



## Measure N Final Evaluation

2016-17 Education Improvement Plan (SPSA)

### Ralph J. Bunche

#### Highlights/Promising Practices

- Strong advisory board
- Deep integration of the hospitality/culinary theme is into the operations of the school and this theme as an authentic and human way to engage students and community
- Great connection with local Black owned business

Design Narrative			SPSA-Measure N Planning Tool					Measure N Work Plan
Process Narrative	Research Question	Deeper Learning	Data Analysis	Theory of Action	Goals	Strategies	Budget	Implementation
3	3	3	2	3	3	3	2	2

**Recommendations:** Approved

#### Further Inquiry to Consider:

- Given RJ is a framework for addressing conflict, how will teachers be trained to proactively reflect and shift attitudes and practices to build relationships?
- What will the professional development and instructional approach look like for the school to support the plan?

Ability to Step Up to Higher Level with Supported Summer Planning  
(Applies if box is checked)



## Measure N Final Evaluation

2016-17 Education Improvement Plan (SPSA)

### Castlemont High School

#### Highlights/Promising Practices

- Solid design structure with different committees that were also part of the larger leadership team
- Intentional inclusion of the community and uplifting the focus areas that they highlighted

Design Narrative			SPSA-Measure N Planning Tool					Measure N Work Plan
Process Narrative	Research Question	Deeper Learning	Data Analysis	Theory of Action	Goals	Strategies	Budget	Implementation
3	2	3	3	2	3	3	3	3

Recommendations: **Approved**

#### Further Inquiry to Consider:

- Which specific design features could directly address students' literacy skills?

Ability to Step Up to Higher Level with Supported Summer Planning  
(Applies if box is checked)

## Measure N Final Evaluation

2016-17 Education Improvement Plan (SPSA)

### Oakland High School

Highlights/Promising Practices

- Multiple pathways
- Appreciate different themes and focus on making them equitable, especially Khepera and looking to rise up AAMs
- Specificity of instructional focus and being strategic with leadership distribution

Design Narrative			SPSA-Measure N Planning Tool					Measure N Work Plan
Process Narrative	Research Question	Deeper Learning	Data Analysis	Theory of Action	Goals	Strategies	Budget	Implementation
3	3	3	2	3	3	3	2	2

**Recommendations:** Approved

Further Inquiry to Consider:

- What is the process for working with non-pathway teachers to feel supported/ included?
- How can SEL work be be part of instructional focus?
- How are pathways working together to enforce school-wide equity goals?

Ability to Step Up to Higher Level with Supported Summer Planning

(Applies if box is checked)



# Measure N Final Evaluation

2016-17 Education Improvement Plan (SPSA)

## Coliseum College Preparatory Academy

### Highlights/Promising Practices

- Great larger vision that holds each of the pathway programs and students as leaders in East Oakland
- Tracking and supporting students in college
- Cascading mentorship model of having college students mentoring CCPA student cohorts

Design Narrative			SPSA-Measure N Planning Tool					Measure N Work Plan
Process Narrative	Research Question	Deeper Learning	Data Analysis	Theory of Action	Goals	Strategies	Budget	Implementation
2	2	3	2	3	3	3	3	3

**Recommendations:** Approved

### Further Inquiry to Consider:

- What does support look like for students who aren't going to college; are there other alternatives?

Ability to Step Up to Higher Level with Supported Summer Planning  
(Applies if box is checked)



# Measure N Final Evaluation

2016-17 Education Improvement Plan (SPSA)

## Community Day School

### Highlights/Promising Practices

- Appreciate digital storytelling as an instructional strategy, as well as a method of addressing social emotional learning and building relationships
- Focus on PBL and getting students into community via WBL is great
- Community Day is a great example of a pathway design that hits all of these marks in an inclusive way

Design Narrative			SPSA-Measure N Planning Tool					Measure N Work Plan
Process Narrative	Research Question	Deeper Learning	Data Analysis	Theory of Action	Goals	Strategies	Budget	Implementation
3	2	3	2	3	3	3	3	2

Recommendations: **Approved**

### Further Inquiry to Consider:

- Given the challenges and experiences with school/authority etc. what does RJ and SEL training and strategies in the school look like?
- How might storytelling be part of this?

Ability to Step Up to Higher Level with Supported Summer Planning

(Applies if box is checked)



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## Dewey Academy

### Highlights/Promising Practices

- There is an array of design features for pathway development that span the continuum and focus on both college and career
- The attention to student needs - physically, emotionally, and academically, indicated in the plan is exemplary
- Nice combination of internal structures to support student engagement and external connections to make Linked Learning real

Design Narrative			SPSA-Measure N Planning Tool					Measure N Work Plan
Process Narrative	Research Question	Deeper Learning	Data Analysis	Theory of Action	Goals	Strategies	Budget	Implementation
3	3	3	3	3	3	3	3	3

Recommendations: **Approved**

### Further Inquiry to Consider:

- How can SEL, CRT, response to trauma work be built into the writing across curriculum?
- How can the writing effort also build towards the connection to community and industry future of the school?

Ability to Step Up to Higher Level with Supported Summer Planning  
 (Applies if box is checked)



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2016-17 Education Improvement Plan (SPSA)

## MetWest

### Highlights/Promising Practices

- Very specific, meaningful and rationalized plan for STEAM program
- Extremely impressive how you connected your long-term work plan to occupational outlook as well as data on MetWest Graduates persistence in postsecondary education
- Good to see infrastructure and professional learning among staff to develop capacity to build out this approach

Design Narrative			SPSA-Measure N Planning Tool					Measure N Work Plan
Process Narrative	Research Question	Deeper Learning	Data Analysis	Theory of Action	Goals	Strategies	Budget	Implementation
3	2	3	3	3	3	3	2	2

### Recommendations: **Approved**

#### Further Inquiry to Consider:

- What kind of industry exposure/ professional learning are teachers / advisors expected to engage in?
- As MetWest ‘breaks’ new ground with regards to internships, in particular with STEM companies, those that staff may not have a personal connections to, what kind of supports for students or internships provider might be needed?
- How might MetWest make better use of the Linked Learning Office and in particular our work to build a system of relationships with industry more efficiently to make the connections that will result in longer term relationships for the school and the students across the whole WBL continuum?

Ability to Step Up to Higher Level with Supported Summer Planning

(Applies if box is checked)



# Measure N Final Evaluation

2016-17 Education Improvement Plan (SPSA)

## Fremont High School

### Highlights/Promising Practices

- Worked with local organizing community to include communities and families to help look at root causes
- Focus on teacher collaboration and curriculum and pathway consistency
- Most experienced teachers have been shifted to the 9th grade

Design Narrative			SPSA-Measure N Planning Tool					Measure N Work Plan
Process Narrative	Research Question	Deeper Learning	Data Analysis	Theory of Action	Goals	Strategies	Budget	Implementation
3	3	3	3	3	3	3	3	3

Recommendations: **Approved**

### Further Inquiry to Consider:

- Identified SEL, CRT and response to trauma work, is this also a core part of PD, especially as collaboration is a key part of school-wide effort as well as pathways?
- What are the SEL needs of the adults on the Fremont team who have undergone so many destabilizing transitions, re-designs, and forms of restructuring?
- How will socially and emotionally healthy adults serve as a key lever in making this vision a reality? How could this, for example, drive improvements in student attendance?

Ability to Step Up to Higher Level with Supported Summer Planning

(Applies if box is checked)





# Measure N Final Evaluation

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## Oakland International High School

### Highlights/Promising Practices

- Appreciate your focus on deepening your intensive systems of support and your plan to double up on teachers in the classroom
- Being proactive by building an internal teacher pipeline
- Appreciate the development of a paraprofessional role for International graduates

Design Narrative			SPSA-Measure N Planning Tool					Measure N Work Plan
Process Narrative	Research Question	Deeper Learning	Data Analysis	Theory of Action	Goals	Strategies	Budget	Implementation
3	3	3	3	3	3	3	3	3

**Recommendations: Approved**

### Further Inquiry to Consider:

- How might we support Oakland International graduates so they have a career trajectory beyond paraprofessional (e.g. credentialed teacher)?
- What does SEL work in the classroom and teacher training look like in addition to ELD PD?

Ability to Step Up to Higher Level with Supported Summer Planning

(Applies if box is checked)



# Measure N Final Evaluation

2016-17 Education Improvement Plan (SPSA)

## Life Academy

### Highlights/Promising Practices

- Very specific literacy focus and strategic supports for students falling through the gaps
- Great asset mapping of the school
- Thoughtful inquiry and research questions

Design Narrative			SPSA-Measure N Planning Tool					Measure N Work Plan
Process Narrative	Research Question	Deeper Learning	Data Analysis	Theory of Action	Goals	Strategies	Budget	Implementation
3	3	3	3	3	3	3	3	3

**Recommendations:** Approved

### Further Inquiry to Consider:

- How are the literacy strategies being engaged in the intervention classes being implemented across curriculum? How is progress being monitored?
- What changes in your core academic & CTE course approach (enhance your WBL experiences and deepen their curricular connections, more PBL, civic engagement, etc.) you are considering that might engage students more fully in order to add to the desired increase in success rate?
- What else might students need in order to support literacy development and ultimately retention and graduation ie. SEL context and support within classes/curriculum?

Ability to Step Up to Higher Level with Supported Summer Planning

(Applies if box is checked)



# Measure N Final Evaluation

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## Sojourner Truth

### Highlights/Promising Practices

- Changing mindset of students regarding completing a full high school program and becoming college and career ready
- The intentional focus on respect, high expectations, alignment, and support for all students

Design Narrative			SPSA-Measure N Planning Tool					Measure N Work Plan
Process Narrative	Research Question	Deeper Learning	Data Analysis	Theory of Action	Goals	Strategies	Budget	Implementation
3	3	3	3	3	3	3	3	2

**Recommendations:** Approved

### Further Inquiry to Consider:

- Could dual enrollment/concurrent enrollment be a strategy that would allow students to satisfy A-G requirements like science?

Ability to Step Up to Higher Level with Supported Summer Planning  
(Applies if box is checked)

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2016-17 Education Improvement Plan (SPSA)



## Rudsdale

Highlights/Promising Practices

- Most comprehensive design process
- Thinking outside of the box, inspiring to see
- Great teamwork and collaborative process

Design Narrative			SPSA-Measure N Planning Tool				Measure N Work Plan	
Process Narrative	Research Question	Deeper Learning	Data Analysis	Theory of Action	Goals	Strategies	Budget	Implementation
3	3	3	2	3	3	3	3	3

Recommendations: **Approved**

Further Inquiry to Consider:

- If RJ framework is about addressing conflict once it has happened, how can teachers be proactively reflecting on identity and building relationships with young people?

Ability to Step Up to Higher Level with Supported Summer Planning  
(Applies if box is checked)



# Measure N Final Evaluation

2016-17 Education Improvement Plan (SPSA)

## Skyline High School

### Highlights/Promising Practices

- Focus on instructional program
- SEL pilot for professional learning
- Strong strategic thinking about overall pathway development
- Launch of new pathway next year

Design Narrative			SPSA-Measure N Planning Tool					Measure N Work Plan
Process Narrative	Research Question	Deeper Learning	Data Analysis	Theory of Action	Goals	Strategies	Budget	Implementation
3	3	3	2	3	3	3	2	2

### Recommendations: **Conditionally Approved**

#### Next Steps and Areas of Improvement:

- Strong pathway plans but the overall school proposal is lacking cohesiveness in the planning that reflects the overall direction of the school and the 9th grade program
- Need to revise SPSA tool to reflect the quality of the pathways presented

Ability to Step Up to Higher Level with Supported Summer Planning

(Applies if box is checked)



## Measure N Final Evaluation

2016-17 Education Improvement Plan (SPSA)

### LPS Oakland R&D

#### Highlights/Promising Practices

- The scaffolding of mentoring for students stood out among other proposals
- The intention embedded in the plan to evaluate the efficacy of the pilots
- Successful dual enrollment opportunities for students with effective supports

Design Narrative			SPSA-Measure N Planning Tool					Measure N Work Plan
Process Narrative	Research Question	Deeper Learning	Data Analysis	Theory of Action	Goals	Strategies	Budget	Implementation
3	3	3	3	3	1	3	3	3

**Recommendations: Conditionally Approved**

#### Next Steps and Areas of Improvement:

- The goals were not structured properly and needed to be more ambitious
- Engage in a dialogue with Linked Learning Office staff to further discuss goals and goal development

Ability to Step Up to Higher Level with Supported Summer Planning  
(Applies if box is checked)



# Measure N Final Evaluation

2016-17 Education Improvement Plan (SPSA)

## Envision Academy

### Highlights/Promising Practices

- Teacher assigned to an instructional coach to support new teachers
- Building capacity of teachers in very clear and intentional ways
- RJ and literacy focuses throughout proposal

Design Narrative			SPSA-Measure N Planning Tool					Measure N Work Plan
Process Narrative	Research Question	Deeper Learning	Data Analysis	Theory of Action	Goals	Strategies/New Design Features	Budget	Implementation
2	2	2	1	2	2	1	2	2

### Recommendations: Developing

#### Next Steps and Areas of Improvement:

- Overall plan highlights what is working and does not address some of the key outcomes of Measure N
- Deeper root cause analysis would provide more understanding of the patterns behind why there are certain student outcomes
- Data dive and data disaggregation is not clearly articulated
- Missing key career pathway plan and school seemed to struggle with integrating career pathway into overall school vision
- Very little mention of “career” in the college and career focus of plan
- Challenges that are lifted up in the proposal are structured as goals or strategies and did not support an effective root cause analysis



Ability to Step Up to Higher Level with Supported Summer Planning

(Applies if box is checked)



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## Madison Park Academy

### Highlights/Promising Practices

- Teacher peer to peer observations, sharing practice, & professional learning together
- Increases in math performance data suggests that blended instruction is providing improved outcomes
- Focus on aligning a school wide definition of “rigor” as well as grading policies that focus on mastery

Design Narrative			SPSA-Measure N Planning Tool					Measure N Work Plan
Process Narrative	Research Question	Deeper Learning	Data Analysis	Theory of Action	Goals	Strategies	Budget	Implementation
2	3	1	1	2	1	1	1	1

### Recommendations: **Developing**

#### Next Steps and Areas of Improvement:

- Different sections of SPSA were blank at the time that the Commission approved the plan.
- Career pathway is identified although very little pathway development is highlighted in proposal so the team needs to more clearly articulate the pathway development.
- Deeper data analysis and data disaggregation will provide great insight and deeper learning including the number of students that are off-track to graduate and that have low GPAs.
- Deeper root cause analysis will provide deeper learning
- There is not a clear alignment of the Design Team and the site leadership.
- There could be possible supplanting in budget that would include non-compliant use of funds.

Ability to Step Up to Higher Level with Supported Summer Planning

(Applies if box is checked)





## Measure N Final Evaluation

2016-17 Education Improvement Plan (SPSA)

### ARISE

#### Highlights/Promising Practices

- School focus on Agents of Change
- Critical framework and engaging teachers in inquiry groups and students in YPAR
- Strong partnerships with several community organizations

Design Narrative			SPSA-Measure N Planning Tool					Measure N Work Plan
Process Narrative	Research Question	Deeper Learning	Data Analysis	Theory of Action	Goals	Strategies/Design Features	Budget	Implementation
2	3	2	1	2	2	1	2	2

#### Recommendations: **Developing**

#### Next Steps and Areas of Improvement:

- SPSA would need more of a deep dive into data and disaggregation of data to include demographic data
- The root cause analysis must address major challenges lifted in the proposal
- An Education/Community Organizing pathway is named, but it appears that the career component of this pathway has not been lifted up in the proposal
- The challenges presented do not appear to be challenges presented in the data, there appears to be a disconnect
- Budget extends current offering without addressing root causes, proposal may lead to same student outcomes

Ability to Step Up to Higher Level with Supported Summer Planning

(Applies if box is checked)



# Measure N Final Evaluation

2016-17 Education Improvement Plan (SPSA)

## Oakland Emiliano Zapata Street Academy

### Highlights/Promising Practices

- Counselor / Teacher / Mentor circles for advisory
- Investing in teachers via Professional Development with a Social Justice lense
- Restorative approach to working with students

Design Narrative			SPSA-Measure N Planning Tool					Measure N Work Plan
Process Narrative	Research Question	Deeper Learning	Data Analysis	Theory of Action	Goals	Strategies	Budget	Implementation
2	3	1	2	2	1	2	2	2

**Recommendations:** Developing

### Next Steps and Areas of Improvement:

- Deeper root cause analysis could provide deeper learning and insights into overall design.
- Deeper data analysis and data disaggregation could provide insight, deeper learning, and when connected with a deep root cause analysis it will connect the overall logic of the proposal.
- Career pathway development
- Create a plan to visit more schools that are developing this model in order to inform design.
- Deeper planning to support Work-Based Learning and career aspects of the pathway is needed.
- Budget expenditures continue current spending patterns for school and may reflect a deep analysis of expenditures.

Ability to Step Up to Higher Level with Supported Summer Planning

(Applies if box is checked)



# Measure N Final Evaluation

2016-17 Education Improvement Plan (SPSA)

## Oakland Unity High School

### Highlights/Promising Practices

- Ambitious goal to have more opportunities for other alternatives/avenues to success for students
- Focus on re-engaging students
- Identifying staff capacity and looking to build supports and systematize new approaches

Design Narrative			SPSA-Measure N Planning Tool					Measure N Work Plan
Process Narrative	Research Question	Deeper Learning	Data Analysis	Theory of Action	Goals	Strategies	Budget	Implementation
2	2	1	1	2	1	2	2	2

### Recommendations: **Developing**

#### Next Steps and Areas of Improvement:

- Data analysis and data disaggregation will provide greater insight, deeper learning, and could lead to further inquiry.
- Proposal needs a stronger alignment of SMARTER goals to specific student outcomes.
- Create plan to visit other school sites.
- Strategies to re-engage students not directly evident in plan.
- Presentation and proposal emerged clear misunderstandings of career themed pathways.

Ability to Step Up to Higher Level with Supported Summer Planning

(Applies if box is checked)



# Measure N Final Evaluation

2016-17 Education Improvement Plan (SPSA)

## Lighthouse Community Charter School

### Highlights/Promising Practices

- Really solid goals and structures for college culture and support
- Amazing how much family participation there is at your site
- Beautiful commitment to mission/ vision

Design Narrative			SPSA-Measure N Planning Tool					Measure N Work Plan
Process Narrative	Research Question	Deeper Learning	Data Analysis	Theory of Action	Goals	Strategies	Budget	Implementation
2	1	3	1	2	1	1	2	2

### Recommendations: Developing

#### Next Steps and Areas of Improvement:

- Good research question but is too general and should target student groups and outcomes, without this focus it does not meet the minimum criteria of Measure N.
- Deeper data dive and data disaggregation will provide more insight and help develop a fuller proposal.
- Specific career pathway is not lifted up in the proposal and articulated throughout the proposal.
- Plan to offer electives is not clearly linked to increased student supports and to success for students that are not currently successful in school.

Ability to Step Up to Higher Level with Supported Summer Planning

(Applies if box is checked)



# Measure N Final Evaluation

2016-17 Education Improvement Plan (SPSA)

## Lionel Wilson College Preparatory Academy

### Highlights/Promising Practices

- Bringing “college” expectations to high school, strategic use of scaffolds to support but not to enable
- Variety of “cycles of inquiry” built into the plan
- Advisory support of transitioning students from middle school through high school

Design Narrative			SPSA-Measure N Planning Tool					Measure N Work Plan
Process Narrative	Research Question	Deeper Learning	Data Analysis	Theory of Action	Goals	Strategies	Budget	Implementation
3	3	3	2	3	3	3	2	3

### Recommendations: **Approaching**

#### Next Steps and Areas of Improvement:

- Specific career pathways are not lifted up in proposal which is a minimum requirement of Measure N
- Further root cause analysis could provide more insight and deeper learning into pathway design
- Must align the budget expenditures to the identified strategies and incorporate career pathways

Ability to Step Up to Higher Level with Supported Summer Planning

(Applies if box is checked)



# Measure N Final Evaluation

2016-17 Education Improvement Plan (SPSA)

## McClymonds High School

### Highlights/Promising Practices

- 9th grade academy seems essential to address the needs of your students, both academically and social/emotionally
- AVID strategies for Professional Development for teachers
- Tutoring/academic intervention seems to be key

Design Narrative			SPSA-Measure N Planning Tool					Measure N Work Plan
Process Narrative	Research Question	Deeper Learning	Data Analysis	Theory of Action	Goals	Strategies	Budget	Implementation
2	2	2	2	2	2	2	2	2

### Recommendations: Approaching

#### Next Steps and Areas of Improvement:

- The design team must meet to revise and unify the plan with the design work that is happening as part of the ISS process.
- The new leadership should be invited into the plan prior to the release of funds.
- Supplemental Design work for ISS is strong and incorporates significant investments in pathway design but it is not incorporated in the SPSA.
- Lack of alignment between presentation and plan create overall lack of cohesiveness that can be addressed with additional planning.

Ability to Step Up to Higher Level with Supported Summer Planning

(Applies if box is checked)



# Measure N Final Evaluation

2016-17 Education Improvement Plan (SPSA)

## Oakland Technical High School

### Highlights/Promising Practices

- Tremendous effort that went into gathering student and community data to support planning process
- Excellent naming and Equity Focus/issue on campus and student engagement
- Mills Teacher Scholar program as support for 9th grade pilot for teacher inquiry process is exemplary
- Pathway planning was robust and thorough

Design Narrative			SPSA-Measure N Planning Tool					Measure N Work Plan
Process Narrative	Research Question	Deeper Learning	Data Analysis	Theory of Action	Goals	Strategies	Budget	Implementation
3	3	3	3	3	3	2	3	2

### Recommendations:

Approaching - Schoolwide

Approved - Pathways

### Next Steps and Areas of Improvement:

- Oakland Tech must address key root cause of students not able to meet graduation requirements based on ERS findings and the disproportionality at the school site that is named but specific students are not identified to support.
- Strategies to include providing more supports for students or other innovations that would support African American and Latino students to meet the graduation and A-G Requirements
- Need to develop more community engagement process to support the planning

Ability to Step Up to Higher Level with Supported Summer Planning

(Applies if box is checked)