



**Continuous Improvement Expenditure Plan  
2015-2016  
PROFESSIONAL DEVELOPMENT PLAN**

**School:** Lakewood

**Principal(s):** Mario A. Jimenez  
Shawn E. Abbate

**Submit Date:** January 16, 2016

**Status:** Approved

**Professional Development Focus Area(s):**

WASC Goal #1: Increase Math and English achievement for all students, with continued support for at-risk populations, including African American and 9th grade students.  
WASC Goal #2: Lakewood students will graduate prepared for post-secondary education and career options.

**Expected Outcome:**

- Objective 1.1 Improve instructional strategies to ensure that all students are meeting or exceeding proficiency levels of the CCSS especially with identified populations.
- Objective 1.2 Provide differentiated instruction to address varied ability levels within one classroom, specifically in the Accelerated, Honors, and AP classes.
- Objective 1.3 Provide additional support to ninth grade students to decrease the number of class failures.
- Objective 1.4 Provide additional support to African American students for overall academic achievement as evidenced by CAHSEE, Common Core, and grades.
- Objective 2.1 In order to provide a succinct pathway program for all students, all Smaller Learning Communities will be Linked Learning Certified.
- Objective 2.2 Students will participate in interdisciplinary projects linked to potential career options at each grade level.
- Objective 2.3 All seniors will graduate with a 5-year post-secondary plan that includes multiple career choices, education requirements, and specific annual goals.

**Scope and Sequence**

Ln	Dates	Description	Priority Area(s)
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Ln	Dates	Description	Priority Area(s)
1	07/01/2015 06/30/2016	Instructional Leadership Team will meet throughout the year to discuss data, student needs and professional development.	Access to a Broad Curriculum Student Achievement Student Engagement

**Person(s) Responsible:** Cheryl Cornejo and Mario Jimenez

**Frequency:** Trimester

**Identified Need:** Understanding #5: An ILT is a system of collaboration, problem solving, and reflection leading to a focus on improving common instructional practices and creating a collective culture of efficacy.

**Target Group:** Teachers/Administrators/Counselors on Instructional Leadership Team

**Monitoring:** School Site Action Plan

**Personnel Summary:** Teacher Hourly PD Stipend ( 25 ) for 17 hours annually - LCFF 100%  
Substitute teacher full day ( 25 ) for 2 days - LCFF 100%

**Matl/Srvc Summary:**

Principal:	Cheryl A. Cornejo	Cost	Statutory Benefits	Health Benefits	Project Totals
		<b>Certificated</b>	20,670	2,931	23,601
		<b>Classified</b>	0	0	0
		<b>Mtls/Srvc</b>	0		0
				<b>Total</b>	<b>23,601</b>

**SSC Approve Date:** 02/10/2015



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Ln	Dates	Description	Priority Area(s)
2	07/01/2015 06/30/2016	Four core departments will hold three meetings throughout the year to review data, Look at Student Work, and develop Common Core lessons. Departments include English, Science, Social Studies, and Math.	Student Achievement Student Engagement

**Person(s) Responsible:** Department Chairs

**Frequency:** Trimester

**Identified Need:** Student Achievement Data  
Walkthroughs

**Target Group:** 4 Core Department Teachers

**Monitoring:** Classroom observations

**Personnel Summary:** Substitute teacher full day ( 74 ) for 3 days - LCFF 100%

**Matl/Srvc Summary:**

	Principal:	Cheryl A. Cornejo	Cost	Statutory Benefits	Health Benefits	Project Totals
	<b>Certificated</b>		32,181	4,563	0	36,744
	<b>Classified</b>		0	0	0	0
	<b>Mtls/Srvc</b>		0			0
					<b>Total</b>	<b>36,744</b>



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Ln	Dates	Description	Priority Area(s)
3	07/01/2015 09/01/2015	The three core departments will work on developing common core lessons that include Close Reading Strategies, Collaborative Conversations and Formative Assessments. English, Social Studies and Science departments will each be allocated \$3,000 for this summer work.	Student Achievement Student Engagement

**Person(s) Responsible:** Department Chairs  
Cheryl Cornejo

**Frequency:** Daily

**Identified Need:** Common Core Lessons need to be developed that included the Four Understandings.

**Target Group:** Three Core Department Teachers

**Monitoring:** Classroom Observations  
Lesson Plans

**Personnel Summary:** Teacher Hourly Extra Comp ( 27 ) for 5 hours annually - LCFF 100%

**Matl/Srvc Summary:**

Principal:	Cheryl A. Cornejo	Cost	Statutory Benefits	Health Benefits	Project Totals
		<b>Certificated</b>	7,830	1,110	8,940
		<b>Classified</b>	0	0	0
		<b>MtlS/Srvc</b>	0		0
				<b>Total</b>	<b>8,940</b>



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4	07/01/2015 06/30/2016	AP Training - Train up to 3 AP Teachers through the CollegeBoard. Funds would be used to cover the conference costs and/or substitutes. Teachers will not be paid additional hourly.	Access to a Broad Curriculum

**Person(s) Responsible:** Mario Jimenez  
Elizabeth Frayre

**Frequency:** Daily

**Identified Need:** Increase AP enrollment and exam scores

**Target Group:** AP Teachers

**Monitoring:** AP Data

**Personnel Summary:** Substitute teacher full day ( 3 ) for 1 days - LCFF 100%

**Matl/Srvc Summary:** Services - LCFF 100%

Principal:	Cheryl A. Cornejo	Cost	Statutory Benefits	Health Benefits	Project Totals
		<b>Certificated</b>	435	62	497
		<b>Classified</b>	0	0	0
		<b>Mtls/Srvc</b>	1,000		1,000
				<b>Total</b>	<b>1,497</b>



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5	07/01/2015 09/01/2015	Teachers, counselors, and administrators from each Pathway will work collaboratively to develop career modules for teachers to use with all students.	Student Engagement

**Person(s) Responsible:** Cheryl Cornejo  
Kelly Dale

**Frequency:** Daily

**Identified Need:** Student Data

**Target Group:** All Students

**Monitoring:** Career Module Product  
Classroom observations

**Personnel Summary:** Manager Additional Assignment ( 1 ) for 20 hours annually - LCFF 100%  
Teacher Hourly Extra Comp ( 5 ) for 24 hours annually - LCFF 100%

**Matl/Srvc Summary:**

	Principal:	Cheryl A. Cornejo	Cost	Statutory Benefits	Health Benefits	Project Totals	
			<b>Certificated</b>	8,440	1,197	0	9,637
			<b>Classified</b>	0	0	0	0
			<b>Mtls/Srvc</b>	0			0
			<b>Total</b>				<b>9,637</b>

**SSC Approve Date:** 02/10/2015



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6	07/01/2015 06/30/2016	Teams of Pathway teachers will meet to review data, discuss and plan for Linked Learning Certification.	Access to a Broad Curriculum Student Achievement Student Engagement

**Person(s) Responsible:** SLC Lead Teachers  
Kelly Dale

**Frequency:** Semester

**Identified Need:** No Pathways are Linked Learning Certified

**Target Group:** SLC Pathway teachers

**Monitoring:** Certification Data

**Personnel Summary:** Substitute teacher full day ( 30 ) for 2 days - LCFF 100%

**Matl/Srvc Summary:**

Principal:	Cheryl A. Cornejo	Cost	Statutory Benefits	Health Benefits	Project Totals	
		<b>Certificated</b>	8,698	1,233	0	9,931
		<b>Classified</b>	0	0	0	0
		<b>Mtls/Srvc</b>	0			0
				<b>Total</b>		<b>9,931</b>



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7	07/01/2015 09/01/2015	A team of teachers, administrators, and counselors will meet to develop a plan for restructuring the SLCs for the 2016-17 school year.	Student Engagement Other Student Outcomes

**Person(s) Responsible:** Cheryl Cornejo  
Kelly Dale

**Frequency:** Daily

**Identified Need:** Decreased engagement in specific SLCs

**Target Group:** All students

**Monitoring:** Restructuring plan

**Personnel Summary:** Manager Additional Assignment ( 1 ) for 14 hours annually - LCFF 100%  
Teacher Hourly Extra Comp ( 6 ) for 16 hours annually - LCFF 100%

**Matl/Srvc Summary:**

	Principal:	Cost	Statutory Benefits	Health Benefits	Project Totals	
	Cheryl A. Cornejo					
<b>SSC Approve Date:</b>	02/10/2015	<b>Certificated</b>	6,604	937	0	7,541
		<b>Classified</b>	0	0	0	0
		<b>Mtls/Srvc</b>	0			0
				<b>Total</b>		<b>7,541</b>





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Ln	Dates	Description	Priority Area(s)
8	07/01/2015 09/01/2015	A team of teachers, administrator, and counselors will meet to develop a professional development plan for implementing Collaborative Conversations within all classrooms during the 2015-16 school year.	Student Achievement Student Engagement

**Person(s) Responsible:** Cheryl Cornejo

**Frequency:** Daily

**Identified Need:** CIV Walkthrough Data shows that students are not afforded many opportunities to discuss their learning.

**Target Group:** All Teachers and students

**Monitoring:** Classroom Observations

**Personnel Summary:** Teacher Hourly Extra Comp ( 14 ) for 10 hours annually - LCFF 100%  
Manager Additional Assignment ( 1 ) for 8 hours annually - LCFF 100%

**Matl/Srvc Summary:**

	Principal:	Cheryl A. Cornejo	Cost	Statutory Benefits	Health Benefits	Project Totals	
			<b>Certificated</b>	8,712	1,235	0	9,947
			<b>Classified</b>	0	0	0	0
			<b>Mtls/Srvc</b>	0			0
			<b>Total</b>				<b>9,947</b>

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Ln	Dates	Description	Priority Area(s)
9	01/14/2016 01/15/2016	Hire consultant, Susan Issacs, to train staff on "Kick-off Multi-Tiered Systems of Support"	School Climate

**Person(s) Responsible:** Shawn Abbate and Mario Jimenez

**Frequency:** Other

**Identified Need:** CORE survey data indicated below average scores in student connectedness and sense of belonging  
Over 50 students are housed each morning in OCS due to tardy policy favored by staff

**Target Group:** all staff

**Monitoring:** CORE Survey data  
reduced tardies

**Personnel Summary:**

**Matl/Srvc Summary:** Services - Ed Eff 100%

	Cost	Statutory Benefits	Health Benefits	Project Totals
<b>Principal:</b> Shawn E. Abbate				
<b>Certificated</b>	0	0	0	0
<b>Classified</b>	0	0	0	0
<b>MtlS/Srvc</b>	4,500			4,500
			<b>Total</b>	<b>4,500</b>



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10	12/09/2015 12/09/2015	Librarian to attend one day workshop to learn best ways to use technology to strengthen the library program and help support student achievement.	Student Achievement

**Person(s) Responsible:** Susan Bobadilla

**Frequency:** Other

**Identified Need:** ELA scores indicate a need to improve reading and the use of technology for all students  
Library will be receiving new computers this year and the district will move to the Cloud and use of Google platform

**Target Group:** all students

**Monitoring:** New lessons offered by library to include new uses for technology, research and reading  
Post test for student learning in library

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

**Matl/Srvc Summary:** Services - Ed Eff 100%

Principal:	Shawn E. Abbate	Cost	Statutory Benefits	Health Benefits	Project Totals	
		<b>Certificated</b>	145	21	0	166
		<b>Classified</b>	0	0	0	0
		<b>Mtls/Srvc</b>	250			250
				<b>Total</b>		<b>416</b>

**SSC Approve Date:** SSC Approval not needed with funding used



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11	12/10/2015 12/10/2015	Special Education administrator and Special Education Teacher will attend a one day workshop to increase effectiveness with ED students.	Other Student Outcomes

**Person(s) Responsible:** Beth Cohen

**Frequency:** Other

**Identified Need:** Students in these classes have the highest suspension rates in the school and low achievement scores

**Target Group:** Special education teachers and students

**Monitoring:** suspension rates  
number of referrals  
student grades

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

**Matl/Srvc Summary:** Services - Ed Eff 100%

Principal:	Shawn E. Abbate	Cost	Statutory Benefits	Health Benefits	Project Totals	
		<b>Certificated</b>	145	21	0	166
		<b>Classified</b>	0	0	0	0
		<b>MtlS/Srvc</b>	458			458
				<b>Total</b>		<b>624</b>

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12	02/19/2016 02/21/2016	Six English teachers will attend the state teacher's English teachers' convention to learn additional strategies for implementing Common Core standards, to refine their skills, learn new teaching methodolgies and network with teachers from other districts in CA.	CCSS

**Person(s) Responsible:** Caryn Cobb  
Michael Vitale

**Frequency:** Semester

**Identified Need:** English team needs additional resources and inspiration for implementing collaborative conversations and other critical components of Common Core which is the focus of the conference.

**Target Group:** English department

**Monitoring:** English department walkthroughs  
Department agendas  
Student acheivement in ELA on SBAC and PSAT/SAT

**Personnel Summary:** Substitute teacher full day ( 3 ) for 1 days - Ed Eff 100%

**Matl/Srvc Summary:** Materials - Ed Eff 100%

Principal:	Shawn E. Abbate	Cost	Statutory Benefits	Health Benefits	Project Totals	
		<b>Certificated</b>	435	62	0	497
		<b>Classified</b>	0	0	0	0
		<b>MtlS/Srvc</b>	1,460			1,460
					<b>Total</b>	<b>1,957</b>

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Ln	Dates	Description	Priority Area(s)
13	02/24/2016 02/24/2016	District personnel will be coming to our school site to train Special Education teachers in the area of Career Transition Services. To increase effectiveness of training the training will exceed meeting time to provide team with 2 full hours of training.	Other Student Outcomes

**Person(s) Responsible:** Beth Cohen  
Margaret Kaspar  
Cheryl Arnwine

**Frequency:** Semester

**Identified Need:** All high school Special Education teachers are required to develop transition plans for students in the IEP.

**Target Group:** Special Education Teacher

**Monitoring:** IEPs  
Student transition plans

**Personnel Summary:** Teacher Hourly PD Stipend ( 22 ) for 1 hours annually - Ed Eff 100%

**Matl/Srvc Summary:**

Principal:	Shawn E. Abbate	Cost	Statutory Benefits	Health Benefits	Project Totals
		<b>Certificated</b>	695	99	794
		<b>Classified</b>	0	0	0
		<b>Mtls/Srvc</b>	0		0
				<b>Total</b>	<b>794</b>