

ENVISION ACADEMY

of ARTS & TECHNOLOGY

2016-2017 Measure N Commission Presentation



Presented by Envision Academy
to the Measure N Commission
on May 17, 2017



CHALLENGE: African American graduation rate, especially males

ROOT CAUSE ANALYSIS: Skill gaps, suspension rates, connection to school, majority of staff not of the same racial or socioeconomic background

YEAR 1 IMPLEMENTATION: Staff Restorative Justice Training; Inquiry cycles on culturally responsive teaching practices; equity conversations and trainings with staff, to develop strategic plan for recruitment and retention of a more diverse staff. Hired an instructional coach to increase teacher capacity.

YEAR 2-3 NEXT STEPS: Increase connection to school through personalized learning/blended learning, higher quality and more diversified internships and aligning our project-based learning portfolio model to CTE standards and more relevant real-world connections.

GROUNDING: ROOT-CAUSE ANALYSIS

CHALLENGE: Students do not have a clear understanding of career options and the skills/training necessary to obtain careers.

ROOT CAUSE ANALYSIS: Lack of systematic career awareness/readiness curriculum, lack of strategic planning for our internship program, leading to disparity in student experience and lack of alignment between CTE standards and core curriculum

YEAR 1 IMPLEMENTATION: Hired an Associate College and Career Counselor; developed and implemented career programming for 9th grade; explored hybrid/dual enrollment options; increased concurrent enrollment; increased student participation in work/college/volunteer programs; surveyed current curriculum alignment to CTE Standards; pre/post internship survey of students' career interests (Myers-Briggs); beginning work to create industry partners for pathway internships

YEAR 2-3 NEXT STEPS: Will host a hybrid enrollment course with Merritt; continue to systematize and increase current enrollment across more grade levels; partnership with Patten for a 5th year Honors Pathway; Strategic planning to increase CTE alignment across current project based pathway curriculum; expand career programming into the 10th advisories; Strategic industry partners for pathway internship program

GROUNDING: ROOT-CAUSE ANALYSIS

CHALLENGE: Chronic absence rate increasing

ROOT CAUSE ANALYSIS: Student depression and a variety of family issues

YEAR 1 IMPLEMENTATION: Increased home visits; held more meetings with families around attendance earlier and more often; increased communication with families about the impact of missing school on student success; created attendance incentives for students; shifted from teacher-led family conferences to student-led conferences to empower student voice

YEAR 2-3 NEXT STEPS: Begin incentives earlier in the year that is clearly communicated to families; Increase connection to school through personalized learning/blended learning, higher quality and more diversified internships and aligning our project-based learning portfolio model to CTE standards and more relevant real-world connections.

CHALLENGE: Number of students who are required to take remedial courses in college

ROOT CAUSE ANALYSIS: Skill gaps, especially in math, teacher capacity to differentiate support for students with gaps while at the same time support students to engage in rigorous grade level material

YEAR 1 IMPLEMENTATION: All staff participated in PDSA inquiry cycles to address the themes of academic competitiveness and student agency where they used different strategies in grade levels and departments to address gaps; used blended learning platforms in math to address student skill gaps.

YEAR 2-3 NEXT STEPS: Will partner with NFTE in 9th grade on a Start-Up Tech math lab partnership to make math skills more relevant; will continue and use some stronger math platforms to address math skill gaps; will use inquiry cycle to increase student agency school-wide.

- 9th advisory curriculum with both Restorative Justice and Career and College components
- New College and Career Center has increased access and capacity for students
- Site-based Instructional Coach has increased coaching and differentiated support for teachers and enhanced instructional alignment school-wide
- Math Lab
- Planning and movement toward 1:1 and personalized learning

- Tracking and increasing student work-based experiences, especially in the Lower Division
- Hired Associate Counselor late, leading to less planning time
- Teacher turnover made it harder to create systems
- **WLE**: wanted to increase the capacity of this, but due to turnover and the late hire, this was hard to do
- **Restorative Justice**: although we trained teachers, we found uneven implementation and struggled with the capacity to support that (referral rates from some teachers)

- Increasing college & career readiness is most successful when it is **deeply integrated** into our work as a school
- Students are **hungry for more opportunities** to engage in work based and college level experiences and will utilize resources when they are easily accessible.



- **Chronic absenteeism** is one of our largest challenges and is difficult to tackle because many elements are outside of our control
- Increasing student's participation in **work-based experiences** requires strong systems and time investment from staff

- We shifted our focus from suspension to chronic absenteeism because we feel like it gets to a deeper challenge for our school
- We need to continue to train and support teachers to implement restorative practices school-wide



- We shifted from expanding internships to dual enrollment and work-based experiences to broaden the audience and type of experience for students

2017-18 MEASURE N BUDGET ALLOCATIONS

Expense	Description	Rationale
\$108,000	Instructional Coach <i>(includes benefits)</i>	Increased support for teacher planning and implementation has increased our teacher retention, pedagogical focus and consistency and teaching quality.
\$60,000	Assoc College & Career Counselor <i>(includes benefits)</i>	An additional FTE helps us to focus more on expanding career and college programming and access to opportunities.
\$37,000	Tech Support <i>(includes benefits)</i>	Personalized learning is part of our strategy to increase engagement and decrease chronic absenteeism. Tech support allows a functioning 1:1 program.
\$32,000	CSP Redesign <i>(includes benefits)</i>	This is a signature feature AND must be improved to retain staff and to increase the benefit to students.
32,000	Math & Computing <i>(partial salary)</i>	Math is our area of greatest growth; allows content support for teachers in both instructional and ways to maximize blended learning platforms to support skill development.

IMPLEMENTATION, YEAR 2

We will:

- **Measure N Steering Committee:** meet to monitor progress to goals.
- **Lead Team and Admin Team:** Our Measure N goals are aligned to our school goals, so reflection on the work and progress will happen at our weekly Lead Team meetings and at our Admin meetings in order to drive our professional development cycles.
- We meet weekly with both of these teams and greater alignment between the teams and our Measure N plan will help us to more closely plan, implement, reflect and evaluate the work throughout the year.

TRANSFORMING LIVES



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