# *Measure N Education Improvement Plan Implementation Assessment*

Measure N Implementation Process: 2017-18 Measure N Plan

## Envision Academy of Arts and Technology

**Checklist of Required Elements:**

- ✓ Submitted Measure N Education Improvement Plan (SPSA)
- ✓ Submitted Measure N Budget for 2017-18
- ✓ Submitted Measure N Self Assessment

- ✓ Submitted Measure N Presentation
- ✓ Submitted Program of Study
- ✓ Presented to Measure N Commission

| Criteria 1: Measure N Overall Pathway Assessment: Has the School Developed the 4 Essential Elements of a Linked Learning Pathway? | | | | |
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| *(NOTE: If you do not receive a 4 in this category, the highest final recommendation you can receive is "Developing" and the final recommendation will reflect quality of the plan and the alignment of expenditures to build out Linked Learning Pathways.)* | | | | |
| **Category** | **Full Implementation** **4** | **Developing** **3** | **Planning** **2** | **No Implementation** **1** |
| **Evidence of Comprehensive Pathway Program (**Measure N Self Assessment**)**<br>● Rigorous Academics Integrated in Pathway<br>● Integrated Students Supports<br>● Work Based Learning<br>● Industry Theme and CTE Sequence | **Score: 4**<br><br>**Rationale:**<br>● Pathways score a minimum of 2 (Developing & Approaching) and 3 (Meeting & Advancing) on all categories<br>● There is evidence of key pillars of Linked Learning pathways<br>● There is evidence that school is working on improving the integration of CTE and their instructional core | | | |

| Criteria 2: Quality of the Measure N Education Improvement Plan (SPSA) | | | | |
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| **Category** | **Excelling** **4** | **Meeting** **3** | **Approaching** **2** | **Beginning** **1** |
| **Implementation and Progress Monitoring**<br>● Work plan Identifies how key stakeholder groups will be involved in implementation of the plan, how they will be supported, and accountability structures for ensuring quality implementation<br>● Work plan leads to cycles of inquiry and continuous improvement for the school community<br>● Implementation includes a realistic timeline and "project management" plan including adequate and persisting | **Score: 4**<br><br>**Rationale:**<br>● There is evidence of a clearly articulated team structure | | | |

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| resources to support key goals and strategies<br>● Work plan is embedded into a well articulated team structure for the school site to distribute leadership across the school community<br>● The school/pathway has developed a plan and procedures for entering into a cycle of continuous improvement with leadership and pathway teams charged with implementing the plan<br>● A clear cycle of continuous improvement is embodied in the focus on Design, Continuous Improvement of Signature Practices, and Instructional Strategies that are the foci for the school site's SPSA | ● There is evidence of cycles of inquiry and continuous improvement |
| **Coherence (Measured by alignment of plan)**<br>● Site leadership is redesigning larger school structures, systems, and processes to support quality pathway development<br>● Site leadership and staff understand pathway development plans and the role they play in ensuring the implementation of these plans | **Score: 4**<br><br>**Rationale:**<br>● There is clear evidence that the majority of the work is focused on continuous improvement of pathway<br>● There is clear evidence of redesigning school systems to support quality pathway integration in core content areas |
| **Root Causes for Outcomes**<br>● Review of Measure N outcome data analysis that must address all 6 areas for reflection including cohort graduation rates, dropout rates, A-G rates, students who are not on track to graduation because they have D's and F's, student attrition, climate and culture indicators.<br>● Schools and pathways have disaggregated data based on demographics to identify subgroups (LCAP) that are not achieving key outcome indicators.<br>● Root Cause Analysis is a deep reflection of school site or pathway uncovering key issues that are impacting student achievement in each of the areas outlined.<br>● Data includes Measure N Self-Assessment (rubric) against categories of Linked Learning Pathway Design criteria | **Score: 3**<br><br>**Rationale:**<br>● The root cause for Graduate Outcomes challenge demonstrates the opportunity for further investigation to uncover key issues impacting student achievement<br>● Good root cause analysis for all other challenges |
| **Clear Theory of Action**<br>● Design Team has articulated a theory of action that bridges from their root cause analysis logically into their goals and strategies.<br>● For large comprehensive schools, there is alignment between school site plan and pathway plans so that they complement each other. | **Score: 4**<br><br>**Rationale:**<br>● Theory of action supports the logical thruline and bridges root cause analysis, goals, and strategies |
| **Strategies**<br>● Strategies meet the goals, are research based, and have proven effective for improving equitable student outcomes<br>● Strategies are embedded in inquiry design so as to produce evidence of their enacting the theory of action and achieving the goals.<br>● The school/pathway have articulated goals that: establish new practices to support student outcomes, current strategies that are effective in meeting Measure N outcomes, the purpose of Measure N, and the instructional focus for professional development in the upcoming year. | **Score: 4**<br><br>**Rationale:**<br>● Strategies support addressing root causes and pathway improvement simultaneously |
| **Reflection and Continuous Improvement**<br>● Annually reviews and revises pathway-specific student learning outcomes in light of data on student performance and to ensure continued alignment with current expectations for college and career readiness and industry standards | **Score: 3**<br><br>**Rationale:**<br>● There is evidence that pathway-specific student learning |

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| <ul><li>Uses pathway-specific student learning outcomes to guide the design of the pathway program of study, curriculum, instruction, and assessment</li><li>Engages students, parents, and community members in the review and revision process</li><li>Reviews all available disaggregated data on student performance and progress on at least a quarterly basis to identify areas of pathway strength and areas needing improvement</li><li>Analyzes the impact of action items and develop an Implementation/Progress Monitoring plan to review at least semi-annually</li></ul> | outcomes are aligned to school outcomes and are consistently reviewed by leadership teams<br>● There is no evidence as to how students, parents, community members, and industry partners are engaged in the revision process |

## Criteria 3: Alignment of Funding to Linked Learning Criteria and SPSA

| Category | Complaint & Aligned<br><br>4 | Compliant Partially Aligned<br><br>3 | Non-Compliant<br>● Supplanting<br>● Not Allowable<br><br>2 | Missing<br><br>1 |
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| **Budget**<ul><li>Expenditures must be clearly in support of and come from the logical thruline that is evident in the Education Improvement Plan (SPSA)</li><li>Expenditures should support and align to specific parts of your SPSA to support students and pathway development. All students receive benefit from Measure N Funding with the resources following the students directly students identified in the root cause analysis.</li><li>Expenditures should support the Theory of Action, should address the Root Cause Analysis, and should ensure the implementation of the Strategies in order to meet the Goals of your SPSA and the purpose of Measure N</li><li>Budget provides clear resources that are embodied in the school/pathways master schedule in clearly articulated ways.</li><li>Implementation includes a realistic timeline and "project management" plan including adequate and persisting resources to support it</li><li>Expenditures must be used to supplement (increase the level of services) and not supplant (replace) funds from any sources</li><li>Expenditures are in addition to, and not in place of, services that would otherwise be provided to participating students with state and local funds if Measure N funds were not available</li><li>Expenditures are not being used to cover the expenses of programmatic elements, staff salary, and costs that were previously being funded by the school</li></ul> | **Score: 1**<br><br>**Rationale:**<ul><li>Budget provided within Measure N Plan is incomplete, only lists one Measure N expenditure</li><li>Expenditures must provide detailed justification in order to demonstrate alignment to purpose of Measure N</li></ul> | | | |

| Final Recommendation | Funding |
|---|---|

| **Fully Approved** | **Full Funding** ($850 per student) |
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| Measure N Education Improvement Plan (SPSA) demonstrates the implementation of career pathways and the focus on continuous improvement cycle for pathways to continue to meet the purpose of Measure N.<br><br>Measure N Education Improvement Plan (SPSA) demonstrates the majority of the work lies in continuing to address root cause of challenges in order to be aligned to the Measure N outcomes. | Sites will provide a mid-year status update to the Linked Learning Office Staff that will then be reported to the Measure N Commission |

**Strengths:**
- Strong focus on pathway theme integration within instructional core
- Awareness of small school challenges and creativity to address challenges
- Decrease in teacher turnover for next year
- Decrease in suspension

**Key Questions:**
- What is the root cause of the success of decreasing teacher turnover?
- What is the root cause of the success of decreasing suspension?

**Next Steps:**

| What | Suggested Lead | Deliverable | Date |
|---|---|---|---|
| Measure N budget must be updated to include all expenditures | Principal and Pathway Team | Revised Budget | Summer 2017 |
| Measure N expenditures must provide sufficient justification that demonstrates alignment to purpose of Measure N | Principal and Pathway Team | Revised Budget | Summer 2017 |
| Site will provide a mid-year status update to the Linked Learning Office Staff that will then be reported to the Measure N Commission | Principal and Pathway Team | Status Update | January 2018 |