

**BOARD OF EDUCATION OF THE CITY OF LOS ANGELES  
Governing Board of the Los Angeles Unified School District**

**SPECIAL MEETING ORDER OF BUSINESS**

333 South Beaudry Avenue, Board Room  
10:00 a.m., Thursday, September 2, 2010

**Roll Call**

**Pledge of Allegiance**

**Board Member Resolution for Action**

1. The Board is acting to adopt the following statement with a Waiver of Board Rule 72:

We, the Governing Board of the Los Angeles Unified School District, stand united in our belief that our most important role is to set policies that ensure every student graduates college and career ready, regardless of race, ethnicity, primary language, circumstances of poverty, gender, or any other factor that may impact our youth and their families. We know, research tells us, and the experiences of the students of LAUSD demonstrate that the clearest pathway to this goal is through our ability to ensure every student has the opportunity to learn from an effective teacher, in a school led by an effective leader, and supported by the highest caliber team of adults working on behalf of their success every day.

That is why we empanelled the Teacher Effectiveness Task Force, which consisted of all our key stakeholders. This work began in April 2009 and set the course for a thoughtful and deliberate process to reach excellence for all our students. The Taskforce provided us with a set of recommendations based on the best available research and resources, the experience of the Taskforce members, and their knowledge of the critical steps needed to move us forward as a system.

Although we may disagree in the manner in which the local media released test scores linked to individual teachers, we share the urgency with the multitudes who have voiced qualified support of a more professional and data-informed culture of teacher and leader performance reviews. We also firmly believe that the ultimate determination of an individual teacher or administrator's level of effectiveness must be comprised through thoughtfully using multiple measures of performance including such measures as: observation from well-trained professionals, contributions to the school community, stakeholder feedback in a form such as surveys, and measures of student achievement over time; not a single point in time, among others. And as important is the fact that this process be developed with teachers and administrators and not done to teachers and administrators.

That is why we are asking the Superintendent to expedite negotiations with United Teachers Los Angeles and Associated Administrators of Los Angeles to develop a fair and valid process by which we can employ multiple measure reviews that differentiate between performance levels of our educators, allowing us to better target our support, interventions and resources, and offering the opportunity to better leverage the amazing teachers and leaders throughout LAUSD that are too often unrecognized and unsung!

In this effort, we have issued a set of principles that make clear our expectation from staff as they begin negotiations in earnest. These principles are from our core beliefs surrounding this work and, as such, must be fully embraced. This Board will accept nothing less. The principles are as follows:

1. Evaluations must include multiple measures, including a balanced use of appropriate value-added data.
2. Evaluations must differentiate levels of instruction and performance, including actual good instruction/leadership.
3. Evaluations must place strong provision on evidence of student learning over time, offering feedback to instruction rather than feedback to simple routines.
4. Evaluations must mean something to the employee; ratings must always be useful to teachers and administrators. We must offer specific feedback on any level of performance, whether excellent or poor performance and use it as part of a professional conversation in an ongoing manner through the year, not just at one time at the end of the year.
5. Evaluation rating must be considered for use in ALL employment decisions, including new hires, or when restructuring a school.

Finally, this Board makes it clear that we celebrate and support every one of our employees. The recent results of CST scores suggest that our employees are working harder than ever and are fully committed to the academic success of students. We will not rest until we reach success for all our students by having an effective teacher in every classroom and an effective administrator in every school.

## Adjournment

Please note that the Board of Education may consider at this meeting any item referred from a Board Meeting five calendar days prior to this meeting (Education Code 54954.2(b)(3)).

The Board of Education may also refer any item on this Order of Business for the consideration of a committee or meeting of the Board of Education, which meets on the Thursday immediately after this meeting.

Requests for disability related modifications or accommodations shall be made 24 hours prior to the meeting to the Board Secretariat in person or by calling (213) 241-7002.

Individuals wishing to speak at a Board meeting must sign up at the meeting. There will be no sign ups in advance of the meeting. Speakers must sign up prior to the item being acted upon by the Board. Speakers should plan to arrive early as items with no speakers may be acted on at the beginning of the meeting.

If you or your organization is seeking to influence an agreement, policy, site selection or any other LAUSD decision, registration may be required under the District's Lobbying Disclosure Code. Please visit [www.lausd.net/ethics](http://www.lausd.net/ethics) to determine if you need to register or call (213) 241-3330.

Materials related to an item on this Order of Business distributed to the Board of Education are available for public inspection at the Security Desk on the first floor of the Administrative Headquarters, and at <http://www.laschoolboard.org/node/928>.

Items circulated after the initial distribution of materials are available for inspection at the Security Desk.