

**ACTION PLAN ITEM #1: INCREASE NUMBER OF STUDENTS TAKING CALIFORNIA STATE STANDARDS TESTS (CSTs) TO MEET PARTICIPATION RATE REQUIREMENTS.**

Rationale: While the participation rate has improved, the school has never met the 95% participation rate required for Annual Yearly Progress (AYP). [In 2012, the participation rate was 94% in ELA and 92% in Math.]

ESLR Addressed: Self-Directed Learners

Growth Target: Meet AYP targets for participation.

TASK	IMPLEMENTERS	TIMELINE	RESOURCES	WAYS TO ASSESS PROGRESS	METHODS TO REPORT PROGRESS
Continue to apprise parents and students of importance of participation in STAR and CAHSEE testing; relate test participation responsibility to ESLR #5: Self-Directed Learner	Administrator Teachers	At enrollment and beginning of second semester annually	Letters home Individual conferences Homework assignments E-mails Phone calls Alert Now Automated Phone System	Letters Assignment Sheets/Lesson Plans Improvement in participation rates	Record of letters/home contacts Attendance
Increase participation in STAR, CAHSEE, and CAPA testing.	Administrator Teachers	May-June July	CAHSEE Prep Classes CAHSEE Summer Institute Access Test Prep from CDE web site	DCA and Teacher Tracking System Test Verification Record	AYP Report Staff Meetings Board Meeting
Monitor student placement in appropriate classes.	Administrator Teachers Counselor	At enrollment Each semester	Student Schedules	Students take classes at grade levels in which they are tested.	STAR Test Record
Provide ample space and time to accommodate STAR testing for all.	Administrator Teachers	Annually in March	Rooms 39, 41, 42, Library Board Room Block Schedule Multiple Testing Days Teachers test their own students Opportunities for make-up tests	Testing Schedule	Test Record
Provide incentives to students to take CSTs.	Administrator Teachers	Annually in March	Various incentives, e.g. breakfast, snacks, gift card, pizza party, etc.	Incentive Records	Improved participation rate
Review AYP Report.	Administrator Teachers	Annually in October	State testing reports	Improvement in participation rates	Staff Review Report to Governing Board

**ACTION PLAN ITEM #2: INCREASE CAHSEE PASS RATE; MEET STAR GRADUATION RATE; INCREASE NUMBER OF STUDENTS AT PROFICIENT/ADVANCED LEVELS ON CALIFORNIA STATE STANDARDS TESTS (CSTs)**

Rationale: In 2012, CAHSEE Pass Rate was 64% in English Language Arts and 55% in math; In 2012 Cohort (Class of 2010-2011), graduation rate was 57.89% (Target was 68.58%); While the percent of students scoring at advanced/proficient levels has increased, too many students continue to score at Basic and below levels; no students score at proficient/advanced levels in Algebra.

ESLRs Addressed: Academic Achievers

Growth Target: Meet API targets for proficiency; increase CAHSEE pass rate and graduation rate by at least 10%; increase percent of students scoring at advanced/proficient levels in all subjects by at least 10%.

TASK	IMPLEMENTERS	TIMELINE	RESOURCES	WAYS TO ASSESS PROGRESS	METHODS TO REPORT PROGRESS
Continue to use Standards Checklists created for each course; continue to update course descriptions	Counselor Teachers	2012-2015	Courses of Study CA Standards Textbooks Teachers Resource File	Standards Checklists; updated course descriptions.	Staff meetings Completed checklists; students sign checklists Completed course descriptions
Make transition to Common Core Standards	District Curriculum Teachers	2013-2016	Staff Development	Phase-in of Common Core Standards	Observations Teacher Reports
Use analysis of curriculum and assessment results to plan assignments aligned to standards, ESLRS, and Course Outlines.	Teachers District Teacher on Special Assignment	Weekly Quarterly check	STAR CAHSEE CELDT LARS/MMARS Renaissance Standards ESLRs Publisher Scope and Sequence Electronic Support Materials	Teach for mastery; reteach; Check for Understanding (CFU)	Test Results (Multiple Measures) Assignment Sheets/Lesson Plans
Provide timely placement test results. Test incoming students for placement.	Counselor Teachers	Annually, in Fall  On-going	Prior School Records Test results	Appropriate placement	Class Rosters
Provide orientation for new and returning students re behavioral and academic expectations, graduation and college entrance requirements, dress code, etc. Provide campus tour.	Administrator Counselor Teachers	Annually in fall On-going for incoming students	Power Point in Computer Lab Campus Tour	Student compliance	Power Point Teacher Observation
Use individual student data to determine interventions tailored to individual needs; provide differentiated instruction.	Teachers Resource Specialist Rdg/Math Specialist EL Specialist	Weekly Lessons	STAR CAHSEE CELDT Renaissance Benchmarks	Placement Testing Analysis of student data	Assignment Sheets/Lesson Plans

Continue to provide parallel classes and tutorials in reading, writing, math, Algebra and CAHSEE; provide other classes as staffing allows.	Teachers Rdg./Math Specialist Resource Specialist Instructional Aides	Classes: Semester-long Tutorials: 6-8 weeks each semester	Reading, math, and CAHSEE Tutorials	Increased student achievement	Lesson Plans Administrator Observation Test Results
Continue expanded library/learning center hours (7:00 a.m.-3:30 p.m); provide guidance on how to use the library and library links.	Administrator Library Media/Instructional Assistant	2013-2015	Charter School Budget	Library Schedule Evidence of student library and research skills	Library Schedule Use of library skills in student assignments
Provide additional curriculum materials (E-books, Cyber High home access, on-line Teacher's Editions). Provide additional curriculum for English Learners. Ensure adequate supply of teacher and student materials.	Administrator	Monthly, as needed	Charter School Budget	Purchase Orders	Lesson Plans Teacher-generated curriculum files Curriculum Binders for each Classroom Use of materials Observation
Continue to use pacing calendar and rubric scoring for writing 5-paragraph essays.	Teachers Writing Assignments	As scheduled on pacing calendar	Staff ideas Writing Research File Publisher suggestions	Writing assignments Student Journals Book Reports Newsletter Writing Contests	Lesson plans/assignment sheets Display of student writing Portfolios of student writing
Utilize writing assignments embedded in Literature units.	Teachers	End of each semester.	Writing assignments Self-selected reading	Scored writing assignments Read and Respond	Writing assignments Read and Respond assignments Book Reports
Analyze state assessment results using state and district reports.	Administrator Teachers	Annually, August At enrollment of new students Bd. Report: November	STAR CELDT CAHSEE MMARS Locally-created reports	Improvement in API and AYP; improvement in student proficiency levels	Staff Review Report to Governing Board
Continue to monitor attendance and improve attendance rate (90.97 in 2012).	Administrator Teachers Admin. Ass't., Sec.	January 2013, Ongoing	Lesson Plans	Completion/Attendance rate	Individual/Staff Meetings Con App
Motivate students in their educational program.	Administrator Teachers Counselor	January 2013, ongoing	Incentives, e.g., token economy, snacks, for perfect attendance, goal attainment	Lesson completion CAHSEE pass rate Graduation rate	Annual Report to Board School Newsletter
Provide college prep curriculum.	Administrator Teachers Counselor	January 2013, Ongoing	Cyber High Valley Interactive Virtual Academy (VIVA) on site	Electronic Records	Student Transcripts

Adapt/modify courses to meet a-g requirements.	Administrator Counselor	2012-2015	a-g requirements Courses of Study CA Standards	Approval of a-g Courses by UC	Approved Courses
Review grading policies, i.e., differential grading for students on slower pace	Administrator Teachers	Annually, in Fall On-going for teachers	Grading policies	Staff Agreement on grading policies	Review of Grades

**ACTION PLAN ITEM #3: INCREASE READINESS OF STUDENTS FOR POSTSECONDARY EDUCATION AND/OR ENTRY INTO THE WORLD OF WORK.**

Rationale: In a 2012 survey, graduates reported the following intentions: 65% enter college; 24% seek employment; 9% enter the military; 2% other)

ESLRs Addressed: Academic Achievers, Self-Directed Learners

Growth Target: Increase percent of students attending college and/or employed by 10%; increase job skills as evidenced by post-graduation follow-up; increase number of students participating in Careers in Manufacturing.

TASK	IMPLEMENTERS	TIMELINE	RESOURCES	WAYS TO ASSESS PROGRESS	METHODS TO REPORT PROGRESS
Identify benchmarks for successful re-entry into traditional school setting, where applicable. Ensure that students are taking required courses for re-entry into traditional high school.	Administrator	Quarter Semester	School of origin requirements	Grades, courses, behavior	Progress reports, report cards, parent conferences
Collaborate with Denair High School (DHS) and community colleges for concurrent enrollment.	Administrator DHS Principal Community College Personnel	July January	Course Catalogs; Student interest survey	Enrollment records	Number of students enrolled
Continue college representatives on campus; continue field trips to college campuses	Counselor	As scheduled	College Presentations Brochures Individual Counseling	Graduate Survey	Report to Board Reports to Staff
Provide postsecondary services (goals, transition, etc.) for special education students age 14 and older.	Teacher Resource Teacher Counselor	Beginning at age 14	IEP ILP	Students' plans for future Student success	Resource Teacher Report
Provide additional job/career-related activities, e.g., job shadowing for students in Careers class, work experience, internships.	Administrator, Teachers	Monthly	SPIE Eureka Denair High	Schedule of activities Roster of student participation	Number of students in WEX; number of work permits issued; feedback from WEX coordinator; class attendance; credits earned; number of students placed in jobs
Provide more career transition opportunities. Encourage students to take Work Keys Assessments and participate in the Careers in Manufacturing Program (CIM).	Administrator Counselor Teachers	January 2013, ongoing	CIM Road Show Work Keys Test Resume and Interview Preparation	Successful completion of CIM program	Number of students in jobs

			Job Shadowing		
Provide Careers Ready 101 on-line program available through Alliance Worknet	Administrator Counselor Teachers	January 2013, ongoing	On-line Curriculum	Roster of student participation	Assessment Results
Use career classes to identify interests/aptitudes and research possible career choices.	Teachers	Semester	Eureka	Career class course of study	Assignment sheets
Develop and maintain career portfolios.	Counselor Career Teacher Students	Ongoing	Eureka Careers Class Curriculum	Portfolios	Examination of Portfolios
Record on ILP student's ongoing and evolving plan for high school graduation, post-secondary education or training, and short- and long-term career goals.	Administrator, Teachers	At least annually	ILP	ILP	Document choices and progress on ILP.
Continue to provide opportunities co-curricular and extra-curricular activities as staffing allows.	Teachers, Parents	Monthly	Science labs Art classes Other classes	Schedule of activities	Number of students participating in co- and extra-curricular activities
Conduct post-graduation follow-up survey.	Administrator	Annually	Student Records Student Contacts	Increase in number of students employed and/or attending college.	Annual Report

#### ACTION PLAN # 4: INCREASE CAPABILITIES OF STAFF MEMBERS AS PROFESSIONAL EDUCATORS

Rationale: Individually and as a staff, teachers need to reflect on teaching practices, establish professional goals, and pursue opportunities to grow professionally. (California Standards for the Teaching Profession (6.1 -- 6.5)

ESLR: Self-Directed Learners. Take responsibility for own education.

Growth Target: Each teacher will annually assess strengths/areas for improvement, create an individual professional development plan, and verify participation in professional development activities (classes, workshops, professional reading, etc.)

TASK	IMPLEMENTERS	TIMELINE	RESOURCES	WAYS TO ASSESS PROGRESS	METHODS TO REPORT PROGRESS
Assess professional development needs of staff.	Teachers Instructional Aides Administrator	Annually, August	Staff Development Survey CSTP 6.2	Teacher Goals and Objectives	Summary of professional development needs
Meet with administrator to assess staff development goals and objectives.	Teachers Administrator/teacher conferences	Annually, Sept. and June	CSTP 1.4, 2.5, 3.2, 3.3, 3.4, 4.3, 4.4, 4.5, 5.4, 6.1, 6.2	Self-evaluation. Administrator evaluation Administrator/teacher conferences	Feedback to teachers Report to superintendent on highly qualified teachers

Update annual written professional development plan for staff.	Administrator Teachers	Annual Update September	Classes Workshops BTSA Professional Literature CSTP 6.2	Staff Development Plan	Annual update
Provide training in transition to Common Core Standards. Revise Standards Checklists to Common Core Standards Checklists.	District Teachers SCOE	2013-2015	Classes District Workshops SCOE Workshops	New Standards Checklist	Monitor use of standards checklist
Provide training in Renaissance Learning STAR Enterprise to be used for benchmarks.	District	Annually, in Fall On-going for new teachers	Group training Individual training CSTP 5.6	Training Agenda and Rosters	Consistent program use
Provide training in transcript reading and interpretation. Call former high school for program coordination of classes.	Counselor Teachers	Annually, in Fall On-going for new teachers.	Group Training Individual Training	Training Agenda and Rosters	Appropriate placement of students in classes
Continue emphasis on technology in instruction and assessment of student progress.	District Teachers	On-going	VIVA - Aventa Cyber High Eureka Careers 101 Renaissance CSTP 5.5, 5.6	Observation Electronic Learning Records	Observation Electronic Learning Records
Provide new teachers with structured orientation including opportunities for observation and coaching by experienced teacher. Provide new teachers with updated training manual.	Administrator Teachers	Fall 2013 On-going for new teachers	Staff Expertise CSTP 6.1, 6.3	Training Manual Training Schedule and Roster	Use of Training Manual
Provide new teachers inservice training on writing techniques: 5-paragraph essay and rubric-scored assessment	New Teachers Teachers	Upon employment	Rubrics for scoring; calibration of scoring CSTP 5.4, 5.7	Writing samples scored by rubric	Summary of writing scores; discussion
Provide orientation to new teachers.	Administrator Teachers	Upon employment	CSTP 6.1, 6.3	Orientation schedule	Administrator Records
Provide staff development opportunities and presentations on topics elicited in needs assessment, e.g. training in available assessments	Administrator Teachers District	Quarterly	CSTP 6.1	Schedule of Activities	Staff Meeting Discussion Teacher Evaluation of Staff Development
Provide orientation and training for Library/Media Specialist.	Administrator District	Upon employment Update, as needed	Teacher Input	Schedule of Activities	Training Evaluation
Provide staff collaboration time for curriculum development.	Administrator District	Monthly	Curriculum Staff Expertise CSTP 6.3	Curriculum Units created	Teacher use of Curriculum Units

**ACTION PLAN #5: MAINTAIN PARENT SATISFACTION AND INCREASE PARENT INVOLVEMENT**

Rationale: In a 2012 survey, parents gave highest ratings to the following: feeling welcome and valued at the school (parents and students), teachers' response to individual student needs, ease of contact with teachers, the school as a safe, good place to learn and a pleasant place to be. On a scale of 1-5 (5=highest), parents rated the school 4.67 overall.

ESLRs addressed: Self-Directed Learners. Identify and access the resources necessary to achieve set goals.

Growth Target: Increase participation of parents by 20% as measured by parent attendance at weekly lessons, Advisory Committee meetings, and/or school events and by increased communication via phone, texting, and e-mail.

TASK	IMPLEMENTERS	TIMELINES	RESOURCES	WAYS TO ASSESS PROGRESS	METHOD TO REPORT PROGRESS
Re-activate Parent Advisory Committee.	Administrator	Yearly	DCA Charter Handbook Standards ESLRs	Regular Advisory meetings Governing Board meetings	Advisory Committee Agenda, Minutes, and attendance roster Attendance at Governing Board meetings
Plan special events/activities to encourage parents to participate in their child's education.	Administrator Teachers	Quarterly	Staff and community members	Schedule of activities/events Science Fair/Open House Field Trips Parent and Student Recognition at Board Meeting Display of student art at DCA and in District Board Room Senior Shirt	Attendance and evaluation of each event
Continue to publish newsletter. Post news on school web site.	Administrator Teachers/Aides Parents Students	Quarterly	Staff Students Community	Published Newsletters Web site	Publications
Identify and communicate school, district, and local community resources to benefit students and families, including post-secondary opportunities	Administrator Teachers	At enrollment Each semester	Brochures: medical, dental, mental health, basic needs, education, other; Teacher/parent conferences	Use of community resources	List of referrals and results