



Lawrence Public Schools
UP Academy Leonard
2020-2021 School Operational Plan

1. **Allocation of discretionary funds made available by the principal, including in areas such as wraparound services for students and families, after-school programs, and school supplies.** (*Discretionary funds are those remaining after a school budgets for district services, partner fees, and staff salaries.*)

For the 2020-21 school year, discretionary funds have been allocated in the following amounts:

- Supplies & materials: amount is yet TBD, but teachers will have input on spend-down allocations in March-April and discretionary funds available once the budget is finalized in June.
- Any transfer or use of additional funds received over the course of the school year will be determined by the Director of Operations.

2. **School curriculum issues** UP Academy Leonard will use a curriculum framework aligned with the state Common Core standards and the MA Framework for Science and Engineering. Teachers work with their instructional coaches to determine the curriculum that best serves their students.

3. **Professional development activities applicable to the school as a body** (*This does not include individualized professional development or coaching of teachers.*)

All staff members are expected to participate in Professional Development and Collaboration activities and staff meetings on Friday afternoons from 2:00-3:45 time, unless otherwise directed by the Principal or Director of Operations. This is in addition to individualized professional development and coaching of teachers.

Teachers may be required to participate in professional development activities throughout the school year, including before and after the school day for students, and before or after the school year ends.

4. **Calendar:** Please see the attached 2020-21 school year calendar for staff. Any change to the school year calendar is subject to the Superintendent's approval. If possible, at least one month's notice will be given to teachers before any change to the school calendar. The school calendar will include:
 - a. 180 total school days for students (177 days for kindergarten students)
 - b. 183 total school days for educators, including school days and professional development and planning days.
 - c. All federal and state holidays.
 - d. Winter break, Mid-winter break, Spring break.



5. Work before and/or after the regular school year

- a. Returning teachers are expected to report to work on **Thursday, August 20, 2020**. Please see letter of context from TLT explaining this request.
- b. New teachers are expected to report to work on **Monday, August 17, 2020**.
- c. All teachers would work on **Friday, August 28, 2020** as an eight-hour day, rather than the day of no work as indicated in the district calendar proposal.
- d. The final work day for teachers is June 21, 2021, including 5 snow days.
- e. If possible, at least one month's notice will be given to teachers before any change to the start and end of the school year.

6. Schedule for staff and students

- a. A preliminary schedule for the 2020-21 school year is available and is subject to change prior to and during the school year.
- b. The standard workday for educators will be 8 hours and 15 minutes three days a week; two days a week it will be 7 hours and 50 minutes. For the majority of educators, required hours will be approximately 7:30 am – 3:20 pm, two days a week, and 7:30 am- 3:45 pm, three days a week, including Fridays. * **Please see letter from TLT providing context on this request**
- c. Except in rare circumstances, teachers will be expected to teach no more than 1300 minutes per week.
- d. Teachers at each school will receive 30 minutes of duty-free lunch and collaboration time.

In addition to traditional responsibilities and assigned duties listed above, all staff at UP Leonard School may be expected to be involved in educational and administrative activities that are necessary to fulfill the mission of the school. These activities may include, but are not limited to:

- Participation in three family conference sessions, including up to three evening sessions, during the school year;
- Phone contact with families about students' academic progress, behavior, and attendance;
- Preparation of PRIDE weekly reports, as well as student Progress Reports, and Report Cards;
- Leading student extracurricular activities;
- Participation in staff recruitment and selection processes;
- Setting up and maintaining classroom/office spaces, bulletin boards, work walls, and other building-wide projects;
- Leading enrichment programming;



- Working regularly with school administrators to analyze data and improve one's instructional practices;
- Checking homework and inputting student data on a daily basis;
- Attendance at student-related meetings and IEP meetings;
- Serving as an advisor to a small cohort of students; and
- Attendance at regular Family Engagement events, school dances/celebrations or Content-specific nights.

7. Scheduling of school-wide parent/teacher meetings (*This does not include parent-teacher meetings that occur between school-wide meetings.*)

The UP Leonard School will hold 3 parent-teacher meetings during the 2019-20 school year. Teachers are expected to work until 7pm on these dates. These are tentatively scheduled for the following dates

- November 3rd
- January 14th
- March 18th
- In addition, the school will schedule an August family orientation night (dates TBD and may be subject to change).

8. Notices and announcements Teachers will be notified in advance of special events which will involve students such as health testing, assemblies, etc. Classroom interruptions for notices or public address announcements will be kept at an absolute minimum.

9. School health and safety issues

- Working with central office, the school will make every effort to provide appropriate materials, space, and technology to support effective teaching and learning.
- Security of school premises will be maintained and visitors to the school will be required to check in upon entry.
- Every effort will be made to mitigate painting or repairs to buildings while school is in session, to avoid distractions or interruptions to student learning.



10. Staff dress code

Staff at UP Leonard School is asked to dress professionally for a school setting. Excessively casual clothing such as jeans, and sweatpants is not permitted, except on designated days.

11. Rotation of duties

All staff members are expected to perform additional duties that are necessary to fulfill the mission of UP Leonard. Additional duties may include, but are not limited to:

- Student arrival and dismissal,
- Homeroom, student lunch, break, recess
- Intervention (ie- Literacy Block and Math Block),
- Homework club, tutoring and/or study hall (focus); and
- Substitute coverage of classes and duties of others who are absent from school in accordance with the school's coverage allocation plan
- Staff may be asked to perform additional duties or responsibilities not listed. Some additional responsibilities may come with additional compensation in the form of stipends, but should not be expected.

12. Class size

UP Leonard's administration will advocate for reasonable class size for students and teachers. Class sizes may be differentiated, to support student learning and teacher development.

13. Bulletin boards

The Lawrence Teachers Union will be provided a clearly designated bulletin board for the purpose of posting Union-related notices and other materials. Such space will be provided in each building for the exclusive use of the Union.