

Point Loma Cluster Schools Foundation Meeting
Monday, June 04, 2012

Meeting called to order at 4:39pm
Quorum established

1. President's Message

Matt: Last year in the cluster, after four children went through the cluster and graduated from PLHS. Looking back wanted to touch on four things:

- The PLCSF worked to improve collaboration and prospective amidst the cluster, and we do it better than any other cluster
- The Strategic Plan, five years old now. Some are still significant, we may want to glean out something that may be more laser focused.
- Last year, governance was the topic, challenged, heated discussions followed. A lot of time was spent on governance last year. At the end of it all, we couldn't agree on anything, really. Accountability, Curriculum, Staffing, Budget, etc.
- The last twelve months has been the most tumultuous that I've seen in the last 20 years. In the chaos of this year and the unknown for next year...The thing we're concerned about is the decision that was made regarding Barnard. They did not agree on the position we took and sent something else to the board, we looked divided and that made us look bad.

-Coronado did not have to lay off any of their teachers. Neither did High Tech High because they made some fiscal decisions.

-I think we've gambled our district. At the end of this journey we will be at a crossroads in this community. It will either be 1) to unite with the district or 2) stand out and make some tough decisions.

-We can either be reactionary or we are going to have to get more aggressive about what we want to do as a community and those decisions are tough to make.

-If I were czar for the day, I would take our cluster map and figure out our budget and figure out what our needs are and make it happen.

-The question is: Do we play inside the system, or a little bit outside the system?

Margo: Are there laws that say we can't do that?

Matt: It can be done; but it's expensive to pull away from a district.

Melinda: If we could put out a charter survey, how fast could we do it? Correia has a 70% pink slipped staff.

Matt: I don't want to have a charter conversation right now, I just want to put it out there and set the table for where I see the cluster schools foundation

The report USD put together on

Melinda Albright motioned to approve the agenda, none against. Agenda approved.

2. Academic Achievement Recognition:

U.S. News and World List of America's Best High Schools

Point Loma High ranked in Top 5% Nationally

California Business for Education Excellence Foundation 2011 Awards

Ocean Beach named a Star School

Silver Gate and Sunset View named Scholar Schools

California Distinguished Schools

Barnard (2010), Loma Portal (2010), Ocean Beach (2008), and Silver Gate (2006)

"Project Schools Making a Difference"

Correia was 1 of 8 schools selected by SDUSD to study in 2009 in order to determine, if possible, what contributed to these schools' overall successes

National Center for Teachers' Development

SDUSD identified 5 schools for 18 Japanese educators to visit in 2009. Correia, the only middle school chosen, qualified because of diversity and recent gains in closing the achievement gap

**The diverse groups we have and the cultural differences the visiting teachers were very impressed.

Valedictorian awards tonight, a student from Dewey and Dana were included.

3. English Language Arts – Detracking Success at Correia and PLHS

English Language Arts at Correia and PLHS, five teachers were willing to work on this during the next school year.

Patty: We went from working with the Gate model A to the Gate model B. We incorporated the icons and brought in help from the outside. We were met with some resistance from parents and teachers, but the results were positive in terms of productivity, engagement and achievement. By the end of the first year, Bobbie recognized what we were doing and came to observe. Teachers came to observe. They said the kids here were performing higher than high school students.

The latest benchmark (Feb.) 85% of the entire 9th grade performed at above basic or proficient. Now the 10th grade teachers are looking forward to it. The teachers don't want to go back to the other model. It's so exciting, but also heartbreaking because all five PLHS teachers have received pink slips. Here at Correia, we're losing half of our ELA staff.

Not everyone is on board with the detracking and there is still some confusion. I'm seeing engagement and a lot of terrific results in terms of achievement.

Laura: How does this detracking help our high achievers? I understand we're raising the bar for our low-achievers, but what are we doing for the

Patty: We're having more and more of our proficient kids are moving towards advanced. A handful of our eighth graders are getting awards for achieving over 85% on their CSTs. This is actually really high compared to state standards.

Jack: The data is showing that our top kids aren't suffering.

Matt: We need to understand what detracking means. There is a lot of research that says it is better for all of the students, both high and low achieving.

****We need a chief metrics officer in the cluster. We have to track the individual progress of our students, because when we look at this from a district perspective, we don't get the whole picture. Who will become the metrics person and the detracking czar? Accountability task force.**

Jack: Good practices help from the bottom all the way up. I am a better teacher now than I was four years ago. I wasn't all for the detracking in the beginning, but now I won't go back.

Melinda: Is detracking making it more cool with the higher achievers to be smart and do better academically.

Margo: The teams coming together, are they cross-curriculum.

Patty: The planning teams are English to English and History to History, but that doesn't mean that they don't talk with each other.

Margo: There must be something about the methods the teachers are using because it sounds greater than just the detracking.

Patty: It's a teaching method, not just detracking.

We want to do this cluster-wide. If we could start them in Kinder and work our way up it would be best.

Michelle: How do we start, I mean when do we start? Kinder is detracked by default. Are all of the schools headed this direction?

Jackie: With Common Core Standards coming out in 2014-2015, we're all headed that way any way.

Matt: Okay, so we seem to be getting smarter about the detracking and we're having some good conversations. The cluster needs to be good about getting information out to the rest of the community.

Ruth: I teach second grade. I teach to the high, and everyone gets the high. Then if they can't get it I do my best to get them as close to it as possible.

4. SSC Feedback on school needs to improve student achievement/Impact of Budget Cuts, Teacher Layoffs/Financial Need Priorities

Point Loma High School

- ❖ ***What schools will look like after budget cuts; how does the discretionary funding formula impact nursing, library, counseling, VAPA, PE, and support staff?***

There have not been any changes made to the submitted 2012/13 PLHS school budget. Every department will be affected. The Teacher staffing formula is 36.5: 1 (plus 2) based upon enrollment; in contrast with 29.2 during the 2011/2012 school year. The result for PLHS is a reduction of ~ 14 teachers. Teachers in these positions will be "excessed" based upon seniority status. The master schedule, even considering class sizes of 36 students, requires more teachers than the SDUSD staffing formula. The budget will fund some of these teaching positions from the Discretionary Allocation ('X' factor).

The Discretionary Allocation can be used for staffing (teachers, vice principals, counselors, librarian, nurse, clerical, security. etc.), programs (GATE-Seminar, VAPA, CAHSEE, AVID, School/Library Block Grant, etc.) and operating costs. In addition to funding teacher positions, other 'X' factor items budgeted by PLHS include 2 vice principals, 4 school counselors, .25 FTE librarian, no nurse, reduction to 1.8 FTE campus security assistants, reduced hours and reduction of one position for clerical staffing, and reduced funding for operating costs. All stipends have been dramatically reduced for the site.

Elective courses will continue if a sufficient number of students enroll. While a class size of 15 students would probably not be viable under the staffing formula, it is possible that a course could be offered in alternating years to increase participation.

- ❖ ***Some schools are impacted more than others by layoff warning notices. Are any of our schools significantly impacted – and if so, in what ways?*** 25 teachers received the layoff warning notices. Undoubtedly, PLHS will lose some outstanding teachers. The Counseling Department is severely impacted, with all of the current school counselors and counseling secretary receiving layoff notices. Counseling at the high school level is critical for guiding students in class choice and scheduling, intervention support, referrals to outside resources, career options, and navigation of the college application process. Students will be directly impacted during any resultant learning curve (structural and skills).
- ❖ ***At some schools, entire teaching staffs are GATE certified or trained in the Kaplan icons. Which schools? How does the teacher layoff notices affect this?*** Some teachers at PLHS are GATE certified, and some have received training to teach AP classes. Four of the five English Language Arts teachers who have been trained, and are implementing, the successful detracking ELA

program for 9th grade students have received layoff notices. If the layoff notices are not rescinded, professional development funds will need to be dedicated for training in these areas.

- ❖ ***Retention of Teachers: Is there any interest in requesting SDUSD to seek the exemption of district Teachers of the Year finalists / nominees for a reasonable period of time (maybe 5 years?) from termination based upon seniority? Should we seek exemption for other teaching positions of responsibility (department heads)?*** SSC is supportive of having the district explore a fair and responsible process to retain school teacher leadership. Understandably, this is a complicated subject.
- ❖ ***What school financial need priorities should be incorporated into a cluster-wide fundraising plan?*** Bobbie Samilson expressed the need for funding for staff - counselors, nurse, librarian - and programs; such as Algebra support for at-risk students.
- ❖ ***Anything else important / relevant?*** SSC members were asked to forward any ideas to Kevin Gormly

Dana Middle School

(1) What will schools look like after budget cuts; how does the discretionary funding formula impact nursing, library, counseling, VAPA, PE, and support staff?

- *Due to specific medical needs of several 6th grade students, Dana's health office was staffed by a full-time nurse and a 6 hr/day health tech. The health tech will not be funded by the district next year. Due to budget constraints, the nurse will only be funded for 2 days next year.*
- *We had a librarian 3 days a week this year, but not having the library open every day had a negative impact on kids, so next year we will have a library tech 5 days a week instead of a part-time librarian.*
- *VAPA – Reduction here is not a huge impact, as we will retain our music teacher. However, our art classes will be reduced from four sections to three sections due to decreased teacher allocation, teacher layoffs and credentialing.*
- *PE – Our PE teacher positions will not change for next year.*
- *Support Staff – Number of Special Ed assistants is always relative to the number of students with IEPs; front office staff went from 5 to 3 this year, and next year we will keep the 3 and add a half-time site tech. Our network tech will increase to 5 hours a day, as we will have computers for both 5th and 6th graders next year.*

(2) Some schools are impacted more than others by layoff warning notices. Are any of our schools significantly impacted and, if so, in what ways?

- *Dana had 4 teaching positions eliminated due to increase class size approved by the BOE. Six Dana teachers received layoff notices, later one of those six had their layoff notice rescinded. Two certificated support staff were laid off. Two teachers received reassignment letters and may be reassigned to a different school site.*
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(3) At some schools, entire teaching staffs are GATE certified or trained in the Kaplan icons. Which schools? How do the teacher layoff notices affect this?

– *All teachers at Dana are GATE certified. All posted teacher vacancies will include GATE certification as a requirement for teaching at Dana.*

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(4) Retention of teachers: Is there any interest in requesting SDUSD to seek the exemption of District Teachers of the Year finalists/nominees for a reasonable period of time (maybe 5 years?) from termination based upon seniority? What are the procedures for a teacher to be nominated? Should we seek exemption for other teaching positions of responsibility (department heads)?

– *Perhaps distinguished awards should be given at various levels/categories instead of one Teacher of the Year award. As for exempting teachers, we would like to fine tune what that would look like as to what criteria would need to be met in order to be considered for exemption.*

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(5) What school financial need priorities should be incorporated into a cluster-wide fundraising plan?

– *A high priority should be supporting K-12 professional development for teachers. (math and incorporating cluster-wide technology is also something we'd like to prioritize)*

– *One SSC member believes we should offer support for bike riders in all grade levels and promote riding bikes too school.*

Matt: If seniority wasn't an issue at Dana this year, you would only have 26 teachers, but they would be 26 teachers you already have.

Diane: Not necessarily. We will eventually have to reorganize the schedule and that may leave us with fewer teachers.

Marvin: The enrollment changes at Dana will impact them more so than Correia.

Diane: The fourth grade class size is very large this year, so Dana is anticipating a large enrollment boost.

Laura: Are you still gathering information via cards from the incoming fourth graders?

Diane: Yes, it helps us with anticipating how large the class will be. The numbers for our fifth graders next year will be 480 or so, which will be another big year for us.

Dewey

Going from 17 teachers to 12. 3 of them received pink slips, the others will be excessed. Our clerk will be gone.

Would prefer to keep the teachers we want, but we know how that works.

Counseling and resource needs, especially for special needs kids.

We're currently in the pot with a few other schools for counseling support from the DoD for our military kids, so we'll see what happens there.

Margo: Is there something that would provide clerical help? There is something in Oceanside that is a liaison position...

Melinda: There is also military support, clinics, just down the road.

Ocean Beach

8 teachers - 3 who have 9-10 years of experience and 5 other teachers

Class size reduction at 31.5 students per class means we'll have 15 teachers overall and not 18.

Financial concerns: Our supply budget is very low and we'll need to solicit paper and supply donations from local business. We have cut our library assistant back 1 hour per day. Special education is not funding the badly needed resources and supports for our students. This is happening all over the district. This means many kids in our schools are not getting the supports or extra supervision they need putting it in the hands of the principal and classroom teachers. This takes time away from all students. It doesn't matter what the district says, special education support is very weak.

Our nurse support will be divided between 31 schools. With 3 diabetics and 2 major seizure students, this is a disaster waiting in the wings. If our cluster were to take up a cause, it needs to be nursing support.

Question from our SSC/SGT: Why are we wasting \$ putting transponder boxes instead of ipads, ipods, or laptops in the hands of our K-2 students. It's a waste of money and puts our children far behind in technology. Can Matt discuss this with Daryl? We need our kids to use current technology; they don't need boxes with limited use.

Sunset View

Five classroom teachers will be excessed. 3 will move to other schools, and 2 were laid off. We have 19 teachers currently, but we'll have 14 next year.

Special Ed teacher was laid off. One of the assistants was also laid off. Another assistant had hours reduced and was moved.

Computer lab person was moved to a new site where her hours were reduced.

Reduced library hours from 20 to 15.

Clarification on Laid Off, Pink Slipped or Excessed: Teachers who received pink slips received one of two types of letters. The first letter indicated that they would be "excessed" from their current school site and would be placed into a pool of available teachers. Those teachers would then go online to find vacancies around the district and could 'bid' on certain positions. Interviews may follow if more than one teachers bids on any one position. The other pink slips was to indicate that the teaching (or other certified) position had been eliminated; therefore the employee is laid off. These employees would not be able to transfer to another site. There were 1,534 certificated positions pink slipped this year.

Today, principals had to put out a list of vacancies and had to call them out. On June 11th there will be a list of sites with vacancies and excessed teachers will get to bid on it.

Silver Gate:

Due to class size increasing, we will be losing 5 teachers, but 2 teachers are retiring, so we will only lose 3. Of those 3 lost, 2 have been laid off (4 years and 2 years seniority) and one will have to be excessed

(11 year's seniority). We will be losing two special ed. assistants, and our librarian will be reduced from 3 days/week to 1/2 day a week. FSG will supplement class support by using funds to support some assistants in classrooms.

Correia

The losses have been posted on the website. We have a lot of teachers who were on the cusp of layoffs, and their jobs were saved because of a different credential. Instead of getting laid off, one person got a reassignment letter and will get excessed to a high school position.

(Secretary's note: 13 teachers have been laid off. Constitutes 70% of the teaching staff at Correia.)

Information included by the Secretary:

Loma Portal

3 teachers have been laid off (out of 20). Class-size reductions may or may not eliminate other positions.

Cabrillo:

One teacher was issued a pink slip.

Traffic Safety – Michelle Huber

We're going to try and get stuff pushed out this summer. They are having issues at the city level. One thing we're working on is a pedestrian light at Chatsworth and Zola. It will only turn red when students/pedestrians need to stop.

We're working to get the RV and boat situation on the bottom of the hill taken care of. (Melinda: one police officer is going to start ticketing them as much as he can).

Changes in Kevin Faulconer's office have caused some delay and it's been long and arduous. It's made this year harder.

School Bell updates:

Diane: Submitted a request to the district for the whole cluster. They came back to us with a plan to change the middle schools' bell times but not the elementary schools'.

Gil today said they won't be changing our start times for next school year.

Transportation lost \$1.7mil for next year and they'll be piggy-backing on different routes. They are being forced to change a lot. It may be something we can reconsider for next school year.

Jack Vallerga:

Jack was selected as a ranger for the year as part of the Teacher-Ranger-Teacher!

www.nps.gov/learn/trt

National Parks program is available and free! Field trips are great and educational.

Video is on the Dana website,

http://www.correiamiddle.com/apps/pages/index.jsp?uREC_ID=27460&type=u&pREC_ID=video

Principals need to contact Jack and let him know if they are interested in field trips and neat presentations at jvallerga@sandi.net

New business

Laura: When parents get to the 2nd or 3rd grade we start panicking. The chaos in the district doesn't help. Many parents at Silver Gate, Loma Portal and Sunset View are talking and are nervous about moving forward in the district. They are sending out a survey to parents of last year's fourth grade students (current fifth graders)

What elementary school? How did elementary prepare you?

How did the middle school make the transition easier?

They are going to the association of elementary schools to get information.

Matt: There can be angst with the first child and how their schooling will be. There is a bit of first parent syndrome. But there is something we can do as a foundation, asking all of the schools what the experiences are and what works, what doesn't. The Foundation could do more in this area to quell fears.

Laura: Maybe between Patty and Diane something needs to be done, because the talk is around, "If you aren't in a seminar class by the time you leave fourth grade, you should be going to a different school [outside the cluster]."

Melinda: Maybe we need to have someone at Opening Day at Dana, someone not from that school, talking about what we do as a Foundation.

Susan: Diane does constant tours, information opportunities and such for incoming students. We do not do that outreach to the lower grades [below 4th].

Jackie: The rumor mill is big. If there is someone who isn't happy at Dana (who doesn't have a kid in seminar) they talk and it spreads. There is one family who is pulling their 3rd grader out and putting them in private school, and pulling their middle schooler out as well.

Matt: Would it make sense to do an FAQ on why Dana is better, the benefits of going to Dana?

Laura: I think the purpose of this cluster is to strengthen our students; it's a K-12 experience. Our foundation is here to support that. We need to somehow inundate the community and let them know that. The bond between fourth and fifth needs to be stronger.

Michelle: We have something at Loma Portal, a trifold info flyer on what the cluster schools has to offer, which works with the parents who are wavering. Create a K-12 flyer marketing our cluster.

Jackie: Get those parents who are happy with their children's experiences at Dana and Correia to help put it together.

Laura: The support and the money are stronger in elementary, because of the money raised by the PTA and the foundations and support. It seems that there is less support, money, etc. at the middle level (Correia, Dana) because of the short amount of time spent here.

Matt: The benefits of Dana, can we put that into Diane's court.

Melinda: Marketing Dana and Correia together, as opposed to separate schools.

Tanya: Throw a similar fifth grade experience in there as contrast. A four year experience.

Patty and Diane will work on this as a package.

Matt: We need a marketing person for next year.

Michelle: *Clothing requirements* – there may need to be more continuity across the school sites. Dress codes will need to be on the agenda for next year.

TB Tests are no longer being offered through the district, so if there is something we can do with the military that would help our volunteers. Melinda will make a call and look into it.

Our military liaison, Robin Williamson is leaving and moving to Illinois.

"You have a valuable resource here and you can go far."

"You've helped me support the military better here."

*****Board Reps next year; we need twenty parents for next year. The information is on the PLCS website for our needs.***

We need a president and other exec board members.

Adjourn, 6:27pm