MEASURE N COMMISSION
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OAKLAND UNIFIED SCHOOL DISTRICT
Community Schools, Thriving Students

Measure N - College & Career Readiness - Commission

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Memo

To Board of Education

From Measure N Commission
Jason Gumataotao, Chairperson
Louise Waters, Vice Chair
Whitney Dwyer, Secretary
Emma Paulino, Member
James Harris, Member

Board Meeting Date May 4, 2021

Subject Measure N Commission 2021-2022 Education Improvement Plan and Assessment Services For: Dewey Academy

Action Requested and Recommendation Approval by the Board of Education of the 2021-2022 Education Improvement Plan and Assessment for Dewey Academy as "Fully Approved" in an amount not to exceed $206,671.43.

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 N

Attachments

- 2021-2022 Measure N Education Improvement Plan
- 2021-2022 Measure N Education Improvement Plan Assessment

2021-2022 MEASURE N BUDGET

School: **DEWEY ACADEMY**

Site #: **310**

Resource	Allocation	Total Expended	Total Remaining
Measure N	$206,671.43	$206,671.43	$0.00

BUDGET ACTION NUMBER	BUDGET JUSTIFICATION	COST	OBJECT CODE	OBJECT CODE DESCRIPTION	POSITION TITLE	FTE	WHOLE SCHOOL / PATHWAY NAME
310-1	Consultant Contract for Superior Home Health Care Consultant to provide Home Health Care Training Class. Consultant will provide entry level healthcare workshops consisting of skills needed in all environments, such as communication skills (active listening), compassion and showing empathy, establishing and building rapport, attention to detail, and by meeting the needs of themselves and others by remaining flexible to change and Internship opportunities.	$7,200.00	5825	Consultant Contract			
310-2	Supplies & Materials: Purchase of Supplies for Interdisciplinary Pathway Projects. Pathways are developing integrated units that incorporate the pathway theme into their core content areas. Classroom module supplies will be ordered for teachers to implement pathway integrated instruction in their classrooms (i.e. gauze, sterilization kits, phlebotomy supplies, sutures).	$7,471.43	4310	Supplies & Materials			
310-3	Furniture for the Health Medical Lab. Purchase furniture that is specific and required to create the Medical Lab Stations. For example, furniture that accommodates lab activities to be done more safely (e.g. COVID-19 safety) and best emulates a patient care setting found in clinics and hospitals.	$4,000.00	4432	Furniture			
310-4	Consultant Contract with Mentoring in Medicine (MIMS): Partner with MIMS to provide the a Health Scholar Program at Dewey, which includes: twice weekly workshops to expose and train students in health careers and skills, exposure to Emergency Medical Technicians; CPR and First Aid Skills Workshop; splinting, blood pressure, and immobilization workshop. Screen reader support enabled.	$40,000.00	5825	Consultant Contract			
310-5	Meeting Refreshments for the WBL Exhibition and Public Showcase: Students will reflect on the skills and knowledge they've gained through their work-based learning experience (career awareness, career exploration, career preparation, career training) and present their reflection in a public exhibition and celebration. Funds will be used for refreshments for events in which industry and community members will be invited. *If in-person is not allowed, we will reallocate the funds through the budget modification process.	$5,000.00	4311	Meeting Refreshments			

310-6	Hire a CTE Teacher, at .20 FTE (POS#6185, J. Stewart). Health and Pathway CTE Teacher for Pathway class instruction. With 0.2 FTE, our pathway teacher will be able to plan, teach, and provide feedback to 20-30 students enrolled in a Health & Fitness course (i.e. one period).	$17,000.00	1105	Teacher Salaries	CTE Teacher	.20 FTE	Health and Fitness Pathway
310-7	Transportation Costs for the Career Exploration Visits: Students will explore various health and fitness career options and funding will be used for transportation.	$3,000.00	5826	Transportation Costs			
310-8	Consultant Contract with the Oakland Ed Fund to facilitate and pay-out all of the Student Internship Stipends: Issue student stipends as part of the Health Internships (e.g. HEAL, Reading Partners) On average, students will be receiving $200 stipends. As such, approximately 200 students, those engaged in internships for the 2021-22 year will benefit from this budget item.	$20,000.00	5825	Consultant Contract			
310-9	Hire a Pathway Coach, at .166 FTE to support with pathway development. Pathway coach helps support and guide course offerings, curriculum, and instruction of core academics and pathway classes. Pathway coach is highly involved in school-wide planning, data gathering, data analysis, report writing evaluation and improvement of our school services. (E.g. WASC, Measure N, SPSA) Budget line item includes both salary and benefits.	$17,000.00	2305	Supervisor & Administrative Salaries	College & Career Pathway Coach	0.166 FTE	
310-10	Consultant Contract with New Door to lead weekly case management sessions focused on interns' needs and goals. New Door Ventures provides high-quality supports and internships for many of Dewey's students. Moreover, New Door Ventures is designed to support and serve opportunity youth such as those that find themselves at Dewey--a critical quality for our partners.	$20,000.00	5825	Consultant Contract			
310-11	Consultant Contract: ICB - Inner City Bliss will provide a 16 week program of beginner to advanced meditation instruction to prepare students to further increase students' knowledge, understanding, and practice of preventative health and health-positive behaviors as outlined in the Health and Medical Technology CTE Standards. More specifically, CTE Health and Medical Technology CTE Standard E2.0: "Design, promote, and implement community health programs which result in health-positive behaviors among all individuals, families, groups in a community, and the global environment." Such knowledge, understanding, and practice will support students in potential future careers such as Health Educators, Community Health Workers, Advocates, and Home Health Assistants.	$6,000.00	5825	Consultant Contract			

310-12	Teacher Salaries Stipends: Extended Contracts for the Wellness and Leadership and Home Health Care A-G CTE Courses. Extended Contracts for the Work-Based Learning Lead. Appoint pathway teacher to lead Work-Based Learning and continue developing out a WBL Continuum aligned to Health and Fitness. Most, if not all students (150 - 250 students) will benefit from improved work-based learning experiences. (Salary & Benefit Costs).	$13,000.00	1120	Teacher Salaries Stipends			
310-13	Clerical Salaries Overtime: (Career Transition Specialist) to help reduce the dropout rate, and increase the graduation rate by offering student support with college and career transitions. (Salary & Benefit Costs)	$5,000.00	2425	Clerical Salaries Overtime			
310-14	Hire a Pathway Teacher, at .20 FTE (Salary): salary for Health and Fitness pathway curriculum and instruction. With 0.2 FTE, our pathway teacher will be able to plan, teach, and provide feedback to 20-30 students enrolled in a Health & Fitness course (i.e. one period).	$22,000.00	3210		Pathway Teacher	.20 FTE	Health and Fitness Pathway
310-15	Consultant Contract with Planting Justice is to offer nutrition education that will enable students to test real-life nutritional situations. Planting Justice will educate the students on nutrition, and the study of nutrients in food, how the body uses nutrients, and the relationship between diet, health, and disease. So students can fully understand their own health, they will learn why you truly are what you eat, and how to properly lose weight, maintain a healthy weight, or gain weight. They learn which foods are healthy and which foods are damaging.	$10,000.00	5825	Consultant Contract			
310-16	Purchase AC transit tickets for school year and summer internships, college and career field trips, and work based learning opportunities	$5,000.00	4310	Supplies & Materials			
310-17	Teacher Salary Stipends: Extra pay for teachers for Climate and Culture team meetings to plan and implement systems and strategies across all Pathways that promote a positive climate and culture that supports all students with being successful. Screen reader support enabled.	$5,000.00	1120	Teacher Salaries Stipends			

School:	DEWEY ACADEMY	School ID:	310

School Description

Dewey Academy opened in 1963 as Oakland's first continuation high school, designed to give students sturggling in other OUSD high schools a new chance to earn credits and graduate on time. In 2001, Dewey moved to its current location on Second Avenue. Originally serving 10-12 as defined in State Education Code for Continuation schools, after looking at the District's drop out and transfer data in the 2011-2012 school year, the Alternative Education office and principals of the three continuation schools agreed to limit continuation schools to students who are credit deficient and who were within reach of an on-time graduation with continuation graduation requirements (190 credits rather than 230). Centrally located in Oakland's Lake Merritt district, Dewey High School, serves a critical and essential mission for the Oakland Unified School District: It gives students, vulnerable of leaving high school without a diploma, a second chance. By design, Dewey High School is a small school with a Health and Fitness Pathway allowing students opportunities to explore the health industry by taking health related classes, exploring internships and working towards certifications such as CPR and Personal Training. Dewey makes available to students an educational experience where they are not only well known and cared for by the community. Students are also given the opportunity to recover credits in an academic program designed to address their academic, emotional, and social challenges while accelerating their achievement. Most of the students arrive below grade level and behind in credits.

School Mission and Vision

Mission-Dewey Academy is a caring adult community that encourages the growth and development of students by providing academic, social, and individual supports. We strive to have all students graduate with a high school diploma and to provide opportunities to obtain college and career readiness skills, vocational training, internships, jobs, and social awareness in a collaborative environment.

Vision-Dewey Academy is committed to providing a safe, healthy, and growth-centered community for at-risk students seeking to graduate and improve their life prospects. We aim to provide college, career, and professional readiness education using an engaging and relevant curriculum. Furthermore, our health, fitness, and violence prevention programs teach students invaluable life skills and prepare them for life beyond high school.

Dewey Academy will provide an opportunity for students of all skill-levels, learning styles, and backgrounds to earn their high school diploma. We will continue to use technological tools and traditional teaching methods to improve students' 21st century skills such critical thinking, teamwork, and problem solving.

Dewey Academy students will graduate as lifelong learners who will make meaningful contributions to their community. Utilizing the skills and knowledge gained from Dewey, every graduate will walk off the stage prepared for the high expectations of the 21st century professional environment.

School Demographics

Special Populations	% Male	% Female	% Oakland Residents	% LCFF	% English Learners	% LTEL	% SPED RSP	% SPED Mild-Moderate	% SPED Severe
	64.2%	35.8%	95.8%		22.4%	19.3%			
Student Population by Race/Ethnicity	African-American	American Indian/Alaskan Native	Asian	Hispanic/Latino	Filipino	Pacific/ Islander	Caucasian	Multiracial	Newcomers
	39.8%	0.4%	8.7%	41.7%	0.8%	1.2%	3.5%	2.0%	---
Target Student Population	**Which student population will you focus on in order to reduce disparities?**								

SCHOOL PERFORMANCE GOALS AND INDICATORS

Whole School Indicator	*18-19 Baseline Data*	*19-20 Data*	*20-21 Goal*	*20-21 Data*	*21-22 Goal*	*21-22 Data*	*22-23 Goal (3-Year Goal)*
Cohort Graduation Rate	33.5%	Not Available	37.5%	Not Available Yet	20-21 Data + 5%		
Cohort Dropout Rate	18.6%	Not Available	14.6%	Not Available Yet	20-21 Data + 5%		
A-G Completion	2.2%	Not Available	NA	Not Applicable	Not Applicable		
On Track to Graduate- 9th Grade		Not Available	NA	Not Applicable	Not Applicable		
Percentage of students who participated in at least 1 Work-Based Learning activity	84.5%	14.1%	90.0%	Not Available Yet	20-21 Data + 5%		

Percentage of students who have passed dual enrollment courses with a C- or better	100%	NA	100.0%	Not Available Yet	20-21 Data + 5%		
Percentage of students in Linked Learning pathways	45.0%	99.2%	100%%	Not Available Yet	20-21 Data + 5%		
Target Student Population Indicator (African-American Students)	***18-19 Baseline Data***	***19-20 Data***	***20-21 Goal***	***20-21 Data***	***21-22 Goal***	***21-22 Data***	***22-23 Goal (3-Year Goal)***
Cohort Graduation Rate	38.8%	Not Available	42.8%	Not Available Yet	20-21 Data + 5%		
Cohort Dropout Rate	10.4%	Not Available	6.4%	Not Available Yet	20-21 Data + 5%		
A-G Completion	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable		
On Track to Graduate - 9th Grade	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable		
Percentage of students who participated in at least 1 Work-Based Learning activity	76.7%	25.6%	90.0%	Not Available Yet	20-21 Data + 5%		
Percentage of students who have passed dual enrollment courses with a C- or better	97%	Not Applicable	100.0%	Not Available Yet	20-21 Data + 5%		
Percentage of students in Linked Learning pathways	45.0%	99.2%	100%	Not Available Yet	20-21 Data + 5%		

ROOT CAUSE ANALYSIS

Indicator	***Strengths***	***Highest Leverage Challenge*** *What is the challenge that, if dissolved, would result in elimination, or substantial reduction, in disparities within the indicator identified?*	***Root Cause Analysis*** *What is the deepest underlying cause, or causes that, if dissolved, would result in elimination, or substantial reduction, of the challenge?*
Cohort Graduation Rate	Re-engagement of formerly disengaged or off-track students	Chronic absenteeism.	Greater need for economic and socio-emotional wrap around support for students; continuity of service; need trainings for staff on vicarious trauma and more trauma-informed care
Cohort Dropout Rate	Re-engagement of formerly disengaged or off-track students	Chronic absenteeism.	Greater need for economic and socio-emotional wrap around support for students; continuity of service; need trainings for staff on vicarious trauma and more trauma-informed care
A-G Completion	Not applicable. Dewey offers 190 credit diploma versus 230 credit diploma.	Not applicable. Dewey offers 190 credit diploma versus 230 credit diploma.	Not applicable. Dewey offers 190 credit diploma versus 230 credit diploma.
On Track to Graduate - 9th Grade	Not applicable. Dewey serves mostly off-track 11th and 12th graders.	Not applicable. Dewey serves mostly off-track 11th and 12th graders.	Not applicable. Dewey serves mostly off-track 11th and 12th graders.
Percentage of students who participated in at least 1 Work-Based Learning activity	Large breadth of partners.	Limited shared understanding of pathway program of study and partnerships.	Too many partners and lack of coordination. Competing for the same students at times.
Percentage of students who have passed dual enrollment courses with a C- or better	High passing rates.	Finding good dual enrollment instructors.	Too many partners and lack of coordination. Competing for the same students at times.

Percentage of students in Linked Learning pathways	High percentage of students in pathways.	High percentage of students in pathways.	More meaningful and deeper student involvement in pathways. Shorter duration (1 - 2 years) of student enrollment.

PATHWAY QUALITY ASSESSMENT

Using the Measure N Self Assessment Rubric, assess the following:	Evidence of Strengths	Areas For Growth	Next Steps
Rigorous Academics (pages 3, 4, 5 of rubric)	Writing with Evidence; Cycle of Inquiries Around Student Writing: Sharing Scaffolds, Lesson Plans, and Student Work;	Integration of Technology Across the Curriculum	Continue focusing on writing with evidence and reading complex texts.
CTE (pages 3,4,5 of rubric)	3 Course CTE Strand: Health Science Careers Lab, Fit for Life, Sports Medicine and Therapeutic Services; Pilot Programs: Home Health Care and Wellness and Leadership; HEAL Program was written up so students can get G elective credit.	Pilot programs need to be written as official A-G elective classes; integrate Nutrition certification into Fit for Life class; coordination between counseling and internship placement (e.g. G elective credits for HEAL program internship); CTE course descriptions for students--talking point slides	Review current and pilot offerings and narrow offerings--to focus and deepen quality of program quality, vs expanding the program of study further.
WBL (page 6 of rubric)	Engaging WBL Experiences/Internships: Mentoring in Medicine; Highland Hospital HEAL Program; Reading Partners; Wellness and Leadership, La Clinica, Planting Justice, Californians for Justice/Faith In Action, Home Health Care; over fifty students and staff CPR certified this year; Exploring Community, College, and Career Options (ECCCO) summer internships; 7 students HIPPA certified; 2 Fit Fridays; Career Panel	Data capture from classroom WBL experiences into AERIES	Create system for site to log classroom-embedded WBL experiences into AERIES
Comprehensive Student Supports (page 7 of rubric)	Coordination of Services Team (COST); wrap around support to overcome barriers to employment and support students with applying to various college, career, and internship opportunities.	Greater need for economic and socio-emotional wrap around support for students; continuity of service; need trainings for staff on vicarious trauma and more trauma-informed care	Revist COST system and partners.

Pathway Student Outcomes (page 2 of rubric)	This school year, we piloted two new classes and internships focused on home health care training and wellness and leadership. We certified over 50 students and staff in adult and infant CPR and had 7 students HIPAA certified. In a focus group gathered for SRI, it was clear that despite the missteps of some, students at Dewey have felt supported through much of our pathway work. More than one stated that they have been given opportunities at Dewey that they would have been overlooked for at their prior sites and that these opportunities are part of why they are engaging differently with school than they had in the past. We were also able to bring back Dewey's health fairs known as Fit Friday and added a career panel component to 2 of the four events. Unfortunately, our culminating event which was going to be a four school fair at the Escuelita complex was canceled due to the Shelter-in-Place order. I know the good doesn't always trickle up as quickly as the bad so I thought you might want to hear/see some of our victories.	Return and continue to introduce and support staff to integrate Pathway CTE standards into core content; coordinate student recruitment so partners do not recruit from the same pool of students; align start dates of internship and student program opportunities; build a shared understanding of the student opportunities and support available on and off-campus with Dewey staff.	Identify start dates of programs and coordinate student recruitment to avoid competition for students between partners.

2020-2021: YEAR ONE ANALYSIS

Strategic Goals

Pathway Quality Strategic 3 Year Goal	**What evidence will you look for to know you are successful?**
Revisit and revise pathway program of study and opportunities to deepen quality of learning of experience and partnerships with Community Based Organizations and Industry Partners.	Teachers, students, and staff demonstrate a shared understanding Dewey's pathway program of study and work-based learning opportunities. Syllabi are present for all courses -- core academic and pathway courses, have a common format, and demonstrate connections in terms of CTE standards, skills, and/or texts. Partners will find it much easier to find where they might contribute to student success within the program because it is clearly outlined and course objectives are evident in the classroom curriculum and instruction.
Establish/Revitalize Advisory Board that is composed of industry partners, community based organizations, site staff and students to inform and provide feedback to improve Dewey's pathway.	Presence of an Advisory Board composed of industry partners, community-based partners, and site staff and students. Decisions regarding pathway are informed and supported by the Advisory Board to better align the demands of Dewey's program of study and WBL opportunities with the professional demands of the workforce--particularly in Health.

Strategic Actions

Strategic Actions *What are the 3-5 key strategic actions for enabling conditions to support high quality pathway development for the whole school?*	**What evidence will you look for to know you are successful?**
Review and revise program of study based on student data and work. Decreasing the amount of offerings and focusing and deepening those that show the most promise.	Student engagement and outcome data for pathway courses and opportunities (e.g. WBL Data, dual enrollment data, etc.).
Review and evaluate Dewey's current partners and amplify and deepen work with a 1-2 industry partners and 1-2 community based organizations.	Formation of the Advisory Board and shared understanding of who are the partners, what opportunities they provide, and why these partners were selected to serve on the Advisory Board--deliberate design.
Convene Dewey Advisory Board.	Advisory Board membership, agendas, and notes.

Budget Expenditures						
2020-2021 Budget						
Budget Justification: One to two sentences that provides the following information: - What the specific expenditure, vendor, or service is? - How the specific expenditure, vendor, or service provided is aligned to pathway development? - What need this specific expenditure or service addresses?	**COST**	**OBJECT CODE**	**OBJECT CODE DESCRIPTION**	**POSITION TITLE**	**FTE**	**PATHWAY NAME** (if applicable)
Teacher Salary Stipends: Extended Contract for Pathway Integration, extended planning time for teachers to integrate the health and fitness theme into their core content curriculum	$500.00	1120	Enter object code at left.			
Teacher Salary Stipends: Extended Contracts for Writing up Wellness and Leadership and Home Health Care as A-G CTE Courses	$585.03	1120	Enter object code at left.			
Fund 1.00 FTE salary for the Career Transition Specialist who is responsible for supporting students in all aspects of career transition readiness, job search skills, job placement success, job retention, and work-based learning experiences. Responsible for providing support once placed into employment, work-based learning, supported employment, career exploration, apprenticeship and post-secondary education enrollment services	$103,000.00	2205	Classified Salary		1.00 FTE	
Fund .166 FTE salary for the Pathway Coach: Hire a pathway coach to support with pathway development	$16,734.12	5708	Enter object code at left.		.166 FTE	
Supplies for the Health Medical Lab and Pathway. Purchase supplies to support the Health and Wellness pathway, along with sustaining the Health Medical Lab	$4,684.85	4310	Enter object code at left.			
Furniture for the Health Medical Lab. Purchase furniture that is specific and required to create the Medical Lab Stations in the new Medical Lab	$2,000.00	4432	Enter object code at left.			
Conference Expenses for Pathway Retreats: Plan and attend two pathway retreats throughout the year to support pathway development continuous improvement.	$5,000.00	5220	Enter object code at left.			
Conference Expenses for Site Visits: travel expenses for staff to visit other health pathways to see and learn about best practices.	$5,000.00	5220	Enter object code at left.			
Classified Support Salaries: ET/OT pay for classified staff (5 classified staff members) to participate in a pathway design retreat. Classified staff will help brainstorm how work based learning and career exploration experiences in the Careers CTE and core academic class can be enhanced for student participation.	$1,500.00	2225	Enter object code at left.			
Teacher Salary Stipends: Extended Contracts for the Work-Based Learning Lead. Appoint pathway teacher to lead Work-Based Learning and continue developing out a WBL Continuum aligned to Health and Fitness	$10,000.00	1120	Enter object code at left.			
Consultant Contract for the Student Internship Stipends: Issue student stipends as part of the Health Internships (e.g. HEAL, Reading Partners)	$20,000.00	5825	Enter object code at left.			

Refreshments for the Fitness Fridays & Wellness Wednesday programs. Purchase ingredients for the Wednesdays and Fridays nutrition course where students learn how to make healthy foods as part of the nutritional component of the Health and Wellness pathway, specifically the "Physical" dimension of the 8 dimensions of Health and Wellness	$1,000.00	4311	Enter object code at left.			
Consultant Contract with Mentoring in Medicine (MIMS): Partner with MIMS to provide the Health Scholar Program at Dewey, which includes: twice weekly workshops to expose and train students in health careers and skills, exposure to Emergency Medical Technicians; CPR and First Aid Skills Workshop; splinting, blood pressure, and immobilization workshop.	$40,000.00	5825	Enter object code at left.			
Consultant Contract for the Home Health Care Consultant to provide Home Health Care Training Class. Consultant will provide entry level healthcare workshops consisting of skills needed in all environments, such as communication skills (active listening), compassion and showing empathy, establishing and building rapport, attention to detail, and by meeting the needs of themselves and others by remaining flexible to change. and Internship opportunities.	$5,000.00	5825	Enter object code at left.			
Meeting Refreshments for the WBL Exhibition and Public Showcase: Students will reflect on the skills and knowledge they've gained through their work-based learning experience (career awareness, career exploration, career preparation, career training) and present their reflection in a public exhibition and celebration. Funds will be used for refreshments for events in which industry and community members will be invited.	$5,000.00	4311	Enter object code at left.			
Certification Fees: Partner with the American Heart Association to provide CPR certifications	$2,000.00	5300	Enter object code at left.			
Transportation Costs for the Career Exploration Visits: Students will explore various health and fitness career options and funding will be used for transportation	$3,000.00	5826	Enter object code at left.			
Emotional CPR Training will teach students and staff the importance of overcoming isolation by connecting, of overcoming powerlessness by sharing one's humanity in a respectful manner, and of relieving numbness by helping the person in distress feel alive and hopeful. By helping people connect in a deeper manner, eCPR helps build community by learning how to improve their inner dialogue and in turn, develop the interpersonal and interpersonal skills critical for excellent patient care and bedside manner.	$3,000.00	5300	Enter object code at left.			

2021-2022: YEAR TWO ANALYSIS		
Pathway Strategic Goals		
Pathway Quality Strategic 3 Year Goal	**What actions did you take that improved outcomes? How do you know you were successful?**	**What will you do different next year to continue to improve?**

Revisit and revise pathway program of study and opportunities to deepen quality of learning of experience and partnerships with Community Based Organizations and Industry Partners.	Began meeting with Oakland's Linked Learning office to solidify current pathway goals and recreated positive partnerships to be able to provide instruction next fall. Began new partnerships to allow students to earn certificates into entry level courses once they complete pathway courses.	Build certificate programs in the health and fitness arenas that will lead directly to entry positions in fields where students could continue their education or work their way up in the company. .
Establish/Revitalize Advisory Board that is composed of industry partners, community based organizations, site staff and students to inform and provide feedback to improve Dewey's pathway.	Integrate Leadership team and Advisory board to strengthen connections to the community. In an attempt to build a connection with students due to distance learning, students entering the pathway received 1 to 1 meetings to determine their career and college goals. Students were invited and encouraged to engage in activities that were inline with their goals.	Transition specialist will team teach the College and Career class to be able to connect students to work based learning and college opportunities.

For 2021-2022 are there any revisions to the strategic actions or new strategic actions, list below:

Strategic Actions *- What are the 3-5 key new or revised strategic actions to support pathway development in 2021-2022?*	**What evidence will you look for to know you are successful?** - How are you considering adapting your strategic actions for 2021-2022 given what you have learned this year about how to best support students?
Hiring of a Transition Specialists to assist students in developing facilitating a transition plan into college or a career	An increase in participation of students participating in work based learning opportunities during the school year and summer.
Integrate English curriculum and pathway theme - analyze current curriculum and develop a shared curriculum	Increased course passage rates in English courses; increased pathway participation
Develop feedback systems to get live data from students to assist with building engaging programs for students.	Collection and analysis of student data to inform (re)engagement efforts and instructional practices
Develop transition plans for every graduate	Increased articulation into a community college or skilled trades program within one to two semesters of graduating.

Budget Analysis of 2020-2021 Measure N Budget

Impact of 2020-2021 Budget Expenditures
- How did distance learning impact your budget expenditures?
- What did you find was the most effective use of resources towards your goals and strategic actions and why?

Many of our partners took a while to transition to remote learning. During the first semester we worked to ensure our pathway instructors possessed the technological skills needed to teach their subject during distance learning. Many of our partners were not able to serve students during distance learning, so those partnerships were suspended until we are back on campus in some form. The change in the number of required meetings for teachers left many funds unused. District paid for 0.60 of Transition specialist position. Dewey paid for 0.4 FTE. Remainder of funds were used to increase student stipends to participate in internships.

Budget Expenditures

2021-2022 Budget: Enabling Conditions Whole School

Budget Justification: ***Enter one to two sentences to create a Proper Justification using the questions below. Explicitly describe the expenditure - no vague language, no acronyms, no hyperlinks and quantify when applicable.*** - What is the specific expenditure or service type? - How does the specific expenditure or service type support or is aligned to pathway development? - How does this expenditure improve student engagement and how many students will be served? -What need does this specific expenditure or service type address?	COST	OBJECT CODE	OBJECT CODE DESCRIPTION	POSITION TITLE	FTE	PATHWAY NAME (if applicable)
Consultant Contract for Superior Home Health Care Consultant to provide Home Health Care Training Class. Consultant will provide entry level healthcare workshops consisting of skills needed in all environments, such as communication skills (active listening), compassion and showing empathy, establishing and building rapport, attention to detail, and by meeting the needs of themselves and others by remaining flexible to change and Internship opportunities.	$7,200.00	5825	Consultant Contract			

Supplies & Materials: Purchase of Supplies for Interdisciplinary Pathway Projects. Pathways are developing integrated units that incorporate the pathway theme into their core content areas. Classroom module supplies will be ordered for teachers to implement pathway integrated instruction in their classrooms (i.e. gauze, sterilization kits, phlebotomy supplies, sutures).	$7,471.43	4310	Supplies & Materials			
Furniture for the Health Medical Lab. Purchase furniture that is specific and required to create the Medical Lab Stations. For example, furniture that accommodates lab activities to be done more safely (e.g. COVID-19 safety) and best emulates a patient care setting found in clinics and hospitals.	$4,000.00	4432	Furniture			
Consultant Contract with Mentoring in Medicine (MIMS): Partner with MIMS to provide the a Health Scholar Program at Dewey, which includes: twice weekly workshops to expose and train students in health careers and skills, exposure to Emergency Medical Technicians; CPR and First Aid Skills Workshop; splinting, blood pressure, and immobilization workshop. Screen reader support enabled.	$40,000.00	5825	Consultant Contract			
Meeting Refreshments for the WBL Exhibition and Public Showcase: Students will reflect on the skills and knowledge they've gained through their work-based learning experience (career awareness, career exploration, career preparation, career training) and present their reflection in a public exhibition and celebration. Funds will be used for refreshments for events in which industry and community members will be invited. *If in-person is not allowed, we will reallocate the funds through the budget modification process.	$5,000.00	4311	Meeting Refreshments			
Hire a CTE Teacher, at .20 FTE (POS#6185, J. Stewart). Health and Pathway CTE Teacher for Pathway class instruction. With 0.2 FTE, our pathway teacher will be able to plan, teach, and provide feedback to 20-30 students enrolled in a Health & Fitness course (i.e. one period).	$17,000.00	1105	Teacher Salaries	CTE Teacher	.20 FTE	Health and Fitness Pathway
Transportation Costs for the Career Exploration Visits: Students will explore various health and fitness career options and funding will be used for transportation.	$3,000.00	5826	Transportation Costs			
Consultant Contract with the Oakland Ed Fund to facilitate and pay-out all of the Student Internship Stipends: Issue student stipends as part of the Health Internships (e.g. HEAL, Reading Partners) On average, students will be receiving $200 stipends. As such, approximately 200 students, those engaged in internships for the 2021-22 year will benefit from this budget item.	$20,000.00	5825	Consultant Contract			
Hire a Pathway Coach, at .166 FTE to support with pathway development. Pathway coach helps support and guide course offerings, curriculum, and instruction of core academics and pathway classes. Pathway coach is highly involved in school-wide planning, data gathering, data analysis, report writing evaluation and improvement of our school services. (E.g. WASC, Measure N, SPSA) Budget line item includes both salary and benefits.	$17,000.00	2305	Supervisor & Administrative Salaries	College & Career Pathway Coach	0.166 FTE	

Consultant Contract with New Door to lead weekly case management sessions focused on interns' needs and goals. New Door Ventures provides high-quality supports and internships for many of Dewey's students. Moreover, New Door Ventures is designed to support and serve opportunity youth such as those that find themselves at Dewey--a critical quality for our partners.	$20,000.00	5825	Consultant Contract			
Consultant Contract: ICB - Inner City Bliss will provide a 16 week program of beginner to advanced meditation instruction to prepare students to further increase students' knowledge, understanding, and practice of preventative health and health-positive behaviors as outlined in the Health and Medical Technology CTE Standards. More specifically, CTE Health and Medical Technology CTE Standard E2.0: "Design, promote, and implement community health programs which result in health-positive behaviors among all individuals, families, groups in a community, and the global environment." Such knowledge, understanding, and practice will support students in potential future careers such as Health Educators, Community Health Workers, Advocates, and Home Health Assistants.	$6,000.00	5825	Consultant Contract			
Teacher Salaries Stipends: Extended Contracts for the Wellness and Leadership and Home Health Care A-G CTE Courses. Extended Contracts for the Work-Based Learning Lead. Appoint pathway teacher to lead Work-Based Learning and continue developing out a WBL Continuum aligned to Health and Fitness. Most, if not all students (150 - 250 students) will benefit from improved work-based learning experiences. (Salary & Benefit Costs).	$13,000.00	1120	Teacher Salaries Stipends			
Clerical Salaries Overtime: (Career Transition Specialist) to help reduce the dropout rate, and increase the graduation rate by offering student support with college and career transitions. (Salary & Benefit Costs)	$5,000.00	2425	Clerical Salaries Overtime			
Hire a Pathway Teacher, at .20 FTE (Salary): salary for Health and Fitness pathway curriculum and instruction. With 0.2 FTE, our pathway teacher will be able to plan, teach, and provide feedback to 20-30 students enrolled in a Health & Fitness course (i.e. one period).	$22,000.00	3210		Pathway Teacher	.20 FTE	Health and Fitness Pathway
Consultant Contract with Planting Justice is to offer nutrition education that will enable students to test real-life nutritional situations. Planting Justice will educate the students on nutrition, and the study of nutrients in food, how the body uses nutrients, and the relationship between diet, health, and disease. So students can fully understand their own health, they will learn why you truly are what you eat, and how to properly lose weight, maintain a healthy weight, or gain weight. They learn which foods are healthy and which foods are damaging.	$10,000.00	5825	Consultant Contract			
Purchase AC transit tickets for school year and summer internships, college and career field trips, and work based learning opportunities	$5,000.00	4310	Supplies & Materials			
Teacher Salary Stipends: Extra pay for teachers for Climate and Culture team meetings to plan and implement systems and strategies across all Pathways that promote a positive climate and culture that supports all students with being successful. Screen reader support enabled.	$5,000.00	1120	Teacher Salaries Stipends			

OAKLAND UNIFIED SCHOOL DISTRICT
Community Schools, Thriving Students

Measure N 2021-2022 Education Improvement Plan Assessment

Dewey Academy

Checklist of Required Elements:

- ✓ Submitted Measure N Education Improvement Plan
- ✓ Submitted Measure N Budget
- ✓ Completed Measure N EIP Presentation
- ✓ Submitted Linked Learning 4 Pillars Pathway
- ✓ Silver Certification Status

Criteria 1: 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 the 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: 4** **Rationale:** • Clear evidence of the four core areas of Linked Learning • Strong partnerships have been built with local community-based organizations to develop WBL opportunities and trainings for students • Some core purses align with pathways.			
	Feedback for continued progress monitoring: • Continue to develop partnerships that explore certification certificates upon completion of the program.			

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Criteria 2: Quality of the Measure N Education Improvement Plan				
Category	**Excelling 4**	**Meeting 3**	**Approaching 2**	**Beginning 1**
Strategic Goals • Goals 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 • Alignment between schoolwide goals and Measure N priorities is evident • For large comprehensive schools, there is alignment between school site plan and pathway plans so that they complement each other • The school/pathway has articulated goals that build out a clear sequence of CTE courses and/or integrate CTE standards in core academic classes aligned with a clear industry theme • The school/pathway has articulated goals that build out key components of the Work-Based Learning Continuum; Career Awareness, Career Exploration, and Career Preparation • The school/pathway have articulated goals that: establish new practices to support student outcomes, current strategies that are effective in meeting Measure N outcomes, and the purpose of Measure N	**Score: 3** **Rationale:** • Clear evidence that goals align with school and pathways. • School has identified ways to improve due to distance learning. **Feedback for continued progress monitoring:** Refine and further identify next steps of the impacts of distance learning when returning to in-person instruction.			
Strategic Actions • Strategies meet the goals, address the needs, are research-based, and have proven effective for improving equitable student outcomes and building the Rigorous Academic and Career Technical Education Pillars and the integration of these pillars • Strategies meet the goals, address the needs, are research-based, and have proven effective for improving equitable student outcomes and building the Work-Based Learning Pillar • Strategies meet the goals, address the needs, are research-based, and have proven effective for improving equitable student outcomes and building the Comprehensive Student Supports Pillar • Strategies are embedded in inquiry design so as to produce evidence of their enacting the theory of action and achieving the goals. • Coherence is evident as a clear 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: 3** **Rationale:** • Clear evidence pathway is moving towards research based methods. • Continue use of data collection to improve engagement strategies throughout pathways. **Feedback for continued progress monitoring:** • Continue defining ways to increase data collection and review with students and families for strengths and areas of need.			

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Criteria 3: Alignment of Funding to Linked Learning Criteria, Permissible Expenses, and Measure N Plan				
Category	**Compliant & Aligned** **4**	**Compliant Partially Aligned** **3**	**Non-Compliant** • **Supplanting** • **Not Allowable** **2**	**Missing** **1**
Budget *The school has thoughtfully allocated Measure N funds to support the continuous improvement of Linked Learning career academies.* • Expenditures clearly support of and come from the needs and logical through line that is evident in the Education Improvement Plan • Expenditures provide proper justification that demonstrates the alignment to build out and integration of the four pillars of Linked Learning • Expenditures address the Root Cause Analysis, and should ensure the implementation of the Strategies in order to meet the goals of the plan and the purpose of Measure N • 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 • Expenditures are necessary due to the existence of Linked Learning pathways at the school site	**Score: 4** **Rationale:** • Clear budget that supports pathways development. • All expenditures support pathways.			

Final Recommendation

Fully Approved

School is actively implementing Linked Learning as is evidenced by the establishment of all four pillars of Linked Learning
School is focused on the continuous improvement of the Linked Learning career academy and addressing the root causes of current student outcomes

Strengths:

- Pathway has improved Work Learning Opportunities through Workforce Wednesdays.
- Pathway Student Supports have been created from Data Driven Strategies.

Key Questions:

- How can more supports be provided that strengthen pathway engagement?
- How can certificates be implemented at the end of completion of the program

Budget Feedback:

- Expenditures are clearly identified to be pathway focused.
- Continue to use the questions or prompts that were created by the Measure N Commission and Staff to explicitly describe the expenditure when creating the strategic action. This information will ensure you create a proper justification - it is required for all Measure N approval requests. The questions are in the Measure N EIP, under Budget Justification. Measure N Staff can also share them if need be.

Next Steps:

What	Suggested Lead	Deliverable	Date
Continued Certification exploration.	Principal, Pathway Team	Certification Plan	Fy 2021-2022
Ensure when entering Measure N expenditures in Escape that you include a justification that is aligned with your Measure N EIP. Additionally, attach all of the supporting documents required for submission and approval.	Principal Administrative Assistant Pathway Coach		Ongoing FY 2021-2022