



High School Example SPARC 2019-20

Support Personnel Accountability Report Card
A continuous improvement document sponsored by the California Department of Education



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Principal: H. S. Example **District:** Example Unified School District
Grade Levels: 9-12 **Enrollment:** 2350

Principal's Message

High School Example (HSE) is made up of a dedicated, creative, and outstanding community of educators who show their commitment to excellence focusing on the needs of all students. HSE is proud of its efforts to ensure all our students are supported in becoming career and college ready. Our Student Support Team (SST) sustains a collaborative, safe, and vibrant learning environment celebrating individual differences and challenging students to excel academically, socially, and personally. This learning environment and our SST's efforts are largely responsible for meeting our goals of 1) increasing the number of students graduating with an actionable Career Action Plan; and 2) increasing the number of graduating seniors who successfully complete the A–G requirements. Our SPARC is reviewed by our School Site Council and is incorporated into our Local Control Accountability Plan (LCAP). As planned in our LCAP, our two focus-for-improvement goals for next year are to expand our internship program by building new partnerships and to increase the number of students applying and being accepted into postsecondary educational institutions and training programs.

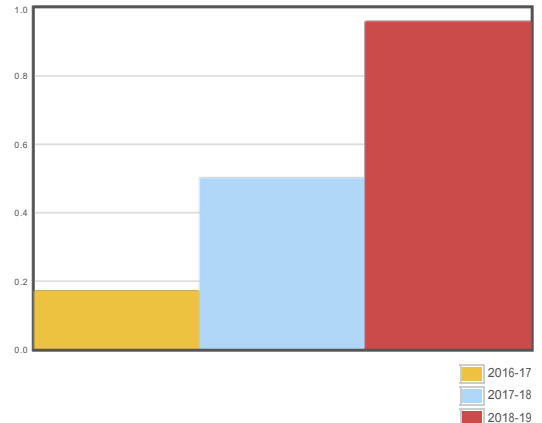
Career and College Readiness Student Outcomes

Our SST uses student outcome data to measure program effectiveness, identify needed improvements, and determine which programs will continue or be replaced. This critical review process ensures all students have access to effective programs. Consequently, our programs are successful in increasing student academic performance and helping students prepare for life after high school. The following outcomes were achieved through the SST's program planning, implementation, and evaluation.

Career Readiness

HSE's SST created a Career and College Exploration program (CCEP)—using California Career Resource Network Career and College Readiness Lesson Plans and resources—to ensure all students graduate with an actionable CAP. In the CCEP, students identify their interests, career goals, educational needs, and immediate next steps after graduation. With SST guidance, students analyze their information and create a step-by-step CAP that is SMART: specific, measurable, attainable, realistic, and time bound. The number of seniors graduating with a CAP increased from 17 percent (95/555) in 2016–17 to 50 percent (273/542) in 2017–18 to 96 percent (520/539) in 2018–19. This shows the CCEP effectively increased the number of students graduating with an actionable plan in hand, which greatly increases the likelihood of reaching their personal and career goals.

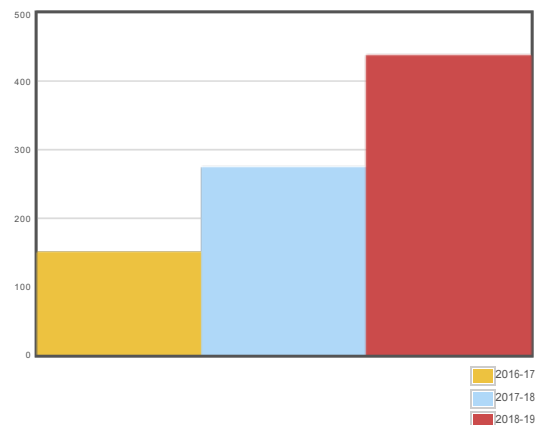
Developed An Actionable Career Action Plan



College Readiness

To ensure all HSE students understand college admission requirements, they must complete the CCEP. In the CCEP, students learn about A–G requirements, i.e. what they are, why they are important, and how to incorporate them into their graduation plan. With a more in-depth knowledge of A–G, students can determine if completing A–G is necessary for their career goals. In 2015–16, before the CCEP was implemented, our seniors' A–G completion rate was 20 percent. After the CCEP was implemented, our seniors' A–G completion rate steadily increased from 27 percent (150/555) in 2016–17 to 50 percent (274/542) in 2017–18 to 81 percent (438/539) in 2018–19. This dramatic increase in course completion shows the program is successful in helping students understand and complete the A–G requirements.

A-G Requirements Completed



21st Century Skills

At HSE, we believe students need a strong foundation in 21st Century Skills so we embed skills development into our curriculum. While students begin learning these skills in class, our SST creates avenues and opportunities for students to learn and practice them outside the classroom. For example, our SST created the Management Roundtable wherein student leaders learn to use and cultivate leadership skills. The SST also developed the Mustang Awards—an incentive-based program where students earn points for exhibiting initiative, problem solving, collaboration, and other employability skills. Mustang points can be redeemed at the on-campus store. Although there is a quasi-monetary component to this program, it is the program's interactive structure that draws student participation.

Additional Achievements:

- In 2016–17, HSE was awarded a \$7,000 grant from Sample Stores for our student leadership programs.
- In 2017–18, eighty-five percent of HSE's graduating class registered for postsecondary education and training.
- In 2018–19, HSE students provided 19,245 volunteer hours to the local community.

Career and College Readiness School Site Programs and Community Partnerships

HSE provides students with comprehensive career and college readiness programs which our SST maintain through close working relationships with community and corporate partners. Together they develop and support school site programs and community opportunities designed specifically to meet the needs of our diverse student body. These programs provide hands-on opportunities working with professionals representing a variety of industries. These experiences resonate with our students, increasing their engagement in school and interest in pursuing postsecondary options. Some of the programs and partnerships that directly help students plan and achieve their career and college goals are listed below.

School Site Programs and Resources

- Career Exploration: California CareerZone, ASVAB, Career Surfer, My Resume, and Career Action Plan mobile applications
- College Exploration: California CareerZone, CaliforniaColleges.edu, KnowHow2GO
- Career Planning: California Career Resource Network resources
- Student Workshops: Workforce Development, Step By Step, College Admissions and Applications, Financial Aid
- Parent and Guardian Workshops: Crash Course in Career Development, High School Graduation—Path to Success, Your Child's Success
- Our Town: A community-building program integrating clubs, music, government, and sports

Community Partnerships

- Chamber of Commerce: Internships, job shadowing, mock interviews, job searches
- Sample Family Resource Center: Mentor programs, mental health referral services
- Sample Education Foundation: Funds for school site training and college preparation programs
- Sample State University: Student teachers, administrative and counseling interns
- Sample Regional Occupation Program (ROP): Career exploration services
- Sample University: Off-campus science, technology, engineering, art, and math learning opportunities

Student Support Team

Our SST members hold a variety of educational degrees and professional memberships; collectively, the team has more than 150 years of experience and training. Our SST is dedicated to the coordination and implementation of an equitable student support system, one that includes all faculty and staff and uses a collaborative approach to address the needs of the entire student body. A collective effort is made to prepare all students to be career and college ready which includes the development of personal and social skills. The following is an abbreviated list of the professional organizations to which team members belong: Association of California School Administrators, California Association of Pupil Personnel Administrators, California Association of School Counselors, California Association of School Psychologists, California Association of School Social Workers, California State Athletic Directors Association, California Teachers Association, and the Western Association for College Admission Counseling.

Position	Years	Qualifications
Principal	8	EdD, ASC
Assistant Principal	4	MA, ASC
Secretary	33	BA
Career Counselor	12	MS, PPSC
School Counselor	13	MFT, PPSC
Social Worker	9	MSW, PPSC

Position	Years	Qualifications
Special Education Teacher	18	MS, TC
Teacher Librarian	5	MS, TLSC
Health Care Specialist	29	MPH
Athletic Director	5	MS
Administrative Assistant	20	AA
Community Liaison	6	AA

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