



# Local Control and Accountability Plan

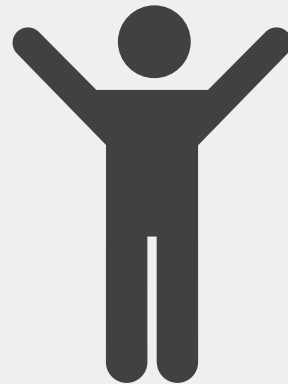
## District Overview (2015-16)



**25**  
SCHOOLS



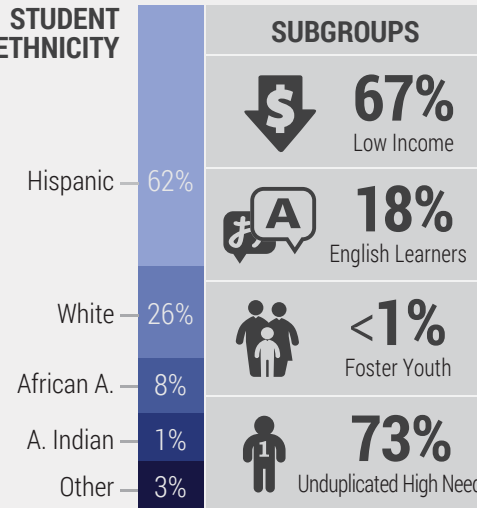
**5**  
DISTINGUISHED  
Schools



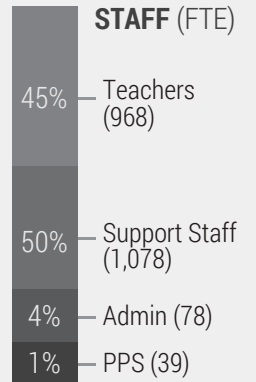
**21,695**  
STUDENTS

High School:	5	E/H Combo:	1
Junior High:	3	Alt. Ed:	1
Elementary:	15	Charter:	0

### STUDENT ETHNICITY



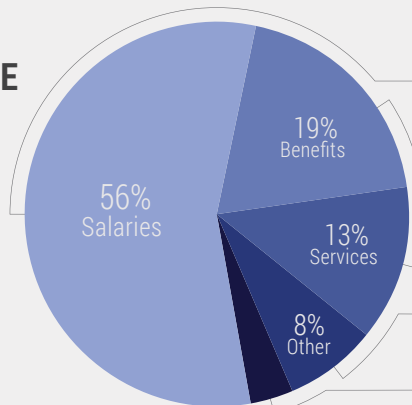
**2,156**  
EMPLOYEES



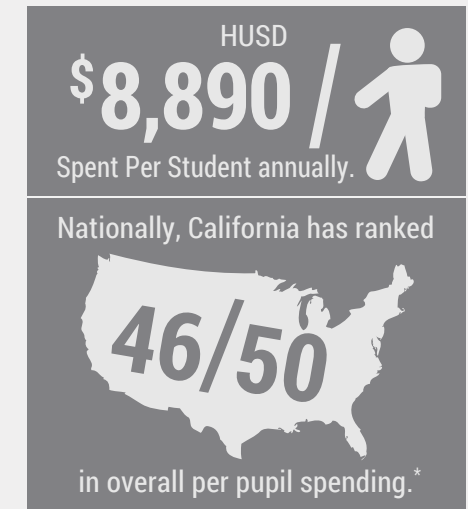
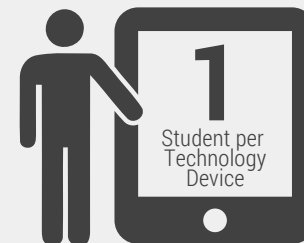
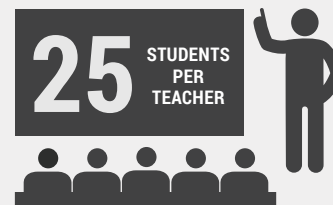
### ANNUAL REVENUE



**\$191,997,852**



Employee Salaries: \$107,942,624 (56%)  
 Employee Benefits: \$37,213,776 (19%)  
 Services / Operations: \$25,431,723 (13%)  
 Other: \$14,881,803 (8%)  
 Books / Supplies: \$6,527,926 (4%)  
 Total General Fund Expenditures: **\$191,997,852 (100%)**



Hesperia Unified School District, 15576 Main St, Hesperia, CA 92345, Phone: (760) 244-4411, Website: [www.hesperiausd.org](http://www.hesperiausd.org), CDS# 3675044.

*About This Data:* The figures above represent the most recently reported public data available from the California Department of Education, ranging from 2012 to 2015. Some values may not match exactly due to rounding, reporting delays, or anomalies. \*State rankings on 2012 data in the most recent 2015 Education Week Quality Counts Report Card.

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(888) 938-7779

# 1. Stakeholder Engagement



4

**SURVEYS**  
Conducted



30

**WORKSHOPS**  
Held



1,500

**COMMENTS**  
Received



530

**STAKEHOLDERS**  
Engaged



58

**REVIEWS**  
Performed



2

**BOARD MEETINGS**  
Convened



10

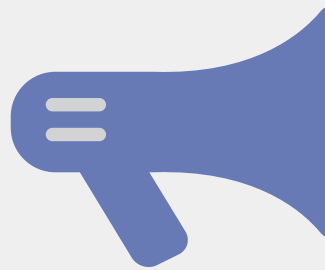
**GROUPS**  
Involved

**Groups include:**  
Parents, Students,  
Teachers, Staff,  
Administrators,  
Cabinet, Trustees,  
District Advisory  
Committee (DAC),  
DELAC, Foster  
Family Agencies.



## Checklist of Items Shared:

- District Profile Data
- State Education Priorities
- LCAP & LCFF Overview
- School Site Plans
- Progress in meeting goals
- Actual expenditures



HUSD has informed, consulted, and involved school stakeholders in the process of creating the LCAP as summarized above. Communications to stakeholders includes:



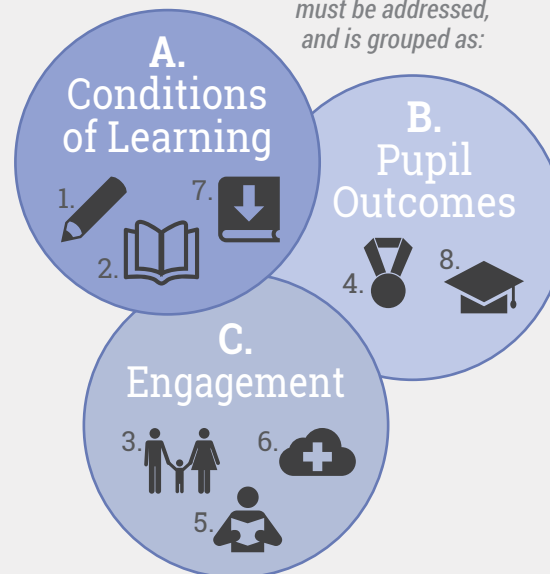
District website, stakeholder meetings, flyers, automated phone calls, presentations to Hesperia Chamber of Commerce.

# State Education Priorities



## THE 8 STATE EDUCATION PRIORITIES

1. Basic Services
2. Academic Standards
3. Parent Involvement
4. Student Achievement
5. Student Engagement
6. School Climate
7. Course Access
8. Other Outcomes



Each State Priority must be addressed, and is grouped as:



# 2. Goals, Actions & Expenditures

GOAL  
#1




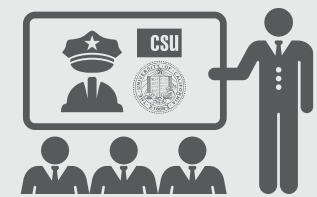
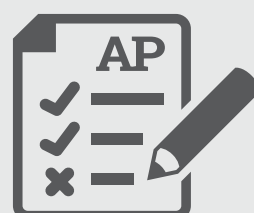







## Increase college & career readiness

SERVING THESE













<b>STATE PRIORITIES</b>	1. Basic Services 	2. Academic Standards 	3. Parent Involvement 	4. Student Achievement 
<b>SUBGROUPS</b>	5. Student Engagement 	6. School Climate 	7. Course Access 	8. Other Outcomes 
<b>SCHOOLS</b>	Elementary 	Middle 	High 	Alternative 

EXPECTED 2015-16 MEASURABLE OUTCOMES

<p>1.1</p> <p>↓ Set Baseline in October</p> <p><b>+30%</b> in February</p> <p><b>+75%</b> in May</p>  <p>INCREASED DISTRICT SINGLE ASSESSMENT</p>	<p>1.2</p> <p>↑ <b>50%</b> &gt;=5 yrs proficient</p> <p>↑ <b>9%</b> Reclassification</p>  <p>INCREASED CELDT &amp; CAASSP SCORES</p>	<p>1.3</p> <p>↑ <b>+5%</b></p>  <p>INCREASED EXIT RATE FROM INTERVENTION PROGRAMS</p>	<p>1.4</p> <p>↑ <b>+5%</b></p>  <p>INCREASED A-G / ROP / CTE COMPLETION</p>	<p>1.5</p> <p>↑ <b>+10%</b></p>  <p>INCREASED AP EXAMS 3+ PASS RATE</p>
<p>1.6</p> <p>↑ <b>+5%</b></p>  <p>INCREASED EAP ELA &amp; MATH READINESS SCORES</p>	<p>1.7</p> <p>↑ <b>+20%</b></p>  <p>INCREASED SCHOOLS OFFERING COLLEGE/CAREER PATHWAYS</p>	<p>1.8</p>  <p>IMPLEMENTED DISTRICT 4C RUBRIC</p>	<p>1.9</p> <p><b>100%</b></p>  <p>HIGHLY QUALIFIED TEACHERS</p>	












## 2. Goals, Actions & Expenditures *(Continued)*

EXPECTED 2015-16 ACTIONS & EXPENDITURES

 Goal #1	 Action / Service	 Amount	 Target
	1.1 - Integrate & align curriculum with state standards (including ELD)	\$160,000	 All Students 
	1.2 - Purchase standards-based adopted textbooks & resources	\$450,000	
	1.3 - Purchase digital devices & maintain infrastructure	\$3,564,000	
	1.4 - Continue to develop Units of Study	N/C	
	1.5 - Reduce class sizes TK-12	\$2,700,000	
	1.6 - Integrate arts across curriculum	N/C	
	1.7 - Monitor student progress using common formative assessments	\$181,000	
	1.8 - Analyze results of CAHSEE, AP & EAP	N/C	
	1.9 - Facilitate CAASPP	N/C	
	1.10 - Begin developing math curriculum for adoption	\$250,000	
	1.11 - Determine additional strategic & intensive support needs	N/C	 Low Income
	1.12 - EL academic support to meet AMAO 1- 3	N/C	
	1.13 - Ensure ELA & ELD standard-aligned instruction	N/C	 English Learners
	1.14 - Language support services to sites	\$280,000	
	1.15 - Train foster parents to support students academically	\$2,000	 Foster Youth
	1.16 - Online courses-credit recovery & core programs	N/C	
	1.17 - Support SWD (supplemental materials, curriculum, supplies)	\$75,000	 All Students 
	1.18 - Meet student needs through project-based learning (differentiation, personalization & pacing)	N/C	
	1.19 - Access to instruction, courses & learning time to master college/career readiness skills	N/C	
	1.20 - Content area interventions (certificated & classified over-contract)	N/C	
	1.21 - Alternative Education Program support	\$30,000	
	1.22 - Summer school for credit recovery (certificated/classified over-contracts, supplemental resources)	\$200,000	
	1.23 - Counselors provide academic guidance, socio-emotional support & connectedness (+2 psychologists)	\$200,000	
	1.24 - Hire coordinator & coaches to support SWD	\$210,000	
	1.25 - Support core concepts & skills (additional time, support materials, differentiated instruction)	\$10,000	
	1.26 - Academic supports, tests/remediation, transportation costs for athletics & extracurricular programs	\$20,000	
	1.27 - Determine additional strategic support for EL	N/C	 English Learners
	1.28 - Require use of SDAIE to support EL linguistically appropriate goals	N/C	

## 2. Goals, Actions & Expenditures *(Continued)*

### EXPECTED 2015-16 ACTIONS & EXPENDITURES

 Goal #1	 Action / Service	 Amount	 Target
	1.29 - Ensure K-12 <b>access to a variety of college/career oriented curriculum</b> including AVID	N/C	
	1.30 - Encourage <b>school themes &amp; develop college/career programs</b> (STEAM, health pathways)	\$1,762,516	 All Students
	1.31 - Support <b>Adult &amp; Career Technical Education</b> (adult basic education, CTE, ROP, ESL, GED, Citizenship)	\$913,742	
	1.32 - Implement <b>AVID Excel for MS long-term EL students</b>	\$27,000	 English Learners
	1.33 - Implement <b>College/Career Readiness program for HS LTEL students</b> (instructional assistants)	\$45,000	
	1.34 - Distribute <b>HS graduation &amp; UC/CSU entrance requirements</b> in 6th grade	N/C	
	1.35 - <b>Scholarship workshops</b> for all HS RFEP students & parents	N/C	RFEP
	1.36 - <b>Lower counselor:student ratios</b> for RFEP to increase enrollment in UC/CSU approved coursework	\$100,000	
	1.37 - Ensure <b>skilled counselors/psychologists</b> to develop ILPs for foster youth	N/C	 Foster Youth
	1.38 - Adequate/appropriate <b>PD &amp; collaboration time</b> (conferences, over-contract, substitutes, resources)	\$56,000	
	1.39 - Continue <b>transition to CCSS &amp; NGSS</b>	\$100,000	
	1.40 - <b>Highly-qualified teachers</b> & appropriate placement (Teacher Induction Support/ mentors/ interns )	\$342,900	 All Students
	1.41 - Provide <b>TOA</b> (+2 instructional coaches)	\$428,485	
	1.42 - <b>Increase support to sites with high unduplicated</b> student count (staff, PD)	N/C	 Low Income
	1.43 - <b>Training on the correlation</b> of economic status & learning	N/C	
	1.44 - Training in ELD to ensure <b>continued progress towards full English proficiency</b>	N/C	
	1.45 - Added support & training to <b>enhance the instruction of long-term EL</b>	N/C	 English Learners
	1.46 - All staff will receive <b>training in trauma-informed teaching</b>	\$20,000	
	1.47 - Classified staff will receive <b>training in procedures of how to register FY</b>	N/C	 Foster Youth



GOAL

#2




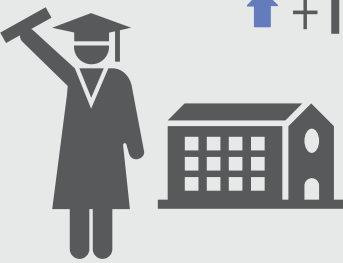


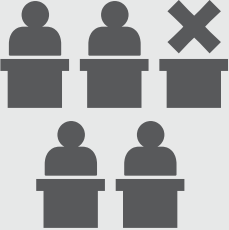



## Safe & responsive learning environment

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<b>STATE PRIORITIES</b>	 1. Basic Services	 2. Academic Standards	 3. Parent Involvement	 4. Student Achievement
<b>SUBGROUPS</b>	 5. Student Engagement	 6. School Climate	 7. Course Access	 8. Other Outcomes
<b>SCHOOLS</b>	 Elementary	 Middle	 High	 Alternative

EXPECTED 2015-16 MEASURABLE **OUTCOMES**

<p>2.1</p> <div style="text-align: right; font-weight: bold; font-size: 1.2em;">100%</div>  <p>SAFE SCHOOL PLANS ARE UPDATED ANNUALLY TO MAINTAIN/IMPROVE SAFETY</p>	<p>2.2</p>  <p>GATHER INPUT FROM PARENTS &amp; STUDENTS REGARDING SAFETY</p>	<p>2.3</p>  <p>SCHOOLS ARE CONDUCIVE TO STUDENT LEARNING &amp; SAFETY</p>	<p>2.4</p> <div style="text-align: right; font-weight: bold; font-size: 1.2em;">↑ +1%</div>  <p>INCREASED GRADUATION RATES</p>
<p>2.5</p> <div style="text-align: right; font-weight: bold; font-size: 1.2em;">↓ -2%</div>  <p>DECREASED DROPOUT RATE</p>	<p>2.6</p> <div style="text-align: right; font-weight: bold; font-size: 1.2em;">↓ -2%</div>  <p>DECREASED SUSPENSION/EXPULSION RATES</p>	<p>2.7</p> <div style="text-align: right; font-weight: bold; font-size: 1.2em;">↓ -2%</div>  <p>DECREASED CHRONIC ABSENTEEISM</p>	<p>2.8</p> <div style="text-align: right; font-weight: bold; font-size: 1.2em;">↑ +5%</div>  <p>INCREASED STUDENTS MEETING 4+ HEALTHY FITNESS ZONE STANDARDS</p>

## 2. Goals, Actions & Expenditures *(Continued)*

### EXPECTED 2015-16 ACTIONS & EXPENDITURES

 Goal #2	 Action / Service	 Amount	 Target
	2.1 - All sites have a <b>Safe School Plan &amp; conduct safety drills</b>	N/C	 All Students
	2.2 - Sites distribute/review <b>surveys on school climate</b> & instructional program	N/C	
	2.3 - Parent <b>forums to discuss school climate</b> & safety	N/C	
	2.4 - Ensure LEA <b>FY liaison has adequate time, knowledge &amp; resources</b>	N/C	 Foster Youth
	2.5 - <b>Foster parent meetings</b> to provide information & support	N/C	
	2.6 - <b>Social Worker assists children &amp; families</b> with issues impacting education	\$100,000	 All Students 
	2.7 - All sites <b>Williams' Settlement compliant</b> (safety inspections, repairs, maintenance)	N/C	
	2.8 - All schools <b>maintained in good repair</b>	\$210,000	
	2.9 - Administrative & library services personnel supported by a <b>standards-aligned plan integrating arts into curriculum</b>	\$638,234	
	2.10 - Technology support services personnel to <b>integrate 21st Century Skills</b>	\$638,705	
	2.11 - <b>Decreased Suspension / expulsion</b> rates	N/C	
	2.12 - <b>Decreased Chronic absenteeism</b> rates	\$80,700	
	2.13 - Programs, activities & incentives to <b>encourage school connectedness</b>	\$10,000	
	2.14 - Probation Officer to support students	\$30,700	
	2.15 - Encourage sites to <b>establish programs to support students</b> (peer counseling, Safe School Ambassadors, PBIS, Attention to attendance, Rachel's Challenge, 100 Mile Club)	\$80,000	



# GOAL #3



## Increase stakeholder involvement

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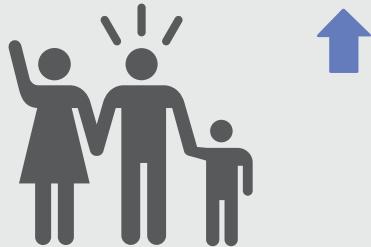
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<b>STATE PRIORITIES</b>	 1. Basic Services	 2. Academic Standards	 3. Parent Involvement	 4. Student Achievement
	 5. Student Engagement	 6. School Climate	 7. Course Access	 8. Other Outcomes
<b>SUBGROUPS</b>	 All Students	 English Learners	 Low Income	 Foster Youth
<b>SCHOOLS</b>	 Elementary	 Middle	 High	 Alternative


### EXPECTED 2015-16 MEASURABLE OUTCOMES

3.1




INCREASED STAKEHOLDER PARTICIPATION  
AT DISTRICT & SITE ACTIVITIES

3.2




INCREASED PARENT/STUDENT/COMMUNITY SURVEY INPUT

3.3



INCREASED ATTENDANCE AT VARIOUS MEETINGS/WORKSHOPS

### EXPECTED 2015-16 ACTIONS & EXPENDITURES

Goal #3	Action / Service	Amount	Target
	3.1 - <b>Parent training</b> , learning opportunities & workshops	N/C	 All Students
	3.2 - Administrators <b>adopt &amp; support</b> parent involvement programs (Parent Project, Love & Logic, Parenting Partners)	N/C	
	3.3 - Enhance <b>District's FRPC &amp; encourage development</b> of site parent resource centers	N/C	
	3.4 - Administrators <b>inform parents of assessment results impact on placement</b> in core curriculum & intervention classes & support programs	N/C	
	3.5 - <b>Communicate student progress</b> through parent portals	\$5,000	
	3.6 - <b>Inform parents of news &amp; events</b> through web pages, automated calls, newsletters & flyers	\$147,000	
		\$10,000	

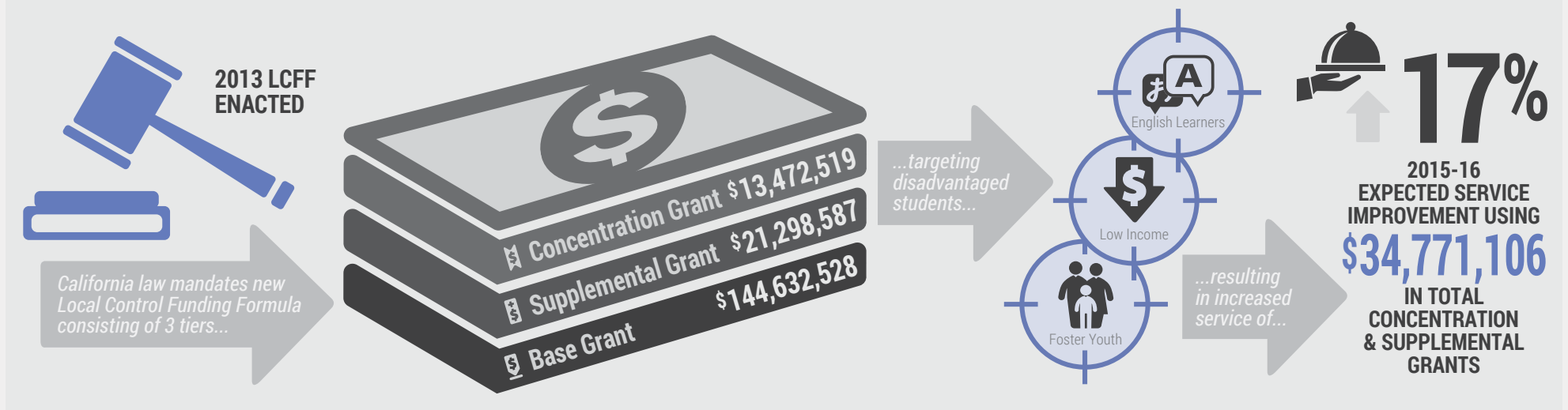
**Total Specified 2015-16 LCAP Expenditures:**

**\$ 13,439,277**



## 2. Goals, Actions & Expenditures (Continued)

### 2015-16 EXPECTED SERVICE IMPROVEMENT



## 3. Annual Update, 2014-15



GOAL  
**#1**



**PREPARE STUDENTS FOR COLLEGE & CAREER SUCCESS**

2014-15 Expenditures

**\$17,046,397**

Goal in Progress



2014-15 Outcomes	Expected Metrics	Actual Metrics	Progress
1.1 Increase individual student growth K-6	<b>30%</b>	<b>23%</b>	🔍
1.2 Increase individual student growth 7-12	<b>30%</b>	<b>11%</b>	🔍
1.3 Set ELA & Math baseline	baseline	yes	✓
1.4 Pending State definition of API	no data	no	🕒
1.5 Set intervention program baseline	baseline	no	🕒
1.6 Students exit intervention by end of year	<b>5%</b>	<b>5%</b>	✓
1.7 Set A-G/ROP/CTE completion baseline	baseline	yes	✓
1.8 Increase students passing AP with 3+	<b>10%</b>	pending	🕒

2014-15 Outcomes (Goal #1, continued)	Expected Metrics	Actual Metrics	Progress
1.9 Increase in EAP Readiness ELA	<b>18%</b>	<b>29%</b>	✓
1.10 Increase in EAP Readiness Math	<b>11%</b>	<b>21%</b>	✓
1.11 Schools offer college/career pathways	<b>10%</b>	<b>24%</b>	✓
1.12 Baseline of teachers using assessment results	Baseline	<b>90%</b>	✓
1.13 Increase students meeting 4+ on PFT	<b>81%</b>	pending	🕒
1.14 Set aggregate score on district's 4C rubric	<b>&gt;=6</b>	<b>6</b>	✓
1.15 Highly qualified teachers	<b>100%</b>	<b>98%</b>	🕒



GOAL  
**#2**



**SAFE & RESPONSIVE  
LEARNING ENVIRONMENT**

2014-15 Expenditures

**\$6,649,984**

Goal in Progress



2014-15 Outcomes	Expected Metrics	Actual Metrics	Progress
2.1 Update safety plans/conduct safety drills	<b>100%</b>	<b>100%</b>	✓
2.2 All sites Williams' compliant	<b>100%</b>	<b>100%</b>	✓
2.3 Increase graduation rates	<b>2%</b>	pending	🕒
2.4 Decrease dropout rates	<b>2%</b>	pending	🕒
2.5 Decrease suspension rates	<b>-3%</b>	<b>12%</b>	🔍
2.6 Decrease expulsion rates	<b>-3%</b>	<b>.39%</b>	✓
2.7 Decrease chronic absenteeism rates	<b>-3%</b>	<b>14%</b>	🕒





GOAL  
**#3**



## STAKEHOLDER INVOLVEMENT

2014-15 Expenditures

**\$157,654**

Goal in Progress



2014-15 Outcomes	Expected Metrics	Actual Metrics	Progress
3.1 Collect & publish survey results	survey	yes	
3.2 Increase parent attendance at meetings	<b>5%</b>	<b>53%</b>	

- Completed
- Progress Made
- Investigate Further



**Abbreviations:** AMAO (Annual Measurable Achievement Objectives), AP (Advanced Placement), API (Academic Performance Index), AVID (Advancement Via Individual Determination), CASSPP (California Assessment of Student Performance and Progress), CAHSEE (California High School Exit Examination), CCSS (Common Core State Standards), CELDT (California English Language Development Test), CTE (Career Technical Education), DELAC (District English Learner Advisory Council), EAP (Early Assessment Program), EL (English Learners), ELA (English-Language Arts), ELD (English Language Development), ESL (English as a Second Language), FRPC (Family and Parent Resource Center), FY (Foster Youth), GED (General Education Development Test), HS (High School), ILP (Individualized Learning Plan), LCAP (Local Control Accountability Plan), LCFF (Local Control Funding Formula), LEA (Local Educational Agency), LI (Low Income), MS (Middle School), N/C (No Cost), NGSS (Next Generation Science Standards), PBIS (Positive Behavioral Interventions and Supports), PD (Professional Development), PFT (Physical Fitness Test), RFEP (Reclassified Fluent English Proficient), ROP (Regional Occupational Program), SDAIE (Specifically Designed Academic Instruction in English), STEAM (Science, Technology, Engineering, Arts, & Math) SWD (Students with Disabilities), TOA (Teacher on Assignment), UC/CSU (University of California/California State University).

This infographic provides a high-level summary only. For more specific details, please refer to the accompanying 73 page LCAP narrative plan.



Hesperia Unified School District, 15576 Main St, Hesperia, CA 92345, Phone: (760) 244-4411, Website: [www.hesperiausd.org](http://www.hesperiausd.org), CDS# 3675044.