



**College &
Career for
All Fund**

Established by Measure N



**OAKLAND UNIFIED
SCHOOL DISTRICT**

Community Schools, Thriving Students

Measures N and H Education Improvement Plan Discussion



August 21, 2025

Presented to the Measures N and H Commission

EIP Discussion Overview

- PART 1: Summary of current practices
- PART 2: Discussion of “what good looks like”: **Gold Standards and graduate profile**
- PART 3: Discussion on how the Commission’s Education Improvement Plan process can better facilitate **pathway program quality improvement**
- PART 4: Discussion of Staff-recommended desired possible changes in the Commission’s Education Improvement Plan process.

EIP Summary of current Process

Fall 2024 – Template Development	Spring 2025 – EIP completion Presentations
Oct–early Nov: Gather input from pathway coaches, principals, and principal supervisors on the EIP template and presentation format. By End of Nov: Complete Draft 1 of the generic EIP template, update proposed changes, and upload materials for the December commission meeting. Early December: Present template to coaches, collect charter data, review at commission meeting, and gather additional stakeholder feedback, including enrollment data and pathway change forms. By End of December: Finalize Draft 2 incorporating all feedback.	Jan: Commission approves final EIP template. 25–26 EIPs released to schools. Feb: Schools submit completed EIPs (4-week window). March: MNH staff and Principal Supervisors review EIPs while schools address feedback in real time. Schools submit their Program of study, Work-Based Learning Plan and Master Schedules April: EIP presentations to MNH Commission. May: EIP assessments completed and recommendations (Fully Approved, Approved and Conditionally Approved) are discussed and adopted by the MNH Commission

Guiding Questions

- 1. What role does the Commission play in this process? How can the Commission better facilitate pathway program quality improvement aligned with the OUSD Graduate Profile and Linked Learning Gold Certification Standards?***

- 1. What is the timeline for implementing these ideas?***

In your packet (file 25-1975)

- 1. Current EIP template**
- 2. Comprehensive High School Quality standards**
- 3. Continuation Schools Quality standards**
- 4. Complete set of Graduate Profile including benchmarks**
- 5. Gold standards from the Linked Learning alliance**
- 6. Revision reconsiderations document**



Purpose of the Revisions

1. To improve the structure and quality of EIPs.
2. To align with legislative requirements and the College & Career for All Theory of Action.
3. To enhance site usability, reflection, and goal alignment.
4. To center student experience and pathway impact.



Revision 1: Structural Change – Two-Part EIP

Narrative Section (Fall):

- Reflection on prior year
- Goal setting and strategic actions

Budget Section (Winter):

- Resource allocation aligned with goals

Why: Sites struggled with combined format; this allows deeper reflection and better planning.



Revision 2: Goals and Budget Alignment

- Budgets must align with submitted goals and actions
- New actions require an updated goal submission

Why: Ensures strategic use of funds and coherence between planning and spending.



Revision 3: Shift in Tools and Format

From: Google Sheets To Google Docs for narrative (editable, collaborative)

- Goals/actions added to dropdown menus in budget tool

Why: Encourages storytelling, real-time collaboration, and system-wide insights.



Revision 4: Required Goals Structure

Each site must submit:

- **Goal 1:** Integrated Program of Study
- **Goal 2:** Work-Based Learning
- **Goal 3:** Integrated Student Supports
- **Goal 4 (Optional):** Aligned with N/H priorities

Why: Grounded in Linked Learning domains for consistent, high-quality improvement.



Revision 5: Required Program Descriptions

Program of Study and **Work-Based Learning Plan** are mandatory

Why: These reflect compliance with N/H mandates and strengthen site accountability and transparency.



Revision 6: Changes in Presentation format

- Site presentations will move **from Spring to Fall**, with only the **Principal and Pathway Coach** presenting to minimize school-day disruption.
- Pathway teachers and students will no longer attend centralized presentations; instead, Commissioners will learn about pathway quality through direct site visits.

Why: This shift reduces preparation burden, aligns feedback with schools' planning and budget cycles, and provides a more authentic view of student experiences.



Revision 7: Site Visits – Demonstration of Learning

- Real-time student learning showcased
- Part of existing student events (e.g., exhibitions, defenses)
- Highlights:
 - Student voice
 - Learning outcomes
 - Strategic alignment
 - Measures N/H impact



Proposed New Timeline for the EIP

Sept: Reflection

Oct: Goals & Program submissions, Site presentations

Dec: Commission review

Jan–Feb: Budget alignment & site visits

March–May: Final approvals & synthesis



EIP Assessment Improvements

- Ongoing checkpoints (Oct, Dec, Mar)
- Includes narrative, goals, budget, PoS, WBL Plan, and visit summary
- Emphasis on continuous improvement, not evaluation
- Prepares sites for pathway certification