

**2012-
2013**

LOS ANGELES UNIFIED
SCHOOL DISTRICT

**LOCAL INITIATIVE SCHOOLS
REQUEST FOR PROPOSAL
*CHRISTOPHER DENA ELEMENTARY***

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LOCAL INITIATIVE SCHOOL PLAN

A. MISSION STATEMENT

The mission of Christopher Dena Elementary is to educate all students to a high level of achievement that will enable them to be responsible individuals and productive members of our diverse and changing society.

B. VISION STATEMENT

Our school will create a safe, disciplined and productive environment where students and adults will be meaningfully engaged in learning.

Our parents will experience satisfaction due to the progress of their children. They will work cooperatively with school personnel to establish goals and priorities They will feel welcomed and valued as partners in the educational process.

Our staff will experience a sense of accomplishment and will be held in high esteem. We will work collaboratively at creating students who are critical thinkers, problem solvers, and lifelong learners.

Our community will take pride in Dena Elementary as an organization where everyone is committed to a quality education for all students. The community will readily partner with us in a spirit of mutual respect and support

C. SCHOOL DATA PROFILE/ANALYSIS (2-3 pages)

1. *Where is the school now? What do the data / information collected and analyzed tell you about the school?*

The school did not meet all AYP criteria. The school met 12 of 17 AYP Criteria. The areas that were met were, All participation rates were met:

English-Language Arts School wide, Mathematics School wide, Hispanic or Latino ELA, Hispanic or Latino Math, Socioeconomically Disadvantaged ELA, Socioeconomically Disadvantaged Math, English Learners ELA and English Learners Math

The school also met the percent proficient & Advanced ELA rate criteria in:

School wide ELA (Safe Harbor), Socioeconomically Disadvantaged, ELA (Safe Harbor), English Learners ELA (Safe Harbor),

We did not meet % proficient ELA in Hispanic or Latino

The schools API target was met 2011 API Base =708. 2012 API Growth 17. 2012 API = 725

The significant changes in AYP ELA CST were:

Safe Harbor School wide ELA, Safe Harbor Socioeconomically Disadvantaged ELA and Safe Harbor English Learners ELA

Math % proficient not Met:

School wide, Hispanic Latino, Socioeconomically Disadvantaged and English Learners

Changes in AYP Math CST scores demonstrate a third year 2011-2012 of increase proficient and advanced:

2009-2010	41%	2010-2011	42%	2011-2012	45%
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3rd Grade ELA scores:

% Proficient & Advanced declined

2010-2011	19%	2011-2012	17%
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% Below Basic & FBB declined

2010-2011	55%	2011-2012	49%
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Reclassification rates from one year to the next:

2010-2011	17.48%	2011-2012	27.3%
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The school met 4 of the 9 (% Proficient AMOs)

AYP ELA CST scores of Students with Disabilities % at proficient or advanced

2010-2011	13.3%	2011-2012	33.3%
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AYP Math CST scores of Students with Disabilities % at proficient or advanced

2010-2011	26.7%	2011-2012	33.3%
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Student attendance with 96% or higher, from one year to the next:

2010-2011	78.4%	2011-2012	82.0%
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Staff attendance with 96% or higher, from one year to the next:

2010-2011	71%	2011-2012	65.3%
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School Experience survey:

% Strongly agree or agree, talk with teacher about child's school work:

2010-2011	62.0%	2011-2012	38.7%
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Parent participation and ratings on the School Experience Survey.

% of parents that respond:

2010-2011	49.7%	2011-2012	76.8%
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% Strongly agree or agree, opportunities for involvement:

2010-2011	92.6%	2011-2012	89.1%
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% Strongly agree or agree, feel welcome at school:

2010-2011	94.6%	2011-2012	91.8%
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Suspension Rates:

% Students Suspended

	2010-2011	2011-2012	Chng
All	.9%	.4%	-.5
Afric. Amer.	33.3%	0%	-33.3
Latino	.7%	.4%	-.3
SWD	2.9%	0%	-2.9

Instr. Days	2010-2011	2011-2012	Chng
Lost to			
Suspension	5	2	-3

Lost to

Suspension	5	2	-3
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% 5th Grade Science Pro & Adv:

2010-2011	21%	2011-2012	28%
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2. ***Based on your analysis and current available resources, please identify the most central and urgent issues/challenges that are hindering the school from improving student learning and achieving the vision of the successful graduate and the school articulated above? What is the supporting evidence that leads you to identify the items listed above as high priorities?***

Christopher Dena has made gains over the last 2 years. We feel that our PD plan that incorporates the small learning community model and the cycle of improvement have had a

positive impact on learning. Schedule modification will enable us to have consistent Tuesday bank PD time, which will accelerate our progress and give use more time to develop our collaborative teams.

Teacher selection with mutual consent will ensure that new staff is committed to the path and direction the school has chosen. It will ensure that the work we have begun will continue to grow and be successful.

Strong administrative leadership in a collaboration team building environment is central to the work at Dena. The ability to give input and recommendation to the superintendent will ensure that Dena get administrative leadership that fits the collaborative work started here at Dena.

D. RATIONALE FOR CHOOSING THE LOCAL INITIATIVE SCHOOL MODEL

Dena Elementary has had a negative experience with a district assigned administrator. During the school year 2007-2008 the district assigned a new principal without input from stakeholders. The result was an unpleasant experience for staff and community. It resulted in a change in administration but left scars of distrust for many years after.

The current staff is a veteran staff with many teachers having grown up in the immediate area with close ties to the community. The community is socio economically challenged with the vast majority of private (Wyvenwood Apartments) and public rental housing (Estrada Courts). Dena can be a difficult school to staff, but we need to ensure teachers coming are up to the challenges of our community and willing to adopt our philosophy of being an adaptive school built on collaboration and accountability. We believe that our current gains are the result of our focused collaborative work. We want to further our growth with consistent Tuesday PDø. and mutual consent of assigned teachers.

We feel that the local initiative school model will give us the local autonomy necessary to make decisions that positively impact student achievement and make our campus a nurturing supportive environment.

E. LOCAL INITIATIVE SCHOOL WAIVER & RATIONALE (1-12pages)

Please indicate which waivers you are seeking through your Local Initiative Schools proposal. Build on the priority areas identified above as central to transforming your school. As you are writing this section, please indicate if implementation of the waiver is cost-neutral and if not, identify funding needed for successful implementation.

- 1. Readoption in the Local Initiative School program of any current special conditions/waivers that are already applicable to the school such as School Based Management (SBM).***

- Yes, we are selecting this waiver***
 No, we are not selecting this waiver

If you have selected no, please proceed to number 2. If you have selected yes, please address the following prompts:

- i. What areas of concern identified in Section C do you believe this waiver will help your school impact?
- ii. Describe how you will implement this waiver and the alternative language you will substitute for the contract language or policy you are waiving.
- iii. How will it affect students? How will it affect staff? How will it affect parents?

2. Methods to improve pedagogy and student achievement

- Yes, we are selecting this waiver**
 No, we are not selecting this waiver

If you have selected no, please proceed to number 3. If you have selected yes, please address the following prompts:

- i. What areas of concern identified in Section C do you believe this waiver will help your school impact?
- ii. Describe how you will implement this waiver and the alternative language you will substitute for the contract language or policy you are waiving.
- iii. How will it affect students? How will it affect staff? How will it affect parents?

3. Locally determined curriculum, instructional standards, objectives, and special emphasis supplanting District standards (subject to State and District minimum curriculum standards)

- Yes, we are selecting this waiver**
 No, we are not selecting this waiver

If you have selected no, please proceed to number 4. If you have selected yes, please address the following prompts:

- i. What areas of concern identified in Section C do you believe this waiver will help your school impact?
- ii. Describe how you will implement this waiver and the alternative language you will substitute for the contract language or policy you are waiving.
- iii. How will it affect students? How will it affect staff? How will it affect parents?

4. Assessment

- Yes, we are selecting this waiver**
 No, we are not selecting this waiver

If you have selected no, please proceed to number 5. If you have selected yes, please address the following prompts:

- i. What areas of concern identified in Section C do you believe this waiver will help your school impact?

- ii. Describe how you will implement this waiver and the alternative language you will substitute for the contract language or policy you are waiving.
- iii. How will it affect students? How will it affect staff? How will it affect parents?

5. Local Schedule and Strategies

- Yes, we are selecting this waiver**
 No, we are not selecting this waiver

If you have selected no, please proceed to number 6. If you have selected yes, please address the following prompts:

- i. What areas of concern identified in Section C do you believe this waiver will help your school impact? Continued growth in the % of student attaining proficient and advanced on CST in ELA Math & Science. This includes all are sub groups.
- ii. Describe how you will implement this waiver and the alternative language you will substitute for the contract language or policy you are waiving. Adding additional minutes to the instructional day will allow for early dismissal on every Tuesday not just the designated 26 per current UTLA contract.
- iii. How will it affect students? How will it affect staff? How will it affect parents? Students will continue to grow in attaining proficiency. They will benefit from increased collaboration and thoughtful collaborative planning of instruction. Parent will a have an established consistent Tuesday dismissal schedule. They will not need to be aware of the current inconsistent Tuesday dismissal schedule. Staff will gain additional time to develop our professional learning communities that analyze data, plan instruction and display our work to one another.

6. Internal Organization Plan

- Yes, we are selecting this waiver**
 No, we are not selecting this waiver

If you have selected no, please proceed to number 7. If you have selected yes, please address the following prompts:

- i. What areas of concern identified in Section C do you believe this waiver will help your school impact?
- ii. Describe how you will implement this waiver and the alternative language you will substitute for the contract language or policy you are waiving.
- iii. How will it affect students? How will it affect staff? How will it affect parents?

7. Professional Development

- Yes, we are selecting this waiver**
 No, we are not selecting this waiver

If you have selected no, please proceed to number 8. If you have selected yes, please address the following prompts:

- i. What areas of concern identified in Section C do you believe this waiver will help your school impact?
- ii. Describe how you will implement this waiver and the alternative language you will substitute for the contract language or policy you are waiving.
- iii. How will it affect students? How will it affect staff? How will it affect parents?

8. Budget

- Yes, we are selecting this waiver***
 No, we are not selecting this waiver

If you have selected no, please proceed to number 9. If you have selected yes, please address the following prompts:

- i. What areas of concern identified in Section C do you believe this waiver will help your school impact?
- ii. Describe how you will implement this waiver and the alternative language you will substitute for the contact language or policy you are waiving.
- iii. How will it affect students? How will it affect staff? How will it affect parents?

9. A Requirement for "mutual consent"

- Yes, we are selecting this waiver***
 No, we are not selecting this waiver

If you have selected no, please proceed to number 10. If you have selected yes, please address the following prompts:

- i. What areas of concern identified in Section C do you believe this waiver will help your school impact? Academic achievement as measured by state and federal bench marks, attendance of staff and student, parental engagement, a safe learning environment and discipline foundation policy implementation.
- ii. Describe how you will implement this waiver and the alternative language you will substitute for the contract language or policy you are waiving. A local site selection committee comprised of 2 teachers 1 parents and current administrator (ESC Staff for principal position) will screen interview and make an offer to the teacher for them to accept or decline. Teacher vacancies with adhere to personnel guidelines. For principal position, a recommendation will be submitted to the ESC superintendent.
- iii. How will it affect students? How will it affect staff? How will it affect parents? This will help ensure to students staff and parents, that new staff has a firm understanding of

how we intend to attain our mission and vision and that the new staff be committed to what our plan is for attaining our goals.

10. Process for determining teacher assignments

- Yes, we are selecting this waiver*
 No, we are not selecting this waiver

If you have selected no, please proceed to number 11. If you have selected yes, please address the following prompts:

- i. What areas of concern identified in Section C do you believe this waiver will help your school impact?
- ii. Describe how you will implement this waiver and the alternative language you will substitute for the contract language or policy you are waiving.
- iii. How will it affect students? How will it affect staff? How will it affect parents?

11. Process for assigning teachers to grade levels, subjects, classes, etc.

- Yes, we are selecting this waiver*
 No, we are not selecting this waiver

If you have selected no, please proceed to number 12. If you have selected yes, please address the following prompts:

- i. What areas of concern identified in Section C do you believe this waiver will help your school impact?
- ii. Describe how you will implement this waiver and the alternative language you will substitute for the contract language or policy you are waiving.
- iii. How will it affect students? How will it affect staff? How will it affect parents?

12. School student discipline guidelines and code of conduct

- Yes, we are selecting this waiver*
 No, we are not selecting this waiver

If you have selected no, please proceed to number 13. If you have selected yes, please address the following prompts:

- i. What areas of concern identified in Section C do you believe this waiver will help your school impact?

- ii. Describe how you will implement this waiver and the alternative language you will substitute for the contract language or policy you are waiving.
- iii. How will it affect students? How will it affect staff? How will it affect parents?

13. School health and safety matters

- Yes, we are selecting this waiver**
- No, we are not selecting this waiver**

If you have selected no, please proceed to number 14. If you have selected yes, please address the following prompts:

- i. What areas of concern identified in Section C do you believe this waiver will help your school impact?
- ii. Describe how you will implement this waiver and the alternative language you will substitute for the contract language or policy you are waiving.
- iii. How will it affect students? How will it affect staff? How will it affect parents?

14. Additional waivers

G. FAMILY AND COMMUNITY ENGAGEMENT

The staff at Dena ES understands the importance of having families and community organizations as partners in expanding learning opportunities and support services for students. Currently through our healthy start coordinator, we offer our parents workshops on healthy living through Alta Med and the local YMCA. We also provide instructional classes for parents to understand what instruction their students are receiving so they can better understand how they can support the learning in the classroom at home. Dena has established relationships with La City Costello Recreation Center, Alma Family Services and V.I.P. (Violence Intervention Program). Our school experience survey tells us we need to increase the percentage of parents talking to teacher about student work. We will be developing community walks, where teachers and staff volunteer time to walk our community and promote our school and the importance of parent involvement. Dena has had two years of positive growth after a dip. We want to continue our positive growth and we feel the LIS can support and strengthen our work.

H. SCHOOL PLANNING TEAM (2-3 pages)

1. Who are the members of your planning team?

Jose J. Hernandez, Principal Martha Gandara, Teacher UTLA Rep. Yomedia Lopez, Teacher
Veronica Ramos, parent Manuel Helguera, Day B&G

2. *How were parents and the community engaged in the development of the plan?*

Parent were informed of this movement at regularly schude parent advisory committies as well as Local Leardship and School Site Council meetings.

I. IMPLEMENTATION

Our current professional development plans utilizes the cycle of improvement. Grade levels working collaboratively to develop SMART goals. At the end of eache10 week cycle, each groups presents their work: Rational and explanation of the SMART goal, Instructional practices implemented, pre and post monitoring of results as well as progress monitoring. The depth and complexity of this work has increased steadily over the last 5 semesters. The work is data driven and collaborative. The LIS schedule changes will allow us to expand this work. Modifications to our PD plan will go through our existing Local Leadership Council. We will continue to used the district periodic assessments to measure growth and identify areas of focus.

J. REQUIRED ATTACHMENTS

The following attachments are required and should be included in the Table of Contents. They do not count toward the page limit. These attachments should be part of the entire proposal package that will be voted on by the staff.

- Attachment A1-2 (Letter of Interest/List of Waivers)
- Support of Petition (signatures of UTLA-represented certificated staff and documentation of parent and community engagement)
- Written consent of Principal