Los Angeles Unified School District

Local Options Oversight Committee

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| REVISED ESBMM PLAN SUBMISSION TEMPLATE |
| Name of School:Maywood Academy | Primary Contact Person: Jose Gonzalez | Phone Number:323-838-6000 | Email Address:jgonz76@lausd.net | Date: May 9, 2018 |
| Please administer the Self-Reflection Rubric to your school’s stakeholders (teachers, parents, administrators, and student members of councils/student government (for secondary schools). Your school’s LSLC (sometimes called Shared Decision-Making or ESBMM Council) will then analyze the data collected from the rubrics to determine 3 goals for your school moving forward and write them in the spaces provided. |
| GOALS |
| 1. Graduation will increase 2% over the next year from 91.8% to 94% in June 2019. |
| 2. The number of students meeting or exceeding the Standard on the ELA portion of the Smarter Balanced Test will increase from 55% 2016 to 64% by June 2019.3. The number of students meeting or exceeding the standard on the Math portion of the Smarter Balanced test will increase from 13% 2016-2017 to 29% 2018-2019.4. Maywood Academy reclassification rate will meet or exceed the District goal of 22%. |
| 5. Parent participation in the School Experience Survey will increase from 55% (2016-2017) to 65% (2018-2019).6. Our School Community will increase the percentage of students with 96% or higher attendance rate from 66% 2017 to 75% by June 2019 |

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| 1. How does your school plan to use the Staff Selection autonomy? (See ESBMM Manual pp. 9 - 12 for guidance).A Hiring Committee approved by the Council will be charged with interviewing candidates for administrative, certificated, and classified positions at MAHS. After interviewing such candidates, the Hiring Committee will make recommendations to the Council for the hiring of new employees.The Committee will have seven seats and, when hiring for a **certificated** position, will be constituted as follows:* An administrative designee and the UTLA Chapter Chair will serve as co-chairs
* One parent of a student
* One classified employee
* Two teachers from the department in which the position is open (one seat to be reserved for the department chair or designee)
* Small Learning Community lead teacher from the SLC in which the position is open

If teachers from the department in which the position is open are not available or if the SLC lead is not available, the department chair and/or the SLC lead shall delegate their seat(s) to individuals of their choosing.The Committee will have six seats and, when hiring for a **classified** position, will be constituted as follows:* An administrative designee and the UTLA Chapter Chair will serve as co-chairs
* One parent of a student
* Two classified employees, one from the area in which the position is open
* One teacher

When hiring for an administrative position the Committee will be elected during the first week of May—with the option of electing one alternate member—will have eight seats, and will be constituted as follows:* An Administrator and the UTLA Chapter Chair will serve as co-chairs
* ESC Local Instructional Area Superintendent or Designee (only when hiring a principal)
* One parent of a student
* One classified employee
* Three UTLA members

Commonly developed interview questions and rubrics will be utilized so as to ensure a standardized interview/hiring practice. At the time of the interview, if a member of the hiring committee is absent, the interview process shall proceed. If the absence of a member of the hiring committee is known ahead of time, members of the affected stakeholder group shall determine how best to fill the seat prior to the interview. |

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| 2. How does your school plan to use the Budget autonomy? (See ESBMM Manual pp. 12 - 16 for guidance).ESBMM schools have control over their financial resources. The budget autonomy allows the school to use *its financial resources* to provide for the vision and mission identified in their approved proposals. While the School Leadership Council approves the annual budget, the School principal is the final budget manager and assumes responsibility for ensuring that the budget is available to support staffing request and all other costs for a fiscal year.**Engaging the School Community in the Budget-Building Process** Because transparency is a key goal of the District, principals are expected to engage their school community in the budget-building process. Principals shall convene their school stakeholders for a collaborative discussion about their school’s priorities, the Superintendent’s instructional goals and priorities, the school’s other strategic documents, and how best to budget the school’s unrestricted resources to meet those priorities. Needs assessments will be used to involve all stakeholders in the budget development process. The school principal will have final budget decision-making authority for Program 13027 funds, except as defined under Local School Leadership Council Budget Authority and subject to the approval of the Educational Service Center Superintendent or designee. |
| 3. How does your school plan to use the Curriculum and Assessment autonomy? (See ESBMM Manual pp. 16 - 23 for guidance).We reserve the right to exercise our autonomies in curriculum and assessment.  |

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| 4. How does your school plan to use the Professional Development autonomy? (See ESBMM Manual pp. 24 - 25 for guidance).We reserve the right to exercise our autonomies in the area of Professional Development. |

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| 5. How does your school plan to use the School Schedules autonomy? (See ESBMM Manual p. 25 for guidance).We reserve the right to exercise our autonomies in the area of School Schedules.  |

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| 6. How does your school plan to use the Governance autonomy? (See ESBMM Manual pp. 25 - 28 for guidance).The School Leadership Council will be the primary decision making body. It will be comprised of representatives from the school and the community:* Principal
* UTLA Chair
* UTLA represented employees (7)
* Classified employees (1)
* Parents / Community Member (5)
* Students (1)

 The Principal and the UTLA Chair are automatic members of the School Leadership CouncilAll members of the Council will be elected by their respective group. Our governance plan will include the federally mandated School Site Council, the decision making body for use of categorical funds, and the Title 1/English Learner Advisory Committees with the objective of increasing student achievement and supporting the mission and vision of the school. The chairpersons or a designee of the two decision making councils (School Leadership Council and School Site Council) will be required to attend the meetings for both councils to provide input on categorical funds and to coordinate the most efficient use of school funds to support the school’s vision and mission.The School Leadership Council will have determination of all matters included in the collective bargaining agreement as established between the United Teachers of Los Angeles and the Los Angeles Unified School District (Article XXVII). The School Leadership Council will also have additional determination over financial resources, hiring staff, supplemental and enrichment curriculum, professional development, bell schedule and school calendar as approved by the Board of Education. The School Leadership Council will file waivers to the LAUSD/UTLA contract and other bargaining units’ contracts as needed. |
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