



"BayTech gave my daughter a second chance when she needed it most. Now she's not just graduating—she's going to college. This school changed our family's future."

— Maria G., BayTech Parent, Class of 2025

Bay Area Technology School

Charter Renewal Petition

2026–2028

Renewal Term
2 Years

Presentation Date
December 10, 2025

BayTech Serves Oakland's Most Vulnerable and Resilient Students



Grades 6-12 | 201 Students (Fall 2025)

83.5%

Socioeconomically Disadvantaged

26.2%

English Learners

92.6%

Latino and Black Students



We serve **high-need, high-potential learners** who deserve rigorous college preparation and technological fluency.

Rooted in Oakland: Serving Our Community



21 Years of Service to Oakland Families

201

Students from across Oakland neighborhoods

19.1%

African American students served with
culturally responsive practices

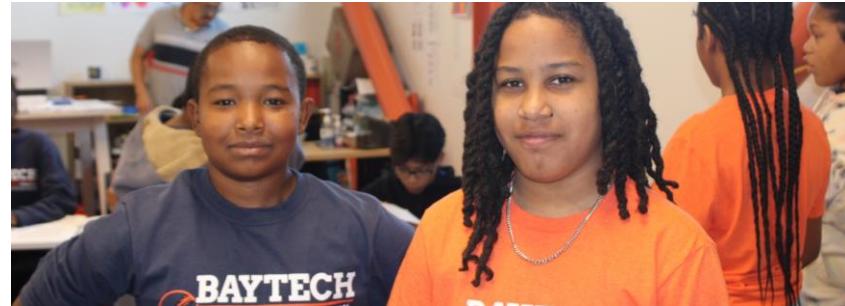
73.5%

Latino/Hispanic students reflecting Oakland's
diversity

83.5%

Socioeconomically disadvantaged students
receiving comprehensive support

Technology as a Tool for Equity and College Readiness



Mission

Baytech infuses assistive technology throughout the school to provide a **personalized educational experience** for every student to be **college and career-ready**.

Model

College-preparatory curriculum rooted in the Direct Interactive Instruction (DII) model, leveraging technology to **individualize learning, accelerate growth, and build critical thinking**

Core Belief

All students, regardless of background, can **master college-level content** when provided with the right support, high expectations, and personalized pathways

"It's going to be a great day at BayTech!"

Our New Home: Palace Theater Campus



After **21 years on a co-located campus**, BayTech now owns a permanent, purpose-built facility at the historic Palace Theater that provides safety, stability, and an enhanced learning environment.

Permanent Ownership

BayTech owns the historic **Palace Theater** at 1445 23rd Avenue, eliminating rent burden and ensuring long-term stability.

Safety & Security

Dedicated campus with controlled access, ending the disruptions of shared facilities and providing a secure learning environment.

Enhanced Learning Spaces

Modern classrooms, science lab, gymnasium, and technology infrastructure designed specifically for 6-12 education.

Accessible Location

Located at the border of the Fruitvale and San Antonio neighborhoods, with expanded transportation services (2 vans) serving 45% of students.

The Palace Theater campus represents **stability after crisis** and positions BayTech for sustained academic growth during the 2026-2028 renewal term.

Rising from Adversity: BayTech's Transformation



Progress Strengthens Our Foundation

2022-2023

Crisis

Pandemic recovery, campus tragedy, subsequent enrollment decline

2023-2024

Recovery

Trauma-informed practices, climate rebuilding, instructional stabilization

2024-2025

Acceleration

Academic turnaround, secured new facility, Green suspension rate, over 2x expected growth on i-Ready, 92.5% graduation rate

After severe disruption, BayTech rebuilt trust, climate, and instruction.

+20.1 Math DFS | +9.5 ELA DFS | Green Suspension | 92.5% Graduation

Climate Indicators Improved Two to Three Performance Levels in One Year



Suspension Rate

↓ 8 pts

GREEN

Chronic Absenteeism

↓ 14.5 pts

ORANGE

English Learner Progress (ELPI)

↑ 11.9 pts

YELLOW

BayTech's climate transformation is **verified by California Dashboard indicators** showing dramatic improvement in safety, engagement, and belonging through systematic investment in restorative practices, mental health supports, and community partnerships.

Acknowledgment & Path Forward



We Acknowledge Our Current Standing

BayTech has **not met all academic performance standards** and is classified as a **low tier school** under California's charter renewal framework.

We take full responsibility for these outcomes.

Our Commitment to Improvement

We have developed a Board-approved **comprehensive Performance Improvement Plan (PIP)** with measurable targets, proven instructional strategies, and rigorous monitoring systems to accelerate student achievement.

Program Improvement Plan Drives Continuous Improvement



ELA Improvement

Edge Curriculum: Rigorous, standards-aligned literacy instruction

Literacy Lab: Small-group intervention for struggling readers

48-Hour Reteach: Immediate support for mastery gaps



Math Improvement

Carnegie Math: Adaptive, research-based curriculum

Math Lab: Targeted intervention and skill-building

Weekly CFAs: Data cycles to identify and address gaps



Chronic Absence Reduction

Transportation: Free van routes from underserved neighborhoods

Tiered Outreach: Attendance Works framework (Tier 1/2/3)

Family Engagement: Same-day contact and support



Enrollment Stability

Community Partnerships: Deep engagement with families and neighborhoods

Student Retention: Positive climate and belonging initiatives

Recruitment: Strategic outreach to maintain enrollment

Measurable Targets: 2024 Baseline → 2027 Goals

ELA Distance from Standard (DFS)

| 2024 Baseline | 2027 Target |
|---------------|-------------|
| -56 | -36 |



+20 Point Improvement | Orange → Yellow

Math Distance from Standard (DFS)

| 2024 Baseline | 2027 Target |
|---------------|-------------|
| -111 | -85 |



+26 Point Improvement | Orange → Yellow

Chronic Absenteeism Rate

| 2024 Baseline | 2027 Target |
|---------------|-------------|
| 25.5% | 15% |



-10.5% Reduction | Red → Yellow

English Learner Progress (ELPI)

| 2024 Baseline | 2027 Target |
|---------------|-------------|
| 40.9% | 45% |



+4.1% Increase | Yellow → Green

Accelerated targets for English Learners, Students with Disabilities, and African American students to close opportunity gaps and ensure equitable outcomes across all subgroups.

High-Quality Curricula Combined with Small-Group Labs and Immediate Reteach



ELA ENGINE

CURRICULUM [Edge Curriculum](#)

Rigorous, standards-aligned literacy instruction

INTERVENTION [Literacy Lab](#)

Small-group intervention for students below grade level

RETEACH PROTOCOL [48-Hour Cycle](#)

Immediate support for students not mastering content

MATH ENGINE

CURRICULUM [Carnegie Math](#)

Adaptive, research-based math curriculum

INTERVENTION [Math Lab](#)

Targeted intervention and skill-building

DATA CYCLE [Common Formative Assessments](#)

Weekly data cycles to identify gaps and adjust instruction

Continuing Our Positive Chronic Absence Trajectory



Van Routes

Free transportation from underserved neighborhoods eliminates access barriers and ensures all students can attend



Same-Day Contact Sequence

Immediate outreach to families when students are absent, ensuring rapid response and family partnership



Family Engagement

Proactive communication and support systems that engage families as partners in student attendance

Tier 1: Universal Supports

All students receive positive attendance messaging, recognition, and school-wide climate supports

Tier 2: Targeted Outreach

Students with 5-10% absences receive targeted interventions and family conferences

Tier 3: Intensive Support

Students with >10% absences receive case management and wraparound services

RESULT: 96% AVERAGE DAILY ATTENDANCE

Enrollment Stability & Growth Plan



Strategic Context: Fall 2025 enrollment reflects a planned, temporary dip associated with our permanent facility move to the Palace Theater. This was anticipated in our approved budget and cash flow projections.



Targeted Outreach

Expanded community partnerships, multilingual recruitment, feeder school visits



Onboarding Excellence

Summer bridge programs, family orientations, student ambassadors



Student Experience

Enhanced electives, dual enrollment, college visits, enrichment



Retention Supports

CARE team, MTSS, transportation, family engagement

Tiered Monitoring System: No Student Falls Behind



Monitoring Cycle: September – June

| Sept | Nov | Jan | Mar | May |
|-------------|-----------|----------------|----------------|------------------|
| Pulse Check | Deep Dive | Midyear Review | Progress Check | Final Assessment |

Tier 2: Targeted Support

<70% Mastery

Students scoring below 70% on Common Formative Assessments receive targeted small-group intervention and reteach within 48 hours

Tier 3: Intensive Support

<50% CFA or >5% Absences

Students scoring below 50% on CFAs or missing more than 5% of school days receive intensive one-on-one tutoring and family outreach

Midyear Review

<1 year below grade level

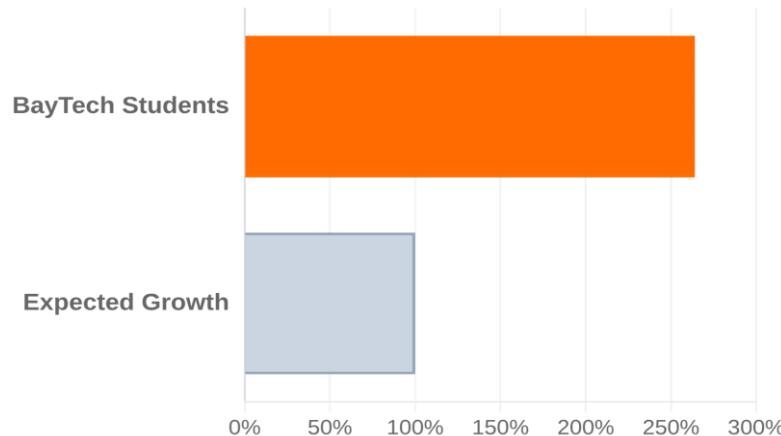
Students performing less than one year below grade level receive targeted small-group tutoring, extended learning time, and individualized support plans.

Monthly Data Cycles: Leadership team reviews academic, attendance, and climate data monthly to adjust supports and ensure timely intervention before students fall behind

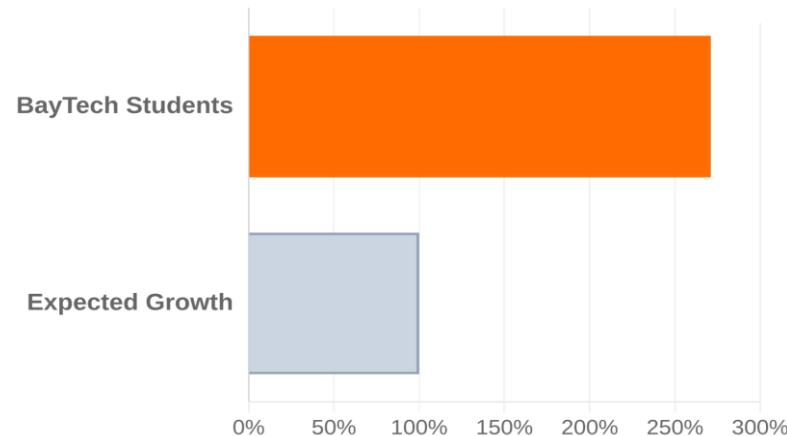
Accelerated Growth: i-Ready Results



Mathematics Growth



Reading Growth



264% of Expected Annual Growth



271% of Expected Annual Growth

BayTech students achieved **more than 2.6 years of learning in one year**, demonstrating the power of data-driven instruction and personalized learning pathways.

SBAC Results: Measurable Growth



ELA Distance from Standard (DFS)

| 2021-22 | 2023-24 |
|--------------|--------------|
| -65.5 | -56.0 |

+9.5 Point Improvement

Math Distance from Standard (DFS)

| 2021-22 | 2023-24 |
|---------------|---------------|
| -131.5 | -111.4 |

+20.1 Point Improvement

| +9.5 Point Improvement | | +20.1 Point Improvement | | |
|------------------------|---------|-------------------------|---------|--------|
| Subject | 2021-22 | 2022-23 | 2023-24 | Change |
| ELA % Proficient | 23.4% | 28.7% | 30.2% | +6.8% |
| Math % Proficient | 9.1% | 10.5% | 15.4% | +6.3% |
| Grade 8 ELA | 25.0% | 27.5% | 37.3% | +13.1% |
| Grade 8 Math | 10.4% | 8.2% | 23.5% | +13.1% |
| Grade 11 ELA | 34.8% | 44.2% | 39.6% | +4.8% |
| Grade 11 Math | 13.1% | 5.8% | 7.3% | -5.8% |

Steady upward trajectory in both ELA and Math DFS demonstrates the effectiveness of BayTech's instructional model. Grade 11 ELA at **42.4% proficient** shows college-ready performance.

Building Organizational Capacity for Sustainable Growth



BayTech strengthens instructional quality, student supports, facilities, and fiscal health through intentional investments that build long-term capacity.

Instructional Excellence

- **Edmentum Exact Path:** Adaptive diagnostic guiding targeted interventions
- **Standards-Aligned Curriculum:** National Geographic Edge (ELA) and Carnegie Learning (Math)
- **Professional Development:** Ongoing teacher training and coaching partnerships

Student Support Services

- **Tiered Intervention:** Multi-level supports through Reading Period and Math Lab
- **Transportation:** BayTech-operated vans reducing attendance barriers
- **Family Engagement:** Consistent communication and attendance partnerships

Facility & Infrastructure

- **Palace Theater Ownership:** \$3M investment securing a permanent facility
- **Modern Learning Spaces:** Classrooms, tech labs, and collaboration areas
- **Accessible Location:** Central Oakland location with public transit access

Fiscal Sustainability

- **Positive Cash Flow:** Strong reserves and responsible management
- **Grant Diversification:** Multiple funding streams beyond ADA
- **Strategic Planning:** Board-approved multi-year financial projections

BayTech's strategic investments demonstrate organizational capacity to sustain and scale effective practices, ensuring long-term viability and student success.

Performance in Context: Oakland High Schools

BayTech serves one of the **highest-need student populations in Oakland** (83.5% SED, 26.2% EL) while achieving competitive outcomes in graduation and school climate.

| School | Grad Rate | UC A-G | Suspension | ELA DFS | Math DFS | ELPI |
|-----------------------|--------------|-------------|-------------|--------------|---------------|--------------|
| BayTech (6-12) | 92.5% | 100% | 3.5% | -56.0 | -111.4 | 40.9% |
| Oakland High | 86.1% | 50.9% | 3.6% | -45.9 | -117.8 | 25.8% |
| Oakland Tech | 91.4% | 69.8% | 3.8% | -50.6 | -133.8 | 31.6% |
| Skyline High | 91.0% | 64.5% | 5.7% | -78.1 | -153.8 | 34.2% |
| Fremont High | 81.3% | 48.4% | 8.0% | -155.9 | -235.7 | 20.0% |
| Castlemont High | 68.8% | 27.7% | 10.0% | -188.1 | -193.9 | 25.9% |
| McClymonds High | 84.3% | 59.4% | 16.6% | -128.4 | -223.7 | N/A |

92.5% graduation rate with 100% UC A-G completion and lowest suspension rate among comparison schools — BayTech ensures every graduate is college-eligible in a safe, supportive environment.

Governance & Fiscal Health



Governance

Independent Board of Directors

Active, engaged board with expertise in education, finance, legal, and community development. Meets monthly with strong committee structure, including **two parents and OUSD Rep.**

Compliance Record

Zero material findings in recent audits. Full compliance with OUSD reporting requirements and state/federal regulations.

Stakeholder Engagement

Parent-teacher conferences every 5 weeks. Active **School Site Council**. Regular community forums and transparent communication.

Fiscal Health

Clean Financial Audits

Unqualified audit opinions with **no material weaknesses**. Strong internal controls and financial management systems.

Financial Stability

Maintains **adequate reserves**. Balanced budgets with sustainable enrollment and revenue projections for 2026-2028 term.

Facility Ownership

Palace Theater campus at 1445 23rd Avenue: Permanent facility eliminates rent burden and ensures long-term stability.

Legal Framework for 2-Year Renewal



California Education Code § 47607(c)

Pursuant to California Education Code § 47607(c)(2), a charter school identified as meeting the criteria in § 47607(b)(1) (low-performing) may be renewed for a term of two to five years.

1

Low Tier Designation

BayTech acknowledges its low tier classification based on Dashboard performance and requests a renewal term appropriate to this status.

2

Improvement Plan Required

BayTech has developed and our Board has approved a comprehensive Performance Improvement Plan with measurable targets.

3

2-Year Term Rationale

A 2-year term (2026-2028) allows BayTech to demonstrate measurable progress while maintaining accountability to OUSD.

4

Renewal Criteria Met

BayTech demonstrates fiscal stability, governance capacity, and a credible plan for academic improvement as required by law.

Under California law, low tier schools with approved improvement plans may receive 2-5 year renewals. BayTech respectfully requests a 2-year term to prove our capacity to execute our plan and achieve measurable student outcomes.

Partnering with OUSD to Serve Oakland Families



BayTech Respectfully Requests a 2-Year Charter Renewal

- ✓ **Transparent Accountability:** Quarterly progress reports to OUSD on all PIP targets and academic metrics
- ✓ **Collaborative Partnership:** Open communication and responsiveness to OUSD guidance and support
- ✓ **Measurable Progress:** Commitment to achieving Orange → Yellow Dashboard performance by 2027
- ✓ **Equity Focus:** Accelerated growth targets for English Learners, Students with Disabilities, and African American students

Together, we can ensure every BayTech student graduates college-ready and prepared to create equity in their own lives and in the Oakland community.

