



Measure N Education Improvement Plan Implementation Assessment

Measure N Implementation Process: 2017-18 Measure N Plan

Aspire Lionel Wilson College Preparatory Academy

Checklist of Required Elements:

- ✓ Submitted Measure N Education Improvement Plan (SPSA)
- ✓ Submitted Measure N Budget for 2017-18
- ✓ Submitted Measure N Self Assessment
- ✓ Submitted Measure N Presentation
- ✓ Submitted Program of Study
- ✓ Presented to Measure N Commission

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) <ul style="list-style-type: none"> Rigorous Academics Integrated in Pathway Integrated Students Supports Work Based Learning Industry Theme and CTE Sequence 	Score: 2 Rationale: <ul style="list-style-type: none"> Pathways score a minimum of 2 (Developing & Approaching) on all categories There is no evidence of a CTE industry aligned core sequence 			

Criteria 2: Quality of the Measure N Education Improvement Plan (SPSA)				
Category	Excelling 4	Meeting 3	Approaching 2	Beginning 1
Implementation and Progress Monitoring <ul style="list-style-type: none"> Work plan Identifies how key stakeholder groups will be involved in implementation of the plan, how they will be supported, and accountability structures for ensuring quality implementation Work plan leads to cycles of inquiry and continuous improvement for the school community Implementation includes a realistic timeline and "project management" plan including adequate and persisting resources to support key goals and strategies Work plan is embedded into a well articulated team structure for the school site to distribute leadership 	Score: 3 Rationale: <ul style="list-style-type: none"> There is evidence of team structure that will engage in continuous improvement 			



<p>across the school community</p> <ul style="list-style-type: none"> • The school/pathway has developed a plan and procedures for entering into a cycle of continuous improvement with leadership and pathway teams charged with implementing the plan • A clear cycle of continuous improvement is embodied in the focus on Design, Continuous Improvement of Signature Practices, and Instructional Strategies that are the foci for the school site's SPSA 	
<p>Coherence (Measured by alignment of plan)</p> <ul style="list-style-type: none"> • Site leadership is redesigning larger school structures, systems, and processes to support quality pathway development • Site leadership and staff understand pathway development plans and the role they play in ensuring the implementation of these plans 	<p>Score: 2</p> <p>Rationale:</p> <ul style="list-style-type: none"> • There is evidence that some components of the 4 Linked Learning Pillars of a pathway are being developed • There is evidence that there is not full understanding and buy-in of Linked Learning pathways at the site • There is evidence that school site has not integrated pathway development as part of their instructional core • It is unclear how a pathway is defined and it appears to not be in alignment with the Linked Learning pathway definition • There is evidence that students demonstrate a larger interest into STEAM but it is not named as the pathway • Site leadership does not believe teachers are ready for teacher externship
<p>Root Causes for Outcomes</p> <ul style="list-style-type: none"> • 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, climate and culture indicators. • Schools and pathways have disaggregated data based on demographics to identify subgroups (LCAP) that are not achieving key outcome indicators. • Root Cause Analysis is a deep reflection of school site or pathway uncovering key issues that are impacting student achievement in each of the areas outlined. • Data includes Measure N Self-Assessment (rubric) against categories of Linked Learning Pathway Design criteria 	<p>Score: 2</p> <p>Rationale:</p> <ul style="list-style-type: none"> • The root cause for the Graduate Outcomes challenge demonstrates an opportunity to further investigate a higher leverage challenge of students who are off track • The root cause for the Climate and Culture challenge is not clear and it demonstrates an opportunity to further investigate a higher leverage challenge • The root cause for the Pathway Development challenge demonstrates an opportunity to further investigate a higher leverage challenge of pathway buy-in and build out
<p>Clear Theory of Action</p> <ul style="list-style-type: none"> • Design Team has articulated a theory of action that bridges from their root cause analysis logically into their goals and strategies. • For large comprehensive schools, there is alignment between school site plan and pathway plans so that they complement each other. 	<p>Score: 2</p> <p>Rationale:</p> <ul style="list-style-type: none"> • It is unclear what specific strategies and actions the school site will take to meet their goals
<p>Strategies</p> <ul style="list-style-type: none"> • Strategies meet the goals, are research based, and have proven effective for improving equitable student outcomes • Strategies are embedded in inquiry design so as to produce evidence of their enacting the theory of action and achieving the goals. 	<p>Score: 2</p> <p>Rationale:</p> <ul style="list-style-type: none"> • It is unclear how some of these strategies will meet the purpose of Measure N



<ul style="list-style-type: none"> The school/pathway have articulated goals that: 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. 	
<p>Reflection and Continuous Improvement</p> <ul style="list-style-type: none"> Annually reviews and revises pathway-specific student learning outcomes in light of data on student performance and to ensure continued alignment with current expectations for college and career readiness and industry standards Uses pathway-specific student learning outcomes to guide the design of the pathway program of study, curriculum, instruction, and assessment Engages students, parents, and community members in the review and revision process Reviews all available disaggregated data on student performance and progress on at least a quarterly basis to identify areas of pathway strength and areas needing improvement Analyzes the impact of action items and develop an Implementation/Progress Monitoring plan to review at least semi-annually 	<p>Score: 2</p> <p>Rationale:</p> <ul style="list-style-type: none"> There is clear evidence that there is higher leverage data like the percentage of students on and off track that needs to be addressed It is unclear what the pathway-specific student learning outcomes are There is evidence that demonstrates the need for further coherent pathway development and buy-in to address root causes

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

Category	Complaint & Aligned 4	Compliant Partially Aligned 3	Non-Compliant • Supplanting • Not Allowable 2	Missing 1
<p>Budget</p> <ul style="list-style-type: none"> Expenditures must be clearly in support of and come from the logical thru-line that is evident in the Education Improvement Plan (SPSA) Expenditures should support and align to specific parts of your SPSA to support students and pathway development. All students receive benefit from Measure N Funding with the resources following the students directly students identified in the root cause analysis. 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 Budget provides clear resources that are embodied in the school/pathways master schedule in clearly articulated ways. Implementation includes a realistic timeline and “project management” plan including adequate and persisting resources to support it Expenditures must be used to supplement (increase the level of services) and not supplant (replace) funds from any sources 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 	<p>Score: 2</p> <p>Rationale:</p> <ul style="list-style-type: none"> Some expenditures listed are covering expenses of programmatic elements, staff salary, and costs that should be funded by the school if Measure N funds were not available Some expenditures listed require further information to determine that there is no supplanting Some expenditures require detailed justification to determine alignment to the purpose of Measure N There is evidence that there is need for developing the conditions for pathway development There is evidence that there is need for the school site to further investigate Linked Learning pathways and conduct school site visits 			

Final Recommendation	Funding
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Probationary

Measure N Education Improvement Plan (SPSA) demonstrates school site needs to develop key conditions required for quality pathway development and/or needs to develop the key pillars of Linked Learning.

Sites will be expected to allocate funding to one of the Support Providers listed below in order to receive direct support and guidance in the pathway development process.

Required Support Providers:

- Hire a .5 FTE Pathway Coach to support Pathway Development
 - Pathway Coach is required to participate in OUSD Pathway Coaches' Community of Practice
- Hire a consultant that supports Linked Learning Pathway Development
 - ConnectEd
 - Linked Learning Alliance
 - CCASN
 - Career Ladders
 - Pivot Learning Partners

1. Sites will be expected to present to the Measure N Commission in the fall on their action plan, updated Measure N Education Improvement Plan (SPSA), and progress.
2. Site will be prioritized by the Measure N Commission for a follow up site visit during the year.

Full Funding (\$850 per student)

*Sites will receive Full Funding during the 1 Year of Probationary status.

Sites will be expected to have addressed the areas of growth by the end of the 1 Year of Probationary status and must demonstrate this during the annual May presentations to the Measure N Commission.

Sites that do not follow the process outlined above will be re-evaluated in May 2018 and will receive Planning Funding.

Strengths:

- Plan to begin to inform 9th grade students about pathway

Key Questions:

- Students who leave Lionel Wilson express not wanting to go to college or not seeing college as an option, how do you plan to communicate to these students about the pathway to ensure they understand and are being prepared for careers right after high school?
- What is the root cause of 70% of 9th and 10th graders being on track to graduation and 61% of juniors and seniors being on track to graduation?
- What is the root cause of an increasing number of students being off track from 10th to 11th grade?
- How do you plan to integrate your pathway theme within the instructional core in order to contextualize students' learning and not just offer it as electives or after school programming?
- Do you envision building out internships for students?
- How do you engage industry partners and ensure the pathway meets career and industry standards?



- How do you plan to bring coherence and integrate the various pieces of the pathway?

Possible supplanting:

- Literacy coach position
- Numeracy coach position
- Math intervention curriculum
- Partnership with College of Alameda for Early College High School

Next Steps:

What	Suggested Lead	Deliverable	Date
Hire a required support provider as listed above	Principal	Support Provider	Fall 2017
Reallocation of Measure N funds from programmatic expenditures that should be covered by the school site to expenditures that support specific pathway development and pathway buy-in	Principal and Design Team	Revised Budget	June 30th
Revise Measure N budget to ensure transparent alignment to purpose of Measure N and to ensure specific dollar amounts for all expenditures	Principal and Design Team	Revised Budget	June 30th
Develop clear action plan for 2017-18 that will support a clear pathway theme, quality pathway buildout, and teacher buy-in	Principal and Design Team	Action Plan	Fall 2017
Re-present updated Measure N Education Improvement Plan to the Measure N Commission	Principal and team of teachers	Presentation	Fall 2017