



# MAGNOLIA PUBLIC SCHOOLS

Board Of Directors

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Board Agenda Item	8
Date:	08.13.2015
To:	Magnolia Board of Directors
From:	Caprice Young, Ed.D. CEO & Superintendent
Staff Lead:	Michelle Hurst-Crumpton
RE:	Accord Institute Academic Services Transition

## Proposed Board Recommendation

### Information Only

Under the March settlement with LAUSD, the school district required Magnolia to stop contracting with the Accord Institute effective June 30, 2015 for all services to schools chartered by LAUSD. The board directed staff to return with an explanation of how the eight schools would replace the work previously done by the Accord Institute. This report describes how the academic services have been addressed.

### Background

Prior to the settlement, the Accord Institute provided a variety of academic services to Magnolia schools (depending on the grade levels), including:

- Get Ready For Life Curriculum and Teacher Training
- College Mentoring and Leadership Program
- A+ Advanced Math Program
- Accord Computer Science Curriculum
- STEM Fairs, Festivals, Exhibitions and Resources
- Formative assessment data analysis, training and presentation
- College Counseling, Test Preparation and Entrance Support

Santa Ana, Santa Clara and San Diego are continuing to use Accord academic services for the programs below at a cost of approximately \$20,000 per campus (depending on the eventual site enrollment).

- Get Ready For Life Curriculum and Teacher Training
- College Mentoring and Leadership Program
- A+ Advanced Math Program
- Accord Computer Science Curriculum
- STEM Fairs, Festivals, Exhibitions and Resources

The remaining services have been brought in-house because they are best done system-wide with consistency across all of our schools. Reporting to Michelle Crumpton, Ismail Ozkay is responsible for our formative assessment data analysis, training and presentation. He works closely with the principals, deans and home office academic team to ensure that they succeed in using student data to improve the quality of daily instruction. With regards to college counseling, test preparation and entrance support, as well as tracking how all of our students are progressing in their preparation for college application and financial aid hurdles and keeping track of our alumni, we had hoped to hire a new member of our home office team to coordinate across school sites. Although we don't have the resources to afford that position this year, the college counselors on the school sites have pulled together as a team with home office stewardship from Deputy CAO Kenya Jackson, who will convene College Advisors periodically, getting and providing feedback, following the college application deadlines. In addition, most of our school site counselors have completed formal professional certification programs. We continue to use Naviance, a software tracking system we began using in prior years, and anticipate contracting at the school level with College Spring, a non-profit organization that partners with foundations to provide SAT and PSAT preparation services and training for our teachers at highly reduced rates (about \$250 per student compared with traditional test prep companies that charge upwards of \$1000 per student).

Many of the Accord Institute programs are not proprietary. They are openly available curriculums we purchased collectively and participated in joint training through Accord. Because we knew the transition was coming and because we have experienced staff members, many of whom have been with Magnolia for many years, that training can now be done internally and the programs have already been purchased. Given that the Los Angeles schools are highly concentrated geographically and younger campuses are located relatively close to mature campuses, resource sharing is easier, requiring less external support on the long time enrichment components of Magnolia's program. For example:

- The Get Ready For Life program uses the Second Step curriculum and is modified by the teachers on each site to apply to the specific needs of the students and goals of the faculty for each Magnolia team. For the purposes of the LAUSD schools, the course has been renamed Life Skills and no Accord engagement is required.
- The Accord College Mentoring and Leadership Program was a structured training for Magnolia teachers to learn how to mentor students participating in the Congressional Awards Program. Now that the LAUSD chartered schools are familiar with that process, the knowledge is being passed from teacher to teacher and student to student internally.
- The A+ Advanced Math Program continues without support from Accord, replaced by Advanced Math and with campuses using various tools tailored to their student needs.

LAUSD chartered Magnolia schools have not been using the Accord Computer Science Curriculum for two years because they are now teaching basic computer skills, AP Computer Science, Robotics (including coding with Robot-C) and/or Coding. The Computer Science teachers in each school have developed curriculum based on the levels and needs

of their students using resources freely available. Here is an example based on what MSA 1 is doing:

6th Grade

MS PowerPoint  
MS Word  
Multimedia (moviemaker)  
[Code.org](http://Code.org)

7th Grade

MS Word-Advanced  
MS Excel-Beginner  
Ignition - Digital Literacy & Responsibility  
[Code.org](http://Code.org)

8th Grade

MS Excel- Advanced

Ignition - Digital Literacy & Responsibility  
[Code.org](http://Code.org)

9th Grade

Introduction to computer science.  
(JavaScript with [CodeHS.com](http://CodeHS.com) curriculum)  
Solid works - for 9th grade honors class (solid professor curriculum)

High School

AP Computer Science  
EDhesive online AP Computer Science Curriculum

Finally, all of the Magnolia campuses actively seek out (and create) STEM fairs, festivals, exhibitions and resources on their own now. This part of the secret sauce has been baked into the culture to the point that it has become self-generating. We have found many free resources through the Bill and Melinda Gates Foundation, EdSurge.com, and others. Our students continue as active participants (and winners!) in Math Counts, Science Olympiads, Lego Robotics, Vex Robotics, Future Cities and many other competitions where teamwork, engineering, knowledge and skill, as well as out of school practice and preparation are required. Our teachers and parents dedicate themselves to coaching these clubs and activities selflessly to ensure our students' success!

Nevertheless, some secret sauce resides in the minds and hearts of individual people. In 2011, the Accord Institute recruited MSA 3's principal and regional director, Erdinac Ajar, to serve as its Chief Academic Officer. MPS has since depended upon his services as part of the contract with the Accord Institute. We have taken the liberty of stealing him back to serve as the Magnolia-wide Science Advisor in our home office benefiting all of our schools' STEM programs. In addition, we look forward to his creative energy behind our SECOND annual SCIENCE EXPO this year, building on the success of last year's event.

Budget Implications

Expenditures that in past years would have been spent on Accord Institute services have been reinvested in: the creation of the new position of Science Advisor reporting to the CAO (in-lieu of other budgeted items), making a major purchase of a foundational common curriculum (books and electronic) for math, English, science, and social studies; improving the operational infrastructure of Magnolia Public Schools; and, expanding professional development in common core instructional practices, English language learner

development. Magnolia continues to benefit from the years of professional development investment with the Accord Institute in our educational philosophy, faculty and leadership.

Attachment: Resume of Erdinac Ajar

# ERDINC ACAR

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## Academic Executive

Accomplished and forward-thinking **Chief Academic Officer** with 15+ years of leadership in developing and implementing leading-edge programs and services that align with mission and vision of educational institutions. Outstanding record of improving processes by adapting and applying aspects of STEM Education in school systems, through comprehensive research, strategic evaluation and effective presentations of best practices in curricula, programs, tools and technologies. Pioneered establishment of state-of-the-art online learning programs and professional development portals for academic advancement, combined with directing formative assessment and performance-based programs. Excellent communication and interpersonal skills for collaboration with staff members and building key relationships with stakeholders. Resourceful and energetic professional, committed to high standards, seeking to utilize knowledge and expertise for integrating STEM principles and providing direction and leadership to schools performance and outcomes.

### AREAS OF EXPERTISE

- |                        |                              |                               |
|------------------------|------------------------------|-------------------------------|
| ♦ STEM Education       | ♦ Curriculum and Instruction | ♦ Staff Development           |
| ♦ Program Development  | ♦ Blended Learning           | ♦ Science Education           |
| ♦ Educational Advocacy | ♦ Research/Data Analysis     | ♦ Instructional Design        |
| ♦ Talent Recruiting    | ♦ Assessment and Evaluation  | ♦ Learning Management Systems |

### PROFESSIONAL EXPERIENCE

**ACCORD INSTITUTE FOR EDUCATION RESEARCH, Westminster, CA**  
**Chief Academic/Operating Officer**

2011 – Present

- ♦ Develop programs and services consistent with vision and objectives of institution
- ♦ Direct academic departments supporting Accord STEM Education Model, by improving implementation and adaptation of system elements in client schools
- ♦ Administer leadership programs and develop school improvement plans for client schools, including establishment of blended learning programs and professional development programs for client schools using Web 2.0 tools such as Moodle and Edmodo
- ♦ Engineer administrative and HR task lists and calendars for school leadership teams, including all aspects of talent recruitment, and making recommendations for hire
- ♦ Won multiple grants through supporting client outreach, advocacy and public relations efforts, and supervision of grant application processes
- ♦ Led SIS developers to build and implement common formative assessment programs for client schools, including performance-based teacher and administrator evaluation systems
- ♦ Conduct comprehensive research, evaluation and presentation of successful best practices, curricula, programs, tools and technologies, including surveys, analysis and interpretation of data
- ♦ Improved external communication with stakeholders using social media

**MAGNOLIA PUBLIC SCHOOLS, Carson, CA**  
**Regional Director and Principal**

2010 – 2011

- ♦ Increased student enrollment through successfully overseeing management and operations of 5 Magnolia Public Schools in central Los Angeles area, including developing strong school budget and improving fiscal soundness
- ♦ Led Magnolia Science Academy-3 charter public school as site principal
- ♦ Prepared school for WASC Accreditation, developed principal evaluation protocols and tools, trained admin teams in the use of data and NWEA MAP Assessment tools, teacher evaluation and walk-through protocols
- ♦ Facilitated STEM programs such as robotics classes and Science Olympiads in schools, which won numerous recognition awards on STEM contests such as NASA JPL Engineering Challenge, Future Cities Engineering challenge, MathMatters and MathCounts competitions

**CORAL ACADEMY OF SCIENCE CHARTER SCHOOLS, Reno, NV**  
**Executive Director**

2007 – 2010

- ◆ Led schools to win 'High Achieving' award 6 years in a row, with High School ranking among top 1500 high schools in nation for 3 consecutive years
- ◆ Multiple awards received in local and regional, science, math, robotics, art, music and language competitions, increased school AP offerings and implemented RTI/RTI<sup>2</sup> process
- ◆ Expanded student enrollment from 502 to 802 with waiting list of over 300 students, as result of successful direction in both elementary and secondary schools serving grades K-12
- ◆ Directed school budget management of \$5.8M, including preparation of annual audits and compliance reviews, and oversaw issuance and management of first NV charter school Tax-Exempt bond in amount of \$9.2 Million for school acquisition of buildings
- ◆ Awarded private, state and federal grant of over \$1M, by successfully managing school-wide fundraising committees
- ◆ Founding board member of E-TECHS Charter High School
- ◆ Successfully replicated school model in Las Vegas, NV, which currently serves over 1,200 students, including over 1,000 on waiting list for grades K-12
- ◆ Founded Coral Academy of Science Charter Schools in Las Vegas and CAS Elementary, Reno

**CORAL ACADEMY OF SCIENCE CHARTER SCHOOLS, Reno, NV**  
**Vice Principal of Curriculum / College Advisor and Testing Coordinator**

2005 – 2007

- ◆ Instrumental in developing policies and regulations leading to successful instruction and conditions, and represented school in Washoe County School District curriculum assistant principal meetings
- ◆ Effectively prepared school for WCSD curriculum audit, including regular observation of teachers in classroom and offering constructive pedagogical strategies for building skills in utilizing, evaluating and adapting learning materials and methods to accommodate instruction
- ◆ Facilitated integrated instructional technology for administrative, instructional and communications functions, by offering assistance in locating, attaining, and organizing resources and materials needed to implement curricula
- ◆ Designed efficient master schedules, increased honors and AP class offerings, participation and success, developed course offering books, and supervised school counselor in academic counseling
- ◆ Pioneered implementation of staff development maps, including chairing accreditation of self-study programs, and preparing annual reports to NAAS (AdvancED)
- ◆ Engineered school improvement plans, including directing academic intervention programs and tutoring, using multiple sources of data collection including standardized tests, observations, and grades to assess student and school performance

*Prior work include **Science Department Chair, Science and Robotics Teacher, Coral Academy of Science Charter School, NV, 2001-2007, and Science Teacher, Horizon Community School, OH, 2000-2001.***

**EDUCATION**

Master of Education, Educational Leadership, University of Nevada, Reno, NV	2005 - 2007
Master of Education, Science Education, Rutgers University, New Brunswick, NJ	1998 - 2000
Bachelor of Science, Teaching Physics, Bosphorus University, Istanbul, Turkey	1992 - 1998

**LICENSES & CERTIFICATES**

Clear Administrative Services Credential, CA • General Science Teaching Credential, CA  
 School Administrator CE, NJ • Physical Science Teacher, CEAS, NJ • Administrator, School License, NV  
 Physical Science Teacher License, NV • TJ Walker Speaking/Media Training Worldwide, CA  
 Astrophysics Summer Institute, Rutgers University, NJ • Teaching Science with Forensics, BERK Education, CA  
 Summer Institute 'Astronomy Using Hands On University', Case Western Reserve University, OH