

Anaheim City School District Board of Education

MINUTES Regular Meeting Monday, November 8, 2010

Call to Order

1. **CALL TO ORDER**

A regular meeting of the Board of Education of the Anaheim City School District was called to order by Board Clerk Mrs. Sandy Blumberg in the Board Room – Building B at 1001 S. East Street, Anaheim, California, at 4:30 p.m. this date.

Roll Call

BOARD ROLL CALL

- A. Members of the Board Present:
Mrs. Sandy Blumberg, Clerk
Mrs. Sue Preus, Member
Mr. Jerry Silverman, Member
Mr. James Vanderbilt, Member
- Member of the Board Absent:
Dr. José F. Moreno, President (arrived at 4:45 p.m.)

B. Public Speakers: Closed Session Agenda Items – NONE

Motion #060

2. **CLOSED SESSION**

It was moved/seconded (VANDERBILT/SILVERMAN) to recess to Closed Session for discussion and/or action on the following items: **APPROVED 4-0**

- A. PUBLIC EMPLOYEE PERFORMANCE EVALUATION [*Government Code §54957*]
Review of Assistant Superintendents' Performance Evaluations and Contracts
- B. PERSONNEL MATTERS [*Government Code §54957*]
- C. CONFERENCE WITH LABOR NEGOTIATOR [*Government Code §54957.6*]
Agency negotiator: Jim Elsasser, Assistant Superintendent, Human Resources
Employee organization: Anaheim Elementary Education Association (AEEA)
Employee organization: California School Employees Association (CSEA)

3. **RECONVENE TO OPEN SESSION – 6:10 p.m.**

Jacob Dominguez, fifth-grade student at John Marshall School, led the Pledge of Allegiance.

Roll Call

INTRODUCTIONS AND BOARD ROLL CALL

Members of the Board Present:
Dr. José F. Moreno, President
Mrs. Sandy Blumberg, Clerk
Mrs. Sue Preus, Member
Mr. Jerry Silverman, Member
Mr. James Vanderbilt, Member

Staff Members Present:

Mr. José Banda, Superintendent
Mr. Rob Coghlan, Assistant Superintendent, Administrative Services
Mr. Peter Daniels, Director, Communications and Public Information
Mr. Jim Elsasser, Assistant Superintendent, Human Resources
Dr. Christian Küeng, Assistant Superintendent, Educational Services
Mrs. Anne Breen, Sr. Administrative Assistant, Communications & Public Information

Also Present:

AEEA: Kristen Fisher
AESMA: Cheryl Moore
CSEA: Cindy Stanaker
DAC/DELAC: Maria Rosa Ayala
Interpreter: Martha Gallegos
Staff, parents

REPORT OF CLOSED SESSION ACTIONS TAKEN – NONE

ADOPTION OF AGENDA

Motion #061

It was moved/seconded (PREUS/BLUMBERG) to adopt the agenda for Monday, November 8, 2010. **APPROVED 5-0**

4. SPECIAL ORDER OF BUSINESS

Recognition of Students Scoring a Perfect Score on STAR Tests

Dr. Christian Küeng, assistant superintendent of educational services; Rhonda Robertson, curriculum specialist; and school principals recognized students who received perfect scores on the 2010 STAR tests. In addition to the honorees, teachers and parents from Thomas Jefferson, Benito Juarez, Abraham Lincoln, Loara, James Madison, Horace Mann, John Marshall, Olive Street, and Orange Grove schools were also recognized for their contributions to the students' success.

5. PUBLIC SPEAKERS: SPEAKERS ON AGENDA OR NON-AGENDA ITEMS

Visitors

A. Request of Visitors:

- Maria Rosa Ayala, DAC/DELAC chair, spoke on the "Closing the Latino Achievement Gap in Orange County Summit" at Fullerton College and encouraged the District to partner with parents in order to decrease the achievement gap.

Corres.

B. Correspondence – NONE

6. CONSENT CALENDAR

Items listed under the Consent Calendar are considered to be routine and are acted on by the Board in one motion. There is no discussion of these items unless a Member of the Board, staff or the public requests specific items to be discussed and/or removed from the Consent Calendar.

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Motion #062 Consent Items

It was moved/seconded (BLUMBERG/PREUS) to approve/ratify the following Consent Calendar items 6A through 6D **with the exception of item 6D.3 which was removed for discussion and voted on separately. APPROVED 5-0**

A. SUPERINTENDENT'S OFFICE

Minutes

- 1) APPROVED MINUTES
 - a) Regular Meeting of October 25, 2010

Exhibit 6A.2 Gifts

- 2) ACKNOWLEDGED GIFTS WITH APPRECIATION

Conferences

- 3) CONFERENCE ATTENDANCE, PLUS EXPENSES [BOARD ONLY] – NONE

B. EDUCATIONAL SERVICES

Exhibit 6B.1 Interdistrict Permits

- 1) The Board of Education approved the requests listed in Exhibit 6B.1, Interdistrict Attendance Permits.

Payment for Accompanying Students to OC Outdoor Science School

- 2) The Board of Education approved payment of \$375 each to Paul Revere School teachers Heidi Leavitt, Joni French, and Holly Hinds for accompanying students to the Orange County Outdoor Science School on October 18 through 22, 2010.
*Funding: 01-21021010-1118 Regular Education, Revere
(General Fund – Unrestricted)*

Grant from the NEA Foundation

- 3) The Board of Education accepted a \$5,000 *Student Achievement Grant* from the NEA Foundation on behalf of Orange Grove School, for the period of September 15, 2010, through September 14, 2011. Funds will be used to lead and develop the "Parents in Partnership Program" to improve student achievement and promote parental and family involvement.
Funding: No Cost to the District

Payment to Cornerstone Therapies

- 4) The Board of Education approved payment of \$1,015 to Cornerstone Therapies, 18700 Beach Boulevard, Suite 120, Huntington Beach, CA 92648-2030 for an Independent Educational Evaluation for a speech and language assessment per IEP dated May 21, 2010, for student #40023463.
*Funding: 01-41256318-5823 Nonpublic Schools
(General Fund – Restricted/State)*

Exhibit 6B.5 Sample Schedule - MOU with Centralia School District

- 5) The Board of Education approved for 2010-11 a Memorandum of Understanding (MOU) between this District and Centralia School District to provide for the education of special education students who may reside in other districts. The Sending District (Anaheim City) transferring students to the programs operated by the Provider District (Centralia) agrees to pay the Provider District the cost of services based on the sample schedule listed in Exhibit 6B.5. District Provided Programs are the special education classes and support services operated by Centralia School District on behalf of SELPAs and districts in Orange County for special education students residing in their SELPA and district.
*Funding: 01-41256892-7141 Spec Ed Program Excess Cost
(General Fund – Restricted/State)*

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- Payment for Educational Costs per Final Agreement
- 6) The Board of Education approved payment to the parents of student #40025022 for funding of educational costs per Final Settlement Agreement and Release dated October 18, 2010. Total funding shall not exceed \$40,000 per year for three years. Quarterly payments of \$10,000 will be made during the 2010-11, 2011-12, and 2012-13 school years. First payment of \$10,000 to be paid no later than November 30, 2010. Future payments shall be made within 30 days after proof of expenditures is submitted to the District. A final payment of \$20,000 shall be made no later than June 30, 2013.
Funding: 01-41256318-5818 Nonpublic Schools – Legal Settlement (General Fund – Restricted/State)
- Payment per Final Settlement Agreement
- 7) The Board of Education approved payment of \$3,000 to the Law Offices of Maureen Graves, 34 Shubert Court, Irvine, CA 92612 for attorney fees and costs per Final Settlement Agreement and Release dated October 18, 2010, for student #40025022.
Funding: 01-41256318-5818 Nonpublic Schools – Legal Settlement (General Fund – Restricted/State)
- Acceptance of Funds
- 8) The Board of Education accepted \$180,142 from the Children and Families Commission of Orange County per the second amendment to grant agreement No. FC-SR2-01, effective July 1, 2010, through June 30, 2011. This grant and amendments support State School Readiness Cycle 2 Program services.
Funding: No Cost to the District
- Agreement with Tony Orozco
- 9) The Board of Education approved an Independent Contractor Agreement between this District and Tony Orozco, CPDE (Certified Positive Discipline Educator), 800 S. Harbor Boulevard, Suite 240, Anaheim, CA 92805 to provide positive discipline parent education workshops for parents of Theodore Roosevelt School during the 2010-11 school year. The fee for this service shall not exceed \$2,000.
Funding: 01-22381125-5823 Title 1 (General Fund – Restricted/Federal)
- Agreement with GEMAS Consulting
- 10) The Board of Education approved an Independent Contractor Agreement between this District and GEMAS Consulting, 3755 N. Summer Avenue, Pomona, CA 91767 to provide Sheltered Instruction Observation Protocol (SIOP) Model (Echevarria, Vogt & Short, 2000) with curriculum coaches, site administration, and parents during the 2010-11 school year. The fee for this service shall not exceed \$6,000.
Funding: 01-43341026-5823 Title II Professional Development (General Fund – Restricted/Federal)

C. HUMAN RESOURCES

- Exhibit 6C.1**
Certificated Personnel
- 1) The Board of Education approved the requests as listed in Exhibit 6C.1, Certificated Personnel.
- Exhibit 6C.2**
Classified Personnel
- 2) The Board of Education approved the requests as listed in Exhibit 6C.2, Classified Personnel.

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Exhibit 6C.3
Payment for
Extra Duty/
Training

- 3) The Board of Education approved payment as indicated to the individuals who have successfully completed extra duty/training/seminars/jury duty as listed in Exhibit 6C.3.
Funding: Various Restricted and Unrestricted Funds

Stipend for
BTSA
Support
Providers

- 4) The Board of Education approved stipend payments to BTSA Induction Program Support Providers as listed below.
- \$900 to Support Providers supporting one Participating Teacher: Sara Camm and Heather Miller-Gonzalez.
 - \$1,800 to Support Provider who supports two Participating Teachers: Tammie Bernal.
- Funding: 01-60815010-1118 Teacher Credentialing Block Grant (General Fund – Unrestricted)*

Stipend for
PAR Panel
Members

- 5) The Board of Education approved stipend payments of \$900 each to four teachers who serve as Peer Assistance and Review Panel Members: PARPM-01, PARPM-02, PARPM-03, and PARPM-04.
Funding: 01-60813021-1118 Peer Assistance and Review (General Fund –Unrestricted/State)

Stipend for
PAR
Consulting
Teachers

- 6) The Board of Education approved stipend payments to teachers serving as Peer Assistance and Review Consulting Teachers as listed below:
- \$900 to Consulting Teachers PAR10-11/01 and PAR 10-11/02 who each support one Participating Teacher.
 - \$1,800 to Consulting Teachers PAR 10-11/03 and PAR 10-11/04 who each support two Participating Teachers.
- Funding: 01-60813021-1118 Peer Assistance and Review (General Fund – Unrestricted/State)*

Completion of
2008-09
Stipend for
National
Board
Certified
Teachers

- 7) The Board of Education approved payment of a \$292.08 stipend from the California Department of Education to the following teachers as National Board Certified Teachers. Due to the 2008-09 amount received from the State being cut, each teacher received only \$4,707.92 toward their \$5,000 stipend for 2008-09. This \$292.08 completes the 2008-09 stipend paid on April 9, 2010.
- First Payment: Cristina Ceballos, Diana Johnson, Jenell Layton
 - Second Payment: Jodi Aguirre-Tobias, Gina Whitcomb
 - Third Payment: Diane Barry, Jodie Borman, Tapatha Cooksey, Sabrina Goldstein, Brigitt Minieri, Jessica Rodriguez, Meredith Simon
 - Fourth Payment: Patricia Chiles, Angela Padgett
- Funding: 01-60810526-1118 National Board for Professional Teaching Standards Grant Award to Teach in Low Performing School Program (General Fund – Unrestricted/State)*

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Stipend for National Board Certified Teachers

- 8) The Board of Education approved payment of a \$3,570.90 stipend from the California Department of Education to the following teachers as National Board Certified Teachers:
 - Second Payment: Cristina Ceballos, Diana Johnson, Jenell Layton
 - Third Payment: Jodi Aguirre-Tobias, Gina Whitcomb
 - Fourth Payment: Diane Barry, Jojie Borman, Tapattha Cooksey, Sabrina Goldstein, Brigitt Minieri, Jessica Rodriguez, Meredith Simon

*Funding: 01-60810526-1118 National Board for Professional Teaching Standards Grant Award to Teach in Low Performing School Program
(General Fund – Unrestricted/State)*

D. ADMINISTRATIVE SERVICES

Purch. Orders

- 1) The Board of Education approved Purchase Orders E04A0151, E04C0157, 0159, 0160-0190, E04R0793-0907, E04S0072-0084, E04V0028, 0029; change orders D04R1407, E04A0071, 0077, E04R0279, 0293, 0320, 0773, 0782, E04S0064, 0067, E04X0110, 0130; and cancel order E04R0505.

Commercial Warrants

- 2) The Board of Education approved commercial warrants #77753 through #77960 for a total amount of \$2,422,522.34. The breakdown by fund is as follows:

Fund 01	General	\$537,859.78
Fund 12	Child Development	\$47,284.42
Fund 14	Deferred Maintenance	\$133,210.69
Fund 23	General Obligation Bond	\$1,475,305.91
Fund 25	Capital Facilities	\$7,284.13
Fund 35	State Facilities Fund	\$0.00
Fund 39	School Facilities Prop. 47	\$221,577.41
Fund 40	Special Reserve/Capital Outlay	\$0.00
Fund 68	Self-Insurance Fund	\$0.00

ITEM REMOVED

Payroll Warrants

ITEM PULLED TO BE VOTED ON SEPARATELY.

- 3) It is recommended the Board of Education approve payroll warrants for the month of October in the amount of \$8,517,184.58.

ITEM PULLED

THE FOLLOWING ITEM WAS PULLED FOR DISCUSSION AND VOTED ON SEPARATELY:

Motion #063
Payroll Warrants

- 3) It was moved/seconded (PREUS/VANDERBILT) to approve payroll warrants for the month of October in the amount of \$8,517,184.58. **APPROVED 5-0**

END OF CONSENT CALENDAR

7. **SUPERINTENDENT'S REPORT**

Good News

A. **Good News – Superintendent José Banda**

- **Measure G**
Thank you to Anaheim voters for approving Measure G. While the election is not yet certified, the measure is passing at 62% and will allow ACSD to modernize our nine remaining schools. Special thanks also go to our Anaheim Citizens for Education committee and Chair Mariellen Sereno, and to the many businesses who let us use their facilities to phone bank, the campaign donors, and the staff and parents who volunteered.
- **Thomas Edison Health Fair**
Congratulations to Thomas Edison School for hosting its first-ever community health fair on November 3. The event was spearheaded by an Edison parent with support from the school's PTA. Over 18 health care providers participated and families were able to access free flu shots, nutrition information, and other important health information.
- **Annual Salvation Army Holiday Food Drive**
During the month of November, to help those less fortunate than us, ACSD will hold its annual Holiday Food Drive for the Salvation Army of Orange County. Many of our schools are collecting items, but donors can also bring items to the District Office lobby. Items suggested include canned goods, rice, noodles, cereal, jam/jelly, and peanut butter.
- **Network for a Healthy California**
Andrea Caivano and the Network for a Healthy California will be featured in a piece for KNBC. The station is creating a public service announcement on childhood obesity and will highlight nutrition education in the classroom. The spots will feature some of our students cooking in the classroom or conducting physical activity.

Facilities/
Construction
Update

B. **Facilities/Construction Update – Superintendent José Banda**

- **Ponderosa School**
Light concrete work on the second floor is completed. The chain link fence work, irrigation on the soccer field, and play equipment installation are in progress. The first furniture shipment has been delivered and carpet installation is scheduled to start this week. All perimeter planters are ready for landscaping.
- **Thomas Jefferson School**
The second paving phase has been completed and the electrical, plumbing and carpet are ongoing. The final landscaping phase is in progress. Storage containers have been opened and furniture is being moved back to the classrooms.
- **Abraham Lincoln School**
Initial plan corrections are under review by the Division of the State Architect (DSA). Final approval is expected by the end of November.
- **Clara Barton School**
The DSA plan review, begun on October 26, is currently in progress.

8. **ACTION CALENDAR**

A. **SUPERINTENDENT’S OFFICE**

Motion #064
Exhibit 8A.1
2010-11 District
Goals and Targets

- 1) It was moved/seconded (BLUMBERG/PREUS) to approve the 2010-11 District Goals and Targets. **APPROVED as amended 5-0**

Motion #065
Res 2010-11/13
Bd Member Pay
for Missed Mtg

- 2) It was moved/seconded (BLUMBERG/SILVERMAN) to adopt Resolution No. 2010-11/13 authorizing remuneration to Board member Sue Preus for her absence at the October 25, 2010, Regular Board meeting. **APPROVED 4-0-1 (Preus)**

Motion #066
Change in Start
Time for
Ponderosa
School

- 3) It was moved/seconded (PREUS/SILVERMAN) to approve a change in start time for Ponderosa School from 8:50 a.m. to 7:30 a.m., effective January 4, 2011. **APPROVED 5-0**
[Effective with the move of Ponderosa School to its permanent site, the school will become a walking school. The request to move to an early start time is due to security concerns.]

B. **EDUCATIONAL SERVICES – NONE**

C. **HUMAN RESOURCES**

Motion #067
Revised Job
Descriptions

- 1) It was moved/seconded (BLUMBERG/PREUS) to approve the following revised job descriptions:
a) Media Services Supervisor at Range 15 on the Classified Management Salary Schedule
b) Systems and Networking Supervisor at Range 15 on the Classified Management Salary Schedule
c) Systems and Networking Manager at Range 23 on the Classified Management Salary Schedule
APPROVED 5-0

Motion #068
Calendar
Modifications
for Lincoln
School

- 2) It was moved/seconded (BLUMBERG/PREUS) to approve the following calendar modifications for Abraham Lincoln School:
Track A: Exchange January 3, 2011, instructional day with the February 25, 2011, preparation day.
Track D: Exchange January 3, 2011, instructional day with the November 29, 2010, preparation day.
APPROVED 5-0

D. **ADMINISTRATIVE SERVICES – NONE**

9. **BOARD DISCUSSION**

Study Group
on Performance
Evaluations

- A. Consideration of a Study Group on District-wide Performance Evaluations
The Board discussed the potential interest in establishing a study group to examine the District’s current performance evaluation process. Discussion will continue at a future meeting.

ITEM TABLED

Resolution
re: Seal of
Biliteracy

B. ITEM TABLED FOR DISCUSSION AT THE DECEMBER MEETING

Consideration of a resolution regarding a Seal of Biliteracy

Board member Blumberg provided a packet of information regarding the Seal of Biliteracy and requested copies be shared with the Board in preparation for future discussion.

School
Business

C. Board Member activities related to school business:

Sue Preus congratulated staff on Measure G results and thanked everyone for their hard work.

James Vanderbilt asked staff to review school flag protocol and to ensure flags are taken down at sunset or illuminated at night. Mr. Vanderbilt also expressed his appreciation to all involved in Measure G.

Jerry Silverman also congratulated those involved with Measure G. Mr. Silverman met with the head of Orange County Head Start at a risk management meeting. He will provide Superintendent Banda with the results of the meeting.

Sandy Blumberg also thanked staff and the community for passage of Measure G.

Dr. José F. Moreno attended the "Closing the Latino Achievement Gap Summit" at Fullerton College and a City Council meeting regarding the Platinum Triangle. Dr. Moreno will schedule a meeting with the incoming mayor to discuss the District's concerns regarding the Platinum Triangle.

10. FUTURE AGENDA ITEMS

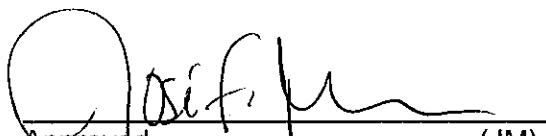
- Continuation of discussion regarding consideration of a study group on District-wide performance evaluations
- Continuation of discussion regarding consideration of a resolution regarding a Seal of Biliteracy
- Follow-up regarding placement of Board policies online

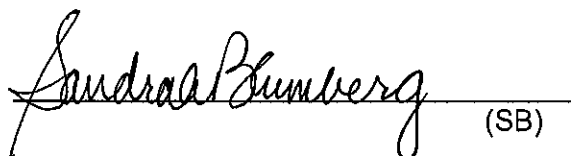
Motion #069
Adjournment

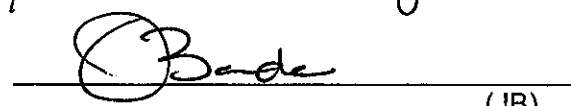
11. ADJOURNMENT

There being no further open business before the Board, the Board and Cabinet adjourned to closed session at 8:06 p.m. The meeting was declared adjourned at 8:25 p.m. in memory of Dawn Keene, library media assistant, who passed away October 21, 2010.

The Clerk of the Governing Board does hereby certify that the foregoing is a full, true and correct copy of the Board minutes duly passed and adopted by said Board at the regular meeting held on said date.


Approved _____ (JM) President


_____ (SB) Clerk


_____ (JB) Secretary

ACKNOWLEDGEMENT OF GIFTS WITH APPRECIATION
Anaheim City School District

Board Meeting November 8, 2010

	SITE	DONOR	DONATION
1.	Clara Barton School	Rogelio Audelio	\$40
2.	Clara Barton School	Clara Barton PTA	\$4,965
3.	James M. Guinn School	Mrs. Valerie Crone	6 books
4.	Adelaide Price School	Alma D. Dagnino-Quiroz	\$250
5.	Theodore Roosevelt School	Target / Take Charge of Education	\$277.42
6.	Curriculum and Instruction	The Anaheim Historical Society	\$500

**Board of Education Agenda
November 8, 2010**

INTERDISTRICT ATTENDANCE PERMITS

6. CONSENT AGENDA

B. EDUCATIONAL SERVICES

1) INTERDISTRICT ATTENDANCE PERMITS

- a) Approve the following requests for incoming transfer for the **2010-11** school year. Available space has been confirmed by the school of attendance.

<u>Pupil</u>	<u>District of Residence</u>	<u>School of Attendance</u>
Jose Mendez	Garden Grove	Revere
Jose David Pluma	Garden Grove	Olive St.
Jose Luis Pluma	Garden Grove	Olive St.
Luis Navarro	Magnolia	Gauer
Yasmin Vidal	Magnolia	Gauer
Favian Caldera	Placentia-Yorba Linda	Sunkist
Octavio Caldera	Placentia-Yorba Linda	Sunkist

- b) Deny the following requests for incoming transfer for the **2010-11** school year due to lack of space.

<u>Pupil</u>	<u>District of Residence</u>
Betheny Renteria	Magnolia
Diana Renteria	Magnolia

- c) Approve the following requests for outgoing transfer for the **2010-11** school year:

<u>Pupil</u>	<u>School of Residence</u>	<u>District of Attendance</u>
Jailyn Crossan	Ross	Buena Park
Dylan Smith	Mann	Fullerton
Gillian Smith	Mann	Fullerton
Bryan Castillo	Barton	Magnolia
Julie Luong	Gauer	Magnolia
Isai Nava	Price	Magnolia
Joana Nava	Price	Magnolia
Joshua Nava	Price	Magnolia
Gregory Pedraza	Sunkist	Savanna

Anaheim City School District
Human Resources Department

**CERTIFICATED PERSONNEL
November 8, 2010 Board Agenda**

CERTIFICATED PERSONNEL

Rehire

Part-time Teacher on Special Assignment-Instruction:

Teresa Jaime-Rodriguez	Lincoln	10/25/10
Michelle Rake	Westmont	10/19/10
Clara Koizumi	Palm Lane	10/27/10
Stacy Lieu	Palm Lane	10/26/10
Jaime Ramirez	Lincoln	10/25/10
Lindsey Whipple	Gauer	10/27/10

Teacher:

Stacy Persek	Marshall	10/26/10
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Change in Assignment

From Half-Time Psychologist to Full-Time Psychologist:

Shirley Diaz	Olive Street/Ross	11/9/10
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Leave of Absence

Classroom Teacher:

Megan Brown	(FMLA/CFRA)	Gauer	11/15/10-11/17/10
Carrie Hogan	(FMLA/CFRA)	Henry	10/20/10-12/10/10
Monja Miranda	(FMLA/CFRA)	Juarez	11/1/10-11/17/10
Tiffany Sinclair	(FMLA/CFRA)	Madison	11/1/10-3/1/11
Megan Smith	(FMLA/CFRA)	Sunkist	11/1/10-12/10/10
Cindy Timoti	(FMLA/CFRA)	Ponderosa	11/15/10-12/31/10

Reclassification

From Classroom Teacher to Teacher on Special Assignment-Instruction:

Suzanne Nichols	Marshall	10/26/10
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Resignation

Part-time Teacher on Special Assignment-Instruction:

Lara Hruska	Guinn	10/22/10
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NOTE: FMLA/CFRA = Family Medical Leave of Absence/California Family Rights Act

Layoffs

School Office Assistant:

Andrea Alvarez	Loara	11/30/10
Nilda Soriano	Jefferson	11/30/10
Nancy Tarnosky	Roosevelt	11/30/10

Leave of Absence

Health Clerk:

Maricela Alvarez	Pupil Services	10/26/10-6/30/11
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Instructional Assistant – Special Education:

Dorice Hershfield	Revere	11/6/10-12/1/10
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Resignation

Playground Supervisor:

Tanya M. Guerrero	District Office	10/25/10
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Substitute Physical Therapist:

Lori Roelofs	Special Services	10/22/10
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Termination

Library Media Assistant:

Dawn Keene	<i>(Deceased)</i> Gauer/Marshall	10/21/10
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Termination from Leave of Absence

Instructional Assistant – Special Education:

Susana Kandeel	District Office	9/22/10
Hope Harker	District Office	10/25/10

NOTE: FMLA/CFRA = Family Medical Leave of Absence/California Family Rights Act

Anaheim City School District
Human Resources Department

Payment for Extra Duty/Training/Seminars/Jury Duty
November 8, 2010 Board Agenda

Last Name	First Name	School	Position	Description	Date(s)	Stipend	Pseudo	Program
Biehl	Syndee	Barton	Teacher	Corrective Reading Training	9/28/10, 9/29/10	\$200.00	0105381110-1118	Title 1
Cariato	Christine	Barton	Teacher	After School Intervention	10/1/10 – 6/24/11	\$25.906	0105381110-1119	Title 1
Clark	Brian	Barton	Teacher	After School Intervention	10/1/10 – 6/24/11	\$25.906	0105381110-1119	Title 1
Dang-Te	Kathleen	Barton	Teacher	After School Intervention	10/1/10 – 6/24/11	\$25.906	0105381110-1119	Title 1
De Angelis	Gary	Barton	Teacher	After School Intervention	10/1/10 – 6/24/11	\$25.906	0105381110-1119	Title 1
Dominguez	Megan	Barton	Teacher	After School Intervention	10/1/10 – 6/24/11	\$25.906	0105381110-1119	Title 1
Finck	Rhoda	Barton	Teacher	After School Intervention	10/1/10 – 6/24/11	\$25.906	0105381110-1119	Title 1
Gibson	Denise	Barton	Teacher	After School Intervention	10/1/10 – 6/24/11	\$25.906	0105381110-1119	Title 1
Hartmann	Janet	Barton	Teacher	After School Intervention	10/1/10 – 6/24/11	\$25.906	0105381110-1119	Title 1
Hill	Jenna	Barton	Teacher	After School Intervention	10/1/10 – 6/24/11	\$25.906	0105381110-1119	Title 1
Lu	Andy	Barton	Teacher	After School Intervention	10/1/10 – 6/24/11	\$25.906	0105381110-1119	Title 1
Matney	Michelle	Barton	Teacher	After School Intervention	10/1/10 – 6/24/11	\$25.906	0105381110-1119	Title 1
McLean	Dana	Barton	Teacher	After School Intervention	10/1/10 – 6/24/11	\$25.906	0105381110-1119	Title 1
Treguboff	Joan	Barton	Teacher	After School Intervention	10/1/10 – 6/24/11	\$25.906	0105381110-1119	Title 1
Turney	Brendan	Barton	Teacher	After School Intervention	10/1/10 – 6/24/11	\$25.906	0105381110-1119	Title 1
Uguen	Trang	Barton	Teacher	After School Intervention	10/1/10 – 6/24/11	\$25.906	0105381110-1119	Title 1
Wrathall	Canesha	Barton	Teacher	After School Intervention	10/1/10 – 6/24/11	\$25.906	0105381110-1119	Title 1
Aguilar	Sandra	Franklin	Teacher	ST Math Fluency Training	10/11/10	\$25.906	0107381110-1119	Title 1
Ament	Socorro	Franklin	Teacher	ST Math Fluency Training	10/11/10	\$25.906	0107381110-1119	Title 1
Aragon	Marile	Franklin	Teacher	ST Math Fluency Training	10/11/10	\$25.906	0107381110-1119	Title 1
Austring	Elizabeth	Franklin	Teacher	ST Math Fluency Training	10/11/10	\$25.906	0107381110-1119	Title 1
Ban	Julia	Franklin	Teacher	ST Math Fluency Training	10/11/10	\$25.906	0107381110-1119	Title 1
Calderon	Sharon	Franklin	Teacher	ST Math Fluency Training	10/11/10	\$25.906	0107381110-1119	Title 1
Chavez	Michelle	Franklin	Teacher	ST Math Fluency Training	10/11/10	\$25.906	0107381110-1119	Title 1

Last Name	First Name	School	Position	Description	Date(s)	Stipend	Pseudo	Program
Diaz	Jacqueline	Franklin	Teacher	ST Math Fluency Training	10/11/10	\$25.906	0107381110-1119	Title 1
Fogerty	Judith	Franklin	Teacher	ST Math Fluency Training	10/11/10	\$25.906	0107381110-1119	Title 1
Fulmer	Diana	Franklin	Teacher	ST Math Fluency Training	10/11/10	\$25.906	0107381110-1119	Title 1
Garcia	Angelita	Franklin	Teacher	ST Math Fluency Training	10/11/10	\$25.906	0107381110-1119	Title 1
Garcia	Monica	Franklin	Teacher	ST Math Fluency Training	10/11/10	\$25.906	0107381110-1119	Title 1
Guerrero	Olivia	Franklin	Teacher	ST Math Fluency Training	10/11/10	\$25.906	0107381110-1119	Title 1
Hayashi	Atsue	Franklin	Teacher	ST Math Fluency Training	10/11/10	\$25.906	0107381110-1119	Title 1
Johnson	Shannon	Franklin	Teacher	ST Math Fluency Training	10/11/10	\$25.906	0107381110-1119	Title 1
Josey	Lu Anne	Franklin	Teacher	ST Math Fluency Training	10/11/10	\$25.906	0107381110-1119	Title 1
Luna	Susan	Franklin	Teacher	ST Math Fluency Training	10/11/10	\$25.906	0107381110-1119	Title 1
Martin	Carrie	Franklin	Teacher	ST Math Fluency Training	10/11/10	\$25.906	0107381110-1119	Title 1
Moreira	Jaime	Franklin	Teacher	ST Math Fluency Training	10/11/10	\$25.906	0107381110-1119	Title 1
Nilsson	Maria	Franklin	Teacher	ST Math Fluency Training	10/11/10	\$25.906	0107381110-1119	Title 1
Ortiz	April	Franklin	Teacher	ST Math Fluency Training	10/11/10	\$25.906	0107381110-1119	Title 1
Rodriguez	Norma	Franklin	Teacher	ST Math Fluency Training	10/11/10	\$25.906	0107381110-1119	Title 1
Roman	Cecilia	Franklin	Teacher	ST Math Fluency Training	10/11/10	\$25.906	0107381110-1119	Title 1
Sandeen	Melody	Franklin	Teacher	ST Math Fluency Training	10/11/10	\$25.906	0107381110-1119	Title 1
Singleton	Tracy	Franklin	Teacher	ST Math Fluency Training	10/11/10	\$25.906	0107381110-1119	Title 1
Trujillo de Pedroza	Margarita	Franklin	Teacher	ST Math Fluency Training	10/11/10	\$25.906	0107381110-1119	Title 1
Vazquez	Guadalupe	Franklin	Teacher	ST Math Fluency Training	10/11/10	\$25.906	0107381110-1119	Title 1
Bullock	Meg	Gauer	Teacher	Grade Level Collaboration	8/18/10	\$25.906	0108381110-1119	Title 1
Miles	Jessica	Gauer	Teacher	Grade Level Collaboration	8/18/10	\$25.906	0108381110-1119	Title 1
Nguyen	Roger	Gauer	Teacher	Grade Level Collaboration	8/18/10	\$25.906	0108381110-1119	Title 1
Erickson	Shiloe	Jefferson	Teacher	Support Testing/Assessment	10/13/10, 10/20/10	\$300.00	0111381110-1118	Title 1
Frank	Vanessa	Jefferson	Teacher	Support Testing/Assessment	10/13/10, 10/20/10	\$300.00	0111381110-1118	Title 1
Almgren	Lisa	Juarez	Teacher	1 day of PLC Grade Level Planning	8/16/10 – 8/18/10	\$150.00	0112381110-1118 0112422010-1118	Title 1 LEP
Rios	Nicole	Juarez	Teacher	1 day of PLC Grade Level Planning	8/16/10 – 8/18/10	\$150.00	0112381110-1118 0112422010-1118	Title 1 LEP
Williamson	Pamela	Juarez	Teacher	1 day of PLC Grade Level Planning	8/16/10 – 8/18/10	\$150.00	0112381110-1118 0112422010-1118	Title 1 LEP
Almgren	Lisa	Juarez	Teacher	Kindergarten Assessments	8/16/10 – 8/18/10	\$450.00	0112422010-1118	LEP
Rios	Nicole	Juarez	Teacher	Kindergarten Assessments	8/16/10 – 8/18/10	\$450.00	0112422010-1118	LEP

Last Name	First Name	School	Position	Description	Date(s)	Stipend	Pseudo	Program
Williamson	Pamela	Juarez	Teacher	Kindergarten Assessments	8/16/10 – 8/18/10	\$450.00	0112422010-1118	LEP
Rodriguez	Jenny	Mann	Teacher	Planning/Collaboration	8/24/10	\$100.00	0117381110-1118	Title 1
Salinas	JoAnn	Mann	Teacher	Planning/Collaboration	8/25/10	\$50.00	0117381110-1118	Title 1
Robinson	Shannon	Mann	Teacher	Planning/Collaboration	9/1/10	\$50.00	0117381110-1118	Title 1
Evans	Christina	Mann	Teacher	Planning/Collaboration	9/2/10	\$100.00	0117381110-1118	Title 1
Rojo-Stuckey	Susana	Mann	Teacher	Planning/Collaboration	9/2/10	\$100.00	0117381110-1118	Title 1
Esmaeili	Carmen	Mann	Teacher	Planning/Collaboration	9/9/10	\$50.00	0117381110-1118	Title 1
Lamey	Michael	Mann	Teacher	Planning/Collaboration	9/9/10	\$50.00	0117381110-1118	Title 1
Shumate	Stephanie	Mann	Teacher	Planning/Collaboration	9/9/10	\$50.00	0117381110-1118	Title 1
Mullen	Sandra	Mann	Teacher	Planning/Collaboration	9/10/10	\$100.00	0117381110-1118	Title 1
Lewis	Anne	Mann	Teacher	Planning/Collaboration	10/4/10	\$100.00	0117381110-1118	Title 1
Rose	Cecilia	Mann	Teacher	Planning/Collaboration	10/4/10	\$100.00	0117381110-1118	Title 1
Bergsto	Jason	Mann	Teacher	Planning/Collaboration	10/5/10	\$50.00	0117381110-1118	Title 1
Hall	Regina	Mann	Teacher	1 st Grade Assessments	9/16/10, 9/30/10, 10/8/10	\$150.00	0117381110-1118	Title 1
Vasquez	Teresa	Mann	Teacher	1 st Grade Assessments	9/16/10, 9/30/10, 10/8/10	\$150.00	0117381110-1118	Title 1
Bulla-Acevedo	Helena	Olive Street	Teacher	Parent/Principal Meetings	10/1/10 – 6/24/11	\$25.906	0126381110-1119	Title 1
Bush	Kristin	Olive Street	Teacher	Parent/Principal Meetings	10/1/10 – 6/24/11	\$25.906	0126381110-1119	Title 1
Cain	Jennifer	Olive Street	Teacher	Parent/Principal Meetings	10/1/10 – 6/24/11	\$25.906	0126381110-1119	Title 1
Robbins	Cynthia	Olive Street	Teacher	Parent/Principal Meetings	10/1/10 – 6/24/11	\$25.906	0126381110-1119	Title 1
Scher	Allan	Olive Street	Teacher	Parent/Principal Meetings	10/1/10 – 6/24/11	\$25.906	0126381110-1119	Title 1
Ford	Sharlyn	Orange Grove	Teacher	Preparation for After School Tutoring	9/27/10 – 12/17/10	\$25.906	0129422010-1119 0129381110-1119	LEP Title 1
Habibvand	Marisa	Orange Grove	Teacher	Preparation for After School Tutoring	9/27/10 – 12/17/10	\$25.906	0129422010-1119 0129381110-1119	LEP Title 1
Habibvand	Marisa	Orange Grove	Teacher	Tiger Academy After School Program	10/25/10 – 6/24/11	\$25.906	0129422010-1119 0129381110-1119	LEP Title 1
Alexander	Aarona	Ponderosa	Teacher	Staff Development Planning	8/5/10	\$150.00	0131381110-1118	Title 1
Athas-Cortines	Melissa	Sunkist	Teacher	Write From The Beginning	10/8/10	\$25.906	0125381110-1119	Title 1
Delehoy	Jennifer	Sunkist	Teacher	Write From The Beginning	10/8/10	\$25.906	0125381110-1119	Title 1
Fernandez	Karen	Sunkist	Teacher	Write From The Beginning	10/8/10	\$25.906	0125381110-1119	Title 1
Hirschl	Laurie	Sunkist	Teacher	Write From The Beginning	10/8/10	\$25.906	0125381110-1119	Title 1

Last Name	First Name	School	Position	Description	Date(s)	Stipend	Pseudo	Program
Iwanaga	Tara	Sunkist	Teacher	Write From The Beginning	10/8/10	\$25.906	0125381110-1119	Title 1
Umphenour	Kenya	Sunkist	Teacher	Write From The Beginning	10/8/10	\$25.906	0125381110-1119	Title 1
Ingram	Stephanie	Westmont	Teacher	SST Planning for RTI Tiers II/III	9/1/10 – 6/10/11	\$25.906	0127382110-1119	Title 1
Barbour	Anne	Westmont	Teacher	Grade Level Preliminary Conferences	10/5/10, 10/8/10	\$150.00	0127382110-1118	Title 1
Hyde	Anne Marie	Westmont	Teacher	Grade Level Preliminary Conferences	10/5/10, 10/8/10	\$150.00	0127382110-1118	Title 1

2010-2011

DISTRICT GOALS





BOARD OF EDUCATION

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Sandy Blumberg, *Clerk*
Susan Preus
Jerry Silverman
James Vanderbilt

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Superintendent

Robert Coghlan
Assistant Superintendent, Administrative Services

Christian Küeng, Ed.D.
Assistant Superintendent, Educational Services

Jim Elsasser
Assistant Superintendent, Human Resources

Peter Daniels
Director of Communications & Public Information

*The 2010-11 District Goals were approved
by the Board of Education on November 8, 2010.*

WHAT WE DO

Mission:

Anaheim City School District provides high quality schools for a diverse student population. The educational program focuses on mastery of skills, enabling students to live productively in a changing society and, in so doing, develop in them responsibility, confidence, and enthusiasm for lifelong learning.

WHERE WE WANT TO BE

Vision:

Together we create a service-oriented culture of excellence where success for each student and all relationships reflect our core values.

WHAT WE BELIEVE IN

Core Values:

Relationships
Collaboration
Achievement by All
Integrity
Creativity and Innovation
Service

Guiding Principles:

As a general philosophy, the Board of Education believes a comprehensive education in the Anaheim City School District requires a focus on **Rigor**, **Relevance**, and **Relationships**.

We expect ACSD to:

- Ensure students are learning at their respective grade level with the goal of being proficient in all subjects, and by the end of sixth grade be prepared for seventh grade, academically and socially, to assure that they are on the path to college and career readiness.
- Ensure students receive an education that will foster proficiency in the English language. We also want them to know that the District values and honors their language and culture. As such, we encourage the promotion of opportunities to sustain their native language so that they may develop bilingual and bicultural competencies.
- Ensure students have the benefit of being at competency as early as possible in their K-6 education. We place great emphasis on proven, powerful, and responsive interventions at the earliest possible stage.
- Ensure students receive a well-rounded, holistic education that includes core academic curriculum consisting of literacy, numeracy, social and scientific studies, visual and performing arts/music, bilingualism, technological competency, and information literacy.
- Ensure students are exposed to academic vocabulary in all subjects throughout the school day.
- Ensure students exit our K-6 system with their creativity maximized and as strong problem-solvers and critical thinkers.
- Ensure students benefit from an emphasis on the importance of good citizenship, civic engagement, democracy, good social interaction skills, and maintaining a healthy mind and body.
- Ensure students benefit from a school system with varied linguistic and cultural capacities to best serve their educational needs.

WHAT WE WANT TO ACCOMPLISH

Goals:

It is through goals that we express our desired end results. Goals should help us remember that our task is not finished, our vision is not realized, and our satisfaction is not appropriate as long as one student fails to reach his or her success level.

GOAL 1: To prepare all students for success in college, career, and life

GOAL 2: To provide highly effective services to all students

GOAL 3: To engage parents and community in the educational process

HOW WE WILL MONITOR OUR GOALS

This Board values holistic education and believes that it will achieve its goals through a variety of measures not limited to what is included in these goals, but acknowledges the state requirements as set forth below.

Measurable Outcomes:

Based on State and Federal Accountability Guidelines

- By August 2011, 15 of 24 schools will meet or exceed Adequate Yearly Progress in English-language arts and in mathematics (including numerically significant subgroups).
Measures of Success: 2010-11 Academic Performance Index Growth Report
- By August 2011, 8 of 24 schools will achieve an Academic Performance Index at or above the 800 statewide targets for school-wide performance.
Measures of Success: 2010-11 Academic Performance Index Growth Report
- By August 2011, 15 of 24 schools will achieve an Academic Performance Index of 750 or higher for Hispanic, socioeconomically disadvantaged and English learner subgroups.
Measures of Success: 2010-11 Academic Performance Index Growth Report
- By June 2011, 70% of English learners (or former English learners) who have been in school in the U.S. for more than five years will score at the fluent level in English as measured by the California English Language Development Test (CELDT).
Measures of Success: Title III AMAO 2, CELDT reports and reclassification records
- By June 2011, 54.6% of English learners will meet or exceed the NCLB Adequate Measurable Achievement Objective (AMAO) by increasing one level on the CELDT.
Measures of Success: Title III AMAO 1 and CELDT reports
- By August 2012, 6 of 15 schools in Program Improvement (PI) will exit PI.
Measures of Success: 2010-11 Academic Performance Index Growth Report
2011-12 Academic Performance Index Growth Report

Other measures for students to demonstrate progress toward ACSD Goals are included in the Action Steps within this document.

HOW WE WILL ACHIEVE OUR GOALS

Strategies:

Strategies are the means for achieving our goals. They tell us that to be successful in achieving our Mission, we need to do these specific things. Action steps develop the details for the implementation of each strategy.

Core Strategy: To increase the achievement of all students and close the achievement gap, all professionals will build meaningful student relationships and collaborate in data-informed learning communities to ensure the engagement of all students in a rigorous curriculum.

We will:

1. Create a Targeted Learning Culture (TLC) where instruction of state grade level standards is delivered explicitly, directly, and rigorously.
2. Ensure that every classroom has a highly effective educator, supported by highly effective administrators and support staff.
3. Align resources (people, time, money) toward the instructional focus and student learning while maintaining fiscal solvency.
4. Utilize technologies throughout the District to manage data, enhance efficiency and collaboration, and promote more effective student engagement and learning.
5. Modernize and maintain facilities, grounds, and classrooms that provide for optimal learning and ensure a safe and healthy environment for all students and staff.
6. Build strong relationships with students, families, and the community that encourage active participation in the educational process, which increases trust and shared responsibility.

GOAL 1

To prepare all students for success in college, career, and life

STRATEGY 1	SPECIFIC DESIRED RESULTS
<p>We will create a Targeted Learning Culture (TLC) where instruction of state grade level standards is delivered explicitly, directly, and rigorously.</p>	<p>Provide effective instructional strategies and experiences in real-world 21st century context to actively engage all students in their learning.</p>
	<p>Expand the implementation of <i>Response to Instruction and Intervention (RtI²)</i>.</p>
	<p>Deepen and expand the use of timely assessment data for appropriate student instruction, analysis of instructional practices, and progress monitoring for all students.</p>
	<p>Fully develop the Dual Language Program at Adelaide Price School to include classes from kindergarten through sixth grade while exploring the expansion of the program, strategies, and assessments.</p>
	<p>Continue to enhance the Visual and Performing Arts to provide important life lessons in creativity, self-expression, and cultural awareness.</p>
	<p>Explore a digital media “theme-based” school based on 21st century skills needed.</p>
	<p>Provide inclusion opportunities in collaboration with Special Education preschool program.</p>



Responsible: Assistant Superintendent, Educational Services

GOAL 2
To provide highly effective services to all students

STRATEGY 2	SPECIFIC DESIRED RESULTS
<p>We will ensure that every classroom has a highly effective educator, supported by highly effective administrators and support staff.</p>	<p>Recruit, hire, equip, and support highly effective and culturally proficient K-6 administrators, regular and special education teachers, resource specialists, speech and language specialists, classified staff, and substitute teachers.</p>
	<p>Provide professional development to principals and other administrators on various topics, with an emphasis on conducting consistent and relevant classroom observations and evaluations.</p>
	<p>Expand current programs and services related to wellness, workplace safety, and first aid.</p>
	<p>Meet with the District Insurance Committee monthly to analyze health plans and wellness programs to maximize cost savings.</p>
	<p>Develop and maintain positive working relationships with employee association leadership to provide an optimum learning environment for all students.</p>

Responsible: Assistant Superintendent, Human Resources

STRATEGY 3	SPECIFIC DESIRED RESULTS
<p>We will align resources (people, time, money) toward the instructional focus and student learning while maintaining fiscal solvency.</p>	<p>Maintain sound budget monitoring practices and expenditure controls.</p>
	<p>Identify budget solutions from all stakeholders to maximize revenue and minimize expenditures to maintain a three-year positive certified budget.</p>



Responsible: Assistant Superintendent, Administrative Services

GOAL 2
To provide highly effective services to all students

STRATEGY 4	SPECIFIC DESIRED RESULTS
<p>We will utilize technologies throughout the District to manage data, enhance efficiency and collaboration, and promote more effective student engagement and learning.</p>	<p>Implement the key components of the District Technology Plan that directly impact teaching and learning.</p>
	<p>Maintain the District's Wide Area Network (WAN) and Local Area Network (LAN) infrastructure.</p>
	<p>Train staff to utilize technology resources to increase teamwork while working more effectively.</p>
	<p>Continue to provide professional development for teachers to integrate technology resources into the classroom.</p>

STRATEGY 5	SPECIFIC DESIRED RESULTS
<p>We will modernize and maintain facilities, grounds, and classrooms that provide for optimal learning and ensure a safe and healthy environment for all students and staff.</p>	<p>Present a revised Master Plan after the completion of Ponderosa School.</p>
	<p>Complete and begin modernization projects: Thomas Jefferson, Clara Barton, and Abraham Lincoln schools.</p>
	<p>Complete deferred maintenance projects which include roofing, air conditioning unit replacements, exterior painting, carpeting, and paving.</p>



Responsible: Assistant Superintendent, Administrative Services

GOAL 3

To engage parents and community in the educational process

STRATEGY 6	SPECIFIC DESIRED RESULTS
<p>We will build strong relationships with students, families, and the community that encourage active participation in the educational process, which increases trust and shared responsibility.</p>	<p>Redesign District Website for ease of parent and community use and update frequently.</p>
	<p>Develop and implement customer service communications training for site front-office staff and administrative assistants.</p>
	<p>Work with the community to establish an ACSD Education Foundation to support the prioritized needs of the District's instructional program.</p>
	<p>Establish a formal District volunteer program to support student learning.</p>
	<p>Increase parent/family engagement in the District PTA Council and District Advisory Council/District English Language Advisory Council (DAC/DELAC) and build parent leadership capacity.</p>
	<p>Conduct parent education modules on Curriculum and Instruction in order to support student achievement.</p>



Responsible (1-4): Director, Communications and Public Information

Responsible (5-6): Assistant Superintendent, Educational Services

STRATEGY 1: We will create a Targeted Learning Culture (TLC) where instruction of state grade level standards is delivered explicitly, directly, and rigorously.

SPECIFIC DESIRED RESULT: Provide effective instructional strategies and experiences in real-world 21st century context to actively engage all students in their learning.

NO.	ACTION STEPS
1	The 21 st century skills for ACSD identified by February 2011
2	Curriculum guides that integrate 21 st century skills (K-6 ELA and math) augmented by June 2011
3	Promote effective teaching practices that maximize rigor and meaningful engagement for all students with at least two student engagement strategies observed in 60% of classrooms district-wide by June 2011
4	Continue implementation of Explicit Direct Instruction with emphasis on checking for student understanding with at least two strategies observed in 60% of classrooms district-wide by June 2011
5	Integrate technologies into the instructional program delivery with components of <i>enVision Math</i> used in all classrooms while supportive technologies used in 60% of classrooms district-wide by June 2011



Responsible: Assistant Superintendent, Educational Services

STRATEGY 1: We will create a Targeted Learning Culture (TLC) where instruction of state grade level standards is delivered explicitly, directly, and rigorously.

SPECIFIC DESIRED RESULT: Expand the implementation of *Response to Instruction and Intervention (RtI²)*.

NO.	ACTION STEPS
1	All teaching staffs at 24 schools trained in <i>RtI²</i> by February 2011
2	Student Study Team (SST) documents completed and in use at 24 schools by June 2011
3	All sites implement intervention plans for students who are less than proficient in math and language arts based on district universal screening measures and district common assessments by June 2011
4	Three times a year, 100% of all students' Universal Screening data in SMART 100% of Tier 1 and Tier 2 students' progress monitoring data in SMART by June 2011
5	100% of coaches and TOSAs trained on Intervention tab in SMART by December 2010 Intervention tab and group reports in SMART used at 24 schools by June 2011



Responsible: Assistant Superintendent, Educational Services

STRATEGY 1: We will create a Targeted Learning Culture (TLC) where instruction of state grade level standards is delivered explicitly, directly, and rigorously.

SPECIFIC DESIRED RESULT: Deepen and expand the use of timely assessment data for appropriate student instruction, analysis of instructional practices, and progress monitoring for all students.

NO.	ACTION STEPS
1	A minimum of six site-based data-analysis team meetings held at all 24 sites by June 2011
2	A minimum of four performance-based assessment tools used at all 24 sites by June 2011
3	Administrators and teacher teams from all 24 sites trained on developing, using, scoring, and interpreting varied types of assessments by June 2011
4	Set of protocols to analyze student performance data and to monitor performance used by all sites by June 2011
5	Investigate ways to collect and analyze harder-to-quantify indicators by June 2011
6	Collect and analyze post-elementary school data through longitudinal reports compiled by June 2011



Responsible: Assistant Superintendent, Educational Services

STRATEGY 1: We will create a Targeted Learning Culture (TLC) where instruction of state grade level standards is delivered explicitly, directly, and rigorously.

SPECIFIC DESIRED RESULT: Fully develop the Dual Language Program at Adelaide Price School to include classes from kindergarten through sixth grade while exploring the expansion of the program, strategies, and assessments.

NO.	ACTION STEPS
1	<p><u>Program</u> Expand the 50/50 model (program, strategies, and assessments) by June 2011</p>
2	<p>Research 90/10 model (program, strategies, and assessments) with data charts compiled by June 2011</p>
3	<p>Thirty Spanish language skills lessons (based on Houghton-Mifflin) per grade level developed by June 2011</p>
4	<p>Purchase additional materials:</p> <ul style="list-style-type: none"> • <i>Estrellitas</i> with lessons implemented in all kindergarten Dual Immersion (DI) classes by June 2011 • Rosetta Stone Level II with 80% proficiency recorded by end of course • Cultural awareness and honors cultural capacities with at least one activity per grade implemented by June 2011
5	<p><u>Strategies</u> All DI staff members trained in the use of GLAD by November 2011 with strategies observed in all DI classes by site administrators by June 2011</p>
6	<p>At least three formative/summative assessments to monitor progress in second language acquisition (Spanish literacy) developed by May 2011</p>
7	<p><u>Facilities</u> Long-term facilities plan for DI program expansion developed by May 2011</p>



Responsible: Assistant Superintendent, Educational Services

STRATEGY 1: We will create a Targeted Learning Culture (TLC) where instruction of state grade level standards is delivered explicitly, directly, and rigorously.

SPECIFIC DESIRED RESULT: Continue to enhance the Visual and Performing Arts to provide important life lessons in creativity, self-expression, and cultural awareness.

NO.	ACTION STEPS
1	Arts Education Task Force will continue to meet in 2010-11 to: <ul style="list-style-type: none"> • Work with arts curriculum team to develop standards-based, integrated arts lessons by February 2011 • Support teachers piloting standards-based, integrated arts lessons with 25 lessons written and included in the ACSD Curriculum Guide by June 2011 • Investigate community partnerships and resources to support the arts in ACSD with at least two community partnerships developed by June 2011
2	Resource list of teachers with specialties and/or interests in the four arts disciplines available by November 2010
3	Convene “arts” curriculum team to write 25 standards-based, integrated lessons that will be included in the ACSD Curriculum Guide by June 2011
4	All pilot teachers rate the quality of standards-based, integrated lessons by May 2011 using Survey Monkey

SPECIFIC DESIRED RESULT: Explore a digital media “theme-based” school based on 21st century skills needed.

NO.	ACTION STEPS
1	The 21 st century skills for ACSD identified by February 2011
2	Create one unit of study with digital media per grade level at Mann Elementary School developed by June 2011
3	Identify additional school equipped to implement 21 st century skills with TIS equipment inventory completed for remaining school sites by June 2011



Responsible: Assistant Superintendent, Educational Services

STRATEGY 1: We will create a Targeted Learning Culture (TLC) where instruction of state grade level standards is delivered explicitly, directly, and rigorously.

SPECIFIC DESIRED RESULT: Provide inclusion opportunities in collaboration with Special Education preschool program.

NO.	ACTION STEPS
1	Fifteen children with Individual Education Plans (IEPs) for speech and language and 28 typical preschool children who meet state income eligibility identified by November 2010
2	Availability of space at school sites and district identified by October 2010
3	Staff assignment list compiled by December 2010
4	Early Childhood Environment Rating Scale (ECERS) completed by October 2010 Early Language and Literacy Classroom Observation (ELLCO) completed by January 2011
5	IEP progress reports completed annually Desired Result Developmental Project – Preschool (DRDP-P) and Access administered twice each year: Pre test administered October 2010 and Post test administered May 2011 with an increase of 2-4 points on the rating scale
6	Children assessed on the DRDP-P twice each year: Pre test administered October 2010 and Post test administered May 2011 Children assessed on the DRDP-Access (students with disabilities) twice each year: Pre test administered October 2010 and Post test administered May 2011



Responsible: Assistant Superintendent, Educational Services

STRATEGY 2: We will ensure that every classroom has a highly effective educator, supported by highly effective administrators and support staff.

SPECIFIC DESIRED RESULT: Recruit, hire, equip, and support highly effective and culturally proficient K-6 administrators, regular and special education teachers, resource specialists, speech and language specialists, classified staff, and substitute teachers.

NO.	ACTION STEPS
1	Evaluate each opening to determine whether the vacancy should be filled from within or outside the District and recruit as required with recruitment records maintained during the 2010-11 school year
2	Evaluate classified openings to determine eligibility for those employees on the 39-month reemployment list as required by Education Code (<i>Tucker v. Grossmont Union HS District</i>) with layoff and reemployment records and list of employees who were reemployed under Tucker rules compiled by June 2011
3	When recruiting outside the District, work with local universities to encourage top candidates to apply for open positions with copies of letters and other recruitment records maintained during the 2010-11 school year and a personal visit with at least five of the local universities by June 2011
4	Work with Board of Education in a workshop or study session to define <i>cultural proficiency</i> with an agreed upon understanding by April 1, 2011
5	Hire 2009-10 temporary teachers as needed in 2010-11 according to Education Code requirements with updates to Board through Friday Memos completed quarterly
6	Provide support for new and current teachers through programs such as Beginning Teacher Support and Assistance (BTSA Induction) and Peer Assistance and Review (PAR) documented in program records and end-of-year-report
7	Publish a minimum of nine (9) HR newsletters specific to topics of interest to employees by June 2011



Responsible: Assistant Superintendent, Human Resources

STRATEGY 2: We will ensure that every classroom has a highly effective educator, supported by highly effective administrators and support staff.

SPECIFIC DESIRED RESULT: Provide professional development to principals and other administrators on various topics, with an emphasis on conducting classroom observations and evaluations.

NO.	ACTION STEPS
1	<p>Review the evaluation tool/California Standards for the Teaching Profession (CSTP) and effective strategies for using the tool as a process for improvement with Leadership Team</p> <ul style="list-style-type: none"> • <u>Part I</u> – Prior to December 1, 2010, conduct workshop with administrators to review the tool, language, usage expectations, and contractual protocols for evaluating temporary and probationary teachers as well as permanent teachers in need of early intervention • <u>Part II</u> – Prior to April 1, 2011, conduct workshop with administrators to review the tool, language, usage expectations, and contractual protocols for conducting all final evaluations <p>Measure: Standardized evaluations across all schools in 2010-11</p>
2	<p>Update Peer Assistance and Review (PAR) process, PAR rubric, and contract language and rubric by June 2011</p>



Responsible: Assistant Superintendent, Human Resources

STRATEGY 2: We will ensure that every classroom has a highly effective educator, supported by highly effective administrators and support staff.

SPECIFIC DESIRED RESULT: Expand current programs and services related to wellness, workplace safety, and first aid.

NO.	ACTION STEPS
1	<p>Monitor and continually evaluate the impact on existing employees as a result of reduced/eliminated positions as needed</p> <p>Meetings with employees from impacted classifications</p> <p>Strategic return of positions as needed</p> <p>Minimum staffing levels identified by March 2011 for 2011-12</p>
2	<p>Expand online courses of Keenan’s Safe Schools program with an increase in the number of users in 2010-11 compared to 2009-10 and the courses utilized during the 2010-11 school year</p> <p>100% of employees returning from a work-related injury will participate in online safety course</p> <p>100% of new management team members will participate in online sexual harassment training</p>
3	<p>Improve quality and accessibility of the Health and Wellness Newsletter based on employee survey results to determine effectiveness, quality, and interest level by June 2011</p> <p>Survey will be administered in January 2011</p> <p>April 2011 newsletter will be revised based on survey results</p>
4	<p>Create a <i>Return to Work</i> program for employees on work-related injuries with a reduction in costs associated with work-related injuries and the number of employees returning to work in 2010-11</p> <p>Return to Work program in place by June 30, 2011</p> <p>Cost savings identified in 2011-12</p>
5	<p>Work with 24-Hour Fitness and LA Fitness to offer reduced membership fee of \$29 per month membership with no enrollment fee for employees by March 2011</p> <p>Survey employees in January to determine level of interest in program</p>



Responsible: Assistant Superintendent, Human Resources

STRATEGY 2: We will ensure that every classroom has a highly effective educator, supported by highly effective administrators and support staff.

SPECIFIC DESIRED RESULT: Meet with the District Insurance Committee monthly to analyze health plans and wellness programs to maximize cost savings.

NO.	ACTION STEPS
1	Study Point of Service plan options for future potential savings of approximately \$100,000 with at least 10 meetings during 2010-11 Recommendations by the committee to the District by June 1, 2011
2	Expand Preferred Drug Step Therapy by July 1, 2011 for future potential savings of \$45,000
3	Continue to work with Alliant to review plan trends and explore additional ways to help offset potential premium increases with actual implemented cost savings to District and employees during the 2011-12 school year New recommendations from Insurance Committee to the District by June 1, 2011
4	Explore employee-paid health insurance plan options for part-time employees by June 2011 with report to the Board by June 30, 2011

SPECIFIC DESIRED RESULT: Develop and maintain positive working relationships with employee association leadership to provide an optimum learning environment for all students.

NO.	ACTION STEPS
1	Formalize monthly meetings with Association Presidents with at least 10 formal monthly meetings conducted by June 2011
2	Attend at least two Executive Board and/or Rep Council meetings with AEEA and CSEA with records and report through Friday Memos to Board during the 2010-11 school year
3	Maintain an open door policy with employee associations that fosters frequent communication and informal meetings during the 2010-11 school year End-of-year report to the Board by June 30, 2011



Responsible: Assistant Superintendent, Human Resources

STRATEGY 3: We will align resources (people, time, money) toward the instructional focus and student learning while maintaining fiscal solvency.

SPECIFIC DESIRED RESULT: Maintain sound budget monitoring practices and expenditure controls.

NO.	ACTION STEPS
1	Hold quarterly meetings with Position Control to ensure accuracy in filled and unfilled positions with records maintained during the 2010-11 school year
2	Monitor spending by comparing previous Interim Reports and historical trends
3	Provide quarterly budget reports to principals and departments to monitor spending reflected in budget reports for periods ending September 30, 2010; December 31, 2010; March 31, 2011; and June 30, 2011
4	Monthly monitor enrollment and attendance by school, track, and grade to reflect District goal of 97% attendance by June 2011

SPECIFIC DESIRED RESULT: Identify budget solutions from all stakeholders to maximize revenue and minimize expenditures to maintain a three-year positive certified budget.

NO.	ACTION STEPS
1	Hold five Budget Advisory Meetings to share budget updates and information regarding local, state, and federal funding during the 2010-11 school year with records of meetings and suggestions made
2	Attend CASBO and School Services of California workshops during the 2010-11 school year to remain current on revenue enhancements and expenditure controls
3	Monitor trash collection and invoicing to reduce expenditures by \$50,000 from the 2009-10 school year with expenditures reduced by \$50,000 from 2009-10
4	Issue \$16 million TRANS to cover cash-flow shortage and minimize TRANS to less than \$40,000 during the 2010-11 school year



Responsible: Assistant Superintendent, Administrative Services

STRATEGY 4: We will utilize technologies throughout the District to manage data, enhance efficiency and collaboration, and promote more effective student engagement and learning.

SPECIFIC DESIRED RESULT: Implement the key components of the District Technology Plan that directly impact teaching and learning.

NO.	ACTION STEPS
1	Implement the Cyber-bullying / Cyber-safety curriculum at selected school sites determined by the Technology Leadership Committee by June 2011
2	Determine key technology standards and national common core standards to be addressed by technology projects
3	Create a committee that will report to the Technology Leadership Committee by March 2011
4	Create standardized, project-based technology lesson plans for two grade levels with project-based lessons completed by June 2011
5	Expand ST Math to two additional grade levels at 22 school sites with updated labs, updated software, and professional development for 24 school sites completed by January 2011
6	Introduce Study Island Technology, Nutrition, Arts, and Humanities component to schools with Study Island lessons implemented at 12 schools sites by June 2011
7	Provide 20 training sessions with support on Web 2.0 applications for teachers and administrators completed by June 2011
8	Train 24 Global Classroom participant teachers in the implementation of Gaggle.net by June 2011
9	Conduct annual review of the District Technology Plan for E-Rate compliance by June 2011



Responsible: Assistant Superintendent, Administrative Services

STRATEGY 4: We will utilize technologies throughout the district to manage data, enhance efficiency and collaboration, and promote more effective student engagement and learning.

SPECIFIC DESIRED RESULT: Maintain the District's Wide Area Network (WAN) and Local Area Network (LAN) infrastructure.

NO.	ACTION STEPS
1	Upgrade 8e6 hardware and software to a single appliance and pilot the new YouTube safe search feature to enhance content filtering by January 2011
2	Continue monitoring the implementation of E-Rate Year 12 with projects completed by June 2011
3	Work with E-Rate Program Reviewers to obtain funding by June 2011 Once approved, monitor all E-Rate Year 13 projects, including Internal Connections and Telecommunications services
4	File 470 and 471 application for E-Rate 14, conduct E-Rate Year 14 Survey at various school sites, determine projects, prepare RFP and bid for internal connections, Smartnet and maintenance contracts by February 2011
5	Continue to acquire and distribute 100 new XP donated computers to replace older ACSD computers during the 2010-11 school year
6	Continue to work with single sign-on of staff portal for staff email and Discovery Education with portal usage recorded by June 2011



Responsible: Assistant Superintendent, Administrative Services

STRATEGY 4: We will utilize technologies throughout the district to manage data, enhance efficiency and collaboration, and promote more effective student engagement and learning.

SPECIFIC DESIRED RESULT: Train staff to utilize technology resources to increase teamwork while working more effectively.

NO.	ACTION STEPS
1	Research “open source” software alternatives final list of software available by June 2011
2	Pilot a dedicated absence reporting system at several school sites with results of pilot reported by January 2011
3	Investigate Web services to host podcasting for classroom, staff development, and administrative uses with list of services available and completed videos by June 2011
4	Create tutorial videos for various FAQs regarding Google Apps for Education and Discovery Education by June 2011
5	Update the Staff Portal at myacsd.org in order to have the most current staff information and best staff links monthly Delete email link from District homepage by December 2010
6	Produce four live broadcasts annually to staff and teachers featuring the Superintendent, Director of Communications & Public Information, and other special guests
7	Evaluate all District Office and school servers for consolidation purposes with evaluation report completed by June 2011
8	Implement Read 180 at 18 school sites by June 2011



Responsible: Assistant Superintendent, Administrative Services

STRATEGY 4: We will utilize technologies throughout the district to manage data, enhance efficiency and collaboration, and promote more effective student engagement and learning.

SPECIFIC DESIRED RESULT: Continue to provide professional development for teachers to integrate technology resources into the classroom.

NO.	ACTION STEPS
1	Implement EETT C Grant (if received) by June 2011
2	Using Wikispaces, create and offer new Global Classroom training in various technologies by January 2011
3	Train 200 teachers, staff, and administrators on the use of Google docs, calendar, and other applications by June 2011
4	Utilize staff meetings, leadership technology tips, and voluntary after-school professional development to increase usage and comfort levels of all staff with a usage report completed by June 2011
5	Provide extended Global Classroom training in various technologies at 12 school sites by May 2011 with a usage report completed by June 2011
6	Issue account for and train all Global Classroom teachers in the implementation of Gagle.net with a record of Gagle.net usage completed by June 2011

SPECIFIC DESIRED RESULT: Present a revised Master Plan after the completion of Ponderosa School.

NO.	ACTION STEPS
1	Analyze enrollment data (District generated and from Decision Insight) to monitor enrollment growth or decline monthly
2	Review construction funding opportunities and provide ongoing updates to the Board
3	Present revised Master Plan to the Board in January 2011
4	Prepare a workable construction schedule by November 2010
5	Present Boundary Committee recommendations that address declining enrollment at Westmont School to the Board of Education by January 2011



Responsible: Assistant Superintendent, Administrative Services

STRATEGY 5: We will modernize and maintain facilities, grounds, and classrooms that provide for optimal learning and ensure a safe and healthy environment for all students and staff.

SPECIFIC DESIRED RESULT: Complete construction and modernization projects: Thomas Jefferson, Clara Barton, Abraham Lincoln, and Ponderosa Schools.

NO.	ACTION STEPS
1	Complete new school construction of Ponderosa School by December 31, 2010
2	Complete modernization project at Thomas Jefferson School by December 17, 2010, with staff and students back at Jefferson School by January 10, 2011
3	Begin modernization project at Clara Barton School by January 10, 2011 Students will be moved to Ball-West Interim Campus, with 25% of project completion by June 2011 Expected completion date of project is July 2012
4	Begin reconstruction project at Abraham Lincoln School by January 10, 2011, with 15% project completion by June 2011 Expected completion date of project is December 2012

SPECIFIC DESIRED RESULT: Complete deferred maintenance projects which include roofing, air conditioning unit replacements, exterior painting, carpeting, and paving.

NO.	ACTION STEPS
1	Paint the exterior of four schools (Patrick Henry, John Marshall, Adelaide Price, and Betsy Ross) during the 2010-11 school year, with painting projects completed by June 2011
2	Perform roofing projects at four schools (Benito Juarez, Benjamin Franklin, Thomas Edison, and Adelaide Price) during the 2010-11 school year, with roofing projects completed by June 2011
3	Update Emergency Plan to deal with hazardous waste, with final Emergency Plan updated by October 31, 2010



Responsible: Assistant Superintendent, Administrative Services

STRATEGY 6: We will build strong relationships with students, families, and the community that encourage active participation in the educational process, which increases trust and shared responsibility.

SPECIFIC DESIRED RESULT: Redesign District Website for ease of parent and community use and update frequently.

NO.	ACTION STEPS
1	400 surveys from parents and staff about the type of information most frequently used completed by December 2010
2	Develop new District website by April 2011 that will: <ul style="list-style-type: none"> • Simplify navigation for ease of use • Feature a redesigned front page with a larger, rotating photo section and space for captions
3	Review new design with four focus groups (parents, staff, students, and community) for feedback by May 2011
4	Launch new website by July 2011

SPECIFIC DESIRED RESULT: Develop and implement customer service communications training for site front-office staff and administrative assistants.

NO.	ACTION STEPS
1	Through four focus groups, assess the most common complaints of parents and the public regarding ACSD by December 2010 Also ask for examples of excellent service so that the District can maintain what's working
2	Develop a culturally-relevant training that responds to these specific concerns/complaints by February 15, 2011
3	Implement training for school office coordinators, school office assistants, District clerical support staff between March and June 2011
4	Monitor parent/public complaints with a 10% decrease in complaints after a full-year of implementation (June 2012)



Responsible: Director, Communications and Public Information

STRATEGY 6: We will build strong relationships with students, families, and the community that encourage active participation in the educational process, which increases trust and shared responsibility.

SPECIFIC DESIRED RESULT: Work with the community to establish an ACSD Education Foundation to support the prioritized needs of the District's instructional program.

NO.	ACTION STEPS
1	Establish a working stakeholder group of staff, parents, and community members interested in creating an education foundation by December 2010
2	Develop core foundation documents in compliance with state regulations/laws by February 2011 that will include: <ul style="list-style-type: none"> • Goals and Purpose • Articles of Incorporation • Bylaws • 501c3 Status
3	Elect foundation officers by March 15, 2011, in compliance with Foundation Board bylaws
4	Assist in the solicitation of foundation start-up donations with a fundraising goal of \$35,000 by June 2011
5	Work with the Board to host a foundation start-up fundraising event by June 2011 with a fundraising goal of \$15,000
6	Work with the Board to distribute initial funding (capped amount) for the 2011-12 school year in compliance with Foundation Board Bylaws



Responsible: Director, Communications and Public Information

STRATEGY 6: We will build strong relationships with students, families, and the community that encourage active participation in the educational process, which increases trust and shared responsibility.

SPECIFIC DESIRED RESULT: Establish a formal District volunteer program to support student learning.

NO.	ACTION STEPS
1	Develop Lunch Buddy Program with PTA Volunteer Standards (45 minutes adult/student mentor time) by November 15, 2010
2	Create core program materials by November 2010 that will include: <ul style="list-style-type: none"> • Volunteer application • Volunteer manual • Volunteer training • Participant evaluations
3	Identify four sites to pilot program by December 2010 and work with pilot site principals and community liaisons to support the program and serve as the site contact during the 2010-11 school year
4	Seek 20 adult mentors and donations for program by January 2011
5	Provide Lunch Buddy activity tubs for 24 sites by January 2011
6	Implement program by February 2011 and evaluate program by June 2011



Responsible: Director, Communications and Public Information

STRATEGY 6: We will build strong relationships with students, families, and the community that encourage active participation in the educational process, which increases trust and shared responsibility.

SPECIFIC DESIRED RESULT: Increase parent/family engagement in the District PTA Council and District Advisory Council/District English Language Advisory Council (DAC/DELAC) and build parent leadership capacity.

NO.	ACTION STEPS
1	Support the District PTA Council president by having representatives from 90% of schools regularly attend PTA Council meetings during the 2010-11 school year
2	Support the DAC/DELAC board by having representatives from 90% of schools regularly attend DAC/DELAC meetings during the 2010-11 school year
3	Develop Parent Leadership Academy with assistance of consultant by November 2010, with Parent Leadership Academy scheduled by January 2011 Evaluations by participants completed by June 2011

SPECIFIC DESIRED RESULT: Conduct parent education modules on Curriculum and Instruction in order to support student achievement.

NO.	ACTION STEPS
1	Train Parent Involvement Specialist in the use of Thinking Maps and ST Math with Certificates of Completion issued by June 2011
2	One parent education program at 18 schools completed by June 2011 that will include: <ul style="list-style-type: none"> • Develop and publish parent education programs (Report Card Guide, enVision Math, Thinking Maps, ST Math, SSC training, Project Inspire) • Work with North Orange County Community College District to set up ESL classes End-of-course evaluations completed by participants by June 2011
3	Develop Parent Leadership Academy with assistance of consultant by November 2010, with Parent Leadership Academy scheduled by January 2011 Evaluations by participants completed by June 2011



Responsible: Assistant Superintendent, Educational Services