

# CEO Update for LCPS Board of Directors - 12.7.22

## Key Reflections

### Reflection #1-

#### Leading through Organizational Challenges and Loss

**I am thankful that our senior leadership team has been able to work through organizational challenges we faced last month:**

- We have a great senior leadership team on our cabinet, and I am incredibly grateful for their thoughtful support of our campuses over November. Their response was grounded in centering a strong sense of humanity and community while keeping our focus on the continuity of our day to day program experiences.
- Additionally, our shared services and campus leadership teams have really pulled up for one another - whether it is providing extra support when there are absences or gaps, creating reflective spaces for conversations and healing, and making sure students and families that were most impacted were taken care of and regularly communicated.



### Reflection #2 -

#### Strategic Support of our Leadership, particularly our Leaders of Color

**As we've navigated challenges, I've been thinking more about the needs of our campus leadership teams (our APs and Principals)**

- The support of our Principals and APs have largely been technical - whether focused on leading stronger 1:1 meetings, focusing on grade level standard internalization and strong lesson delivery and monitoring our academic progress, and building capacity through data tools, time/calendaring and meeting structures.
- Over this last month, I've been thinking more about the needs of our leaders of color that are so important to our shared community and family of schools. Often, there is an expectation that our leaders show up professionally with perseverance and strength, while at the same time holding the needs of students, families, and staff during times of challenge. I want to make sure that our leaders also have formal and informal spaces to step back, reflect, and build community in support of each other. I want to thank our board members for helping me think through what that needs to look and feel like, and to push me to listen more deeply to their needs.

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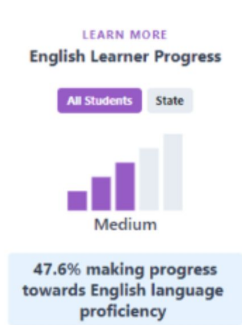
## Wins from November

Short Term Wins -	Long Term Wins -
<ul style="list-style-type: none"><li>● <b>Promising Staff Survey Results and meaningful feedback</b> - Anna Martin launched our Fall Staff Survey. We have about ~70% of our staff respond, and the data is promising in some key areas - specifically manager and team support. We also received feedback on areas to improve, such as school based communication and student support systems. We also received preliminary retention data, where 60% expressed they want to return, while just under 40% were undecided.</li><li>● <b>Change management at Lodestar</b> - I've appreciated the leadership at Lodestar during the last month as they navigated some challenging issues while at the same time centering our academic and culture systems. In particular, Cody Marshall, Elementary Assistant Principal and Latora Baldrige, Upper School Principal have done a great job of focusing the staff on strong day to day programming. Also, members of Tina's team have provided strong support.</li></ul>	<ul style="list-style-type: none"><li>● <b>Finance Team and Long Term Cash Management Plan</b> - At our last finance committee meeting, we shared where we were after our 1st interim and closing of our bonds. We are at a pretty solid starting foundation with our cash and debt service, thanks to Linda and her team's management of these new variables vs. our budget.</li><li>● <b>2021-22 English Language Learners and our Program</b> - during the 20-21 school year, LCPS had a federal program monitoring for Title III and our English Language Learner programs. Based on that review, we had to work to address our systems around assessment, communication of progress to families, and our reclassification processes. The data from the ELPAC assessment, which measures progress toward language proficiency, was released by the state, and 2 of our 3 LEAs scored medium (around the state average), while our Lighthouse HS scored high.</li></ul>



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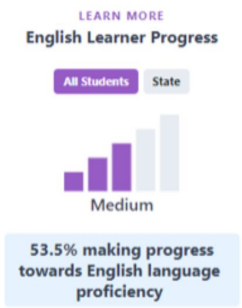
## Recent Updated Data from CDE California Schools Dashboard



### Lodestar (K-12): English Language Learner Progress

2021-22 ELPAC Testing data:

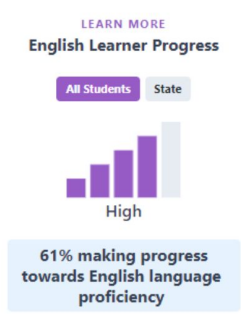
- **47.6%** met their progress goals toward language proficiency (vs. State ave of **50.3%**)
- Based on growth from previous year's data, we would have been in the **Green** on the dashboard



### Lighthouse (K-8): English Language Learner Progress

2021-22 ELPAC Testing data:

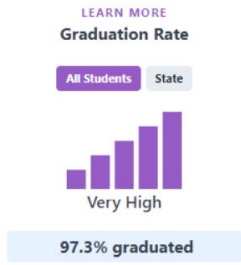
- **53.5%** met their progress goals toward language proficiency (vs. State ave of **50.3%**)
- Based on growth from previous year's data, we would have been in the **Green** on the dashboard



### Lighthouse (9-12): English Language Learner Progress

2021-22 ELPAC Testing data:

- **61%** met their progress goals toward language proficiency (vs. State ave of **50.3%**)
- Based on growth from previous year's data, we would have been in the **Blue** on the dashboard



### Lighthouse (9-12): Graduation Rate / CCI

- Cohort Graduation rate was **97.3%**
- Based on performance and high A-G rates, we would have been either **Green** or **Blue** on the dashboard

EQUITY REPORT  
Number of Student Groups in Each Level

0	0	0	0	2
Very Low	Low	Medium	High	Very High

