Measure N Education Improvement Plan Implementation Assessment

Measure N Implementation Process: 2018-19 Measure N Plan

File Id No. 18-0932

Oakland International 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.)

Category	Full Implementation 4	Developing 3	Planning 2	No Implementation 1
Evidence of Comprehensive Pathway Program ([Measure N Self Assessment](#)) ● Rigorous Academics Integrated in Pathway ● Integrated Students Supports ● Work Based Learning ● Industry Theme and CTE Sequence	**Score: 4** **Rationale:** ● Evidence pathway has all four pillars of a comprehensive pathway program			

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

Category	Excelling 4	Meeting 3	Approaching 2	Beginning 1
Needs Assessment: *School has thoughtfully analyzed data pertaining to pathway development in order to develop a coherent Theory of Action* ● 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: 4** **Rationale:** ● Evidence of deep reflection and analysis of key issues impacting student achievement ● Effective Strategies align to analysis of key issues and Measure N outcomes ● Clear data analysis			

● 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 ● 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	● Clear measurable goals aligned to the analysis of key issues
Schoolwide Enabling Conditions *School has thoughtfully analyzed larger school structures, systems, and processes and determined key shifts necessary to support quality pathway development* ● Self assessment provides evidence that justifies the scores ● 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 ● Site leadership has named challenges and barriers to pathway development and has a plan to begin to address these barriers ● 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 ● Alignment between schoolwide goals and Measure N priorities is evident ● Strategies meet the goals, address the needs, are research based, and have proven effective for improving equitable student outcomes ● For large comprehensive schools, there is alignment between school site plan and pathway plans so that they complement each other ● Coherence is evident as clear theory of action that bridges from their root cause analysis logically into their goals and strategies	**Score: 4** **Rationale:** ● Clear evidence that supports the pathway self-assessment scores ● Clear alignment between schoolwide goals and Measure N priorities ● Clear alignment between named challenges and barriers and pathway development goals and strategies ● Alignment between schoolwide goals and Measure N priorities
Rigorous Academics & Career Technical Education *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* ● 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 a clear sequence of CTE courses and/or integrate CTE standards in core academic classes aligned with a clear industry theme ● 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 ● 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: 4** **Rationale:** ● Evidence of clear goals for supporting the development of rigorous academics and aligned strategies ● Identified pathway theme aligned to industry sector and evidence of a plan to integrate CTE skills into core content areas as an integrated project ● Identified some initial certifications aligned to pathway theme ● Clear alignment between goals, strategies and resources
Work-Based Learning *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: 3** **Rationale:** ● Evidence of increased alignment between work-based learning

- 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	opportunities and pathway theme - Evidence of plan to create more work-based learning opportunities, such as an internship post-session class - Allocation of resources and strategies align to work-based learning goals - Identified some initial strategies for reaching goals but would like to see a more comprehensive plan on how pathway plans on creating key components of work-based learning continuum within the pathway
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: 4** **Rationale:** - Self-assessment provides evidence to justify the scores - Clearly defined goals and strategies to develop comprehensive student supports - Clear alignment of resources to support goals

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* - Expenditures must be clearly in support of and come from the logical through line that is evident in the Education Improvement Plan (SPSA) - Expenditures provide proper justification that demonstrates the alignment to build out and integration of the four pillars of Linked Learning	**Score: 4** **Rationale:** - Projected allocations has been fully allocated - Majority of expenditures demonstrate clear alignment to Measure N purpose and school's theory of action			

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

Final Recommendation

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:
- Clearly evident staff has done a deep and thoughtful analysis of their pathway's strengths and areas for growth and have identified clear goals and strategies that align to their analysis
- Strong use of data and student outcomes to support pathway development goals and strategies
- Strong and concrete plan to integrate the pathway theme into core content areas through integrated projects
- Robust comprehensive student support systems and structures in place

Key Questions:
- OIHS has elements of all four Linked Learning pillars to support high-quality pathway development. A wondering is if there are opportunities to integrate more authentic, real-world, work-based learning opportunities into your pathway?

Budget Feedback:
- Initial feedback has been addressed, no further feedback
- Initial feedback:
  - How does investing Measure N dollars in Newcomer Assistants support pathway development?

Next Steps:

What	Suggested Lead	Deliverable	Date
Provide additional justification for identified Measure N budget expenditures to clarify alignment with pathway in the SPSA	Principal		May 31
Ensure when Measure N expenditures happen in 18-19, justification in IFAS/Escape aligns with Measure N plan	Principal and Admin		Ongoing