

**BOARD OF EDUCATION OF THE CITY OF LOS ANGELES
GOVERNING BOARD OF THE LOS ANGELES UNIFIED SCHOOL DISTRICT**

INNOVATION COMMITTEE
4:00 p.m., Tuesday, September 20, 2022

333 South Beaudry Avenue, Board Room, Los Angeles, CA 90017

Committee Members

Ms. Tanya Ortiz Franklin, Chairperson
Mr. Nick Melvoin, Board Member

Board Secretariat Contact

Ebony Wilson
Tel: (213) 241-7002
Email: ebony.wilson@lausd.net

District Members

Mr. Pedro Salcido, Chief of Staff

Method for Accessing the Meeting and Providing Public Comment

There are three ways members of the public may access this Committee Meeting: (1) online ([Granicus stream](#) or join the [zoom webinar](#)), (2) by telephone by calling 213-338-8477 and entering the Meeting ID: **899 5187 2831**, or (3) in person. Please note that due to the continued public health risks associated with COVID-19, the Board Room will be operating at reduced capacity.

The Board of Education encourages public comment on the items on this agenda and all other items related to the District. Any individual wishing to address the Board must register to speak using the Speaker Sign Up website: <https://boardmeeting.lausd.net/speakers>, and indicate whether comments will be provided over the phone or in person. Registration will open 24 hours before the meeting. A maximum of 15 speakers may sign up for general Public Comment. Each speaker will be allowed a single opportunity to provide comments to the Committee.

Speakers who do not register online to provide comments may use the following alternative methods to provide comments to Board Members:

- Email all Board Members at boardmembers@lausd.net;
- Mail comments via US Mail to 333 S. Beaudry Ave., Los Angeles, CA 90017; and
- Leave a voicemail message at (213) 443-4472, or fax (213) 241-8953. Communications received by 5 p.m. the day before the meeting will be distributed to all Board Members.

Speakers registered to provide public comments over the phone need to follow these instructions:

1. Call 213-338-8477 and enter Meeting ID: **899 5187 2831** at the beginning of the meeting.
2. Press #, and then # again when prompted for the Participant ID.
3. Remain on hold until it is your turn to speak.
4. Call in from the same phone number entered on the Speaker Sign Up website. If you call in from a private or blocked phone number, we will be unable to identify you.
5. When you receive the signal that your phone has been removed from hold and/or unmuted, please press *6 (Star 6) to be brought into the meeting.

As a result of an unprecedented cyber-attack on LAUSD we have been experiencing intermittent outages of some LAUSD website assets. If you would like to make a public comment, and the Speaker Sign Up website is non-functioning, please email the following information to secretariat@lausd.net : (1) whether you will be making comment over the telephone or in-person, (2) how you wish to be identified (your first name is sufficient but you can provide your whole name if you like), (3) the topic/item number for which you are making comment, and (4) if commenting over the telephone, please provide the telephone number from which you will be calling.

Please contact the Board Secretariat at 213-241-7002 if you have any questions.

AGENDA

BECOMING AN EMPLOYER OF CHOICE

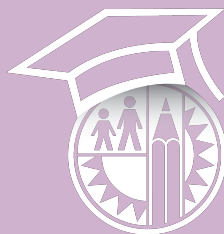
- Welcome and Opening Remarks**Ms. Tanya Ortiz Franklin
Chairperson
1. **Learning from Partners: Teach for America Los Angeles**.....Ms. Lida Jennings
Executive Director
2. **Learning from Partners: Alliance College-Ready Public Schools**.....Mr. Rodolfo Elizondo
Chief Instructional Officer
3. **Learning from Partners: John C. Fremont High School**Ms. Jocelyn Aguilera
US History Educator and Professor, CSULB
- Closing**.....Ms. Tanya Ortiz Franklin
Chairperson

Public Comment

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

Materials related to an item on this agenda 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:
<https://laschoolboard.org/09-20-22Innovation>

Welcome And Opening Remarks



**TANYA ORTIZ
FRANKLIN**
BOARD DISTRICT 7

Becoming an Employer of Choice

Innovation Committee
September 20, 2022

Innovation Committee



The Innovation Committee aims to understand and uplift innovative solutions that address some of the District's most persistent challenges.

Presenters are invited based on data-driven decisions that have resulted in observable, promising practices that can be replicated or scaled.

Check in Question

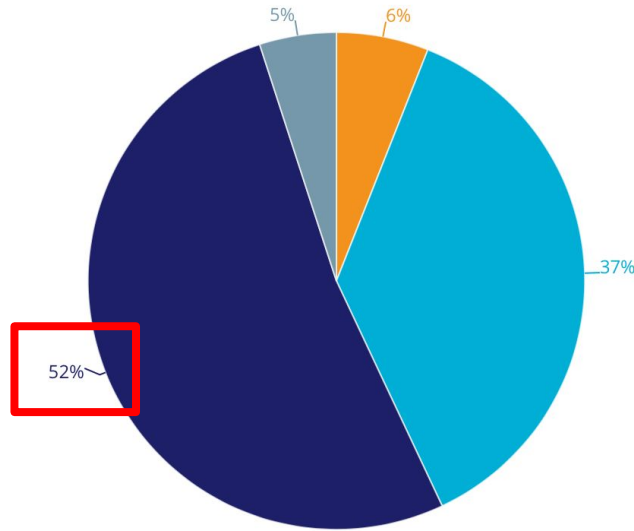


What has made a previous job you've held intriguing or supportive?



Current National Landscape

Compared to the beginning of the school year, staffing shortages in my district are:

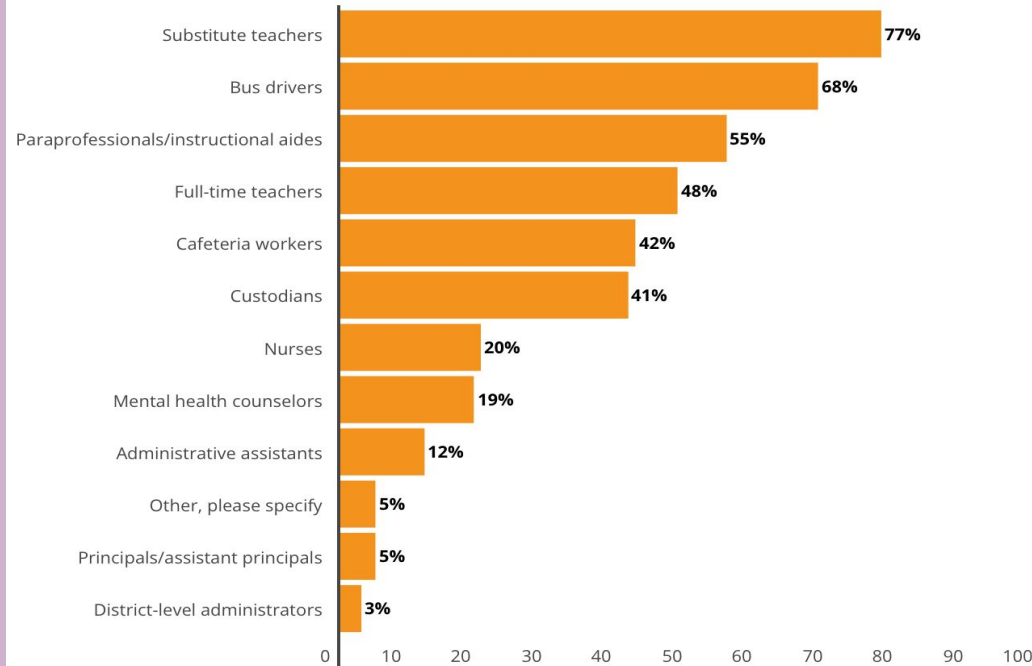


Less severe The same More severe

N/A—my district has not experienced any staffing shortages since the start of the school year



Since the start of the school year, my district and/or school has struggled to hire a sufficient number of: (Select all that apply.)



Current National Landscape

A look into LAUSD



- As of May 31, 2022
 - **1,065** teacher vacancies
- As of August 11, 2022
 - **66** teacher vacancies

Strategies

- **\$5,000 signing bonus to work in high-need schools.**
- **20 additional hours of paid professional development each year**

A look into LAUSD



LAUSD Strategic Plan

- Diversify LAUSD's workforce
- Build new pipelines for classified staff and for students to become teachers.
- Expand professional development opportunities
- Develop incentive programs to attract talent

Today's Objective:



**Elevate innovative and equitable
ideas that would make Los Angeles
Unified an intriguing and attractive
employer for talent**

[Return to Agenda](#)

1

TAB 1

Vision

One day, **all children** in this nation will have the opportunity to **attain an excellent education.**

Our Mission

Teach For America finds, develops, and supports **a diverse network of leaders who expand opportunity for children** from classrooms, schools, and every sector and field that shape the broader systems in which schools operate.





Teach For America in Los Angeles

13



teaching

195 corps
members



15,000+
students

in



18 districts/
CMOs

across



112 school
sites

The majority of our corps members teach middle and high school students although demand for K-6 teachers is growing. The need for special educators remains high, almost half of our corps members teach in mild-to-moderate special education settings. **Currently, 71% of our corps members teach alongside other corps members and alumni which is proven to increase retention, sense of belonging and effectiveness of our educators.**

35% of our current corps members teach at LA Unified schools. We also place at Inglewood and Lynwood USDs.

52.5% teach at public charter schools that also serve the region's highest-need students.

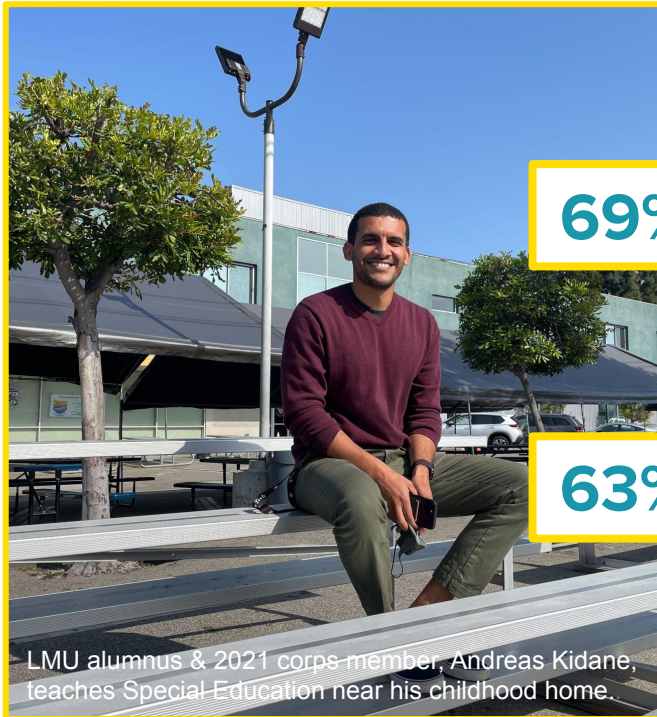
44% teach Special Education

33% teach STEM

Diversity of our Teaching Corps

14

Of our **195 corps members** teaching in the LA region this year, **50%** are homegrown Angelenos including LA Unified, Green Dot, Alliance and KIPP SoCal alumni.



LMU alumnus & 2021 corps member, Andreas Kidane, teaches Special Education near his childhood home.

69%

Pell Grant recipient
(common indicator
of low-income
background)

63%

First in family to
attend college

Who teachers are, and how they
show up, **matters**.

Having a same race teacher can positively impact a student's: test scores, grades, and attendance record; likelihood of being selected for gifted and talented programs, graduating high school, and intending to enroll in college; "grit", interpersonal self-management, and working memory.

82%

Self-identify as Black, Indigenous,
or a Person of Color (BIPOC)

54%

Self-identify as Latinx/e

1

Recruiting candidates from local colleges and universities who are not only the best and brightest but also committed to their home communities, and providing stipends for those who most closely share the backgrounds of their future students given high COLA and low salaries.

3

An emergency fund to use in support of corps members during their onboarding and training who face unexpected financial hardship, family or health emergencies or late placement due to delays at the state level which can significantly postpone their first paycheck.

2

Clustering first-year corps members with second-year corps members and TFA alumni at placement sites and providing consistent coaching and connection for 2 years in alignment with school curriculum, expectations and culture. Coaches have 5+ years of classroom experience.

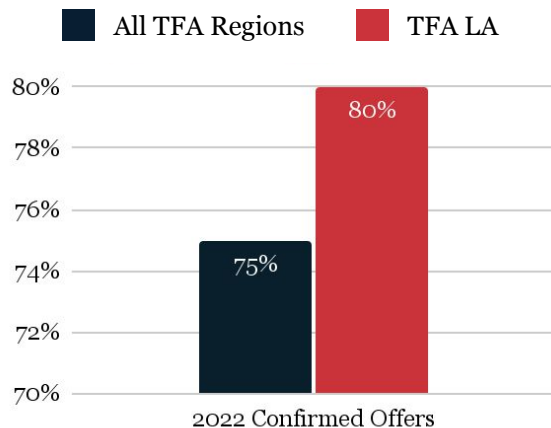
4

Partnering closely with LMU School of Education to ensure corps members have targeted support from faculty and TFA staff as they transition from intern to preliminary credentials. This includes scholarship support for our teachers with the most significant financial constraints given low salaries.

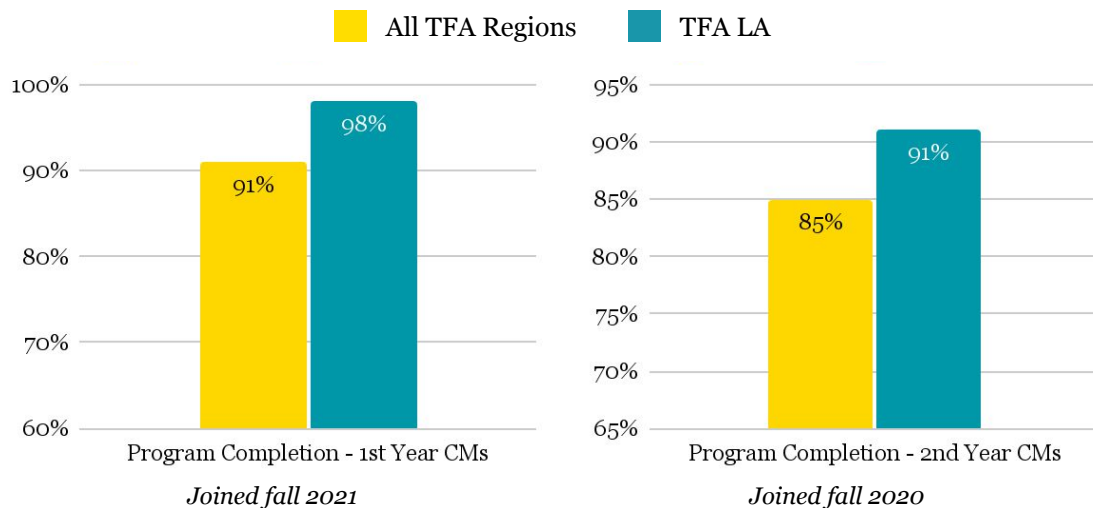
Matriculation is the number of incoming corps members entering classrooms on the first day of school, compared to the number of individuals who received an offer to join the LA corps. As of June 2022, **our matriculation was trending ahead of last year** and the **national TFA average**.

The number of corps members who complete their two-years of service trends **significantly higher year-over-year in LA** than the average rate for all TFA regions

Matriculation into the Corps



Retention: Years 1 & 2



TFA Alumni Working in Los Angeles

17

Teach For America Los Angeles has one of the **largest and most diverse alumni networks** in our country.



3,700 TFA Alumni in LA,
60% of whom identify as BIPOC.

Of Local TFA Alumni

62% are still working in the education sector

.....of those alumni.....

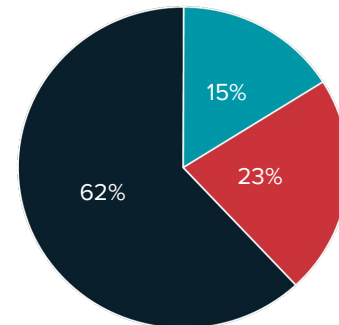
47% are still teaching in the classroom

10% are in school leadership

77%

of LA corps members (now alumni) who completed the corps in June 2022 are teaching for a third year, which **far exceeds retention in other TFA regions.**

- Teaching (I'll be in my placement school)
- Teaching (I'll be switching schools)
- I won't be teaching



TFA LA provides scholarships for our experienced Black and Latinx/e alumni educators admitted to the **Aspiring School Leaders of Color Fellowship** run by our partner, the Diversity in Leadership Institute. The fellowship includes an admin credential.

3 of the **7**

members of the LA Unified Board of Education are TFA LA alumni: Tanya Ortiz Franklin, Kelly Gonez and Nick Melvoin. Other senior alumni within LA Unified include Derrick Chau, Jacob Guthrie, Kyle Hunsberger, to name just a few, as well as numerous long-term teachers.

20th Street Elementary
49th Street Elementary School
Hillcrest Drive Elementary School
99th Street Elementary School (Partnership)
Berendo Middle
Carver Middle School (Partnership)
Cesar E. Chavez Technology Prep Academy
Cesar Chavez Academy of Scientific Exploration
Communication and Technology School at the Diego
Rivera Learning Complex
Curtiss Middle School
Dolores Huerta Elementary School
Downtown Magnet HS
George Washington Preparatory High
Hollywood Senior High School
Humanitas Academy of Art and Technology
Huntington Park High School
John Adams Middle School
Foshay Learning Center
Gardena High School

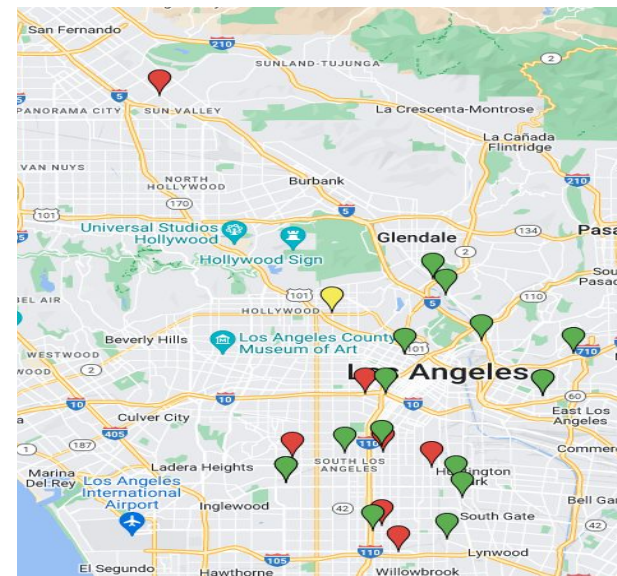
John C. Fremont Senior High
John H. Liechty Middle
Jordan High School (Partnership)
Lawrence Middle School
Los Angeles High School
Manual Arts High School
Mary McLeod Bethune Middle
New Open World Academy K-12
Pacoima Middle School
Performing Arts Community School at Diego Rivera
Learning Complex
Phineas Banning Senior High
Robert Louis Stevenson College and Career Preparatory
(Partnership)
Santee Education Complex
Sotomayor Arts and Science Magnet
South East High School
South Gate High School
South Gate Middle School
Susan Miller Dorsey Senior High

TAB 2

Alliance: Staff Well-Being a Top Priority

~12,400 Scholars + ~1,400 Staff in 26 Schools

	Scholar	School Staff
Hispanic/Latinx	93%	56%
Black/African American	4%	9%
Asian	< 1%	8%
White	< 1%	14%
American Indian / Alaskan Native	< 1%	0%
Declined to state	1%	11%
Two or more races	n/a	2%



Our Retention and Recruitment Data

22

Staff Group	June 22 Retention	BOY 22-23 Retention	20-21 Retention
School Site Staff	89%	85%*	84%
Instructional Staff	87%	83%*	

*Preliminary Data

+70% applicants
people of color

17 schools with 0
teacher vacancies.

207 teachers hired or
promoted for newly
created + open positions

3

107 certificated staff
hired / promoted to newly
created + open positions

Key Staff Retention Strategies

1. Ensuring **Strong Adult Culture** + Twice Yearly Surveys
2. Yearly Mid-Year **Intent to Return Survey & Conversations**
3. **Compensation** Review and Increases
4. **Protecting Teacher Time** - Investing in Substitutes
5. Transparent **Innovation Pilot**
6. Lifting and Listening to **Staff Voice**

Key Recruitment Strategies

Expand Applicant Pool

- Clarify **value proposition**
- Test **marketing messages**
- Expand **marketing** & brand exposure
- **Targeted outreach**
- **Use applicant data** to adjust strategy
- **Referral Program**
- **Build Pipelines**

Strengthen Hiring Experience

- **Shorten time** from application to interview
- **Increase communication** from staffing & candidate
- **1:1 credentials support**
- **School leader coaching** & development

Matriculation

- **Increase hiring bonus** amounts & eligible positions
- Individualize **outreach following offer letter**
- **Support leaders** to develop attraction strategies
- **Welcome outreach** from Chiefs

Questions



TAB 3

Jocelyn Isabel Aguilera

CSULB Professor

US History/Government Educator

Digital Archivist

Community Organizer

John C. Fremont High School
(South Central, LA)



Creating Our Utopia

“Nothing Happens in the ‘Real’
world unless it first happens in
the images in our heads”

Gloria Anzaldúa

Chicana scholar-
feminist theory, and queer theory.



Creating Our Utopia

“The classroom remains the most radical space of possibility.”

“Education is the practice of freedom.”



Changes begins with US!

