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Introduction Date	4/10/2019
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By	lf



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

**OAKLAND UNIFIED SCHOOL DISTRICT
Office of the Board of Education**

April 10, 2019

To: Board of Education

From: Kyla Johnson-Trammell, Superintendent
Andrea Bustamante, Executive Director, Community Schools & Student Services Dept.
Barbara McClung, Director, Behavioral Health

Subject: District Submitting Grant Application - Student Engagement in Restorative Justice - Oakland Fund for Children and Youth

ACTION REQUESTED:

Approval and support by the Board of Education of District applicant submitting Oakland Fund for Children and Youth grant proposal for \$600,000.00 (\$200,000.00 annually) for Student Engagement in Restorative Justice at three OUSD high schools for the period July 1, 2019 through June 30, 2022, to accept same, if granted, in whole or in part, pursuant to the terms and conditions thereof and to submit amendments thereto, for the grant years, if any.

BACKGROUND:

Grant award for OUSD schools for the period July 1, 2019 through June 30, 2022 was submitted for funding as indicated in the chart below. The Grant Face Sheet and grant application packets are attached.

File I.D #	Backup Document Included	Type	Recipient	Grant's Purpose	Time Period	Funding Source	Grant Amount
19-0456	Yes	Grant	Oakland Tech, Fremont, Castlemont	Student Engagement in Restorative Justice for Peer Restorative Justice programs at three sites	July 1, 2019 - June 30, 2022	Oakland Fund for Children and Youth	\$200,000.00 Annually, Totaling \$600,000.00

DISCUSSION:

The district created a Grant Face sheet process to:

- Review proposed grant projects at OUSD sites and assess their contribution to sustained student achievement
- Identify OUSD resources required for program success

FISCAL IMPACT:

The total amount of grants will be provided to OUSD schools from the funders.

- Grants valued at: \$600,000.00

RECOMMENDATION:

Approval and support by the Board of Education of District applicant submitting grant award for OUSD Schools for the fiscal years 2019-2022, to accept same, if granted, in whole or in part, pursuant to the terms and conditions thereof and to submit amendments thereto, for the grant years, if any.

ATTACHMENTS:

Grants Management Face Sheet
OFCY RJ Program Grant Application



OUSD Grants Management Face Sheet

Title of Grant: Student Engagement in Restorative Justice	Funding Cycle Dates: July 1, 2019 – June 30, 2022
Grant's Fiscal Agent: (contact's name, address, phone number, email address) Terry Hill Oakland Fund for Children and Youth 150 Frank Ogawa Plaza, Ste 4212 Oakland, CA 94612 (510) 238-6380 thill@oaklandca.gov	Grant Amount for Full Funding Cycle: \$200,000.00 annually for three years, totaling \$600,000.00
Funding Agency: Oakland Fund for Children and Youth	Grant Focus: To support student engagement in restorative justice at three high schools.
List all School(s) or Department(s) to be Served: Oakland Tech, Fremont, and Castlemont.	

Information Needed	School or Department Response
How will this grant contribute to sustained student achievement or academic standards?	This grant supports the leadership and engagement of student leaders via restorative practices. Students will learn RJ skills and practice them with their peers focusing on creating community in 9 th grade classrooms with the intention of lowering drop out rates and increasing graduation rates.
How will this grant be evaluated for impact upon student achievement? (Customized data design and technical support are provided at 1% of the grant award or at a negotiated fee for a community-based fiscal agent who is not including OUSD's indirect rate of 3.98% in the budget. The 1% or negotiated data fee will be charged according to an Agreement for Grant Administration Related Services payment schedule. This fee should be included in the grant's budget for evaluation.)	3 rd party evaluation per OFCY, Data collection by RJ Facilitator at site and youth surveys
Does the grant require any resources from the school(s) or district? If so, describe.	Yes, matching funds of no less than 25%
Are services being supported by an OUSD funded grant or by a contractor paid through an OUSD contract or MOU? (If yes, include the district's indirect rate of 3.98% for all OUSD site services in the grant's budget for administrative support, evaluation data, or indirect services.)	Yes
Will the proposed program take students out of the classroom for any portion of the school day? (OUSD reserves the right to limit service access to students during the school day to ensure academic attendance continuity.)	No

<p>Who is the contact managing and assuring grant compliance? (Include contact's name, address, phone number, email address.)</p>	<p>David Yusem, Coordinator, Restorative Justice Program Community Schools and Student Services Department Oakland Unified School District 1000 Broadway, Suite 150, Oakland, CA 94607 510-710-1269 david.yusem@ousd.org</p>
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Applicant Obtained Approval Signatures:

Entity	Name/s	Signature/s	Date
Principal	Andrea Bustamante		
Department Head (e.g. for school day programs or for extended day and student support activities)	Sondra Aguilera		3/12/19

Grant Office Obtained Approval Signatures:

Entity	Name/s	Signature/s	Date
Fiscal Officer	Marcus Battle		
Superintendent	Kyla Johnson-Trammell		



4/11/2019

Aimee Eng
President, Board of Education



4/11/2019

Kyla Johnson Trammell
Secretary, Board of Education

AGENCY INFORMATION**Oakland Unified School District****Agency Name**

Oakland Unified School District

Agency Details**Street Address**

1000 Broadway Ste 150

City

Grand

State

California

ZIP Code

94607

Is your agency a 501(c)(3) nonprofit? Yes No**Will your agency use a fiscal sponsor?** Yes No**Is your agency a current OFCY grantee?** Yes No**Phone**

5107101269

Year Founded

1865

Tax ID#

946000385

Agency Website

www.ousd.org

Agency mission statement

Oakland Unified School District (OUSD) will build a Full Service Community District focused on high academic achievement while serving the whole child, eliminating inequity, and providing each child with excellent teachers, every day.

FINANCIAL**Current Fiscal Year Agency Budget**

608000000.00

of Full and Part**Time Staff**

4866

FTEs: Program

4133

FTEs: Development/**Fundraising**

0

FTEs: Admin/**Finance**

733

Key Agency Staff**Executive Director****First Name**

Andrea

Last Name

Bustamante

Email

andrea.bustamante@ousd.org

Phone

510-879-8200

Chief Financial Officer/ Financial Director**First Name**

Marcus

Last Name

Battle

Email

marcus.battle@ousd.org

Phone

5108798855

UPLOADS

501c3 IRS letter

File

[OUSD Exempt Certification 2018-0813.pdf](#)

OUSD W9 tax exempt status

Fiscal Audits

File

[2016-17 Audit Report--Revised.pdf](#)

OUSD Fiscal audit

IRS Form 990

File

[OUSD Exempt Certification 2018-0813.pdf](#)

OUSD does not use a IRS form 990. I have uploaded our tax exempt status.

Organizational Budget

File

[18-2507 Presentation - First Interim SACS Financial Report - Fiscal Year 2018-2019 - As of October 31 2018.pdf](#)

OUSD 1st Interim Report for 18-19 SY Budget

Board Roster

File

[Board Roster 2017-18.pdf](#)

OUSD Board of Education Roster

PROPOSAL INFORMATION

Oakland Unified School District - Student Engagement in Restorative Justice

Program Name

Student Engagement in Restorative Justice

Type of Applicant

Small & Emerging Single Agency Collaborative

OFCY Funding Strategy

High School and Postsecondary Student Success

Proposal Contact

First Name

David

Last Name

Yusem

Title

Restorative Justice
Coordinator

Phone

5107101269

Email

david.yusem@ousd.org

Oakland Unified School District - Student Engagement in Restorative Justice**Program Summary**

The summary should describe the program in terms of the number served, who will be served (age and other identifying characteristics), with which services, when, where, and for what purpose or outcome. This Program Summary will be used to describe the proposed program throughout the review process.

Student Engagement in Restorative Justice Program (SERJ) builds capacity for students and adults to work in partnership in Restorative Justice to provide an environment that supports academic achievement. 45 diverse student leaders from 3 OUSD high schools will participate in leading Peer RJ programs in which they design and hold circles with 900 9th graders across the three schools focusing on transition to high school. They will build community, restore harm, and provide welcome circles for new students, including unaccompanied minors.

Agency History and Capacity

Describe your agency's experience providing the services proposed in your application. Include information on years of service in the community being served and any partnerships or collaboration with other organizations or systems of care.

OUSD serves 36,000 children. To further its work as a Full Service Community School District, OUSD has an active Community Schools and Student Services Department (CSSS) that promotes the academic success, health, and social-emotional development of every student through comprehensive support services. Within CSSS, a dedicated Behavioral Health Unit (BHU) works with schools to integrate evidence-based behavioral health and trauma informed interventions to improve instructional practices and student outcomes. OUSD Restorative Justice (RJ) created the Peer Restorative Justice Program in 8 middle schools from previous years' OFCY funds. In the last three years, we have leveraged OFCY funds to design and pilot our high school peer RJ model at two high schools; Castlemont and Oakland Tech. We will now focus on continuing to build and expand the high school Student Engagement in Restorative Justice program that works to improve school climate, supports 9th grade transition, addresses disproportionate discipline, improves equity outcomes and increases attendance, attitudes, and academics through the development of restorative leaders and restorative school cultures.

Describe the staffing plan for your proposed program. Identify the person who will have primary responsibility for managing the program and discuss their experience managing similar projects. Provide information on how many people will be directly working on the project and their qualifications to work effectively with your target population.

The SERJ program is located in the OUSD Community Schools and Student Services Department's Behavioral Health Unit (BHU). Barbara McClung, LMFT, is the Director of Behavioral Health Initiatives in the BHU, overseeing a variety of trauma-informed school-based and school linked programs. She has coordinated district-wide mental health and school climate initiatives since 2007. As the district RJ Program Coordinator since 2011, David Yusem manages all RJ efforts in the district including the OFCY funded model. His primary responsibility is implementing the district wide RJ initiative to promote parity within discipline policy and foster safe supportive school environments. He coordinates both whole school and peer based RJ programs and manages a staff of over 30 full time

OUSD employees dedicated to whole school implementation. Heather Manchester manages and sustains district-wide youth engagement and leadership in Restorative Justice and coordinates RJ training for staff and students. With over 20 years of experience working with youth in OUSD and in RJ, Heather will help provide consistency and quality control from everything to hiring to training adults and youth while maintaining a true positive youth development model of real youth/adult partnerships. Each school will have it's own full time RJ Facilitator: Kusum Crimmel at Oakland Tech, Tatiana Chaterji at Fremont HS, and Tatiana Fuaau at Castlemont. The RJ Facilitators have over 6 years of experience implementing whole school RJ in OUSD and have supported youth in becoming RJ leaders at their sites.

Program Design

Describe the program and proposed services. Provide information on the program design, type of services, average length of participation, location of services, and how services will be delivered.

Student Engagement in Restorative Justice Program (SERJ) is a peer leadership program for 45 or more students in 10th-12th grade who work in partnership with adult allies to increase student voice and build a positive school climate and culture. SERJ will hold community-building circles with 900 9th graders to support transition and increase academic success by helping to create a safe environment at Castlemont, Oakland Tech and Fremont high schools. Building adults capacity is essential to shift school culture and climate, therefore SERJ will train teachers, parents and peer leaders in restorative practices.

SERJ provides ongoing RJ training and coaching to variety of stakeholders, including student leaders, 9th graders, teachers, and parents. SERJ Students serve in partnership with RJ Facilitators on their respective School Culture and Climate Team. SERJ uses a 3-tiered approach, co-led by students and adults to promote student ownership, a school-wide culture of respect, and help students achieve social-emotional and academic success. Tier 1 Community-building circles, SERJ will hold 60 (1 hour) 9th grade classroom circles a year to offer ongoing support to 900 9th graders. (32 per year for Oakland Tech and 14 for Castlemont and Fremont for a total of 180 circles for 2700 youth (duplicated) for 2019-22. Tier 2 "harm & healing" circles SERJ supports a minimum of 1 circle per week per school with 3 students in each circle. (99 circles/year) Approximately 297 circles/mediations will occur during the 2019-2022 school years, serving a total of at least 891 students. RJFs will have 210 Restorative Conversations per year with individual students as a proactive intervention to manage potential conflict.

Tier 3 Welcome/Reentry Circles integrate students into the school, provide wraparound services, and promote accountability and achievement. At Castlemont and Fremont, these processes will include bilingual welcome circles for unaccompanied minors and Newcomers, serving 72 youth. Oakland Tech will provide reentry circles monthly, serving 24 youth. 96 youth served for the life of the grant.

SERVICE DELIVERY: The SERJ program builds leadership and youth-adult partnerships. As the year continues students have opportunities to lead and coach their peers in training, workshops, and restorative sessions. Throughout the year, youth make key decisions that directly impact the program, assess problems, create strategies, and evaluate and reflect upon outcomes.

Recruitment & Training (Aug-September)

* Recruit 45-60 Peer RJ leaders who represent the diversities of each school (Aug-Sep)

* SERJ partners with the Leadership Class and community partners at each school to build leadership.

*45-60 RJ Leaders begin RJ training (at least 40 hours), including quarterly follow-up training that covers Intro to RJ theory and practice and community building, welcome and harm circles.

Implementation and Support: (Sept- May)

* Peer RJ Learning communities at each high school meet weekly (37 hrs /year) during the school day or after school to debrief and receive ongoing coaching

* Peer RJ Leaders conduct a minimum of 2 community-building circles per quarter for quarter 2,3,4 while supporting Tier 2 and Tier 3 circles as detailed above. Quarter 1 will be spent recruiting and training students to keep these circles. In the beginning of Q2 they will implement community building circles in all of the 9th grade classes and again in the 2nd semester Q3.

* Two student leaders will serve on their school Culture and Climate Team 2 hours/month. Celebrate and build capacity for Next Year: (April-June)

* Peer RJ Leaders will design and deliver a peer-led Surviving High School workshop for 8th graders at the Spring OUSD middle school conference

* Evaluate the program with teachers, students and parents and to assess and improve program

* Recruit for the following school year

* Year-end SERJ celebration and graduation in May

What schools will you work with, and how will you engage with the school leadership at those sites?

We will continue to work with Castlemont and Oakland Tech High schools as we work to sustain and maintain the robust programs we started with the 16-19 OFCY grant. For the 2019-2022 grant we are happy to expand this work to Fremont High School. The school leadership at Oakland Tech and Castlemont have expressed excitement that the program could continue at their schools as they have indicated the RJ work as being invaluable in serving the mission and vision of their school, including it in the site work plan to create a positive culture and climate. Fremont High School has a co-principal model. The principals have met with the administrative leadership team and they are planning to bring this program to their site. Over the last year Fremont HS has built a solid RJ program, even getting positive media coverage in EdSource magazine (The rise of restorative justice in California schools brings promise, controversy, May 2018). The Central RJ Team has a strong relationship with the administrators at each site. All of the principals at each site has already been trained in RJ by the OUSD RJ team. The High School program manager meets with the site leadership at regular intervals during the year to check in on how the work is supporting students and staff. Each site has an 1.0 FTE RJ Facilitator, employed, trained, supervised, and coached by the OUSD RJ unit. The central RJ team receives ongoing professional learning on coaching, facilitation, and keeping current on RJ theory and practice.

Identify the population that will be served in your program. How do you plan to recruit, engage, and retain children and youth in your services to reach your program's goals? How do you keep youth engaged in programming?

The 9th grade classes at each site will receive intensive RJ supports via student led circles throughout the year. Student RJ leaders will be recruited by site based RJFs, referred by fellow students, and self refer to the program. Peer RJ leaders will participate in an RJ class

led by the site RJF either after school or during the school day to learn RJ philosophy, and processes. This class will prepare them to keep circles with the 9th graders at their sites and act as a peer professional learning community as they strengthen their practice. Peer RJ Leaders have remained engaged in previous years because of the high level of youth adult partnerships and opportunity to participate in district wide RJ and student engagement trainings and events with students throughout Oakland. The strong relationships they have with their site based RJF supports their ongoing engagement and the RJF can refer them to additional support services when needed. The RJ facilitators will partner with 9th grade classroom teachers to coordinate a series of community building circles in which every 9th grade student will have an opportunity to sit in multiple circles with their cohort to connect and build community. These processes support 9th grade retention, and gives the students an opportunity to join the Peer RJ team at the end of their 9th grade year.

Who are the other partners that will support the program? Does the proposed program include subcontractors or consultants, and if so, what will they provide for the program, and what are their qualifications? What are the other partners not included in the program budget that are critical to the success of your program, and how do you propose to work with them on the proposed program?

As detailed earlier, OUSD's BHU maintains rich collaborative partnerships with a variety of CBOs and agencies to operate SERJ to address key community needs. Each of our participating high schools will provide a \$50,000 program match in 2019-20. The RJ team will partner with each school site to teach an A-G certified Civic Engagement & Social Movements class that incorporates RJ processes and philosophy, leadership and peer mentoring. Partners will provide co-facilitation, curriculum and content expertise. Community partners include Oakland Kids First (PASS-2 peer academic mentoring program), site based leadership classes, and Californians for Justice (Relationship Centered Schools curriculum). OUSD All City Council Meaningful Student Engagement will partner with the RJ team to facilitate a Summer Leadership Training institute that will provide foundational leadership skills for student leaders, some who will participate in the SERJ program. The partnership with OUSD's Meaningful Student Engagement Unit in the Office of Equity, and the Oakland Youth Advisory Commission will support Peer RJ leaders to represent the voice of RJ leaders across Oakland. In order to support incoming 9th grade parents to engage in whole school RJ we will partner with OUSD's Department of Equity's Community and Parent Engagement team to recruit and engage parents in RJ training. To meet the needs of unaccompanied minors at Castlemont and Fremont we will partner with OUSD Transitional Families wrap around services, La Clinica and Central Legal. The RJ unit at OUSD has also established a strong relationship with the Newcomer program and sits on the OUSD Sanctuary taskforce. Restorative Justice for Oakland Youth (RJOY) partners with the RJ unit in the Restorative Oakland initiative. Community Works West provides restorative diversion in more serious cases and whose processes may include student RJ team members. To meet student behavioral health needs overall, BHU also collaborates with community-based mental health service providers in the county system of care, such as East Bay Agency for Children, Fred Finch Youth Center, and Seneca Center.

Outcomes and Impact

What are the needs that your program is designed to address? How will children and youth specifically benefit from your program? What are the short-term outcomes, and what are the long-term impacts?

In 2018, the City of Oakland had over 70 murders (Mercury News 1/9/19). People of all ages are impacted by this public health and safety issue. Violence and conflict have hit our schools and students particularly hard. Many of our students witness a violent crime (acute trauma), sometimes on an ongoing basis (complex trauma). The trauma of these experiences makes its way into schools and can make it hard for some students to engage and learn. It is imperative that each school create a safe environment where students can access the curriculum. Data from OUSD (www.ousddata.org) clearly shows that 9th graders are suspended at rates much higher than their upper class colleagues. In the 2017-18 school year 207 9th graders were suspended compared to 95 12th graders. The OUSD Restorative Justice Program released a report in January of 2015 indicating the success of RJ along with other innovative strategies in creating positive academic outcomes for students, especially African Americans (Restorative Justice in Oakland Schools, Implementation and Impacts 2015). OUSD will continue to build an innovative student driven high school RJ model at Oakland Tech and Castlemont and expand to Fremont to engage 10th through 12th grade students as leaders in building community and connection with 9th graders thus lowering 9th grade suspension and dropout rates. Student-led community building circles support students to feel safe and connected to their schools and help them form caring relationship with their peers and adults. When students feel connected and valued by their peers and adults they are more likely to attend school and graduate. Peer Leaders and participating 9th graders have the opportunity to have agency in building a safe school environment. At Castlemont and Fremont we have learned that the Tier 3 welcome circle model supports Unaccompanied Minors/Newcomers to orient and integrate into the school. Followed with classroom circles, they have ongoing support and build lasting connection with peers and adults. The Peer RJ Leaders will participate in the design and delivery of the SERJ program, receive ongoing RJ training and coaching, while holding roles of responsibility within the school including representatives on the school's culture and climate team. The valuable social and emotional skills they learn and are able to practice in circle will allow them to maintain relationships and plan and organize for success after high school in college or career.

Describe how your program will measure its impact and achievement of outcomes. What are the performance targets that will be met? How is your program addressing specific city and district goals? How will you know if you are successful in your work?

The OUSD RJ program has created a cloud-based data collection system that each RJ Facilitator can access and enter data for his/her own school. The data can be disaggregated by race, gender, grade, restorative process used etc., and will be used to make data based decisions concerning the program. The program will use this data as well as the OFCY Youth Survey, Social Policy Research Associates site visit, and California Healthy Kids Survey data to measure the outcomes of our program. The SERJ program will see a decrease in 9th grade suspensions and dropout rates as evidenced by aeries, the OUSD Data collection system. Students will report feeling safer and more connected at school as evidenced by the qualitative surveys mentioned above. There will be evidence of true student/adult partnership through student participation in the school culture and climate team and through All City Council student surveys. 10th through 12th grade students will learn RJ and support 9th grade teachers and students in creating a positive culture and climate. At least two student leaders from each school will participate in the School Culture and Climate Team. It is the stated goal of the Oakland Promise to increase graduation rates and

create more equitable schools. RJ is mentioned on the Oakland Promise website as a strategy to meet their goals. The student population of the three schools in our grant covers every zip code in the City of Oakland.

List your program's annual outcomes and performance for the past three years. Explain any fluctuations in outcome and performance year-to-year.

During the year we look at data from OUSD at www.ousddata.org as well as the data that we collect that is specific to RJ to make decisions about the program. Over the last 6 years we have seen the district suspension rate drop in half. Restorative Justice at OUSD is one of the reasons this has occurred. Many sites now have RJ Facilitators that support the school in embracing and implementing RJ which leads to a climate where suspensions are not necessary. Our RJ staff and student leaders lead over 3000 tier I community building circles. When there is an incident that may have led to a suspension, that case is now diverted to a restorative process. Every time we have received the OFCY grant for our restorative justice work, we have surpassed our projected outcomes and scored as thriving on the 3rd party evaluation (Social Policy Research Associates). The survey the youth participating in the Peer RJ learning community fill out each year has shown that the majority of youth "agree or strongly agree" that the SERJ program is safe, supportive, engaging, interactive and diverse. It is worth noting that as the number of community building circles increase over the school year, we see the number of circles needed for harm and conflict decrease. Each year the RJ program trains 300-400 youth leaders from across the district to facilitate circles.

Required Resources and Budget Requests

What are the total proposed annual program expenses for the 2019-2020 fiscal year? What were the total program expenses in the most recently completed calendar or fiscal year? What is changing?

The total project budget for the SERJ program in 2019-2020 is \$475,237.00. This number includes the grant request for \$200,000.00. This is a portion of the total OUSD RJ budget in 18-19 which is over \$2M and provides services to over 30 school sites. In the current OFCY grant we receive \$100,000.00 from OFCY for two schools. The total project budget for the current year OFCY grant is \$101,510.00. The difference is made up by the fact that we have added another school to expand our services and model and that we have increased the percentage of time the RJ Program Manager and RJ Facilitators contribute to the grant. We placed the percentage at 100% since the scope of the grant is equal to the scope of their work (Whole school RJ is the implementation of RJ on all three tiers while supporting youth engagement and leadership). At the same time, this year, we have decreased the percentage requested from OFCY.

Describe the proposed program expenses and explain how funds requested are reasonable to support the proposed numbers of children to be served, hours of service to be provided, and overall program design.

We are asking OFCY for \$200,000 to support approximately 1/3rd of the Site based RJ Program Manager salary and almost 1/2 of the three RJ Facilitators' salary. The rest of the money spent on this program will be matched by OUSD. The time that the District RJ Coordinator and Director of Behavioral Health Services spend on this program will be entirely paid by OUSD. The program will serve every 9th grader at Castlemont, Fremont and Oakland Tech and up to 60 Peer RJ student leaders from 10th, 11th and 12th grade that will, in partnership with a caring adult, provide intensive RJ services to the school community. In order to provide exceptional programming within the Youth Programs

Quality Assessment (YPQA model), it takes a highly skilled, qualified adult to work in partnership with students to plan, facilitate, and reflect on activities. It is entirely reasonable and possible for the Restorative Justice Facilitator on site to work with a team of student leaders to impact and transform school culture and climate, with an emphasis on intensive interventions for the 9th grade class. In fact, it is imperative that this happen. The funding from OFCY will allow the OUSD RJ program to have this much needed focus on academic and social emotional outcomes that will impact the school and the City of Oakland in a positive way.

This program will take place during the regular school day and sometimes after school.

Provide information on the other sources of revenue supporting the program. Include the name of the funding entity, amount of funds, duration of funds, and whether the funds have been received, are committed, are pending, or will be planned to be requested. State whether your program will collect fees for participation or if it will be free of charge to all students, and describe your fee structure, estimated annual revenue, and estimated percent of students participating for free compared to students paying a fee.

Each participating school site has committed to match this grant with at least \$50,000 in matching funds each year for the grant cycle of three years. The OUSD RJ program will match the salaries of the employees listed in this grant to make them 1.0 FTE including benefits. We have asked OFCY to pay for \$33,000 of each RJ Facilitator one Program Manager . The rest of their salaries will be paid by OUSD. OUSD will match the fringe benefits at \$88,087.00 and pay for all other programmatic costs. \$400,000.00 has also been committed from a gift given to the Community Schools and Student Services department from the San Francisco Foundation. This money will support Restorative Justice in many schools across the district including the two specified in this grant for the next year and possibly longer. The school district has committed Local Control Accountability Plan (LCAP) dollars allocated from the State to the OUSD RJ program. this money will help sustain the current Peer RJ Program in elementary , middle, and high schools in OUSD. Our OFCY request is to help fund this program in three high schools so that we may create a sustainable model and bring it to every high school in the City.

Provide a Letter of Agreement or Memorandum of Understanding for any organizations or individuals listed in the Subcontracts section of the Budget.

File

DEMOGRAPHICS AND OPERATIONS

Oakland Unified School District - Student Engagement in Restorative Justice

YOUTH

**Total Unduplicated Youth Participants
(Ages 0-21)**

1045

Youth Participants' Race / Ethnicity # to be Served % to be Served

American Indian and Alaska Native	0	0.00%
Asian	157	15.02%
Black or African American	350	33.49%
Hispanic or Latino	325	31.10%
Middle East/North Africa	30	2.87%
Native Hawaiian and Other Pacific Islander	7	0.67%
Some Other Race	0	0.00%
Two or More Races	9	0.86%
White	167	15.98%

1045

Youth Participants' Ages to be Served # to be Served % to be Served

0 - 5 years	0	0.00%
6 - 10 years	0	0.00%
11 - 15 years	900	86.12%
16-21 years	145	13.88%

1045

Youth Participants' Residence # to be Served % to be Served

[Find District](#)

District 1	164	15.69%
District 2	90	8.61%
District 3	85	8.13%
District 4	110	10.53%
District 5	195	18.66%
District 6	170	16.27%
District 7	231	22.11%

1045

Youth Participants' Gender Identity # to be Served % to be Served

Female	522	49.95%
Male	519	49.67%
Non-binary	4	0.38%

1045

Dosage per Youth # to be Served % to be Served

1 to 10 hours	985	94.26%
11 to 20 hours	10	0.96%
21 to 40 hours	5	0.48%

41 to 80 hours	0 0.00%
81 to 120 hours	45 4.31%
121+ hours	0 0.00%
Total	1045

PROGRAM OPERATION DATES

What months out of the year will this program provide services?

- January
- February
- March
- April
- May
- June
- July
- August
- September
- October
- November
- December

Enter the total number of weeks in a year that this program operates. (1-52)

38

Days that service is provided

Please select days in a typical week that this program provide services. If your program has typical start and end times, please enter them.

Day	Service Provided	Start Time	End Time
Sunday	<input type="checkbox"/>		
Monday	<input checked="" type="checkbox"/>	08:00 am	06:00 pm
Tuesday	<input checked="" type="checkbox"/>	08:00 am	06:00 pm
Wednesday	<input checked="" type="checkbox"/>	08:00 am	06:00 pm
Thursday	<input checked="" type="checkbox"/>	08:00 pm	06:00 pm
Friday	<input checked="" type="checkbox"/>	08:00 am	06:00 pm
Saturday	<input type="checkbox"/>		

ACTIVITY PROJECTIONS

Oakland Unified School District - Student Engagement in Restorative Justice

Select the types you will use

- Group Activities
- Individual Activities

Group Activities

Name	Category	# of Sessions Q1	# of Sessions Q2	# of Sessions Q3	# of Sessions Q4	Total # of Sessions	Average Length of Session (hours)	Service Hours (12 months)
Peer RJ Learning Community Building	Community Building	6	12	11	8	37	1.00	15.00 555

Service Description

Weekly circle and meeting with Peer RJ Leaders to debrief circles, create new circle agendas, practice circle and learn new material

Group Activities

Name	Category	# of Sessions Q1	# of Sessions Q2	# of Sessions Q3	# of Sessions Q4	Total # of Sessions	Average Length of Session (hours)	Service Hours (12 months)
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Name	Category	# of Sessions Q1	# of Sessions Q2	# of Sessions Q3	# of Sessions Q4	Total # of Sessions	Avg Length of Session (hours)	Service Hours (12 months)
Peer RJ Learning Community Oakland Tech Building	Community Building	6	12	11	8	37	1.00	15.00
555								

Service Description

Weekly circle and meeting with Peer RJ Leaders to debrief circles, create new circle agendas, practice circle and learn new material

Group Activities

Name	Category	# of Sessions Q1	# of Sessions Q2	# of Sessions Q3	# of Sessions Q4	Total # of Sessions	Avg Length of Session (hours)	Service Hours (12 months)
Peer RJ Learning Community Fremont	Community Building	6	12	11	8	37	1.00	15.00
555								

Service Description

Weekly circle and meeting with Peer RJ Leaders to debrief circles, create new circle agendas, practice circle and learn new material

Group Activities

Name	Category	# of Sessions Q1	# of Sessions Q2	# of Sessions Q3	# of Sessions Q4	Total # of Sessions	Avg Length of Session (hours)	Service Hours (12 months)

(hours)	14	1.00	25.00	350
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Community Building

Classroom Circles Castlemont

6

6

0

2

Service Description

Peer RJ Leaders will partner with 9th grade teachers and facilitate community building circles

Avg Length of Session	Average Session	Hours	Participants (12)
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Name	Category	# of Sessions Q1	# of Sessions Q2	# of Sessions Q3	# of Sessions Q4	Total # of Sessions	Avg Length of Session (hours)	Average Session	Hours	Participants (12)
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Classroom Circles Oakland Tech

15

15

0

2

32 1.00 25.00 800

Service Description

Peer RJ Leaders will partner with 9th grade teachers and facilitate community building circles

Avg Length of Session	Average Session	Hours	Participants (12)
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Name	Category	# of Sessions Q1	# of Sessions Q2	# of Sessions Q3	# of Sessions Q4	Total # of Sessions	Avg Length of Session (hours)	Average Session	Hours	Participants (12)
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(hours) 25.00 350

Community Building

Classroom Circles Fremont 6 6 2 14 1.00 25.00 350

Service Description

Peer RJ Leaders will partner with 9th grade teachers and facilitate community building circles

Group Activities

Average Session Hours 12
 Total # of Sessions

Name Category # of Sessions Q1 # of Sessions Q2 # of Sessions Q3 # of Sessions Q4 Total # of Sessions

Supportive Services

Restorative process for harm/conflict Castlemont 6 10 10 7 33 2.00 3.00 198

Service Description

Tier 2 restorative processes include circles and mediations to respond to discipline and other incidents in a restorative manner.

Group Activities

Average Session Hours 12
 Total # of Sessions

Name Category # of Sessions Q1 # of Sessions Q2 # of Sessions Q3 # of Sessions Q4 Total # of Sessions

					(hour s)	ipant s	mont hs)
Restorative process for harm/conflict Oakland Tech	Supportive Services	6	10	10	7	33	198

Service Description

Tier 2 restorative processes include circles and mediations to respond to discipline and other incidents in a restorative manner.

Group Activities

Name	Category	# of Sessions Q1	# of Sessions Q2	# of Sessions Q3	# of Sessions Q4	Total # of Sessions	Avg Length of Session (hours)	Average Service Hours (12 months)
Restorative process for harm/conflict Fremont	Supportive Services	6	10	10	7	33	2.00	198

Service Description

Tier 2 restorative processes include circles and mediations to respond to discipline and other incidents in a restorative manner.

Group Activities

Name	Category	# of Sessions Q1	# of Sessions Q2	# of Sessions Q3	# of Sessions Q4	Total # of Sessions	Avg Length of Session (hours)	Average Service Hours (12 months)
Restorative process for harm/conflict Fremont	Supportive Services	6	10	10	7	33	2.00	198

(hours) participant months

Leadership and Civic Engagement	2	1	1	1	5	8.00	15.00	600
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Training Peer RJ Leaders Castlemont

Service Description

Restorative justice and leadership training for Peer RJ Leaders

Group Activities

Name	Category	# of Sessions Q1	# of Sessions Q2	# of Sessions Q3	# of Sessions Q4	Total # of Sessions	Avg Length of Session (hours)	Avg Participant Hours (12 months)
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Training Peer RJ Leaders Oakland Tech

Service Description

Restorative justice and leadership training for Peer RJ Leaders

Group Activities

Leadership and Civic Engagement	2	1	1	1	5	8.00	15.00	600
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Name

	Session (hours)	Participants (12 months)
Leadership and Civic Engagement	5	600
Training Peer RJ Leaders Fremont	8.00	15.00
	1	1
	1	1
	2	1

Service Description

Restorative justice and leadership training for Peer RJ Leaders
Individual Activities

Name	Category	# of Sessions Q1	# of Sessions Q2	# of Sessions Q3	# of Sessions Q4	Total # of Sessions	Avg Length of Session (hours)	Average Session Hour (12 months)
Restorative Conversations Castlemont	Supportive Services	12	20	22	16	70	0.50	1 35

Service Description

RJ Facilitator will support students in navigating issues and /or conflict through the use of restorative conversations to address challenges, build relationships, and provide resources.

Name	Category	# of Sessions Q1	# of Sessions Q2	# of Sessions Q3	# of Sessions Q4	Total # of Sessions	Avg Length of Session (hours)	Average Session Hour
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	Supportive Services	12	20	22	16	70	0.50	1	35
	Restorative Services	12	20	22	16	70	0.50	1	35
	Restorative Services	12	20	22	16	70	0.50	1	35

Service Description

RJ Facilitator will support students in navigating issues and /or conflict through the use of restorative conversations to address challenges, build relationships, and provide resources.

	Supportive Services	12	20	22	16	70	0.50	1	35
	Restorative Services	12	20	22	16	70	0.50	1	35
	Restorative Services	12	20	22	16	70	0.50	1	35

Service Description

RJ Facilitator will support students in navigating issues and /or conflict through the use of restorative conversations to address challenges, build relationships, and provide resources.

	Supportive Services	12	20	22	16	70	0.50	1	35
	Restorative Services	12	20	22	16	70	0.50	1	35
	Restorative Services	12	20	22	16	70	0.50	1	35

(hours) Participant

Leadship and Civic Engagement	1	2	2	2	7	1	14
Student participation on culture and climate team Castlemont					2.00	1	14

Service Description

Avg Length of Session (hours)

Category	# of Sessions Q1	# of Sessions Q2	# of Sessions Q3	# of Sessions Q4	Total # of Sessions	Avg Length of Session (hours)	Service Hours (12 months)
Leadship and Civic Engagement	1	2	2	2	7	2.00	14

Name

Student participation on culture and climate team Oakland Tech

Service Description

Avg Length of Session (hours)

Category	# of Sessions Q1	# of Sessions Q2	# of Sessions Q3	# of Sessions Q4	Total # of Sessions	Avg Length of Session (hours)	Service Hours (12 months)
Leadship and Civic Engagement	1	2	2	2	7	2.00	14

Name

(hours) Participant months

Leadership and Civic Engagement	1	2	2	2	7	2.00	1	14
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Student participation on culture and climate team Fremont

Service Description

Avg Length of Session (hours) Average Session Hours (12 months)

Name	Category	# of Sessions Q1	# of Sessions Q2	# of Sessions Q3	# of Sessions Q4	Total # of Sessions	Avg Length of Session (hours)	Average Session Hours (12 months)
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Welcome and Reentry Circle Castlemont

8 1.00 1 8

Service Description

Avg Length of Session (hours) Average Session Hours (12 months)

Name	Category	# of Sessions Q1	# of Sessions Q2	# of Sessions Q3	# of Sessions Q4	Total # of Sessions	Avg Length of Session (hours)	Average Session Hours (12 months)
------	----------	------------------	------------------	------------------	------------------	---------------------	-------------------------------	-----------------------------------

(hour Participant mont
s) ipant hs)

Supportive Services
 Welcome and Reentry Circle Oakland Tech 1 3 3 1 8 1.00 1 1 8

Service Description

Avg Length of Session (hours)
 Average Session Hours
 Total # of Sessions

Category
 Welcome and Reentry Circle Fremont 2 6 6 2 16 1.00 1 1 16

Service Description

Sum of service hours in all activities

5738

Service Locations

Service Location 1

[Find District](#)

Location Name

Oakland Technical High School

Street Address
4351 Broadway
City
Oakland
ZIP Code
94611

Oakland City Council District
Type of Site
1 OUSD High

Service Location 2

[Find District](#)

Location Name

Castlemont High School

Street Address
8601 MacArthur Blvd
City
Oakland
ZIP Code
94605

Oakland City Council District
Type of Site
7 OUSD High

Service Location 3

[Find District](#)

Location Name

Fremont High School

Street Address
4610 Foothill Blvd,
City
Oakland
ZIP Code
94601

Oakland City Council District
Type of Site
5 OUSD High

BUDGET**Oakland Unified School District - Student Engagement in Restorative Justice****PERSONNEL**

Lead Agency Position	First Name	Last Name	Total Annual Salary/Wages	% Time	Total Project Budget	OFCY Funds Requested	Projected Match
Director, Behavioral Health Services	Barbara	McClung	125000.00	5.00%	6250.00	0.00	\$6,250.00
Budget Justification and Calculation							
Directs Unit that holds RJ at OUSD Coordinator,							
Restorative Justice	David	Yusem	115000.00	10.00%	11500.00	0.00	\$11,500.00
Budget Justification and Calculation							
Coordinates district-wide implementation of RJ Program							
Manager, Restorative Justice	Heather	Manchester	100000.00	100.00%	100000.00	33000.00	\$67,000.00
Budget Justification and Calculation							
RJ Youth Engagement Program Manager for coaching and design support.							
RJ Facilitator	Kusum	Crimmel	70000.00	100.00%	70000.00	33000.00	\$37,000.00
Budget Justification and Calculation							
Leads program at Oakland Tech HS							
RJ Facilitator	Tatiana	Fuaau	70000.00	100.00%	70000.00	33000.00	\$37,000.00
Budget Justification and Calculation							
Leads program at Castlemont HS							
RJ Facilitator	Tatiana	Chaterji	70000.00	100.00%	70000.00	33000.00	\$37,000.00

Budget Justification and Calculation
Leads program at Fremont HS

FRINGE Fringe Rate 45.00% 147487.00 59400.00 \$88,087.00

Budget Justification and Calculation
OUSD Fringe rate is at 45%

PERSONNEL TOTAL \$475,237.00 \$191,400.00 \$283,837.00

OTHER DIRECT COSTS

Description	Total Project Budget	OFCY Funds Requested	Projected Match
Equipment/Furniture	0.00	0.00	.00

Budget Justification and Calculation
na

Description	Total Project Budget	OFCY Funds Requested	Projected Match
Facility Rental	0.00	0.00	.00

Budget Justification and Calculation
na

Description	Total Project Budget	OFCY Funds Requested	Projected Match
Food	0.00	0.00	.00

Budget Justification and Calculation
na

Description	Total Project Budget	OFCY Funds Requested	Projected Match
General Office Supplies	0.00	0.00	.00

Budget Justification and Calculation
na

Description	Total Project Budget	OFCY Funds Requested	Projected Match
Participant Incentives	0.00	0.00	.00
Budget Justification and Calculation			
na			
Description	Total Project Budget	OFCY Funds Requested	Projected Match
Professional Development	0.00	0.00	.00
Budget Justification and Calculation			
na			
Description	Total Project Budget	OFCY Funds Requested	Projected Match
Program Supplies	0.00	0.00	.00
Budget Justification and Calculation			
na			
Description	Total Project Budget	OFCY Funds Requested	Projected Match
Telephone/Internet/Communications	0.00	0.00	.00
Budget Justification and Calculation			
na			
Description	Total Project Budget	OFCY Funds Requested	Projected Match
Travel/Transportation	0.00	0.00	.00
Budget Justification and Calculation			
na			
OTHER DIRECT COSTS TOTAL	\$.00	\$.00	\$.00

YOUTH WAGES and STIPENDS
YOUTH WAGES

Description	# of youth	Hourly Wage	# Hours/week	# Weeks/year	Total Project Budget	OFCY Funds Requested	Projected Match
0	0.00	0.00	0.00	0.00	0.00	0.00	\$0.00
Budget Justification and Calculation							
na							
FRINGE							
Fringe Rate n/a					0.00	0.00	\$0.00

Budget Justification and Calculation

NA

YOUTH STIPEND

Description	# of youth	Stipend Amount	# Hours/week	# Weeks/year	Total Project Budget	OFCY Funds Requested	Projected Match
na	0.00	0.00	0.00	0.00	0.00	0.00	\$0.00
Budget Justification and Calculation							
NA							

YOUTH WAGES and STIPENDS SUBTOTAL

Do you have subcontracts?

Yes No

SUBTOTAL WITHOUT INDIRECT COSTS

Indirect Costs (cannot exceed 15% of total OFCY Funds Requested). Currently: 3.83%	\$475,237.00	\$191,400.00	\$283,837.00
Lead Agency Indirect	18914.00	7618.00	11,296.00

Budget Justification and Calculation

OUSD Indirect costs are 3.98%

INDIRECT TOTAL

TOTAL	\$494,151.00	\$199,018.00	\$295,133.00
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PROPOSAL SIGNOFF

Oakland Unified School District - Student Engagement in Restorative Justice

I understand that by clicking 'Submit', I am submitting this proposal to OFCY for review and may only edit the proposal by contacting the Cityspan help desk before the proposal submission deadline. I verify that all information in this proposal is accurate, that I have read all RFP sections related to this strategy, and that I have carefully reviewed all parts of my proposal before submitting.

