1016 Union Street, #940
Oakland, CA 94607-

**OAKLAND UNIFIED
SCHOOL DISTRICT**
Community Schools, Thriving Students

**Measure N and H - College &
Career Readiness - Commission**

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Board Office Use: **Legislative File Info.**	
File ID Number	25-2921
Introduction Date	Dec 16, 2025
Enactment Number	
Enactment Date	

Memo

To   Measures N and H – College and Career Readiness Commission

From   Vanessa Sifuentes, Deputy Chief of Post-Secondary Readiness

Board Meeting Date

Subject   Services For: High School Linked Learning Office

Action Requested and Recommendation

Adoption by the Measures N and H Commission of the 2026-2027 Education Improvement Plan Template.

Background *(Why do we need these services?*
Why have you selected this vendor?)

Competitively Bid   Was this contract competitively bid? No

If no, exception: N/A

Fiscal Impact   Funding resource(s): Measure H

Attachments   **25-2921-Year 4 26-27 EIP template**

School Name:		Site #:	#N/A
Pathway Name(s):			

School Description

School Mission and Vision

School Demographics

2023-2024 Total Enrollment Grades 9-12	#REF!							
Special Populations	% Male	% Female	% Oakland Residents	% LCFF	% English Learners	% LTEL	% Current Newcomers	% SPED	% SPED Severe
Student Population by Race/Ethnicity	% African-American	% Native American	% Asian	% Hispanic/Latino	% Filipino	% Pacific Islander	% White	% Multiple Ethnicity	% Not Reported
Focal Student Population	Which student population will you focus on in order to reduce disparities?				Select Group			

SCHOOL PERFORMANCE GOALS AND INDICATORS

Please refer to this Data Dictionary for definitions of the Indicators. * Denotes changes for 2024-25 for continuation schools

Whole School Indicator	*2021-22 Baseline Data*	*2022-23 Data*	*2023-24 Benchmark*	*2023-24 Data*	*2024-25 Mid-Year Data *as of 1/27/2025" (Optional)*	*2024-25 Benchmark*	*2024-25 Data*	*2025-26 Mid-Year Data *as of 1/15/2026 (Optional)*	*2025-26 Goal (3-Year Goal)*	*2025-26 Data*	*2026-27 Goal (4-Year Goal)*
Four-Year Cohort Graduation Rate	TBD	TBD		TBD	N/A						
Graduation Rate: Non-Cohort (Continuation)*	N/A	N/A		N/A	N/A						
Four-Year Cohort Dropout Rate	TBD	TBD		TBD	TBD						
A-G Completion Rate (12th Grade Graduates)	TBD	TBD		TBD	TBD						
Course Completion Rate (Continuation)*	N/A	N/A		N/A	N/A						
On Track to Graduate - 9th Graders	TBD	TBD		TBD	TBD						
9th Graders meeting A-G requirements	TBD	TBD		TBD	TBD						
Percentage of 12th Graders who have participated in an employer-evaluated internship or similar experience	TBD	TBD		TBD	TBD						
Percentage of 12th graders who have passed 1 or more dual enrollment courses with a C- or better	TBD	TBD		TBD	TBD						
Percentage of 10th-12th grade students in Linked Learning pathways	TBD	TBD		TBD	TBD						
CTE Completion Data: Percentage of students who attempted CTE program completion and achieved a C- or better in both the Concentrator and Capstone course	TBD	TBD		TBD	TBD						
CTE Participation (Continuation)*	N/A	N/A		N/A	N/A						
College Enrollment Data: Percentage of students enrolling in 2-year colleges within one year of graduation	TBD	TBD		TBD	TBD						
College Enrollment Data: Percentage of students enrolling in 4-year colleges within one year of graduation	TBD	TBD		TBD	TBD						

Focal Student Population Indicator	*2021-22 Baseline Data*	*2022-23 Data*	*2023-24 Benchmark*	*2023-24 Data*	*2024-25 Mid-Year Data*	*2024-25 Benchmark*	*2024-25 Data*	*2025-26 Mid-Year Data*	*2025-26 Goal (3-Year Goal)*	*2025-26 Data*	*2026-27 Goal (4-Year Goal)*
Four-Year Cohort Graduation Rate	TBD	TBD		TBD	TBD						
Graduation Rate: Non-Cohort (Continuation)*	N/A	N/A		N/A	N/A						
Four-Year Cohort Dropout Rate	TBD	TBD		TBD	TBD						
A-G Completion - 12th Grade (12th Grade Graduates)	TBD	TBD		TBD	TBD						
Course Completion Rate (Continuation)*	N/A	N/A		N/A	N/A						
On Track to Graduate - 9th Graders	TBD	TBD		TBD	TBD						
9th Graders meeting A-G requirements	TBD	TBD		TBD	TBD						
Percentage of 12th Graders who have participated in an employer-evaluated internship or similar experience	TBD	TBD		TBD	TBD						
Percentage of 12th graders who have passed 1 or more dual enrollment courses with a C- or better	TBD	TBD		TBD	TBD						
Percentage of 10th-12th grade students in Linked Learning pathways	TBD	TBD		TBD	TBD						
CTE Completion Data: Percentage of students who attempted CTE program completion and achieved a C- or better in both the Concentrator and Capstone course	TBD	TBD		TBD	TBD						
CTE Participation (Continuation)*	N/A	N/A		N/A	N/A						
College Enrollment Data: Percentage of students enrolling in 2-year colleges within one year of graduation	TBD	TBD		TBD	TBD						
College Enrollment Data: Percentage of students enrolling in 4-year colleges within one year of graduation	TBD	TBD		TBD	TBD						

ROOT CAUSE ANALYSIS

Root Cause Analysis is the process of discovering the root causes of problems in order to identify appropriate solutions. Sites engage in this process every 3 years to inform strategic actions around our identified data indicators.

Indicator	Strengths	Challenges
Instructions: Complete the Strengths and Challenges columns columns for all indicators in bold (lines 47-50). Then select ONE of the indicators from lines 51-54 (color coded in peach) to complete. You will complete Strengths and Challenges for a total of 5 indicators/combinations of indicators.	*What is our site doing well that's leading to improvements in this indicator?*	*What 1-2 challenges are the most significant barriers to improvements in this indicator?*
Four-Year Cohort Graduation Rate & Four Year Cohort Dropout Rate *(Analyze these two indicators together)*		
A-G Completion - 12th Grade		
On Track to Graduate - 9th Grade & 9th Graders meeting A-G requirements *(Analyze these two indicators together)*		
College Enrollment Data: Percentage of students enrolling in 2-year and 4-year colleges within one year of graduation *(Analyze these two indicators together)*		
Percentage of 12th Graders who have participated in an employer-evaluated internship or similar experience		
Percentage of students who have passed any dual enrollment course with a C- or better in grades 9-12		
Percentage of 10th-12th grade students in Linked Learning pathways		
CTE Completion Data: Percentage of students who attempted CTE program completion and achieved a C- or better in both the Concentrator and Capstone course		

PATHWAY QUALITY ASSESSMENT

Using the 2023-26 College and Career for All and Linked Learning Quality Standards, self-assess in each category	Evidence of Strengths	Areas For Growth	Next Steps *Will any of these categories be a priority for your 3-year goals? If yes, which ones?*
Integrated Program of Study Equitable Admissions Cohort Structure Curriculum and Instructional Design and Delivery Assessment of Learning Early College Credit Opportunities Partner Input and Validation			
Work Based Learning Work Based Learning Plans Student Work Based Learning Experiences and Self Assessments Work Based Learning Provider Assessment of Student Workplace Readiness			
Integrated Student Supports College and Career Preparation and Support Social-Emotional Skill Development Individual Student Supports Student Input and Validation			

2023-2024: YEAR ONE ANALYSIS

Pathway Strategic Goals

Pathway Quality Strategic 3 Year Goals
Based on the standards assessment, your data indicators and root cause analysis, what are your goals, objectives, or intended outcomes for this next 3 year cycle? Write them as SMART goals (Specific, Measurable, Achievable, Relevant & Time-Bound) using language from the Standards as a guide (when relevant). Goals should start with the "By 2026..." **Example:** *By 2026 we will create and utilize a WBL reflection form and 100% of students will complete it after any type of WBL activity. We will share responses with students so they can reference for resume and college application development. The teacher team will review responses at least once per year and use information to update the pathway WBL plan.*

Goal #1: By 2026	
Goal #2: By 2026	
Goal #3: By 2026	

Pathway Strategic Actions

Strategic Actions for 2023-24
What are 3-5 key strategic actions for 2023-24 that will support you in reaching your identified 3 year goals?

Strategic Actions for Goal #1	
Strategic Actions for Goal #2	
Strategic Actions for Goal #3	

Budget Expenditures
Effective July 1, 2023 - June 30, 2024

2023-2024 Budget: Enabling Conditions Whole School

BUDGET JUSTIFICATION For All Budget Line Items, enter 3-5 sentences to create a Proper Justification that answers the below questions. For Object Codes 1120, 5825 and all FTE, please also make sure to respond to the additional Budget Justification questions outlined in the **EIP Budget Justification Instructions**. - What is the specific expenditure or service type? Please provide a brief description (no vague language or hyperlinks) and quantify if applicable. - How does the specific expenditure impact students in the pathway? (Where possible, also consider how the expenditure supports your 3-year goals or 2023-24 strategic actions.) We encourage you to refer to this list of **OUSD's Object Codes** if you have questions about which object codes to use. *Please note that this is NOT a comprehensive list of all OUSD's object codes and not all of them are permissible uses of Measure N funds. Please refer to the Measure N Permissible Expenses document to confirm permissibility.*	COST	OBJECT CODE	OBJECT CODE DESCRIPTION	POSITION TITLE	FTE	PATHWAY NAME (if applicable)

2024-2025: YEAR TWO

Pathway Strategic Goals

Pathway Quality Strategic 3 Year Goal	**Check in on 3-Year Goals** *For each 3-year goal, answer:* -To what extent is the pathway on track for accomplishing this goal by 2026? -What has supported or hindered progress towards each goal this year?
(Pre-populate from Year 1 Analysis PW Quality Strategic 3 Year Goal, rows 57-59 above)	

Pathway Strategic Actions Reflection

2023-2024 Strategic Actions	**Reflection on 2023-2024 Strategic Actions** *For the Strategic Action sets for each goal, answer:* -Are you on track for accomplishing the actions for the related goal this school year? -If so, what has been done or will be done by the end of the year to accomplish it? -If you are not on track for accomplishing the actions this school year, what might be the reason(s) why?
23-24 Strategic Actions for Goal #1	*(Pre-populate from Year 1 Strategic Actions, rows 62-76 above)*
23-24 Strategic Actions for Goal #2	
23-24 Strategic Actions for Goal #3	

Goal #3				

Pathway Strategic Actions 2024-2025

2024-2025 Strategic Actions
Based on the reflection on this year's strategic actions, what are **3-5 new or revised** strategic actions (for each goal) that you will take in 2024-2025 that will support continued progress toward your 3-year goals?

Goal #1: By 2026	(Pre-populate from Year 1 Analysis PW Quality Strategic 3 Year Goal, rows 57-59 above)	New or Revised Strategic Actions for Goal #1	
Goal #2: By 2026		New or Revised Strategic Actions for Goal #2	
Goal #3: By 2026		New or Revised Strategic Actions for Goal #3	

Budget Expenditures
Effective July 1, 2024 - June 30, 2025

2024-2025 Budget: Enabling Conditions Whole School

| BUDGET JUSTIFICATION
For All Budget Line Items, enter 3-5 sentences to create a Proper Justification that answers the below questions.
Reference the **Measures N and H Permissible Expenses document** when developing the justification.
For Object Codes 1120, 5825 and all FTE, please also make sure to respond to the additional Budget Justification questions outlined in the **Measures N and H Instructions for a Proper Budget Justification**.

- What is the specific expenditure or service type? Please provide a brief description (no vague language or hyperlinks) and quantify if applicable.

- How does the specific expenditure impact students in the pathway? (Where possible, also consider how the expenditure supports your 3-year goals or 2024-25 strategic actions.)

We encourage you to refer to this list of **OUSD's Object Codes** if you have questions about which object codes to use. *Please note that this is NOT a comprehensive list of all OUSD's object codes and not all of them are permissible uses of Measures N and H funds. Please refer to the Measures N and H Permissible Expenses document to confirm permissibility.*

**If the justification is adequately detailed to be deemed a proper justification and permissible use of funds, it will be Fully Approved. If additional detail is needed, the justification will be Conditionally Approved and will require a Justification Form.	COST	OBJECT CODE	OBJECT CODE DESCRIPTION	POSITION TITLE	FTE	PATHWAY NAME (if applicable)	**Fully Approved** (no additional Justification Form required) *(protected cells below to be completed by MN/H staff only)*	**Conditionally Approved** (Justification Form is required) *(protected cells below to be completed by MN/H staff only)*

2025-2026: YEAR THREE

Pathway Strategic Goals

| **Pathway Quality Strategic 3 Year Goal** | **Check in on 3-Year Goals**
For each 3-year goal, answer:
-To what extent is the pathway on track for accomplishing this goal by 2026?
-What has supported or hindered progress towards each goal this year? |
|---|---|
| Automatically add pathway strategic goals here | |

Pathway Strategic Actions Reflection

2024-2025 Strategic Actions	**Reflection on 2024-2025 Strategic Actions** *For the Strategic Action sets for each goal, answer:* -Are you on track for accomplishing the actions for the related goal this school year? -If so, what has been done or will be done by the end of the year to accomplish it? -If you are not on track for accomplishing the actions this school year, what might be the reason(s) why?
24-25 Strategic Actions for Goal #1	Automatically add strategic actions from 23-24 plan here	
24-25 Strategic Actions for Goal #2	
24-25 Strategic Actions for Goal #3	

Pathway Strategic Actions 2025-2026

2025-2026 Strategic Actions
*Based on the reflection on this year's strategic actions and analyzing student data, what are **3-5 new or revised strategies and actions** (for each goal) you can take (as a teacher, as a pathway, as a school) to support achieving your goals by 2026?*

Goal #1: By 2026	Automatically add goals here	**New or Revised Strategic Actions for Goal #1**	
Goal #2: By 2026		**New or Revised Strategic Actions for Goal #2**	
Goal #3: By 2026		**New or Revised Strategic Actions for Goal #3**	

Budget Expenditures
Effective July 1, 2025 - June 30, 2026

2025-2026 Pathway Budget

BUDGET JUSTIFICATION For All Budget Line Items, enter 3-5 sentences to create a Proper Justification that answers the below questions. Reference the **Measures N and H Permissible Expenses document** when developing the justification. For Object Codes 1120, 5825, and all FTE, please also make sure to respond to the additional Budget Justification questions outlined in the **Measures N and H Instructions for a Proper Budget Justification.** - What is the specific expenditure or service type? Please provide a brief description (no vague language or hyperlinks) and quantify if applicable. - How does the specific expenditure impact students in the pathway? (Consider how the expenditure supports your 3-year goals or 2025-2026 strategic actions where possible.) We encourage you to refer to this list of **OUSD's Object Codes** if you have questions about which object codes to use. *Please note that this is NOT a comprehensive list of all OUSD's object codes; not all are permissible uses of Measures N and H funds. Please refer to the Measures N and H Permissible Expenses document to confirm permissibility.* ***If the justification is adequately detailed to be deemed a proper justification and permissible use of funds, it will be Fully Approved. If additional details are needed, the justification will be conditionally approved and require a justification form.*	**COST**	**OBJECT CODE**	**OBJECT CODE DESCRIPTION**	**POSITION TITLE**	**FTE**	**PATHWAY NAME (if applicable)**	**Fully Approved** (Fully approved means your justification is complete; therefore, a Measure H Justification Form is **not** required. However you still need to submit any other OUSD form that is required for approval) *(protected cells below are to be completed by MN/H staff only)*	**Conditionally Approved** (Conditionally approved means that your justification is incomplete; therefore a Measure H Justification Form **is** required along with any other OUSD form that is required for approval.) *(protected cells below are to be completed by MN/H staff only)*

2026-2027: YEAR FOUR

Pathway Strategic Goals

Automatically add pathway strategic goals here

Budget Expenditures
Effective July 1, 2026 - June 30, 2027

2026-27 Pathway Budget

BUDGET JUSTIFICATION For All Budget Line Items, enter 3-5 sentences to create a Proper Justification that answers the below questions. Reference the **Measures N and H Permissible Expenses document** when developing the justification. For Object Codes 1120, 5825, and all FTE, please also make sure to respond to the additional Budget Justification questions outlined in the **Measures N and H Instructions for a Proper Budget Justification.** What is the specific expenditure or service type? Please provide a brief description (no vague language or hyperlinks) and quantify if applicable. We encourage you to refer to this list of **Object Codes** if you have questions about which object codes to use. *Please note that this is NOT a comprehensive list of all OUSD's object codes; not all are permissible uses of Measures N and H funds. Please refer to the Measures N and H Permissible Expenses document to confirm permissibility.* ***If the justification is adequately detailed to be deemed a proper justification and permissible use of funds, it will be Fully Approved. If additional details are needed, the justification will be conditionally approved and require a justification form.*	**COST**	**OBJECT CODE**	**OBJECT CODE DESCRIPTION**	**POSITION TITLE**	**FTE**	**PATHWAY NAME (if applicable)**	**Approval** Fully approved means your justification is complete; therefore, a Measure H Justification Form is **not** required. Conditionally approved means that a Measure H Justification Form is required. *(protected cells below are to be completed by MN/H staff only)*

School Name:			Site #:	#N/A
Pathway Name(s):				
School Description				
School Mission and Vision				

School Demographics

2023-2024 Total Enrollment Grades 9-12		#REF!							
Special Populations	% Male	% Female	% Oakland Residents	% LCFF	% English Learners	% LTEL	% Current Newcomers	% SPED	% SPED Severe
Student Population by Race/Ethnicity	% African-American	% Native American	% Asian	% Hispanic/Latino	% Filipino	% Pacific Islander	% White	% Multiple Ethnicity	% Not Reported
Focal Student Population	Which student population will you focus on in order to reduce disparities?				Select Group				

SCHOOL PERFORMANCE GOALS AND INDICATORS
Please refer to this Data Dictionary for definitions of the Indicators. * Denotes changes for 2024-25 for continuation schools

Whole School Indicator	2021-22 Baseline Data	2022-23 Data	2023-24 Benchmark	2023-24 Data	2024-25 Mid-Year Data *as of 1/27/2025" (Optional)	2024-25 Benchmark	2024-25 Data	2025-26 Mid-Year Data *as of 1/15/2026 (Optional)	2025-26 Goal (3-Year Goal)	2025-26 Data	2026-27 Goal (4-Year Goal)
Four-Year Cohort Graduation Rate	TBD	TBD		TBD	TBD						
Graduation Rate: Non-Cohort (Continuation)*	N/A	N/A		N/A	N/A						
Four-Year Cohort Dropout Rate	TBD	TBD		TBD	TBD						
A-G Completion Rate (12th Grade Graduates)	TBD	TBD		TBD	TBD						
Course Completion Rate (Continuation)*	N/A	N/A		N/A	N/A						
On Track to Graduate - 9th Graders	TBD	TBD		TBD	TBD						
9th Graders meeting A-G requirements	TBD	TBD		TBD	TBD						
Percentage of 12th Graders who have participated in an employer-evaluated internship or similar experience	TBD	TBD		TBD	TBD						
Percentage of 12th graders who have passed 1 or more dual enrollment courses with a C- or better	TBD	TBD		TBD	TBD						
Percentage of 10th-12th grade students in Linked Learning pathways	TBD	TBD		TBD	TBD						
CTE Completion Data: Percentage of students who attempted CTE program completion and achieved a C- or better in both the Concentrator and Capstone course	TBD	TBD		TBD	TBD						
CTE Participation (Continuation)*	N/A	N/A		N/A	N/A						
College Enrollment Data: Percentage of students enrolling in 2-year colleges within one year of graduation	TBD	TBD		TBD	TBD						
College Enrollment Data: Percentage of students enrolling in 4-year colleges within one year of graduation	TBD	TBD		TBD	TBD						

Focal Student Population Indicator	2021-22 Baseline Data	2022-23 Data	2023-24 Benchmark	2023-24 Data	2024-25 Mid-Year Data	2024-25 Benchmark	2024-25 Data	2025-26 Mid-Year Data	2025-26 Goal (3-Year Goal)	2025-26 Data	2026-27 Goal (4-Year Goal)
Four-Year Cohort Graduation Rate	TBD	TBD		TBD	TBD						
Graduation Rate: Non-Cohort (Continuation)*	N/A	N/A		N/A	N/A						
Four-Year Cohort Dropout Rate	TBD	TBD		TBD	TBD						
A-G Completion - 12th Grade (12th Grade Graduates)	TBD	TBD		TBD	TBD						
Course Completion Rate (Continuation)*	N/A	N/A		N/A	N/A						
On Track to Graduate - 9th Graders	TBD	TBD		TBD	TBD						
9th Graders meeting A-G requirements	TBD	TBD		TBD	TBD						
Percentage of 12th Graders who have participated in an employer-evaluated internship or similar experience	TBD	TBD		TBD	TBD						
Percentage of 12th graders who have passed 1 or more dual enrollment courses with a C- or better	TBD	TBD		TBD	TBD						
Percentage of 10th-12th grade students in Linked Learning pathways	TBD	TBD		TBD	TBD						
CTE Completion Data: Percentage of students who attempted CTE program completion and achieved a C- or better in both the Concentrator and Capstone course	TBD	TBD		TBD	TBD						
CTE Participation (Continuation)*	N/A	N/A		N/A	N/A						
College Enrollment Data: Percentage of students enrolling in 2-year colleges within one year of graduation	TBD	TBD		TBD	TBD						
College Enrollment Data: Percentage of students enrolling in 4-year colleges within one year of graduation	TBD	TBD		TBD	TBD						

ROOT CAUSE ANALYSIS
Root Cause Analysis is the process of discovering the root causes of problems in order to identify appropriate solutions. Sites engage in this process every 3 years to inform strategic actions around our identified data indicators.

Indicator *Instructions: Complete the Strengths and Challenges columns for all indicators in **bold** (lines 47-50. Then select **ONE** of the indicators from lines 51-54 (color coded in peach) to complete. You will complete Strengths and Challenges for a total of 5 indicators/combinations of indicators.*	Strengths *What is our site doing well that's leading to improvements in this indicator?*	Challenges *What 1-2 challenges are the most significant barriers to improvements in this indicator?*
Four-Year Cohort Graduation Rate & Four Year Cohort Dropout Rate *(Analyze these two indicators together)*		
A-G Completion - 12th Grade		
On Track to Graduate - 9th Grade & 9th Graders meeting A-G requirements *(Analyze these two indicators together)*		
College Enrollment Data: Percentage of students enrolling in 2-year and 4-year colleges within one year of graduation (*Analyze these two indicators together)*		
Percentage of 12th Graders who have participated in an employer-evaluated internship or similar experience		
Percentage of students who have passed any dual enrollment course with a C- or better in grades 9-12		
Percentage of 10th-12th grade students in Linked Learning pathways		
CTE Completion Data: Percentage of students who attempted CTE program completion and achieved a C- or better in both the Concentrator and Capstone course		

2023-2024: YEAR ONE ANALYSIS

Whole School Strategic Actions (to address enabling conditions for high quality pathway development)

2023-24 Strategic Actions
Based on your data analysis, what are 3-5 key strategic actions your Whole School can undertake to enable your pathways to directly address the challenges identified above?

Budget Expenditures
Effective July 1, 2023 - June 30, 2024

2023-2024 Budget: Enabling Conditions Whole School

BUDGET JUSTIFICATION For All Budget Line Items, enter 3-5 sentences to create a Proper Justification that answers the below questions. For Object Codes 1120, 5825 and all FTE, please also make sure to respond to the additional Budget Justification questions outlined in the **EIP Budget Justification Instructions.** - What is the specific expenditure or service type? Please provide a brief description (no vague language or hyperlinks) and quantify if applicable. - How does the specific expenditure impact students in the pathway? (Where possible, also consider how the expenditure supports your 3-year goals or 2023-24 strategic actions.) We encourage you to refer to this list of **OUSD's Object Codes** if you have questions about which object codes to use. *Please note that this is NOT a comprehensive list of all OUSD's object codes and not all of them are permissible uses of Measure N funds. Please refer to the Measure N Permissible Expenses document to confirm permissibility.*	COST	OBJECT CODE	OBJECT CODE DESCRIPTION	POSITION TITLE	FTE	PATHWAY NAME (if applicable)

2024-2025: YEAR TWO

Strategic Actions

2023-2024 Strategic Actions	**Reflection on 2023-2024 Strategic Actions**
	For the Year 1 Strategic Actions, answer: -Are you on track for accomplishing the actions for the related goal this school year? -If so, what has been done or will be done by the end of the year to accomplish it? -If you are not on track for accomplishing the actions this school year, what might be the reason(s) why?
(pre-populate from Year 1 Strategic Actions)	

Whole School Strategic Actions (to address enabling conditions for high quality pathway development)

2024-2025 Strategic Actions
In the Whole School tab, schools develop school wide strategic actions. These actions are meant to be in support of all pathways and are elements of the "enabling conditions" for ongoing pathway development. Based on a review of the challenges from the root cause analysis (rows 39-48 above) and reflection on this year's strategic actions (rows 82-88), what are 3-5 **new or revised**, school wide strategic actions for 24-25 that will support school-wide improvement to directly address the challenges identified above?

Budget Expenditures
Effective July 1, 2024 - June 30, 2025

2024-2025 Budget: Enabling Conditions Whole School

BUDGET JUSTIFICATION For All Budget Line Items, enter 3-5 sentences to create a Proper Justification that answers the below questions. Reference the **Measures N and H Permissible Expenses document** when developing the justification. For Object Codes 1120, 5825 and all FTE, please also make sure to respond to the additional Budget Justification questions outlined in the **Measures N and H Instructions for a Proper Budget Justification**. - What is the specific expenditure or service type? Please provide a brief description (no vague language or hyperlinks) and quantify if applicable. - How does the specific expenditure impact students in the pathway? (Where possible, also consider how the expenditure supports your 3-year goals or 2024-25 strategic actions.) We encourage you to refer to this list of **OUSD's Object Codes** if you have questions about which object codes to use. *Please note that this is NOT a comprehensive list of all OUSD's object codes and not all of them are permissible uses of Measures N and H funds. Please refer to the Measures N and H Permissible Expenses document to confirm permissibility.* ***If the justification is adequately detailed to be deemed a proper justification and permissible use of funds, it will be Fully Approved. If additional detail is needed, the justification will be Conditionally Approved and will require a Justification Form.*	COST	OBJECT CODE	OBJECT CODE DESCRIPTION	POSITION TITLE	FTE	PATHWAY NAME **(if applicable)**	**Fully Approved** (no additional Justification Form required) *(protected cells below to be completed by MN/H staff only)*	**Conditionally Approved** (Justification Form is required) *(protected cells below to be completed by MN/H staff only)*

2025-2026: YEAR THREE

Whole School Strategic Actions Reflection

2024-2025 Strategic Actions	**Reflection on 2024-2025 Strategic Actions**
	For the Year 2 Strategic Actions, answer: -Are you on track for accomplishing the actions for the related goal this school year? -If so, what has been done or will be done by the end of the year to accomplish it? -If you are not on track for accomplishing the actions this school year, what might be the reason(s) why?
Automatically add current year strategic actions here	

Whole School Strategic Actions (to address enabling conditions for high quality pathway development)

2025-2026 Strategic Actions
In the Whole School tab, schools develop school wide strategic actions to support all pathways and elements of the "enabling conditions" for ongoing pathway development.
Based on a review of the challenges from the root cause analysis and updated schoolwide data above, plus a reflection on this year's strategic actions, what are 3-5 **new or revised**, school wide strategic actions for 25-26 that will support school-wide pathway improvement to directly address the challenges identified above?

Budget Expenditures
Effective July 1, 2025-June 20, 2026

2025-2026 Budget: Enabling Conditions Whole School

BUDGET JUSTIFICATION For All Budget Line Items, enter 3-5 sentences to create a Proper Justification that answers the below questions. Reference the 2025-26 Measures N and H Permissible Expenses document when developing the justification. For Object Codes 1120, 5825, and all FTE, please also make sure to respond to the additional Budget Justification questions outlined in the **Measures N and H Instructions for a Proper Budget Justification.** - What is the specific expenditure or service type? Please provide a brief description (no vague language or hyperlinks) and quantify if applicable. - How does the specific expenditure impact students in the pathway? (Consider how the expenditure supports your 3-year goals or 2025-2026 strategic actions where possible.) We encourage you to refer to this list of **OUSD's Object Codes** if you have questions about which object codes to use. *Please note that this is NOT a comprehensive list of all OUSD's object codes; not all are permissible uses of Measures N and H funds. Please refer to the Measures N and H Permissible Expenses document to confirm permissibility.* **If the justification is adequately detailed to be deemed a proper justification and permissible use of funds, it will be Fully Approved. If additional details are needed, the justification will be conditionally approved and require a justification form.*	COST	OBJECT CODE	OBJECT CODE DESCRIPTION	POSITION TITLE	FTE	PATHWAY NAME (if applicable)	**Fully Approved** (Fully approved means your justification is complete; therefore, a Measure H Justification Form is **not** required. However you still need to submit any other OUSD form that is required for approval) *(protected cells below are to be completed by MN/H staff only)*	**Conditionally Approved** (Conditionally approved means that your justification is incomplete; therefore a Measure H Justification Form **is** required along with any other OUSD form that is required for approval) *(protected cells below are to be completed by MN/H staff only)*

2026-2027: YEAR FOUR

Pathway Strategic Goals

Automatically add pathway strategic goals here

Budget Expenditures
Effective July 1, 2026 - June 30, 2027

2026-27 Pathway Budget

BUDGET JUSTIFICATION For All Budget Line Items, enter 3-5 sentences to create a Proper Justification that answers the below questions. Reference the **Measures N and H Permissible Expenses document** when developing the justification. For Object Codes 1120, 5825, and all FTE, please also make sure to respond to the additional Budget Justification questions outlined in the **Measures N and H Instructions for a Proper Budget Justification.** What is the specific expenditure or service type? Please provide a brief description (no vague language or hyperlinks) and quantify if applicable. We encourage you to refer to this list of **Object Codes** if you have questions about which object codes to use. *Please note that this is NOT a comprehensive list of all OUSD's object codes; not all are permissible uses of Measures N and H funds. Please refer to the Measures N and H Permissible Expenses document to confirm permissibility.* **If the justification is adequately detailed to be deemed a proper justification and permissible use of funds, it will be Fully Approved. If additional details are needed, the justification will be conditionally approved and require a justification form.*	COST	OBJECT CODE	OBJECT CODE DESCRIPTION	POSITION TITLE	FTE	PATHWAY NAME (if applicable)	**Approval** Fully approved means your justification is complete; therefore, a Measure H Justification Form is **not** required. Conditionally approved means that a Measure H Justification Form is required. *(protected cells below are to be completed by MN/H staff only)*

Pathway Name:	Select Pathway		Program #:	
Mission and Vision				

PATHWAY QUALITY ASSESSMENT			
Using the 2023-26 College and Career for All and Linked Learning Quality Standards, self-assess in each category	**Evidence of Strengths**	**Areas For Growth**	**Next Steps** *Will any of these categories be a priority for your 3-year goals? If yes, which ones?*
Integrated Program of Study Equitable Admissions Cohort Structure Curriculum and Instructional Design and Delivery Assessment of Learning Early College Credit Opportunities Partner Input and Validation			
Work Based Learning Work Based Learning Plans Student Work Based Learning Experiences and Self Assessments Work Based Learning Provider Assessment of Student Workplace Readiness			
Integrated Student Supports College and Career Preparation and Support Social-Emotional Skill Development Individual Student Supports Student Input and Validation			

2023-2024: YEAR ONE ANALYSIS
Pathway Strategic Goals

Pathway Quality Strategic 3 Year Goals
*Based on the standards assessment, what are your goals, objectives, or intended outcomes for this next 3 year cycle? Write them as SMART goals (Specific, Measurable, Achievable, Relevant & Time-Bound) using language from the Standards as a guide. Goals should start with the words "By 2026..." **Example:** By 2026 we will create and utilize a WBL reflection form and 100% of students will complete it after any type of WBL activity. We will share responses with students so they can reference for resume and college application development. The teacher team will review responses at least once per year and use information to update the pathway WBL plan.*

Goal #1: By 2026	
Goal #2: By 2026	
Goal #3: By 2026	

Pathway Strategic Actions

Strategic Actions for 2023-24
What are 3-5 key strategic actions for 2023-24 that will support you in reaching your identified 3 year goals?

Strategic Actions for Goal #1	
Strategic Actions for Goal #2	
Strategic Actions for Goal #3	

Pathway Budget Expenditures *Effective July 1, 2023 - June 30, 2024*
2023-2024 Pathway Budget

| BUDGET JUSTIFICATION
For All Budget Line Items, enter 3-5 sentences to create a Proper Justification that answers the below questions.
For Object Codes 1120, 5825 and all FTE, please also make sure to respond to the additional Budget Justification questions outlined in the **EIP Budget Justification Instructions**.

- What is the specific expenditure or service type? Please provide a brief description (no vague language or hyperlinks) and quantify if applicable.

- How does the specific expenditure impact students in the pathway? (Where possible, also consider how the expenditure supports your 3-year goals or 2023-24 strategic actions.)

We encourage you to refer to this list of **OUSD's Object Codes** if you have questions about which object codes to use. *Please note that this is NOT a comprehensive list of all OUSD's object codes and not all of them are permissible uses of Measure N funds. Please refer to the Measure N Permissible Expenses document to confirm permissibility.*	COST	OBJECT CODE	OBJECT CODE DESCRIPTION	POSITION TITLE	FTE	PATHWAY NAME

2024-2025: YEAR TWO

Pathway Strategic Goals

| | Check in on 3-Year Goals
For each 3-year goal, answer:
-To what extent is the pathway on track for accomplishing this goal by 2026?
-What has supported or hindered progress towards each goal this year? |
|---|---|
| ***Pathway Quality Strategic 3 Year Goal*** | |
| (Pre-populate from Year 1 Analysis PW Quality Strategic 3 Year Goal, rows 11-13 above) | |
| | |

Pathway Strategic Actions Reflection

| *2023-2024 Strategic Actions* | Reflection on 2023-2024 Strategic Actions
For the Strategic Action sets for each goal, answer:
-Are you on track for accomplishing the actions for the related goal this school year?
-If so, what has been done or will be done by the end of the year to accomplish it?
-If you are not on track for accomplishing the actions this school year, what might be the reason(s) why? |
|---|---|
| **23-24 Strategic Actions for Goal #1** | *(Pre-populate from Year 1 Strategic Actions, rows 16-30 above)* |
| **23-24 Strategic Actions for Goal #2** | |
| **23-24 Strategic Actions for Goal #3** | |

Pathway Strategic Actions 2024-2025

| *2024-2025 Strategic Actions*
Based on the reflection on this year's strategic actions, what are **3-5 new or revised** strategic actions (for each goal) that you will take in 2024-2025 that will support continued progress toward your 3-year goals? |
|---|

Goal #1:	(Pre-populate from Year 1 Analysis PW Quality Strategic 3 Year Goal, rows	New or Revised Strategic	

Goal #1: By 2026	(Pre-populate from Year 1 Analysis PW Quality Strategic 3 Year Goal, rows 11-13 above)	Strategic Actions for Goal #1	
Goal #2: By 2026		New or Revised Strategic Actions for Goal #2	
Goal #3: By 2026		New or Revised Strategic Actions for Goal #3	

Pathway Budget Expenditures
Effective July 1, 2024 - June 30, 2025

2024-2025 Pathway Budget

BUDGET JUSTIFICATION	COST	OBJECT CODE	OBJECT CODE DESCRIPTION	POSITION TITLE	FTE	PATHWAY NAME (if applicable)
For All Budget Line Items, enter 3-5 sentences to create a Proper Justification that answers the below questions. Reference the **Measures N and H Permissible Expenses document** when developing the justification. For Object Codes 1120, 5825 and all FTE, please also make sure to respond to the additional Budget Justification questions outlined in the **Measures N and H Instructions for a Proper Budget Justification**. - What is the specific expenditure or service type? Please provide a brief description (no vague language or hyperlinks) and quantify if applicable. - How does the specific expenditure impact students in the pathway? (Where possible, also consider how the expenditure supports your 3-year goals or 2024-25 strategic actions.) We encourage you to refer to this list of **OUSD's Object Codes** if you have questions about which object codes to use. *Please note that this is NOT a comprehensive list of all OUSD's object codes and not all of them are permissible uses of Measures N and H funds. Please refer to the Measures N and H Permissible Expenses document to confirm permissibility.* ***If the justification is adequately detailed to be deemed a proper justification and permissible use of funds, it will be Fully Approved. If additional detail is needed, the justification will be Conditionally Approved and will require a Justification Form.*						

2025-2026: YEAR THREE

Pathway Demographics

2024-25 Total Enrollment Grades 9-12	#REF!							
Special Populations	% Male	% Female	% Oakland Residents	% LCFF	% English Learners	% LTEL	% Current Newcomers	% SPED	% SPED Severe

Special Populations								

Student Population by Race/Ethnicity	African-American	Native American	Asian	Hispanic/Latino	Filipino	Pacific Islander	White	Multiple Ethnicity	Not Reported

Focal Student Population	Which student population will you focus on in order to reduce disparities?	Select Group		

PATHWAY PERFORMANCE GOALS AND INDICATORS
Please refer to this Data Dictionary for definitions of the Indicators.

Whole Pathway Indicator	2021-22 Data	2022-23 Data	2023-24 Data	2024-25 Mid-Year Data	2024-25 Data	2025-26 Mid-Year Data	2025-26 Goal (3-Year Goal)
Four-Year Cohort Graduation Rate	TBD	TBD	TBD	TBD			
Graduation Rate: Non-Cohort (Continuation)*	N/A	N/A	N/A	N/A			
Four-Year Cohort Dropout Rate	TBD	TBD	TBD	TBD			
A-G Completion Rate (12th Grade Graduates)	TBD	TBD	TBD	TBD			
Course Completion Rate (Continuation)*	N/A	N/A	N/A	N/A			
On Track to Graduate - 10th Graders	TBD	TBD	TBD	TBD			
10th Graders meeting A-G requirements	TBD	TBD	TBD	TBD			
Percentage of 12th Graders who have participated in an employer-evaluated internship or similar experience	TBD	TBD	TBD	TBD			
Percentage of 12th graders who have passed 1 or more dual enrollment courses with a C- or better	TBD	TBD	TBD	TBD			
Percentage of 10th-12th grade students in Linked Learning pathways	TBD	TBD	TBD	TBD			
CTE Completion Data: Percentage of students who attempted CTE program completion and achieved a C- or better in both the Concentrator and Capstone course	TBD	TBD	TBD	TBD			
CTE Participation (Continuation)*	N/A	N/A	N/A	N/A			
College Enrollment Data: Percentage of students enrolling in 2-year colleges within one year of graduation	TBD	TBD	TBD	TBD			
College Enrollment Data: Percentage of students enrolling in 4-year colleges within one year of graduation	TBD	TBD	TBD	TBD			
Focal Student Population Indicator	2021-22 Data	2022-23 Data	2023-24 Data	2024-25 Mid-Year Data	2024-25 Data	2025-26 Mid-Year Data	2025-26 Goal (3-Year Goal)
Four-Year Cohort Graduation Rate	TBD	TBD	TBD	TBD			
Graduation Rate: Non-Cohort (Continuation)*	N/A	N/A	N/A	N/A			
Four-Year Cohort Dropout Rate	TBD	TBD	TBD	TBD			
A-G Completion - 12th Grade (12th Grade Graduates)	TBD	TBD	TBD	TBD			
Course Completion Rate (Continuation)*	N/A	N/A	N/A	N/A			
On Track to Graduate - 9th Graders	TBD	TBD	TBD	TBD			
9th Graders meeting A-G requirements	TBD	TBD	TBD	TBD			
Percentage of 12th Graders who have participated in an employer-evaluated internship or similar experience	TBD	TBD	TBD	TBD			
Percentage of 12th graders who have passed 1 or more dual enrollment courses with a C- or better	TBD	TBD	TBD	TBD			
Percentage of 10th-12th grade students in Linked Learning pathways	TBD	TBD	TBD	TBD			
CTE Completion Data: Percentage of students who attempted CTE program completion and achieved a C- or better in both the Concentrator and Capstone course	TBD	TBD	TBD	TBD			
CTE Participation (Continuation)*	N/A	N/A	N/A	N/A			
College Enrollment Data: Percentage of students enrolling in 2-year colleges within one year of graduation	TBD	TBD	TBD	TBD			
College Enrollment Data: Percentage of students enrolling in 4-year colleges within one year of graduation	TBD	TBD	TBD	TBD			

Pathway Student Data Reflection

What do your student data (from the data section above, and including evidence from pathway performance assessments and graduate capstone) show you about what your students can do (assets) and what they need support for (challenges)? What do you notice about the data for the focal student population in relations to assets and challenges as well?

Assets	Challenges

What might be some root causes to help you understand those student data?

Pathway Strategic Goals

Pathway Quality Strategic 3 Year Goal	Check in on 3-Year Goals *For each 3-year goal, answer:* -To what extent is the pathway on track for accomplishing this goal by 2026? -What has supported or hindered progress towards each goal this year?
Automatically add pathway strategic goals here	

Pathway Strategic Actions Reflection

2024-2025 Strategic Actions		Reflection on 2024-2025 Strategic Actions *For the Strategic Action sets for each goal, answer:* -Are you on track for accomplishing the actions for the related goal this school year? -If so, what has been done or will be done by the end of the year to accomplish it? -If you are not on track for accomplishing the actions this school year, what might be the reason(s) why?
24-25 Strategic Actions for Goal #1	*(Pre-populate from Year 2 Strategic Actions, rows 66-80 above)*	
24-25 Strategic Actions for Goal #2		
24-25 Strategic Actions for Goal #3		

Pathway Strategic Actions 2025-2026

2025-2026 Strategic Actions
Based on the reflection on this year's strategic actions and analyzing student data, what are **3-5 new or revised strategies and actions** (for each goal) you can take (as a teacher, as a pathway, as a school) to support achieving your goals by 2026?

Goal #1: By 2026	Automatically add goals here	**New or Revised Strategic Actions for Goal #1**	
Goal #2: By 2026		**New or Revised Strategic Actions for Goal #2**	
Goal #3: By 2026		**New or Revised Strategic Actions for Goal #3**	

Pathway Budget Expenditures
Effective July 1, 2025 - June 30, 2026

2025-2026 Pathway Budget

BUDGET JUSTIFICATION For All Budget Line Items, enter 3-5 sentences to create a Proper Justification that answers the below questions. Reference the **Measures N and H Permissible Expenses document** when developing the justification. For Object Codes 1120, 5825, and all FTE, please also make sure to respond to the additional Budget Justification questions outlined in the **Measures N and H Instructions for a Proper Budget Justification.** - What is the specific expenditure or service type? Please provide a brief description (no vague language or hyperlinks) and quantify if applicable. - How does the specific expenditure impact students in the pathway? (Consider how the expenditure supports your 3-year goals or 2025-2026 strategic actions where possible.) We encourage you to refer to this list of **OUSD's Object Codes** if you have questions about which object codes to use. *Please note that this is NOT a comprehensive list of all OUSD's object codes; not all are permissible uses of Measures N and H funds. Please refer to the Measures N and H Permissible Expenses document to confirm permissibility.* ***If the justification is adequately detailed to be deemed a proper justification and permissible use of funds, it will be Fully Approved. If additional details are needed, the justification will be conditionally approved and require a justification form.*	COST	OBJECT CODE	OBJECT CODE DESCRIPTION	POSITION TITLE	FTE	PATHWAY NAME (if applicable)	**Fully Approved** (Fully approved means your justification is complete; therefore, a Measure H Justification Form is **not** required. However you still need to submit any other OUSD form that is required for approval) *(protected cells below are to be completed by MN/H staff only)*	**Conditionally Approved** (Conditionally approved means that your justification is incomplete; therefore a Measure H Justification Form **is** required along with any other OUSD form that is required for approval) *(protected cells below are to be completed by MN/H staff only)*

2026-2027: YEAR FOUR

Pathway Strategic Goals

Automatically add pathway strategic goals here

Budget Expenditures
Effective July 1, 2026 - June 30, 2027

2026-27 Pathway Budget

BUDGET JUSTIFICATION For All Budget Line Items, enter 3-5 sentences to create a Proper Justification that answers the below questions. Reference the **Measures N and H Permissible Expenses document** when developing the justification. For Object Codes 1120, 5825, and all FTE, please also make sure to respond to the additional Budget Justification questions outlined in the **Measures N and H Instructions for a Proper Budget Justification.** What is the specific expenditure or service type? Please provide a brief description (no vague language or hyperlinks) and quantify if applicable. We encourage you to refer to this list of **Object Codes** if you have questions about which object codes to use. *Please note that this is NOT a comprehensive list of all OUSD's object codes; not all are permissible uses of Measures N and H funds. Please refer to the Measures N and H Permissible Expenses document to confirm permissibility.* **If the justification is adequately detailed to be deemed a proper justification and permissible use of funds, it will be Fully Approved. If additional details are needed, the justification will be conditionally approved and require a justification form.*	COST	OBJECT CODE	OBJECT CODE DESCRIPTION	POSITION TITLE	FTE	PATHWAY NAME (if applicable)	**Approval** Fully approved means your justification is complete; therefore, a Measure H Justification Form is **not** required. Conditionally approved means that a Measure H Justification Form is required. *(protected cells below are to be completed by MN/H staff only)*

9th Grade	

2023-2024: YEAR ONE ANALYSIS

9th Grade Strategic Goals

9th Grade Quality Strategic 3 Year Goal
What are 1-3 goals to improve 9th grade and the integration with the pathway? Write them as SMART goals (Specific, Measurable, Achievable, Relevant & Time-Bound). Goals should start with the "By 2026..."
Example: *"By 2026 we will increase our 9th grade on-track to graduation by 10% from 2021-22 to 72% for all students. We will accomplish this through biweekly 9th grade team meetings that track and monitor the effectiveness of student interventions."*

Goal #1: By 2026	
Goal #2: By 2026	
Goal #3: By 2026	

9th Grade Strategic Actions 2023-24

Strategic Actions for 2023-24
What are 3-5 key strategic actions for 2023-24 that will support you in reaching your identified 3 year goals?

Strategic Actions for Goal #1	
Strategic Actions for Goal #2	
Strategic Actions for Goal #3	

9th Grade Budget Expenditures
Effective July 1, 2023 - June 30, 2024

2023-2024 9th Grade Budget

BUDGET JUSTIFICATION For All Budget Line Items, enter 3-5 sentences to create a Proper Justification that answers the below questions. For Object Codes 1120, 5825 and all FTE, please also make sure to respond to the additional Budget Justification questions outlined in the **EIP Budget Justification Instructions**. - What is the specific expenditure or service type? Please provide a brief description (no vague language or hyperlinks) and quantify if applicable. - How does the specific expenditure impact students in the pathway? (Where possible, also consider how the expenditure supports your 3-year goals or 2023-24 strategic actions.) We encourage you to refer to this list of **OUSD's Object Codes** if you have questions about which object codes to use. *Please note that this is NOT a comprehensive list of all OUSD's object codes and not all of them are permissible uses of Measure N funds. Please refer to the Measure N Permissible Expenses document to confirm permissibility.*	COST	OBJECT CODE	OBJECT CODE DESCRIPTION	POSITION TITLE	FTE	PATHWAY NAME (if applicable)

2024-2025: YEAR TWO

Pathway Strategic Goals

Pathway Quality Strategic 3 Year Goal	**Check in on 3-Year Goals** *For each 3-year goal, answer:* -To what extent is the pathway on track for accomplishing this goal by 2026? -What has supported or hindered progress towards each goal this year?
(Pre-populate from Year 1 Analysis 9th Grade Quality Strategic 3 Year Goal, rows 5-7 above)	

Pathway Strategic Actions Reflection

2023-2024 Strategic Actions		**Reflection on 2023-2024 Strategic Actions** *For the Strategic Action sets for each goal, answer:* -Are you on track for accomplishing the actions for the related goal this school year? -If so, what has been done or will be done by the end of the year to accomplish it? -If you are not on track for accomplishing the actions this school year, what might be the reason(s) why?
23-24 Strategic Actions for Goal #1	*(Pre-populate from Year 1 Strategic Actions, rows 10-24 above)*	
23-24 Strategic Actions for Goal #2		
23-24 Strategic Actions for Goal #3		

Pathway Strategic Actions 2024-2025

2024-2025 Strategic Actions
Based on the reflection on this year's strategic actions, what are **3-5 new or revised** strategic actions (for each goal) that you will take in 2024-2025 that will support continued progress toward your 3-year goals?

Goal #1: By 2026	pre-populate	**New or Revised Strategic Actions for Goal #1**	
Goal #2: By 2026		**New or Revised Strategic Actions for Goal #2**	
Goal #3: By 2026		**New or Revised Strategic Actions for**	

| By 2026 | | | Actions for Goal #3 | | | |

Pathway Budget Expenditures
Effective July 1, 2024 - June 30, 2025

2024-2025 Pathway Budget

BUDGET JUSTIFICATION For All Budget Line Items, enter 3-5 sentences to create a Proper Justification that answers the below questions. Reference the **Measures N and H Permissible Expenses document** when developing the justification. For Object Codes 1120, 5825 and all FTE, please also make sure to respond to the additional Budget Justification questions outlined in the **Measures N and H Instructions for a Proper Budget Justification**. - What is the specific expenditure or service type? Please provide a brief description (no vague language or hyperlinks) and quantify if applicable. - How does the specific expenditure impact students in the pathway? (Where possible, also consider how the expenditure supports your 3-year goals or 2024-25 strategic actions.) We encourage you to refer to this list of **OUSD's Object Codes** if you have questions about which object codes to use. *Please note that this is NOT a comprehensive list of all OUSD's object codes and not all of them are permissible uses of Measures N and H funds. Please refer to the Measures N and H Permissible Expenses document to confirm permissibility.* **If the justification is adequately detailed to be deemed a proper justification and permissible use of funds, it will be Fully Approved. If additional detail is needed, the justification will be Conditionally Approved and will require a Justification Form.*	COST	OBJECT CODE	OBJECT CODE DESCRIPTION	POSITION TITLE	FTE	PATHWAY NAME (if applicable)	Fully Approved (no additional Justification Form required) *(protected cells below to be completed by MN/H staff only)*	Conditionally Approved (Justification Form is required) *(protected cells below to be completed by MN/H staff only)*

2025-2026: YEAR THREE ANALYSIS

9th Grade Pathway Student Data Reflection

What do your student data (from the data section above, and including evidence from pathway performance assessments and graduate capstone) show you about what your students can do (assets) and what they need support for (challenges)? What do you notice about the data for the focal student population in relations to assets and challenges as well?

Assets	Challenges

What might be some root causes to help you understand those student data?

9th grade Pathway Strategic Goals

Pathway Quality Strategic 3 Year Goal	Check in on 3-Year Goals For each 3-year goal, answer: -To what extent is the pathway on track for accomplishing this goal by 2026? -What has supported or hindered progress towards each goal this year?

9th grade Pathway Strategic Actions Reflection

2024-2025 Strategic Actions	Reflection on 2024-2025 Strategic Actions For the Strategic Action sets for each goal, answer: -Are you on track for accomplishing the actions for the related goal this school year? -If so, what has been done or will be done by the end of the year to accomplish it? -If you are not on track for accomplishing the actions this school year, what might be the reason(s) why?

24-25 Strategic Actions for Goal #1	Automatically add strategic actions from 24-25 plan here		
24-25 Strategic Actions for Goal #2			
24-25 Strategic Actions for Goal #3			

Pathway Strategic Actions 2025-2026

2025-2026 Strategic Actions
Based on the reflection on this year's strategic actions and analyzing student data, what are **3-5 new or revised strategies and actions** (for each goal) you can take (as a teacher, as a pathway, as a school) to support achieving your goals by 2026?

Goal #1: By 2026	Automatically add goals here	**New or Revised Strategic Actions for Goal #1**	
Goal #2: By 2026		**New or Revised Strategic Actions for Goal #2**	
Goal #3: By 2026		**New or Revised Strategic Actions for Goal #3**	

Pathway Budget Expenditures
Effective July 1, 2025 - June 30, 2026

2025-2026 Pathway Budget

BUDGET JUSTIFICATION	COST	OBJECT CODE	OBJECT CODE DESCRIPTION	POSITION TITLE	FTE	PATHWAY NAME (if applicable)	Fully Approved	Conditionally Approved
For All Budget Line Items, enter 3-5 sentences to create a Proper Justification that answers the below questions. Reference the **Measures N and H Permissible Expenses document** when developing the justification. For Object Codes 1120, 5825 and all FTE, please also make sure to respond to the additional Budget Justification questions outlined in the **Measures N and H Instructions for a Proper Budget Justification**. - What is the specific expenditure or service type? Please provide a brief description (no vague language or hyperlinks) and quantify if applicable. - How does the specific expenditure impact students in the pathway? (Where possible, also consider how the expenditure supports your 3-year goals or 2024-25 strategic actions.) We encourage you to refer to this list of **OUSD's Object Codes** if you have questions about which object codes to use. *Please note that this is NOT a comprehensive list of all OUSD's object codes and not all of them are permissible uses of Measures N and H funds. Please refer to the Measures N and H Permissible Expenses document to confirm permissibility.* ***If the justification is adequately detailed to be deemed a proper justification and permissible use of funds, it will be Fully Approved. If additional detail is needed, the justification will be Conditionally Approved and will require a Justification Form.*							(Fully approved means your justification is complete; therefore, a Measure H Justification Form is **not** required. However you still need to submit any other OUSD form that is required for approval) *(protected cells below are to be completed by MN/H staff only)*	(Conditionally approved means that your justification is incomplete; therefore a Measure H Justification Form **is** required along with any other OUSD form that is required for approval) *(protected cells below are to be completed by MN/H staff only)*

2026-2027: YEAR FOUR

Pathway Strategic Goals

Automatically add pathway strategic goals here

Budget Expenditures
Effective July 1, 2026 - June 30, 2027

2026-27 Pathway Budget

BUDGET JUSTIFICATION For All Budget Line Items, enter 3-5 sentences to create a Proper Justification that answers the below questions. Reference the **Measures N and H Permissible Expenses document** when developing the justification. For Object Codes 1120, 5825, and all FTE, please also make sure to respond to the additional Budget Justification questions outlined in the **Measures N and H Instructions for a Proper Budget Justification.** What is the specific expenditure or service type? Please provide a brief description (no vague language or hyperlinks) and quantify if applicable. We encourage you to refer to this list of **Object Codes** if you have questions about which object codes to use. *Please note that this is NOT a comprehensive list of all OUSD's object codes; not all are permissible uses of Measures N and H funds. Please refer to the Measures N and H Permissible Expenses document to confirm permissibility.* ***If the justification is adequately detailed to be deemed a proper justification and permissible use of funds, it will be Fully Approved. If additional details are needed, the justification will be conditionally approved and require a justification form.*	COST	OBJECT CODE	OBJECT CODE DESCRIPTION	POSITION TITLE	FTE	PATHWAY NAME (if applicable)	**Approval** Fully approved means your justification is complete; therefore, a Measure H Justification Form is **not** required. Conditionally approved means that a Measure H Justification Form is required. *(protected cells below are to be completed by MN/H staff only)*

2026-2027 MEASURE H BUDGET				School:
Effective: July 1, 2026 - June 30, 2027				
Resource 9339	**Allocation***	**Total Expended**	**Total Remaining**	Site #:
Measure H		$0.00	$0.00	

Funding Allocation is based on school's 2025-2026 student enrollment count, Oakland Residents only (xxxx) multiplied by the per pupil amount of $850.

[For Alt Ed only] *Funding Allocation is based on school's highest attendance reported in 2024-2025 (xxxx), multiplied by the percentage of Oakland residents in 2025-2026 (xx%), multiplied by the per pupil amount of $850.*

BUDGET ACTION NUMBER	BUDGET JUSTIFICATION	COST	OBJECT CODE	OBJECT CODE DESCRIPTION	POSITION TITLE	FTE	WHOLE SCHOOL / PATHWAY NAME	Row Number
-1								1
-2								2
-3								3
-4								4
-5								5
-6								6
-7								7
-8								8
-9								9
-10								10
-11								11
-12								12
-13								13
-14								14
-15								15
-16								16
-17								17
-18								18
-19								19
-20								20
-13								21
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