#### MEASURE N COMMISSION

1000 Broadway, Suite 680 Oakland, CA 94607-4099



# Measure N - College & Career Readiness - Commission

**David Kakishiba**, Chairperson Kakishiba@gmail.com

**Michon Coleman**, Vice Chair michoncolemanesq@gmail.com

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**Emma Paulino**, Member emmap@oaklandcommunity.org

Louise Waters, Member louise.bay.waters@gmail.com

To: Board of Education

From: Measure N Commission

David Kakishiba, Chair

Michon Coleman, Vice Chair Jason Gumataotao, Secretary Emma Paulino, Member

Emma Paulino, Member Louise Waters, Member

Subject: 2019-20 Measure N Recommendations

Date: June 24, 2019

### **OVERVIEW & OBJECTIVE**

Twenty six OUSD district schools and charter schools submitted their 2019-20 Measure N Education Improvement Plan (SPSA) that articulates the pathway development work done to date, the pathway development work planned for the upcoming academic year, and a clear Measure N budget.

The Measure N Commission held question and answer sessions for a total of 6 days during the month of April. During the question and answer sessions, Commissioners and Linked Learning High School Office staff asked clarifying and probing questions to further understand the thinking behind the Measure N Education Improvement Plans submitted.

Linked Learning High School Office staff have reviewed the 2019-20 Measure N Education Improvement Plans and applied a framework that looked at primarily 4 variables:

- 1. Implementing all phases of Linked Learning in the school
- 2. Quality of the Analysis and Plan
- 3. Alignment of Budget to the overall plan and outcomes
- 4. Information provided during questions and answer sessions

Nine schools who were determined as "Probationary" during the final recommendations of the 2017-18 academic year underwent an intensive probationary school process this academic year with the goal to support sites to develop their understanding of Linked Learning implementation by providing more feedback on their progress and building site capacity. The Measure N Commission approved 2019-20 funding recommendations for probationary schools on January 2019. Six of the nine schools will remain on probationary status during the 2019-20 academic year to continue the intensive supports as they transition into the implementation process.

Three schools who have been newly designated as having addressed feedback and concerns and have been removed from probationary status will have one follow up site visit from Linked Learning staff in the 2019-20 school year to ensure successful transition and follow through.

Schools with corrective actions required to their Measure N budget were informed of the corrective actions required after initial recommendations were provided and worked with Linked Learning High School Office staff to review, revise, and resubmit to the Measure N Commission.

Schools who submitted revised Measure N budgets addressed feedback provided by both the Measure N Commission and staff. The schools who submitted revised Measure N budgets were reassessed to ensure compliance and final recommendations capture the revisions made by the school. For schools that indicate a recommendation "with budget revision", a summary has been made available within the assessment that articulates the specific budget feedback provided to the school and how the feedback was addressed.

One school has submitted a 2019-20 Planning Grant application, completed a Measure N Orientation, and submitted supplemental documentation.

Exhibit "A"

Board of Education Resolution No. 1819-0208

# **SUMMARY**

The Commission recommendations are as follows:

			Cohort 1 2019-20 Implementation	Year 4		
Legislative File ID No.	School	Status of Pathway Silver Certification	Measure N Education Improvement Plan Implementation Assessment	2019-20 Recommended Measure N Funding Level	2018-19 CBEDS Enrollment (Oakland Residents)	2019-20 Measure N Funding Allocation
19-0738	LPS Oakland R&D	Silver Certified	Fully Approved	\$850 per pupil	478	\$406,300.00
19-0739	Envision Academy of Arts & Technology	Pending Review	Fully Approved	\$850 per pupil	342	\$290,700.00
19-0747	Ralph J. Bunche High School*	Silver Certified	Fully Approved	\$850 per pupil	133	\$110,400.39
19-0751	Dewey Academy*	Silver Certified	Fully Approved	\$850 per pupil	278	\$230,215.02
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19-0830	Fremont High School	Silver Certified	Fully Approved (with budget revision)	\$850 per pupil	775	\$658,750.00
19-0831	Castlemont High School	Silver Certified	Fully Approved (with budget revision)	\$850 per pupil	829	\$704,650.00
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19-0836	Coliseum College Preparatory Academy	Silver Certified	Fully Approved	\$850 per pupil	270	\$220,500,00
19-0837	Life Academy	Pending Review	Fully Approved	\$850 per pupil	261	\$229,500.00 \$221,850.00

19-0737	Lighthouse Community Charter High School	Silver Certified	Approved Developing and Implementing	\$850 per pupil	263	\$223,550.00
19-0748	Rudsdale Continuation School*	Silver Certified	Approved Developing and Implementing	\$850 per pupil	332	\$275,559.33
19-0749	Sojourner Truth*	Silver Certified	Approved Developing and Implementing	\$850 per pupil	214	\$177,113.16
19-0750	Community Day School*	Silver Certified	Approved Developing and Implementing	\$850 per pupil	42	\$35,700.00
19-0752	Oakland Emiliano Zapata Street Academy*	Silver Certified	Approved Developing and Implementing	\$850 per pupil	118	\$96,550.47
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19-0832	McClymonds High School	Pending Review	Approved Developing and Implementing	\$850 per pupil	370	\$314,500.00
19-0834	MetWest High School	Pending	Approved Developing and Implementing	\$850 per pupil	151	\$128,350.00
19-0735	Oakland Unity	Pending	Probationary Full	\$850 per pupil	350	\$297,500.00
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19-0734	Aspire Lionel Wilson College Preparatory Academy	Pending Review	Probationary Planning and Piloting	\$525 per pupil	265	\$139,125.00

	Cohort 2 2019-20 Implementation Year 3										
Legislative File ID No.	School	Status of Pathway Silver Certification	Measure N Education Improvement Plan Implementation Assessment	2019-20 Recommended Measure N Funding Level	2018-19 CBEDS Enrollment (Oakland Residents)	2019-20 Measure N Funding Allocation					
19-0740	Aspire Golden State Preparatory Academy	Not Required until 2019-20	Approved Developing and Implementing (with budget revision)	\$850 per pupil	331	\$281,350.00					
19-0742	East Bay Innovation Academy	Not Required until 2019-20	Probationary Piloting	\$200 per pupil	164	\$32,800.00					

	Cohort 3 2019-20 Implementation Year 2										
Legislative File ID No.	School	Status of Pathway Silver Certification	Measure N Education Improvement Plan Implementation Assessment	2019-20 Recommended Measure N Funding Level	2018-19 CBEDS Enrollment (Oakland Residents)	2019-20 Measure N Funding Allocation					
19-0741	Oakland School for the Arts	Not Required until 2020-21	Probationary Full Implementation (with budget revision)	\$850 per pupil	287	\$243,950.00					

	Cohort 4 2019-20 Planning Year										
Legislative File ID No.	School	Status of Pathway Silver Certification	Measure N Education Improvement Plan Implementation Assessment	2019-20 Recommended Measure N Funding Level	2018-19 CBEDS Enrollment (Oakland Residents)	2019-20 Measure N Funding Allocation					
19-0964	Oakland Military Institute	Not Required until 2022-23	Planning Grant Approved	\$200 per pupil	273	\$54,600					

Total 9th-12th Enrollment *Based on 2018-29 CBEDS data and Oakland residents	12,844
Total 2019-20 Measure N Funds Allocated to Schools	\$10,515,353.23

<sup>\*</sup>Due to the unique attendance patterns in Alternative Education, schools are funded based on the highest reported attendance from the previous year multiplied by the percent of Oakland residents.

- Identify how teacher funding for Science and Math teachers funded by Measure N is supplemental and specify duties for core content teachers that are supplemental and necessary for pathway development
- Adjust accordingly if portions of salaries do not include permissible expenses

#### Revisions were made to allocations and narratives:

- Original: \$77,145 for "1.0FTE Science Teacher: This FTE allows for pathway purity and student cohorting in the Arch Academy..."
  - Revision to Allocation: Decreased to \$64,619.20 and 0.8FTE
  - Revision to proper justification: "Science Teacher: 0.4 FTE for 2 new classes of Chem SEI to support 10th grade Newcomers, specifically SIFE in sheltered science classes; new classes from last year after low pass rates with Newcomers in Gen Ed science classes, 0.2 FTE Media Collaboration to align curriculum to pathway and industry standards, 0.2 FTE to serve as Media Academy Co-Director: coordinate pathway meetings and alignment to pathway outcomes across the school"
- Original: \$80,774 for 1.0FTE "Senior Seminar Teacher to support completion of Senior Capstone Project..."
  - Revision to Allocation: Decreased to \$72.879
  - Revision to proper justification: "1.0 FTE Teacher Hire a Senior Seminar Teacher to support completion of Senior Capstone Projects; to collaborate with teachers from Architecture and Media academies as well as NEST program around development and assessment of integrated projects as well as incorporation of ELD standards and strategies into Tier 1 instruction to support mainstreaming newcomer students in pathway courses."
- Original: \$80,774 for 1.0FTE "Math Teacher: This FTE allows for pathway purity and student cohorting in Arch Academy..."
  - o Revision to Allocation: Decreased to \$48,464.49 and reduce to 0.6FTE
  - Revision to proper justification: "Math Teacher: 0.6 FTE for a new Algebra I/basic math support class for 9th grade SIFE students, which they will take in addition to Algebra I for increased support to increase pass rates in a course with one of the highest failure rates across the school."
- Original: \$72,951 for 1.0FTE "Science teacher: This FTE allows for pathway purity and student cohorting in the Arch Academy..."
  - Revision to Allocation: Decreased to \$43,770.60 and decreased to 0.6FTE
  - Revision to proper justification: "Science Teacher: 0.6 FTE 0.4 of this FTE allows the school to offer 2 new classes of Chem SEI to support 10th grade Newcomers, specifically SIFE in sheltered science classes, to ensure they receive the support they need to pass the course, master content, and stay on-track to graduation. These classes were created after reviewing last year's low pass rates for Newcomer students in Gen Ed science classes. 0.2 FTE for Architecture collaboration to align curriculum to pathway and industry standards"
- Original: \$78,260 for 1.0FTE "Science Teacher: This FTE allows for pathway purity and student cohorting in Arch Academy..."
  - Revision to Allocation: Decrease to \$62,608 and decrease to 0.8FTE
  - Revision to proper justification: "Science Teacher: 0.8 FTE 0.6 FTE to provide 3 additional biology sections added to increase on-track to graduation rates for 9th grade students. This FTE allows us to reduce class size and increase supports for our highest gatekeeper course (lowest pass rate) for 9th grade students. 0.2 FTE Media Collaboration to align curriculum to pathway and industry standards"
- New Expenditures added:
  - \$40,017.60 for 0.6FTE "English Teacher: 0.4 FTE for two 9th grade Literacy Intervention classes to support literacy development for highest-need 9th grade students; this course is necessary to support pass rates in English 1 and increase the on-track to graduation rate for students. 0.2 FTE for Media Collaboration to align curriculum to pathway outcomes."
  - \$57,545.20 for "Consultant Intensive Tier 3 mentor: Mentor to provide Tier 3 wrap-around services for Media and Architecture Academies; mentor to work with Academy directors to identify and provide appropriate resource for students within Academies lacking stable housing and/or employment; focus on these areas to support students to fully engage in Tier 1 academic and pathway programs."

## <sup>2</sup> Castlemont High School

Initial feedback:

- Identify how teacher funding for Science and Math teachers funded by Measure N is supplemental and specify duties for core content teachers that are supplemental and necessary for pathway development
- Adjust accordingly if portions of salaries do not include permissible expenses

## Revisions were made to allocations and narratives:

- Original: \$69,250.39 for "1.0FTE CHEA ELA to instruct class and develop curriculum, collaborate with CHEA SLC, support
  development of CHEA pathway: allows for pathway cohorting"
  - Revision: Allocation reduced to \$55,400 and 0.8 FTE for "CHEA ELA teacher: 0.6 CHEA ELA (3 sections of 10th grade English; 3 sections of 11th grade English); allows for student cohorting and teacher collaboration, 0.2 CHEA Collab -- collaborate with CHEA SLC, support development of CHEA pathway"

- Original: \$71,000 for "1.0FTE CHEA Bio/Chem teacher to instruct class and develop curriculum, collaborate with CHEA SLC, support development of CHEA pathway"
  - Revisions: Allocation reduced to \$56,800 and 0.8FTE for "CHEA Bio/Chem teacher: 0.6 CHEA Science (3 sections of 10th grade Bio; 3 sections of 11th grade Chem); allows for student cohorting, teacher collaboration, and CHEA-specific curriculum planning), 0.2 CHEA Collab -- collaborate with CHEA SLC, support development of CHEA pathway"
- Original: \$77,144 for "1.0FTE SUDA 9th Integrated Science Teacher..."
  - Revision: Proper justification to provide clarity on services provided "1.0 FTE SUDA 9th grade Pathway Exploration Course teacher; will assume responsibility for teaching a specialized Integrated Science course to expose all 9th grade students to SUDA pathway outcomes before they select their pathway at the end of 9th grade. Teacher will also develop curriculum, collaborate with SUDA SLC and support the overall development of the SUDA pathway."
- Original: \$3,500 for "CHEA Non-personnel budget (see CHEA tab \$3,500 for 1120 Extended Contracts for CHEA Leads)"
  - Revision: Proper justification to provide clarity on service provided "Extended Contracts for CHEA Pathway Leads to support pathway development, lead team meetings, and coordinate alignment to pathway outcomes schoolwide."
- Original: \$10,000 for "CHEA Non-personnel budget (see CHEA tab \$10,000 for CHEA PBL transportation)"
  - Revision: Proper justification to provide clarity on services provided "TRANSPORTATION: Travel for CHEA
    experiential learning trips to launch and/or support integrated PBL and WBL experiences such as job shadows, field
    trips and other college/career access excursions."
- New expenditure added:
  - \$28,051.09 for "Surplus (to be distributed equitably across pathways and SLCs to support with teacher planning, career exploration visits, as well as travel for those CEVs)"

# <sup>3</sup> Madison Park Academy - Upper

Initial feedback:

\$15,000 allocation for staff retreat appears to be traditional retreat and should therefore not be funded out of Measure N

Revision was made to the purpose of the retreat to ensure alignment:

- Original: \$15,000 allocation for "Westerbeke Ranch for retreat where staff reflects on SPSA goals, TGDS goals, progress toward goals by analyzing data and surveys. The instructional leadership teams, culture climate team, and administrative team, and the Measure N team will collaborate on implementation and refinement of SPSA."
  - Revision to proper justification: "Westerbeke retreat where MPA pathway teacher's work toward goals, by analyzing data and surveys. Pathway Teams work on alignment, and review Site, SPSA WBL, and Rigorous academic goals."

#### <sup>4</sup> Aspire Golden State Preparatory Academy

Initial feedback:

Budget allocations should also include benefits if also funded out of Measure N

Revisions made to following expenditures to adjust amounts:

- Original: \$12,000 to "Continue to fund our Work-Based Learning Exhibitions Lead Stipends..."
  - Revision: Reallocated to Title I funds
- Original: \$45,000 to "Continue to fund our Community Culture Coordinator (0.5FTE)..."
  - Revision: Allocation increased to \$54,800
- Original: \$4,500 to "Continue to fund our partnership with ScriptEd which supports our 10th Grade Entrepreneurship..."
  - Revision: Allocation increased to \$6.000
- Original: \$25,000 to "Continue to fund our expanded Dual Enrollment opportunity began in 18-19..."
  - Revision: Allocation increased to \$25,700
- Original: \$40,000 to "Hire an Art Entrepreneurship teacher to develop and teacher 3rd pathway course in our sequence (0.6FTE)"
  - Revision: FTE has been reduced to 0.4FTE

## <sup>5</sup> Oakland School for the Arts

Initial feedback on budget line item:

- "\$22,000 for Diversity and Inclusion Coordinator (0.2 FTE): Point person to go into feeder schools to recruit students of color from Oakland and support them through the audition process and their transition to OSA"
  - Expenditure was deemed non-permissible

Revisions were made to remove non-permissible expense and funds were re-purposed to expenditures deemed permissible:

New expenditures :

- \$18,000 for "0.2 position to support the planning and implementation of our new advisory structure. This includes salary and benefits for this position. This .2 will be added on to a current employees FTE to ensure that all students are schedule into a weekly advisory and that all appropriate curriculum and training is provided to the 50+ staff and faculty advisors."
- \$490 for "10 licenses for Zendesk Sell Software. We will use the professional version of this sales software to track our WBL experiences in our art departments as we move to ensure all students are having exceptional WBL experiences."
- \$4,000 for "Advisory curriculum and training. We will be using school-connect to provide curriculum and training for our faculty and to support our advisory coordinator in implementing the new structure. The total cost of this to cover our oakland resident students, faculty, base fee, and onsite training is \$10,190. We will only be allocating a portion of this because we would exceed our measure n allocation if we allocated the total amount. School-Connect is the name of the vendor that we will be using"

# RESOLUTION OF THE BOARD OF EDUCATION OAKLAND UNIFIED SCHOOL DISTRICT

# **RESOLUTION NO. 1819-0208**

ADOPTING MEASURE N – COLLEGE AND CAREER READINESS COMMISSION - EDUCATION IMPROVEMENT PLAN IMPLEMENTATION FINDINGS AND ASSESSMENTS TO DATE/GRANT AWARDS – 2019-20 SCHOOL YEAR

WHEREAS, the Oakland Unified School District ("District") Board of Education by Resolution Nos. 1819-0208, has established, pursuant to the College and Career Readiness Act, the Measure N Commission, to oversee the Act including advising and reporting to the Board of Education and for (1) Planning, which includes (a) reviewing each high school's School Quality Review findings, Balanced Scorecard results, and education improvement plans, and (b) submitting school funding recommendations to the Board of Education for action; and (2) Oversight, which includes (a) oversight of proper allocation and use of all parcel tax monies, (b) reviewing annual independent audit reports, and (c) submitting recommendations to the Board of Education for any new or modified policies and administrative regulations to ensure the Oakland Unified School District's compliance with the requirements and intent of this Measure; and

**WHEREAS**, the Measure N – College and Career Readiness Oversight Commission, in its fourth year of operation, at its Regular Meeting on May 21, 2019, reviewed and affirmed its findings of named high schools implementation of Measure N to date and, consequently, determined and recommended Measure N Awards for the 2019-20 School Year for each school named in attached Exhibit "A" as stated and hereby recommends approval of same by the Board of Education,

**NOW, THEREFORE, BE IT RESOLVED**, the Board of Education hereby accepts and adopts the Measure N – College and Career Readiness - Oversight Commission Education Improvement Plan Implementation Findings and Assessments to Date and Grants Awards – 2019-20 School Year to schools as delineated in attached Exhibit "A"; and

**BE IT FURTHER RESOLVED** that the Board hereby authorizes the Secretary to annotate the Legislative File of each school's Application and Spending Plan, listed in Exhibit "A" (for purposes of full disclosure of the cumulative record of the transactions of the Measure N Commission and the Board, on each matter), as if each were an individually Board adopted legislative file; and,

**BE IT FURTHER RESOLVED**, that the Board hereby approves and appropriates from the Measure N Fund, as an Award, the stated cumulative 2019-20 Funding for each named school in Exhibit "A".

Passed by the following vote:	
PREFERENTIAL AYE:	
PREFERENTIAL NOE:	
PREFERENTIAL ABSTENTION:	
PREFERENTIAL RECUSE:	
AYES:	
NOES:	
ABSTAINED:	
RECUSED:	
ABSENT:	
	ERTIFICATION  The and correct copy of a Resolution passed at a Regular and Unified School District held on June 24, 2019.  OAKLAND UNIFIED SCHOOL DISTRICT
	Aimee Eng President, Board of Education
	Kyla Johnson-Trammell Superintendent and Secretary, Board of Education

Exhibit "A"

The Commission recommendations are as follows:

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