



**Continuous Improvement Expenditure Plan  
2015-2016  
INTERVENTION PLAN**

**School:** Hughes

**Principal(s):** Sarah W. Gregory

**Submit Date:**

**Status:** New

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**Intervention Focus:**

Accountability Measure 1- Student Achievement; Measure 4- Parent Involvement: Single Plan for Student Achievement ensures that all students are receiving appropriate interventions, specific programs and personnel to meet their needs. To provide a safe and positive environment for all stakeholders.

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**Expected Outcome:**

Increase student achievement, parent involvement, and a positive school culture that enhances student learning and ensures the safety of all stakeholders.

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**Intervention Project Timeline**

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<b>Ln</b>	<b>Dates</b>	<b>Description</b>	<b>Priority Area(s)</b>
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**Intervention Project Timeline**

Ln	Dates	Description	Priority Area(s)
1	08/18/2015 06/24/2016	The Intervention Counselor will be a 1.0 supplemental position that will work closely with the administrative team, attendance office and the supplemental Campus Security Officer. This individual's focus will be to increase student achievement and student engagement by reducing chronic absenteeism and chronic misbehavior by having daily contact with this target population and providing research-based interventions. This individual will work with the Facilitator to promote participation with ELL parents in ELAC. The Counselor will enforce Hughes' Safe & Civil Schoolwide policies and participate in supervision duties.	Student Achievement Student Engagement Other Student Outcomes

**Line Status:** Waiting for plan to be submitted.

**Person(s) Responsible:** Intervention Counselor

**Frequency:** Daily

**SPSA/AM:** AM1 Add. Int.

**Identified Need:** The SBDM, Safe & Civil Committee minutes as well as student and staff results reflect a need to supplement the number of adults with counseling and supervisory capacities to ensure a safe environment, promote student achievement and research-based intervention.

**Target Group:** Target students, parents and teachers

**Monitoring:** The Counselor will be a member of the administrative team. She will meet regularly with the Principal to provide on-going information on the Counselor's supplemental work. She will report out quarterly to the SSC.

**Personnel Summary:** Counselor 1 FTE - LCFF 50%

**Matl/Srvc Summary:**

	Cost	Statutory Benefits	Health Benefits	Project Totals
<b>SSC Approve Date:</b> 02/24/2015	<b>Certificated</b> 98,334	13,944	18,722	131,000
	<b>Classified</b> 0	0	0	0
<b>Subject:</b> Additional Interventions	<b>Mtls/Srvc</b> 0			0
			<b>Total</b>	<b>131,000</b>



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Ln	Dates	Description	Priority Area(s)
2	09/01/2015 06/17/2016	The Campus Security Officer (1.0) will provide supplemental intervention and enforcement of Safe & Civil School Policies. This individual will work in collaboration with the administrative team and the Intervention Counselor by providing assistance with our target under-achieving, chronically absent and misbehaving students.	School Climate Student Engagement Other Student Outcomes

**Line Status:** This line is approved.

**Person(s) Responsible:** Campus Security Officer

**Frequency:** Daily

**SPSA/AM:** AM1 Add. Int.

**Identified Need:** The SBDM, Safe & Civil Schools Committee minutes, staff and student survey results reflect a need to supplement the number of adults with supervisory and counseling capacities to ensure a safe environment, promote student achievement and student engagement.

**Target Group:** All students, target students, parents and teachers

**Monitoring:** Assistant Principals will monitor detention, discipline and intervention logs produced by the Campus Security Officer. The Administrative team will regularly review outcomes of the intervention, detention and feedback from staff with regard to supervision.

**Personnel Summary:** Campus Security Officer 1 FTE - LCFF 100%

**Matl/Srvc Summary:**

	Cost	Statutory Benefits	Health Benefits	Project Totals
<b>Certificated</b>	0	0	0	0
<b>Classified</b>	43,581	9,697	18,722	72,000
<b>MtIs/Srvc</b>	0			0
			<b>Total</b>	<b>72,000</b>

**SSC Approve Date:** 02/24/2015

**Subject:** Additional Interventions



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**Intervention Project Timeline**

Ln	Dates	Description	Priority Area(s)
3	08/24/2015 06/24/2016	.20 Bilingual IOA will be funded out of LCFF. She will provide translations/interpretations for required meetings (SSC, ELAC, workshops, & parent meetings); communicating with parents the dates & times, and locations of meeting/workshops. She will assist in preparing materials for both parents and students and will work with the Facilitator, Assistant Principals, Counselors and Principal.	Parent Involvement Student Achievement Other Student Outcomes

**Line Status:** This line is approved.

**Person(s) Responsible:** Bilingual Aide

**Frequency:** Daily

**SPSA/AM:** AM4

**Identified Need:** She is our only bilingual aide. Approximately 19% of our students are English Learners whose parents need their home language access to oral and written materials and information.

**Target Group:** Identified English Learners and their parents.

**Monitoring:** Will work with the Faciliator, Principal, Assistant Principals & Counselors to provide translation duties as requested.

**Personnel Summary:** Intermediate Office Assistant .2 FTE - LCFF 100%

**Matl/Srvc Summary:**

	Cost	Statutory Benefits	Health Benefits	Project Totals
<b>SSC Approve Date:</b> 02/24/2015				
<b>Subject:</b> Additional Interventions				
	<b>Certificated</b>	0	0	0
	<b>Classified</b>	8,062	1,794	3,744
	<b>Mtls/Srvc</b>	0		0
			<b>Total</b>	<b>13,600</b>



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4	08/24/2015 06/17/2016	The Facilitator works closely with the Principal, ELAC, and the SSC to modify the SPSA; oversees, collects, prepares Activity schedules, logs, TDRs, and compliance documents. Coordinates SERVE students, before and after school tutorials, and other interventions. Liason to the PTA to coordinate site fundraiser activity to benefit student acheivement and close the achievement gap. The facilitator will work up to 20 hours a month for10 QWs.	Parent Involvement Student Achievement Other Student Outcomes

**Line Status:** This line is approved.

**Person(s) Responsible:** Teacher

**Frequency:** Daily

**SPSA/AM:** AM1 Add. Int.

**Identified Need:** There are a number of compliance documents and needed facilitation of a numberof activities, meetings and interventions throughout the school year.

**Target Group:** Staff and students

**Monitoring:** SSC, ELAC discussion and data; principal/administrative team meetings and discussions and review of documents.

**Personnel Summary:** Teacher Hourly Extra Comp ( 1 ) for 200 hours annually - SCE 100%

**Matl/Srvc Summary:**

	Cost	Statutory Benefits	Health Benefits	Project Totals
<b>SSC Approve Date:</b> 05/12/2015	<b>Certificated</b> 11,600	1,645	0	13,245
	<b>Classified</b> 0	0	0	0
<b>Subject:</b> Additional Interventions	<b>Mtls/Srvc</b> 0			0
			<b>Total</b>	<b>13,245</b>



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**Intervention Project Timeline**

Ln	Dates	Description	Priority Area(s)
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5	08/24/2015 06/17/2016	Two teacher leaders will facilitate the 6th grade orientation program called W.E.B. (Where Everyone Belongs) to promote a climate of acceptance and confidence for incoming 6th graders by providing a mentor for every 6th grader. There will be 4 days, 20 hours in August designated for planning, training and implementing the orientation program with the 112 8th grade WEB leaders and the 500+ incoming 6th graders. There will be six hours needed for September and October to build and facilitate follow-up activities with the WEB leaders and 6th graders; two hours for each month between November and February to monitor and follow up individually and up to 10 hours monthly March through June to culminate the year's activities and begin the selection and training process for the next year's WEB orientation.	Other Student Outcomes
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**Line Status:** This line is approved.

**Person(s) Responsible:** Two teacher leaders

**Frequency:** Weekly

**SPSA/AM:** AM1 Add. Int.

**Identified Need:** Safe& Civil School Survey data indicate 6th graders perception of belongingness, confidence and safety needs to increase.

**Target Group:** Incoming 6th graders and 8th grade student WEB leaders.

**Monitoring:** The teacher leaders will monitor effectiveness through student and parent Schoolop emails, teacher feedback at grade level meetings and administrative observation of mentor involvement.

**Personnel Summary:** Teacher Hourly P Schedule ( 2 ) for 160 hours annually - SCE 100%

**Matl/Srvc Summary:**

	Cost	Statutory Benefits	Health Benefits	Project Totals
<b>SSC Approve Date:</b> 05/12/2015	<b>Certificated</b> 17,402	2,468	0	19,870
	<b>Classified</b> 0	0	0	0
<b>Subject:</b> Additional Interventions	<b>Mtls/Srvc</b> 0			0
			<b>Total</b>	<b>19,870</b>



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**Intervention Project Timeline**

Ln	Dates	Description	Priority Area(s)
6	09/01/2015 06/17/2016	A teacher with a strong technology background and who has administrative access from Information Services will assist any teacher with technology needs and software application questions to promote student access and engagement. He will assist the assigned tech person to deal with low priority tickets when requested. He will be paid at the stipend rate, two hours a week for 10 QWs.	Student Engagement
<b>Line Status:</b> This line is approved.			
<b>Person(s) Responsible:</b> Teacher			
<b>Frequency:</b> Weekly		<b>SPSA/AM:</b> AM1 Add. Int.	
<b>Identified Need:</b> There are often too many tickets for the tech person to accomodate in a timely fashion.			
<b>Target Group:</b> All teacher and student computers			
<b>Monitoring:</b> The District-assigned tech person and the Principal will monitor the work done by this teacher.			
<b>Personnel Summary:</b> Teacher Hourly Extra Comp ( 1 ) for 80 hours annually - SCE 100%			
<b>Matl/Srvc Summary:</b>			
		<b>Cost</b>	<b>Statutory Benefits</b>
		<b>Health Benefits</b>	<b>Project Totals</b>
<b>SSC Approve Date:</b> 05/12/2015		<b>Certificated</b> 4,640	658
		<b>Classified</b> 0	0
<b>Subject:</b> Additional Interventions		<b>Mtls/Srvc</b> 0	0
		<b>Total</b>	<b>5,298</b>



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**Intervention Project Timeline**

Ln	Dates	Description	Priority Area(s)
7	08/24/2015 06/17/2016	A selected teacher will provide new teachers and Long Term Subs teacher-specific support as needed and will work closely with the Principal to coordinate needed resources. This will provide a more on-going orientation to Hughes and support the assimilation into the school culture. This teacher will have up to 5 hours a month for 10 QWs to provide the needed support to those teachers new to Hughes.	Student Achievement Other Student Outcomes

**Line Status:** This line is approved.

**Person(s) Responsible:** Teacher and Principal

**Frequency:** Daily

**SPSA/AM:** AM1 Add. Int.

**Identified Need:** There will be 7 new teachers and at least 1 LTS starting the 15-16 school year that will need additional teacher-specific support.

**Target Group:** New teachers and Long Term Subs

**Monitoring:** The Principal and administrative team will regularly check with the new teachers and the LTS and work closely with the New Teacher Support person.

**Personnel Summary:** Teacher Hourly Extra Comp ( 1 ) for 50 hours annually - SCE 100%

**Matl/Srvc Summary:**

	Cost	Statutory Benefits	Health Benefits	Project Totals
<b>Certificated</b>	2,900	411	0	3,311
<b>Classified</b>	0	0	0	0
<b>Mtls/Srvc</b>	0			0
			<b>Total</b>	<b>3,311</b>

**SSC Approve Date:** 06/09/2015

**Subject:** Additional Interventions





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**Intervention Project Timeline**

Ln	Dates	Description	Priority Area(s)
8	09/02/2015 09/16/2016	The Site-Based Decision-Making committee in conjunction with the Safe & Civil Committee recognize that there is a need throughout the year to have the flexibility to provide an administrative substitute when one or both of the Assistant Principals are absent for extended period of time. Having teachers on site with an administrative Tier I credential not only assists the continuity of business as usual but also provides teachers opportunity for professional growth thereby building administrative capacity.	Student Achievement Other Student Outcomes

**Line Status:** This line is approved.

**Person(s) Responsible:** Teachers with administrative credentials being given a sub-release day to assist

**Frequency:** Daily

**SPSA/AM:** AM1 Add. Int.

**Identified Need:** The high volume of student activity and teacher need requiring administrative support every day is important to maintain continuity of effectiveness.

**Target Group:** Students and teachers

**Monitoring:** Principal and administrative team

**Personnel Summary:** Substitute teacher full day ( 1 ) for 8 days - SCE 100%

**Matl/Srvc Summary:**

	Cost	Statutory Benefits	Health Benefits	Project Totals
<b>Certificated</b>	1,160	164	0	1,324
<b>Classified</b>	0	0	0	0
<b>MtlS/Srvc</b>	0			0
			<b>Total</b>	<b>1,324</b>

**SSC Approve Date:** 06/09/2015

**Subject:** Additional Interventions



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**Intervention Project Timeline**

Ln	Dates	Description	Priority Area(s)
9	10/12/2015 06/01/2016	Homework House provides a quiet place to do homework, projects and receive additional assistance in all subject areas after school for one hour, three times a week in two classrooms for 8QWs.	Student Achievement Other Student Outcomes

**Line Status:** This line is approved.

**Person(s) Responsible:** Hughes certificated teachers

**Frequency:** Daily

**SPSA/AM:** AM1 Add. Int.

**Identified Need:** Not all students have a conducive environment to focus on homework, projects or receive assistance from a teacher.

**Target Group:** Any student, any grade level who needs homework, project or teacher assistance.

**Monitoring:** Parent permission and attendance logs. Progress reports provide intervention teachers focus for assistance with students. Principal and Facilitator monitor intervention teachers.

**Personnel Summary:** Teacher Hourly P Schedule ( 2 ) for 83 hours annually - SCE 100%

**Matl/Srvc Summary:**

	Cost	Statutory Benefits	Health Benefits	Project Totals
<b>SSC Approve Date:</b> 09/29/2015				
<b>Subject:</b> Additional Interventions				
	<b>Certificated</b>	9,027	1,280	0
	<b>Classified</b>	0	0	0
	<b>Mtls/Srvc</b>	0		0
			<b>Total</b>	<b>10,307</b>



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Ln	Dates	Description	Priority Area(s)
10	10/12/2015 06/01/2016	Two teachers will each provide a Math 6 tutorial and one teacher a Math 8 tutorial three times a week during zero period for 8 QWs. These tutorials will provide additional support for select students based on their 2015 SBAC results and current student achievement in their math classes. This time is designed to provide additional opportunities to build essential skills for academic success in their math classes.	CCSS Student Achievement Other Student Outcomes

**Line Status:** This line is approved.

**Person(s) Responsible:** Hughes certificated math teachers

**Frequency:** Daily

**SPSA/AM:** AM1 Math

**Identified Need:** Not all students have the financial ability or time for outside tutoring. These tutorials are free and accessible to all select students.

**Target Group:** Select students based on their SBAC results and current student achievement within their math class.

**Monitoring:** The tutorial teachers who are also the students' math teachers will continue to monitor the progress of their students' grades and administer pre-post assessments throughout the year. They will have parent permission and attendance logs.

**Personnel Summary:** Teacher Hourly P Schedule ( 3 ) for 83 hours annually - SCE 100%

**Matl/Srvc Summary:**

	Cost	Statutory Benefits	Health Benefits	Project Totals
<b>Certificated</b>	13,541	1,920	0	15,461
<b>Classified</b>	0	0	0	0
<b>MtIs/Srvc</b>	0			0
<b>Total</b>				<b>15,461</b>

**SSC Approve Date:** 09/29/2015

**Subject:** Math