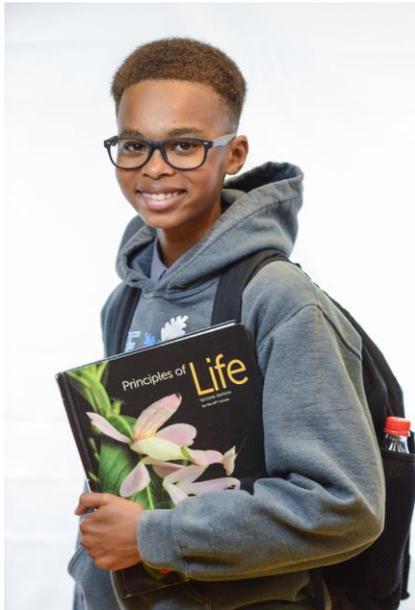




**OAKLAND UNIFIED  
SCHOOL DISTRICT**  
*Community Schools, Thriving Students*



## 2016-17 Measure N Commission Presentation



[www.ousd.org](http://www.ousd.org)



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# Grounded: Root-Cause Analysis



**CHALLENGE:** Students are plateauing in reading and are not progressing to be on grade level readers in their time at Life Academy

## **ROOT CAUSE ANALYSIS:**

- Lack of strong mission around literacy when in fact literacy is a foundational priority that supports our school mission.
- Lack of training and staff development around literacy across content areas
- Lack of time embedded in the schedule to do leveled literacy intervention.
- Distrust of assessment tools and of instruction based on data/assessment.



# Implementation Successes

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- Collaborative design of a strong mission around literacy
- Training for all literacy teachers (7 teachers) and formation of PLC focused on teaching reading
- Time embedded in the schedule to do 12 leveled literacy intervention.
- Building culture of assessing students in reading and using that assessment data to meet their specific needs
- Midyear SRI growth: 40 kids moved out of far below and 21 kids moved into multiple grade levels above

# Implementation Success: Clear Vision

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## Literacy Team Vision

We are a team of reading teachers who create classrooms where students are positively engaged in the process of becoming better readers. The values we base our work in are student empowerment through literacy and joy in the process of gaining reading skills. We believe our work as LLI teachers is essential to our school's vision of "interrupting patterns of injustice and inequity" in education because reading is essential to all academic endeavors.

In our LLI classes, we share data and goals with students so they have the feeling of "I know why I'm here". Because our students are committed to reading, our classes have a sense of urgency and joy as students work in a focused and intentional way to become better readers. The intensity is present because reading is important to the students themselves.

Students will know when they have made progress because not only will they succeed in their LLI class, but they will also notice the skills they gain extending to their other classes. Our students will have increased confidence in themselves as readers and contributors to the classroom community.

# Grounded: Root-Cause Analysis

**CHALLENGE:** Students who are identified as Tier 3 are not succeeding academically and are not receiving adequate social emotional supports.

## **ROOT CAUSE ANALYSIS:**

- In 2006-2007 15 students made up 90% of our out of class referrals.
- Teachers lacked training on management tools that would support students to stay in class.
- Majority of Life students are “compliant” and so teachers have minimal experience with higher level management issues



# Implementation Successes

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- Collaborative team of case managers who have created a strong mission around supporting Tier 3 students
- Training for all case managers
- 20 students identified as Tier 3 receive weekly one on ones
- Data collection and periodic reporting out of data on referrals to all staff with adult reflection
- Overall decrease in the time admin team spends on processing referrals
- Decrease in referrals from focal students



# Implementation Challenges

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## Literacy Measure N Work

- **Continued Need to Develop Teacher Buy In:** although we trained teachers, we found uneven implementation and struggled with the capacity to support that (referral rates from some teachers)

## Culture Measure N Work

- **Restorative Justice:** although we trained teachers, we found uneven implementation and struggled with the capacity to support that (referral rates from some teachers)



# Learning from Implementation Year 1

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All of our initiatives will take multiple years to fully embed in our school culture. Our more integrated restorative approach worked well as a first year program, and we staff turnover and inconsistent implementation, continued training and focus on this work needs to continue.

## Change Takes Time

We still have a general aversion to student assessment data at our site. However, this has begin to shift, and will take more time to be fully embraced. This year all teachers were more amenable to using SRI data as a universal screener and began to see the impacts of LLI, leading to more positive staff culture around homogenous literacy intervention. We need to continue this work so that we continue to bolster this culture.



# Moving forward

## Behavioral Health

-We are seeking to strengthen our Behavioral Health strand in response to student interest as well as the job market in Alameda County operated BH programs.

## Grade Level Trips

-We will continue our grade level trip experiences 6-12 to build school and class culture as well as college going culture throughout the school.

## Instructional Coaching

-We will have a TSA focused on instructional coaching to support alignment of curriculum and teaching practice.



# 2017-18 Measure N Budget Allocations

Expense	Description	Rationale
\$100,000 <i>Salary with benefits</i>	Case Manager	Increased support for highest needs students in order to develop their skills self management in order to be academically successful
Partial Salary	Instructional Coach - TSA	Increased support for teacher planning and implementation in order to increase our teacher retention, pedagogical focus and consistency and teaching quality.
\$27,500	Contract with EBC	Continued support for our seniors and their families in their process of applying to college
\$20,000	Grade Level Trips	Continued experiential learning for all students aligned to school's mission and bolstering student college going culture

# Implementation Year 2

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- **Measure N Steering Committee:** meet to monitor progress to goals.
- **Lead Team and Admin Team:** Our Measure N goals are aligned to our school goals, so reflection on the work and progress will happen at our weekly Lead Team meetings and at our lead team meetings in order to drive our professional development cycles.
- We meet weekly with both of these teams and greater alignment between the teams and our Measure N plan will help us to more closely plan, implement, reflect and evaluate the work throughout the year.



  
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