

2023–24 Local Control and Accountability Plan Annual Update

Local Educational Agency (LEA) Name	Contact Name and Title	Email and Phone
Invictus Leadership Academy	LaTonya Derbigny, Executive Director	Dr.d@invictusla.com 323-615-4243

Goals and Actions

Goal

Goal #	Description
Goal #1	ILA will provide all students with a broad course of study and access to high-quality learning experiences for them to demonstrate continuous growth towards academic proficiency in the Common Core State Standards, CA State Standards, and CA Next Generation State Standards.

Measuring and Reporting Results

Metric	Baseline	Year 1 Outcome 2022-23	Year 2 Outcome 2023-24	Year 3 Outcome 2024-25	Desired Outcome for 2023–24
CAASPP/CAA proficiency in ELA grades 3-7 (Priority 4)	3%- small sample	15%			≥ 20%
Student ELA Growth percent of students that increase by one performance band (iReady) (Priority 4 and 8)	33%	49%			≥55%
CAASPP/CAA proficiency in Math grades 3-7 (Priority 4)	3% - small sample	9%			≥ 14%

Student Math Growth percent of students that increase by one performance bands (iReady) (Priority 4 and 8)	42%	31%			≥ 40%
CAST/CAA proficiency in Science grade 5 (Priority 4)	NA-small sample <25	NA- small sample (two students)			Small sample anticipated
ELPAC level growth percentage of students that improve by one performance level (Priority 4)	NA – small sample <25	< 25 small sample			Small sample anticipated
EL Reclassification Rate (Priority 4)	NA-small sample <25	TBD- reclassifications begin in fall 2023 to include ELPAC results from 2022-23			Small sample anticiatped
Student Reading Proficiency in grades K-2 (iReady) (Priority 4 and 8)	28%	43%			≥ 50%
Student Math Fluency in Grades K-2 (Priority 4 and 8)	25%	18%			≥ 30%
Percentage of fully credentialed and properly assigned teachers (Priority 1)	100% (using local assignment options and one-time STSP for two teachers)	100%			100%

Goal Analysis

An analysis of how this goal was carried out in the previous year.

A description of any substantive differences in planned actions and actual implementation of these actions.

There were no substantive differences between the plan for this year and its execution. Small differences include timing of GLAD training, elimination of HR training and CBO training, BTSA clearing of credentials.

Additionally, while Taekwondo was offered at ILA for a limited time, staff for this position was not retained due to scheduling conflict. ILA is now pursuing a partnership with a local gym to provide students with a more robust way of engaging in martial arts within our afterschool enrichment program. Additionally, ILA has expanded our school day offerings of the arts to include music within the school day and within the afterschool program.

An explanation of material differences between Budgeted Expenditures and Estimated Actual Expenditures and/or Planned Percentages of Improved Services and Estimated Actual Percentages of Improved Services.

Budgeted vs. Actual Expenses

Action`	Budgeted	Actual
1. Implementation of a High-Quality Instructional Program that is responsive to student needs	\$57,225	\$34,279
2. Highly Qualified and Effective Staff that implement the Instructional Program with fidelity	\$1,046,699	\$622,066
3. Professional Development of Teachers, Staff, and Admin	\$85,050	\$22,111
4. Comprehensive Formative and Summative Assessment System that Identifies and celebrates student growth	\$34,650	\$5,340

ILA is in the process of purchasing more components of the celebration of student achievement and growth, specifically blazers and jackets along with badges/pins for achievement. ILA also just finished spending the remaining PCSGP funds, so those expenses for school supplies will be included within our final expenditures for the year.

An explanation of how effective or ineffective the specific actions were in making progress toward the goal during the three-year LCAP cycle.

Invictus has increased the number of students performing at grade level with the implementation of differentiation via small group instruction, mastery learning, and blended learning. Additionally, ILA is implementing more STEAM learning projects and expanding STEM with dance and music both during the school day and after school.

ILA is continuing to celebrate each child's personalized growth goals at the conclusion of each trimester based upon our baseline iReady data, allowing each child to celebrate their growth in comparison to themselves versus an external metric.

Invictus has successfully recruited and retained highly qualified and credentialed staff, which greatly contributes to the effectiveness and quality of the student educational experience.

A description of any changes made to the planned goal, metrics, desired outcomes, or actions for the coming year that resulted from reflections on prior practice.

Invictus has added more STEAM projects, dance, and music during both school day and in the afterschool program. Invictus has hired an Afterschool Lead, and made more purchases toward supplies for the Afterschool program as well as for the regular school day. Invictus has also modified our regular monitoring of key metrics through our new Executive Leadership Team, which includes the weekly monitoring of attendance, walkthrough/instruction quality, days or reserve, and min used in our supplementary blended learning programs.

Goal 2

Goal #	Description
Goal #2	ILA will promote a school culture, climate, and physical environment that facilitates exceptional outcomes through meaningful relationships and structures among all stakeholders, and optimal physical conditions for learning.

Measuring and Reporting Results

Metric	Baseline 2021-22	Year 1 Outcome 2022-23	Year 2 2023-24	Year 3 2024-25	Desired Outcome for 2023–24
Student Attendance (Priority 5)	99%	91%			≥95%
Suspension Rate (Priority 5 and 6)	4.44%	0.84%			<5%
Parent/Family Survey participation (Priority 3, 5 and 6)	Not conducted	52%			≥90%
Parent/Family participation in Meetings (Priority 3, 5 and 6)	To be established in 2021-22	92%			≥90% attend at least one parent meeting
Student Survey Connectedness (Priority 5 and 6)	NA- not conducted	3			Average score of 3 (on a scale of 1 to 5)
Facilities Inspection Tool Score (Priority 1)	Satisfactory (Good Repair)	Excellent (Good Repair)			Satisfactory (Good Repair)

Goal Analysis

An analysis of how this goal was carried out in the previous year.

A description of any substantive differences in planned actions and actual implementation of these actions.

There were no substantive differences. Invictus suspension rates remain within the goal, and parent/guardian engagement is continuing to grow. The ELAC was established this year, and the SSC continue to provide meaningful input to the instructional program and operations.

An explanation of material differences between Budgeted Expenditures and Estimated Actual Expenditures and/or Planned Percentages of Improved Services and Estimated Actual Percentages of Improved Services.

Budgeted vs Actual Expenses

Action`	Budgeted	Actual
1. Maintain Effective and Safe School Facilities and Learning Environment	\$294,443	\$142,345
2. Maintain School Climate that celebrates and fosters diversity, inclusion, and student connectedness	\$60,541	\$6,659
3. Meaningful Engagement of Parents	\$55,129	\$667

Invictus hired a Parent Liaison/Office Aide who assists with parent communications and serves as a direct contact for questions and outreach to future Invictus families.

Invictus has not held it's Justice in Action Day and is developing our first parent committee for our developing Discipline Matrix, which will also address the concept of bullying.

An explanation of how effective or ineffective the specific actions were in making progress toward the goal during the three-year LCAP cycle.

Thus far, ILA's actions have been effective in most areas except student attendance. More action will be taken to address the overall student attendance, including potentially starting an ILA SARB process and even staffing for this position in the future.

A description of any changes made to the planned goal, metrics, desired outcomes, or actions for the coming year that resulted from reflections on prior practice.

Staff is reaching out for upcoming enrollment and updating all recruitment materials. Parent Teacher conferences are scheduled, and ILA has noticed the best participation in conferences/meetings when student performances are included as part of the meeting/input requests/and survey completion.

A report of the Total Estimated Actual Expenditures for last year's actions may be found in the Annual Update Table. A report of the Estimated Actual Percentages of Improved Services for last year's actions may be found in the Contributing Actions Annual Update Table.