

EXPANDED LEARNING OPPORTUNITIES PROGRAM PLAN



Prepared by:
Expanded Learning Division

California Department of Education
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**This Program Plan Template Guide is required by
California *Education Code (EC)* Section 46120(b)(2)**

Expanded Learning Opportunities Program Plan Guide



Local Educational Agency (LEA) Name: KIPP Academy of Opportunity

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Instructions: Please list the school sites that your LEA selected to operate the Expanded Learning Opportunities Program (ELO-P). Add additional rows as needed.

1. Kipp Academy Of Opportunity

Purpose

This template will aid LEAs in the development of a program plan as required by *EC* Section 46120(b)(2). In this program plan, LEAs will describe program activities that support the whole child, and students' Social and Emotional Learning (SEL) and development.

Definitions

"Expanded learning" means before school, after school, summer, or intersession learning programs that focus on developing the academic, social, emotional, and physical needs and interests of pupils through hands-on, engaging learning experiences. It is the intent of the Legislature that expanded learning programs are pupil-centered, results driven, include community partners, and complement, but do not replicate, learning activities in the regular school day and school year. (*EC* Section 8482.1[a])

"Expanded learning opportunities" has the same meaning as "expanded learning" as

Expanded Learning Opportunities Program Plan Guide

defined in *EC* Section 8482.1. “Expanded learning opportunities” does not mean an extension of instructional time, but rather, opportunities to engage pupils in enrichment, play, nutrition, and other developmentally appropriate activities. (*EC* Section 46120[e][1])

Instructions

This Program Plan needs to be approved by the LEA’s Governing Board in a public meeting and posted on the LEA’s website.

The program plan template guide is considered a living document that is periodically reviewed and adjusted to reflect the needs of the community, updates in the law, and to provide continuous improvement in the development of an effective ELO-P.

The LEA is responsible for creating, reviewing, and updating the program plan every three years in accordance with *EC* Section 8482.3(g)(1). LEAs are encouraged to work collaboratively with partners and staff to develop and review the program plan. The LEA is responsible for the plan and the oversight of any community partners or subcontractors. The LEA should include any partners in the development and review of the plan. It is recommended that the plan be reviewed annually.

The Expanded Learning Division adopted the *Quality Standards for Expanded Learning in California* (Quality Standards) and introduced requirements for Continuous Quality Improvement (CQI) to help programs engage in reflection and be intentional about program management practices and activities delivered to students. To create the program plan, provide a narrative description in response to the prompts listed under each Quality Standard below. The LEA may customize and include additional prompts, such as describing SEL activities, or refining the plan. In addition to the narrative response, it may be useful to include tables, charts, or other visual representations that contribute to the understanding of the ELO-P. LEAs are encouraged to download and reference the Quality Standards in order to provide ongoing improvements to the program. The Quality Standards can be found on the California Department of

Education’s (CDE) Quality Standards and CQI web page, located at <https://www.cde.ca.gov/ls/ex/qualstandcqi.asp>

County District School (CDS) Code:

19647330101444

List 3- 5 steps that are taken to recruit students

Information/interest forms will be given to parents about our after school program in various ways including, but not limited to:

1. Robo calls are sent out weekly to all families of students that attend KIPP Academy Of Opportunity.
2. Interest forms are mailed out to all families during summer break.

Expanded Learning Opportunities Program Plan Guide

3. Parent registration is held to welcome new and returning students into the program.

2022-23 Program Goals

The program goals at KIPP Academy of Opportunity are as follow:

Academics

- Students will receive 1-2 30 minute academic sessions a week to help with homework, academics and reading during the educational and literacy portion of the program.

Enrichment Experiences

- Students will participate in fun, active and engaging activities.

Safety

- Students feel emotionally and physically safe at the program.

Educational and Literacy Element

List all educational and literacy elements that the Expanded Learning Program offers, the frequency and purpose for all educational components that meet this program element

Monday- Friday students participate in a 30 minute Study Hall which is built into the schedule. During Study Hall, program instructors will work with students to start homework or study for upcoming assessments. This academic session allows staff to help students focus on specific math and reading skills. We aim for all participants to complete 50% of homework or reading assignments in the 30min window.

Educational Enrichment Element

List all educational enrichments that the Expanded Learning Program offers, the frequency and purpose for all educational components that meet this program element

We offer many educational enrichment opportunities depending on what students' interests are Monday - Friday. Examples of enrichment clubs include: **Cheerleading, Music, Dance, Art, Media, Soccer, Basketball, football, volleyball and Service Learning**. In each of the enrichment offerings, students will engage in sequential learning that supports mastery. Majority of all enrichment offerings end with students performing in a showcase for their peers or parents.

It is an expectation for all of our KIPP SoCal Expanded Learning Programs to have Instructors complete lesson plans, it helps align and integrate the program with the school day and LIAS (Learning in After School) principles. To provide quality enrichment that follows the LIAS principles of expanded learning a thought out plan for each day of enrichment is expected. Instructors will submit lesson plans weekly to their Expanded Learning Manager for review.

Expanded Learning Opportunities Program Plan Guide

Students have the opportunity to participate in the enrichment club of their choice. Enrichment clubs run quarterly, the length of the sessions allow students to build and master skills in their chosen enrichment. Students will then have an opportunity to showcase to families, peers and teachers what they have been working for for the entirety of the session.

Safe and Supportive Environment

Describe how the program will provide opportunities for students to experience a safe and supportive environment. Include if the program will be offered on the school site or off campus. If not on site, describe where in the community it will be and how students will be supported to get there.

If the program will be located off campus, describe how students will travel safely to and from the program site.

The Afterschool Program will be located on the school campus. The only time students will be off campus during program hours is for field trips or special events with other KIPP SoCal Expanded Learning Program. We will use lanyards and badges to be able to identify staff members. During the summer staff will receive safety and first aid training so that they know the procedures when accidents occur. Staff will use such reports when any incidents occur so that we can have paperwork of all incidents.

Describe the initiatives and measures that will be taken by the program to create safety procedures that are aligned with the instructional day, including regular staff training and practice drills with students and staff.

We know emergencies can occur at any time of day and want to make sure that ELO teams are trained and equipped to handle any type of emergency, especially since ELO managers are the lead on-site personnel when these after-hours emergencies occur.

As a result, next year, we will be taking the measures below to ensure safety procedures are aligned:

- Require ELO teams to conduct nine emergency drills times a year. Drills practiced included by not limited to Fire, Earthquake, and Lockdown.
- Require the ELO manager to draft a safety plan appendix to be included in the site's comprehensive safety plan.
- All ELO team members are required to complete the 45-minute active shooter e-learning module designed by ALICE.
- All ELO team members are required to attend an in-person emergency prep training twice a year (August and January) on their sites' specific procedures.
- ELO managers will be provided with a 4-hour Incident Commander (ICS) training to ensure they are equipped to lead emergency response for after-hours emergencies.

Additionally, at our program, staff, students, families and school staff will know where students are located throughout the duration of the program by ...

KIPP Academy Of Opportunity (KAO) ELO program is located on the school campus. The safety of students is the number one priority in the program at KAO. All safety procedures are aligned with the instructional day

Expanded Learning Opportunities Program Plan Guide

procedures to ensure all stakeholders have a clear understanding of safety protocol. On a routine basis, we practice hard and soft Lock Down drills, Earthquake drills, and Fire drills.

Describe how the program will provide a safe and supportive environment that provides for the developmental, social-emotional, and physical needs of students.

ELO Instructors will participate in professional development training through-out the year to prepare them to support students' needs. Staff will be able to plan time for set locations, line of sight proximity, and prepare spaces for students that will ensure physical safety. All program lessons will intentionally help students build life, physical, and social skills that will prepare them for College and Career choices. Program enrichments will be delivered based on student interest and social and emotional learning. We will ensure that the lesson plans include positive goals for students to work towards, activities to address feelings and showing empathy for others. Activities will center around establishing and maintaining positive relationships in and out of school, making responsible decisions and understanding and managing emotions. It is crucial for the After School Program to continue KIPP SoCal's model of the whole child approach, in which the schools not only concentrate on academics, but also help students with building character traits that will help them be successful in life.

Active and Engaged Learning

Describe how the program will provide opportunities for students to experience active and engaged learning that either supports or supplements, but does not duplicate, the instructional day.

Provide examples of best practices, including research or evidence-based practices that were used to guide the planning of educational literacy and educational enrichment activities that will align with the regular school day to enhance academic performance achievement and positive youth development.

ELO Program instructors create weekly lesson plans that are similar to the lesson plans of the instructional day. Instructors are also partnered with school day teachers to better understand the best way to support students. These requirements ensure that all stakeholders are aligned across the board to enhance students academic development. It has been shown through data that students that are enrolled in the program perform better academically.

Describe the planned program activities and how they will:

- a. Provide positive youth development.**
- b. Provide hands-on, project-based learning that will result in culminating products or events.**

Students will be required to participate in activities that are engaging and involve collaborative skills, such as Dance enrichment class, Basketball enrichment class, gaming enrichment class, football enrichment class, Cooking enrichment class, and Art enrichment class. Students will experience different opportunities in these enrichment courses that will allow them to interact positively with one another, and we will foster a culture of positive feedback.

Expanded Learning Opportunities Program Plan Guide

The program activities will also provide opportunities for students to be acknowledged and praised for their positive behavior, growth, and effort. Expanded Learning Program Instructors are required to implement bi-weekly projects that help students connect their learning with engaging activities, real life solutions, and hands on learning. The goal is for every enrichment to have a culminating event where students can show off the skills they have mastered during Expanded Learning Program hours. Examples of showcases that students will participate in this year will be soccer, cheer, basketball, talent, and cooking.

If applicable, explain how the planned program activities are based on the school and community needs for a summer supplemental program.

To ensure our summer program is based on school needs, the School Leader and Expanded Learning Manager will work together to develop summer programming. The primary focus of summer programming will be countering summer slide (learning loss) and ensuring that students continue to learn throughout the summer break. Students will read for 30 minutes each day to maintain or increase their reading levels, just as they do in after school during the school year. Students will also be able to participate in summer enrichment similar or identical to those offered during the school year as well as present what they've learned at the end of summer student showcase.

Students will also be able to participate in new activities as part of summer programming, including weekly field trips to outdoor activities such as hiking, kayaking, swimming, and rock climbing. These activities would allow students to experience the outdoors and explore new forms of physical activity.

Finally, we expect summer programming to improve student outcomes by increasing retention of Expanded Learning staff. Currently, our program loses approximately 50% of its staff every year because of the summer employment gap. Because we have not been able to provide employment for our Instructors through the summer months, many have found other opportunities and not returned for the next school year. The ability to guarantee work during summer break will help us retain quality staff from one school year to the next, resulting in an experienced staff even better equipped to meet our students' needs.

Skill Building

Describe how the program will provide opportunities for students to experience skill building.

Describe how the program's enrichment activities are contributing to student success

We provide students in the Expanded Learning Program with homework support daily. Students are paired with Expanded Learning Program staff members that assist students with starting and correcting homework. Instructors check in weekly with school site teachers to discuss what current standards and skills are being addressed in the classroom. Our daily enrichment class activities include practice with grade level writing, reading, and speaking tasks to support skills from the school day.

Expanded Learning Opportunities Program Plan Guide

Instructors create and submit lesson plans on a weekly basis. Plans are progressive to ensure that students reach mastery of the skills being taught. For example, basketball begins the year with fundamental drills and practice and gradually builds students' skills up to compete in a tournament.

Explain how the planned program activities are based on the school and community needs for a before school, after school and/or supplemental program

Program enrichments offered in Expanded Learning Program will assist students in developing their critical thinking skills. Lessons conducted by Instructors will require students to think critically and apply lessons to real life skills. All lessons will be comprehensive and include steps to building life skills. The program will also include an academic component where students will get support with their homework assignments before heading home. Expanded Learning Program Instructors will also help students with projects and studying for upcoming exams. This will ensure that students are receiving the assistance they need during Expanded Learning Program hours and that they are mastering the topics for exams or quizzes. The program is run in house which means all Expanded Learning Program staff is hired through KIPP SoCal Schools; this is vital for student success. Manager, Assistant and Instructors collaborate with the Instructional Day Team in order to build program services that are aligned with student needs and include consistent expectations from students for a comprehensive experience. With a comprehensive approach, students will have various support factors that will provide necessary and continuous services for their physical and emotional safety.

Youth Voice and Leadership

Describe how the program will provide opportunities for students to engage in youth voice and leadership.

Describe how student feedback, assessments, evaluations, and integration with the instructional day will be used to guide the development of training, curricula, and projects that will meet students' needs and interests

Student voice has a pivotal role in the development of the students. Using a student survey, the Expanded Learning Program encourages students to have a voice in selecting enrichment classes and providing feedback for sessions and activities. Enrichment classes are created based on student needs and interests (to reinforce instructional classes and introduce students to new activities/programs).

Progress reports are given to teachers weekly to inform tutoring instructors of what to work on with students.

Before the program begins (and before a class is introduced), PD is given to each instructor on expectations and on how to deliver engaging lessons addressing content standards taught during the school day.

Describe the opportunities provided to students where they can share their viewpoints, concerns, or interests (i.e., student advisory group) that will impact program practices, curricula, or policies, including opportunities for student leadership

Expanded Learning Opportunities Program Plan Guide

Expanded Learning Program instructors facilitate routine discussions in enrichment classes to encourage student viewpoints and concerns around program policies, practices, and curricula.

The Student Council consists of 8th grade student leaders on campus. The council supports students at the beginning of the program with getting acclimated to program procedures. Throughout the year, the council plans student showcases and trips with the Expanded Learning Program Manager .

Describe how students in lower grades will be able to make choices when participating in program activities, and how students in higher grades will actively exercise their leadership skills by addressing real world problems that they identify in their communities (e.g., service learning).

All students in the Expanded Learning Program have equal opportunity to participate in activities. Students in high grades are placed in different classes and areas throughout the program to support day to day activities. Students participate in program logistics like collecting attendance rosters, supporting transitions, and assisting instructors to call students for pick up.

Healthy Choices and Behaviors

Describe how the program will provide opportunities for students to engage in healthy choices and behaviors. Describe how students will be served nutritious meals and/or snacks during the ELO-P hours of programming.

Describe the types of healthy practices and program activities that will be aligned with the school wellness plan.

KIPP SoCal Public Schools' wellness policy outlines our approach to ensuring environments and opportunities for all students to practice healthy eating and physical activity throughout the school day. KIPP SoCal participates in USDA child nutrition programs and during ELO-P hours of programming students will be served a healthy breakfast/lunch/supper/snack (whichever meal(s) are applicable for program hours) that meet the current nutrition requirements established by local, state, and federal statutes and regulations. Aligned with the wellness policy, during the ELO-P hours we will limit the sale of any foods and limit the use of unhealthy food for celebrations and rewards. To support consistent physical activity throughout the school day, during ELO-P hours students will engage in a wide range of activities including basketball, soccer, yoga, dance, drill team to name a few.

Additional Healthy Practices & Program Activities

The After School Program promotes healthy practices for the students. To promote physical health, we offer basketball, dance, and various sports enrichment classes. The program also reinforces the healthy eating initiative from the school day. Students are encouraged to have their daily supper and consume water, limiting the consumption of soda and unhealthy snacks.

Describe how the program will incorporate healthy nutritional practices, and the types of daily

Expanded Learning Opportunities Program Plan Guide

developmentally appropriate and/or research-based physical activities the program will conduct. Include any collaborative partnerships with wellness organizations.

On a daily basis, we will incorporate a variety of healthy nutritional practices with the students such as providing healthy snacks and physical recreation for students. As a staff we want to make sure all students in the program have a balanced healthy day. Examples of physical recreation for students in the program will be, dance, basketball, soccer, dodgeball and hiking.

Give 3-5 examples of nutritious snacks or meals that follow the California Nutritional Guidelines that are served in your expanded learning program.

- Southwest Veggie Wrap
- Strawberry Granola Yogurt
- Chicken Salad Sandwich
- Veggie Chef Salad

Students are offered nutritious snacks during the program. Snacks include grapes, apples, oranges, pears and whole grain goldfish. In addition to snacks, students are offered meals consisting of chicken bites with corn and garden ranch salad with chicken. All of these snacks follow the California Nutritional Guidelines.

Diversity, Access, and Equity

Describe how the program is designed to address cultural and linguistic diversity and provide opportunities for all students to experience diversity, access, and equity. Describe how the ELO-P will provide access and opportunity for students with disabilities.

Describe how the program will create an environment that promotes diversity and provides activities and opportunities to celebrate students' cultural and unique backgrounds.

At KIPP SoCal, we believe in reflecting our communities, and are committed to diversity and investing in professional development. 80% of our family and 66% of our leadership team identify as people of color, 79% of our leadership identify as female, and 82% of our leaders are developed from within our own organization.

All students at KAO are eligible to be served by the Expanded Learning Program providing the completion and the on-time submission of the required registration forms and space availability. The Expanded Learning Program seeks to serve any 5th-8th grade KAO student who wishes to participate in the program. Placements will be made on a first come, first serve basis with priority to those students who demonstrate the most need. In the program we celebrate diversity by acknowledging cultural heritage months through assemblies and programs. Students participated in a Hispanic Heritage Month program where they performed in front of their parents and staff members.

Expanded Learning Opportunities Program Plan Guide

Describe how the program will reach out and provide support to students with disabilities, English language learners, and other students who have potential barriers to participate in the program.

Team Members will work with the Special Education Team to ensure that accommodations that the school day is doing for the student, reflect in the program. The Manager works closely with the team to ensure that we are providing all the necessary support for the student to fully engage in the program. The program will also work with administration to provide the necessary support to English Learners, by either translating projects into their native language or providing one on one support where needed.

For students who may need additional support or may have additional barriers, it is the job of the Expanded Learning Program Manager to work with the instructional staff to provide support for them. Because the program provides academic support in certain enrichment classes, the Expanded Learning Program Manager must consistently consult with the school counselor to determine what additional accommodations instructors must make and/or what supports students must have to ensure success. This may look like preferential seating, working with a peer or completing smaller tasks. English Learners enrolled in the program have been paired up with a bilingual student to provide translation or further explanation as needed.

The needs were assessed and determined based on anecdotal data from students and families as well as concerns raised by school staff about a lack of enrichment opportunities for KAO students. In addition, all stakeholders—students, parents, teachers, and school administration—continue to be consulted regularly to provide informal feedback on the design and delivery of the program.

Quality Staff

Describe how the program will provide opportunities for students to engage with quality staff.

Describe how the program’s administrators will ensure that all staff who directly supervise pupils meet the minimum requirements of an instructional aide.

All Program Instructors are required to submit verification of at least 60 units of college courses completed, copy of Bachelor’s Degree, or pass the Proficiency Test in order to be employed by the organization. This ensures that they are able to provide academic support to the students.

Describe the planned recruitment and hiring process for staff and how their experience, knowledge, and interests will be considered.

Applicants will be screened by the regional talent acquisition team, where they will determine if applicants meet the qualifications for a phone screen interview. A phone screen interview will help determine if a candidate has basic knowledge, experience and interest in the position. If the candidate passes the phone interview, candidates will then be invited to an in-person interview with the Expanded Learning Manager and School Team. Candidates will be asked questions related directly to the culture of the school and their experience in giving quality service. The program aims to hire individuals that are interested in pursuing a career in education. Once offered a position, candidates must provide a copy of their FBI/DOJ live scan

Expanded Learning Opportunities Program Plan Guide

fingerprint card and results to a current TB test, and proof of vaccination or an approved exemption.

Describe the type and schedule for the continuous professional development that will be provided to staff.

Program Managers will create a training schedule that reflects the needs of the school and program. Training starts as early as the summer before the program starts. The various types of training that occur throughout the year are listed below:

- Classroom Management
- Lesson Plan Development and Facilitation
- Enrichment Engagement
- Attendance Procedures
- Meal compliance
- Event Planning
- Emergency Preparedness
- School Culture
- Relationship Building
- Professionalism

Team Members will attend weekly team meetings and several days of professional development throughout the school year. It is crucial for the success of the program that team members continue to receive feedback so they can grow and develop their skills. Feedback is given through multiple avenues, like on the ground observations, meetings, and one on one check-ins. In addition, team members will attend bi-weekly one-on-ones with the Expanded Learning Manager to discuss performance, programmatic goals and receive support during the program in accordance to goals discussed at the time of hire. Team Members will also receive a rating on program observations, this will help the program get stronger.

Program Managers will also receive continuous professional development via the regional expanded learning team, school administration, operational leaders and human resources. Managers also are coached through program coaching/compliance visits. These visits will support their on the ground development and skill building.

Clear Vision, Mission, and Purpose

Describe the program's clear vision, mission, and purpose.

Describe how the needs of the community, students, parents, and school were identified (i.e. assessment scores, number of students performing academically below grade level, school and community safety data, attendance and truancy rates, and juvenile crime rates, etc.), the resources available, and how those needs will be addressed.

We prioritized the need for foster/homeless youth and students who can come to the program every day of the week. The resources for these students include supper, academic support and opportunities for enrichment activities. We provide the students an environment where they feel safe.

Expanded Learning Opportunities Program Plan Guide

The Expanded Learning Manager works closely with different stakeholders to receive feedback on specific community needs. It is important that all stakeholders are involved when planning a program. Involving stakeholders such as school administrators, teachers, parents, staff and other community members helps build stronger relationships and goals that benefit the program participants. The School Leader observes the Expanded Learning program to make sure that our program is aligned with regular day school and helps create goals that will strengthen program operations and quality. The Expanded Learning Instructors give feedback to Manager about program improvements and the Manager works with the Program Manager to implement best practices and feedback. The program can only accomplish its mission and vision if the whole school community works together.

Describe 3-5 program goals developed from the results of the needs assessment and how will data be collected to evaluate whether program goals are being met.

Based on the needs assessment we conducted, these are the program goals we have:

- 1) One program goal for this year is to have students take bi-monthly surveys. The data collected from students will help us provide / support students' needs for enrichment activities.
- 2) Another goal for this school year is that student involvement in sports will increase student academic achievement, which will be measured through student grades, and weekly progress reports.
- 3) A third goal for the year is to honor an 8th grade student with a scholarship towards high school. Criteria for being eligible will be based on GPA, leadership qualities, and teacher recommendation.

At least twice per year, we will engage with all our stakeholders (students, families, school leaders) via surveys to evaluate whether our program goals are being met.

Describe how the program has engaged or will engage stakeholders (i.e., Principal, instructional day teachers and other instructional day staff, families, students, program staff, community members, and other community partners) in the creation of the program's mission, vision, goals, and expected outcomes based on the needs of the specific community.

Our program is led by the Expanded Learning Manager and that person is managed by a School Leader on site which allows for cohesion between the expanded day program and the instructional day. The program's Mission and Vision is to make sure students have equal access to succeed in middle school recreationally and academically. Our Expanded Learning Manager is responsible for hiring, training and monitoring staff who can effectively carry out the school's mission and vision. Program observations are conducted by ELO manager and school leader weekly. After the program observation the ELO manager and school leader meet to review data collected. Teachers complete academic progress sheets weekly to make sure students are meeting their academic goals in order to play sports. Monthly surveys are given to students to collect data in order to improve enrichment programs. Parents are given surveys each semester to collect feedback around program opportunities to improve each enrichment class.

Collaborative Partnerships

Expanded Learning Opportunities Program Plan Guide

Describe the program’s collaborative partnerships. Local educational agencies are encouraged to collaborate with non-LEA entities to administer and implement ELO-P programs.

Describe the collaborative partners that will be involved in the process used to plan, implement and update the after school program plan.

The Expanded Learning team will communicate with the KIPP SoCal Success Team for support in collecting data, making necessary reports, and providing supplemental academic support. School Leaders will offer support in developing the Expanded Learning Program through various avenues. School Leaders will also assign a school administrator to be the direct manager of the Expanded Learning Manager in order to achieve even stronger cohesion between the expanded learning program and the instructional day. Furthermore, the Director of Expanded Learning at a regional level will be partnering with other local agencies including other expanded learning providers, the LA County Office of Education’s Expanded Learning Division and other state agencies to constantly improve the program quality of each school program and obtain additional resources for our staff’s professional development. Thankfully, all these partnerships have already been in place for many years and as we move into growing our expanded learning services in each school, we will be able to easily leverage these collaborative partnerships in order to provide our students and staff with the best opportunities. Furthermore, the Expanded Learning Manager develops their own partnerships with local organizations/vendors to provide services to their students and this allows for tailoring to happen based on student interests each semester.

List and describe at least 3-5 collaborative members, including any specific duties/responsibilities or contributions (e.g., Memorandums of Understanding, service providers, in-kind, etc.).

Our Little Helpers and Revolution Foods are strong partners of KAO that offers tasty and healthy meals and nutrition education to schools and programs across the country. The Supper program is funded through Our Little Helpers in a partnership effort to provide supper in East and South Los Angeles.

The Foundation for Interscholastic Youth Athletic. This foundation provides a competitive flag football, basketball, and soccer league for the students to participate in. Students on the team have the opportunity to compete against students from eight other schools across the city.

KIPP SoCal Public School Expanded Learning Program Manager s partner to plan regional events, participate in a community of practice to support each other with event planning, share best practices, and collaborate.

Identify any potential collaboration and partnerships that would be of benefit to the expanded Learning program and describe your efforts to include them.

Continuous Quality Improvement

Describe the program’s Continuous Quality Improvement plan.

Expanded Learning Opportunities Program Plan Guide

Describe what measures of student success (e.g., school attendance, students and parent satisfaction, academic improvement, feedback from instruction day teachers) will be collected to help the program(s) assess and improve the quality of academic enrichment opportunities. Explain how the measures are coherent with the instructional day and the goals of the program.

Evaluating Effectiveness

We will evaluate the program each cycle and adjust any program components as needed. Also, surveys will be done by students regularly to evaluate satisfaction and student surveys will also be administered. Surveys for families will be sent every quarter to evaluate satisfaction. The measure of our program success will be based upon student and family survey results.

We will be gathering qualitative feedback by gathering responses on the questions below:

Students

- I like the after school program
- I like my study hall teacher
- My After School Teachers make me feel safe
- If you answered yes, what teacher/s makes you feel safe?
- Have you learned something new this year at the After School Program?
- What is your favorite part of the After School Program and why?
- What makes the After School Program fun?
- One idea to make the After School Program better is:

Families

- My child enjoys attending the After School Program
- I like the services my child is receiving in the After School Program
- Please give us a reason for your answer above
- I am satisfied with the overall communication from the After School Team Members
- I am satisfied with the amount of academic support my child is receiving
- What is one way that after school has supported you or your child during this year?
- I am satisfied with the After School Program
- I would recommend the After School Program to other families
- Let us know if you have any other thoughts or comments to share!

Our program goals and next steps for 2022-23 will be determined based on the regional surveys we are providing families and students. It is our hope that by working to meet program goals and that we will ultimately be meeting the needs of our students and families during the Expanded Learning Program.

Describe how (i.e., methods and frequency) the program will engage in a data-driven CQI process (i.e., assess program quality, plan, improve program quality) based on the Quality Standards for Expanded Learning in California. Include timelines, roles of staff and other stakeholders, and how the results of the assessment(s) will help refine, improve, and strengthen the program.

Please use the CDE's Guidelines for a Quality Improvement Process Web page at <http://www.cde.ca.gov/ls/ba/as/implemetation.asp>.

The role of the Expanded Learning Manager is to assess the program, plan frequently and make improvements to the program every semester. The Manager will collaborate with school administration and instructors

Expanded Learning Opportunities Program Plan Guide

frequently to make the necessary adjustments to the program. Once the assessment has been conducted, the Manager will continue to work with school staff to have a plan of action for the program based on the assessments to meet specific goals. The Manager builds a quality improvement in the month of July and chooses 1-2 quality standards to focus on for the school year. The region focuses on quality staff due to the high volume of turn over that occurs in the program. Focusing on that quality standards helps us strengthen the operations of the program. Once the quality standards are chosen, and the Manager starts assessing, the Manager submits quarterly continuous quality improvement updates to the Regional Team, the regional team reviews to ensure that the program is on track to meet their goals for the year. The program will also receive a few coaching visits and peer reviews throughout the year that helps with meeting all requirements and to ensure program quality. The Manager shares all progress with their team and works on a plan to make any necessary improvements.

Program Management

Describe the plan for program management.

Describe how the program funding will relate to the program vision, mission, and goals for each site or groups of sites.

The funding for the program will increase support and resources for students. This will truly help towards accomplishing what the program vision, mission and goals are for the program. An example of support would be more staffing which will help aid students in day to day activities such as homework , extra support for students that need it, and program coverage. One of the goals for the program is that all students feel emotionally and physically safe at the program and having more staff members will help to reach this goal. As for resources , funding will allow students to broaden their experience in the program with more engaging activities. One of the goals in the program is that students will participate in fun, active and engaging activities. We can bring in vendors that are experts in the field that enrichment classes are based off of. For example, if you are a student in a cooking enrichment class , you will be able to visit a professional culinary chef's kitchen and learn from a professional chef.

Provide the program organizational structure including succinct description of staff roles (e.g., "Staff responsible for homework support for grade three and science activities for grades three through five."), lines of supervision for each site or groups of sites, frequency of meetings, and methods of communication.

Staff will attend weekly team meetings and several days of training throughout the school year. It is crucial for the success of the program that staff members continue to receive feedback so they can grow and develop their skills. In addition, staff will attend bi-weekly one-on-one with the Expanded Learning Program Manager to discuss performance and receive support during the program in accordance with the goals discussed at the time of hire. Staff will also receive feedback on program observations; this will help the program get stronger. All program staff receive professional development in the following topics:

- Professionalism
- Instructor Expectations

Expanded Learning Opportunities Program Plan Guide

- Roles and Responsibilities
- Enrichment
- Classroom Management
- Crisis Training
- Attendance
- Lesson Planning
- Quality Standards

Describe the process and time frames for periodic review of the program plan and how community partners and other external stakeholders were involved in the process.

The Program Plan will be under constant review to ensure the enrichment and social needs of the students are being continuously met. The Program Plan will be updated at a minimum on a yearly basis. Quarterly surveys will be distributed to students and families to receive feedback on the program. The data from the survey will help identify areas of strength and areas of growth within the program, and help towards future planning for the program.

Describe the system in place to address the following program administration requirements:

- **Fiscal accounting and reporting requirements.**
- **Obtaining local match (cash or in-kind services) of one-third of the state grant amount (EC Section 8483.7[a][7]).**
- **Attendance tracking, including sign-in and sign-out procedures.**

Fiscal Accounting / Reporting

Kipp Academy Of Opportunity is part of KIPP SoCal Public Schools, and the regional structure enables the school and its expanded learning program to focus on students. KIPP SoCal Public Schools Finance & Accounting department provides full fiscal accounting and reporting support. This team, specifically, the fiscal compliance contact, works closely with staff to ensure the smooth and timely handling of all accounting matters. Monthly reports are provided to School Leaders and Expanded Learning Managers, with quarterly and annual reporting to a variety of funding and oversight authorities. We maintain a board-approved set of fiscal policies and procedures, which governs virtually all aspects of the financial operations. The policies and procedures are revised as necessary to maintain compliant and appropriate practices.

In-Kind Matching Funds

KIPP **SCHOOL NAME** is committed to the expanded learning program and ensuring sustainability. In the most recent year, the in-kind match was:

Source	Category	In-Kind Amount
KIPP SoCal	Facilities	13,650.00

Expanded Learning Opportunities Program Plan Guide

KIPP SoCal	Grants Manager- Staff	12,471.32
KIPP SoCal	HR Support – Staff	2,570.32
KIPP SoCal	Accounting Support	1,153.64
Federal Reimbursement	Snack Expense	14,311.92
KIPP SoCal	Materials & Supplies	2,103.02
KIPP SoCal	Services & Operating Exp	1,775.62
KIPP SoCal	Classified Personnel Salaries	6,564.17
		54,600.00

Program is budgeted to consume variable costs from ASES, 21st Century and ELO-P funds. Remaining fixed costs, nutrition costs, administration and management will be drawn from general funds, local funds and other state and federal sources. KIPP SoCal afterschool program cost structure was budget with this cost structure for years and it will continue doing so for ELO program going forward.

Attendance Tracking

KIPP **SCHOOL NAME** has a well documented and established attendance tracking system. We utilize uniformed sign in sheets, early release forms and Infinite Campus to track all of the student information.

Student Sign-In:

Students transition from their last class of the day to the after school program and sign in on the sign-in sheet provided. Once students are signed in, they participate in enrichment and then transition to Study Hall.

Student Sign-Out

As students are picked up from the expanded learning program, they sign out by class with the appropriate staff member on the same sheet they signed in on. With the proper documentation, students are permitted to sign out and walk, ride a bike, or take the bus home.

Attendance Calculation and Monitoring

Our attendance goal is always 100%, and progress towards the goal is constantly monitored. the primary tool to monitor both calendar and school year attendance audits is the county provided attendance calculator. We have recreated this calculator in Google Sheets in order to increase transparency on the program attendance

Expanded Learning Opportunities Program Plan Guide

and to ensure multiple stakeholders have access to the most up today information. The attendance calculator is updated daily based on the attendance sheets.

Attendance Auditing

KIPP Academy Of Opportunity benefits from a regional auditor who comes to the school on a monthly basis to audit attendance and ensure that the sign in sheets match what is reported on Infinite Campus and ultimately match what is reported to the California Department of Education. We ensure that we have the proper documentation for all attendance reported.

Early Release Policy

Being present during the Expanded Learning Program from start to finish ensures your child will receive maximum exposure to the Expanded Learning Program academic and enrichment opportunities. All students are required to be present until at least 5:50pm. If any student is picked up prior to 5:50pm, a parent/guardian must sign an early release form.

State legislation governing expanded learning programs funded by After School Education and Safety Program and/or 21st century community learning centers mandates that such programs must operate from the end of the school day until 6:00pm. It is expected that all school students attend 5 days a week and stay for the full duration of the program. In the event that a parent/guardian may have the need to pick up his/her child before the end of the programs, the parent/guardian or authorized person (18 years or older who is on the student's emergency card) may pick up his/her under one of the following conditions on KIPP SoCal Schools Early Release Policy listed below:

- A. Attending a parallel program (Program in the school community, soccer, basketball, music lessons, religious education, etc.) as long as an agreement with the parent or guardian exists making this the child's enrichment component.
- B. During Standard Time, when the days are shorter and it gets dark early, a parent/guardian or authorized adult (18 years or older who is on the student's emergency card) may pick up his/her child under the following condition or child can walk home before it gets dark
- C. Family emergencies (such as a death in the immediate family, natural catastrophic incidents, etc).
- D. Medical appointments
- E. Conditions pertaining to student health and welfare
- F. Transportation Challenges
- G. Conditions regarding safety, as prescribed by the school safety plan, local district, or local government body.
- H. Violation of a rule that puts other youth at risk (Program staff will call parent/guardian)
- I. Court Order Mandate (Court Order documentation must be on file with the school.)

Program Review

Expanded Learning Opportunities Program Plan Guide

The Program Plan will be under constant review to ensure the enrichment and social needs of the students are being continuously met. Each semester, the schedule will be adjusted to fit the needs of the staff and change of athletic seasons. The Program Plan will be updated at a minimum on a yearly basis.

General Questions

Existing After School Education and Safety (ASES) and 21st Community Learning Centers (21st CCLC) Elementary and Middle School grantees.

ASES, 21st CCLC Elementary/Middle School, and the ELO-P should be considered a single, comprehensive program. In coordinating all these funding streams to move towards a single program, the expectation is that the most stringent requirements will be adopted for program guidance. If one or both grants are held, please describe how the ELO-P funding will be used to create one comprehensive and universal Expanded Learning Program.

Describe how the funding from all grant providers will be used to create one comprehensive and universal Expanded Learning Program.

KIPP SoCal grant compliance policies and procedures for the Expanded Learning Program were established by comparing different grant's compliance elements and selecting the most stringent ones. Most of the time federal requirements were the most stringent which is what was selected as a final policy and procedure for program operations. We will run the same exercise with the addition of ELO-P funding to make ensure that the expanded learning program runs as a single, comprehensive and compliant program.

KIPP SoCal's Program Operations and Requirements will reflect the same as ASES/21st CCLC but less restrictive in the attendance policies and allowing flexibility to ensure all students have the opportunity to participate when needed.

Transitional Kindergarten and Kindergarten <<ONLY FOR ELEMENTARY SCHOOLS>>

Programs serving transitional kindergarten or kindergarten pupils shall maintain a pupil-to-staff member ratio of no more than 10 to 1. (EC Section 46120[b][2][D]). Please address the proposed schedule and plan for recruiting and preparing staff to work in the program, including supporting them to understand how to work with younger children. How will the lower pupil-to-staff ratio be maintained? How will the curriculum and program be developmentally-informed to address this younger age group?

Describe how the proposed schedule, curriculum and program will accommodate the developmental needs of this younger age group.

Describe the plan for recruiting, preparing and supporting staff working with younger children

Expanded Learning Opportunities Program Plan Guide

Team Members are recruited through several job search engine sites, as well as promoting within the organization. Once advertised, applicants are filtered through our regional online system. Applicants are saved within the system for quick reference in the event that additional staff is needed. Applicants will be screened by the regional talent acquisition team, where they will determine if applicants meet the qualifications for a phone screen interview. A phone screen interview will help determine if a candidate has basic knowledge, experience and interest in the position. When screening for team members working with younger children, we will focus on hiring candidates with experience working with that age group, have these team members participate in any training that is offered for kindergarten teachers, the team members will also be able to learn how to implement a fun learning and age appropriate lessons that focus on “doing”. The program will ensure team members are supported by keeping no more than 10:1 ratios during all program hours with extra supervision from the Manager and Assistant.

Sample Program Schedule

Please submit a sample program schedule that describes how the ELO-P or other fund sources, including the California State Preschool Program for children enrolled in transitional kindergarten or kindergarten, will be combined with the instructional day to create a minimum of nine hours per day of programming (instructional day plus ELO-P or other supports). Also, submit a sample schedule for a minimum nine-hour summer or intersession day.

Describe how all funding sources will be combined with the instructional day to create a minimum nine hours per day of programming.

The school will use the general purpose funding and other normal restricted funding sources to fund the instructional day which runs 7:45am-3:45pm (elementary schools) or 8:00am-4:00pm (middle school). Additionally, from school dismissal until 6:30pm, for the after school period, as well as summer school, will use a combination of ELO-P, ASES and/or 21st CCLC funding to exceed the nine hours per day of programming.

Provide a sample program schedule for a minimum nine-hour school day (instructional day plus Expanded Learning supports).

Here is a sample schedule for the school day program.

Start Time	End Time	Content Area/Activity
7:30am	8:0am	Arrival and Breakfast
8:00am	9:00am	Welcome/ELA
9:00am	10:00am	Math
10:00am	11:00am	Science

Expanded Learning Opportunities Program Plan Guide

11:00am	12:00am	History/Ethnic Studies
12:00pm	12:45pm	Lunch
12:45pm	1:15pm	PE
1:15pm	1:45pm	English Language Development
1:45pm	2:45pm	Arts/Electives (access to at least 1; more preferable)
2:45pm	3:45pm	Community Building/Advisory
3:45pm	4:00pm	Clean up/Instructional Day Ends
4:00pm	4:30pm	School Dismissal/ Supper
4:30pm	5:00pm	Study Hall
5:00pm	6:00pm	Enrichment
6:00pm	6:30pm	DEAR / Dismissal

Provide a sample program schedule for a minimum nine-hour summer or intersession day.

Here is a sample schedule for the summer program.

Start Time	End Time	Activity
8:00	8:45	Morning Arrival & Breakfast
8:45	9:00	Clean up/Transition
9:00	9:30	Community Competitions (All Participants)
9:30	9:40	Transition
9:40	11:00	Academics
11:00	11:30	Recess/Recreational Time outdoors
11:30	12:00	Reset Time
12:00	12:10	Transition
12:10	12:40	Lunch!
12:40	12:50	Clean up
12:50	1:00	Transition

Expanded Learning Opportunities Program Plan Guide

1:00	4:00	Field Trip
4:00	4:30	Return to campus
4:30	5:00	Snack /Outdoor Fun & Dismissal!