



**OAKLAND UNIFIED  
SCHOOL DISTRICT**

*Community Schools, Thriving Students*

# Madison Park Academy

2016-17 Measure N Commission Presentation



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Presented to Measure N Commission

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# Grounded: Root-Cause Analysis

## Challenge #1: Student Literacy

- Students reading multiple grade levels below (eg. 68.1% in 9th grade)

### Root-Cause Analysis

- Ineffective English intervention
- Novice teachers
- Little access to intervention in middle school
- No SSR or ineffective SSR
- Lack of classroom libraries
- No school-wide literacy PD
- Little use of literacy data to inform instruction
- No Literacy Coach

## Challenge #2: Teacher/Admin Retention

- Only 24% of HS teachers returned this year
- 77% of our teachers are new to teaching at MPA.
- 11% of our teachers don't have a credential
- 3 administrators in 4 years

### Root-Cause Analysis

- Over 50% of teachers on the CHKS survey reported that this is NOT a supportive and inviting place to work
- Over 55% of teachers on the CHKS survey reported that this school does NOT promote trust and collegiality among staff
- Growing pains of being a new school



# Grounded: Root-Cause Analysis

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## Challenge #3: Off-track to graduate

- 65.9% of 11th grade students (rising 12th graders) are off-track to graduate (this is 56 out of 85 juniors)

### Root-Cause Analysis

- Struggling to find effective credit recovery model
- Students not seeing relevance in their classes
- Students do not have strong relationships with their teachers
- Students expressing that teachers wouldn't notice if they were not at school (17%) and feeling as if they have no say in activities and rules (37%)

## Challenge #4: Student Culture and Climate

- 40% of 15 year olds say “there’s a teacher or some other adult who really cares about me”
- Only 3.2% of students have participated in a career-related activity at this school

### Root-Cause Analysis

- No administrator
- Scaling up the HS made it challenging to know all kids well
- Advisory that was not functional
- Not aligned staff, especially in 9th grade team



# Implementation Successes

## Challenge #1: Student Literacy

- We have a Literacy PLC for a small group of students
- We have started to design and create a strategic plan for literacy intervention for next year
- We tried an English intervention in 9th grade

## Challenge #2: Teacher/Admin Retention

- Used multiple stakeholders to engage in the process of identifying pathway theme.
- Creation of SLT to have distributed leadership and teacher voice
- Hiring committee that includes students
- Grade level teams assume collective responsibility for knowing all students. Develop systems and conditions for teachers to focus on teaching, and include team-building retreats and intentional staff-connectedness supports.

## Challenge #3: Off-track to graduate

- Hire pathway coach to analyze and collectively determine future pathway design.
- Examined industry and economic data, examining the landscape of existing OUSD pathways, and engaged our teachers in a critical design process.
- Selected them of Design with two strands for Engineering and Graphic Design
- Hiring CTE teachers for both subjects
- Developed course sequence after visiting a number of sites, collecting data in support of students and family interests related to Digital Design and Engineering
- Counselor hired to place kids in the right classes

## Challenge #4: Student Culture and Climate

- Hiring committee that includes students
- Student government
- Formation of student clubs
- Advisory board in development
- Assemblies each marking period intentionally celebrating students culture.
- 34 out of 51 seniors (66%) were accepted into a four year college



# Implementation Challenges

Some implementation challenges we encountered during our first year of implementation include...

- Inexperienced teachers
- New staff/administration
- Lack of systems
- Analysis of current pathway happened this year
- Creating school-wide strategic plan with new admin happened this year
- Teachers not getting to know students well at the beginning of the year caused rift in student/teacher relationships
- Opportunities for All didn't happen because we needed to create trip proposal, finalize funding, create program. This work was not done in summer.
- Pathway stuff didn't happen last year (we're going to be in our 1st year of implementation next year :)



# Learning from Implementation Year 1

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## This year we learned that we need...

- New teacher support
- Literacy/math support for our students
- A Counselor
- College support team
- Training and systems for assessing and grading so that students don't feel they can put forth little or no effort all semester and then make up work the week before grades are due
- smaller classes for learning basic skills

# Moving forward

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We are revising our strategies and pathway development work going forward based on what we learned from our successes and challenges. For example:

- Intentional teacher support-- Co-teaching. Well designed and differentiated PD
- Getting feedback on new and returning teachers on our PD and what they need next year
- Robust hiring process with students involved -- aligned teachers with shared beliefs
- Literacy/math support for our students-- boost period and coaches
- Creating a sustainable college support team-- CCIC
- Implementing our Pathway slowly-- building out one Engineering class and one Graphic Design class next year

# Implementation Year 2: Reflection

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As we continue to implement our plan, we will reflect by...

- Treating this as a “start-up” and thinking creatively
- Utilizing design thinking strategies
- Including partners, such as our advisory board
- Using the ERS Progress monitoring tool
- Engaging in data dives in SLT
- Working toward Linked Learning Certification-- using the OPTIC rubric
- Doing action research in PLCs during PD
- Bringing student government/students into conversation as often as possible to keep us honest
- Looking at student work



# Top five 2017-18 Measure N Budget Allocations



Expense	Description	Rationale
\$56,281.00	<p>Opportunities for all - Challenge Day College Field Trips Camping/Outdoor Ed Transportation Food Outdoor Ed Program</p>	<p>Socioemotional Improve student culture</p>
\$13,116.26 + \$423.86	<p>Engaging Schools training for advisory/SEL. Advisory Plus. Core advisory workshops, advisory visitations to support implementation, embedded coaching in grade level teams, departments, or as a staff, and web-based cohorts to troubleshoot and share successes.</p> <p>Engaging School Advisory Curriculum 3 copies of the Advisory Guide, 1 Advisory library and 1 Getting Advisory right DVD set</p>	<p>Socioemotional Improve student culture Decrease off-track to graduate Teacher-student connections</p>
\$89,000.00  \$10,465.00	<p>Mac Lab (60 Computers for Design and Engineering). 30 computers for Project Lead the Way Engineering curriculum. 30 computers for digital design pathway to support our CTE coursework.</p> <p>Adobe Software</p>	<p>Rigorous classes Pathway theme-- relevance Increase buy-in</p>
	<p>Pathway Coach</p>	<p>Long-term visioning Pathway development</p>
\$27,500.00	<p>East Bay Consortium College, Career and Information Center (CCIC) to provide college access support for students. The East Bay Consortium provides college advising through one-on-one sessions.</p>	<p>Increase college access Improve student culture</p>

# EVERY STUDENT THRIVES!



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