95%	TBD	TBD

### Actions & Measuring and Reporting Results

Goal # Action #	Action Title and Description	Contributing	Implementation Level	Mid-year Outcome Data	Total Funds Budgeted	Mid-Year Expenditures
4.1	<b>Foster a culture of inclusivity within the Kentfield School District community by acting and communicating as one school, two campuses. (4a, 4b)</b>	No	Partially Implemented	Aeries - SIS ParentSquare	\$121,552.00	60,582

Goal # Action #	Action Title and Description	Contributing	Implementation Level	Mid-year Outcome Data	Total Funds Budgeted	Mid-Year Expenditures
	<p>Evaluate the district and site websites and all communication channels from the viewer/user perspective to streamline communication and mitigate confusion. .2 FTE Classified Management   \$20K Services</p> <p>Increase family engagement opportunities for gathering and connecting, as permissible - identify multiple events a year that are inclusive of the entire community.</p> <p>Celebrate student successes in a public and honorable manner - highlighting diverse areas of specialty - Examples Reclassification Ceremony, Bacich Bear Cards, Falcon Feathers, Postcards, etc.</p> <p>Hire 30 hours a week Community - Family Liaison to help increase home school connection related to student academic and social emotional progress. .75 FTE Classified</p>			<p>Executive Assistant   Dir. of Technology</p> <p>Public Relations Support (JLP)</p> <p>Community Liaison</p>		
4.2	<p><b>Create a continuum of Kentfield School District learners that nurtures the social development and emotional health of students while highlighting core beliefs and expanding depth between grade levels. (4a, 4c)</b></p> <p>Train and employ restorative justice and trauma informed approaches district wide while supporting staff connection with students to cultivate a culture of learning and growth. \$100K Services, Materials, Personnel</p> <p>Identify and make visible TK-8 KSD learner profile in alignment with grade level learning targets and IEP or language goals.</p>	No	Partially Implemented	<p>2.6 FTE Counseling 1.8 FTE School Psychologist</p> <p>Technology Stipend - Bacich   Kent</p> <p>Extra Hire Certificated Staff 30hours - TEAM Time   Advisory</p>	\$529,453.00	298,826

Goal # Action #	Action Title and Description	Contributing	Implementation Level	Mid-year Outcome Data	Total Funds Budgeted	Mid-Year Expenditures
	<p>Provide counseling support at both school sites to offer expertise around social development and emotional well-being. Areas of interest include but not limited to Social Anxiety, Stress Management, Peer Groups - Friendships, mindfulness, self-regulation, speaker series, clubs, etc. - build alignment across school/district. 2.8 FTE Certificated</p> <p>Develop and implement a comprehensive plan to address the integration of age-appropriate digital citizenship proficiency</p> <p>Create visibility core beliefs of the KSD among the students, staff and parent community - Kent Through Lines - Habits of Learning   Bacich Promise - TEAM Time</p>					
4.3	<p><b>Build and promote cultural competence and diverse perspectives within the school community. (4a, 4b)</b> Work with experts - consultants to facilitate and celebrate a school environment that demonstrates inclusivity and belonging through activities, learnings, and partnerships within or outside of school hours including students, staff and/or parents/guardians. \$5K Services   Consultant</p>	No	Partially Implemented	<p>SLAM - Race Works</p> <p>Social Justice Chair</p> <p>Advisory - Kent MS</p> <p>Morning Circle - GE Classes</p> <p>Equity &amp; Inclusion Committee</p>	\$5,000.00	2,839
4.4	<p><b>Provide targeted support for unduplicated pupils to increase parent engagement and connection while ensuring basic needs are met.</b> Hire 30 hours a week Community - Family Liaison to help increase home school</p>	No	Partially Implemented	<p>Community Liaison</p> <p>Translation Services</p> <p>Annual School Supplies</p>	\$60,407.00	18,019

Goal # Action #	Action Title and Description	Contributing	Implementation Level	Mid-year Outcome Data	Total Funds Budgeted	Mid-Year Expenditures
	<p>connection related to student academic and social emotional progress. .75 FTE Classified</p> <p>Provide general school supplies to support student access to educational programming. \$15K Materials/Supplies</p>					

# Goal 5

Goal Description

## Expected Annual Measurable Objectives

Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Mid-Year Outcome Data	Desired Outcome for 2023-24

## Actions & Measuring and Reporting Results

Goal # Action #	Action Title and Description	Contributing	Implementation Level	Mid-year Outcome Data	Total Funds Budgeted	Mid-Year Expenditures

### Impact to the Budget Overview for Parents

Item	As adopted in Budget Overview for Parents	Mid-Year Update
Total LCFF Funds		
LCFF Supplemental/Concentration Grants		