

BOARD OF EDUCATION OF THE CITY OF LOS ANGELES
Governing Board of the Los Angeles Unified School District

EDUCATIONAL EQUITY COMMITTEE MEETING NOTES
333 South Beaudry Avenue, Board Room
1:00 p.m., Thursday, June 8, 2006

Board Members Present:

Ms. Marguerite LaMotte, Chairperson
Ms. Marlene Canter, Member
Ms. Julie Korenstein
Mr. Mike Lansing, Member
Mr. Jon Lauritzen
Mr. David Tokofsky

Staff Present:

Superintendent Roy Romer
Mr. Dan Isaacs, Chief Operating Officer
Mr. Robert Collins, Chief Instructional Officer, Secondary
Dr. Ronni Ephraim, Chief Instructional Officer, Elementary
Ms. Sharon Curry, Assistant Superintendent, Student Integration Services
Ms. Rita Caldera, Assistant Superintendent, Specially Funded/Parent Services
Dr. Liza Scruggs, Assistant Superintendent, Instructional Services
Mr. Roger Buschmann, Deputy Chief Human Resources Officer
Mr. Tom Killeen, Executive Officer, Human Resources
Dr. Noma LeMoine, Director, AEMP/Closing the Achievement Gap Branch
Ms. Gina Smith-DeVile, Director, Administrative Academy
Dr. Jon Fullerton, Board of Education Director of Budget and Financial Policy
Dr. Randy Ross, Board of Education Director of Educational Policy

Outside Committee Persons Present:

Dr. Steve Frankel
Ms. Linda Guthrie, Vice President – Secondary, United Teachers Los Angeles
Dr. Floraline Stevens, External Monitor
Mr. Francisco Torrero, Parent Collaborative

The meeting convened at 1:55 p.m.

Chairperson Marguerite LaMotte announced that the Educational Equity Committee was a new Committee this year. The purpose of the Committee is to examine access and equity in the schools and to recommend possible solutions to improve academic achievement and academic performance in the lower-performing schools.

SENIOR MANAGEMENT PATHWAYS INITIATIVE

Chairperson LaMotte announced that her motion to ensure that the path to leadership within LAUSD's management structure is visibly open to talented and qualified individuals of every race and ethnicity was approved by the Board of Education on January 10, 2006.

Superintendent Romer announced that Ms. Smith-DeVille would discuss the Pathways Initiative, and Mr. Killeen would describe the recruitment process.

Ms. Smith-DeVille provided an overview of the Administrative Academy program and discussed the Pathways Initiative. She stated the Administrative Academy is committed to preparing a work force of highly qualified and confident administrators by offering five programs:

The AB 75 Principal Training Program is dedicated to training K-12 administrators in leadership development. This program sunsets June 30, 2006.

The New Principal Academy is a one-year program that provides training to first-year administrators, K-12. They learn about leadership development, operations, staff evaluations, and other critical areas that a new principal would need to survive that first year. A retired mentor coach is available to assist the new principal with the day-to-day duties.

The New Administrator Program is a one-year training program for all entry-level administrators. This program focuses on leadership development, supervising, District initiatives, and the day-to-day operations that a new administrator would need to know.

The Assistant Principal Secondary Counseling Services Institute trains aspiring candidates who would like to become an Assistant Principal of Secondary Counseling Services as well as newly assigned individuals.

The Leadership Excellence Through Administrator Development Program takes teacher leaders that have administrative credentials who are interested in promoting and choosing an alternative path to assuming that position. They do not take the Assistant Principal exam. In lieu of that, they go through an assessment phase, an interview process, participation in a leadership training program for one semester, and the second semester they engage in an internship full time at a school with a high-performing principal. If they are successful at the end of that year, they are placed on the Assistant Principal's list.

Ms. Smith-DeVille explained that the Pathways Initiative provides successful administrators with an opportunity to network with senior management and discuss professional growth aspirations and pathways.

Ms. Smith-DeVille indicated that participants will have an opportunity to attend one of four Pathways Evening Events scheduled during the 2006-07 school year. Senior managers will have the opportunity to meet and review résumés from diverse, aspiring senior managers, and to provide meaningful feedback to participants regarding next steps for promotional growth.

Superintendent Romer, Dr. Ephraim, and Ms. Smith-DeVile responded to comments and questions raised by the Committee.

Chairperson LaMotte expressed concern on the effectiveness of individuals attending a one-meeting event to address the motion to increase diversity among our senior staff.

POSITION ANNOUNCEMENT, RECRUITMENT, APPLICATION AND TRANSPARENT SELECTION PROCESS AND MONITORING

Mr. Killeen spoke about the recruitment, application, and selection process for certificated senior management contract level positions. The goal of the District path to leadership is to ensure that the District's management structure is visibly open to talented and qualified individuals of every race and ethnicity.

Mr. Killeen pointed out that demographic data including ethnicity and gender of District certificated teachers, administrators and senior management and contract level administrators will be maintained and monitored each school year. Survey data of administrator compensation will be compiled and compared to ensure that District salaries are competitive to ensure the retention of senior management and contract level administrators. A report will be made to the Board on an annual basis on the District's progress in implementing the plan.

Mr. Killeen responded to comments and questions raised by the Committee.

ACTION PLAN FOR A CULTURALLY RELEVANT EDUCATION MONITORING REPORT NO. 9

Dr. Stevens advised that Monitoring Report No. 9 describes the school experiences, feelings and attitudes of students and teachers in the same 14 urban high schools in which findings about principal leadership and team leadership for implementing the Action Plan for Culturally Relevant Education were reported in Monitoring Report No. 8.

Dr. Stevens reported that there were two survey instruments used for data collection—a pupil survey and a teacher survey. Both surveys were developed by the Consortium on Chicago School Research for the Evaluation of the Chicago Annenberg Challenge. There were eleven major sections in the pupil survey. Each section of the pupil survey asks students about their experiences at school, in their community, their family, and their background. The High School Teacher Survey had 30 main items with multiple mini-items assigned to each main item. The survey was constructed along the same dimensions of the students' survey.

Dr. Stevens addressed the survey findings and made the following recommendations to the Committee:

1. The District needs to deal with the issue of students not feeling safe while in school and to work cooperatively with outside agencies to ensure the safety of students when they are traveling to and from school.
2. Students who experience problems with teachers should be provided with opportunities to learn conflict resolution approaches and have resources available to help solve problems in a positive

manner so that their actions do not negatively impact their ability to successfully complete their classes.

3. There needs to be more professional development workshops for teachers to recognize the cultures of their students and to learn to use this knowledge to enhance the teaching in their classrooms.

Mr. Collins noted that last week, the Superintendent announced a major reform effort in the 14 schools surveyed by Dr. Stevens that will begin this summer. Over the summer, there will be teams from the central office and local districts meeting with stakeholders in each of these schools.

Dr. Stevens responded to comments and questions raised by the Committee.

REVIEW OF THE FIRST YEAR OF THE EDUCATIONAL EQUITY COMMITTEE

Dr. Ross advised that for each of the Committee meetings, his office prepared a school profile for each school that made a presentation to the Committee. The profiles contained information based on the five tenets of the District's Action Plan to Close the Achievement Gap.

Dr. Ross noted that staff had planned to provide an overview of the first year of the Educational Equity Committee. Due to time constraints, a panel discussion was held with the following individuals:

Mr. George Bartleson, Principal, Dorsey High School
Ms. Laverne Brunt, Principal, Audubon Middle School
Ms. Frances Pasillas, Principal, Weigand Avenue School
Mr. James Randle, Assistant Principal, Bradley Environmental Science/Humanities Charter Magnet
Dr. Genevieve Shepherd, Principal, Bradley Environmental Science/Humanities Charter Magnet
Dr. Stephen Strachan, Principal, Jordan High School

The panel members responded to the following questions raised by Dr. Ross:

1. While most of your schools have experienced significant Academic Performance Index (API) growth in student performance over the past few years, the reality is that the achievement gap remains wide. From your point of view, what is the next key step the District should take to close the achievement gap?
2. What are the major effects of the high teacher turnover rate at Jordan High School? What needs to be done to reduce this rate to manageable levels?
3. What creative steps have been taken at Weigand Avenue School to engage parent involvement?
4. What steps does Audubon Middle and Dorsey High Schools utilize to attract high quality teachers to teach the Developing Writers and Readers Course?
5. How important is culturally responsive education to student achievement at Bradley Environmental Science/Humanities Charter Magnet?

The panel members, Dr. Ephraim, and Dr. Stevens responded to comments and questions raised by the Committee.

MS. LAMOTTE'S RESOLUTION TO REDEFINE THE ACHIEVEMENT GAP PROFICIENCY+ FOR ALL

Chairperson LaMotte presented her resolution to redefine the achievement gap.

Dr. Ross reported that the achievement gap compares subgroups of students scoring below proficient. The goal is 100% proficiency for all students.

Chairperson LaMotte and Committee Member Lauritzen agreed to forward the resolution to an upcoming Board of Education meeting.

CLOSING REMARKS

Mr. Collins pointed out that a successful school is one that has a high rate of parent engagement. Parent engagement is one of the most significant factors in reducing the dropout rate at secondary schools.

Mr. Collins advised that his challenge to Human Resources Office is to ensure that there are math, science, and English teachers on the first day of school. Access and equity is defined, not just by having these classes, but by having teachers who can teach these classes.

SPEAKERS

Mr. Juan Godinez, a parent, recommended more parental involvement at the elementary and middle schools.

Ms. Roxanne Salazar, a parent, expressed her concern over the move of the Indian Education Program Office from the Grand Plaza Building to the 16th floor of the Beauty Building. Chairperson LaMotte advised that Ms. Curry would meet with Ms. Salazar on this issue.

The meeting adjourned at 4:10 p.m.

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EDUCATIONAL EQUITY COMMITTEE MEETING
333 South Beaudry Avenue, Board Room
1 p.m., Thursday, June 8, 2006

Committee Members

Marguerite Poindexter LaMotte, Chairperson
Marlene Canter, Member
Mike Lansing, Member

Ex Officio Members

Steve Frankel, Ed.D
Linda Guthrie (UTLA)
Luis Lopez (AALA)
Floraline Stevens, Ed.D.
Francisco Torrero (Parent Collaborative)

Superintendent's Representatives

Robert Collins, Chief Instructional Officer, Secondary
Ronni Ephraim, Chief Instructional Officer, Elementary
Deborah Hirsh, Chief Human Resources Officer
Sharon Curry, Assistant Superintendent, Student
Integration Services
Rita Caldera, Assistant Superintendent,
Specially Funded/Parent Services
Liza Scruggs, Ph.D., Assistant Superintendent,
Instructional Support Services
Noma LeMoine, Ph.D., Director, AEMP/Closing the
Achievement Gap Branch

Board Secretariat Contact

Dinah Edwards (213) 241-7002

A G E N D A

AGENDA ITEM	PRESENTERS	PRESENTATION TIME
1. Chairperson's Remarks	Marguerite Poindexter LaMotte Chairperson	5 minutes
2. LaMotte Motion regarding Pathways to Leadership Introductory Remarks	Roy Romer, Superintendent of Schools (or designee: Dan Isaacs, Ronni Ephraim, Jim Morris)	30 minutes
Senior Management Pathways Initiative	Gina Smith-DeVile, Director Administrative Academy	
Position Announcement, Recruitment, Application and Transparent Selection Process and Monitoring	Tom Killeen, Executive Officer Human Resources	

3. Monitoring Report No. 9	Dr. Floraline I. Stevens	10 minutes
4. Review of First Year of Educational Equity Committee: Overview	Dr. Randy Ross, Board of Education Director of Educational Policy Dr. Noma LeMoine, <i>Director, AEMP/Closing the Achievement Gap Branch</i> School Principals Senior Staff	60 minutes
5. Discussion	Marguerite Poindexter LaMotte	15 minutes
6. Recommendations, Motions, and Resources.	Marguerite Poindexter LaMotte	15 minutes
7. Future Directions	Dr. Liza Scruggs, Assistant Superintendent, Instructional Support Services	5 minutes
8. Public Comment (Persons who wish to address the Committee may sign-up at the Committee meeting.)		
9. Closing Comments	Marguerite Poindexter LaMotte	5 minutes

Please note that if you are being compensated for speaking before the Board or with a Board Member or other District staff – as a salesperson, vendor, advocate, lobbyist, lawyer, or even a concerned citizen, you may be required to register as a lobbyist with the LAU Ethics Office (check www.lausd.net/ethics or call (213) 241-1814).

Requests for disability related modifications or accommodations should be made 24 hours prior to the meeting to the Board Secretariat at 333 S. Beaudry Ave, 24th Floor, Los Angeles, CA, 90017 or by calling (213)-241-7002 or toll free (877)-772-6273.

For more information, go to: <http://www.laschoolboard.org>, Educational Equity Committee website