

- **Goal #1:** All staff at Alianza will continue to increase academic achievement and learning by making use of all available data to inform instruction, assess students regularly, and apply the most effective research based instructional strategies in the classroom as per state requirements.
- Student groups participating in this goal: All
- Performance gains expected for these students & Means of evaluating progress toward this goal
 - Alianza students will meet the Academic Performance Index target set by the State of California.
 - Alianza students will meet the Adequate Yearly Progress targets set by the requirements of the NCLB for the school and significant subgroups.
 - On the SABE test / Reading, the number of students scoring 50% NCE or greater will increase by 10%
 - On the SABE test / Language, the number of students scoring 50% NCE or greater will increase by 10%
 - On the SABE test / Math, the number of students scoring 50% NCE or greater will increase by 10%
- Group data needed to measure academic gains: All students, English Learners & Economically Disadvantaged.

Description of Specific Actions to Improve Educational Practice	Implementers/ Timeline	Related Expenditures	Estimated Cost	Funding Source
<p>I. Description of Specific Actions to Improve Educational Practice</p> <p>A. Alignment of instruction with content standards:</p> <ol style="list-style-type: none"> 1. The Alianza Cadres will use the Accelerated Schools Project Inquiry Model which focuses on student achievement of reading/lang.arts, ELD, and math standards through a discrepancy analysis of achievement data, review of grade level practices, and student work. 2. The standards-based Alianza Benchmark Assessment System (Spanish/English) includes: <ol style="list-style-type: none"> a) Reading assessment, b) Writing Rubric c) Math assessment d) These formative assessments will be used to assess student progress. These assessments are administered three times annually to inform instruction and make appropriate adjustments. 3. The district's ADEPT assessment and CELDT results are used to monitor the acquisition of English for EL students and guide instruction. 4. Staff will adapt/develop assessments that are both vertically and horizontally coordinated to ensure they are linked to State content and performance standards. 5. Each grade level will articulate test wiseness and test taking strategies to their students on a regular basis which focus on areas identified through the cluster item analysis. 	<p>GL Teams / Aug.-Sept.</p> <p>Administration & staff</p> <p>Teachers & LARC</p> <p>Administration & staff</p> <p>GL Teams</p>	<p>\$0 / by 5/05</p> <p>Subs / release each trimester</p> <p>Central Office expense fall & spring</p> <p>Subs / release by 10/04</p> <p>\$0 by 10/04</p>	<p>\$0</p> <p>\$40,000</p> <p>\$0</p> <p>\$40,000</p> <p>\$0</p>	<p>•</p> <p>Charter BG</p> <p>•</p> <p>Charter BG</p> <p>•</p>

areas identified through the cluster item analysis.

6. All efforts will be made to have only straight grades so that teachers may focus more closely on grade level standards.

B. Improvement of instructional strategies and materials:

1. Every student has access to a district adopted textbook aligned with the state standards for every subject area or have other standards-based materials. Students in the biliteracy Two Way program are provided with a Spanish language text and an English language text appropriate to the language acquisition stages.
2. Teachers will have the opportunity to participate in workshops, conferences and institutes:
 - a) if funds are available in the school budget
 - b) if relevance and clear connection to this school plan can be demonstrated
3. All staff will participate in four Mega Meetings during the school year, one to be scheduled each quarter, from 1:45 to 4:00. Mega-meetings will focus on the ongoing development of action plans that will contribute to increased student performance and the successful attainment of the school's performance objectives.

C. Extended learning time/ Increased educational opportunity:

1. Second thru seventh grade students identified as "at-risk" may participate in any of the following inter-vention programs organized by the school or in collaboration with the Extended Learning Program and/or the Migrant Program:
 - a) Alianza After School Program,
 - b) Alianza Summer School;
 - c) Alianza Winter Institute
 - d) Si Puedo Literacy Program (Teachers and Instructional Aides)
 - e) Intervention Teachers (Hourly Teachers) will:
 - (1) work with small groups or 1:1
 - (2) work with staff in the areas of literacy, math, ELD
 - (3) coordination of assessment.
 - (4) identification of students to participate in interventions
 - (5) coordinate schedules of intervention personnel
 - (6) schedule, collect and enter assessment data in the Alianza Data Base
2. Fund 0.6 FTE Resource Teacher to work with staff in literacy development, ELD .

Administration & staff	extra teacher - by 8/04	\$60,000	Charter BG
Administration & Rdg. Res. Teacher	Textbook purchahse by 5/05	\$0 - \$30K	Charter BG
Administration	Subs & Travel Exp. by 5/05	\$0	Charter BG
Administration & Leadership Team	\$0 each trimester	\$0	•
Administration	Participate in District Grant by 9/04	\$0 - \$20K	Charter BG
Administration & Res. Tchr.	\$0 / by 9/04	\$62,596	- Lottery & Charter BG
Administration	\$0 / by 9/04	\$40,000	Charter BG & ELAP
Administration & Res. Tchr.	\$0 by 9/04	\$45,000	Title 1

3. The school will continue to reduce class size at the 4th-6th grade level to a ratio of 25:1 utilizing site charter school block grant funds.

D. Staff development and professional collaboration:

1. The Alianza Professional Development program uses a team of Special Teachers to release a grade level team for half a day twice each month to examine assessment data, integrate effective instructional practices, and develop curriculum to improve student achievement.
 - a) These meetings will be collaboratively planned between administration and grade level team leadership.
 - b) Each grade level team will define it's own leadership structure. Possible models include the identification of a team leader or perhaps a rotation of leadership responsibilities.
 - c) As the budget permits, funds will be made available to stipends, provide release time or both to support grade level team leadership in the planning of the APD program.
 - d) Establish a Professional Development Collaboration Calendar with expected outcomes aligned with performance goals.
2. Monthly Staff Meetings will be focused on progress toward meeting student achievement goals.
3. Grade Level Teams meet every other Restructured Tuesday to focus on curriculum development and instructional issues related to student progress and grade level performance goals.
4. If state funding allows, Plan three SBC days that focus on issues related to the implementation of the school plan, review of STAR test data and attainment of performance goals.
5. Provide release time for classroom teachers to conduct individual student assessment and analysis of student work to guide instruction.
6. Train and supervise paraprofessional intervention staff in the use of intervention strategies to use with at risk students in the area of literacy development and ELD.
7. Staff will attend conferences, workshops and trainings to develop strategies or gain knowledge that support the achievement of student performance goals. Travel and conference costs will be paid if funds are available.

Administration & staff	Upper Grade teacher by 8/04	\$60,000	Charter BG
Administration	Special Tchrs. 2X each month	\$40,000	Title 1
Administration & Leadership	\$0 2X each month	\$0	•
Grade Level Team	\$0 by 9/04	\$0	•
Administration	\$0 by 9/04	\$0 - \$5K	Charter BG
Administration	\$0 by 9/04	\$0	•
Administration	\$0 / monthly	\$0	•
Grade Level Teams	\$0 / 1X/mo.	\$0	•
Administration	Part of district allocation by 5/05	\$0	State funds
Administration	Special Tchrs. ea. Trimester	\$40,000	Charter BG
Administration & Res. Tchr.	Si Puedo by 10/04	\$0	•
Administration	\$0 / by 5/05	\$0 - \$5K	No funds available

E. Involvement of staff, parents and community:

1. Staff will share assessment results with students, parents, and community through Alianza Council Meetings, newsletter, home visits and/or any of the following practices: multiple phone contacts, parent conferences individual parent nights, targeted parent training, weekly progress reports with parent feedback, interactive homework, parent/teacher interactive journals, kinder homework bags.
2. Implement the Alianza School-Parent Compact.
3. As issues surface, schedule Parent Forums or Parent Orientation Meetings to provide opportunities to gather parent input and share important/relevant information with parents.
4. Continue to employ a Parent Education Specialist (PES).
5. Childcare will be provided at all school functions as funds permit to facilitate and encourage parent participation.
6. Recommendations for hiring practices at Alianza. These recommendations are a continuation of work the school is already committed to as shown in the creation of anti-racist curriculum across grade levels and in the Alianza Charter School vision statement.
 - a) • **TARGET %:** We recommend moving toward an equitable representation of classroom teachers and certificated staff in leadership positions that is proportionate to the racial, cultural, and linguistic demographics of the student population. This would reflect the vision of the Alianza School Mission Statement.
 - b) • **HIRING COMMITTEE:** We recommend that the committee, comprised of staff and parents, equitably reflect the demographics of the school population. The majority (at least half) of the interview should be conducted in Spanish.
 - c) • **QUALIFICATIONS:** Although we acknowledge the importance of teacher certification programs, we must emphasize the importance of other qualifications that will help us achieve our goal of creating an equitable society. Therefore we recommend that we broaden the definition of qualified candidate to include the following criteria:
 - (1) reflects student's experiences (migrant experiences,...)
 - (2) be a native Spanish speaker
 - (3) be an active and involved community member

Administration, Parent Ed.Sp. & Teachers	We will use Nell Soto carryover by 5/05	\$0 - \$5K	Nell Soto
Alianza Council PES	\$0 / by 9/04 \$0 / by 5/05	\$0 \$0	• •
Administration PES	\$0/ by 8/04 \$0/ by 5/05	\$25,000 \$3,000	Title 1 ELAP
Administration Latino Affinity Group	\$0 / by 5/05	\$0	•

7. Formation of classes for the following school year
 - a) Staff will communicate to parents that our first priority is balanced classrooms and that parent requests for a specific teacher will not be accepted.
 - b) Grade Level Teams meet and classes will be formed taking into account: behavior, gender, ability, group dynamics and other criteria.
 - c) The class will be placed into envelopes, signed by the teachers. They will be sealed and delivered to the Office.
 - d) Teachers' names will be drawn out of a hat and attached randomly to an envelope containing a class.
 - e) The Office will then enter the classes into the computer.
 - f) No students will be moved unilaterally by the principal
 - g) A student will only be moved as a result of a decision made by the Sending Grade Level Team & the Principal

F. Auxiliary services for students and parents: (including transition from pre-school, elementary and middle school)

1. The Rural Technology Information Project will continue under a new relationship between the City of Watsonville, the PVUSD, Alianza Charter School and the Association of Mexican American Educators. This group will work with Alianza to provide families with home. computers, a computer lab at the 2nd Street Community Center, and training for parents.
2. The Parent Education Specialist will organize:
 - a) Recruitment of students at pre-schools for enrollment at Alianza.
 - b) Advertise the Alianza program in the newspaper.
 - c) Distribute the Alianza Brochure and Alianza video.
 - d) Facilitate observations by parents of the Alianza program. Recruit students at pre-schools and similar organizations for enrollment at Alianza.
3. Teachers will continue to host parents for observation of the Alianza program.
4. Students will participate in a transition to middle school orientation.
5. Alianza staff will articulate with middle school administration regarding student placement and alignment of expectations with grade level standards.

Administration & Gr. Lvl. Teams	\$0 / by 5/05	\$0	•
Administration	\$0 / by 5/05	\$0	•
Parent Ed.Spec.	\$0 / by 5/05	\$25,000	Title 1
Parent Ed.Spec.	\$0 / by 5/05	\$0 - 1K	Charter BG
Parent Ed.Spec.	\$0 / by 5/05	\$0 - 1K	Charter BG
Parent Ed.Spec.	\$0 / by 5/05	\$0 - 1K	Charter BG
Teachers	\$0 / by 5/05	\$0	•
P2 Tchrs.	Bus for EAH by 5/05	\$0	•
P2 Tchrs.	Bus for EAH by 5/05	\$0	•

with grade level standards.

6. Continue implementing programs that teach conflict resolution and peace keeping skills.
7. Student Council representatives and other student leaders will serve as conflict managers. Hire a consultant to train monitors, if funds are available.
8. Continue to provide a safe learning environment by providing gang prevention, conflict resolution and decision-making training Kinder - 6th grade (eg: Pajaritos.)
9. Continue the Alianza Book of the Month program in order that all classrooms focus on school-wide equity issues through literature each month.
10. Employ 4 yard supervisors for the playground and 2 Cafeteria supervisors in the cafeteria before school and at lunch.
11. Provide resources and support for the Alianza Children's Day event
12. Provide funds for overtime for office staff as needed to help prepare for the opening and closing of school and for special needs that may develop during the course of the school year.
13. Align the GATE program with new requirements from state and district.
14. Maintain membership with CCSA and CSDC/Charter Voice, and other professional charter school organizations.
15. The Alianza Buddy program is an outreach program that scaffolds struggling 1st graders who are at risk of retention, due to their low literacy skills. We will recruit interested teachers who are willing to make home visits on a monthly basis. They will tutor the parents by coaching them on how to read with and to their children. The teachers will be given an in-service on Effective First Teaching strategies before the home visits begin.
16. The following Action Plans were developed in our 2003 Coordinated Compliance Self Review:
 - a) 1st Grade teachers will include 200 minutes of PE every 10 days in their instructional schedules. This will be reflected in their lesson plans. Since the previous CCR-Self Review, Grades Kinder, 3rd, 4th, 5th, and 6th have become compliant.
 - b) Non-discrimination and harassment policies will be: 1 – translated into Spanish so that they are accessible to a majority of school parents; 2 – distributed to teachers annually 3 – posted conspicuously in the office where they can be accessed by parents, students and community members and in the staff room where they can be accessed by teachers

School Env. Cadre	Consultant by 12/05	\$0 - \$5K	Charter BG
School Env. Cadre	Consultant by 12/05	\$0 - \$5K	Charter BG
School Env. Cadre	Consultant by 12/05	\$0 - \$5K	Charter BG
School Env. Cadre	Purchase Books	\$0 - \$5K	Charter BG
Administration	Employ local by 8/04	\$25,000	Charter BG
Alianza Council & Admin. Administration	Support	\$0 - \$2K	ASB
	Opening & Close - 6/05	\$0 - \$1K	Charter BG
Administration	Testing by 12/04	\$0 - \$2K	Charter BG
Administration	Pro.Network by 9/04	\$0 - \$2K	Charter BG
Administration	Parent Outreach	\$0 - \$2K	Nell Soto
Administration	Review plans by 9/04	\$0	•
Administration	Possible translation cost / by 9/04	\$0 - \$2K	Charter BG

and community members and in the staff room where they can be accessed by teachers

- c) Sexual harassment policies will be: 1 – translated into Spanish so that they are accessible to a majority of school parents; 2 – distributed to teachers annually 3 – posted conspicuously in the office where they can be accessed by parents, students and community members and in the staff room where they can be accessed by teachers
- d) The procedures for filing a complaint about all issues of discrimination, harassment and sexual harassment will be made available annually to all staff. The handbook “Complaint Policies and Forms” will be available to all staff in the office and the staff room. Information about these policies will be distributed at the beginning of each school year to all students and their families and to all staff.
- e) Alianza Charter School will address the needs of our GATE students by: 1) contracting with the District GATE program to provide a workshop on differentiation of instruction strategies 2) Develop appropriate and compliant procedures to identify Alianza students each fall.

G. Monitoring program implementation and results:

- 1. 1. Program evaluation will be an ongoing activity and will include the following activities:
 - a) 8 staff meetings held monthly will focus on implementation of the school plan and progress toward meeting our achievement goals.
 - b) 3 Mega-Meetings held each trimester will focus on implementation of the school plan and progress toward meeting our achievement goals.

Administration	Possible translation cost / by 9/04	\$0 - \$2K	Charter BG
Administration	Include in staff mtg agenda / by 9/04	\$0	•
Administration & teachers	Include in assessment schedule	\$0 - \$2K	Charter BG
Administration & Leadership Team	Calendar & Schedule by 5/05	\$0	•
Administration & Leadership Team	Calendar & Schedule by 5/05	\$0	•