Measure N Education Improvement Plan Design Assessment and Recommendation

Measure N Planning Process: 2017-18 Measure N Plan

East Bay Innovation Academy

Checklist of Required Elements:

- ✓ Submitted Measure N Education Improvement Plan (SPSA)
- ✓ Submitted Measure N Budget for 2017-18
- ✓ Submitted Measure N Self Assessment

- ✓ Submitted Measure N Presentation
- ✓ Submitted Program of Study
- ✓ Presented to Measure N Commission

Criteria 1: Measure N Overall Design Process Assessment: Has the School demonstrated a robust design process that leads to the development of the 4 Essential Elements of a Linked Learning Pathway? *(NOTE: If you do not receive a 4 in this category, the highest final recommendation you can receive is "Developing" and the final recommendation will reflect quality of the plan and the alignment of expenditures to build out Linked Learning Pathways.)*				
Category	**Full Implementation** **4**	**Developing** **3**	**Planning** **2**	**No Implementation** **1**
Evidence of Comprehensive Pathway Readiness Pathway Development Readiness Rubric	**Score: 2** **Rationale:** • Pathways score a minimum of 2 (Developing proposal with some supporting evidence) on all categories • There is no evidence as to how the pathway and school will address equity issues • There is no evidence of curriculum development and the development of the CTE industry aligned sequence • There is no evidence of a plan to develop teacher leadership and capacity to support pathway development			

Criteria 2: Measure N Overall Pathway Assessment: Has the School Developed the 4 Essential Elements of a Linked Learning Pathway?

(NOTE: If you do not receive a 4 in this category, the highest final recommendation you can receive is "Developing" and the final recommendation will reflect quality of the plan and the alignment of expenditures to build out Linked Learning Pathways.)

Category	Full Implementation 4	Developing 3	Planning 2	No Implementation 1
Evidence of Comprehensive Pathway Program ([Measure N Self Assessment]**)** ● Rigorous Academics Integrated in Pathway ● Integrated Students Supports ● Work Based Learning ● Industry Theme and CTE Sequence	**Score: 2** **Rationale:** ● Pathways score a minimum of 2 (Developing & Approaching) on all categories ● There is no evidence of curriculum development and the development of the CTE industry aligned sequence ● There is no evidence of a plan to develop teacher leadership and capacity to support pathway development			

Criteria 2: Quality of the Measure N Education Improvement Plan (SPSA)				
Category	Excelling 4	Meeting 3	Approaching 2	Beginning 1
Coherence (Measured by alignment of plan) ● Site leadership is redesigning larger school structures, systems, and processes to support quality pathway development ● Site leadership and staff understand pathway development plans and the role they play in ensuring the implementation of these plans	**Score: 2** **Rationale:** ● There is evidence that site leadership and staff understand EBIA is a STEAM school			
Research Question ● The design team has developed clear research questions that lead the inquiry process for the design team ● The research questions should drive the root-cause analysis for targeted sub-groups that are not achieving in key outcome indicators ● Research questions should determine area of focus and identify key areas for root cause analysis	**Score: 2** **Rationale:** ● Research questions determine area of focus and identify key areas for root cause analysis ● There is evidence that further specificity is needed in order to address key targeted sub-groups			
Deeper Learning ● Evidence of root-cause analysis into specific areas of focus outlined by Measure N and Linked Learning as driven by research analysis above. ● Evidence of at least 2 additional site visits and further exploration into best practices, literature review, and survey, as driven by results of root cause analysis.	**Score: 3** **Rationale:** ● There is evidence of site visits, community engagement, data analysis, and other forms of deeper learning			

● Clear commitment to sharing information with the broader community.	
Data Analysis 　● Review of Measure N outcome data analysis that must address all 6 areas for reflection including cohort graduation rates, dropout rates, A-G rates, students who are not on track to graduation because they have D's and F's, student attrition, climate and culture indicators. 　● Schools and pathways have disaggregated data based on demographics to identify subgroups (LCAP) that are not achieving key outcome indicators. 　● Root Cause Analysis is a deep reflection of school site or pathway uncovering key issues that are impacting student achievement in each of the areas outlined. 　● Data includes Measure N Self-Assessment (rubric) against categories of Linked Learning Pathway Design criteria	**Score: 2** **Rationale:** 　● There is evidence that disaggregated data is needed 　● Root cause of Post-Secondary Readiness challenge demonstrates an opportunity to further investigate 9th grade readiness and the small number of 8th graders that return to 9th grade 　● Root cause of Climate and Culture challenge is unclear and demonstrates demonstrates an opportunity to further investigate the root cause of 50% of 8th graders not returning and 40% of students feeling disconnected
Clear Theory of Action ● Design Team has articulated a theory of action that bridges from their root cause analysis logically into their goals and strategies. ● For large comprehensive schools, there is alignment between school site plan and pathway plans so that they complement each other.	**Score: 2** **Rationale:** 　● Theory of action is not clear how it bridges from the root cause analysis to the goals and strategies
Goals ● Clearly articulated goals that are specifically aligned to the data analysis, deeper learning, and are logically connected to the theory of action. ● Goals are specific, measurable, and will ultimately lead to improved student outcomes. ● The resulting Design for site and Pathway development reflects Linked Learning Pathway design criteria. ● The resulting Design articulates how it will address the root cause analysis and data points related to student learning outcomes.	**Score: 2** **Rationale:** 　● Goals are specific and measureable
Strategies ● Strategies meet the goals, are research based, and have proven effective for improving equitable student outcomes ● Strategies are embedded in inquiry design so as to produce evidence of their enacting the theory of action and achieving the goals. ● The school/pathway have articulated goals that: establish new practices to support student outcomes, current strategies that are effective in meeting Measure N outcomes, the purpose of Measure N, and the instructional focus for professional development in the upcoming year.	**Score: 2** **Rationale:** 　● Strategies need to provide further explanation in order to understand what they are and what specific things will be done
Implementation: Measure N Work Plan ● Work plan Identifies how key stakeholder groups will be involved in implementation of the plan, how they will be supported, and accountability structures for ensuring quality implementation. ● Work plan leads to cycles of inquiry and continuous improvement for the school community. ● Implementation includes a realistic timeline and "project management" plan including adequate and persisting resources to support key goals and strategies. ● Work plan is embedded into a well articulated team structure for the school site to distribute leadership across the school community. ● The school/pathway has developed a plan and procedures for entering into a cycle of continuous	**Score: 2** **Rationale:** 　● There is evidence of cycles of inquiry 　● There is evidence of accountability structure for quality implementation 　● There is little evidence of all strategies being supported in

improvement with leadership and pathway teams charged with implementing the plan. ● A clear cycle of continuous improvement is embodied in the focus on Design, Continuous Improvement of Signature Practices, and Instructional Strategies that are the foci for the school site's SPSA	work plan

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

Category	Complaint & Aligned 4	Compliant Partially Aligned 3	Non-Compliant ● Supplanting ● Not Allowable 2	Missing 1
Budget ● Expenditures must be clearly in support of and come from the logical thruline that is evident in the Education Improvement Plan (SPSA) ● Expenditures should support and align to specific parts of your SPSA to support students and pathway development. All students receive benefit from Measure N Funding with the resources following the students directly students identified in the root cause analysis. ● Expenditures should support the Theory of Action, should address the Root Cause Analysis, and should ensure the implementation of the Strategies in order to meet the Goals of your SPSA and the purpose of Measure N ● Budget provides clear resources that are embodied in the school/pathways master schedule in clearly articulated ways. ● Implementation includes a realistic timeline and "project management" plan including adequate and persisting resources to support it ● Expenditures must be used to supplement (increase the level of services) and not supplant (replace) funds from any sources ● Expenditures are in addition to, and not in place of, services that would otherwise be provided to participating students with state and local funds if Measure N funds were not available ● Expenditures are not being used to cover the expenses of programmatic elements, staff salary, and costs that were previously being funded by the school	**Score: 2** **Rationale:** ● Some expenditures appear to be covering the expenses of programmatic elements, staff salary, and costs that should be funded by the school if Measure N funds were not available ● Expenditures must demonstrate further justification to ensure alignment to the purpose of Measure N and ensure there is no supplanting			

Final Recommendation	Funding

Probationary
Measure N Education Improvement Plan (SPSA) demonstrates school site needs to develop key conditions required for quality pathway development and/or needs to develop the key pillars of Linked Learning.
 	
Sites will be expected to allocate funding to one of the Support Providers listed below in order to receive direct support and guidance in the pathway development process.
 	
Required Support Providers:
● Hire a .5 FTE Pathway Coach to support Pathway Development
   ○ Pathway Coach is required to participate in OUSD Pathway Coaches' Community of Practice
● Hire a consultant that supports Linked Learning Pathway Development
   ○ ConnectEd
   ○ Linked Learning Alliance
   ○ CCASN
   ○ Career Ladders
   ○ Pivot Learning Partners
 	
1. Sites will be expected to present to the Measure N Commission in the fall on their action plan, updated Measure N Education Improvement Plan (SPSA), and progress.
2. Site will be prioritized by the Measure N Commission for a follow up site visit during the year.
	Full Funding* ($850 per student)
	*Sites will receive Full Funding during the 1 Year of Probationary status.
	
	Sites will be expected to have addressed the areas of growth by the end of the 1 Year of Probationary status and must demonstrate this during the annual May presentations to the Measure N Commission.
	
	Sites that do not follow the process outlined above will be re-evaluated in May 2018 and will receive Planning Grant Funding.

Strengths:
- Clear pathway theme and industry sector
- Clear build out of Work-Based Learning opportunities through intersession program

Key Questions:
- What is the root cause of 50% of your 9th graders are students who were part of EBIA in 8th grade?
- What is the root cause of 40% of your students indicating that they do not feel part of the EBIA community?
  - Who are these students?
- How do you plan to integrate your pathway theme of Engineering within your instructional core and ensure that it does not only live in the intersession program?

- What is the root cause of having a gender imbalance of 59% male and 41% female students?
- How will you ensure that gender inequities are addressed as you develop a pathway that is connected to an industry sector that is predominantly male?

Possible Supplanting:
- Achieve 3000
- ThinkThrough Math
- APEX
- NWEA MAP
- Dean of Students
- Literacy extension learning tool
- Math intervention learning tool
- Math extension learning tool

Next Steps:

What	Suggested Lead	Deliverable	Date
Hire a required support provider as listed above	Principal	Support provider role	Fall 2017
Reallocation of Measure N funds from programmatic expenditures that should be covered by the school site to expenditures that support specific pathway development and pathway buy-in	Principal and Design Team	Revised Budget	June 30th
Revise Measure N budget to ensure transparent alignment to purpose of Measure N and to ensure specific dollar amounts for all expenditures	Principal and Design Team	Revised Budget	June 30th
Develop clear action plan for 2017-18 that will support a clear pathway theme, quality pathway buildout, curriculum development, and teacher buy-in	Design Team	Action Plan	Summer 2017
Update Program of Study to reflect 2017-18	Principal and Design Team	Updated Program of Study	Fall 2017