2004-2005 School Year Measure E Project Outcome Summaries

Project		Summary of Outcomes
Music Program	-	At 58 elementary schools, 35% of the 4 th and 5 th grade students receive instrumental music and a total
		of 3,479 receive pre-instrument instruction.
	•	Music is also provided at 13 middle schools including 5 full time programs and 8 part time programs.
	*	All high school campuses provide music instruction.
		Benchmark assessments have been developed and are being used to measure student's instrumental
		music growth.
School Security		A total of 8 new school security officers have been hired for the current school year due to challenges
Officers		in passing the fingerprinting. Interviews will be held again 3/31/05.
	•	A 32-hour refresher-training course was held for all 112 SSOs during the summer.
	•	Six SSOs were provided to school sites that did not have the funds to cover their cost.
Textbooks		Adopted core curriculum textbooks for each student are being purchased and the TSA has coordinated
		the completion of the Williams Case survey by the 4 th week of the 2005-06 school year.
School Libraries	•	A total of 25 library clerks and 10 computers have been upgraded at school sites. Added support has
		been provided through monthly staff development sessions for library clerks as documented through
		the library survey and the updated library plan.

87	Enactment Date	Enactment No	Introduction Date 3/29/05	File ID No. 05-0392	
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Oakland Unified School District 2004-05 Measure E Accountability Report Date

Department/Program of Responsibility Business Services	School to CareerSpecify Dept.
X_ Teaching & Learning Division	Student, Family, & Community Services
Contact Name, Address, Phone Number,	Email:
Phil Rydeen, Program Manager for Music Ar Music Department, Harper Bldg. Rm. 8-A	nd Arts
Scope of Project:	

The instrumental music program was implemented carefully over time to include every elementary school and has become a valuable asset to our schools and communities. The elementary program has become effective in raising the performance level at secondary schools ensuring quality programs at the middle and high school level. The elementary program is now functioning as it was designed; as a feeder program for our secondary music programs.

The goals for this project are:

- 1. Provide pre-music instruction to all 4th grade students
- 2. Provide access to instrumental music instruction to 5th grade students
- 3. Provide music classes at the 5 middle schools without a program (Lowell, Brewer, Simmons, Frick, and Madison)
- 4. Develop and implement music student assessment tools
- 5. Equitable distribution of teaching resources

How does this project serve educational and community needs?

Although research shows that the arts are critical in a young child's cognitive development, less than 20% of the students in the OUSD receive arts instruction. This is certainly why at a national and state level the arts are recognized as an essential part of the core curriculum every child should be receiving. A composite study conducted by the US Dept. of Education has also shown that social skills, student motivation, creative thinking, and problem solving ability are increased through arts instruction. These are certainly among the goals OUSD holds for its students and the music programs are now at every elementary site poised to expand over time to reach each student. There are also music programs at nearly every secondary campus providing continuing music instruction.

Community needs:

- 1. Social skills
- 2. Increased creative capital needed for multi-media job market in California
- 3. Equal Access to higher paying jobs in the entertainment industry
- 4. Continuation of community/social institutions from the Symphony to the Church Choir
- 5. Oakland City Council recognized the importance of arts education on March 15, 2005

Educational:

- 1. Arts are a core subject under the No Child Left Behind Act and the CA state Board of Education Master Plan for Education.... Denial to student access to an education in the arts is.....
- 2. OUSD board resolution (0001-0078) recognizes including:
 - a. Arts education improves student achievement, and develops student initiative, discipline and skills that extend to all areas of student success
 - b. Comprehensive arts education helps to develop well-balanced and creative youth and thus, future citizens
 - c. The need for a comprehensive sequential curriculum allowing students to improve artistic skills
- 3. The arts are an Incentive for students to attend and succeed in school OUSD data shows students enrolled in music classes attend better when compared to the general school population.
- 4. Equal access district-wide to year-long advanced arts courses needed to meet the advanced arts requirement for UC/CSU admissions.

How are funds used?

Item	Budgeted	Expended	Pending	Balance
Teacher Salaries	\$1,442,000	\$1,485,404		(\$16,611)
Equipment	\$50,000	\$5,066	\$4,500	\$45,000
Repairs	\$35,000	\$14,537	\$12,000	\$8,463
Supplies	\$18,000	\$13,942		40,100
Assessment Development	\$3,000	\$1,036	\$600	\$1,364
Mileage		\$612	\$3,000	\$3,612
Requested	\$1,548,000	· · · · · · · · · · · · · · · · · · ·	7-,0	Ψ0,012
Approved	\$1,562,000	_		\$41,828

Budget Explanations: Teacher salaries were estimated with the information we had available. During the summer we acquired senior available OUSD teachers costing more than we anticipated. We maintained a balance in the equipment category due to a large equipment grant received this year. (\$200,000) The equipment funds were not necessary and not expended. Repair costs as well were less than projections based on previous year's expenditures. I do anticipate an additional \$12,000 in repair costs before the end of the year. Mileage was not requested in last years proposal, but it is a contractual obligation for itinerate teachers and is reflected in the proposal for 2005.

How is performance of the project being measured?

During the summer, a group of teachers met to develop benchmark assessments. The assessments are currently being tested and base line data is being established. The purpose for the assessment tool is to improve instruction and the quality of the music program. The quality of the program is also being assessed through teacher observations and student performances. The arts programs including music programs are monitored by the OUSD Arts Task Force.

Current program numbers from ME request baseline

What is the process for evaluation?

Teachers will perform benchmark assessments on several measurable music standards. Once baseline data is established, the music staff will begin to analyze the data, refine the assessments, and make instructional changes to raise student achievement. The music teachers are evaluated in accordance with OUSD/OEA procedures and standards.

Current program

- · All 58 elementary schools
 - 35% of 4th & 5th Grade Students Receive Instrumental Music
 - 3479 students receiving pre-instrument instruction 81% coverage
- 13 Middle Schools (5 full time programs, 8 part time programs)
- All High School Campuses
- We are noticing improved quality in our secondary instrumental programs as the elementary program continues to provide foundational music instruction.
- The Elementary Music program is functioning in accordance with its original design. The OUSD students have participated in nearly 200 public performances from holiday concerts to District and National music festivals.

is the project meeting the goals and objectives established for 2004-05?

The elementary music program for 2004-05 has made improvement from the district program in 2003-04 in several areas including:

- New middle schools added Brewer, Simmons, Carter, and Lowell. In particular, Brewer and Simmons both participated in the secondary music festivals this year.
- 2. All elementary schools now have a music program (2 schools continue to be funded privately)
- 3. The teaching resources are more equitably distributed
- 4. The music teaching staff created benchmark assessments against which we can measure student improvement and we are now in the process of assessing students and compiling the information. This foundational level information will help us assess students, provide a baseline for comparison, and yield data which will allow us improve music instruction.
- 5. Any 5th grade student with a desire to participate in a music class was able to participate Creating a 5th grade priority in the selection process yielded 8 students in the district who were denied access because of an instrument shortage. All 8 cases were resolved in September.

There are some areas where we did not meet our projections. The music program is currently transitioning from a 50 year old model of instruction to progressive musical instructional techniques and instructional delivery within small reconfigured schools. The program was designed to provide instrumental music instruction to those students who elected to participate. This model is problematic in many ways including the equitable access to quality sequential music instruction. Although we have made headway, there is still much work to be done in the following areas:

1. The goal of providing music instruction to all 4th grade students: We required the music teachers to provide pre-instrument instruction to all 4th grade students in the district. All schools were offered this instruction; however, in practice this requirement was often not successful. This caused a disruption in many music programs currently in place and functioning with 3rd grade pre-instrument instruction. The 4th grade requirement was also

- problematic in schools with a high emphasis on reading intervention. Recommendation: allow schools and music instructors to decide whether 3rd or 4th grade pre-instrument instruction is most appropriate.
- 2. Although the Middle School programs have increased in number, we lost one school (Claremont) due to teacher consolidation, and unfortunately Frick Middle School could not accommodate a music program. Recommendation: offer the music program to Claremont and Frick in a configuration similar to the other new middle school programs.

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Teacher		Jun	June Benchmark Assessment • Use number 2 pendi only. Make dark marks that fill the circles completely.	Benchmark Asse • Use number 2 pencil only. R marks that fill the circles of	Assessment oil only.	12	loorlos © @ @	!		9 9 9
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Oakland Unified School District 2004-05 Measure E Accountability Report Date

	School to Career Specify Dept. X _Student, Family, & Community Services
Contact Name, Address, Phone Number, E	mail:
Ursula Reed, 121 E. 11 th St., OUSD, 879-8173	3, ursula.reed@ousd.k12.ca.us

Scope of Project:

To attract and retain qualified credentialed teachers by providing and maintaining qualified and well trained School Security Officers (SSO).

How does this project serve educational and community needs?

The work of the SSO directly impacts the District's ability to attract and retain qualified credentialed teachers, especially in an urban district.

Community needs:

Safe and secure school campuses.

Educational:

Safe and secure school campuses create an environment where students can learn and teachers can teach.

How are funds used?

Funds are used to train and maintain School Security Officers. This includes providing SSOs with an appropriate uniform, a means of communication, and Oakland police Department (OPD) training. The funds also cover the cost of OPD coverage of OAL games, Board Meetings and Graduation.

How is performance of the project being measured?

The SSOs at the school site and at the district office are evaluated using the Classified Employee Evaluation Form.

What is the process for evaluation?

SSOs have two evaluations, mid-year and end-of-the-year, to be completed by site administrators for the school site SSOs and to be completed by Ursula Reed for the District level SSOs. The due date for the evaluations is April 18, 2005.

Is the project meeting the goals and objectives established for 2004-05?

- The goal of hiring 20 new SSOs was not realized. There were a total of 8 new SSO's trained and hired. Another eight SSO's that were trained did not clear fingerprinting. There is a current posting and new interviews will be conducted by 3/31/05.
- Staff Development: A 32-hour Refresher Training Course was held for all the SSOs during the summer.
- SSOs have been deployed to supervise the OAL games, the Board Meetings and will be used for High School Graduation. Funds were also used to cover school sites that did not have the funds to hire their own SSO's.
- The Oakland Police Department was also allocated funds that were used to purchase police coverage at OAL games, Board Meetings and will be used for High School graduation

Oakland Unified School District 2004-05 Measure E Accountability Report March 22, 2005

Department/Program of Responsibility Business Services S	chool to Career Specify Dept.
XX_ Teaching & Learning Division Services	Student, Family, & Community
Contact Name, Address, Phone Number, En	nail:
Jessica Evans <u>Jessica.Evans@ousd.k12.ca.u</u> 314 E.10 th Street, Oakland, CA 94606 510.879.8601	<u>\$</u>
Scope of Project:	
Purchase of Textbooks	
How does this project serve educational and	community needs?
Each student will have the instructional material homework assignments.	s necessary to achieve in school and complete
Community needs:	
Parents will be able to assist students with home for success.	ework. Students will have the necessary resources
Educational:	
Achievement data is showing improvement in clinstructional materials for each student.	assrooms by students due to providing necessary
How are funds used? The funds will be used to purchase of adopted of subjects.	ore curriculum textbooks for each student in core
How is performance of the project being mea	asured?
Completion of the Williams Case surveys by the	4 th week of the 2005-06 school year.

What is the process for evaluation?

Staff will be evaluated based upon the negotiated procedures in the contract. The Williams survey will be sent to every teacher in every classroom and bookroom in the District. Principals are responsible for verification of data entered on Scantron sheets. Data will be tabulated and the results will determine whether every student have received the necessary textbooks and instructional materials.

Is the project meeting the goals and objectives established for 2004-05?

Yes, the project is meeting the goals and objectives established for 2004-2005.

Oakland Unified School District 2004-05 Measure E Accountability Report March 22, 2005

Department/Program of Responsibility Business Services	School to Career	Specify Dept.	
X_ Teaching & Learning Division	Student, Famil	ly, & Community Services	
Contact Name, Address, Phone Number, Jessica Evans, Student Achievement <u>Jessic</u> 314 E. 10 th Street, Oakland, CA 94606 510.879.8601	Email: ca.Evans@ousd.k12.ca	<u>.us</u>	
Scope of Project:			
Maintain and Improve School Libraries			
How does this project serve educational	and community needs	17	
Ensuring that all schools in the District have especially in our underperforming schools	open, fully functioning lii	braries for student use,	
Community needs:			
Open and fully functioning libraries in all scho	ool, especially in Elemer	ntary Schools	
Educational:			
Students will be taught the effective use of lib library. Students will be encouraged to check	orary services and techn cout at least two books	ology available in the school per week.	
How are funds used?			
Fund the hiring of 25 Library clerks and upgra of monthly professional development session	ading at least 10 compu is for Library clerks.	ters at school sites. Purchas	е
How is performance of the project being n	neasured?		
Performance of the project will be measured l students, parents and community members	by questionnaires and s	urveys given to Library staff,	
What is the process for evaluation?			
The staff will follow the negotiated process as will be measured and monitored in Taskforce questionnaires and circulation statistics from s	annual reports and Dist	itracts. Library effectiveness irict wide surveys,	

Is the project meeting the goals and objectives established for 2004-05? The project is meeting the goals as established for 2004-05.

DISTRICTWIDE LIBRARY MEDIA PLAN

A Four-Year Plan 2005-2009

OAKLAND UNIFIED SCHOOL DISTRICT

THE VISION

All students in the Oakland Public Schools should access to a professionally-staffed, full-service library media center, which serves as the literacy hub of the school. Students have daily access to a rich, diverse and abundant selection of books that they want to read voluntarily. These books have been selected for their high quality and multicultural representations as well as for meeting all learners' needs, languages and interests. We will strive to have our print collections meet or exceed the American Library Association's Standard of 20 books per students. Our reference materials and nonfiction books are current and relevant to the curriculum. Teachers have built a large collection of non-print resources which supports their classroom instruction. Teachers and Librarians work as partners to increase student achievement.

Our elementary libraries have been weeded of old materials and outdated equipment. Library Media Teachers have been hired at each site alone with a library support staff. All elementary libraries are completely automated to the district standard.

All of our secondary school libraries have automated circulation and card catalogs. Via computer networks, our secondary students have direct access to electronic-based reference materials, video, and audio libraries, on-line reference databases, and access to library resources from their classrooms and homes, as well as in the Library Media Center. Students receive information literacy skills appropriate to their grade level. All students will meet K-12 objectives set forth in our new Library Standards.

ELEMENTARY SCHOOL LIBRARIES

IDENTIFIED NEEDS

Staffing Needs

1. Equitable staffing of a full-time trained library staff for each elementary site.

Program Needs

- 1. Equal access for all students to the library's books and other resources with a system for frequent student visits.
- 2. Have library open every day, all day, for students' use.
- 3. Free, voluntary reading program for all students.

•Collection Development Needs

- 1. New library resources which include enough "good books" for free reading to meet all students' reading levels, multicultural representations, interests, and language needs.
- 2. Weeding elementary libraries of old books and outdated equipment.

 Prepare elementary libraries for automation to the district standard.
- 3. New library resources that support instruction, state and district content standards and state frameworks.

• Facilities Needs

- 1. Room designated to serve only as the school library for all students.
- 2. Updated furniture for students' reading activities, shelving for library's print and nonprint materials, and electrical wiring for Internet connection and outlets for computers.
- 3. Repair service for computer work stations.

SECONDARY SCHOOL LIBRARIES

IDENTIFIED NEEDS

Staffing Needs

- 1. Recruitment of credentialed librarians for vacancies at secondary sites.
- 2. Equitable paraprofessional staffing adequate to support clerical and technical needs at all secondary libraries.

Program Needs

- 1. **Teachers and librarians collaborating** as partners to benefit students learning.
- 2. Implementation of **information literacy skills for students** (the ability to access, evaluate, and use information effectively) in all core learning.

Collection Development Needs

- 1. **New library resources** which include enough "good books" for free reading to meet all students' <u>reading levels</u>, <u>multicultural representations</u>, <u>interests</u> and language needs.
- 2. New library resources that **support instruction**, state and district content standards and state frameworks.
- 3. Finish implementing the automation of our secondary libraries.
- 4. Computer work stations and on-line reference sources for students to access the Internet and use these electronic sources for research—based assignments.

• Facilities Needs

- 1. Adequately wired libraries to support the networked use of technology and to provide Internet access.
- 2. Updated shelving and furniture.
- 3. Repair service for computer work stations.

Proposed ACTION PLAN

By Library Task Force

ELEMENTARY SCHOOL LIBRARIES

Needs	Key Objectives	Action	Who/Time
Equitable staffing of libraries	Build corps of Elementary Library Clerks to 1 per 500 students	Implement the Staffing Plan. Obtain funding to complete objective based on site funding and measure E.	School sites and measure E committee. Ongoing
Increase/Update Book Collection. Update nonprint curricular resources.	Build Book Collection to USA average of 20 books per student; increase nonprint curricular resources	Implement current guidelines for purchase of new books/other resources with site based funding. Prepare Collection Development Plan	Principals at school sites. Collection Development Plan. Ongoing
Weeding old books and restoring library facilities	Every elementary site to have functional designated library room in preparation for arrival of new library resources.	Implement Plan to weed sites of old books and equipment. Order new materials with bar code labels and datadisks.	Site staff with guidelines from District professional development. Ongoing
Equitable student access to library at every site	Have libraries open every day, all day for student access	Develop site library programs for student access	Principals with support of District. Ongoing

Monitoring and Evaluation: The Library Task Force will continue to revisit, reevaluate, and update the <u>District Library Media Plan</u> through quarterly meetings. This plan will be coordinated and expanded in conjunction with the <u>District Technology Plan</u>.

Proposed ACTION PLAN

By Library Task Force

SECONDARY SCHOOL LIBRARIES

Needs	Key Objectives	Action	Who/Time
Equitable staffing of libraries	Maintain Librarians at all sites and fill current vacancies; build corps of clerical and technical support.	Actively recruit Librarians. Implement the staffing plan for clerical and technical support.	Human Resources, school site Principals.
Increase/Update Book Collection; Increase reference sources-print and on-line.	Build Book Collection to USA average of 20 books per student. Build reference collection to meet curricular needs.	Implement current guidelines for purchase of new books/other resources with prepared Collection Development Plan.	Principals at school sites. Collection Development Plan. Ongoing
Increase Information Literacy Skills of students.	Students will use literacy skills to access, evaluate and effectively use information.	Plan Staff Development to implement Information Literacy Skills	Site Librarian- 2005-2009
Complete Library Automation.	All secondary sites will have automated circulation and card catalogs.	Continue with current Plan with Epixtech	District Librarian Ongoing

Monitoring and Evaluation. The Library Task Force will continue to revisit, reevaluate, and update the <u>District Library Media Plan</u> through quarterly meetings. This plan will be coordinated and expanded in conjunction with the <u>District Technology Plan</u>.

Proposed Staffing Plan for OUSD Libraries

By Library Task Force

ELEMENTARY SCHOOL LIBRARIES

Proposed Initial Staffing Plan

Classified staffing: Library Clerks.

Sites		No. Needed
Under 300 students:	2 days per week	6
300 - 360 students:		6
361 - 400 students:	3.5 days per week	6
401 - 499 students:	3.5 days per week	3
500 +:	5 days per week	24

Total needed: 45 Library Clerks

Administrative support for implementation of Media Plan

Proposed Staffing Plan for OUSD Libraries

By Library Task Force

SECONDARY SCHOOL LIBRARIES

Current Professional Staffing:

• Site Administrator provides for a professional librarian position at their secondary site.

Proposed Classified Staffing:

- The new job title replacing library clerk and textbook clerk would be Library media Technician. This person would be multi-functioning in textbook and library automated book systems as well as be able to troubleshoot computer workstations in the library.
- Middle Schools: 1 full-time Library Media Technician.
- High Schools: 2 full-time Library Media Technician.
- Administrative support for Library Media Plan

Proposed Extended Staffing of Libraries:

- Summer School Staffing: 1 Library Media Technician or 1 Librarian per site.
- Extend work time for secondary Librarians to supervise collection and distribution of textbooks-1 week in June and 2 weeks in August based on site funds.

Measure E Funded	ON >	S	Yes	Yes	}	Š	Yes	OZ		No	No			No	Yes		S _O		No			No				Yes	3		Yes	
Staffing City of Oakland Library on	Site	Library Clerk	Library Clerk	Library Clerk	•	PTA funded consultants	Library Clerk	PTA Funded Library Aide Kiwanis Club and other	donations to hire a library	consultant	none	Volunteer library clerk 3	days a week/otherwise	teachers watch students	Library Clerk		Instructional Assistant		M, T, Th, F 1- 1:30 P.M. Aide for the Handicapped			Library Media Clerk				Library Clerk			Library Clerk	
Hours of Operation	8:00 - 3:00, M-F 8:30 A M - 3 P M	COO TAIN. OF THE	9:00 - 2:30		9:00 - 3:00 M, T, Th, 9:00 - 12:00 W. Closed	ш		9:00 - 3:05	Opening 3/21 11:30	A.M. to 2:30 PM	None		- - - - - - -	All day, everyday		8:30 - 3:00 except W &	L		M, T, Th, F 1- 1:30 P.M.			8:00 - 3:30								
School	Acorn Woodland Allendate	Ascend	Bella Vista	Burckhalter		Chabot	Cleveland Cox	Crocker Highlands		Emerson	Encompass		!! !! !!	Franklin	Fruitvale		Garrield	Glenview	Golden Gate	Grass Valley	Hawthorne	Highland	Hillcrest	Hoover	Howard	ICS	Jefferson	Kaiser	King	
Site	165	185	102	<u>3</u> 5		106	108 110	11		115	181		7	9 !	117	3	2	119	120	122	124	126	127	170	166	186	128	171	182	

Yes	o N	Yes Yes Yes	e 0 Z	Yes No Yes	No (Community is very upset they voted for Measure E but got nothing)	ON.	Yes No	N _O
Library Clerk	Library Clerk	Library Clerk Library Clerk Library Clerk	PTA Funded Librarians	Library Clerk Parent Group Fundraising Library Clerk	Parent Volunteers and PTA Paid person	Volunteers	Library Clerk Teachers/Aides	Parent Faculty Club pays a Library Manager
	8:30 - 3:00	8:30 - 2:50	Tues - Fri 9:00 AM - 2:30 PM	Lunch, Intermittently	15 hours per week (various days)	5:00 5:00	7:45 - 4:00 P.M.	9:00 - 3:00 Tues - Fri
Kipp La Escuelita Lafayette Lakeview Laurel Lazear	Lockwood Mann	Manzanita Markham School Marshall Maxwell Park	Melrose Miller Montclair Munck School	Parker Peralta Piedmont Ave	Prescott Redwood Heights Santa Fe	Sequoia Sherman Sobrante Park	Stonehurst Tilden Think College Now	Thomhill
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Official Record - Board of Education of the Oakland Unified School Distr

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Computer Assistant	Library Clerk Librarian	Teachers	Parent Volunteers oversee 2 day a week clerk	попе	Teachers bring students to library	teachers when not	available		N/A	1 Librarian, 1 textbook clerk 1 Librarian	1 Librarian, 1 textbook clerk
11:30 - 12:15 & 1:00 - 3:00	8:30 - 3:00 8:30 - 3:30	9 A.M 3 P.M.	8:30 A.M 1:30 P.M. Tues & Thurs w/clerk Parent Volunteers (Otherwise by teachers) 2 day a week clerk	Only for meetings	8:45 A.M. to 3:15 P.M.	8:30 - 10:30, 2:30 -	3:30		Classroom Libraries in each classroom	7:45 - 4:00	7:35 - 3:35
Washington	Webster Academy Whittier Claremont	Cole Elmhurst Frick Calvin Simmons	Bret Harte	Lowell Edna Brewer	Montera Rooseveit		Westlake	Madison King Estates Explore	Melrose Leadership Urban Promise	Oakland High	Skyline Life Academy Metwest
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	1 Librarian, 1 Library Clerk		1 Librarian, 1 Library Clerk		1 Librarian, 1 Library Clerk		1 Librarian, 1 Library Clerk		1 Librarian. 1 Library Clerk								none		None					None	
7:45-4:00, M-Th, 3:30,	ш	7:45-4:00, M-Th, 3:30,	L	7:45 - 4:00, M-Th; 3:30,	· ·	7:45-4:00, M-Th, 3:30,	Ц.,	7:45-4:00, M-Th, 3:30,	Щ								None		None					None	
	Architecture Academy		Robeson & Perf. Arts		Fremont in Transition		Mandela High		Media College	Youth Empowerment	Business & Info. Tech.	Leadership Preparatory	East Oak. School of Arts	East Oakland Community	Rudsdale	Village Academy	Dewey	Street Academy	Farwest	Merritt	Indep. Study (K-12)	Ralph Bunche	Comming	Community Day	
	339		340		341		342		343	344	346	347	348	349	222	231	310	313	314	328	330	223			