

LOS ANGELES UNIFIED SCHOOL DISTRICT
Office of School Choice

MEM-6680.0
April 14, 2016

ATTACHMENT A

LAUSD/UTLA Waiver Request

Please provide complete and detailed information for this waiver. (The electronic version will allow expanded responses in each textbox.) Schools must submit a *separate Waiver Request for each waiver being requested*.

School: Hale Charter Academy Local Dist.: NW Date: 4/5/18

Check all boxes that apply:

SBM School Traditional School Unknown Other model (please identify) _____

A. Waiver Description:

Hale Charter Academy will increase the number of banked-time Tuesdays to allow for more professional development time and common planning time in accordance with the district's instructional initiatives. Our first bank time Tuesday will commence on August 15, 2017 and will continue through June 5, 2018, for a total of 38 Banked Time Tuesdays.

B. Current Procedures:

Briefly describe LAUSD District policy or LAUSD/UTLA CBA provision for which waiver is requested (attach supporting documentation):

Hale Charter Academy is an affiliated Charter SBM school. We request a continuation of the waiver of LAUSD/UTLA Agreement, Article XXVII. We currently act as a single decision making body.

C. Rationale:

1. What evidence supports the need to change your school's current practice or renew a previously granted waiver? (Attach SPSA page or Update page if applicable)

More opportunities for quality student achievement, focused professional development and for early intervention. The continuing transition to common core standards and teaching strategies is the mission.

2. How will going beyond current District policies or bargaining unit contract provisions allow your school to improve?

More opportunities for quality student achievement, focused professional development and for early intervention. The continuing transition to common core standards and teaching strategies is the mission.

D. Accountability: Evidence must exist in order for the waiver to be considered for future approval.

1. What benchmarks will be used to measure the success of your waiver?

PD agendas and sign-in sheets. Continued analysis of periodic and other assessments. Administrative assessment of common core implementation in the classroom.

2. If the waiver has been granted in the past, what is the evidence of success?

Teacher feedback and administrative monitoring and assessment indicates that the common core is the curriculum and pedagogy in the classroom and continues to improve as a teaching pedagogy.

School Name: _____

Certification for Approval

(Stakeholders' signatures do not imply automatic District/UTLA Approval. Each waiver requested is judged on its individual merits.)

The undersigned certify that formal approval of this waiver request was obtained in accordance with LAUSD/UTLA guidelines including:

1. Two-thirds agreement of certificated bargaining unit members by formal vote.

UTLA Chapter Chairperson's Signature Date

2. Formal approval of a majority of classified staff. An official meeting was held and a formal vote was conducted. The vote resulted in a least a 50% + 1 vote margin.

Classified Representative Date

3. Formal approval of a majority of attending parents. An official meeting was held and a formal vote was conducted. The vote resulted in at least a 50% + 1 vote margin.

Leadership Council Parent/Community Member's Signature Date

4. Signature of the Principal.

Printed Name Signature Date

Return completed form to your Local District Superintendent by first Friday in May

LOCAL DISTRICT ANALYSIS: [Provide reason(s) if denied]

- Approved Approved with Conditions Denied

Local District Superintendent Date Signed June 30, 2017
Waiver Expiration Date

Send the signed Waiver Request to: Office of School Choice
Beaudry Building, 11th Floor
Attn: Elaine Kinoshita

LABOR RELATIONS ANALYSIS

- Approved Denied

Labor Relations Date

UTLA ANALYSIS: [Provide reason(s) if denied]

- Approved Approved with Conditions Denied

UTLA Representative Date

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School: Hale Charter Academy Local Dist.: NW Date: 4/5/18

Check all boxes that apply:

SBM School Traditional School Unknown Other model (please identify) _____

A. Waiver Description:

Hale Charter Academy seeks to implement a hiring practice of filling UTLA-represented site-based opening at the school. If the need arises, HCA will interview District-mandated priority placement applicants. The school must still comply with return rights or other placement rights to the school that are created by legal mandates or by the District-UTLA Agreement.

When full time certificated staff openings become available, HCA will convene a personnel team to participate in selecting the candidate(s) that the team will recommend to be hired by the District. The personnel team will review resumes and decide which qualified candidates will be interviewed; however, the Principal will have the right to choose additional qualified candidates to be interviewed. The personnel team will consist of;

1. One Charter/magnet teacher- Chosen by the chapter chair.
2. One department chair or teacher from the appropriate department of the designated open position.
3. The UTLA Chapter Chair.
- 4 and 5. The Principal and a designated Administrator.
6. A classified employee selected by the school's classified staff.
7. One parent selected from parents on the School Site Council or Hale Charter Council. In case of the principal's selection, two parents.

The personnel team will attempt to reach consensus on the candidate to be selected; however, if consensus is not possible, affirmative approval of a majority members is required. Decisions made by the Personnel Selection team regarding full-time certificated positions to be filled are subject to the independent concurrence of the Principal.

In the case of a Principal vacancy, the Superintendent (or a designee) will have the right to independently choose additional qualified candidates to be interviewed. The decision of the Personnel Selection team for a vacant Principal position is not subject to the concurrence of the current, in place, Principal; however, it is subject to the independent concurrence/consent of the Superintendent (or designee).

If any member of the Personnel Selection team is not available to fulfill their duties for any reason, the Principal and UTLA Chapter Chair may jointly agree to a replacement on a temporary basis – either until a replacement for the unavailable personnel Selection team member can be elected or the person is able to resume his or her duties. Current Staff would not be affected by this process except to the extent that they participate on the personnel team. Individual appeals to the decision or process of the team will be handled in accordance with the District-UTLA Agreement.

B. Current Procedures:

Briefly describe LAUSD District policy or LAUSD/UTLA CBA provision for which waiver is requested (attach supporting documentation):

Selection of certificated staff is aligned with current Education code, district Policy, and collective bargaining agreements. HCA has been given the autonomy to interview the select teachers and school-funded support staff from District-approved lists of eligible candidates. HCA has had the opportunity to interview potential candidates for site-based opening in recent year, including since the issuance of Bulletin 5439.0 in 2011, and has been successfully retraining such newly-added personnel and in having such new hires immerse themselves and participate in the community and culture of HCA.

C. Rationale:

1. What evidence supports the need to change your school's current practice or renew a previously granted waiver? (Attach SPSA page or Update page if applicable)

HCA has created many innovations in teaching over the last 5 years. Changes in assessment and intervention strategies have directed us toward consistency in school practices. The Academic successes of our students are a result of our unified staff. HCA currently seeks the most qualified candidates who embrace the school's vision and practice for all job classifications. We have already enjoyed some autonomy in hiring, through the charter document and past waivers, which has led to school achieving consistently in the above 59 percent proficiency rate in ELA and 49 percent in Math.

2. How will going beyond current District policies or bargaining unit contract provisions allow your school to improve?

Permitting HCA to exercise District and UTLA-sanctioned local control- as to candidates to be recruited, interviewed and ultimately recommended for hiring by the District – will allow HCA to continue to select the best educators possible to ensure continued growth in academic achievement by its students and will enable HCA to continue to improve and maintain the collaborative community created by all those with a shared mission and vision for - and commitment to – the school.

D. Accountability: Evidence must exist in order for the waiver to be considered for future approval.

1. What benchmarks will be used to measure the success of your waiver?

The bench marks that will be used to measure the success of this waiver include:

- *The SBAC testing of state standards*
- *The LCAP goals*
- *Grades and attendance*

2. If the waiver has been granted in the past, what is the evidence of success?

Our Proficiency rates continue to be among the best in the district. Our attendance rate is approximately 80%. We consistently meet our LCAP goals.

School Name: _____

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4. Signature of the Principal.

Printed Name Signature Date

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LABOR RELATIONS ANALYSIS

- Approved Denied

Labor Relations Date

UTLA ANALYSIS: [Provide reason(s) if denied]

- Approved Approved with Conditions Denied

UTLA Representative Date

LCAP PLANNING

2017-18 Goals	Effectiveness/ Results	2017 -18 Actions	Proposed 2017-18 Action Changes	Final 2018- 19 Actions and Goals
Proficiency for All	HCA Specific Goal -- Increase ELA and Math Mean Scores By <ul style="list-style-type: none"> ○ All Students-- 5 pts ○ EL - 10 pts ○ SED - 10pts ○ SPED - 10 pts ○ AA - 10 pts ○ H - 10 pts Reclassification Rate 20% or more	2016-17 Data - Increased ELA and Math Mean Scores <p>ELA</p> <ul style="list-style-type: none"> ○ All Students-- 12 pts (23.7A) ○ EL - 2 pts (58.5B) ○ SED - 15pts (5.7B) ○ SPED - 4.3 pts (73.8B) ○ AA - 17 pts (17B) ○ H - 9 pts (3B) <p>Math</p> <ul style="list-style-type: none"> ○ All Students-- 8 pts (2.6B) ○ EL - 4.3 pts (86.6B) ○ SED - 14 pts (33B) ○ SPED - 0 pts (121.4B) ○ AA - 26 pts (51.6B) 	Actions - above district mandates (Budget) <ul style="list-style-type: none"> ○ Purchase extra staff - 3 teachers to lower class size, 2 clerical, 2 teacher aides, supervision aid, library aid, technology assistant, stipends, Auxiliaries, etc. ○ Intervention X-time, substitutes and software for EL and General Ed struggling students (EL reclassification and intervention Classes/Pullouts) ○ Professional Development (reading strategies, subject specific, Instructional 	Increase use of Specific Intervention Software - Read Theory, Alecks and Brain POP. Purchased 1 additional Ed AID. Add addition parent workshops. Possible topics include: <ul style="list-style-type: none"> • Attendance • Language census • Comp needs

LCAP PLANNING

<p><input type="radio"/> H --1 pts (43B)</p> <p>2016-17 Reclassification Rate 48%</p>	<p>Technology, ELD, SPED, CLR, Social Emotional)</p> <ul style="list-style-type: none"> <input type="radio"/> Common Assessments/ IABs <input type="radio"/> Instructional material, Supplies, fieldtrips <input type="radio"/> Tutoring <input type="radio"/> Peer observations <input type="radio"/> Interdisciplinary unit, projects <input type="radio"/> Portfolios <input type="radio"/> EL Student progress checks and reflections <input type="radio"/> EL Pull out intervention <input type="radio"/> General Ed Pull out and after school intervention 	<p>assessment</p> <ul style="list-style-type: none"> <input checked="" type="bullet"/> ELPAC <p>Increase technology to provide every student with computer access in every classroom.</p>	
<p>Attendance</p> <p>District Mandated Goal</p> <ul style="list-style-type: none"> <input type="radio"/> More than 77% with less than 6 absences <input type="radio"/> Less than 6% 	<ul style="list-style-type: none"> <input type="radio"/> 2016 -- 17 -- 75% <input type="radio"/> 2016 -17 - 7.1% 	<ul style="list-style-type: none"> <input type="radio"/> PSA Counselor <input type="radio"/> Parent resource Liaison <input type="radio"/> Tracking software 	<p>Add additional parent workshop on the importance of regular attendance</p>

LCAP PLANNING

<p>chronic absenteeism (more than 16 absences)</p>			<p>Rewards student with prizes and assemblies for excellent attendance.</p> <p>Research virtual academy</p>	
<p>Parent Engagement</p> <ul style="list-style-type: none"> <input type="radio"/> 58% parents completing the School Survey <input type="radio"/> 82% feel like a partner with the school 	<ul style="list-style-type: none"> <input type="radio"/> 68% parents completing the School Survey <input type="radio"/> 72% feel like a partner with the school 	<ul style="list-style-type: none"> <input type="radio"/> Provide parent workshops <ul style="list-style-type: none"> • California Dashboard • SBAC • Cyberbullying Department • Chairs night • Teens and screens <input type="radio"/> Improve Parent Center <input type="radio"/> Increase volunteer opportunities <input type="radio"/> Parent Liaison 	<p>Add addition parent workshops. Possible topics include:</p> <ul style="list-style-type: none"> • Attendance • Language census • Comp needs assessment • ELPAC <p>Increase Parent Portal use.</p> <p>Increase use of Parent Center.</p> <p>Increase the use of student led conferences.</p>	
<p>Safety</p> <ul style="list-style-type: none"> <input type="radio"/> Suspension Rate – 2% <input type="radio"/> AA Suspension Rate – 2% 	<ul style="list-style-type: none"> <input type="radio"/> Suspension Rate – 0.5% <input type="radio"/> AA Suspension Rate – 0% 	<p>PBSP expansion and RJ Expansion.</p> <ul style="list-style-type: none"> <input type="radio"/> Prevention • Second Step 	<p>Purchased 1 extra campus aids.</p> <p>Auxiliary for RJ</p>	

LCAP PLANNING

<ul style="list-style-type: none"> <input type="radio"/> SPD Suspension Rate – 2% <input type="radio"/> Instructional days lost to suspension – 20 <input type="radio"/> Expulsions – 0 <input type="radio"/> School safe survey - students 80%, parents 96%, teachers 98% 	<ul style="list-style-type: none"> <input type="radio"/> SPD Suspension Rate – 1.1% <input type="radio"/> Instructional days lost to suspension – 20 <input type="radio"/> Expulsions – 0 <input type="radio"/> School safe survey - students 88%, parents 89%, teachers 97% 	<ul style="list-style-type: none"> <input type="radio"/> RJ Circles <input type="radio"/> Assemblies/Worshops (bullying, tolerance, drugs, internet safety) <input type="radio"/> Student peers <input type="radio"/> Above the line <input type="radio"/> Expand supervision <input type="radio"/> Intervention <input type="radio"/> Look for patterns and solve <input type="radio"/> Behavioral log/reports/ check-ins/plans <input type="radio"/> Behavior contracts <input type="radio"/> Detention/intervention <input type="radio"/> Community service <input type="radio"/> Loss of activity privileges <input type="radio"/> Behavioral pull out classes <input type="radio"/> Parent shadows <input type="radio"/> RJ Harm circles <input type="radio"/> Campus beautification 	<p>coordinator to facilitate Behavioral intervention</p> <p>Purchase training on WEB mentoring program</p> <p>“I can help”</p>	
General				

LCAP PLANNING

<ul style="list-style-type: none"> <input type="radio"/> Credentialed teachers – 100% <input type="radio"/> EGDC Evaluated teachers 20% <input type="radio"/> Common Core instruction – 100% <input type="radio"/> Facilities in good repair – 100% <input type="radio"/> Completed IGPs 100% 	<ul style="list-style-type: none"> <input type="radio"/> Credentialed teachers – 100% <input type="radio"/> EGDC Evaluated teachers 20% <input type="radio"/> Common Core instruction – 100% <input type="radio"/> Facilities in good repair – 100% <input type="radio"/> Completed IGPs 100% 	<ul style="list-style-type: none"> <input type="radio"/> District hiring procedures <input type="radio"/> District evaluation process <input type="radio"/> PD <input type="radio"/> Facilities monitoring <input type="radio"/> IGP Process 	
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