

File ID Number	18-0508
Introduction Date	3/28/18
Enactment Number	18-0539
Enactment Date	3/28/18
By	02



OAKLAND UNIFIED SCHOOL DISTRICT
Community Schools, Thriving Students

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

March 28, 2018

To: Board of Education
From: Kyla Johnson-Trammell, Superintendent
Subject: Grant Agreement - Educate 78 - Alliance Academy

ACTION REQUESTED:

Approval by the Board of Education of Grant Agreement from Educate 78, in the amount of \$10,000.00, to support Alliance teachers by receiving coaching and professional development from Alameda County Office of Education School Transformation through the Arts (STTArts) staff to increase teacher efficacy, satisfaction, and retention at Alliance Academy for fiscal year 2017-18, pursuant to the terms and conditions thereof, if any.

BACKGROUND:

Grant proposals for OUSD schools for the 2017-2018 fiscal year was submitted for funding as indicated in the chart below. The Grant Face Sheet and Grant Agreement Notification are attached.

File I.D #	Backup Document Included	Type	Recipient	Grant's Purpose	Time Period	Funding Source	Grant Amount
18-0508	Yes	Grant	Oakland Unified School District - Alliance Academy	To support Alliance Academy teachers by receiving coaching and professional development from Alameda County Office of Education School Transformation through the Arts (STTArts) staff to increase teacher efficacy, satisfaction, and retention.	08/01/2017 thru 06/30/2018	Educate 78	\$10,000.00

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

OUSD received a Grant Face Sheet and a completed grant application for the program listed in the chart by the school.

FISCAL IMPACT:

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

- Grants valued at: \$10,000.00

RECOMMENDATION:

Approval by the Board of Education of the Educate 78 Grant Agreement for Alliance Academy for fiscal year 2017-18.

ATTACHMENTS:

- Grant Face Sheet
- Grant Letter
- Grant Agreement
- Wire Confirmation, # Alliance-0622

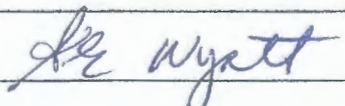

OUSD Grants Management Face Sheet

Title of Grant: Alliance – Teacher Retention Program	Funding Cycle Dates: August 2017 – June 2018
Grant’s Fiscal Agent:	Grant Amount for Full Funding Cycle: \$10,000
Funding Agency: Educate 78	Grant Focus: Support the Teacher Retention Program at Alliance Academy
List all School(s) or Department(s) to be Served: Alliance Academy	

Information Needed	School or Department Response
How will this grant contribute to sustained student achievement or academic standards?	<p>Support Alliance Teachers by receiving coaching and professional development from Alameda County Office of Education School Transformation through the Arts (STTArts) staff to increase teacher efficacy, satisfaction, and retention.</p> <p>We are tying this retention program directly to our school priorities of Rigorous Academics, Culture and Climate, and Educator Development, as we recognize it is essential for these to align. In years past, Alliance was victim to a revolving door of leadership (five principals in five years at one point), so we and our students have deeply felt the impact of leftover and pieced-together agendas. We seek to address teachers’ identified top retention needs by investing in and strengthening structures that support integrated learning.</p> <p>Our principal, Stacey Wyatt, is deeply committed to the integrated learning framework for our school, and is therefore committed to this retention program. This framework will guide her leadership of the leadership team and her and our assistant principal’s leadership of the Instructional Leadership Team and Culture & Climate Team.</p>
<p>How will this grant be evaluated for impact upon student achievement?</p> <p>(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 5.59% 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.)</p>	<ol style="list-style-type: none"> 1. By the start of the 2018-19 school year, the Alliance teacher retention rate will increase to at least 83.3% (retain at least 15 of 18 teachers). <ol style="list-style-type: none"> a. Retention numbers collected by start of 2018-19 school year. 2. By the end of the 2017-18 school year, at least 80% of Alliance teachers will agree or strongly agree with Q1-4 statements on the Gallup engagement survey. <ol style="list-style-type: none"> a. Survey administered in September, December, March, June. All leadership teams at Alliance engage with results. 1. By the end of the 2017-18 school year, teacher satisfaction with effectiveness of affinity learning communities and coaching will average at least 80%, as measured by evaluation developed by ILT and STTArts. <ol style="list-style-type: none"> a. Evaluation administered in September, December, March, June. ILT and STTArts will engage with results. 1. By the end of the 2017-18 school year, at least 80% of Alliance teachers will meet their professional learning goal developed with their coach and within integrated learning and evaluation frameworks. <ol style="list-style-type: none"> a. Goal written in September, formal assessment check-points in December, March, and June with coach and affinity learning community.
Does the grant require any resources from the	Grant manager identified as Andy West. Implementation time

Does the grant require any resources from the school(s) or district? If so, describe.	Grant manager identified as Andy West. Implementation time required.
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 5.59% for all OUSD site services in the grant's budget for administrative support, evaluation data, or indirect services.)	Services are provided by on-site teacher coaches trained and supported by Alameda County Office of Education, we have an MOU directly with their STTARTS Grant Program.
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
Who is the contact managing and assuring grant compliance? (Include contact's name, address, phone number, email address.)	Stacey Wyatt, Principal Stacey.Wyatt@ousd.org Alliance Academy 1800 98th Ave Oakland, CA 94603 (510) 639-2893


Applicant Obtained Approval Signatures:

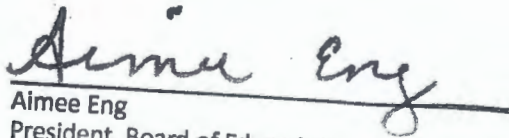
Entity	Name/s	Signature/s	Date
Principal	Stacey Wyatt		3/5/18
Department Head (e.g. for school day programs or for extended day and student support activities)	Mark Triplett		3.6.18

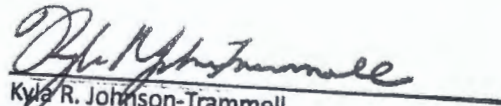
Grant Office Obtained Approval Signatures:

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

OAKLAND UNIFIED SCHOOL DISTRICT
Office of the General Counsel
APPROVED FOR FORM & SUBSTANCE

By: 
Amy Brandt, Attorney at Law
3.15.18


Aimee Eng
President, Board of Education


Kyla R. Johnson-Trammell
Secretary, Board of Education



Alliance-0622

August 10, 2017

Dear Stacey Wyatt,

I am delighted to inform you that a grant has been approved in the amount of \$10,000 to Alliance Academy in the Oakland Unified School District for the 2017-18 school year.

This agreement ("Grant Agreement") forms the contract between Educate78 and Alliance Academy of the Oakland Unified School District (Grantee). Please read it carefully as it outlines the conditions of the grant as well as the payment and reporting schedules. If you agree to the terms and conditions, please sign this Grant Agreement. No funds will be disbursed until this agreement has been signed and returned. In addition to providing a grant, we commit to an open, two-way constructive relationship in support of your organization and its mission.

We look forward to collaborating with you to ensure that every child in every neighborhood of Oakland has a great public education.

Warmly,

A handwritten signature in black ink, appearing to read "Gloria Lee", with a long horizontal flourish extending to the right.

Gloria Lee
Executive Director
Educate78



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 2323 Broadway
 Oakland, CA
 94612

SECTION 1: FUNDING OVERVIEW & COMMITMENTS

Organization Name	Alliance Academy of the Oakland Unified School District
Date Approved	June 22, 2017
Amount of Grant	\$10,000
Grant Period	Grant Start: August 1, 2017 Grant End: June 30, 2018
Key People	
Primary Program Contact	Name: Stacey Wyatt, Principal Email: Stacey.wyatt@ousd.org
Secondary Program Contact	Name: Andrew West, Teacher Email: andrew.west@ousd.org
Principal Supervisor	Name: Ron Smith, Network Superintendent Email: ron.smith@ousd.org
Educate78 Contact	Name: Sara Solar Email: ssolar@educate78.org

WORKING RELATIONSHIP

In addition to providing a grant, we commit to an open, two-way, constructive relationship in support of your organization and its mission.

Educate78 Commitments	Grantee Commitments
<ul style="list-style-type: none"> • We commit to doing our work in alignment with our organization core values: connected, authentic, purposeful, equity-centered, and solutions-oriented. • We will be an active thought partner in your work. We seek to be constructive, and may sometimes be challenging as a means of pushing you to higher levels of impact. • We will be a resource to you. We can help make connections with potential partners, funders, vendors, policy makers or clients. We can share strategic insights and provide hands-on assistance on projects related to specific management challenges or opportunities. We are also happy to participate in meetings or events involving your stakeholders. • We will regularly seek out your perspective on how we are doing. Your feedback helps us improve our own work and achieve greater impact. • We will make every attempt to minimize our data and information requests. We know such requests can be disruptive to your team, but they are sometimes needed to capture important knowledge and measure our own impact. • We will tell you as soon as reasonably possible if there is a problem in our relationship. We share the responsibility to provide hard feedback if it is necessary. 	<ul style="list-style-type: none"> • In a proactive, open and timely manner, we will inform Educate78 and our Board of Directors about every significant issue, challenge, transaction and event that may affect the organization's outcomes and impact. • We will ask Educate78 for help whenever we believe Educate78 may be able to help think through an issue, connect to a potential partner, customer, vendor, or resource, and execute a strategic project. • We will share our victories and successes with Education to celebrate together! • We will attend and actively participate in networking, professional development, and field-building events sponsored by Educate78. • We will provide data and information as requested in a timely manner.



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SECTION 2: GRANT PURPOSE AND EXPECTED OUTCOMES

It is mutually understood that this grant is awarded with the expectation that the Grantee will expend the entire amount to address the following agreed-upon purpose and objectives. While minor changes in plan are expected, prior written approval of Educate78 is required to use the funds in a way that is fundamentally different from the stated intentions of the grant. It is the responsibility of the Grantee to ensure that its use of funds conforms with the purpose and objectives of the grant or to seek approval for a change.

PURPOSE OF THIS GRANT

This grant has been provided to advance the mission of Alliance Academy in the following ways:

- Alliance teachers will receive coaching and professional development from Alameda County Office of Education School Transformation Through the Arts (STTArts) staff to increase teacher efficacy, satisfaction, and retention.

WHAT WILL CHANGE AS A RESULT

- Teacher retention will increase 11 percentage points from 72% in 17-18 to 83% in 18-19.
- 80% of Alliance teachers will “agree” or “strongly agree” with Q1-4 statements on the Gallup Q12 engagement survey.
- 80% of Alliance teachers will be satisfied with the effectiveness of STTArts affinity learning communities and coaching as measured by evaluation tool developed by STTArts and Alliance’s Instructional Leadership Team.
- At least 80% of Alliance teachers will meet their professional learning goal developed with their coach and tied to the district evaluation system and STTArts integrated learning frameworks.

GRANTEE COMMITMENTS

- Grant kickoff conversation with Educate78 in early-mid August to discuss proposal feedback + grant logistics. (1 hour phone call; grant team lead + school leader)
- Coaching session (group or 1:1 tbd) in early-mid August to create detailed implementation plan, outcome targets, and specific measures. (2-3 hours prep + session; grant team lead + team)
- Group Kickoff and Networking Session with all Oakland retention grantees (1.5 hours; grant team lead)
- Fall check-in with Educate78 (1 hour in Oct-Nov; grant team lead + school leader)
- Coaching session (group or 1:1 tbd) in January to review progress on detailed implementation plan and outcome measures and refine implementation plan for second semester. (2-3 hours prep + session; grant team lead + team)



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- Spring check-in with Educate78 (1 hour in Mar-Apr; grant team lead + school leader)
- End of year Networking and Learning Session with all Oakland retention grantees (1.5 hours; grant team lead)
- Author one blog post on Educate78 website about your retention program, learning, and outcomes (approx 3 hours; grant team lead + team, including 2-3 interviews w Educate78 staff)
- End of year report and codification of retention strategy for broader distribution: documenting grant outcomes above, grant implementation, lessons learned, and links to materials for other sites to access, due to Educate78 by June 15, 2018 (2-4 hours; grant team lead)



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SECTION 3: DISBURSEMENT & REPORTING

These funds will be disbursed on the following schedule. All disbursements are contingent upon the grantee completing the actions or meeting the milestones and reporting deadlines indicated below.

PAYMENT SCHEDULE

Number of payments: 1

Grantee Initials: SEN RS AW

Disbursement #1

Anticipated Date: August 15, 2017

Disbursement Amount: \$10,000

Action/Metric	By When
<ul style="list-style-type: none"> Receipt of this fully executed original Letter of Agreement 	August 15, 2017
<ul style="list-style-type: none"> Receipt of: (1a) a copy of your IRS Tax-Exemption Determination Letter; OR (1b) a copy of fiscal sponsorship agreement between your organization and another organization with its own tax-exemption under Internal Revenue Code section 501(c)(3) agreeing to act as your fiscal sponsor AND (1b) a copy of your fiscal sponsor's IRS Tax-Exemption determination letter 	
<ul style="list-style-type: none"> Completion of IRS Form W-9 	
<ul style="list-style-type: none"> Completion of form to allow for electronic transfer of grant dollars to your organization (optional – electronic transfer request will be sent by Educate78 via email) 	

REPORTING SCHEDULE

Report Name	Date	Reporting Requirements
Interim Reporting		
Interim 1	Fall Check-In, to be scheduled in Oct-Nov 2017	Progress against implementation plan Interim outcome data
Interim 2	Spring Check-In, to be scheduled in March-April 2018	Progress against implementation plan Interim outcome data
Final Reporting		



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Final Report	June 1, 2018	Reporting on outcomes in implementation plan (including projected retention into 2018-19) Key learnings Plans moving forward
Final Retention Reporting	September 1, 2018	Actual teacher retention data from 2017-18 into 2018-19



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SECTION 4: GENERAL PROVISIONS

This Grant Agreement contains the terms and conditions for Alliance-0622 in the amount of \$10,000 from Educate78 to Alliance Academy (the Grantee). By signing this Grant Agreement and accepting grant funds, an officer, director, or trustee of the Grantee agrees to the obligations and conditions, and makes the representations set forth below.

- a. The Grantee confirms that it retains full discretion and control over the process of selecting any persons or organizations (researchers, employees, independent contractors, secondary grantees, conference participants, consultants, vendors, or suppliers) or any equipment, supplies, or products, to carry out the purposes of this grant, completely independently of Educate78. The Grantee confirms that there is no agreement, either written or oral, that Educate78 can cause the selection of particular persons or organizations or direct the use of grant funds for any particular expenditure.
- b. Educate78 makes grants using funds from a variety of foundations and individuals, and at its sole discretion has selected the Grantee to receive this grant. Grantee may not make any statement, or otherwise imply to the media, the general public or any other donor or investor that Grantee is supported by any donor other than Educate78, unless your organization has directly received funds from that donor.
- c. Grantee shall use the funds solely for the project described in Section 2 of this Grant Agreement, and Grantee shall repay to Educate78 any portion of the amount granted which is not used for that project. Any changes in the purpose for which grant funds are to be spent must be approved in writing by Educate78 before implementation of those changes and expending funds on those changes. Educate78 retains the right, if Grantee breaches this Agreement, or if Grantee's conduct of the project jeopardizes Educate78's legal or tax status, to withhold, withdraw, or demand immediate return of grant funds, and to spend such funds so as to accomplish the purposes of the project as nearly as possible within Educate78's sole judgment. Any tangible or intangible property, including copyrights, obtained or created by Grantee as part of this project shall remain the property of Grantee.
- d. Nothing in this Agreement shall constitute the naming of Grantee as an agent or legal representative of Educate78 for any purpose whatsoever except as specifically and to the extent set forth herein. This Agreement shall not be deemed to create any relationship of agency, partnership, or joint venture between the parties hereto, and Grantee shall not represent to anyone that it is the agent, legal representative of, partner, or joint venture of Educate78.
- e. Grantee shall submit full and complete reports to Educate78 in compliance with the schedule stated in Section 3 of this Grant Agreement. The report shall describe the charitable and educational programs conducted by the Grantee with the aid of this grant and the expenditures made with grant funds, and shall report on the Grantee's compliance with the terms of this grant.
- f. Grantee understands that Educate78's obligation to disburse funds to Grantee as outlined above in Section 3 is contingent upon and shall not arise until Grantee completes the required milestones and reporting obligations stated in Section 3. Grantee further confirms and agrees that if Grantee fails to complete any milestone or reporting requirement within 12 months of the date indicated in the schedule in Section 3, all of Educate78's obligations to disburse any remaining grant funds shall lapse and Grantee shall lose any right to further funding under this Agreement even if Grantee later completes the required milestone or reporting requirement. In such an event, Grantee may reapply for Grant funding and Educate78, at its sole discretion, may enter into a new grant agreement with Grantee.
- g. Grantee shall inform its Board, staff, parents, community partners and other relevant stakeholders of Educate78's grant, engaging Educate78 for support in promotion. This may be done through a variety of approaches, including press release, newsletter, logo on the website, social media post, physical banner or other signage. Educate78 will provide a digital copy of its logo for this use and can support development of joint promotional materials. Grantee is encouraged to include Educate78 as a supporter in annual reports, presentations, and proposals.
- h. This grant is not to be used in any attempt to influence legislation within the meaning of Internal Revenue Code (IRC) Section 501(c)(3). Grantee shall not use any portion of the funds granted herein to participate or intervene in any political campaign on behalf of or in opposition to any candidate for public office, to induce or encourage violations of law or public policy, to cause any private inurement or improper private benefit to occur, nor to take



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any other action inconsistent with IRC Section 501(c)(3). No agreement, oral or written, to that effect has been made between Educate78 and Grantee.

- i. Grantee shall notify Educate78 immediately of any change in (a) Grantee's legal or tax status, and (b) Grantee's executive or key staff responsible for achieving the grant purposes.
- j. In the event of any controversy, claim, or dispute between the parties arising out of or related to this Agreement, or the alleged breach thereof, shall be determined by arbitration in Alameda County, California, before one arbitrator. The arbitration shall be administered by Judicial Arbitration and Mediation Services (JAMS) pursuant to its Streamlined Arbitration Rules and Procedures. Judgment on the award may be entered in any court having jurisdiction. This clause shall not preclude parties from seeking provisional remedies in aid of arbitration from a court of appropriate jurisdiction. The prevailing party shall, in addition to any other relief, be entitled to recover its reasonable attorneys' fees and costs of sustaining its position. Each provision of this Agreement shall be separately enforceable, and the invalidity of one provision shall not affect the validity or enforceability of any other provision. This Agreement shall be interpreted and construed in accordance with the laws of the State of California. The failure of Educate78 to exercise any of its rights under this Agreement shall not be deemed a waiver of such rights.
- k. This Agreement constitutes the only agreement, and supersedes all prior agreements and understandings, both written and oral, among the parties with respect to the subject matter hereof. All Exhibits hereto are a material part of this Agreement and are incorporated by reference. This Agreement, including any Exhibits hereto, may not be amended or modified, except in a writing signed by all parties to this Agreement.

Understood and agreed to,

Educate78 Signature

Educate78 Signature

Signature: Sara solar

Signature: Gloria Lee

Name: Sara Solar

Name: Gloria Lee

Title: Director of Talent

Title: Executive Director

Date: 9/19/2017

Date: 9/19/2017

Grantee Signature

Grantee Signature

Signature: S.E. Wyatt

Signature: Andrew West

Name: Stacey Wyatt

Name: Andrew West

Title: Principal

Title: Teacher

Date: 11/21/2017

Date: 9/20/2017



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Grantee Signature

Signature: Ron Smith
Name: Ron Smith

Title: Network Superintendent

Date: 9/20/2017

PLEASE ATTACH EITHER: (1a) a copy of your IRS Tax-Exemption Determination Letter; OR (1a) a copy of fiscal sponsorship agreement between your organization and another organization with its own tax-exemption under Internal Revenue Code section 501(c)(3) agreeing to act as your fiscal sponsor AND (1b) a copy of your fiscal sponsor's IRS Tax-Exemption determination letter.

PLEASE ATTACH: IRS Form W-9



Educate78

Hi Oakland Unified School District,

You've received money in your bank account from Educate78 for these invoices:

Invoice #	Due Date	Amount	Payment Amount	Process Date
Alliance-0622	11/30/17	\$10,000.00	\$10,000.00	12/26/17
Total:			\$10,000.00	

You should see a deposit for the Total.

Have questions about the payment? Contact Educate78 at [2133006801](tel:2133006801).

Thank you,
Educate78

Be safe! Hover your cursor over links in any email before clicking, to verify the location is safe. Bill.com links always start with <https://app.bill.com> or <http://www.bill.com>.

Please do not respond to this email. This e-mail was sent from a notification-only e-mail address.