

## 2016-2017 Measure N Expenditure Plan

**School:** Oakland Unity High School

**CDS Code:**

**Principal:**

**Date of this revision:** 5/2/2016

**Contact:**

**Position:** Principal

**Address:**

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*The Measure N Commission approved this revision of the Measure N Plan on:*

TBD

## ABOUT THIS SCHOOL

### School Description

Unity was founded in 2003 as an independent charter high school open to all students in Oakland. The mission of Unity is to prepare its students for admission to and success in college.

Unity is a school with high expectations and a safe and nurturing environment for teaching and learning. The school currently has an enrollment of 320 students: 91% Latino, 6% African American, and 3% other. Over 80% of Unity students qualify for free or reduced price lunch on the basis of family income level and over 75% come from immigrant families whose home language is not English. Unity offers a rigorous curriculum and intensive support responsive to the individual developmental and academic needs of students, which allows them to achieve academic success and positive social/cultural development.

### School Mission and Vision

#### Our Mission

It is the mission of Oakland Unity High School ("Unity") to prepare its students for admission to and success in college. Unity offers a rigorous curriculum that meets the University of California A-G requirements, with an emphasis on basic skills and core subject matter in English language arts, mathematics, social studies and science, and a comprehensive support program that promotes healthy youth development, including preparing the students to apply their knowledge and skills for the benefit of the community and environment.

As part of our charter renewal process, we have been discussing the addition and integration of "career readiness" as part of our mission.

#### Our Vision

Our vision for Oakland Unity High School in the next five years is a school with 450 students where all acquire the core skills necessary for academic achievement and, ultimately, for success in today's global, multicultural and multilingual society. Oakland Unity High School will provide a rigorous course of study while preparing students for college and beyond through an emphasis on developing life long professional skills and habits of mind and heart, balanced by a high school experience that is rich, enjoyable, and memorable. Oakland Unity High School will provide access to an education program that will help children and families overcome the challenges they face and lead to the fulfillment of their hopes and dreams for a better life in the United States.

### School Demographics

Special Populations	% Male	% Female	% LCFF	% English Learners
	48%	52%	27%	98%
	% Oakland Residents	% SPED RSP	% SPED Mild- Moderate	% SPED Severe
	98%	N.A.	N.A.	
Student Population by Race/Ethnicity	African-American	American Indian/ Alaskan Native	Asian	Hispanic/Latino
	6%	N.A.	91%	.5%

	Filipino	Pacific/ Islander	Caucasian	Multiracial
	.5%	.5%	1.5%	

## STRENGTHS, CHALLENGES & ROOT CAUSES

### Graduate Outcomes:

Performance Strengths	Performance Challenges	Root Causes
Our National Clearinghouse Data shows high enrollment in two and four year colleges after graduation.	Our National Clearing house Data shows low four year college graduation rate of our graduates.	While the majority of our students are first generation to college, we have a high percentage enroll in two and four year colleges following graduation. However, we have a low percentage complete their degree. Therefore, we believe we need to: a) make sure students have the academic literacy and math skills they need to succeed b) be exposed to careers and engaged with adults who can mentor them during the first years of college c) expose them to work place skills and careers that help them have a clearer path in their post secondary education so they can succeed and finish their training or degree.

### Post-Secondary Readiness:

Performance Strengths	Performance Challenges	Root Causes
1) We have increased our students college readiness as evidenced by their performance on the 2014-15 SBAC assessments.	Our Long Term English Language Learners need to improve their motivation and literacy skills.	Of our English Language Learner population, the majority are long term English Learners and we have struggled with the best way to motivate these students and provide them with the academic literacy support they need to succeed in post-secondary settings.

### Climate and Culture:

Performance Strengths	Performance Challenges	Root Causes
A majority of our students rate the school positively (in terms of both programs and safety)	Our students need exposure to careers and workplaces that would motivate them to enroll in post secondary education.	Our students, most of whom are children of immigrants who did not have the opportunity for higher education, need exposure to careers and workplace settings that will motivate them to engage in their coursework in high school, aspire to college and other post-secondary training and persevere through that post-secondary path.

### Rigorous Academics:

Performance Strengths	Performance Challenges	Root Causes
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We have increased our offering of AP courses and opportunities for concurrent enrollment.	Students not interested in or motivated by AP coursework need courses or programs to engage them.	See above. In addition, we know encouragement to participate in concurrent enrollment and AP coursework makes a difference in getting students to apply for and be ready for college and other postsecondary paths but we know we need to broaden our programs to engage more of our student population.
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## SCHOOL GOALS, TARGETS & THEORY OF ACTION

### Schoolwide WASC Multi-Year Goals

1. We will increase access to and success in advanced coursework in preparation for college for Unity students. Staff will reflect upon our early college/concurrent enrollment initiative and revise as needed. We will use this strategy and others to help our students to access advanced, college credit coursework.
2. We will pilot and implement a support and evaluation system for teachers. Instructional leaders will collaborate with staff, administrators and teachers, to create and begin the use of a Unity Teacher Effectiveness Rubric.
3. We will incorporate instructional norms across the curriculum to directly increase student learning and formalize the academic skills required for mastery of the California Common Core State Standards for Literacy and college and career readiness
4. Staff will reflect upon e-learning strategies used at Unity and articulate best practices.
5. Increase the English proficiency of the growing Long Term English language learner population at Unity in a way that supports their academic achievement and college and career readiness.

### Schoolwide Annual Goals

Focal Area	Annual School Goal	Related WASC Goal
<b>Graduate Outcomes:</b>	Increase the college and career readiness of all Unity students	# 1 Above
<b>Post-Secondary Readiness:</b>	Increase the college and career readiness of all Unity students	#2 and 3 Above
<b>Climate and Culture:</b>	Create a positive student climate and increase levels of student engagement	#1 and #2 Above
<b>Rigorous Academics:</b>	Increase the English proficiency of the growing Long Term English language learner population at Unity in a way that supports their academic achievement and college and career readiness.	#5 Above

### Schoolwide Annual Targets

Focal Area	Main Indicator	Focal Student Group	2014-15 Baseline	2015-16 Target	2016-17 Target	Related Indicator #2
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<b>Graduate Outcomes:</b>	<b>A-G Completion</b>	All Students	75%	Achieve higher A-G completion rate than past year or higher than OUSD completion rate.	Achieve higher A-G completion rate than past year or higher than OUSD completion rate.	A-G Completion
<b>Post-Secondary Readiness:</b>	<b>SBAC ELA</b>	All Students	Achieve higher average scores than the OUSD schools our students would otherwise attend.	Achieve higher average scores than the OUSD schools our students would otherwise attend.	Achieve higher average scores than the OUSD schools our students would otherwise attend.	SBAC ELA
<b>Climate and Culture:</b>	<b>Suspensions</b>	All Students	3.8%	3.5%	3.0%	Suspension Rate
<b>Rigorous Academics:</b>	<b>LTEL Reclassification Rate</b>	English Learners	12% reclassified	Maintain the same reclassification rate as previous year or improve.	Maintain the same reclassification rate as previous year or improve.	LTEL Reclassification Rate

### School Theory of Action

We are taking a slow, steady approach to growing and systemizing our Linked Learning offerings. We are building upon existing systems to pilot new initiatives. As our current staff levels are at capacity one of our primary courses of action is hiring new staff to focus on developing internships, offering more ELA support, and to expand our project based learning work. We will also be expanding our extracurricular offerings to better engage disengaged students, such as new arts programming, to help create more investment in their schooling. Finally, we are offering integrated science courses across all grade levels to make coursework more relevant and preparatory for post graduation.

### SCHOOLWIDE STRATEGIES

Strategy Area	Strategy	School Goal	Linked Learning Implementation Criteria #1	Linked Learning Implementation Criteria #2
<b>Instructional Improvement Strategy:</b>	Faculty support via coaching, common evaluation rubrics, and inquiry groups to integrate Linked Learning into the general curriculum.	Increase the college and career readiness of all Unity students	Building a Rigorous Academic Core: Teacher Conditions	Program of Study & Master Scheduling
<b>Culture &amp; Climate Improvement Strategy:</b>	We will continue to expand on our extracurricular offerings, including growing our Tech Club and adding more arts.	Create a positive student climate and increase levels of student engagement	Equity/Access/Achievement	Personalized Student Support
<b>Pathway Development/ Implementation Strategy:</b>	We are introducing integrated science courses, including marine biology.	Increase the college and career readiness of all Unity students	Building a Rigorous Academic Core: Student Conditions	Program of Study & Master Scheduling
<b>New or Emerging Design Feature #1:</b>	Hire a literacy teacher to improve 9th grade ELA levels and work with LTEL students.	Increase the English proficiency of the growing Long Term English language learner population at Unity in a way that supports their academic achievement and college and career readiness.	Building a Rigorous Academic Core: Student Conditions	Equity/Access/Achievement

<b>New or Emerging Design Feature #2:</b>	Hiring new staff including an internship coordinator, a PBL coordinator, and an alumni advocate to support graduates in college life and career pursuits.	Increase the college and career readiness of all Unity students	School Leadership & School Vision	Equity/Access/Achievement
<b>New or Emerging Design Feature #3:</b>	We will grow our Work Based Learning opportunities by expanding our internship, job shadowing, and other offerings.	Increase the college and career readiness of all Unity students	Work-Based Learning	Program of Study & Master Scheduling
<b>Established Signature Element #1:</b>	Advisory system	Create a positive student climate and increase levels of student engagement	Personalized Student Support	Equity/Access/Achievement
<b>Established Signature Element #2:</b>	College Prep course to assist students with all aspects of college application process	Increase the college and career readiness of all Unity students	Personalized Student Support	Building a Rigorous Academic Core: Student Conditions
<b>Established Signature Element #3:</b>	Expansion of concurrent enrollment, including college course offerings on our campus	Increase the college and career readiness of all Unity students	Building a Rigorous Academic Core: Student Conditions	Equity/Access/Achievement

