



Annual Reviews LAHS & MVHS

December 2019



Equity in Education

Educational equity means that each child receives what he or she needs to develop to his or her full academic and social potential.



National Equity Project

Adopted by MVLA Board of Trustees, November 2019

That's at the core of equity:
understanding who your kids are
and how to meet their needs. You
are still focused on outcomes, but
the path to get there may not be the
same for each one.

— *Pedro Noguera* —

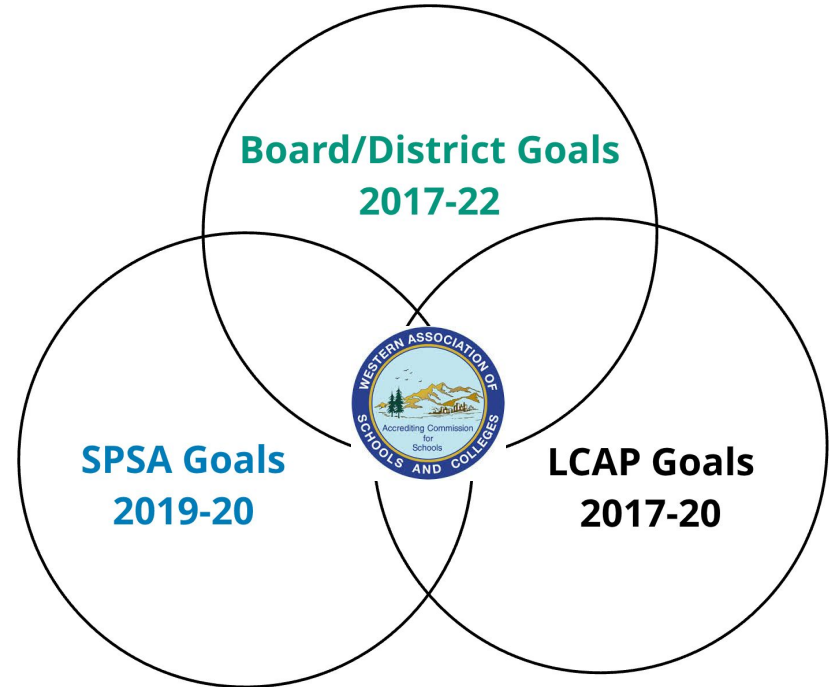
Congruence and Coherence



CLOSING THE LOOP - A check for congruence among key documents, plans, practices and beliefs that must be considered as part of the Continuous Improvement Cycle

Annual Review

- Mission
- Vision
- Schoolwide Learners Outcomes
- Success Stories
- Critical Learner Needs
- Actions Plans



Annual Review

Los Altos High School
December 2019



Mission & Vision

7



LAHS Mission 2019-2025

*Achieve academic excellence
for ALL students
through a lens of **EQUITY** and
DATA-DRIVEN decisions.*

LAHS Vision

We value a healthy, equitable learning environment in which students and staff support one another.

We are committed to the application of 21st Century skills and knowledge in the classroom and beyond.



Schoolwide Learners Outcomes (SLOs)

LEARNERS



THINKERS



COMMUNICATORS



CITIZENS



All Los Altos HS graduates will be:

- Self-Directed, Collaborative Learners
- Critical, Creative 21st Century Thinkers
- Effective, Engaged Communicators
- Responsible, Global Citizens



Our Success Stories - Jackson, Marisol and Lauren

9

We continue to provide an appropriately challenging academic program for all students. Some of our highlights include:

Learning

- Algebra II/IIH passing rates [90% All/100% AVID/73% All Latinx/91% Latinx Gen Ed]
- Co-Teaching Experience & Data
- AP/H enrollment continues to increase (1007 up 66 students) and scores of 3 or higher have not declined (same as last year/Latinx 61%)
- a-g continues to be an unsolved mystery that we are working on

Wellness

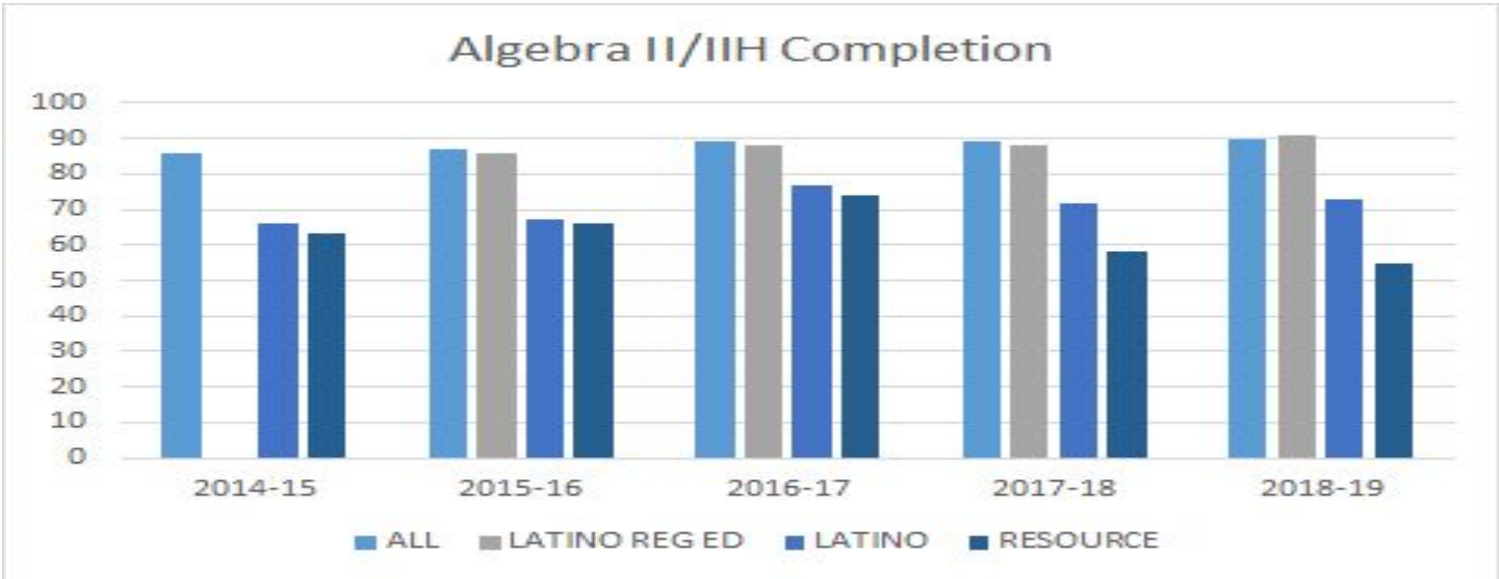
- We continue to grow; however, we still maintain a caring school community where students and staff feel safe and learning is our primary focus
- Incorporation of Challenge Day (Tier 1) themes throughout the campus (SCL & ASB)
- Teacher Wellness
- Therapeutic Team and Student Services Coordinator

Equity

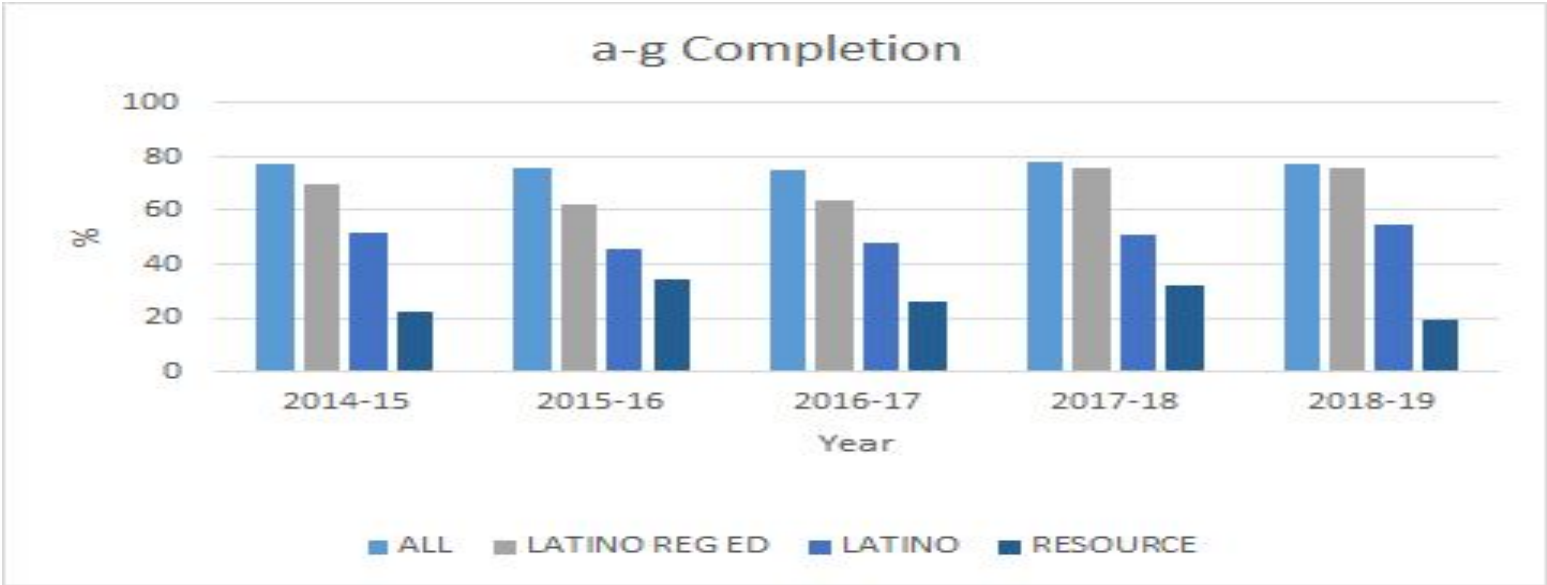
- Continued Professional Development
- Innovation Teams focusing on access and equity



Supporting Data - Algebra II Completion



Supporting Data - a-g Conundrum



Supporting Data - 5 Year Change AP

12

<i>Increase in AP Exams vs. Total School Enrollment</i>	Los Altos High School	
	#	%
Increase in Total School Enrollment	308+	16%
AP Students	315+	45%
AP Exams	451+	28%
AP Students 3 or Better		1%+ (85% total)



Our Critical Learners Story - Javier

13

Latin(x) students will show progress toward meeting LAHS' Schoolwide Learner Outcomes (SLOs) and meet or approach the following "Critical" Learner Targets:

- **35%** increase *co/extra curricular*
- Increase SBAC scores in ELA and math to be **15%** higher than all test takers at the County level by 2025
- **70%** will meet a-g requirements by 2025
- Proportion earning a GPA of 3.0 at the end of their 9th grade will increase by **15%** from current level
- Proportion in Special Ed will reduce to **10%** by 2025

All students experiencing school avoidance will return to "normal" school attendance **within a full year** of being identified.

Special Education representation in and completion of CTE courses will be at **85%** of the Special Education population by 2025.



Progress on our Action Plan Goals for 2019/20

14

Learning

- Department definition of 21st Century Learning Skills (Sp 2020)
- Develop a rubric to assess new course proposals (Sp 2020)

Wellness & Community

- Actionable Vision Statement (Fall 2019)
- Definition of spirit and community
- Stakeholder input on new Student Union (ongoing)
- Staff wellness activities (Fall 2019)

Facilities

- Reliable & Interactives Spaces

Equity

- Increase co-taught courses (Sp 2020)
- Proportional participation in extra & co-curricular activities (Sp 2020)
- Student participation regardless of financial need (Sp 2020)

Technology

- Digital Citizenship & Culture (Nov 2019)
- Tech Training Goals (Fall 2019)
- Assess, Implement & Evaluation Tech Tools

Data

- Professional Development Plan (Sp 2020)
- Work with District to hire Data Position

Color Key: **Completed** **In Process** Future



*Big thanks to:
Margarita Navarro, Brigitte Sarraf,
and the
Educational Services Team!*

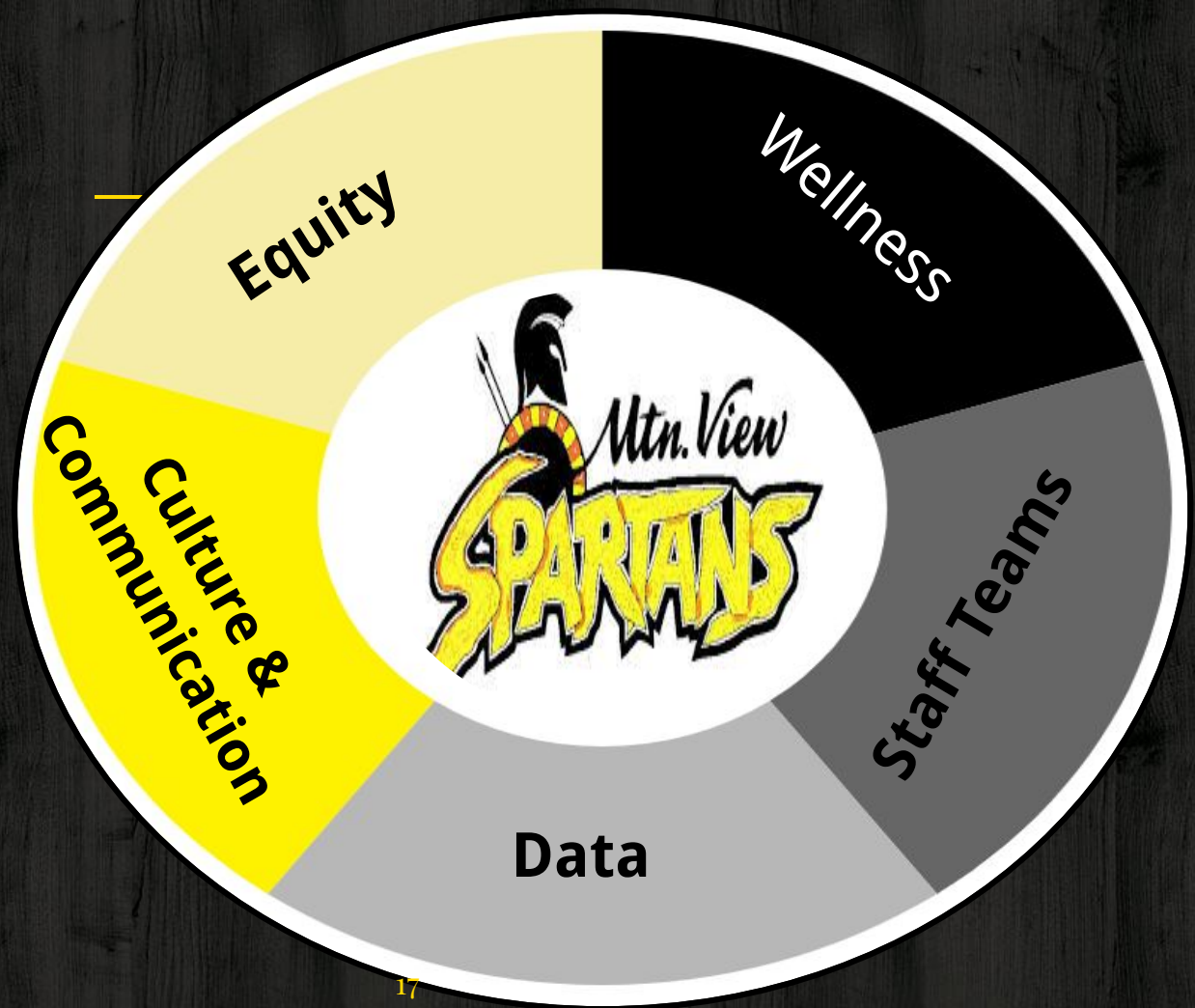




Annual Review

Mountain View High School
December 2019

Together
We Create
Greatness





MVHS Vision & Schoolwide Learners Outcomes



We, at MVHS value an equitable and collaborative learning environment in which students and staff respect the diversity of our society. Thus, when students graduate from MVHS they will be able to:

- collaborate and contribute when working with others
- evaluate and integrate multiple perspectives
- communicate through a variety of media
- advocate for themselves and others

We value the intellectual, emotional and physical well-being of our community. Thus, when students graduate from MVHS they will be able to:

- embrace a growth mindset and the continuous process of learning
- respect varied definitions of success
- balance work and person
- consider the community as they make choices
- accept responsibility for their actions

We are committed to empowering lifelong learners who can think critically, solve problems creatively, and participate ethically at MVHS and in our greater democratic society. Thus, when students graduate from MVHS they will be able to:

- build strong content knowledge
- respond to the varying demands of audience, task, purpose and discipline
- reason abstractly and quantitatively
- practice integrity



Our Success Story



- ◆ Increased our co-teaching classes by 50%
- ◆ **Increased diversification of course selections, in particular science, fine arts, and social studies**
- ◆ Increased our Alg II completion rate
- ◆ **Increased SBAC ELA scores in Latinx population**
- ◆ Increased number of AP tests per student
- ◆ **Improved our advisory outreach for course selection**

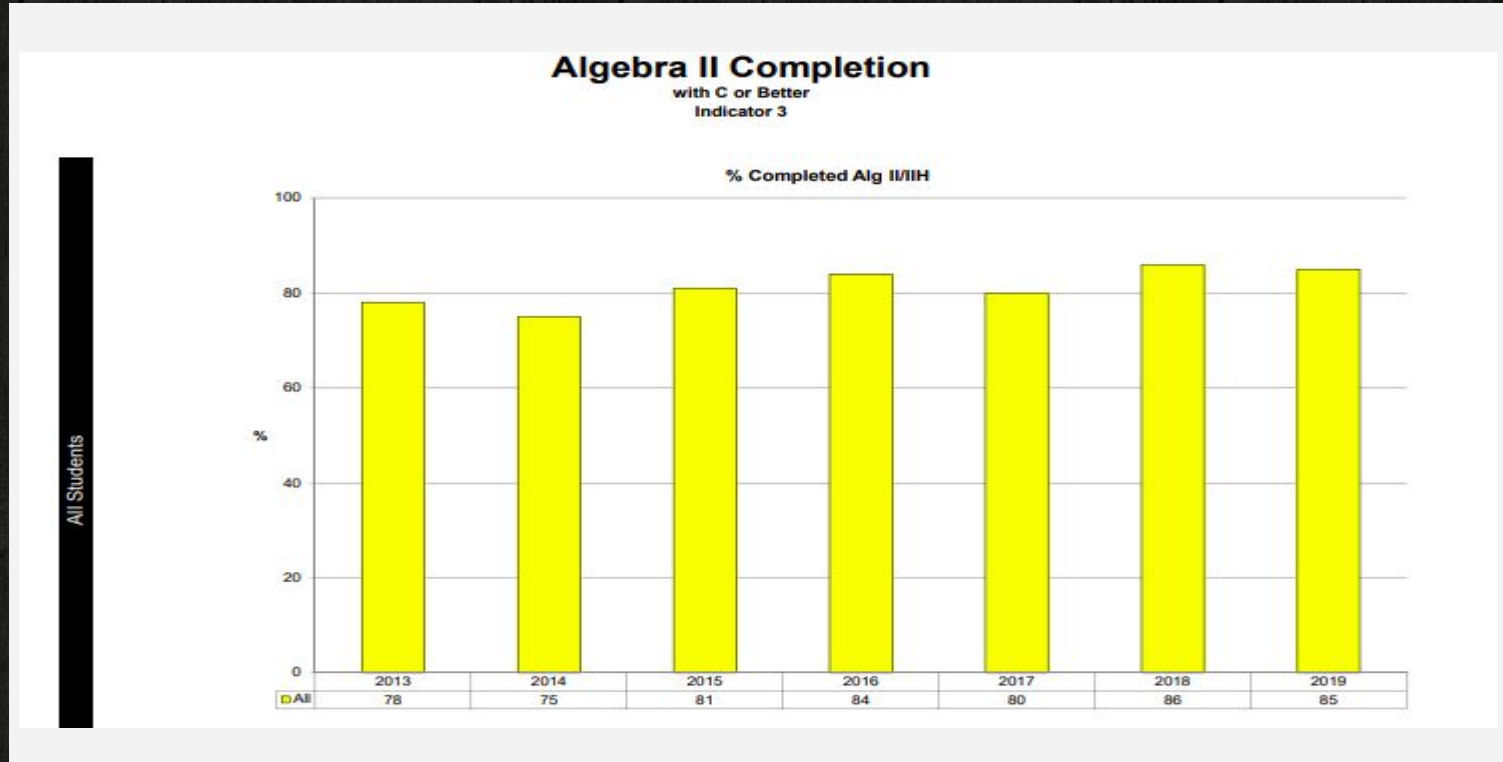
Our Success Story...continued

- ◆ **Performing Arts made modifications to student workload to promote student wellness**
- ◆ Improved interagency collaboration to support our school community through postvention
- ◆ **Increased our staff awareness on mental health and referral process as indicated by the number of trainings and referrals**
- ◆ Latinx parent engagement has increased to a regular monthly attendance of 50 parents, 45 MVLA parent graduates of our parent education PIQE program, and over 100 in attendance for Latinx community Special Events (Dia de los Muertos).
- ◆ **Created a Support Staff Homegroup with OKR's to support our classified staff's needs**
- ◆ Created a more inclusive MVHS community as seen in our Ambassadors class, Homecoming events, Spartan Pause, and Spartan Buddies

AP Increase in AP Exams vs. Total School Enrollment

	Mountain View High School	
	#	%
Increase in Total School Enrollment	+245	13%
AP Students	112	14%
AP Exams	+477	34%
*AP Students 3 or better	No Change	83%

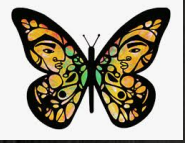
Three Year Trend of Increased Algebra 2 Completion



100% Regular Ed. Latinx Algebra 2 Completion

	Class of	2013	2014	2015	2016	2017	2018	2019
	School Year	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19
Latino Reg Ed	# Enrolled				42	38	44	27
	# Compl Alg II				33	27	38	27
Latino EL	# Enrolled			30	21	22	24	34
	# Compl Alg II			4	5	5	4	6
Latino RFEP	# Enrolled						31	48
	# Compl Alg II						23	39
Latino Resource	# Enrolled							
	# Compl Alg II							
Latino SDC	# Enrolled							
	# Compl Alg II							
Latino SED	# Enrolled			55	35	48	43	68
	# Compl Alg II			19	13	24	19	36

Our Challenges in meeting the needs of Latinx



Latinx, ELD and SPED students don't access rigorous college prep or advanced curriculum at the same rate than their peers. This makes Latinx students unprepared for college and negatively impacts their career opportunities.

Challenges ahead:

- ◆ Achieving ethnic parity in honors/AP classes
- ◆ PD offerings for teachers to support critical learners in honors/AP
- ◆ Increasing Tier 1 supports and interventions

Our Challenges Meeting the unique needs of ELs



- ◆ 156 EL; 50 Level 1 & 2 (Newcomers)

Require support in:

- healing from trauma
- adapting to life in USA
- housing
- financial challenges
- immigration uncertainties
- interrupted formal education
- transportation
- overall mental health and wellness

Have benefited from:

- 5th year senior option
- EL team of support
- targeted PD for EL teachers
- limited mental health services
- in-kind donations from community
- connecting to community resources to meet their basic needs

- ◆ 91% (10) of “real non-grads” are RFEP, LTEL or ELD Newcomer



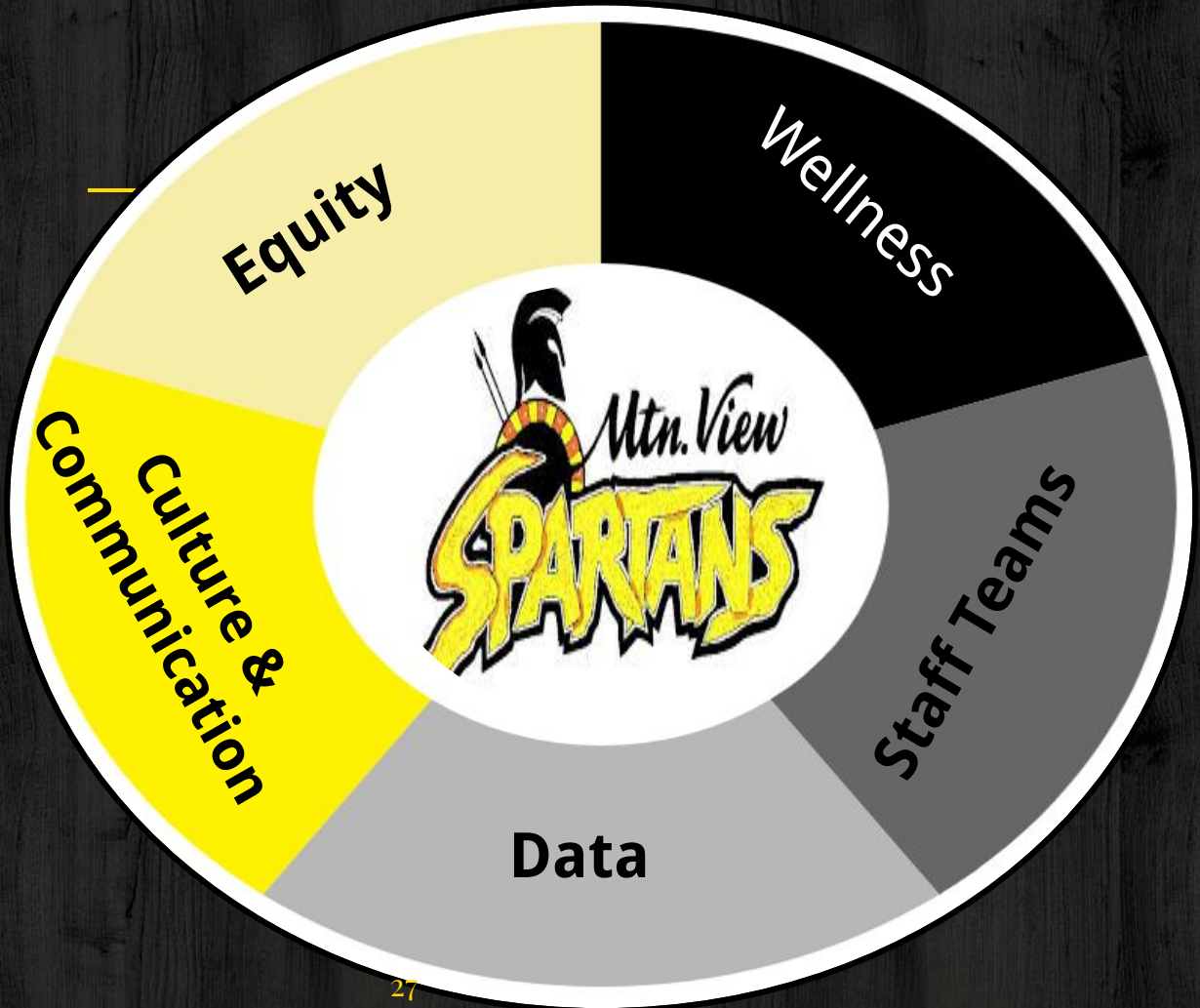
Our Challenges (Wellness)



- ◆ Increasing number of mental health referrals
- ◆ Increasing need for mental health support
- ◆ Need for connecting and improving communication with outside agencies
- ◆ Need to build culture and connectedness
- ◆ Continue to implement and monitor systems in place (ie. SEL)
- ◆ Strengthen our wellness commitment for ALL students



Expected Improvement on Critical Learner Needs and MVHS WASC Goals at our End of our 6-year WASC Cycle



Culture and Communication

- Increase from 61% to **80%** of staff agree/strongly agree with the statement **“This school promotes personnel participation in decision-making that affects school practices and policies.”**
- Increase from 85% of 11th graders and 75% of 9th graders will respond agree/strongly agree **“I feel a part of this school.”** to **93%** of 11th graders and **85%** of 9th grade

Equity (narrow the opportunity and expectation gap)

- Increase in enrollment (**85% parity**) and retention rates (**93%** retention) of Critical Learners in AP and Honors classes
- Increase of Latinx and AVID students earning **3.0 GPA** or higher at the end of Freshman year from 60% and 35% to **80%**
- Increase our **met A-G requirements** for our critical learners from 46% of Latinx students and 34% of Resource students to **60%** and **50%** as compared to 80% of all students.

Staff Teams

- MVHS will increase from 50% to **90%** of staff members feel that the **staff promotes trust and collegiality.**
- MVHS will increase from 36% (paraprofessionals) and 50% (teachers) to **80%** (paraprofessionals) and **90%** (teachers) will feel that the **school provides them relevant training.**

Wellness

- Using the CAHKS survey, decrease the 24% of 9th graders and 33% of 11th graders reported "**chronic sad or hopeless feelings**" to **10%** of 9th graders and **15%** of 11th graders
- Using the the CAHKS survey, decrease the 16% of 9th graders and 20% of 11th graders reported that they "**seriously considered suicide**" to **10%** of 9th graders and **12%** of 11th graders



Actions

Culture

- Staff interdisciplinary opportunities
- Collective Efficacy
- Foster and promote trust and relationship

Equity

- Shifting Course Team Collaboration to conversations on critical learners and broader impact concerns with the use of data
- Professional learning and training for staff on teaching in a heterogeneous classroom, inclusivity and culturally sensitive practices.
- Equity PLCs

Wellness

- Research and implement Social-Emotional Learning curriculum.
- Continued training opportunities on trauma-informed practices and wellness-prevention.
- Promote decision making and support the intellectual, emotional and physical well-being

Staff Teams

- Leading and supporting collective efficacy
- Continued support to departments with progress on their OKRs
- PD Planning Team assist in training and carrying-out our WASC action plan.
- Departments and Course Teams strengthen focus on critical learners conversations.



Success Is A Journey Not a Destination

Thank you to Margarita Navarro, Brigitte Sarraf,
Educational Services, LAHS Admin, IST, MVHS Staff and Students