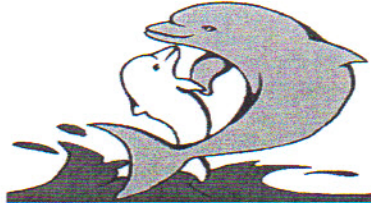Summary of Loma Portal Stakeholder Feedback on Draft Pt. Loma Cluster Framework

May 2, 2001

Home of the Dolphins

1. What is the goal of all of this as we take time away from the education of our children to address all the issues on this table?
2. Loma Portal is already doing most of the things presented as ideas in the draft framework. Why potentially upset our success by consuming our time in this way? The work involved in this particular process is not seen as the best use of our time and resources to move our school forward.
3. Slow Down! Realign our goals, look at the Cluster school that needs reform the most, start the process there.
4. Start small and build big rather than try to do everything all at once. We lose our character at the individual schools when we try to do a one size fits all model.
5. First, identify who is running the process, then clearly identify what the process is.
6. Cluster Community Council needs to have reps from ALL schools (1 admin., 1 teacher, 1-2 parents from each school). The teacher and parent(s) should be elected positions.
7. The Executive Board should have increased representation from school administration and teachers and these positions should also be elected.
8. Our staff is small and it is difficult to spread people so thin to represent our site at so many meetings: SSC, Governance, PTA, Foundation, School Committees, and Cluster meetings.
9. Concern that the Cluster will pull away from SDUSD and then what are our support systems at that point? Or are we going to function still under the jurisdiction of the school district and its resources?
10. Our Cluster gets stuck in a downward spiral on the staffing issue, so take it off the table so we can get something done.

Loma Portal Elementary
Pt. Loma Cluster Foundation Draft Framework
Feedback April 2011

Parent Feedback

Comment:

The May 1st-16th meetings timeline is unrealistic. I wish the PLCCC luck.

The CCC should have some representation from each school.

This is a lot of information and change at once. It might be best to tackle one or two items. Staffing should be taken off the slate for now.

Two high school students should be on CCC who have been through elementary and middle school in the cluster.

I really liked how we got control of allocating our budgets at the school sites this year. Would like to collaborate with other cluster schools for certain funding areas, like music commonalities.

Scheduling starting at 9 am is too late, I hate minimum days. Why can't we get out the same time every day?!

Budget analyst just for PL cluster. Please communicate and learn from process La Jolla cluster is going through and has been through. Let's learn and apply what would work for PL cluster. What road blocks have they hit? What would they change? What stage are they at getting elementary autonomy? Research

I think the focus of this framework needs to be on what we can do as staff and parents together to provide the best education for our kids. If the cluster takes empowerment over staffing out of the framework then teachers and parents would be more likely to work together effectively.

Representative from every school site parents and teachers.

Curriculum- take advantage of PL Cluster numbers to fund new programs for the schools that want the programs. Use our numbers, parent voices to develop innovative educational programs. This will give the foundation more parent buy in. What programs does the foundation fund?

How does this "cluster" work legally with SD School District?

I believe that there should be principals/teachers on the CCC. 1 principal, 1 teacher, 1-2 parents from each school.

I'm not convinced that this framework and committee is the answer to improving our schools. Creating a committee to oversee such large responsibilities seems to be just adding another level of management to problems that are already overcomplicated. Is this the best choice? I want our schools to get better, I am frustrated and unclear as to how to help and what to put my energy into.

We must retain our Title 1 funding in the cluster!! We must negotiate that with SDUSD in our budget framework!

We should have accountability goals for achievement but not touch teacher contracts and hiring. It's too messy an issue! It bogs down the cluster ideas of bettering the community schools.

Leadership/accountability- Involve more teachers in this specific process. Fully explain to parents the issues. Parents need more information about accountability of teachers.

Curriculum – I am against detracking. I believe that more parents would feel the same if "detracking" was explained and defined.

What are the real issues? – staffing? Isn't worth the risk of losing our teachers who are successful.

Exclude the staffing ideas/changes. Implement other less politically charged changes first, such as; scheduling, curriculum.

Stay focused on current research of student achievement.

This feels fear based whether than empowering to all stakeholders-how do we remedy that?

Begin the Framework and CCC under a smaller umbrella – start with budget issues for example.

CCC structure – all principals should be on it – at least one teacher, one parent from each school on it as well.

Budget would be the only thing nicer to have more control of – and scheduling. There doesn't seem to be fair representation with 7 elementary schools, 2 middle schools and 1 high school. The cluster committee is weighted 6-5 parents to educators and 5-4 high school/middle to elementary. They need to take staffing off the table.

Title 1 funding needs to be kept by our schools.

Maybe start with one area of this Framework to start with? This is to much to start with.

Smaller has to be better than the vastness of our District.

More forums on school change/innovation.

Issue of marketing these discussions and presenting them in a succinct/clear manner.

Cluster schools should combine funding to leverage our resources for programs like science, music, language etc.

No "detracking" teaching needs to be to ability. I'm against lumping all into classes for "diversitys" sake.

Representatives per site
   1) Admin -1
   2) Teacher -1
   3) Parent -2

What specifically are the benefits of this structure? How is it different from the current structure? (Side by side chart)

Questions:

Budget – Is all the work volunteers? If so volunteer may not be an "expert" in these educational issues. Should we have a cluster budget? – and then we redistribute to each of 10 schools.

What in particular needs to be changed and how specifically will this structure address the needed changes?

Time limit on cluster trial. 4 year term? Then vote again to continue?

Would the cluster be able to affect class sizes? Would we have control over that?

How will committee members be selected? If only 2 parents from all elementary schools – how do we choose who represents and how do we make sure they are not biased towards their schools?

How can we get teachers on board?

Does the school board SDUSD oversee cluster board decisions? Is their a check before a change is finalized?

Would PL cluster get to choose who gets pink slips not based on seniority or tenure?

Are parents and teachers on PLCCC as reps appointed? By who? Or voted? Or volunteered?

Should we just try for PL high school autonomy before all? What is the reality this cluster wide will pass? Or is this is glorified meetings?

Loma Portal Elementary
Pt. Loma Cluster Foundation Draft Framework
Feedback April 2011

Staff Feedback

Comments:

More elementary teachers needed on committee.

Starting with <u>one</u> school as a pilot school makes more sense. (2 people wrote this)

There is unequal representation of elementary school teacher/principals.

The CCC needs to have a more equal representation of individual sites.

Our cluster elementary schools have excellent API's and we need to <u>continue</u> the present structure and framework we have.

Parents need to know there will be a mass exit of teachers if this framework is approved because we have benefits, health and salary expectations.

Needs teacher input to daily calendar/class time scheduling.

Teachers, parents and administrators at school sites should have more control than committee.

I would like PT. Loma Cluster to be able to come up with there only bell times and minimum day schedule.

Do <u>not</u> separate us from the <u>vast</u> resources of SDUSD.

Our cluster schools <u>already</u> have elaborate evaluation systems to improve teacher and principal effectiveness. These were developed by educators with extensive scholarly training.
Cluster committee needs to be more specific as to what changes they want. I am pretty happy with how things are running at Loma Portal.

"Cluster approval" is very vague and subjective. Teacher, principals and staff have extensive education, graduate work and training. How does the cluster leadership have authority to lead the professional teaching and administrative staff?

Questions:

Is the motivation of the leaders going to fizzle out as their kids graduate from the cluster?

What happens if area supports? Not approved? Is this a SDUSD decision or will cluster have their own supports?

What specifically is wrong with the current system? What would change?

Would this be all at will hiring- firing situation for teachers? Will there be due process?

What does parent accountability look like?

Who knows what's best for each school? The staff or collab. committee?

How many positions will be needed to fund the budget committee? Where is the money coming from to pay for these positions?

Will schools still have i21 technology?

Will we have to spend more money on our independent staffing for budgeting, (accountants and attorneys) then is already being spent now?

(Destiny) system drives both
- Library
- Data bases
- Text books

Will (destiny) be purchased and available?

Where will money come from for Special Ed?

Who over sees distribution of text books?

Who will pay for data bases?

Funding for library staffing?

Will we have to hire people to be administrating the budget, accountants, annalist, and lawyers?

Will we still have access and use of IMC and TMC? What will take their place?

What will be the criteria for hiring and firing teachers? (2 people wrote this)

How will teachers be hired? Will all area teachers need to be interviewed?

Who will assess the teachers?

Will teachers get a choice to network at school site if they don't like the new structure?

It concerns us people (administrators and parents) can affect our job – esp. if we have had previous personality conflicts with those people. (What if I gave a kid a bad grade and the parent sits on the CCC-can that parent get me fired??)

Will teachers still be apart of SDEA? Will teachers be "on loan" from district or still district employees?

Classified staffing never seems to come up in discussions are we invisible to the "Foundation"?

To vague-exactly what are the steps/processes for hiring/retention/firing?

Shouldn't there be a representative from each school?

Are members elected or appointed? (Other then 2 at large).

In five years do you really think there will still be parents that want to sink this much into a committee?

Concerns about how Special Ed would be managed-legality issues? Needs of students being met properly.

Maybe there should be one teacher and one parent from each site?

8. I would want to know how much flexibility each school would have to help determine their own school or would the cluster be determining what each school had to do, not unlike the district. I wouldn't want the Cluster charter like committee to be making all of the decisions for the individual schools. I feel that each school is unique in its own way and what is best for one school on the point may not be appropriate for another school. I also feel that the high school and Middle schools need to be looked at separately from the elementary schools which all have high API scores. Why try to fix something that isn't broken?

9. There is 1 high school, 2 middle schools and 7 elementary schools in the Point Loma Cluster. I feel that the elementary schools need to be better represented in the both the principal and teacher areas. I don't understand why there would be more parents on the new Collaborative Cluster Committee when the teachers and the principals are the individuals that work directly with the students and have the knowledge and expertise to know what the students and the schools need. I think the CCC should be reconfigured so that there are more teachers and Principals on the committee.

There is 1 high school, 2 middle schools and 7 elementary schools in the Point Loma Cluster. I feel that the elementary schools need to be better represented in the both the principal and teacher areas. I don't understand why there would be more parents on the new Collaborative Cluster Committee when the teachers and the principals are the individuals that work directly with the students and have the knowledge and expertise to know what the students and the schools need. I think the CCC should be reconfigured so that there are more teachers and Principals on the committee. I feel that there should be at least 1 Parent, 1 Teacher and 1 Principal from each school on the Point each representing their schools. The way it is written now the elementary schools are under represented. It also has more parent representation than teachers and principals. Teachers & principals are the individuals who work directly and daily with the students.

Who would have control over or determine the master/ daily calendars... the cluster or the individual schools? At Loma Portal we have weekly collaboratives to work on professional development, staff/grade level planning and already use our data in order to drive our instruction. What would change? Keeping class size low is a priority, although it is a teacher's desire to get to know their students that is an important factor in increasing the degree of personalization.

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from a staff member