Los Angeles Unified School District

Local Options Oversight Committee

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| REVISED ESBMM PLAN SUBMISSION TEMPLATE | | | | |
| Name of School:  Rancho Dominguez Preparatory School | Primary Contact Person:  Keri Lew | Phone Number:  310-847-6400 | Email Address:  klew@lausd.net | Date:  3/9/2018 |
| 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.  Continue to utilize the Shared Leadership Council as the governance model at Rancho Dominguez Preparatory School. | | | | |
| 2.  Continue to utilize the Shared Leadership Council approved hiring committees when there are certificated or administrative openings at Rancho Dominguez Preparatory School. | | | | |
| 3.  Continue the Shared Leadership Council’s oversight of the budgets for the General Fund School Program and Targeted Student Population. | | | | |

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| 1. How does your school plan to use the Staff Selection autonomy? (See ESBMM Manual pp. 9 - 12 for guidance).  Full-Time Certificated Staff  The Rancho Dominguez Preparatory School Shared Leadership Council has established a hiring committee to hire full-time certificated staff members.  Members of the hiring committee consist of:   * Principal or Assistant Principal * UTLA Chair * Vertical PLC Lead Teacher of the affected department * SLC Parent Representative * SLC Classified Representative * SLC Student Representative   Prior to interviews, the Principal, UTLA Chair, and Vertical PLC lead conduct a paper screen of all candidates to identify the top 3-5 candidates to interview. At least 3 of the 6 hiring committee must be present when interviewing candidates. The hiring committee utilizes a standard set of interview questions for all candidates. After all candidates have been interviewed, the hiring committee selects the new staff member by consensus.  Administrative Staff  The Rancho Dominguez Preparatory School Shared Leadership Council has established a hiring committee to hire administrators.  Members of the hiring committee consist of:   * Principal or Assistant Principal * UTLA Chair * Vertical PLC Lead Teacher of the affected department * SLC Parent Representative * SLC Classified Representative * SLC Student Representative * Local District South Representative   Prior to interviews, the Principal, UTLA Chair, and LD South Representative conduct a paper screen of all candidates to identify the top 3-5 candidates to interview. All members must be present when interviewing candidates. The hiring committee utilizes a standard set of interview questions for all candidates. After all candidates have been interviewed, the hiring committee selects the new administrator by consensus. In the case of the Principal vacancy, the final approval for the Principal position shall be approved by the superintendent.  Half-Time Coordinator  Rancho Dominguez Preparatory School has established a procedure for the selection of half-time out-of-classroom coordinator positions. The half-time out-of-classroom coordinator position job description is shared with all staff. Certificated Staff members are invited to submit a letter of interest to the Principal.  If there is more than one candidate, all candidates will be interviewed by a committee that consists of:   * Principal or Assistant Principal * UTLA Member * SLC Certificated Representative   The hiring committee utilizes a standard set of interview questions for all candidates. After all candidates have been interviewed, the hiring committee selects the half-time out-of-classroom coordinator by consensus. |

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| 2. How does your school plan to use the Budget autonomy? (See ESBMM Manual pp. 12 - 16 for guidance).  Rancho Dominguez Preparatory School Shared Leadership Council has oversight of the budgets related to the General Fund School Program and the Targeted School Population.  As part of the annual spring budget development:   * Staff members provide input on both human and fiscal resources. * SLC reviews school-wide data in relation to the Single Plan for Student Achievement. * SLC has a joint budget meeting with the School Site Council to ensure that all school needs are met between General Funds, TSP Funds, and Categorical Funds.   As part of the monthly SLC meeting:   * There is a monthly budget review. * As needed, SLC members determine if funds need to be moved to different line items. * As needed, SLC members determine how new funds are allocated. * On a regular basis, reports area provided to indicate how budget resources are meeting the data points identified in the Single Plan for Student Achievement and/or the WASC Action Plan. |
| 3. How does your school plan to use the Curriculum and Assessment autonomy? (See ESBMM Manual pp. 16 - 23 for guidance).  Curriculum  Rancho Dominguez Preparatory School reserves the right for flexibility in curriculum models to meet the needs of our students.  If Rancho Dominguez elects to utilize textbooks that are different to those on the LAUSD Williams-approved textbook list, the appropriate waivers will be completed and provided to Local District South. Rancho Dominguez will be responsible for purchasing textbooks if non Williams-approved textbooks are selected.  Assessment  Rancho Dominguez Preparatory School reserves the right for flexibility in developing assessment plans (e.g. interim assessments, tests, pacing plans) that may be different than the LAUSD or Local District South assessment plans.  If Rancho Dominguez elects to utilize the assessment flexibility, the alternate assessment plan will be completed by the identified departments and submitted to Local District South. |

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| 4. How does your school plan to use the Professional Development autonomy? (See ESBMM Manual pp. 24 - 25 for guidance).  Rancho Dominguez Preparatory School has implemented a Professional Development plan in which professional development happens on a weekly basis.   * Rancho Dominguez has a late start, one day a week, to allow teachers to attend professional development for one hour a week. * Rancho Dominguez does not utilize Minimum Day or Shortened Day Schedules, which allows for the weekly late start day for professional development.   The Shared Leadership Council is responsible for developing and approving the annual Professional Development plan. The Council strives to create a PD plan that provides at least one-third of the sessions to collaboration with the Vertical PLCs or Academies. The monthly SLC meeting is used to approve changes to the PD plan, as needed. |

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| 5. How does your school plan to use the School Schedules autonomy? (See ESBMM Manual p. 25 for guidance).  Rancho Dominguez Preparatory School reserves the right to set our own schedule, including modified instructional days/minutes, that is in accordance with district, state, and federal mandates.  Rancho Dominguez will be responsible for funding staff assignments (e.g. Cafeteria, Transportation) if selected school schedule autonomies differ from LAUSD approved and funded assignments. |

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| 6. How does your school plan to use the Governance autonomy? (See ESBMM Manual pp. 25 - 28 for guidance).  Rancho Dominguez Preparatory School has an established Shared Leadership Council, consisting of administrative staff, certificated staff, classified staff, parents, and students. The SLC meets on the 2nd Thursday of each month.  The SLC has oversight of the RDP school procedures, hiring, and General Fund/Targeted Student Population budgets. The SLC strives to reach decisions by consensus and follows Robert’s Rules of Order. |