School Improvement
and
Internal Accountability

Frontier Center for Public Policy
Clear Expectation of Student Outcomes

- Learning standards
  - State standards
  - Grade level benchmarks
  - Objectives for students with special needs

- Teaching standards
  - Contents (knowledge)
  - Pedagogy (skills)
  - Peer assistance & review
Focus on Results
(Assessment of and for Learning)

- Student-based data on growth
  - Achievement, Attendance
  - Discipline, Mobility
  - Special needs, Health
  - Drop out, College bound

- School-based
  - Learning environment
  - Curriculum, instruction
  - Staff development
  - Time & resource allocation
  - Leadership & governance

- Community-based
  - Relationship, assets
  - Distractions
Students with Special Needs

- Inclusion model
- Pull in and pull out
- Parallel teaching
- General and special education
- Fully integrated
- Cross disciplinary
Teacher Quality

➡️ Decision making
➡️ Teaming
➡️ Plan time + think time
➡️ Teaching standards and clear expectations
➡️ Precise professional development
➡️ Career ladder
➡️ Recognition
Standards-based Teacher Evaluation

- Dimension 1
- Dimension 2
- Dimension 3
- Dimension 4

- Level 1 - Novice
- Level 2 - Proficient
- Level 3 - Distinguished

- Self - reflection
- Peer review
- Administrator’s review

- 2X annually
- Based on established teaching standards (Rubrics)
- Improvement checklist
- Pre and post conferences
Knowledge and Skills

Dimension 1 - Planning and Preparation
- Knowledge of content
- Knowledge of students
- Selecting instructional goals
- Designing coherent instruction
- Assessing student learning

Dimension 2 - Classroom Environment
- Creating an environment of respect and rapport
- Establishing a culture for learning
- Managing classroom procedures
- Managing student behavior
- Organizing physical space

Dimension 3 – Instruction
- Communicating clearly, accurately
- Question/discussion techniques
- Engaging students in learning
- Feedback to students
- Flexibility and responsiveness

Dimension 4 – Professional Responsibilities
- Reflecting on teaching
- Maintaining accurate records
- Communicating with families
- Contributing to school
- Professional growth
- Professionalism
Performance Pay Plan

- Base pay (experience) $38,900 – 54,900
- Certification, degrees $2,000 - 6,000
- Knowledge, skills $5,500 – 13,050
- Contingency-based $250 - 1,000
- Schoolwide student achievement (A.P.I) $2,000
- Expertise $500 – 2,750
- Unused sub days $25 - $250

Year 1 credential teacher – potential earning = $59,000
Families as Resources

- Know our families
- Family Center
- Priority needs to full-service
- Home-school compact
- Exchange service bank
- Adult education, career ladder
- Business Co-Op
Interagency Partnership

Crack house to school house
Community Engagement

- Health
- Mental health
- Child care
- Nutrition
- Housing
- Unemployment
- Drug rehab
- Gang diversion and youth development
A Community-based Learning Village

- Small class size 20:1 and 25:1
- School-based clinic
- Counseling center
- Community library
- Museum & arts
- After school program
- Technology “plugged”
- University Professional Development Center
Expanded Learning Opportunities

- Universal full day preschool
- After school program
- Year round and longer school year
- Longer school day
- Acceleration and enrichment
- PK-12th span
Shared Responsibilities for Public Good

- Distributed leadership
- Code of professionalism
- Home-school compact
- Interagency joint ventures
- Post-secondary plan
Results

😊 1,700 students (Pk-8)
😊 100% eligible for free/reduced meals
😊 1000 English learners
😊 98% Hispanic
😊 2% African-American
😊 Met AYP under No Child Left Behind

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Similar school ranking (1-10) Vaughn =9, 10
Recognitions

- California Distinguished School Award
- National Blue Ribbon Award
- 186 to DC for award ceremony
  - Parents
  - Students
  - Staff
  - LAUSD Board Member
  - Legislators
The Essential Ingredient in school improvement is _ _ _ _ _

- Trust
- Confidence in each other
- Unleashing human capacity and creativity
- Collective vision and mission
- Open communication
- Personal care
- Capacity builds more capacity
Our Learning Community

Pacoima Charter

Boys & Girls
Senior Center

Family Center,
LAEP, social
services, child care

High School
Academy

Book store

LAUSD Early
Education Ctr

Middle School
Panda Pavilion
Panda Village

Unemployment Office
Drug Rehab

Church

PandaLand
First 5

Church

Market
High Performing Schools and Policy Research

- Uniform learning standards
- Assessment of and for learning
- Interagency collaboration and joining the dots
- Standards-based teacher review and performance compensation and incentives
- Home-school contract
- Central and decentralization of authority
- Who should lead the schools
We can turn risks to opportunities.

See the invisible, do the impossible!

Choo-ooo-oooo-ooooo