

**Redwood Coast Montessori**

Board of Directors

1611 Peninsula Dr., Manila, CA 95521

**Zoom Meeting Link:**

<https://us06web.zoom.us/j/82164241175?pwd=Lt9aHEntMn5ceh6VqTdZaoJoMswhq.1>

**REGULAR MEETING**

February 11, 2026 6:30 p.m.

**Agenda**

Roll Call:

Board Members Absent:

**A. CALL TO ORDER OF OPEN SESSION:**

**B. OPEN SESSION:**

**C. PUBLIC COMMENT**

The public is invited to make announcements or comment on information to the Board that is relevant to the scope of authority of Redwood Coast Montessori. The Board may uniformly impose a time limit of 3 minutes to individual presentations to assure every subject is heard. By public law, the Board cannot take action on items not on the agenda.

**D. GENERAL FUNCTION-CONSENT ITEMS**– Approval w/ Single Motion:

Items listed under the Consent Agenda are considered to be routine and are acted on by the Board in one motion. There is no discussion of these items before the Board vote unless a member of the Board, staff, or public requests specific items be discussed and/or removed from the Consent Agenda. It is understood that the Administration recommends approval on all Consent Items.

**Approve 1 and 5:**

1. Approval of Draft Minutes of December: [PDF Board Minutes December 2025.pdf](#)
2. Approval of Draft Minutes of January: [PDF Board Meeting Minutes January 2026.pdf](#)
3. Approval of new hires (certificated) -None
4. Approval of new hires (classified) - [PDF Joshua Diaz Contract 25 26.pdf](#)
5. Approval of Resignation: Kenny Lien (SCIA) Manila, Cita Hunter (SCIA) Manila

**E. BUSINESS AND FINANCE - ITEMS FOR REPORT, INFORMATION, DISCUSSION, AND POSSIBLE ACTION**

1. Informational only: Mid Year LCAP Data: [PDF LCAP Mid Year Report 25 26.pdf](#)
2. Approval-School Safety Plan [PDF Updated RCM School Safety Plan \(2025-2026\).doc](#)
3. Discussion and possible approval-  
Certificated- [PDF Certificated Stipend Attendance Recovery 25 26.pdf](#)  
Paraprofessional- [PDF Paraprofessional Attendance Recovery 25 26.pdf](#)
5. Discussion only: [PDF Long Term Independent Study Policy 25 26.pdf](#)  
[PDF Long Term Independent Study Written Agreement 25 26.pdf](#)  
[PDF Long Term Independent Study Evaluation of Enrollment 25 26.pdf](#)
7. Discussion and possible approval- Unused Sick Leave/Retirement Policy  
[PDF Sick Leave Policy 25 26.pdf](#)
5. Discussion only: Public Relations committee and efforts

**F. SCHOOL FUNCTIONS - ITEMS FOR REPORT, DISCUSSION, AND POSSIBLE ACTION**

1. Discussion Only: Auditor filed for an Extension
2. Question/Concern of board member- Board member requested that this be removed as an agenda item.
3. Discussion only- Applied for Kitchen Infrastructure Grant
4. Discussion only- Scheduling an Appraisal for the Manila Campus. This may help us qualify for additional grant funding to offset the monthly lease agreement costs.
5. Reminder about the Lottery 2026-2027, Friday, February 13, 2026

**G. STAFF AND DIRECTORS REPORTS - ITEMS FOR REPORT, DISCUSSION**

1. Staff Report :

Michelle Leonard:

Janean Weekly-Embree: [Board Report Janean February 2026.pdf](#)

2. Directors Report:

**H. CLOSED SESSION:****I. Report Out any Actions Taken in Closed Session:****FUTURE AGENDA ITEMS:**

1. Lottery for 2026-2027, February 13, 2026

**ADJOURNMENT OF OPEN SESSION NOTICE:**

Any writing, not exempt from public disclosure under Government Code Section 6253.5, 6254, 6254.3, 6254.7, 6254.15, 6254.16, OR 6254.22, which is distributed to all or a majority of the members of the governing board by any person in connection with a matter subject to discussion or consideration at an open meeting of the board is available for public inspection at the Redwood Coast Montessori School 1611 Peninsula Drive, Arcata, CA 95521. In compliance with Government Code section 54954.2(a) Redwood Coast Montessori will, on request make agendas available in appropriate alternative formats to persons with a disability, as required by Section 202 of the Americans with Disabilities Act of 1990 (42 U.S.C. Sec. 12132), and the federal rules and regulations adopted in implementation thereof. Individuals who need this agenda in an alternative format or who need a disability-related modification or accommodation in order to participate in the meeting should contact Redwood Coast Montessori at 707-832-4194.

**Redwood Coast Montessori**

Board of Directors

793 K Street, Arcata, CA 95521 (Room 5)

**Zoom Meeting Link:**

<https://us06web.zoom.us/j/88298469328?pwd=zto3tia8HdBIKR4r9cSkDCby2pck16.1>

**REGULAR MEETING**

December 15, 2025 6:30 p.m.

**Minutes**

**Roll Call: Kim Bonine (President), Michelle Ellis ( Vice President) James Bragg (Treasurer), Susann Goodman (Secretary)**

**Board Members Absent: Gabriel Ferreria (Member-at-Large)**

**A. CALL TO ORDER OF OPEN SESSION: Kim @ 6:41 pm**

**B. OPEN SESSION:**

**C. PUBLIC COMMENT**

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**D. GENERAL FUNCTION-CONSENT ITEMS- Approval w/ Single Motion:**

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**Approve 1 and 5: Michelle/ Susann/ All in favor 6:45 pm**

1. Approval of Draft Minutes of [Board Minutes November 2025.pdf](#)
2. Approval of Draft Minutes of October- [Board Minutes October 8, 2025 - Google Docs.pdf](#)
3. Approval of new hires (certificated) -None
4. Approval of new hires (classified) -[Samantha Peters Contract 2025.pdf](#)[Armando Pena Contract 2025.pdf](#)-Correction to Pena's contract -\$19.88/hour
5. Approval of Resignation: Daisy Sheard TK/K paraprofessional

**E. BUSINESS AND FINANCE - ITEMS FOR REPORT, INFORMATION, DISCUSSION, AND POSSIBLE ACTION**

**Approve 1: James/Susann/ All in Favor 6:51pm**

**Approve 3: Susann/ Michelle/ All in Favor 6:58 pm**

1. Possible Action: Update Classified Salary Schedule to reflect State Minimum Wage Increase and SCIA Scale [SCIA Salary Schedule 2025-2026 - Google Docs.pdf](#)
2. Certificated staff salary changes: Request for approval will occur at January Board Meeting
3. Action to Approve: Effective January 1, 2026, the hourly rate of pay for the classified staff members listed will be increased to align with the new California minimum wage of \$16.90 per hour. [Pay 29 Redner and Douglas.pdf](#)
4. Discussion Only: Parent Advisory Meeting-[Parent Advisory Agenda 12\\_10\\_25.pdf](#)
5. Action to Approve 1st Interim Budget: [25-26 RCM FI Allfunds.pdf](#)[25-26 RCM FI Budget03.pdf](#)[25-26 RCM FI Budget50.pdf](#)[25-26 RCM FI MY Budget.pdf](#)[25-26 RCM FI MYP.pdf](#)[25-26 RCM FI Budget Certification.pdf](#)

**F. SCHOOL FUNCTIONS - ITEMS FOR REPORT, DISCUSSION, AND POSSIBLE ACTION**

1. Discussion Only: Arcata School District Concerns-waiting for auditor response
2. Several water leaks occurring on both campuses, but being addressed
3. Question/Concern of board member

**G. STAFF AND DIRECTORS REPORTS - ITEMS FOR REPORT, DISCUSSION**

1. Staff Report :

Michelle Leonard: Partnership with adolescents in Tawian/ classroom collab, Lower El pen pals in Kentucky, 3rd grade tech class, Peaceful Winter concerts, Play: *Grease*  
Janean Weekly-Embree: [RCM Board Report- December 2025 - Google Docs.pdf](#)

2. Directors Report: Jaenean Reads director report @ 8:52pm

**H. CLOSED SESSION**

**I. Report Out any Actions Taken in Closed Session:**

**FUTURE AGENDA ITEMS:**

1. Certificated staff salary changes: Request for approval will occur at January Board Meeting

**ADJOURNMENT OF OPEN SESSION NOTICE: 9:06 pm Susann/ James**

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**Redwood Coast Montessori**  
Board of Directors  
1611 Peninsula Dr., Manila, CA 95521  
**Zoom Meeting Link:**  
<https://us06web.zoom.us/j/88251665637?pwd=rb2b1liFwoj6voukK573ynMLCidBaM.1>  
**REGULAR MEETING**  
January 14, 2026 6:30 p.m.  
**Minutes**

Roll Call: **Kim Bonine (President)** **James Bragg (Treasurer)** **Susann Godman (Secretary)**  
Board Members Absent: **Michelle Ellis (Vice President)**

**A. CALL TO ORDER OF OPEN SESSION: Kim 6:42 pm**

**B. OPEN SESSION:**

**C. PUBLIC COMMENT**

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**D. GENERAL FUNCTION-CONSENT ITEMS– Approval w/ Single Motion:**

Items listed under the Consent Agenda are considered to be routine and are acted on by the Board in one motion. There is no discussion of these items before the Board vote unless a member of the Board, staff, or public requests specific items be discussed and/or removed from the Consent Agenda. It is understood that the Administration recommends approval on all Consent Items.

**Approve: 3 and 4: James/Susann/ All in favor @ 6:46pm**

1. Approval of Draft Minutes of December: Unavailable at this time
2. Approval of new hires (certificated) -None
3. Approval of new hires (classified) -Braydon Bemos- Cafeteria Assistant (Classified) and Cita Hunter (Classified SCIA, Manila) [Cita Hunter contract 2026.pdf](#)
4. Approval of Resignation: Armando Pena (Classified SCIA, Manila)

**E. BUSINESS AND FINANCE - ITEMS FOR REPORT, INFORMATION, DISCUSSION, AND POSSIBLE ACTION**

**Approve: 1: Susann/Gabe/ All in favor @6:58 pm**

1. [Budget Concerns January 25 26.pdf](#)
3. Discussion-Teacher salary adjustment

Sheeree and Michelle D give context and share the past experience and hardship that they have endured, as well as consequences of previous directors' choices around the pay scale/ salary.

4. First reading/ discussion: Attendance Recovery Stipends- Certificate- [Attendance Recovery Stipend Certificated 25 26.pdf](#)

Paraprofessional- [Attendance Recovery Stipend Classified 25 26.pdf](#)

5. Discussion -Long Term Independent Study policy
6. Discussion of the development of an on-site Montessori training curriculum led by staff, including stipends to support curriculum development and the delivery of training. [Montessori Curriculum and Training Policy 2526.pdf](#)

**F. SCHOOL FUNCTIONS - ITEMS FOR REPORT, DISCUSSION, AND POSSIBLE ACTION**

Approve 2: Gabe/Susann/ All in Favor 9:23 PM

Approve 6: Susann/Gabe/ All in favor 9:51pm

Approve 7: Susann/ James/ All in Favor 9:53 pm

1. Report: New High School Master Schedule: Current [Master Schedule Current 25 26.pdf](#)

New: [Master Schedule New 25 26.pdf](#)

2. Approval to Update Parent/Student Handbooks to reflect the correct start and end times and new classes.

3. Discussion Only: Parent Advisory Meeting Schedule

4. Discussion Only: Staff Advisory Meeting Calendar

5. Discussion only: Public Relations committee and efforts

6. Approve: Updated School Calendar 2025-2026:

Current- [Current Calendarwith Error 25 26.pdf](#) Proposed: [New Calendar 25 26.pdf](#)

7. Approval- [Declaration of Need and LAO 25 26.pdf](#)

8. Question/Concern of board member

#### **G. STAFF AND DIRECTORS REPORTS - ITEMS FOR REPORT, DISCUSSION**

1. Staff Report : Esther: writing a grant, looking for funding, daily resource center

Michelle Leonard: New drinking fountain to be installed, Saucy

Janean Weekly-Embree: [Board Report January 26 Janean.pdf](#)

2. Directors Report:

#### **H. CLOSED SESSION**

#### **I. Report Out any Actions Taken in Closed Session:**

#### **FUTURE AGENDA ITEMS:**

1. 2nd Reading/Discussion/ Possible approval of proposed stipends

2. Questions/ Concerns of board Member (Gabriel)

#### **ADJOURNMENT OF OPEN SESSION NOTICE: Gabe/ James/ All in favor @10:14pm**

Any writing, not exempt from public disclosure under Government Code Section 6253.5, 6254, 6254.3, 6254.7, 6254.15, 6254.16, OR 6254.22, which is distributed to all or a majority of the members of the governing board by any person in connection with a matter subject to discussion or consideration at an open meeting of the board is available for public inspection at the Redwood Coast Montessori School 1611 Peninsula Drive, Arcata, CA 95521. In compliance with Government Code section 54954.2(a) Redwood Coast Montessori will, on request make agendas available in appropriate alternative formats to persons with a disability, as required by Section 202 of the Americans with Disabilities Act of 1990 (42 U.S.C. Sec. 12132), and the federal rules and regulations adopted in implementation thereof. Individuals who need this agenda in an alternative format or who need a disability-related modification or accommodation in order to participate in the meeting should contact Redwood Coast Montessori at 707-832-4194.

**AT-WILL EMPLOYMENT AGREEMENT**  
**Between**  
**REDWOOD COAST MONTESSORI & JOSHUA DIAZ**

THIS EMPLOYMENT AGREEMENT ("Agreement") is entered into by and between the above named employee ("Employee") and the Governing Board ("Board") of Redwood Coast Montessori ("RCM"), a California public charter school approved by the Arcata Elementary School District (the "District"). The Board desires to hire employees who will assist RCM in achieving the goals and meeting the requirements of RCM's charter. The parties recognize that RCM is not governed by the provisions of the California Education Code, except as expressly set forth in the Charter Schools Act of 1992. The Board desires to engage the services of the Employee for purposes of assisting RCM in implementing its purposes, policies, and procedures.

WHEREAS, RCM and Employee wish to enter into an employment relationship under the conditions set forth herein, the parties hereby agree as follows:

**A. STATUTORY PROVISIONS RELATING TO CHARTER SCHOOL EMPLOYMENT**

1. RCM has been established and operates pursuant to the Charter Schools Act of 1992, Education Code section 47600, *et seq.* RCM has been duly approved by the District, according to the laws of the State of California.
2. Pursuant to Education Code section 47604, RCM has elected to be formed and to operate as a non-profit public benefit corporation pursuant to the Non-Profit Public Benefit Corporation Law of California (Part 2, commencing with section 5110 *et seq.* of the Corporations Code). As such, RCM is considered a separate legal entity from the District, which granted the charter. The District shall not be liable for any debts and obligations of RCM, and the employee signing below expressly recognizes that he/she is being employed by RCM and not the District.
3. Pursuant to Education Code section 47610, RCM must comply with all of the provisions set forth in its charter, but is otherwise exempt from the laws governing school districts except as specified in Education Code section 47610.
4. RCM shall be deemed the exclusive public school employer of the employees at RCM for purposes of Government Code section 3540.1.

**B. EMPLOYMENT TERMS AND CONDITIONS**

**1. Duties**

Employee shall work in the position of 1:1 instructional aide. Employee will perform such duties as RCM may reasonably assign and Employee will abide by all RCM's policies and procedures as adopted and amended from time to time. Employee further agrees to abide by RCM's charter. A copy of the job description for the above position is attached hereto and incorporated by reference herein. These duties may be amended from time to time in the sole discretion of RCM.

2. **Work Schedule**

The work schedule for this position shall be part time consisting of **M-F, 8:30 a.m. to 3:00 p.m.** Workdays for the Employee shall be consistent with the applicable calendar of workdays for this position. The current year schedule is attached hereto and incorporated by reference herein.

Employee will not render services in person or by electronic means, paid or otherwise, for any other person or entity during contracted work hours with RCM.

3. **Compensation**

The hourly wage for this position is **\$19.29/hr**. Employee shall be paid monthly, from which the Board shall withhold all statutory and other authorized deductions.

4. **Employee Benefits**

Employee shall be entitled to participate in designated employee benefit programs and plans established by RCM (subject to program and eligibility requirements) for the benefit of its employees, which from time to time may be amended and modified by RCM in its sole discretion.

5. **Performance Evaluation**

Employee shall receive periodic performance reviews conducted by his/her supervisor. At a minimum, performance evaluations will be conducted annually, on or about the anniversary date of employment with RCM. The frequency of performance evaluations may vary depending upon length of service, job position, past performance, changes in job duties, or recurring performance problems. Failure to evaluate Employee shall not prevent RCM from disciplining or dismissing Employee at-will in accordance with this Agreement.

6. **Employee Rights**

Employment rights and benefits for employment at RCM shall only be as specified in this Employment Agreement, RCM's charter, the Charter Schools Act and RCM's Employee Handbook, which from time to time may be amended and modified by RCM. Employment rights and benefits may be affected by other applicable agreements or directives or advisories from the California Department of Education or the State Board of Education. During the term of this Agreement, Employee shall not acquire or accrue tenure, or any employment rights with RCM.

7. **Licensure**

Employee understands that employment is contingent upon verification and

maintenance of any applicable licensure and/or credentials.

8. **Child Abuse and Neglect Reporting**

California Penal Code section 11166 requires any child care custodian who has knowledge of, or observes, a child in his or her professional capacity or within the scope of his or her employment whom he or she knows or reasonably suspects has been the victim of child abuse to report the known or suspected instance of child abuse to a child protective agency immediately, or as soon as practically possible, by telephone and to prepare and send a written report thereof within thirty-six (36) hours of receiving the information concerning the incident. By executing this Agreement, the Employee acknowledges he or she is a child care custodian and is certifying that he or she has knowledge of California Penal Code section 11166 and will comply with its provisions.

9. **Fingerprinting/TB Clearance**

Fingerprint clearance for Employee will be acquired through submitting the Employee's fingerprints to the California Department of Justice. Employee will be required to assume the cost of all fees related to the fingerprinting process. Employee will be required to submit evidence from a licensed physician and/or licensed entity that he/she was found to be free from active tuberculosis. Both clearances need to be in place prior to the first day of service.

10. **Conflicts of Interest**

Employee understands that, while employed at the School, he or she will have access to confidential and proprietary information. Employee therefore shall not maintain employment or contracts for employment, or engage in any consultant or independent contractor relationship, with any other agency or school that will in any way conflict with his/her employment with RCM.

11. **Outside Professional Activities**

Upon obtaining prior written approval of the Executive Director, the Employee may undertake for consideration outside professional activities, including consulting, speaking, and writing. The outside activities shall not occur during regular work hours. RCM shall in no way be responsible for any expenses attendant to the performance of such outside activities.

C. **EMPLOYMENT AT-WILL**

RCM may terminate this Agreement and Employee's employment at any time with or without cause, with or without advance notice, at RCM's sole and unreviewable discretion. Either party may immediately terminate this Agreement and Employee's employment upon written notice to the other party.

Employee also may be demoted or disciplined and the terms of his or her employment

may be altered at any time, with or without cause, at the discretion of RCM. No one other than the Board of RCM has the authority to alter this arrangement, to enter into an agreement for employment for a specified period of time, or to make any agreement contrary to the term of this Agreement, and any such agreement must be in writing and must be signed by the Board of RCM and by the affected employee and must specifically state the intention to alter this "at-will" relationship.

In the event of charter revocation or non-renewal, all contractual obligations under this Agreement cease immediately upon the effective date of revocation or non-renewal.

**D. GENERAL PROVISIONS**

**1. Waiver of Breach**

The waiver by either party, or the failure of either party to claim a breach of any provision of this Agreement, will not operate or be construed as a waiver of any subsequent breach.

**2. Assignment**

The rights and obligations of the respective parties under the Agreement will inure to the benefit of and will be binding upon the heirs, legal representatives, successors and assigns of the parties hereto; provided, however, that this Agreement will not be assignable by either party without prior written consent of the other party.

**3. Governing Law**

This Agreement will be governed by, construed, and enforced in accordance with the laws of the State of California.

**4. Partial Invalidity**

If any provision of this Agreement is found to be invalid or unenforceable by any court, the remaining provisions hereof will remain in effect unless such partial invalidity or unenforceability would defeat an essential business purpose of the Agreement.

**E. ACCEPTANCE OF EMPLOYMENT**

By signing below, the Employee declares as follows:

1. I have read this Agreement and accept employment with RCM on the terms specified herein.
2. All information I have provided to RCM related to my employment is true and accurate.

3. A copy of the job description is attached hereto.
4. This is the entire agreement between RCM and me regarding the terms and conditions of my employment. This is a final and complete agreement and there are no other agreements, oral or written, express or implied, concerning the subject matter of this Agreement.

Employee Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Address: \_\_\_\_\_

Telephone: \_\_\_\_\_

**RCM Approval:**

Dated: \_\_\_\_\_

**Kim Bonine, Board Chair**

*This Employment Agreement is subject to ratification  
and approval by the Governing Board of RCM.*



# Monitoring Goals, Actions, and Resources for the 2025-26 Local Control and Accountability Plan (LCAP)

This template is intended for internal monitoring purposes only. The 2025-26 LCAP template and instructions should be consulted when completing required documents.

(6) (A) The superintendent of the school district shall present a report on the annual update to the local control and accountability plan and the local control funding formula budget overview for parents on or before February 28 of each year at a regularly scheduled meeting of the governing board of the school district. (B) The report shall include both of the following: (i) All available midyear outcome data related to metrics identified in the current year's local control and accountability plan. (ii) All available midyear expenditure and implementation data on all actions identified in the current year's local control and accountability plan.

Local Educational Agency (LEA) Name	Contact Name and Title	Email and Phone
Redwood Coast Montessori	Janean Weekly-Embree Director	info@redwoodmontessori.org 707-630-5018

## Goal 1

### Goal Description

**Student Learner Outcomes:** Improve student success and support of diverse learners through a focus on PBL/Montessori pedagogy.

## Expected Annual Measurable Objectives

Metric #	Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Mid-Year Outcome Data	Desired Outcome for 2026-2027
1.1	Achieve and maintain an average daily attendance (ADA) rate >96%	97% (as of P2 4/17/24)	95% (as of P2 4/20/25)		P2 Data not yet available	98% ADA
1.2	Maintain a cohort graduation rate >95% with all student population subgroups moving to "Blue" as	100% for 2022-23 school year	100% for 2023-24		Data Not available	>95% graduation rate

Metric #	Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Mid-Year Outcome Data	Desired Outcome for 2026-2027
1.3	Achieve and maintain low suspension rate <1%					< 1% suspension rate
1.4	Number of students participating in school oversight committees (school board, SAC, ForCM, Ad hoc committees, etc.)	1% for 2022-23 school year	1% for 2023-24		Student Leadership= 6	4 students
1.5	CHKS Student Survey (A6.7): Percentage of students indicating the things they do in school "pretty much" or "very much" makes a difference (P6)	Elementary (N.D.); Adolescents (47%); High School (58%) [2023-24]	Elementary (N.D.); Adolescents (37%); High School (40%) [2024-25]		Data Not Available	75% or higher
1.6	CHKS Student Survey (A6.9): Percentage of students indicating they "agree" or "strongly agree" work hard to understand things when doing schoolwork (P6)	Elementary (N.D.); Adolescents (54%); High School (64%) [2023-24]	Elementary (N.D.); Adolescents (81%); High School (58%) [2024-25]		Data Not Available	75% or higher
1.7	CHKS Student Survey (A6.8): Percentage of students indicating they "agree" or "strongly agree" that they feel close to people at/from school. (P6)	Adolescents (70%); High School (82%) [2023-24]	Elementary (N.D.); Adolescents (88%); High School (60%) [2024-25]		Data Not Available	75% or higher
1.8	Provide robust after school care and enrichment activity options	Opportunities for before and after care at both campuses from 7:45 a.m. to 5:30 p.m. Increased high school level after school opportunities. Other programs continuing as with prior year.	Opportunities for before and after care at both campuses from 7:45 a.m. to 5:30 p.m. Increased high school level after school opportunities. Other programs continuing as with prior year.	Achieved	After school program at Manila campus and a minimum of four after school enrichment classes at each campus. Minimum of two athletic teams for both adolescent age students and high school students.	
1.9	Student support services	No social worker interns and other support staff to target chronic absenteeism and support whole child SEL.	2 Social Worker interns are working with students in Friend Groups at the Manila Site.	1-2 social worker interns will support RCM students at both campuses.		
1.10	Achieve and maintain chronic student absenteeism rate <2.0%	11.1% for 2022-23	16.4% for 2023-24	Chronic Absenteeism = 4.74%	< 2% chronic absenteeism rate	

Actions & Measuring and Reporting Results					
Goal # Action #	Action Title and Description	Contributing	Implementation Level	Total Funds Budgeted	Mid-Year Expenditures
1.1	<b>Student Engagement</b> Support expansion of after school program to include enrichment classes and activities.	No	Partially Implemented	\$5,083.00	\$14,587
1.2	<b>Graduation Rate</b> Create CTE pathway for art program	No	Ongoing Implementation		
1.3	<b>Instructional Assistants</b> Provide instructional assistants to support all students particularly low income students and SWD.	Yes	Fully Implemented	\$191,225.00	\$65,403
1.4	<b>Professional Development</b> Support Montessori and PBL training for new teachers	No	Fully Implemented	\$6,623.00	\$9,228
1.5	<b>Student participation with governance</b> Sustain opportunities for student leadership at each school site (e.g. student leadership committee, friendship group, student-led community meetings, etc.)	No	Partially Implemented		
1.6	<b>School Psychologist</b> Hire 0.25 FTE school psychologist	No	Fully Implemented	\$31,112.00	\$15,557

Goal # Action #	Action Title and Description	Contributing	Implementation Level	Total Funds Budgeted	Mid-Year Expenditures
1.7	<p><b>General Education Staff</b> RCM will employ the following educators to support the school's base educational program, the goals, actions and services outlined in this LCAP.</p> <ul style="list-style-type: none"> <li>• 21 teachers</li> <li>• 7 classroom assistants</li> <li>• 1 site supervisor</li> <li>• 1 director</li> </ul>	No	Fully Implemented	\$1,883,416.00	\$767,441
1.8	<p><b>COVID related learning loss</b> Provide expanded learning opportunities by increasing the number of days providing service by 27 (plus 3 in-service training days) and extended all instructional days to 9 hrs.</p>	No	Partially Implemented	\$65,681.00	\$18,921
1.9	<p><b>Extended Learning</b> Provide a garden education program to TK-12 students to extend science and environmental literacy learning opportunities.</p>	No	Fully Implemented	\$109,597.00	\$39,744
1.10	<p><b>Student support services</b> Secure social worker interns and other support staff to target chronic absenteeism and support whole child SEL.</p>	Yes	Partially Implemented	\$61,521.00	\$27,629
1.11	<p><b>System Management</b> Implement systems to effectively and systematically monitor student attendance</p>	No	Partially Implemented		

Goal # Action #	Action Title and Description	Contributing	Implementation Level	Total Funds Budgeted	Mid-Year Expenditures
1.12	<b>Case Management</b> An Attendance Support Team, for each campus, will establish a system of support to work with teachers, school staff and family liaison to identify all students at risk for chronic absenteeism and utilize a case management system involving regular two-way communication with the student and their family.	No	Partially Implemented		

## Goal 1

Goal Description  
Student Academic Achievement

### Expected Annual Measurable Objectives

Metric #	Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Mid-Year Outcome Data	Desired Outcome for 2026-2027
2.1	Highly Qualified Teachers	2023-24 All teachers have acquired preliminary credential	2024-25 96% of teachers have preliminary credential		Data Not Available	100% of teaching staff will have CA teaching credential in their area of instruction.
2.2	CAASPP ELA Scores: Percentage of Students Meeting or Exceeding the Standard in ELA (P4)	58% for 2022-23	66% for 2023-24		59%	70% or higher
2.3	CAASPP Math Scores: Percentage of Students Meeting or Exceeding the Standard in Math (P4)	49% for 2022-23	42% for 2023-24		44.07%	60% or higher
2.4	California Science Test (CAST): Percentage of Students Meeting or Exceeding the Standard (P4)	45% for 2022-23	41.51% for 2023-24		52.5%	60% or higher
2.5	CAASPP Participation ELA (P4)	96% for 2022-23	99% for 2023-24		98.35%	95% or higher
2.6	CAASPP Participation Math (P4)	97% for 2022-23	97% for 2023-24		97.52%	95% or higher
2.7	CAST Participation (P4)	100% for 2022-23	96% for 2023-24		72.73%	95% or higher

Metric #	Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Mid-Year Outcome Data	Desired Outcome for 2026-2027
2.8	Reading Intervention: Percentage of students graduating the program on an annual basis. (P4)	30% for 2022-23	30% for 2023-24		Data Not Available	30% or higher
2.9	Percentage of Special Education goals met by RCM students with IEPs (P4)	60% for 2022-23	60% for 2023-24		Data Not Available	75% or higher
2.10	CAASPP Participation ELA: Students w/ Disabilities (P4)	87% for 2022-23	96% for 2023-24		96.55%	95% or higher
2.11	CAASPP Participation Math: Students w/ Disabilities (P4)	90% for 2022-23	89% for 2023-24		96.55%	95% or higher
2.12	Identification of essential learning targets for all grade levels and core courses	New metric. No data	Essential learning targets developed for all grade levels and courses	Under review	Essential learning targets developed for all grade levels and courses	
2.13	Provide Interim Assessment training for all teachers	New metric, no data	0%	Not applicable at this time	Four training opportunities per year	
2.14	Define how specific assessment tools will be used and frequency for all essential learning targets	New metric. No data	~45% complete	Under review	Identification of assessment tools to use for all essential learning targets	
2.15	Curriculum inventory: Percent of students who have access to sufficient materials relative to the instructional program described in the school's charter	100% of students	100% of students	100% of students	100% of students	
2.16	Induction programs: Percent of RCM teacher and administrators with preliminary credential enrolled in TSA or CASC program.	New metric. No data	4 of 4 (100%)	5 of 5 100%	100% or all teachers and administrators with a preliminary credential enrolled in TSA or CASC	
<b>Actions &amp; Measuring and Reporting Results</b>						
Goal #	Action Title and Description	Contributing	Implementation Level	Total Funds Budgeted	Mid-Year Expenditures	
2.1	<b>Highly qualified teaching staff</b> 100% of teaching staff will have CA teaching credential in their area of instruction.	No	Partially Implemented			
2.2	<b>Reading intervention</b>	Yes	Fully Implemented	\$35,316.00	\$18,602	

Goal # Action #	Action Title and Description	Contributing	Implementation Level	Total Funds Budgeted	Mid-Year Expenditures
2.3	<b>Special Education Staff</b> RCM will employ the following special education staff to support SWD, actions and services outlined in this LCAP. <ul style="list-style-type: none"> <li>• 2 RST (1.0 FTE)</li> <li>• 1 speech therapist (0.5 FTE)</li> <li>• 1 school psychologist (0.25 FTE)</li> </ul>	No	Fully Implemented	\$233,413.00	\$105,382
2.4	<b>Student support services</b> Develop a dedicated Tier 2 learning classroom for the Manila campus	No	Ongoing Implementation		
2.5	<b>Learning Targets</b> Establish scope and sequence of essential learning targets based on CA Common Core Standards for all grade levels	No	Ongoing Implementation		
2.6	<b>Assessment Tools</b> Define assessment tools and methods to be used to measure academic progress with essential learning targets for all grade levels.	No	Not Implementing		

Goal # Action #	Action Title and Description	Contributing	Implementation Level	Total Funds Budgeted	Mid-Year Expenditures
2.7	<b>SLO Assessment Tool</b> Develop assessment tool to be used to gauge student progress towards Schoolwide Learner Outcomes (SLO)	No	Ongoing Implementation		
2.8	<b>Student Performance</b> Generate portfolio template for all students grades TK-12 that can be used to track student progress	No	Partially Implemented		
2.9	<b>Math Support</b> Establish regular monthly math teacher meetings	No	Not Implementing		
2.10	<b>Basic Services</b> Provide all needed resources to assure that all students who have access to sufficient materials relative to the instructional program described in the school's charter	No	Partially Implemented	\$83,500.00	\$20,215
2.11	<b>Induction (TSA &amp; CASC)</b> Providing support for RCM teachers and administrators to clear their credential	No	Fully Implemented	\$5,625.00	\$10,000

## Goal 1

- Goal Description
- School Culture and Climate

## Expected Annual Measurable Objectives

Metric #	Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Mid-Year Outcome Data	Desired Outcome for 2026-2027
3.1	CHKS Student Survey (A7.4): Percentage of students describing school experience as "satisfied" or "very satisfied." (P6)	Elementary (N.D.); Adolescents (63%); High School (62%) [2023-24]	Elementary (N.D.); Adolescents (88%); High School (41%) [2024-25]	N/A	75% or higher for all age groups	
3.2	CHKS Parent Survey (A6.1): Percentage of parents/guardians that "agree" or "strongly agree" that they feel welcome to participate at this school. (P3)	98% (2023-24)	94% (2024-25)	N/A	95% or higher	
3.3	CHKS Parent Survey (A6.1): Percentage of parents that parents/guardians that "agree" or "strongly agree" that their school encourages me to be an active partner with educating my child. (P3)	89% (2023-24)	96% (2024-25)	N/A	90% or higher	
3.4	CHKS Parent Participation: Number of parents completing the CHKS Parent Survey. (P3)	39 (2023-24)	49 (2024-25)	N/A	100 or more	
3.5	CHKS Student Survey (A6.5): Percentage of students identified as "pretty much" or "very much" having caring adults at school. (P6)	Elementary (N.D.); Adolescents (82%); High School (69%) [2023-24]	Elementary (N.D.); Adolescents (76%); High School (68%) [2024-25]	N/A	90% or higher	
3.6	Support Manila Community Resource Center and First 5 Playgroup	Resource center and First 5 Playgroup are supported with grant funding, but not at a level that is fully sustainable	Continued support of resource center and First 5 playgroup.	Resource center and First 5 Playgroup are supported with grant funding, but not at a level that is fully sustainable	Maintain grant requirements to support programs and work towards creating a full time director position	
3.7	CHKS Staff Survey (A5.9): Percentage of staff that "agree" or "strongly agree" that the district has clean and well-maintained facilities and property. (P1)	93% (2023-24)	80% (2024-25)	N/A	90% or higher	
3.8	CHKS Student Survey (A8.1): Percentage of students indicating they feel safe at school. (P6)	Elementary (N.D.); Adolescents (75%); High School (100%) [2023-24]	Elementary (N.D.); Adolescents (92%); High School (81%) [2024-25]	N/A	90% or higher	
3.9	CHKS Staff Survey (A5.4): Percentage of staff that "agree" or "strongly agree" that school is a safe place for staff. (P6)	94% (2023-24)	94% (2024-25)	N/A	95% or higher	

Metric #	Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Mid-Year Outcome Data	Desired Outcome for 2026-2027
3.10	CHKS Parent Survey (A7.1): Percentage of parents/guardians that "agree" or "strongly agree" that school is a safe place for their child. (P6)	92% (2023-24)	100% (2024-25)	N/A	95% or higher	
3.11	Increase percentage of students eating school meals each day.	Lunch 52%, breakfast 10%	Lunch 48%, breakfast 11%		Data is skewed due to the addition of tracking and funding for the After School Meal/snack	20% or higher for breakfast; 60% or higher for lunch
3.12	Promote parent/guardian support for and understanding of Montessori and PBL pedagogy	Four parent information meetings; three PBL exhibitions; musical performance; talent show; history day; two theatrical performances (2023-24)	Four parent information meetings; three PBL exhibitions; musical performance; talent show; history day; two theatrical performances (2024-25)	2 exhibition nights, student performances, so far	Three annual events at each campus designed to highlight student work and a better understanding of Montessori and PBL pedagogy.	
3.13	CHKS Parent Survey (A7.1): Percentage of parents/guardians that "agree" or "strongly agree" that their school provides instructional materials that "reflect my child's culture, ethnicity, and identity." (P6)	79% (2023-24)	75% (2024-25)	N/A	90% or higher	
3.14	Quarterly Equity, Diversity & Inclusion Committee Meetings	Quarterly meetings taking place during 2023-24	Quarterly meetings taking place during 2024-25	Incomplete at this time	Quarterly Equity, Diversity & Inclusion Committee Meetings	
3.15	Conduct annual school Board retreat for strategic plan development	Board retreat held during September of 2022 to review goals and objectives.	Board retreat held in September 2024	Board Retreat held 9/3/25	one annual retreat each year	
3.16	Parents participating directly in the decision making process: School Board, SAC, FoRCM, EIC. (P3)	13 (2023-24)	15 (2024-25)	Ongoing	15 or more	
3.17	RCM Board Self-Assessment	No data, new metric.	No data, new metric.	No data available at this time	Annual use of school board self-assessment tool.	

### Actions & Measuring and Reporting Results

Goal #	Action Title and Description	Contributing	Implementation Level	Total Funds Budgeted	Mid-Year Expenditures
3.1	School Climate Survey	No	Not Implementing	\$516.40	\$0

Goal # Action #	Action Title and Description	Contributing	Implementation Level	Total Funds Budgeted	Mid-Year Expenditures
3.2 Continue to implement CHKS on an annual basis.					
3.2 <b>Manila Community Resource Center and First 5 Playgroup</b> Submit application, fiscal documents, and required progress reports in order to maintain active participation with County and local agencies to connected these valuable resources.		No	Partially Implemented	\$123,110.00	\$44,350
3.3 <b>Parent/guardian support and understanding of Montessori and PBL</b> Host a minimum of 6 parent/guardian events designed to educate families and community members about the value of Montessori and PBL education.		No	Partially Implemented		
3.4 <b>Safe/Clean Facilities</b> Maintain all facilities to be safe, clean, and good repair.		No	Partially Implemented	\$122,905.00	\$38,140
3.5 <b>Nutritional Services</b> Provide access to a universal breakfast and lunch program (all students receive free meals, regardless of traditional eligibility requirements).		No	Fully Implemented	\$95,143.00	\$62,344
3.6 <b>Diversity, Equity &amp; Inclusion Committee</b>		No	Not Implementing		

Goal # Action #	Action Title and Description	Contributing	Implementation Level	Total Funds Budgeted	Mid-Year Expenditures
	The RCM Diversity, Equity & Inclusion Committee working to ensure that the committee is focused on students' needs.				
3.7	<b>Board Self-Reflection</b> Develop a self-reflection tool to be used by the school board and chief administrators on an annual basis.	No	Not Implementing		

## Goal 1

### Goal Description

### Expected Annual Measurable Objectives

Metric #	Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Mid-Year Outcome Data	Desired Outcome for 2026-2027
<b>Actions &amp; Measuring and Reporting Results</b>						
Goal # Action #	Action Title and Description	Contributing	Implementation Level	Total Funds Budgeted	Mid-Year Expenditures	

**Goal 1****Goal Description****Expected Annual Measurable Objectives**

Metric #	Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Mid-Year Outcome Data	Desired Outcome for 2026-2027
<b>Actions &amp; Measuring and Reporting Results</b>						
Goal #	Action Title and Description	Contributing	Implementation Level	Total Funds Budgeted	Mid-Year Expenditures	
Action #						