Professional Development for Investment Schools (Reed)
Frequently Asked Questions (FAQs) #1

The Investment Schools were chosen because they face challenges related to high teacher turnover and high dropout rates. The paid professional development (Investing in Teacher Practice to Maximize Student Learning) to be offered to all certificated staff at the Investment Schools will be designed and implemented to meet the needs of our school leaders, teachers, and students.

1. How is the District structured to support the Investment School Agreement?
   As of January 2015, Professional Learning and Leadership Development (formerly Talent Management), under the leadership of Linda Del Cueto, Chief, assumed the primary responsibility to deliver specialized professional development to all Investment Schools. Christina Rico, Director, oversees the day to day professional development responsibilities and Eduardo Solorzano, Interim Director Investment Schools, Human Resources Division, supports specialized staffing needs, including mentor and auxiliary time.

2. As an Investment School, which staff must participate in the specialized professional development?
   All certificated staff, including teachers, administrators, coordinators, full time counselors, etc., must participate in this professional development. Pool-teachers and part-time itinerate staff are excluded. For more information on Magnet Certificated staff, please contact Christina Rico, Professional Learning and Leadership Development at christina.rico@lausd.net or (213) 241-6840.

3. I was told that all specialized professional development for the Investment Schools must be completed by June 2016. Why is there urgency to complete the first 20 hours by June 2015?
   Per Attachment C of the Agreement, this training may be phased in over two academic years. However, postponing the delivery of this specialized professional development may not safeguard certificated staff in the event of a reduction-in-force (RIF) or displacement over the course of the three academic years in which the Agreement will be implemented. In the event of a RIF, the District may be able to protect certificated employees who have received this specialized professional development. In addition, the sooner certificated employees are able to participate in this specialized professional development, the sooner they will be able to put their training into practice.

4. The timeline to complete this specialized professional development is still concerning to me. Is there any flexibility?
   To meet the rigorous timeline set by the Agreement, the District is providing schools with the following guidelines to ensure the first 20 hours are completed by June 12, 2015:
• All certificated staff in Investment Schools must complete 10 hours of specialized professional development by April 15, 2015 and an additional 10 hours by June 12, 2015. Together, these hours of professional development will complete Modules 1-4.
• The District will also provide 20 hours of specialized professional development for non-permanent certificated staff to be completed by April 15, 2015. More information is forthcoming.

These deadlines are necessary to demonstrate progress, and remain in good standing, in the mandatory progress report due to the Los Angeles Superior Court in April. This will also allow the District to utilize the training and experience provided to maintain staffing stability and continuity of instruction at the Investment Schools in the event of a certificated reduction-in-force.

5. **My initial understanding was that each school would create its own specialized professional development. Why are modules being developed for my school?**
   Per [Attachment C of the Agreement](#), professional development must be designed and developed to meet the intended objectives and principles; therefore, in order to meet the deadline, the District is developing four uniform modules. These uniform modules will set the foundation for subsequent professional development delivered.

6. **My school has already completed high-quality professional development. Is it possible for Central staff to review my school’s professional development plan to determine if the professional development delivered meets the criteria listed in the Agreement?**
   The first module of the specialized professional development will include nontraditional data specific to the Investment Schools. Subsequently, all other modules or professional development will build from this data module. Therefore, any professional development that has already been delivered by the school site does not meet the Agreement.

7. **At the meetings held in the middle of January 2015 (13th and 14th), a menu of options for specialized professional development was discussed. How and when can I access this menu?**
   Due to the timeline, and the necessity to ensure that the professional development is aligned to the intent of the Agreement, schools will deliver four uniform District-developed modules. In May 2015, vendors will have been selected through the procurement process and approved by the Board of Education. At this time, you may select from a menu of vendors who will work with your individual school leadership team to design additional specialized professional development hours.
8. **Some of the staff at my school have expressed that they are not interested in this specialized professional development. What can I do?**
The purpose of the training is to provide certificated staff with specialized professional development that addresses the high teacher turnover, high dropout rates, and low student achievement at the Investment Schools. If staff members fail to participate, the District will not be in full compliance with the Agreement and the Court’s Order. The Superintendent has also not reconciled as of yet employee reductions versus projected vacancies. Therefore, he is encouraging all certificated staff to make every effort to participate in this specialized professional development so that their employment status may be protected. Failure to fully participate undermines the intent and spirit of the Agreement and may continue to have negative consequences on our students, staff and community.

9. **Can my school deliver this specialized professional development during minimum or shortened days?**
Yes. However, the funding designed to compensate certificated staff for attending specialized professional development can only be used during non-working hours.

10. **Will all specialized professional development modules be completed online?**
No. However, some of the modules will contain a 1 to 3 hour online component. We will provide additional information as the modules are finalized.

11. **Once the specialized professional development has been delivered, how do we report time for the modules completed?**
Time reporting will occur at each individual site. Your school’s Assistant Principal or Instructional Specialist will receive a list of funding codes and a list of certificated staff who have registered and completed training via the District’s My Professional Learning Network (MyPLN). For face-to-face professional development, employees must sign-in to document participation.

12. **I have certificated staff members with Special Accommodations on file. If they are not able to work beyond their contractual time, what can I do?**
These will be handled in a case-by-case situation. For more information, please contact Christina Rico.

13. **Where can I go for more information?**
If you have specific questions about professional development for Investment Schools, please contact Christina Rico, Director, Professional Learning and Leadership Development at christina.rico@lausd.net or (213) 241-6840.