



SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item# 10.3

Meeting Date: August 2, 2012

Subject: Resolution No. 2717: Competency Criteria for Reemployment of Teachers at the Met

- Information Item Only
- Approval on Consent Agenda
- Conference (for discussion only)
- Conference/First Reading (Action Anticipated: _____)
- Conference/Action
- Action
- Public Hearing

Division: Accountability Office and Human Resource Services

Recommendation: Approve Resolution No. 2717: Competency Criteria for Reemployment of Teachers at the Met Sacramento High School

Background/Rationale: With the approval of Resolution No. 2717: Competency Criteria for Reemployment of Teachers at the Met Sacramento High School, criteria to determine the competency of employees to be reemployed at the Met for the 2012-2013 school year will be established.

The Board of Education considered and approved the charter renewal petition for the Met on April 12, 2012. As approved, the charter includes specific training requirements for all Met teachers. Because the Met charter was not approved by the Board until after its adoption of the District's skipping resolution for the 2012 layoff proceedings, teachers at the Met were not "skipped" pursuant to Education Code section 44955. The Met was significantly impacted by the District's 2012 layoff, losing five (5) teachers with specialized training and experience in the Met's project-based learning and Big Picture Learning Model. The District has determined that it has a specific need for teachers with this specialized experience and training to teach the Project Based Learning courses at the Met for the 2012-2013 school year.

Education Code sections 44956 and 44957 authorize the District to deviate from reemploying certificated employees in order of seniority if the District demonstrates a specific need for personnel to teach a specific course or course of study and that the employee has special training or experience necessary to teach that course or course of study, or to provide those services, which others with more seniority do not possess.

For the 2012-2013 school year only, to meet the requirements of Education Code sections 44956 and 44957, the Board of Education determines the needs of the District and students at the Met by adopting the competency criteria for reemployment at the Met per the attached resolution.

Financial Considerations:

None.

Documents Attached:

Resolution No. 2717

<p>Estimated Time of Presentation: 10 minutes Submitted by: Mary Hardin Young, Assistant Superintendent and Jess Serna, Chief Human Resources Officer Approved by: Jonathan P. Raymond, Superintendent</p>

**SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
BOARD OF EDUCATION**

RESOLUTION NO. 2717

**COMPETENCY CRITERIA FOR REEMPLOYMENT OF TEACHERS AT THE
MET SACRAMENTO HIGH SCHOOL**

WHEREAS, the Met Sacramento High School (“the Met”) is a charter school governed by the provisions of the Met Charter (“Charter”), approved by the District on April 12, 2012;

WHEREAS, the Met’s mission is to educate all students, including those who may not have succeeded in traditional educational settings (see Charter at Section A, p. 4);

WHEREAS, the Met’s vision is to provide an innovative, academically rigorous, project-based education that connects students to community-based internships while being part of a safe and inclusive educational setting (see Charter at Section A, p. 4);

WHEREAS, the Met educates “one student at a time” to promote and create personalized education focused around students’ personal interests and passions (see Charter at Section A, p.5-6; Appendix B, Section I(B));

WHEREAS, as one of over sixty (60) nationwide Big Picture Learning Schools, and as part of the Big Picture Learning network of schools, the Met has established a system of assessment based upon five school-wide Learning Goals, including empirical reasoning, quantitative reasoning, communication, social reasoning, and personal qualities (see Charter at Section A, p. 7-9);

WHEREAS, all of the teachers at the Met serve as both teachers and advisors and are responsible for the educational experience of their advisees throughout their entire high school experience, by looping with the students from one grade level to the next. These advisor duties include managing students’ personal schedules and Learning Plans, acting as direct links to family and internship mentors, overseeing student internships, facilitating Learning Plan meetings, collaboratively designing individual and class projects, and documenting student progress through narrative assessments and portfolio review (see Charter at Section A, p.6-7);

WHEREAS, under the Charter, all Met advisors are required to be Highly Qualified under the guidelines of No Child Left Behind and must possess BCLAD or CLAD certifications as required for the position (see Charter at Section E, p. 25);

WHEREAS, the Charter also requires that all Met advisors undergo intensive training in project-based learning and the Big Picture Learning Model, consisting of weekly staff meetings and a minimum of fifty hours of specialized training throughout

the year, including training provided by Big Picture Learning such as “Big Bang” training, training on Big Picture Learning and the Met’s five Learning Goals, training in non-cognitive variables, including career and college competencies, training on the advisory model including looping, training in project-based assessment for university entrance (“A-G” training), training in the Learning Through Internship process as well as the management and assessment of student internships, training in the Early College High School model, including the Panther Pipeline partnership and advanced education, narrative assessment training, and training in exhibitions, including portfolio-based assessment (See Charter at Section D, p. 23; see also Section E, p. 25);

WHEREAS, because the Met Charter was not approved by the District’s Governing Board until April 12, 2012, teachers at the Met were not “skipped” pursuant to Education Code Section 44955 during the District’s 2012 layoff proceedings;

WHEREAS, Education Code sections 44956 and 44957 authorize the District to deviate from reemploying certificated employees in order of seniority if the District demonstrates a specific need for personnel to teach a specific course or course of study and that the employee has special training or experience necessary to teach that course or course of study, or to provide those services, which others with more seniority do not possess; and

NOW, THEREFORE, BE IT RESOLVED that the District has determined that it has a specific need for teachers with specialized training and experience in project-based learning and the Big Picture Learning Model to teach the Project Based Learning courses at the Met for the 2012-2013 school year; and

BE IT FURTHER RESOLVED that as to any employee seeking reemployment for the 2012-2013 school year pursuant to Education Code section 44956 or 44957, or any other relevant provision of law, to be deemed competent to serve as a teacher and advisor at the Met, the employee must meet all of the following criteria:

1. Highly Qualified under the guidelines of the federal No Child Left Behind Act;
2. Possess BCLAD or CLAD certification as required for the position;
3. Training in all of the following:
 - a. Training provided by Big Picture Learning such as Big Bang Training
 - b. Project-based learning pedagogy and practices
 - c. Training on Big Picture Learning and the Met’s five Learning Goals
 - d. Training in non-cognitive variables, including career and college competencies
 - e. Training on the advisory model including looping
 - f. Training in project-based assessment for university entrance (“A-G” training)
 - g. Training in the Learning Through Internship process as well as the management and assessment of student internships

- h. Training in the Early College High School model, including the Panther Pipeline partnership and advanced education
 - i. Narrative assessment training.
 - j. Training in exhibitions, including portfolio-based assessment
4. At least one (1) year of experience serving as advisor to Met students.

PASSED AND ADOPTED by the Sacramento City Unified School District Board of Education on this 2nd day of August, 2012, by the following vote:

AYES: _____
NOES: _____
ABSTAIN: _____
ABSENT: _____

Diana Rodriguez
President of the Board of Education

ATTESTED TO:

Jonathan P. Raymond, Superintendent
Secretary of the Board of Education