



East Side Union High School District

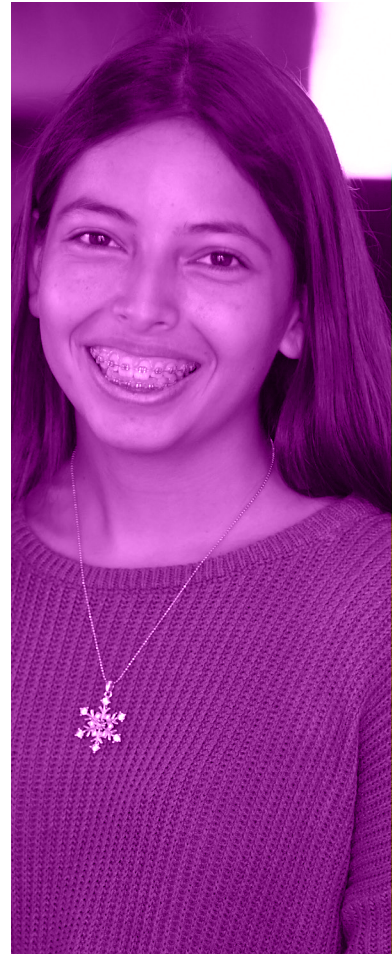
STRATEGIC PLAN & PROGRESS REPORT

2016

Key Performance Measures

College & Career Readiness

LCAP



OUR VISION

Every student graduates prepared for college and career, empowered to transform their lives and thrive in a global society.

OUR PLAN

Focus on common metrics between ESUHSD’s Key Performance Measures (KPMs) and the Local Control Accountability Plan (LCAP), focusing on graduation rate, dropout rate, A-G completion rate, college and career readiness and closing the achievement gap.

The District’s Strategic Plan and LCAP Plan were created through the input of nearly 4,500 stakeholders. Given our diverse demographics, surveys were conducted in English, Spanish and Vietnamese.

We believe high quality instruction and learning opportunities, addressing student disengagement and implementing a strong guidance program to help students meet A-G requirements is critical to student success. Therefore, we have taken action across our District to achieve these goals.

We continually explore and set systems in place to close achievement gaps and change policies and implement new programs. We have established a default pathway for all students that leads to college and career readiness.

OUR KPMs

There are common metrics between KPMs and LCAP

- 1. Increase graduation rates
- 2. Increase A-G completion rates
- 3. Increase college & career readiness through examination of the 5 C’s in the Graduate Profile
- 4. Decrease the number of dropouts
- 5. Close the Achievement Gap

LCAP GOALS

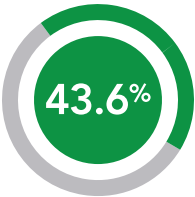
- 1. Provide high quality instruction and learning opportunities preparing every student to graduate ready for college and career
- 2. Establish a healthy school culture to address the disengagement of students that lead to students dropping out and not graduating
- 3. Develop and implement a strong guidance program to help students meet the graduation and A-G requirements

STUDENT DEMOGRAPHICS



Hispanic	46.3%
Asian.....	41.9%
European American	6.5%
African American	2.8%
Multiple.....	1.7%
Pacific Islander	0.6%
Native American	0.2%

English Language Learners



Socioeconomically Disadvantaged

Foster Youth



OUR COMMUNITY

As we implement our strategic plan, we will continue to engage our staff, students and community. We are enhancing our communications to ensure our stakeholders are well-informed and have opportunities to provide input.

5 KEY PERFORMANCE MEASURES

KPMS

Graduation Rate

Gap Between Ethnic Groups is Much Smaller For Students Who Attend District All 4 Years

KEY PROGRESS

District Defined Graduation Rate = 94.7% (Class of 2016)
State Defined Graduation Rate = 83% (Class of 2015)*

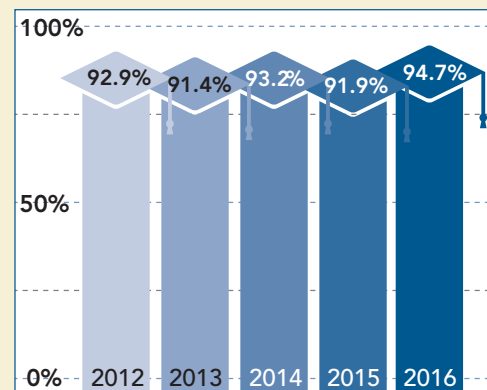
Students that come in as 9th graders and stay with our District for all 4 years experience a higher graduation success rate (District Defined 4-Year Cohort).

Graduation Rates:

District Defined (Class of 2016) 4-Year Cohort	State Defined (Class of 2015)* Includes Charter Schools
Hispanic = 91.4%	Hispanic = 73.5%
African American = 94.3%	African American = 76.8%
Asian = 96.8%	Asian = 92.8%
White = 97.3%	White = 89.4%

Graduation Rate increased by 1.8%

(District Defined Cohort, 2012-2016)



Dropout Rate

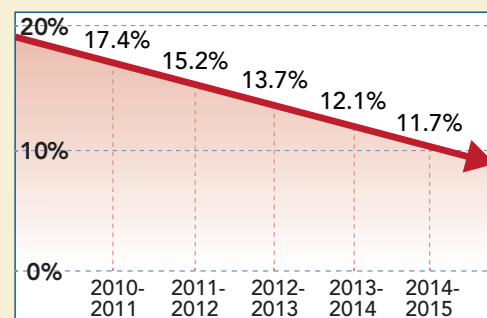
Continues to Decrease

Dropout Rate = 11.7%

- Hispanic = 18.2%
- African American = 17.7%
- Asian = 5.0%
- White = 6.5%

Dropout Rate decreased by 5.7%

(2011-2015)



A-G Completion Rate

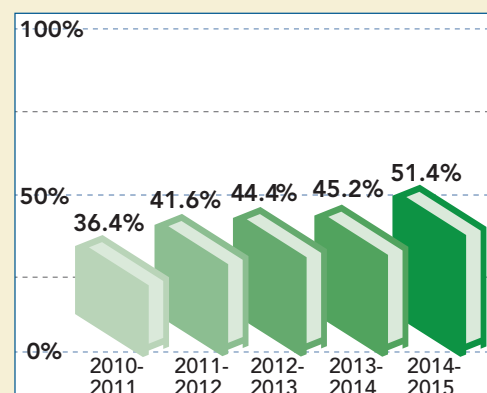
Qualified to Enter UC/Cal State as Freshmen

A-G Completion Rate

District Defined (Class of 2016) 4-Year Cohort	State Defined (Class of 2015)* Includes Charter Schools
Hispanic = 31.3%	Hispanic = 26.2%
African American = 33.3%	African American = 22.4%
Asian = 73.1%	Asian = 65.6%
White = 51.7%	White = 48.0%

A-G Completion Rate increased by 15%

(District Defined Cohort, 2011-2015)



College & Career Readiness

AP Exam Participation & Score of 3+ Increased

Class of 2015:

- 73% of graduates enrolled in college in the Fall immediately after high school
- 92% returned to college for a second year
- 5,392 students took 10,353 AP exams (2015-2016), an increase of +422 exams and +249 students compared to the previous school year
- 30.8% of students took at least one AP exam
- 65.4% scored a 3 or higher on at least one exam
- In the past 5 years, there's been an increase of +1,365 students taking AP exams

Closing the Achievement Gap

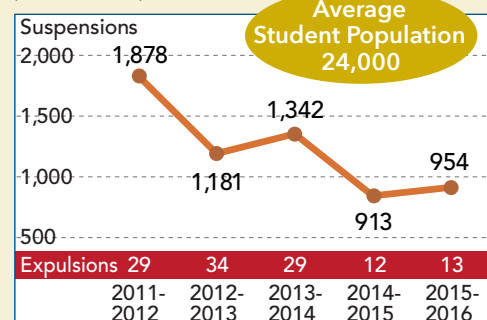
Strategies to close the gap include:

- Implementing Summer Bridge Programs
- All core subject sequences lead to college preparedness
- Placing students by default into a 3rd year of math or science
- Decreasing suspensions & expulsions for students of color

* State-defined data from the California Department of Education is reported 1 year behind; the most current data is available for the Class of 2015

Suspensions & Expulsions overall downward trend

(2012-2016)



THE STATE'S 8 EDUCATION PRIORITIES

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

LOCAL CONTROL

LOCAL CONTROL FUNDING FORMULA

- (LCFF)** California's formula for determining the level of state funding provided to school districts. The funding helps to improve learning for all students, and supplemental funds are devoted to helping students from low-income families, students who are learning English as a second language, and foster youth.

LOCAL CONTROL ACCOUNTABILITY PLAN

- (LCAP)** East Side Union High School District's three-year plan for using LCFF funding. The state-mandated LCAP includes three sections:
1. Goals and Progress Indicators
 2. Stakeholder Engagement
 3. Actions, Services, and Expenditures

LCAP Goal 1

The District will provide high quality instruction and learning opportunities preparing every student to graduate ready for college and career

Areas of Focus

- Recruit and retain high quality certificated, classified, and administrative staff
- Additional teachers to reduce class size across the District
- Additional English Language Development Classes at 5 sites

Total: \$8,155,834



LCAP Goal 2

Establish a healthy school culture to address the disengagement of students that lead to students dropping out and not graduating

Areas of Focus

- Allocate a social worker for each site to help address students social emotional needs
- Allocate a **Parent and Community Involvement Specialist** at each site and establish parents centers
- Interventions to increase the number of students making progress toward graduation including: **Summer School; Project Word/180 Degrees Program; Positive Behavior Intervention Strategies (PBIS)**

Total: \$5,382,971



LCAP Goal 3

The District will develop and implement a strong guidance program to help students meet the graduation and A-G requirements

Areas of Focus

- Allocate an additional counselor at each site and increase parent use of [Schoolloop](#)
- Additional counselor to monitor and support targeted subgroups at Decile 1-3 (low achieving) schools
- Provide A-G credit recovery and acceleration options during summer and school year with [Cyber High](#)

Total: \$5,102,541



GRADUATE PROFILE

Developing the knowledge, skills, dispositions, and behaviors to compete and thrive in a global economy

THE 5 C'S: Communicators • Critical Thinkers • Collaborators • Creators • Community Members

East Side graduates are prepared for college and career, powered with a plan and ready to thrive in a global society. **ESUHSD** graduates are:



COMMUNICATORS

Present and consider ideas using a variety of communication methods and technology appropriate to the audience and task.



CRITICAL THINKERS – PROBLEM SOLVERS

Develop and propose solutions to current and future challenges through a process of inquiry, analysis and inference.



COLLABORATORS

Work effectively with others to build knowledge and create solutions & products.



CREATORS

Formulate new ideas, individual responses and develop plans of action when faced with a task or problem.



COMMUNITY MEMBERS

Identify issues, seek out information, and gather perspectives to respond to challenges affecting our community.



POWERED WITH A PLAN

Students graduate with a plan to take the next step toward success in their path of study and career.

SPARTAN EAST SIDE PROMISE

Setting a Pathway to College

The Spartan East Side Promise is a collaboration between ESUHSD and San Jose State University with the goal of offering guaranteed admission to qualified students who attend high school in our district. The program provides a pathway to college for students by clearly specifying admission requirements and actively sharing this information with students and families who attend ESUHSD.



Join the 4,827 students who graduate each year ready to drive Silicon Valley

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