

Community Schools Implementation Plan

California Community Schools Partnership Program

Our commitments as a community school, and an honest account of where each one stands today.



Last updated: September 9, 2026 · This is a living document, reviewed and revised as our work continues.

OVERVIEW

This plan sets out the actions Table Mountain School has committed to under the California Community Schools Partnership Program, and reports where each action currently stands. It covers 116 action items across five strategies.

Of those action items, 3% have reached the Transforming stage, 59% are Engaging, and 38% are Visioning. Strategy 3, Collaborative Leadership, is the furthest along, with 85% of its action items at the Engaging or Transforming stage. Strategy 5, Strategic Community Partnerships, carries the largest share of Transforming-stage items at 13%, reflecting deepening, staff-owned partnership work. Strategy 2, Centering Community-Based Learning, carries the largest share of Visioning-stage items at 75%, reflecting where the school is earliest in building out community-based learning practices.

This is a living document. It is reviewed and updated as implementation continues, and the stages recorded here describe progress at a point in time rather than a final result.

HOW TO READ THIS PLAN

The three stages of progress

Visioning

the school is planning and building shared understanding around this action.

Engaging

structures and practices are in place and being actively used.

Transforming

the practice is embedded, staff-owned, and continuously improved through data and reflection.

Every community school works through these stages at its own pace, and a site can be further along in some areas than others.

AT A GLANCE — PROGRESS BY STRATEGY

STRATEGY	DISTRIBUTION	VISIONING %	ENGAGING %	TRANSFORMING %	TOTAL
1 Shared Commitment, Understanding & Priorities		19%	78%	3%	37
2 Centering Community-Based Learning		75%	25%	0%	12
3 Collaborative Leadership		15%	80%	5%	20
4 Sustaining Staff and Resources		55%	45%	0%	31
5 Strategic Community Partnerships		50%	38%	13%	16
All strategies		38%	59%	3%	116

Source: Strategy descriptions and status-stage definitions adapted from the S-TAC Capacity-Building Strategies: A Developmental Rubric (CCSPP).

1 Shared Commitment, Understanding & Priorities

Staff, families, students, and community partners build a shared understanding of, and commitment to, the community school approach. Deep listening and relationship-building, done through a needs and assets assessment, help the school identify shared priorities and track progress toward them together.

● 19% Visioning ● 78% Engaging ● 3% Transforming

37 action items total

1A Community School Awareness and Understanding

Craft a comprehensive strategy to raise awareness about community schools across our community, including hosting inclusive events, leveraging school announcements, integrating details on websites and branding materials, and utilizing diverse communication channels tailored to multiple languages prevalent in our community.	Engaging
Broaden the knowledge of educational partners beyond the "Why" of community schools to the "How" and "What."	Engaging

1A Racially-Just, Relationship-Centered Spaces

Conduct relational mapping with students, families, probation, and the community to identify strengths and assets, and encourage and assist in using asset-mapping tools and strength-focused assessment methods.	Visioning
Develop programs leveraging identified strengths and assets.	Visioning
Train staff in asset-based thinking for daily interactions with students and families, through staff training and coaching on asset-based thinking and strength-based practices.	Visioning
Share success stories and best practices in asset-driven and strength-based approaches.	Engaging

1A Shared Power

Form diverse Leadership Teams involving parents, students, teachers, and community partners.	Visioning
Establish consistent opportunities for educational partners to give input on policies and programs, using surveys and focus groups for collaborative decision-making with partners.	Engaging
Offer resources on shared decision-making for all school Leadership Teams.	Engaging
Organize routine meetings between Leadership Teams and LEA reps for information sharing and joint decisions.	Engaging

1A Classroom-Community Connections

Offer diverse perspectives through guest speakers, field trips, or community partnerships, and collaborate with community partners for culturally aligned enrichment opportunities.	Engaging
Integrate student feedback into instruction for relevance and meaning.	Visioning

1A Continuous Improvement

School site Leadership Teams will use Improvement Science, like Plan-Do-Study-Act cycles, for ongoing community school enhancements.	Engaging
School site Leadership Teams will collaborate with other community school teams to exchange best practices and improvement strategies.	Engaging
School site Leadership Teams will establish consistent methods for sharing successes, identifying growth areas, and celebrating achievements.	Engaging
The LEA's Implementation Team will form a workgroup with educational partners to review and define essential components for the community schools initiative.	Engaging
The implementation plan will derive from local data and diverse community-based success definitions, and will be regularly reviewed and updated annually to ensure its relevance and effectiveness.	Engaging
The LEA's Implementation Team will develop tools and training to aid school site Leadership Teams in plan execution.	Engaging

1B Needs and Asset Assessment

Deepen the needs and asset assessment process by engaging administrators, certificated and classified staff, students, family members, and community partners to identify key community school priorities and vision.	Engaging
Use diverse data collection methods including interviews, focus groups, summits, workgroups, family nights, and home visits; employ diverse strategies involving educational partners to gather comprehensive data; and use approaches like focus groups, surveys, and ensure cultural responsiveness to provide equitable representation and inclusivity in the assessment process.	Engaging
Collaboratively strategize with each school site to determine effective community engagement methods.	Engaging
Provide translated surveys, varied data collection formats, and schedule events at different times to ensure accessibility; collaborate with community partners to identify and mitigate participation barriers, offering childcare, incentives, or transportation support; leverage existing community groups, parent partners, and advocates to engage hard-to-reach families; and connect with hard-to-reach families, exploring alternative data collection methods for those less tech-savvy or without access.	Engaging
Use collaborative methods, including the Participatory Systems Change for Equity guide, to facilitate consensus-building and partnership collaboration, and engage community partners, local nonprofits, government agencies, and businesses to address systemic issues and advance community school goals.	Visioning
Support ongoing collaborative efforts through working groups using improvement science and involving educational partners.	Engaging
Conduct regular meetings and maintain communication channels to ensure collective involvement and coordinated actions across school sites.	Engaging
Continuously align LEA and school site goals to sustain progress through collaboration and community engagement strategies, prioritizing feedback and communication with educational partners.	Engaging
Seek support from Regional Technical Assistance Centers (RTAC) to ensure alignment with CDE and Statewide STAC expectations.	Engaging
Regularly review and revise plans to ensure compliance and alignment with state guidelines and evolving best practices in community schools.	Engaging

1C Integrated Student Supports

Enhance student well-being by establishing a comprehensive system of support services, including mental health resources, academic intervention programs, and community partnerships to address various student needs holistically.	Engaging
Inventory and establish a baseline of student access to mental health resources.	Visioning
Improve academic performance or grade progression among students participating in intervention programs.	Transforming
Establish new or strengthened partnerships with community organizations to support student well-being.	Engaging

1C Authentic Family and Community Engagement

Foster deeper collaboration and involvement of families and community members by creating accessible platforms for input, implementing culturally responsive engagement strategies, and initiating activities that strengthen relationships between schools and the community.	Engaging
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Achieve a measurable rise in the number of family members and community partners engaged in school-related activities or events.	Engaging
Implement and evaluate culturally sensitive platforms for input and communication, receiving positive feedback from surveyed families and community members, and conduct regular assessments aiming for positive perceptions of school-community relationships among educational partners surveyed.	Engaging

1c Positive and Restorative School Climate

Cultivate a supportive and inclusive environment by implementing restorative practices, fostering positive relationships among students and staff, and promoting equity and respect throughout the school community.	Engaging
Track the successful implementation of restorative practices; increase reported positive relationships between students and staff, as observed through surveys or other feedback mechanisms; and increase perceptions of equity, inclusivity, and respect within the school community through surveys or similar evaluative tools.	Engaging

2 Centering Community-Based Learning

Instruction draws on the cultural and linguistic strengths students and families bring, delivered in classrooms where students feel a sense of belonging. Learning connects to real issues in students' lives and communities, building their engagement and ownership.

● 75% Visioning ● 25% Engaging ● 0% Transforming

12 action items total

Enhance the Community School Strategy through Comprehensive Professional Learning

Develop customized learning paths based on identified needs, ensuring role-specific supports for administrators, educators, and classified staff, considering their distinct roles in the community school framework, and offer role-specific training sessions and workshops focused on shared leadership, collaboration, and relationship-building tailored to those needs.	Visioning
Implement training programs that promote culturally-affirming, asset-based teaching practices, and encourage a democratic and community-based approach to education, offering coaching sessions to educators focusing on culturally relevant teaching methods, asset-based education, and community engagement techniques.	Engaging
Organize workshops and events for families to enhance their understanding of the community school strategy, providing resources and guidance on how they can actively participate and support their child's education, and collaborate with community partners to host sessions that empower families in their roles within the community school framework.	Engaging
Develop mentorship programs pairing experienced educators with newcomers to the community school environment, fostering a culture of support and shared learning.	Visioning
Continuously assess the effectiveness of professional learning initiatives through feedback mechanisms and data analysis, adapting the programs based on observed outcomes and evolving needs, and engage in regular reflection sessions with educational partners to ensure the alignment of professional learning with the changing dynamics of the community school strategy.	Engaging

Facilitate Educators in Community-Based Learning (CBL) Practices

Conduct workshops and seminars to introduce educators to the theoretical underpinnings of CBL, exploring its roots in community engagement, cultural responsiveness, and experiential education, providing resources, readings, and discussions on the principles of reciprocity, empowerment, integration, authenticity, and reflection as foundational elements of CBL.	Visioning
Showcase case studies and examples of successful CBL initiatives in diverse educational settings, featuring how CBL has been effectively integrated into various subjects and grade levels, and encourage discussions and dialogues among educators to dissect these examples, extracting practical strategies for implementing CBL in their own classrooms.	Visioning
Establish Collaborative Teams dedicated to exploring and implementing CBL, offering a platform for educators to share insights, challenges, and innovative approaches related to community-based learning, and encourage peer mentoring and collaborative lesson planning sessions within those teams to foster a supportive environment for CBL experimentation and implementation.	Visioning
Organize practical workshops focusing on integrating CBL into lesson plans, curriculum development, and instructional strategies across various subject areas and grade levels, providing educators with hands-on activities and resources demonstrating how to align CBL with academic standards while maintaining its authenticity and relevance.	Visioning
Facilitate opportunities for educators to engage with community partners and educational partners to understand local needs, assets, and opportunities for integrating CBL into the curriculum, and collaborate with community organizations to create projects and initiatives that align with curriculum goals, fostering reciprocal relationships and authentic learning experiences for students.	Visioning
Integrate structured reflection exercises into the CBL framework, guiding educators on how to facilitate reflective practices for students to deepen their understanding of community-based experiences.	Visioning
Develop assessment tools and methods to evaluate the impact and effectiveness of CBL on student learning outcomes and community engagement, encouraging ongoing refinement of CBL practices.	Visioning

3 Collaborative Leadership

Decisions are made with input from staff, families, students, and partners rather than from the top down. This leads to decisions people actually support and carry out, better-coordinated programs, and change that holds up over time.

● 15% Visioning ● 80% Engaging ● 5% Transforming

20 action items total

Foster Collaborative Leadership to Enhance Decision-Making and Sustainable Transformation

Conduct an audit of existing decision-making structures at the site level to understand the current landscape of shared leadership and decision-making processes, including identifying all existing teams, committees, or groups involved in decision-making and assessing their purpose, membership, and efficacy, as well as assessing the current shared governance structure to identify strengths and areas for improvement.	Visioning
Develop and implement a revised site-level shared leadership structure that encourages democratic participation and decision-making among students, staff, families, and community members, ensuring representation from diverse educational partners to promote inclusivity and equity in decision-making processes.	Engaging
Provide training and resources to educational partners involved in shared leadership structures, fostering skills in collaborative decision-making, conflict resolution, and inclusive dialogue.	Engaging
Establish communication channels that allow for transparent sharing of information and feedback between various groups involved in decision-making.	Engaging
Regularly assess the effectiveness of the newly established shared leadership structures, seeking feedback from educational partners on the decision-making process and its outcomes, and use those evaluation results to refine and improve the collaborative leadership approach, making necessary adjustments to ensure continuous enhancement.	Engaging
Cultivate a culture of shared responsibility and ownership of decisions among educational partners, emphasizing the long-term sustainability of collaborative leadership models.	Transforming
Recognize and celebrate successes resulting from effective collaborative decision-making, encouraging widespread acceptance and implementation of decisions made through this process.	Engaging

Shared Governance and Site-Level Leadership Structure

The principal oversees the implementation of decisions made collaboratively and provides guidance to ensure alignment with school goals.	Engaging
Certificated staff members actively participate in decision-making processes through committees, councils, and collaborative teams and contribute insights on curriculum development, instructional strategies, and student support initiatives.	Engaging
Classified staff, including administrative assistants, instructional paraprofessionals, and transition specialists, are represented in decision-making groups and provide input related to school operations, safety measures, and student support services.	Engaging
Student voice is incorporated into decision-making through student councils, advisory boards, or forums where students share perspectives on school policies, activities, and the learning environment.	Engaging
Juvenile Hall staff contribute to decision-making regarding the specific needs of students transitioning between the juvenile justice system and the educational setting.	Engaging
Probation staff collaborate on strategies to support students under probation supervision and help address academic and behavioral needs.	Engaging
The Site Leadership Team meets regularly to discuss school-wide initiatives, review policies, and address operational matters and provides recommendations to the principal.	Engaging
The SSC is involved in the development and approval of the school's annual budget and ensures alignment with the educational plan.	Engaging
The SSC contributes to the creation and revision of the Single Plan for Student Achievement (SPSA), reviewing progress and assessing effectiveness; reviews school policies, programs, and curricular initiatives, providing input on proposed changes or new policies; and evaluates the effectiveness of educational programs and interventions to recommend program improvements.	Engaging
Collaborative Teams analyze student performance data, identify learning gaps, and design targeted interventions to support student success.	Visioning
Professional Learning Communities allow educators to collaborate, share best practices, and develop strategies to improve teaching and learning outcomes.	Engaging
Collaborative Teams provide academic and behavioral support to students through intervention planning, progress monitoring, and adjustments to meet diverse student needs.	Engaging
Ensure diverse voices are heard through inclusive, transparent, and collective decision-making for the benefit of the entire school community.	Visioning

4 Sustaining Staff and Resources

The school secures and consistently uses the staffing and funding it needs to carry the community school vision forward, keeping policies and initiatives aligned and supporting continuous improvement over the long run.

● 55% Visioning ● 45% Engaging ● 0% Transforming

31 action items total

Establishment of Sustainable Staffing and Leadership Teams

Select and designate individuals for the Leadership Team, including the principal, Community School Coordinator, instructional classified staff, health staff, and interested staff, facilitating its establishment to ensure representation from diverse backgrounds and skill sets and foster inclusivity and varied perspectives.	Visioning
Provide targeted training and professional development sessions for the Leadership Team focusing on leadership skills, collaborative problem-solving, community engagement strategies, and understanding the core tenets of the community school model.	Visioning
Develop a comprehensive recruitment strategy to attract diverse, multilingual staff members at both the LEA level and school sites, establishing connections with networks, organizations, and educational institutions to actively seek out candidates from diverse backgrounds and linguistic capabilities.	Visioning
Collaborate with school sites and the LEA to devise long-term sustainability plans that outline strategies to maintain core staffing positions beyond initial funding periods, evaluating and allocating resources to ensure the continuity of core staffing positions critical for the success of the community school model, and regularly reviewing and revising sustainability plans based on ongoing assessment of staffing needs, funding availability, and evolving student requirements to ensure sustained support.	Engaging
Establish robust and sustainable staffing structures, including Leadership Teams at both the LEA and school site levels, encompassing diverse and multilingual staff members committed to supporting the unique needs of the student population.	Visioning

Integration of Community School Strategy with Existing Initiatives

Conduct an in-depth review of LCAP, SPSA, and the Rising Scholars program to identify areas of overlap and potential synergy, identifying specific objectives and action items within each initiative that can be harmonized to create a cohesive approach.	Engaging
Facilitate meetings involving educational partners from LCAP, SPSA, and the Rising Scholars program to discuss common goals and strategies for alignment.	Engaging
Create a framework that aligns the objectives, strategies, and action steps from LCAP, SPSA, and the Rising Scholars program into a unified implementation plan, developing a detailed roadmap outlining the phased integration of strategies and activities across these programs.	Visioning
Assess resource allocation across initiatives and reallocate resources as needed to support the integrated plan effectively.	Visioning
Define common indicators and metrics that align with the integrated plan's objectives and track progress across initiatives, conducting periodic reviews to monitor implementation progress, assess alignment, and address discrepancies or challenges, and sharing data and evaluation results between LCAP, SPSA, and Rising Scholars teams to facilitate collaborative decision-making and adjustments.	Visioning
Communicate the integrated approach to educational partners, emphasizing the benefits of alignment, and provide training sessions and resources to familiarize educational partners with the integrated plan and their roles in implementation.	Visioning
Establish channels for feedback and suggestions from educational partners to ensure ongoing improvements and address emerging needs or challenges.	Engaging
Leverage synergies, optimize resources, and streamline efforts for a more impactful and sustainable approach in supporting all students, including those impacted by the juvenile justice system.	Visioning

Develop an Effective Evaluation Plan for Community Schools Initiative

Engage educational partners, including students, families, staff, and community members, in collaborative sessions to identify critical needs and desired outcomes for the community schools initiative, conducting surveys, focus groups, and forums to gather diverse perspectives on defining success within the community context.	Engaging
Establish a metrics framework encompassing academic, socio-emotional, and community-based indicators aligned with the community schools' goals and priorities, defining qualitative and quantitative measures that capture academic growth, family engagement levels, student well-being, community partnerships, and school climate.	Visioning
Create systems for efficient data collection using surveys, assessments, interviews, and community feedback mechanisms, and implement data analysis strategies to interpret collected information and identify trends and areas for improvement.	Visioning
Set up regular intervals for progress reviews to track the initiative's success against established metrics, using these monitoring sessions as opportunities for possibility thinking, innovative solutions, and celebrating achievements.	Visioning

Key Staff/Personnel

Oversee the implementation of the community school model at the site and lead the Leadership Team, School Site Council, school staff, and community partners to develop and implement a comprehensive plan addressing students' and families' academic, social, and emotional needs.	Visioning
Coordinate implementation of the community school model, facilitate Leadership Team, School Site Council, school staff, and community partner meetings, and serve as the primary liaison between the site and the CCSPP LEA.	Visioning
Ensure students and families receive necessary integrated services and work closely with the Leadership Team to identify and address student and family needs, ensure culturally responsive services, and foster a positive school climate and sense of community.	Visioning
Coordinate implementation of the community school model across participating schools and serve as the liaison between the LEA, RTAC, STAC, and the California Department of Education.	Engaging
Oversee implementation of the community school model across participating schools and serve as the primary liaison between the LEA and the California Department of Education.	Engaging
Design and implement an evaluation plan measuring the impact of CCSPP implementation on student outcomes, school culture, and Cornerstone Commitments and develop recommendations for program improvement.	Engaging
Manage the financial aspects of the grant, including budgeting, accounting, and reporting, and ensure resources are used effectively and financial goals are met.	Engaging
Ensure the health and well-being of students through health assessments, vaccinations, and health education programs and collaborate with educational partners to integrate health services into the school environment.	Engaging
Provide nutritious meals, administer meal programs, and collaborate with community partners to address food insecurity to support student health and academic success.	Engaging

Build Sustainability Beyond the Life of the Grant

Leverage diverse funding sources including the Mental Health Services Act, Mental Health Student Services Act, Rising Scholars, Proposition 28 Arts and Music Education, Equity Multiplier, and Student Support Block Grant to support community school efforts.	Visioning
Utilize Medi-Cal billing and the Department of Health Care Services Student Health Demonstration Grant to support sustainability through Wellness Coaches and mental health services.	Visioning
Invest in professional development, leadership enhancement, and capacity building for coordinators and Leadership Teams to strengthen community school implementation.	Engaging
Align resources and foster collaboration across departments to maximize efficiency and effectiveness and address emerging needs and opportunities, embedding community schools into broader strategic plans and district priorities to ensure integration and longevity, and aligning the Implementation Plan with the Local Control Accountability Plan, School Plan for Student Achievement, and district-level documents to foster synergy and coherence across initiatives.	Engaging
Secure diversified revenue streams, invest in capacity building, consolidate programs, and align with broader initiatives to ensure the long-term success and expansion of community school initiatives.	Engaging

5 Strategic Community Partnerships

The school builds intentional partnerships with outside organizations that extend what it can offer — from expanded learning to family and student support services — grounded in trust so partners stay invested in the work.

50% Visioning 38% Engaging 13% Transforming

16 action items total

Foster Collaborative Partnerships for Holistic Community Support

Conduct comprehensive surveys, interviews, and focus groups to identify community needs and assets and engage students, families, educators, and community members to gather diverse perspectives and insights.	Engaging
Map and assess local organizations, agencies, nonprofits, and businesses aligned with identified needs and assets and prioritize partnerships with a holistic focus on student well-being, family support, and community engagement.	Visioning
Initiate dialogue with potential partners to discuss shared goals and areas of collaboration and formulate agreements outlining mutual objectives, roles, and responsibilities, involving community partners in planning and development and collaborating on program design, resource allocation, and implementation strategies to ensure inclusivity and cultural responsiveness.	Visioning
Regularly assess the effectiveness of partnerships and initiatives through feedback mechanisms and data analysis and refine strategies based on feedback.	Visioning
Provide training and resources to partners and share best practices, resources, and expertise to enhance collective impact.	Visioning
Establish transparent communication channels and organize regular meetings, forums, and events to foster collaboration, inclusivity, and active participation.	Engaging
Acknowledge and celebrate the achievements and contributions of community partners and recognize their role in shaping a supportive learning environment.	Visioning
Create a comprehensive support network that addresses the diverse needs of students, families, and the community through collaborative partnerships.	Engaging

Established and Planned Partnerships Responsive to Community Vision and Priorities

STAC: Engage with the State Transformational Assistance Center to access statewide expertise, frameworks, standards, and innovative strategies that align community school priorities with state requirements. RTAC: Collaborate with the Regional Technical Assistance Center to obtain guidance, resources, and support for continuous improvement and alignment with best practices. County Community School Lead: Collaborate with the County Community School Lead to tailor programs and resources to local needs and challenges.	Engaging
Boys and Girls Club of the North State: Provide extended learning opportunities, mentorship, recreational activities, and community engagement experiences.	Engaging
Butte County Probation: Support justice-involved youth through tailored interventions and resources that foster successful transitions and educational success.	Transforming
Butte College: Provide educational pathways, career readiness opportunities, dual enrollment, and career exploration programs.	Transforming
Alliance for Workforce Development: Create career pathways, internships, vocational training, and workforce development opportunities aligned with local employment needs.	Visioning
Butte County Behavioral Health: Provide counseling services, mental health awareness programs, and resources that support the emotional well-being of students, staff, and families.	Visioning
Community Businesses: Provide internships, mentorship, career exploration, and real-world learning opportunities that connect classroom learning with workforce experiences.	Visioning
All Partnerships: Support the vision and priorities of students, staff, families, and community members by providing a comprehensive and responsive educational experience that prepares students for success in academics and life beyond school.	Engaging

ABOUT THIS DOCUMENT

A living plan

This implementation plan is reviewed and revised as our work continues. The stages recorded for each action describe progress at a point in time, not a finished result, and a school can be further along in some areas than in others. Actions still at Visioning are commitments we have made and are actively planning for.

Internal working notes, evidence records, and staff recommendations are maintained separately and are not included in this published version.

Source: Strategy descriptions and status-stage definitions adapted from the S-TAC Capacity-Building Strategies: A Developmental Rubric (CCSPP).
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