

Los Angeles High School of the Arts

Elect to Work Agreement 2009-2010

MISSION STATEMENT

Los Angeles High School of the Arts fosters a rich academic and artistic community inspiring our students to be independent, cooperative young adults who can articulate their ideas, meet problems with creative solutions and play strong roles in their communities.

OUR VISION AND IDENTITY

1. PERFORMING ARTS AS THE CORE

Traditionally the arts have been ancillary to standard academic curriculum; our school, however, creates curriculum that centers on the performing arts. Our academic core courses: English, history, science and mathematics, are driven by the Performing Arts. We believe, and are supported in these beliefs, by studies that have proven that the arts: enhance students' self-concepts, communication skills, and performances in academic disciplines; improve students' attitudes and perceptions of other cultures; and raise students' scores on Standard Assessment Tests. We offer rigorous classes in: theatre, dance, music and technical theatre; provide opportunities for students to be involved in our season of plays, music, and dance performances; and create opportunities for our students to observe and work in the professional Performing Arts Community.

The arts are one of humankind's most visual and essential forms of language, and if we do not educate our children in the symbol system called the arts, we will lose not only our culture and civility but our humanity as well. Ernest Boyer, president of the Carnegie Foundation for the Advancement of Teaching

2. COORDINATED THEMATIC UNITS

Thematic units engage students in learning, capture their interest, and involve them in discussions that stir controversy, debate, and critical analysis. They are relevant to students intellectually and emotionally so that students can meaningfully apply them to their own lives.

The interdisciplinary approach to teaching envisions traditional subject classes as a unified and organic whole, rather than as compartmentalized individual pursuits. Teachers in an interdisciplinary setting work cooperatively to design, integrate, and administer curriculum that is mutually supportive and thematically linked. This emphasis on thematic units, combined with team teaching, combined classes, and interdisciplinary projects encourages students to incorporate the various intelligences and knowledge from each of their classes and to recognize and build connections in their studies and their lives. The interdisciplinary approach also challenges our instructors to broaden their own appreciation and knowledge base of fields outside their chosen subject area.

3. PROJECT-BASED LEARNING

The basic premise of the project-based approach to curriculum integration is that successful, productive adults carry out a purposeful problem-solving process at work and in other areas of their lives. By completing appropriately scaled down versions of adult action-based projects, students are both developing the capacity for success in their personal and work life and demonstrating their degree of preparedness for work or for the next level of education.

During the course of each semester students will participate in at least one major project-based assignment, requiring students to work cooperatively, incorporating the skills and knowledge gained from their various classes.

Introduction:

Los Angeles High School of the Arts is a school in the Pilot Schools program described in the Collective Bargaining Agreement addendum between the Los Angeles Unified School District and the United Teachers of Los Angeles (UTLA). Employees of Pilot Schools are to receive wages and benefits as they would at any other Los Angeles Unified School District as specified in the UTLA contract for teachers. Our terms and conditions of employment are determined by Los Angeles High School of the Arts Governing Board and ratified by the faculty. While not attempting to be exhaustive, this agreement states the more important terms and conditions. These terms and conditions will be subject to change from time to time as the LAHSA Pilot School may make changes to its program and schedule during the year.

Salary, Benefits, Seniority, and Membership in a Bargaining Unit:

You will continue to accrue seniority as you would if you were working elsewhere in the Los Angeles Unified School District. If you are hired as a teacher, you will receive the salary and benefits established in the UTLA Contract. You will be a member of the appropriate UTLA bargaining unit.

Terms of Employment:

- The work year: LAHSA is a modified traditional calendar school.
- The workday for LAHSA teachers will begin one half hour before the start of school and finish one half hour after school ends. One of these thirty-minute periods must be devoted to conferencing or mentoring students.
- Teachers are expected to devote a minimum of one hour per week assisting students who need extra help.
- Teachers are expected to track the progress of and establish rapport with their advisory students.
- Teachers are expected to keep in contact with parents concerning the progress of their students, making suggestions for those students who are not meeting standards and expressing congratulations for those who are making improvement or doing well.
- Teachers are expected to keep records of meetings and calls to parents.
- Teachers are expected to attend professional development the last five days of summer vacation. These will be paid days.
- Teachers are expected to attend all professional development sessions throughout the year.
- Professional development time is to be used on curriculum planning and revision, reflection on student progress, review of assessments, and analysis of teaching strategies.
- All teachers are expected to work collaboratively with peers, including developing lessons and units in disciplinary and interdisciplinary teams.
- All teachers are expected to attend a two-hour faculty meeting after school to collaborate with the entire faculty.
- Teachers are expected to acknowledge and support the school's performing arts focus in their curriculum and teaching methods.
- Teachers are expected to attend all major theatrical productions, usually three a year.
- Teachers are expected to attend all parent meetings, conferences, and appropriate SST and IEP meetings related to students in their classes.
- Teachers are expected to attend the ninth grade orientation that will be scheduled on the Saturday before school begins.
- Teachers are expected to attend a minimum of one 8th grade recruitment fair.
- Teachers are expected to be responsible for one extra-curricular activity or school promotional event each semester.
- Teachers are expected to be involved in one standing committee, ad hoc committee, club, or program during the year.
- Teachers may be asked to monitor detention halls on a rotating basis, before or after school for one 60-minute period a week.
- Teachers are expected to participate in the WASC process.
- Teachers are expected to be open-minded, flexible, creative, and compassionate, and consistently demonstrate these qualities while interacting with students and fellow faculty members.
- Additional supplemental hours and tasks necessary to complete the mission of Los Angeles High School of the Arts may be assigned by the administration as needed.

Rationale

As a faculty member of Los Angeles High School of the Arts (LAHSA), I understand I am asked to put students needs first at all times. When planning the curriculum, I agree to work creatively to meet the diverse learning styles and needs of our student population. I have read and agree with the LAHSA mission statement and intend to use project-based, constructive learning whenever possible in my curriculum. In order to do this, I agree to teach, plan, and reflect collaboratively. My lessons and curriculum will be developed by my teaching team, which will include my grade-level team teachers as well as other content specific teachers. I know that LAHSA aims to have interdisciplinary curriculum that works horizontally at grade-level and that builds vertically throughout a student's four-year education with us. In order to plan and implement this kind of curriculum I agree to meet with my teaching teams in order to assess student needs, reflect on student work, and revise and develop curriculum.

The focus of this school is the performing arts. I agree to support the arts within my curriculum and teaching methodology. I will attend LAHSA events whenever possible to support the students; to this end, I agree to at least attend all major performances, usually three a year. In addition to attending extra-curricular events, I agree to help supervise or to lend my support to at least one extra-curricular event each semester. (For example, some of our faculty members are design advisors for the productions, some direct, some organize concessions for events, others do marketing for events.)

As a small, independent school, teachers recognize that all teachers need to share in distributive leadership.

Performance Evaluations:

During the first month of the school year each teacher will fill out a pre-observation form listing his/her goal(s) for the year. The goals are taken from the California Teaching Standards. Each teacher will then meet with the principal for a pre-observation conference. Formal and informal observations will be conducted throughout the year by the administration and by teachers observing other teachers. A post observation meeting between the teacher and administrator will follow the formal observation. Each semester students will fill out an evaluation form for each teacher.

Dispute Resolutions:

LAHSA has an internal Appeals Process (IAP) that appears in the memo of understanding between LAUSD and UTLA. (Please see Appendix E for the full text of the IAP.)

Excessing:

For permanent teachers, you may unilaterally excess yourself from Los Angeles High School of the Arts within the Voluntary Excess timeline set forth in the annual LAUSD Staffing Calendar, currently April 15. Similarly, Los Angeles High School of the Arts may unilaterally excess you within the Involuntary Excess timeline set forth in the annual LAUSD Staffing Calendar. In the event of such excessing, permanent teachers will be placed on the system-wide excess list, subject to the terms and procedures of the UTLA contract.

Dismissal:

You are subject to dismissal from LAUSD in accordance with existing law. Additionally, the contract for provisional teachers is limited to one school year of employment.

Signatures:

I voluntarily elect to work at Los Angeles High School of the Arts (LAHSA). I am signing this agreement to indicate

that I understand and agree to the terms and conditions of my employment.

Name: _____ Date: _____

Principal: _____ Date: _____