# *Measure N Education Improvement Plan Implementation Assessment*

Measure N Implementation Process: 2017-18 Measure N Plan

# MetWest High School

**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

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**Criteria 1: Measure N Overall Pathway Assessment: Has the School Developed the 4 Essential Elements of a Linked Learning Pathway?**
*(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 |
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| **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>School scores a minimum of 3 (Meeting & Advancing) on all categories on Measure N Self Assessment, acknowledging that the school uses the Big Picture model and therefore some expectations are modified. | | | |

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**Criteria 2: Quality of the Measure N Education Improvement Plan (SPSA)**

| Category | Excelling 4 | Meeting 3 | Approaching 2 | Beginning 1 |
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| **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 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 | **Score: 4**<br><br>**Rationale:**<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 - of particular note - the intention to begin to fully integrate mathematical and scientific skills and habits into the MetWest "core," in the way that Eng and social science already are. | | | |

- 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
- 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

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| **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>Plan is coherent; leadership understands pathway development and the use of Measure N funds to improve student outcomes |
| **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>Although the school's plan, as articulated in the narrative and the commission presentation, seems to reflect a deep root cause analysis, that section in the SPSA is sparse and disconnected from the theory of action. |
| **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>Design Team has articulated a theory of action that bridges from their root cause analysis logically into their 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 are embedded in inquiry design so as to produce evidence of their enacting the theory of action and achieving the goals<br><br>2016-17 was truly a SOLID pilot year, and MetWest is building on lessons learned |
| **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<br>- Uses pathway-specific student learning outcomes to guide the design of the pathway program of study, curriculum, instruction, and assessment<br>- Engages students, parents, and community members in the review and revision process<br>- 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 | **Score: 4**<br><br>**Rationale:**<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<br><br>Engages students, parents, and community members in the review and revision process |

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| ● Analyzes the impact of action items and develop an Implementation/Progress Monitoring plan to review at least semi-annually | Analyzes the impact of action items, and engages in rapid prototyping to make adjustments early and often to positively impact students in real time |

## 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><br>1 |
|---|---|---|---|---|
| **Budget**<br>● Expenditures must be clearly in support of and come from the logical thruline that is evident in the Education Improvement Plan (SPSA)<br>● 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.<br>● 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<br>● Budget provides clear resources that are embodied in the school/pathways master schedule in clearly articulated ways.<br>● Implementation includes a realistic timeline and "project management" plan including adequate and persisting resources to support it<br>● Expenditures must be used to supplement (increase the level of services) and not supplant (replace) funds from any sources<br>● 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<br>● Expenditures are not being used to cover the expenses of programmatic elements, staff salary, and costs that were previously being funded by the school | **Score: 2 Not non-compliant, but lacking sufficient detail to assess for compliance and alignment**<br><br>**Rationale:**<br>All of your Measure N budget, except for an unknown amount that will be allocated to "surplus" is being used to support part-time teaching positions:<br>.10<br>.20<br>.50<br>.50<br>And a .50 TSA<br>What are these positions? What are these teachers doing for the rest of their day? Please add detail so that we can understand how you are using your Measure N funds to build your STEAM pathway. | | | |

| Final Recommendation | Funding |
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| **Fully Approved**<br><br>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. | **Full Funding** ($850 per student)<br><br>Site will provide a mid-year status update to the Linked Learning Office Staff that will then be reported to the Measure N Commission |

**Strengths:** Very successful pilot year with lessons learned and 2017-18 built upon new understanding; the MetWest design team is modeling design thinking while building a pathway that teaches design thinking (Fullan's system symmetry).

**Key Questions:** How are the Measure N funds being used to build the pathway?

**Possible Supplanting:** Cannot comment until budget narrative is provided.

**Next Steps:**

| What | Suggested Lead | Deliverable | Date |
|---|---|---|---|
| Please add detail / narrative to your budget re: what the positions are and how they are aligned to pathway development. | Leadership Team | Updated budget narrative in SPSA | 6/30 |
| Create the MetWest Program of Study to reflect 2017-18 | Leadership and STEAM team | POS shared with HSLLO | Summer 2017 |