# *Measure N Education Improvement Plan Implementation Assessment*

Measure N Implementation Process: 2018-19 Measure N Plan

File Id No. 18-0933

## Ralph J. Bunche High School

**Checklist of Required Elements:**

✓ Submitted Measure N Education Improvement Plan (SPSA)

✓ Submitted Measure N Budget for 2018-19

✓ Completed Measure N Self Assessment

✓ Submitted Measure N Data Slides

✓ Answered Measure N Commission Questions

| **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.)* | | | | |
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| **Category** | **Full Implementation** <br> **4** | **Developing** <br> **3** | **Planning** <br> **2** | **No Implementation** <br> **1** |
| **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> ● Evidence pathway has all four pillars of a comprehensive pathway program | | | |

| **Criteria 2: Quality of the Measure N Education Improvement Plan (SPSA)** | | | | |
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| **Category** | **Excelling** <br> **4** | **Meeting** <br> **3** | **Approaching** <br> **2** | **Beginning** <br> **1** |
| **Needs Assessment:** <br> *School has thoughtfully analyzed data pertaining to pathway development in order to develop a coherent Theory of Action* <br><br> ● Data Analysis: 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, and climate and culture indicators | **Score: 3** <br><br> **Rationale:** <br> ● Evidence of deep reflection and analysis of key issues impacting student achievement <br> ● Effective Strategies align to analysis of key issues and Measure N outcomes <br> ● There is evidence of some data analysis but would like to see a deeper | | | |

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| ● Deep Reflection: Assessment of strengths and challenges is a deep reflection of school site uncovering key issues that are impacting student achievement in each of the areas outlined<br>● Effective Strategies: Goals 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 | analysis of student level data. Although the traditional metrics used for comprehensive high schools are not aligned to alternative schools, would like to see what type of student level data the school is using to drive decision making and analysis of student outcomes |
| **Schoolwide Enabling Conditions**<br>*School has thoughtfully analyzed larger school structures, systems, and processes and determined key shifts necessary to support quality pathway development*<br><br>● Self assessment provides evidence that justifies the scores<br>● Site leadership and staff has identified areas of growth for the pathway development plans and the role they play in ensuring the implementation of these plans<br>● Site leadership has named challenges and barriers to pathway development and has a plan to begin to address these barriers<br>● Goals 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<br>● Alignment between schoolwide goals and Measure N priorities is evident<br>● Strategies meet the goals, address the needs, are research based, and have proven effective for improving equitable student outcomes<br>● For large comprehensive schools, there is alignment between school site plan and pathway plans so that they complement each other<br>● Coherence is evident as clear theory of action that bridges from their root cause analysis logically into their goals and strategies | **Score: 4**<br><br>**Rationale:**<br><br>    ● Clear evidence that supports the pathway self-assessment scores<br>    ● Clear alignment between schoolwide goals and Measure N priorities<br>    ● Clear evidence site leadership has involved all stakeholders in the pathway development process and has systems and structures in place for schoolwide pathway collaboration |
| **Rigorous Academics & Career Technical Education**<br>*School has thoughtfully analyzed the development of the Rigorous Academic and Career Technical Education Linked Learning Pillars and has determined areas of growth to further develop and integrate the pillars*<br><br>● Self assessment provides evidence that justifies the scores<br>● Schools and pathways have disaggregated data based on demographics to identify subgroups (LCAP) that are not achieving key outcome indicators<br>● The school/pathway has articulated goals that build out a clear sequence of CTE courses and/or integrate CTE standards in core academic classes aligned with a clear industry theme<br>● Strategies meet the goals, address the needs, are research based, and have proven effective for improving equitable student outcomes and building the Rigorous Academic and Career Technical Education Pillars and the integration of these pillars<br>● Plan identifies how key stakeholder groups will be involved in implementation of the plan<br>● Coherence is evident as clear theory of action that bridges from their root cause analysis logically into their goals and strategies | **Score: 3**<br><br>**Rationale:**<br>    ● Clear evidence of a clear CTE course sequence aligned to the pathway theme<br>    ● Plan identifies a goal for integrating the pathway theme into the core content areas<br>    ● There are some initial strategies identified for integrating the pathway theme into the core content areas but would like to see a more comprehensive plan for how they plan on achieving this goal and what success will look like |
| **Work-Based Learning**<br>*School has thoughtfully analyzed the development of the Work-Based Learning Linked Learning Pillar and has determined areas of growth to further develop and integrate the pillar* | **Score: 4**<br><br>**Rationale:**<br>    ● Clear and strong evidence of building out the key components of the |

- Self assessment provides evidence that justifies the scores
- Schools and pathways have disaggregated data based on demographics to identify subgroups (LCAP) that are not achieving key outcome indicators
- The school/pathway has articulated goals that build out key components of the Work-Based Learning Continuum; Career Awareness, Career Exploration, and Career Preparation
- Strategies meet the goals, address the needs, are research based, and have proven effective for improving equitable student outcomes and building the Work-Based Learning Pillar
- Alignment between schoolwide goals and Measure N priorities is evident
- Plan identifies how key stakeholder groups will be involved in implementation of the plan
- Coherence is evident as clear theory of action that bridges from their root cause analysis logically into their goals and strategies

Work-Based Learning Continuum
- Clear alignment between the pathway theme and the work-based learning continuum

## Comprehensive Student Supports
*School has thoughtfully analyzed the development of the Comprehensive Student Supports Linked Learning Pillar and has determined areas of growth to further develop and integrate the pillar*

- Self assessment provides evidence that justifies the scores
- Schools and pathways have disaggregated data based on demographics to identify subgroups (LCAP) that are not achieving key outcome indicators
- The school/pathway have articulated goals that: establish new practices to support student outcomes, current strategies that are effective in meeting Measure N outcomes, and the purpose of Measure N
- Strategies meet the goals, address the needs, are research based, and have proven effective for improving equitable student outcomes and building the Comprehensive Student Supports Pillar
- Plan identifies how key stakeholder groups will be involved in implementation of the plan
- Coherence is evident as clear theory of action that bridges from their root cause analysis logically into their goals and strategies

**Score: 3**

**Rationale:**
- Evidence pathway has articulated goals aligned to the pathway
- Evidence of initial strategies to support goals - advisory and restorative justice. Would like to see a more comprehensive plan on how they plan on achieving their goals using these strategies and what success will look like

## Criteria 3: Alignment of Funding to Linked Learning Criteria and SPSA

| Category | Compliant & Aligned  4 | Compliant Partially Aligned  3 | Non-Compliant • Supplanting • Not Allowable  2 | Missing  1 |
|---|---|---|---|---|
| **Budget** *School has thoughtfully allocated Measure N funds to develop and the continuous improvement of Linked Learning career academies* <br><br> • Expenditures must be clearly in support of and come from the logical through line that is evident in the Education Improvement Plan (SPSA) <br> • Expenditures provide proper justification that demonstrates the alignment to build out and integration of the four pillars of Linked Learning | **Score: 4** <br><br> **Rationale:** <br> • Expenditures clearly align to goals and supporting the build out and integration of the four pillars of Linked Learning <br> • Expenditures are fully aligned to the allowable usages of Measure N funds | | | |

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| <ul><li>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</li><li>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</li><li>Expenditures are not being used to cover the expenses of programmatic elements, staff salary, and costs that were previously being funded by the school</li><li>Plan includes adequate and sustainable resources to support key goals and strategies that align to pathway development work and coherence</li></ul> | |

| **Final Recommendation** |
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**Fully Approved**

*School is actively implementing Linked Learning as is evidenced by the establishment all four pillars of Linked Learning*
*School is focused on the continuous improvement of the Linked Learning career academy and addressing the root causes of current student outcomes*

**Strengths:**
- Extremely clear pathway theme aligned to a key industry sector and the pathway has done an incredible job of building out a robust CTE sequence for students as well as the Work-Based Learning components
- Pathway is able to maximize it's resources to create authentic and real-world learning experiences for students aligned to the pathway theme. For example, even without a kitchen, students have been able to participate in catering experiences, competitions, and student-run enterprises, such as the pop-up kitchen, which demonstrates the ability of the pathway staff to develop their own robust work-based learning experiences for students that are meaningful and aligned to industry skills.
- It is evident as well the leadership of the pathway has engaged deeply with their staff to develop the pathway and every staff member has contributed in a meaningful way to the pathway.

**Key Questions:**
- What will success look like if you integrate the pathway theme into your core content classes? What do you want students to know and be able to do as a result of the pathway theme integration?
- What student level data do you want to look at more closely to drive your pathway continuous improvement?
- In regards to improving student attendance as part of your comprehensive student support goal, how do you plan on leveraging advisory and restorative justice practices to reach this goal? What will success look like?

**Budget Feedback:**
- None

**Next Steps:**

| What | Suggested Lead | Deliverable | Date |
|---|---|---|---|
| Ensure when Measure N expenditures happen in 18-19, justification in IFAS/Escape aligns with Measure N plan | Principal and Admin | | Ongoing |
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