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# Memo

**To** Board of Education

**From** Kyla Johnson-Trammell, Superintendent  
Yvette Renteria, Deputy Chief of Innovation

**Board Meeting Date** November 13, 2019

**Subject** Blueprint Cohort 2 Update

**Action** Based on the approval of our Cohort 2 Blueprint proposals (1920-0156 A,B, and C), an amendment was made to provide quarterly updates for our cohort 2 proposals. The memo will provide an update for our cohort 2 proposals from the approval date.

**Background/  
Discussion** Since Board approved the Cohort 2 proposals, the following updates have taken place:

***Kaiser and Sankofa merge on the Sankofa campus***

There has been a continued need to address the reactions and emotions around the decision to merge Kaiser and Sankofa. The families have led the process to address the community needs. Kaiser community members had an event convened by their PTA. We have financially supported the consultant chosen by the Kaiser PTA to facilitate a meeting focused on addressing community needs. Parents from both Kaiser and Sankofa have been working together to organize community events, including a movie night at Sankofa and a BBQ at Bushrod Park on October 26 that was attended by about 100 people from North Oakland, including members of Kaiser and Sankofa communities. We have supported a community manager role at Sankofa to continue to build capacity for family engagement.

The Superintendent and Deputy Chief of Talent met with Kaiser staff on

Wednesday, Oct 16 to answer questions and clarify contractual rights in the context of the merger.

The Principals at Kaiser and Sankofa led a Design Team recruitment event on October 23rd at Sankofa attended by approximately 40 members of the Kaiser and Sankofa communities. Staff conducted a process gather insight of what the group knows about the merger and what they want to know. Staff provided more context to the design process along with a request to participate in the design team.

From the recruitment meeting we received 18 nominations (4 Kaiser parents, 9 Sankofa parents, 0 Kaiser teachers, 3 Sankofa staff and 1 community member). The charge was to fill the design team with the design leader (Dennis Guikama) and Sankofa principal (Denise Saddler), 3 Kaiser staff, 3 Sankofa staff, 3 Kaiser parents and 3 Sankofa parents. After the voting processes at the school sites, the newly formed design team is made up of a design leader, the Sankofa principal, 3 Sankofa staff, 3 Kaiser parents and 3 Sankofa parents.

The first design team meeting was held on November 5. At that time, they built community norms, clarified the role and purpose of the Design Team, and developed a process to identify the school name in alignment with the developing vision for the merged school. On Nov. 12 the team discussed the development of the vision for the merged school.

The design team leader receives weekly coaching, support and resources in the process. The Office of Innovation has facilitated collaboration between the design leader and the facilities department, the enrollment office, and the after school programs office.

Operations work has begun and walk-throughs were conducted at Sankofa. We have submitted budget for three portables and the Interim CFO is working on budget approval and transfer. DSA and Facilities will begin the process of construction design and work permits as soon as budget established. Operations and Facilities has a plan of work needed at Sankofa.

### ***Frick and SOL merge on the Frick campus***

There is a need to bring the Frick and SOL communities together and Office of Equity has worked with the school communities to identify a facilitator to start the work. Based on recommendations from the school leaders, we established a contract with Educatainment for Equity. They have begun meeting with leaders at SOL and Frick as a first step toward engaging the two communities in joint healing sessions. The Deputy Chief of Innovation met with the SOL community on October 16th where families shared their concerns with the merger.

The Superintendent met with the principals along with a small group of staff and parents to listen to concerns and field questions. The Superintendent clarified that there will be one budget for the 2020/21 school year and it will be up to determine the specifics of the design and the merger timeline.

Central Office staff from the Office of Innovation and ELLMA met with SOL and Frick staff on Oct 15 to share information on the design year and listen to questions and concerns. Many of the questions were centered around the dual language requirements as well as whether it is preferable to merge or co-locate in the first year.

The Office of Innovation supported the leaders in providing resources and recruitment materials for the design team. The school principals identified the design team. At the first Design Team meeting, held on November 6, both the SOL and Frick principals were in attendance along with 6 SOL staff and one SOL parent, 4 Frick staff and one Frick community member. The Network Superintendent, 2 staff from ELLMA, and one staff member from the Office of Equity. Office of Innovation staff supported with meeting planning and facilitation.

At the November 6 meeting, the team built community, clarified the role and purpose of the Design Team, developed norms for working together, and began a discussion of the timeline of the merger (1 year or 2? co-location or merger on 2020-21?). The team met for a second time on Nov. 13, and began to develop a strategy for engaging the community in discussion of developing the vision for the merged school.

The design team leaders (principals from both schools) are receiving regular coaching, support and resources in the process.

Operations and Facilities conducted Frick and SOL walk-throughs. We have a detailed plan of what is needed to fully address the merge of SOL to Frick in a timely manner. Based on the information gathered, Frick school site is fully ready for the merge and no extensive work is needed. Frick is in great shape for this move. The only operational needs for this merge is phones, speaker system and minor repairs.

### ***MLA expand on the Maxwell and Sherman campus***

MLA did not have the set up necessary to kick off the 2019/20 school year at their new satellite site on the Sherman campus similar to that at Maxwell campus. Given the less than adequate kick off at the satellite site, the community was concerned about the expansion process.

The principal led the process to build the design team and she saw a large interest in being a part of the process. She created a nomination and election process, which has resulted in a design team of 23 members: MLA Principal and Assistant Principal, 3 classified and afterschool staff, 5 teachers, 11 parents, and 2 district staff (from ELLMA and Special Education). Office of Innovation staff have supported the Principal with meeting planning and facilitation.

The design team has met twice (Oct. 29 and Nov. 12). At the first meeting the team built community, clarified the role and purpose of the Design Team, and developed norms for working together. At the second meeting the focus was

strategies for engaging the community in the decision about which grades will locate at Sherman and Maxwell Park campuses.

The design team leader receives regular coaching, support and resources in the process.

Operations and Facilities conducted walk-throughs for MLA and Sherman. MLA and Sherman are campuses that will need a lot more facilities and B&G work. MLA has many needs that have not been addressed in years and we will start addressing most of the work now. Sherman will need to have facilities and B&G address many of the urgent needs in order to be OUSD compliant as this is a charter campus for the time being. Facilities and B&G is expecting these sites to have the most work that would need to be addressed.