Los Angeles Unified School District

Local Options Oversight Committee

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| REVISED ESBMM PLAN SUBMISSION TEMPLATE | | | | |
| Name of School:  **TAFT CHARTER HIGH SCHOOL** | Primary Contact Person: **DANIEL STEINER** | Phone Number:  **818-227-3601** | Email Address:  **daniel.steiner@lausd.net** | Date:  **May 1, 2016** |
| 1. How does your school plan to use the Staff Selection and Mutual Consent autonomy? (See ESBMM Manual pp. 9 - 12 for guidance).   The school exercises its Mutual Consent autonomy through a collaborative Personnel committee which will be responsible for selecting administrative, teachers/counselors,  and classified staff in accordance with the rules of LAUSD and the respective union  contracts. The School Site/Charter Council hereinafter referenced as the SSC is responsible for determining the composition of the Personnel Committee. The standing members of the committee include the following individuals:  the Principal (except in the case of hiring a Principal where he/she may serve in an  advisory capacity); one faculty member; one classified member; one parent; and one  student. The committee will invite additional staff members to collaborate on the  Personnel Committee, contingent upon the kinds of positions that are being filled. The  Standing Committee members will vote each year to elect a chairperson, excluding the Principal, who is a member of the SSC.  In order to overrule the Personnel Committee’s recommendation, the SSC will need a 2/3 vote. The school will retain all of its authority and flexibility for hiring obtained under our Affiliated Charter plan. | | | | |
| 1. How does your school plan to use the Budget autonomy? (See ESBMM Manual pp. 12 - 16 for guidance).   The school exercises its Budget autonomy through a collaborative committee who is solely to advise the SSC on Fund 13027—General Fund fiduciary matters. It is not the role of the committee to make budgetary recommendations or decisions. Every spring, the Budget Committee will review with the faculty the proposed budget for the following school year and allow for interactive and collaborative feedback and suggestions from the faculty at large. In addition, it will ensure that the expenditures are aligned with all school plans for the school (WASC, Single Plan for Student Achievement (SPSA), E.L. Master Plan, Special Education, and District mandates). The committee will be comprised of a minimum of three (3) members who will be appointed by the SSC. The committee will facilitate the interactive budget process.  The school will retain all of its authority and flexibility for budget obtained under our Affiliated Charter plan. | | | | |
| 1. How does your school plan to use the Curriculum and Assessment autonomy? (See ESBMM Manual pp. 16 - 23 for guidance).   The school exercises its Curriculum and Assessment autonomy by examining students with the District assessments and adhering to District testing calendars and procedures for all District and state mandated assessments. The school will work toward meeting the student outcome goals as outlined by LAUSD.  The school will consider creating its own periodic assessments in the  future and acknowledges the fact that schools that implement alternate or replacement formative/periodic assessments will be asked to provide the following information in a material revision:  1. Replacement assessments are standards aligned, valid, reliable, and cover the  content.  2. A process is in place for data collection, sharing, and analysis.  a. A data platform is in place for teachers, counselors, and administrators to  employ.  b. A system is established to score, print, produce, and share results.  c. Formative assessments are implemented at least three times per year in  the specified course or content area.  3. Professional development is provided to staff on the formative assessment  process.  4. Evidence of implementation is available and ready for use to present to district personnel.  5. Evidence that processes are in place to determine effectiveness of the  replacement assessments (i.e. student participation, teacher buy-in, correlation  to summative assessments, etc.).  The school will encourage the highest achievement of every student, each subject area, course, and/or program follows the academic standards as defined by the State of California. Textbooks are state approved and are aligned to the state standards. In addition, specific programs follow career technical education standards as defined by the new STEAM Magnet and the Perkins program. These programs include Arts, Media, and Entertainment; Chemical and Physical Engineering, Manufacturing; Product Development; and Fashion and Design.  The school will retain all of its authority and flexibility for Curriculum and Assessment obtained under our Affiliated Charter plan. | | | | |
| 1. How does your school plan to use the Professional Development autonomy? (See ESBMM Manual pp. 24 - 25 for guidance).   The school exercises its Professional Development autonomy by providing professional development opportunities by supporting collaboration among the whole staff, departments, and teams. The school will consider creating its own professional development schedule and foci in the future and acknowledges the fact that schools that implement alternate or replacement formative/periodic assessment efforts will be aligned with student-centered, data-based instruction. It will promote the practice of providing high-quality, effective instruction to all students across all educational arenas: academic, social-emotional, and behavioral. There is a district-wide emphasis on the problem-solving model that utilizes and builds on:   * The work of educators who team together to increase student engagement,   motivation, and achievement   * The building of culturally proficient learning environments * Reading/Writing/Mathematics across the curriculum * Standards-based content knowledge and access strategies to support the   achievement of diverse learners: English Learner (EL) and Standard  English Learner (SEL) students, Gifted/High Achieving students, and Students  With Disabilities (SWD);   * The analysis of multiple sources of data * Project based Learning/Performance Tasks * Standards and evidence-based instruction and intervention matched to student   need.   * Differentiated instruction | | | | |
| 1. How does your school plan to use the School Schedules autonomy? (See ESBMM Manual p. 25 for guidance).   The school exercises its School Schedules autonomy by adhering to the traditional calendar as set forth by LAUSD. The school will assure that it will offer, at minimum, the number of minutes of instruction set forth in Education Code Section 47612.5.  Students move through a six-period day with each period lasting fifty-four minutes currently. The school reserves the right to use our Affiliated Charter autonomies to change the schedule during the school day as long as the school maintains the correct number of instructional minutes for the school year.  Counselors assign students courses needed to satisfy requirements for a high school diploma and/or to satisfy the A-G requirements needed to apply to the University of California or the California State University systems. A-G requirements refer to minimum amount of courses in the following academic areas:  a) History and Social Science  b) English  c) Math  d) Laboratory Sciences both Biological and Physical  e) Language Other than English  f) Visual and Performing Arts  g) College Preparatory Electives | | | | |
| 1. How does your school plan to use the Governance autonomy? (See ESBMM Manual pp. 25 - 28 for guidance).   The school exercises its Governance autonomy by first being subject to the governance of the LAUSD Board of Education, which has a fiduciary responsibility over the school.  Governance at the school site level shall be in accordance with the provisions of our Affiliated Charter and will be consistent with all applicable state, federal laws and regulations and the provisions of collective bargaining agreements (CBAs). Absent agreed upon waivers between the District and UTLA, Article XXVII of the LAUSD-UTLA CBA must be adhered to, particularly in regards to the combination of both a Local School Leadership (Charter) Council and School Site Council composition and responsibilities.  The school relinquishes no rights that it has under the Affiliated Charter governance model. The school shall maintain the SSC which will be the chief site-based, decision-making body for the school under the authority of the Los Angeles Unified School District Board of Education and our charter. Members of the School’s SSC, any administrators, managers or employees, and any other committees of our school shall comply with Federal and State laws, nonprofit integrity standards and LAUSD’s Charter School policies and regulations regarding ethics and conflicts of interest.  The mandate of the SSC, consisting of stakeholders of the school, is to oversee the implementation of the guiding mission, vision, and school-wide goals. This governance structure is designed to foster participation by all stakeholder groups at the school. The school-wide committees recommend policies and procedures that must be approved by the SSC. The SSC shall consider all points of view and shall solicit the advice and counsel of parent organizations, other employee groups, and all other interested parties. The SSC shall have the following functions and responsibilities:  (1) Staff Development  (2) Student discipline guidelines and code of student conduct  (3) Schedule of school activities and events, and special schedules (e.g., final  exam schedules). For purposes of this paragraph, "schedule" shall include,  but not be limited to, a determination by the SSC of what activities shall  take place.  (4) Guidelines for use of school equipment, including the copy machines  (5) The following local budgetary matters:  (a) Categorical Budgets  (b) General Fund Account  In making determinations in the matters listed above, the SSC operates within the  same set of powers and constraints as previously applied to the Principal. The  SSC shall not be obliged to act in the designated areas and may delegate its  authority to existing school committees if it believes they will function satisfactorily in its stead.  **Decisions:** The attainment of consensus whenever possible shall be a primary goal.  Decisions made by consensus are the most effective in promoting cooperation and  commitment to the policies which are established by the Council. Only if consensus  cannot be reached, shall decisions be made by majority vote. In order to be resolved by vote at the meeting in the event consensus fails, the meeting agenda must have  identified the proposed action prior to the meeting and consulted with all interested  parties with respect to the specific action under consideration. The vote required shall  be a majority of those committee members present at the meeting. With respect to  procedures governing voting matters, Robert's Rules of Order shall be applicable to  issues not addressed herein. The site administrator shall ensure that all policy decisions of the SSC are reduced to writing and communicated to all staff and school community.  An agenda shall be prepared by the Secretary of the SSC and distributed at 72 hours or current district guidelines prior to each SSC meeting. Agenda items and supporting documents may be submitted by any committee member at least 24 hours prior to preparation of the agenda.  No member of the SSC shall be compensated financially for his/her participation, nor  shall he/she receive any special privileges.  Any stakeholder can bring new business before the SSC by bringing the matter to  the attention of the relevant committee. All Standing Committees will encourage  representation from all school stakeholders.  Although SSC members are welcome to join Standing Committees, no SSC member may simultaneously serve as the chair of any Standing Committee.  **Elections:** Elections to the SSC will follow the standards as set forward by LAUSD for a School Site Council, but will allow both the Principal and the UTLA Chapter Chair to fill permanent positions on the SSC as our charter mandates. Elections for other stakeholder members of the SSC will take place according to district guidelines for SSC’s.  **Standing Committees:**  No member of any Standing Committee shall be compensated financially for his/her  participation, nor shall he/she receive any special privileges.  Membership on Standing Committees is voluntary, and members are non-elected with  the exception of the Personnel committee. Teachers/counselors serving on these  committees must hold a permanent, full-time position with no pending disciplinary action against them. Classified staff must be permanent employees and be in good standing with no pending disciplinary action against them.  Recommendations from the Standing Committees to the Council need to be in writing,  including the rationale of the recommended policy, any pertinent data justifying the  proposal, proof of discussion with the respective stakeholders, and the projected  incurred cost if any. Reports from Standing Committees need to be submitted no later  than 72 hours or current district guidelines prior to the meeting of the Council. During each SSC meeting, visitors may bring their concerns to the Council. Any item brought  before the SSC that has not been placed on the agenda prior to the meeting that  requires immediate action, a 2/3 majority of those SSC members present is required  to make it part of the agenda for action or the motion will be tabled until the next meeting.  The following are current committees not heretofore mentioned in this document that are a part of our school under its Affiliated Charter:  **School Operations:**  This committee oversees the safety of the student population, faculty, and staff as well  as the maintenance and operations of the campus. It is comprised of the  administrator(s) in charge of safety and plant, the plant manager or his/her designee, a minimum of three teachers, one parent, one classified member, and one student.  **Curriculum and Instruction:**  This committee oversees the academic program that includes curriculum, instruction,  and professional development. It is comprised of the department chairs and  coordinators, a minimum of one administrator, and a minimum of one classified staff,  one parent, and one student.  **Student Expectations** **and Support:**  This committee oversees attendance, tardies, student discipline, academic honesty, and all other areas pertaining to maintaining high student behavioral standards. It is  comprised of an administrator, a minimum of five teachers, and a minimum of one  classified staff, one parent, and one student.  **Community Outreach:**  This committee oversees articulation with feeder schools, school public relations,  recruitment of new students, and fundraising. It is comprised of an administrator, a  minimum of two teachers, and a minimum of one classified staff, one parent, and one student.  **Oversight Committee:**  The Oversight Committee will have the duties of reviewing all policies and decisions  made by or voted upon by the Council to ensure that the decisions conform with the  guidelines and policies outlined within the school’s Affiliated Charter in concert with all school plans (WASC, SPSA, E.L. Master Plan, Special Education mandates, LAUSD policies, and State and Federal Education Codes) and to ensure that subsequent policies established are legally and lawfully established for this charter. This committee will report to the SSC and is advisory in nature. This committee will consist of three members, all of whom will be elected by all stakeholders. At least one member of this committee attends all SSC meetings. Each member shall  serve a term of three year.  **Ad Hoc Committees:**  Ad Hoc committees may be formed as determined by the SSC.  The actions of the SSC will be reflected in its minutes which are kept onsite in a secure location for the district’s prescribed time period. | | | | |