



**Director's Report
Presented to the GPA Board of Directors
November 19, 2019**

Freshman Orientation

On October 3, GPA hosted all freshman students and families for 'Freshman Parent Night'. Counseling staff reviewed the key differences between middle school and high school, discussed habits of a successful high school student, and what should be their students focus in addition to academics in order to be a strong candidate for college; community service, participation in extracurricular activities and preparing for the SAT. All attending freshmen received a 'class of 2023' pin after reciting a freshman pledge as a group. All attending parents completed a survey indicating additional information that they would like to receive via future parent workshops.

"Check Your Mood" Week

During mental health awareness week (October 7-11) San Diego Youth Services presented the SOS Signs of Suicide Prevention Program in 7th grade Science classrooms. During each presentation, students completed a survey and a response card stating whether they had questions or concerns regarding the presentation for themselves or a friend. Those students with questions or concerns met with a SDYS team member on presentation day or throughout the rest of the week to determine the level of support needed; counselor check in, parent meeting or referral to outside counseling services.

The presentation included a video that utilized round table discussions by middle school aged students and a school counselor regarding warning signs of suicide and ways to seek help for themselves or others. Additional health care professionals share warning signs of depression and help seeking behaviors during the video.

Safety Net

SafetyNet is a local initiative of the San Diego Police Foundation that educates students about potential online risks and raises awareness about how our students can protect themselves online. On Tuesday November 5, SDPF gave a one hour presentation to all of our middle school classes. The presentation covered cyberbullying, sexting, and how to stay away from online predators. The presentation was engaging and included a few short video scenarios showing students how teenagers end up in dangerous situations by not being cautious online.

SDSU Therapy Program

San Diego State University (SDSU), in partnership with GPA, is providing social and emotional support to students who have been exposed to adversity and trauma. SDSU is

taking a 3-step approach to (a) learn from the students about their needs (b) identify the brain, emotional, and behavioral impacts of trauma that could be ameliorated through intervention, (c) deploy a therapeutic intervention program.

WingSpan College and Career Center Update

SAT

On Saturday, October 5, 50 students took the SAT at Gompers Preparatory Academy. The SAT is an entrance exam used by most colleges and universities to make admissions decisions.

PSAT

On Wednesday, October 30, 518 GPA students took the Preliminary SAT (PSAT). This is a high stakes exam which serves as the qualifying test for the National Merit Scholarship Program, which awards \$2,500 scholarships annually to high-scoring 11th graders. The PSAT is also a practice for the SAT and ACT and an important guidepost for the college admissions journey.

Senior Parent Night: Financial Aid 101

On Thursday, November 7, we invited senior parents to attend the second of a series of parent workshops. This workshop informed parents of the financial aid application process and the items senior students need to successfully submit their financial aid applications.

College Applications

Senior students began the UC application in September and the CSU Application on October 1. The UC and CSU application submissions window is October 1 through November 22. All qualifying seniors who have a 3.0 GPA and above will have submitted their four year college applications by November 30.

Advanced Placement (AP)

Under the College Board's new guidelines, registration for May AP exams now takes place in the fall. GPA students have made their decisions, and 348 exam registrations have been submitted for this year's AP students. This year's exam registrations represent a 14% increase from the previous year, as students increasingly pursue the opportunity to take on college level rigor.

English/Language Arts (ELA)

ELA teachers continue to implement both Integrated and Designated English Language Development (ELD), as GPA is now in year 3 of transitioning to the California ELD Roadmap adopted by the state in 2016. Teachers have received professional development for Designated ELD, and this will be an ongoing area of focus. Grades 6-12 continue to use Achieve 3000 for nonfiction close reading support. Teachers have received two days of on-site professional development with our Achieve trainer so for this year, and three more dates have been scheduled.

History

The history department continues to implement the new Social Studies Framework and has been working to engage students with multi modal lessons. On “Super Tuesday” students in grades 8 and 12 will be collaborating to invite all history classes to the front of the school to vote on initiatives that are in the news. History classes also discussed the importance of Veterans Day and understanding why there is a national holiday to honor veterans in the United States. Sixth and seventh grade students wrote thank you cards to veterans thanking them for their service.

Science

Middle school science classes are continuing to implement our SmartNGSS curriculum through the use of interactive multimedia resources to engage students in visual experiments and simulators. Teachers are using the program to introduce students to practices of conducting real science processes while they learn how to solve real-world problems through phenomena-driven activities that are available in both English and Spanish.

High school science classes recently took students to visit the Mission Bay Aquatic Center to learn about ocean conservation, buoyancy, and the basics of sailing. Students were also invited to the Living Coast Discovery Center to learn about habitat restoration and work in their on-site laboratory. Both trips were sponsored by grants acquired through our science teachers and provided teaching and learning opportunities aligned with the Next Generation Science Standards.

Math

Middle school students have delved deeper into “Math Edge 2.0,” the web based, differentiated mathematics skill building program associated with Learning Upgrade. Middle school math teachers will soon receive professional training to take them deeper into the use of the programs data monitoring and targeted instruction features.

High school teachers recently received on-site training from CPM (College Preparatory Mathematics). The training included observation and feedback from a CPM implementation expert along with strategies for student engagement that aim to add dimension to the textbook and ebook curriculum.

Spanish/Language Other Than English (LOTE)

Our Spanish teachers attended training in October to learn the new World Language standards. This training supported our current work and also provided the team with added information that will guide us on our new textbook adoption decisions for LOTE in the coming months. Spanish classes collaborated and participated in celebrating Dia de Las Muertas by creating ofrendas with both visual and written components.

Visual and Performing Arts (VAPA)

The VAPA department continues to engage students in visual, technical and performing arts. Students created ofrendas for Dia De Los Muertos that were displayed around campus and our Musical Production students have been working hard to prepare for our Holiday Wishes show coming this December.

Professional Development

In an effort to support all staff at GPA, our professional development time has included both onsite meetings, online trainings to help individualize learning, and individual observation and feedback. Professional development topics shared to date include: Elements of our mentor novel *What Great Teachers Do Differently*, GPA Culture Lessons, WASC, Special Education with Universal Design Learning, ELD with ELPAC training, Integrated and Designated ELD, and classroom management. Additionally, Director Riveroll has conducted classroom observations of most GPA teachers in the past several weeks, sent constructive feedback to each teacher and made himself available for follow up questions and instructional guidance to improve teaching and learning campus-wide.

WASC Self Study

Our WASC work is ongoing as we are in the sixth year of our accreditation cycle, which includes a full Self Study. This reflective process includes - surveying staff, students, and parents, reviewing our Action Plan Goals from 2013, providing information regarding the significant changes we have included since 2013, determining our next steps as an organization based on data and analyzing student work, collaborating in "Home" and "Focus" groups with staff, students, parents, and our Board of Directors. Our pre-visit with WASC chair is December 4. Our Self Study visit is April 19-22 and includes a team of five educators.

Facilities

Construction continues on the new \$17M athletic buildings/gym/event center, with estimated completion in June 2020. All buildings now have rooftops and work has started on HVAC, electrical, and plumbing systems and interior and exterior fixtures/finishes. GPA has retained a consultant to assist in designing a projection system that will enable us to create multimedia experiences at school assemblies, sports events, and special events such as our one of a kind graduation ceremony. Students and staff are excited to use these new facilities in the coming months and years.

Collective Bargaining Update

(See letter attached)



GOMPERS PREPARATORY ACADEMY

a UCSD Partnership

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GPA Founders and Leadership Update on Collective Bargaining November 2019

Dear GPA Families and Community Members,

Gompers Preparatory Academy continues to meet with the San Diego Education Association (SDEA), in affiliation with California Teachers Association (CTA), to work toward a Collective Bargaining Agreement (CBA). We want to assure you that we are working hard to incorporate the unique needs of GPA into each proposal throughout this contractual process. This takes time and careful planning, as we hope GPA will remain the special school that it is designed to be. Therefore, we hope our GPA belief system will live in every aspect of the union contract. Creating proposals that represent the belief system of our school is revolutionary work that has not yet been done between a charter school and a union. This takes time and an immense amount of work. We consider all stakeholders in every decision, not just teachers or “unit members,” but also our support staff, parents, community supporters, and, most of all, our students. The table below shows the contract “articles” that have been proposed by GPA so far in this process. It is important to note that the original demands, made by teachers in November 2018, included 7 targeted areas; which has now become 17 articles SDEA is proposing upon GPA. Although the list has more than doubled since teachers unionized with SDEA/CTA, those bargaining on behalf of GPA are committed to writing proposals that meet the unique needs of our students.

Articles Proposed and/or Countered by GPA (*to date*)

Negotiation Procedure
Assignability
Association Rights
Leadership Rights
Contractual Dispute Resolution Process
Employment Status
Discipline
Wages
Evaluation
Section Size
Hours of Employment

Despite the amount of work invested in the articles being passed and our efforts to meet as often as possible while we also operate our school at the highest level needed for students, parents, and staff, SDEA continues to claim that we are not moving fast enough. We have offered additional hours (on top of the hours already scheduled) of bargaining time during the already-busy months of November and December. SDEA was still dissatisfied and reminded us that if we did not find more time to meet with them, their bargaining team members could request to use valuable teaching time to bargain instead of teaching students. Please know that we will continue to do our best to balance the demands to bargain with the needs of the students and the needs of the school.

While we remain dedicated to reaching an agreement with SDEA that preserves the wonderful, unique spirit of GPA, bargaining has been made more difficult by inflammatory statements that continue to be made by SDEA and members of their bargaining team. One that was particularly troubling was the assertion that all teachers feel there is a “culture of fear and silence” on our campus created by leadership. We are very concerned by these statements as we believe they serve only to create more of a divide on campus. The nature of this language creates an “us versus them” feeling that is often used as a tool to legitimize the union’s presence. It is the opposite of what Director Riveroll, the founders and leadership team believe, as we continue to have an open door policy. This has not changed, nor will it, regardless of the circumstances we have been through in the past, present or future. Furthermore, if this is indeed the feeling of some, which we do not take lightly, we strongly encourage all staff to continue to reach out to any founder and/or member of the leadership team to engage in conversation and receive support; a practice that has been in place since the start of our charter and will remain a staple in how we do business as an organization.

In addition to the fact that we have always made a practice of being available for one-on-one meetings whenever needed, and that countless staff members continue to drop by, text, call, and visit leadership often, please note the following opportunities staff have been given to share ideas, concerns, and learn together so far this school year:

August/September	October/November
<ul style="list-style-type: none"> ● All Staff Professional Development ● All Staff Huddle/Open House ● Education Committee Meeting ● Finance Committee Meeting ● GPA Board Meeting 	<ul style="list-style-type: none"> ● WASC Home Group Meeting ● School Site Council Elections and Meeting ● Finance Committee Meeting ● One-on-One meetings with Director Riveroll: <ul style="list-style-type: none"> ○ Staff in new assignments ○ Special Education staff members ○ Opportunity to observe leaders teach

Lastly, Gompers Preparatory Academy made a promise to our parents 15 years ago to build a school worthy of our most precious gifts - our children - and to ensure they have a safe and joyful learning environment with a pathway to college. We will work tirelessly and unwaveringly to continue to keep that promise regardless of the new bureaucratic challenges ahead of us.

With Students First,

Cecil Steppe (15 years)

Lisa Maples (25 years)

Dolores Garcia (22 years)

Cheryl Cooley (17 years)

Judith Franceschi (15 years)

Michelle Evans (15 years)

Sergio Suarez (14 years)

Jane Levenson (12 years)

Anne Robinson (13 years)

Jenny Parsons (11 years)

Ivette Limon (8 years)