

MEASURES N AND H – COLLEGE AND CAREER READINESS COMMISSION

1016 Union Street, #940
Oakland, CA 94607



**OAKLAND UNIFIED
SCHOOL DISTRICT**

Community Schools, Thriving Students

**Measures N and H –
College & Career Readiness Commission**

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Memo

To Measures N and H – College and Career Readiness Commission

From Vanessa Sifuentes, High School Network Superintendent

Board Meeting Date

Subject 2024-2025 Measure N/Measure H Education Improvement Plan & Assessment
Services For: Dewey Academy 310

**Action Requested and
Recommendation**

Adoption by the Measures N and H – College and Career Readiness Commission of the 2024-2025 Measure N/Measure H Education Improvement Plan and Assessment for Dewey Academy as “Approved,” with a total allocation not to exceed \$70,597.75.

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
Measure H

Attachments

- 2024-2025 Measure N/Measure H Education Improvement Plan -Dewey Academy
- 2024-2025 Measure N/Measure H Education Improvement Plan Assessment - Dewey Academy

2024-2025 MEASURE H BUDGET			
Effective: July 1, 2024 - June 30, 2025			
Resource 9339	Allocation*	Total Expended	Total Remaining
Measure H	\$70,597.75	\$70,597.75	\$0.00
[For Alt Ed only] *Funding Allocation is based on school's highest attendance reported in 2022-23 (84), multiplied by the percentage of Oakland residents in 2023-24 (98.9%), multiplied by the per pupil amount of \$850.			

School: DEWEY ACADEMY

Site #: 310

BUDGET ACTION NUMBER	BUDGET JUSTIFICATION	COST	OBJECT CODE	OBJECT CODE DESCRIPTION	POSITION TITLE	FTE	WHOLE SCHOOL / PATHWAY NAME
310-1	Consultant Contract: with Mentoring in Medicine (MIMS) to provide CRP & First Aid training for students. This will include 3-4 training sessions to ensure all Dewey students graduate certified in both CPR and First Aid. This expenditure provides all students the opportunity to enter a variety of careers including health care and will support up to 60 students enrolled in the Health and Fitness Pathway. Personnel & training course curriculum (\$16,890.19) + 18% Admin Fees (\$3,707.56) = \$20,597.75	\$20,597.75	5825	Consultant Contract			Health & Fitness
310-2	Consultant Contract with Planting Justice to offer hands-on nutrition and health education. Planting Justice will educate all Dewey Academy students in the Health Pathway, on nutrition, the study of nutrients in food, how the body uses nutrients, and the relationship between diet, health, and disease. In order for students to fully understand their own health. Students will learn the importance of quality nutrition, and healthy weight management practices for teens. Students will learn which foods are healthy and which foods are damaging. This is a year long program serving 30-60 students per year. No admin fees apply, all cost is for personnel running weekly programming.	\$50,000.00	5825	Consultant Contract			Health & Fitness

2023-2024 MEASURE N BUDGET

Effective July 1, 2023 - June 30, 2024

School: DEWEY ACADEMY

Site #: 310

Resource 9333	Allocation*	Total Expended	Total Remaining
Measure N	\$57,448.56	\$57,448.56	\$0.00

**Funding Allocation is based on school's highest attendance reported in 2021-22 (71), multiplied by the percentage of Oakland residents in 2022-23 (95.2%), multiplied by the per pupil amount of \$850.*

BUDGET ACTION NUMBER	BUDGET JUSTIFICATION	COST	OBJECT CODE	OBJECT CODE DESCRIPTION	POSITION TITLE	FTE	WHOLE SCHOOL / PATHWAY NAME
310-1	Supervisor & Administrative Salaries: Hire a Pathway Coach at .10 FTE. The Pathway Coach will support with pathway development, support and guide course offerings, curriculum, and instruction of core academics and pathway classes. The Pathway Coach is highly involved in school-wide planning, data gathering, data analysis, report writing, evaluation and improvement of our school services. PCN 2803 - Lauren Reid (Salary & Benefit Costs)	\$18,726.38	2305	Supervisor & Administrative Salaries	College & Career Pathway Coach	.10 FTE	Health and Fitness Pathway
310-2	Consultant Contract: with Planting Justice to offer nutrition education that will enable students to test real-life nutritional situations. Planting Justice will educate all Dewey Academy students in the Health Pathway, on nutrition, and the study of nutrients in food, how the body uses nutrients, and the relationship between diet, health, and disease. In order for students to 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. This is a year long program serving 30 students each of our 6 hexmesters. *This contract is partially funded in the 2022-23 Strategic Carryover Plan. Administrative fees included.	\$15,000.00	5825	Consultant Contract			Health and Fitness Pathway
310-3	Consultant Contract: with Mentoring in Medicine (MIMS) to provide a Health Scholar Program at Dewey, which includes: twice weekly workshops to expose and train students in the health careers and skills, exposure to Emergency Medical Technicians; CPR and First Aid Skills Workshop; splinting, blood pressure, and immobilization workshop. Administrative fees included.	\$16,903.40	5825	Consultant Contract			Health and Fitness Pathway
310-4	Meeting Refreshments: for the Work Based Learning Exhibition and Public Showcase events. In these events, 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 (work) in a public exhibition event. Funds will be used for refreshments in which industry and community members will be invited. Events will meet OUSD & Measure N guidelines.	\$2,000.00	4311	Meeting Refreshments			Health and Fitness Pathway
310-5	Meeting Refreshments: for the Health & Fitness Pathway Events and/or workshops. These events are held each hexmester for students including guest speakers. These events benefit pathway students by exposing them to a variety of community partners and industry professionals in the healthcare field. These opportunities support our Pathway Quality goal by providing CPR training as it will dramatically increase the number of first responders in communities each year. (6 Hexmesters = 12 events total for the year) Funds will be used for refreshments in which industry and community members will be invited. Events will meet OUSD & Measure N guidelines.	\$4,818.78	4311	Meeting Refreshments			Health and Fitness Pathway

School Name:	Dewey Academy	Site #:	310
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Pathway Name(s):	Health & Fitness
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School Description

Dewey Academy opened in 1963 as Oakland's first continuation high school, designed to give students struggling 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

2023-24 Total Enrollment Grades 9-12									% Current Newcomers	
			89							
Special Populations	% Male	% Female	% Oakland Residents	% LCFF	% English Learners	% LTEL	% SPED RSP	% SPED Mild-Moderate	% SPED Severe	
	57.3%	42.7%	98.9%	96.2%	21.3%	19.1%	10.1%			
Student Population by Race/Ethnicity	% African-American	% Native American	% Asian	% Hispanic/Latino	% Filipino	% Pacific Islander	% White	% Multiple Ethnicity	% Not Reported	
	38.2%	1.1%	5.6%	44.9%	1.1%		2.2%	5.6%	1.1%	
Focal Student Population	Which student population will you focus on in order to reduce disparities?					Free/Reduced Lunch (NSLP)				

SCHOOL PERFORMANCE GOALS AND INDICATORS
Please refer to this [Data Dictionary](#) for definitions of the Indicators.

Whole School Indicator	2021-22 Baseline Data	2022-23 Data	2023-24 Benchmark	2023-24 Data	2024-25 Benchmark	2024-25 Data	2025-26 Goal (3-Year Goal)
Four-Year Cohort Graduation Rate	41.5%	41.1%	50.0%	TBD	53.0%		55.0%
Four-Year Cohort Dropout Rate	21.5%	15.0%	15.0%	TBD	13.0%		12.0%
A-G Completion Rate (12th Grade Graduates)	2.6%	0.0%	N/A	TBD	N/A		N/A
On Track to Graduate - 9th Graders	TBD	TBD	N/A	TBD	N/A		N/A
9th Graders meeting A-G requirements	TBD	TBD	N/A	TBD	N/A		N/A
Percentage of 12th Graders who have participated in an employer-evaluated internship or similar experience	10.6%	2.3%	25.0%	TBD	27.0%		30.0%
Percentage of 12th graders who have passed 1 or more dual enrollment courses with a C- or better	2.5%	5.8%	N/A	4.4%	N/A		N/A
Percentage of 10th-12th grade students in Linked Learning pathways	98.9%	81.5%	100.0%	99.2%	100.0%		100.0%
CTE Completion Data: Percentage of students who attempted CTE program completion and achieved a C- or better in both the Concentrator and Capstone course	0.0%	1.1%	N/A	TBD	N/A		N/A
College Enrollment Data: Percentage of students enrolling in 2-year colleges within one year of graduation	4.9%	TBD	20.0%	TBD	23.0%		25.0%
College Enrollment Data: Percentage of students enrolling in 4-year colleges within one year of graduation	2.4%	TBD	N/A	TBD	N/A		N/A
Focal Student Population Indicator	2021-22 Baseline Data	2022-23 Data	2023-24 Benchmark	2023-24 Data	2024-25 Benchmark	2024-25 Data	2025-26 Goal (3-Year Goal)

Four-Year Cohort Graduation Rate	TBD	TBD	50.0%	TBD	53.0%		55.0%
Four-Year Cohort Dropout Rate	TBD	TBD	13.0%	TBD	12.0%		11.0%
A-G Completion - 12th Grade (12th Grade Graduates)	1.4%	0.0%	N/A	TBD	N/A		N/A
On Track to Graduate - 9th Graders	TBD	TBD	N/A	TBD	N/A		N/A
9th Graders meeting A-G requirements	TBD	TBD	N/A	TBD	N/A		N/A
Percentage of 12th Graders who have participated in an employer-evaluated internship or similar experience	11.7%	3.1%	50.0%	TBD	53.0%		55.0%
Percentage of 12th graders who have passed 1 or more dual enrollment courses with a C- or better	3.0%	7.0%	N/A	4.9%	N/A		N/A
Percentage of 10th-12th grade students in Linked Learning pathways	98.9%	83.8%	100.0%	99.2%	100.0%		100.0%
CTE Completion Data: Percentage of students who attempted CTE program completion and achieved a C- or better in both the Concentrator and Capstone course	0.0%	1.2%	50.0%	TBD	53.0%		55.0%
College Enrollment Data: Percentage of students enrolling in 2-year colleges within one year of graduation	5.4%	TBD	22.0%	TBD	23.0%		25.0%
College Enrollment Data: Percentage of students enrolling in 4-year colleges within one year of graduation	2.7%	TBD	3.0%	TBD	3.0%		4.0%

ROOT CAUSE ANALYSIS

Root Cause Analysis is the process of discovering the root causes of problems in order to identify appropriate solutions. Sites engage in this process every 3 years to inform strategic actions around our identified data indicators.

Indicator	Strengths	Challenges
Instructions: Complete the Strengths and Challenges columns for all indicators in bold (lines 41-44). Then select ONE of the indicators from lines 45-48 (color coded in peach) to complete. You will complete Strengths and Challenges for a total of 5 indicators/combinations of indicators.	<i>What is our site doing well that's leading to improvements in this indicator?</i>	<i>What 1-2 challenges are the most significant barriers to improvements in this indicator?</i>
Four-Year Cohort Graduation Rate & Four Year Cohort Dropout Rate (Analyze these two indicators together)	Indicator questionable due to being a continuation school, our students are not cohorted. We get new students and graduate students every 6 weeks. Those that attend school are supported toward graduation with case management, tutoring and mental health supports.	We do not have students for 9th grade nor more than 2 years if they attend school regularly.
A-G Completion - 12th Grade	N/A Dewey does not offer all of the a-g classes that comprehensive schools do.	Dewey Academy is a continuation school that offers a Standard High School Diploma that is out of 190 credits. As such, a comprehensive offering of A-G courses are not part of the curriculum.
On Track to Graduate - 9th Grade & 9th Graders meeting A-G requirements (Analyze these two indicators together)	N/A Dewey Students are 11th and 12 graders.	Dewey Academy is a continuation school. We have students in grades 10-12 and subsequently do not have 9th grade students.
College Enrollment Data: Percentage of students enrolling in 2-year and 4-year colleges within one year of graduation (Analyze these two indicators together)	Due to the small school environment at Dewey Academy, students receive a lot of individualized support by both the teaching staff and support staff. As such, there are many touch points for students to learn about their post secondary options and create a plan.	Many students enroll at Dewey Academy to focus on obtaining their High School Diploma. They can be at Dewey anywhere from 6 weeks to 2+ years. Because of the hyper focus on graduation, post secondary planning sometimes happens after graduation and outside the one year of graduation.
Percentage of 12th Graders who have participated in an employer-evaluated internship or similar experience	Dewey Academy's strong partnership with the HEAL and MIMS programs via the Health and Fitness Pathway aid in garnering interests in medical related careers. As such, those students who commit and participate get a lot of support from both the internship site and our support staff yielding a very positive experience.	Many Dewey Academy students have jobs and other commitments and are unable to work their jobs, fulfill their personal commitments and participate in internships.
Percentage of students who have passed any dual enrollment course with a C- or better in grades 9-12		
Percentage of 10th-12th grade students in Linked Learning pathways		
CTE Completion Data: Percentage of students who attempted CTE program completion and achieved a C- or better in both the Concentrator and Capstone course		

PATHWAY QUALITY ASSESSMENT

<i>Using the 2023-26 College and Career for All and Linked Learning Quality Standards, self-assess in each category</i>	Evidence of Strengths	Areas For Growth	Next Steps <i>Will any of these categories be a priority for your 3-year goals? If yes, which ones?</i>

<p>Integrated Program of Study Equitable Admissions Cohort Structure Curriculum and Instructional Design and Delivery Assessment of Learning Early College Credit Opportunities Partner Input and Validation</p>	<p>All Dewey students participate in a Health and Fitness Pathway course and/or school day Health and Fitness themed activity each marking period. Currently, Dewey has strong relationships with Health and Fitness focused CBO's including Mentors in Medical Sciences and Planting Justice. Specifically, Planting Justice offers culinary courses for students to explore this career option and has led to students enrolling in a dual enrollment Laney culinary course housed at the central Kitchen.</p>	<p>We would like to integrate more project based learning in the academic core courses that link to our Health and Fitness Pathway. Additionally, we would like build out a more robust senior project to include college and career exploration.</p>	<p>Curriculum, and Instructional Design - We would like to form a PBL Teaching team and invite the group to attend PBL Institute this summer. Teachers can use collaboration time to thread Health and Fitness into the Academic Core curriculum.</p>
<p>Work Based Learning Work Based Learning Plans Student Work Based Learning Experiences and Self Assessments Work Based Learning Provider Assessment of Student Workplace Readiness</p>	<p>Students at Dewey have the opportunity to learn different skills through multiple partnerships and work based opportunities we offer such as our collaboration with Planting Justice, which teaches students culinary skills after teaching them how to grow and maintain a garden. Our students participate in WBL activities each Hexmester.</p>	<p>Build out Work Experience Program. Many students at Dewey Academy have jobs. We would like to help them leverage their jobs while supporting them in a structured manner.</p>	<p>Student Work Based Learning and Experiences - we would like students to understand the value of their current work experience and reflect upon it. A next step for this would be creating a google form reflection.</p>
<p>Integrated Student Supports College and Career Preparation and Support Social-Emotional Skill Development Individual Student Supports Student Input and Validation</p>	<p>Students receive academic counseling for college and career planning from the school counselor. Academically, students also have tutoring readily available to them with all academic subject matter. In addition, the after school program emphasizes health and fitness along with Socioemotional awareness.</p>	<p>We would like to create a better system to connect students with career opportunities of their interests. Currently there is an intake survey and we would like to systematize connecting a student with opportunities related to their stated interests.</p>	<p>College and Career Preparation and Support - we would like to continue to build upon. We are partnering with new Health and Fitness centered Community Based organizations to increase the support with college and career exploration.</p>

2023-2024: YEAR ONE ANALYSIS

Pathway Strategic Goals

Pathway Quality Strategic 3 Year Goals

*Based on the standards assessment, your data indicators and root cause analysis, what are your goals, objectives, or intended outcomes for this next 3 year cycle? Write them as SMART goals (Specific, Measurable, Achievable, Relevant & Time-Bound) using language from the Standards as a guide (when relevant). Goals should start with the "By 2026..." **Example:** By 2026 we will create and utilize a WBL reflection form and 100% of students will complete it after any type of WBL activity. We will share responses with students so they can reference for resume and college application development. The teacher team will review responses at least once per year and use information to update the pathway WBL plan.*

<p>Goal #1: By 2026</p>	<p>By 2026, 100% of our students will experience a Pathway sequence to prepare them for their postsecondary plan.</p>
<p>Goal #2: By 2026</p>	<p>By 2026, more than half our students will participate in a work based learning opportunity including ECCCO and opportunities during the school year.</p>
<p>Goal #3: By 2026</p>	<p>By 2026, 100% of our students will participate in a Pathway experience with one of our community partners during the school day. (outside the classroom, ie: Planting Justice internship, MIMS certification).</p>

Pathway Strategic Actions

Strategic Actions for 2023-24

What are 3-5 key strategic actions for 2023-24 that will support you in reaching your identified 3 year goals?

<p>Strategic Actions for Goal #1</p>	<p>Hire high quality CTE Health & Fitness Teacher/Pathway Director</p>
	<p>Develop rigorous curriculum centered around Health & Fitness and career of student interests</p>
	<p>Provide time for teachers to plan and inform all staff about the new class</p>
	<p></p>
<p>Strategic Actions for Goal #2</p>	<p>Build a system where each student's involvement can be ensured, perhaps a class</p>
	<p>Build a system to collect student feedback and information that captures students' interest and career desires</p>
	<p>Increase our community partnerships that can provide opportunities for youth</p>
	<p>Develop a reflection survey for students to link their WBL opportunity to what they are learning in the classroom</p>
<p>Strategic Actions for Goal #3</p>	<p>Build a more comprehensive academic pathway experience through academic and pathway courses</p>
	<p>Link outside the classroom opportunities directly to pathway curriculum</p>
	<p>Increase community partnerships with local internship hosts to offer more opportunities to students during the school day</p>
	<p></p>

Budget Expenditures

2023-2024 Budget: Enabling Conditions Whole School

<p>BUDGET JUSTIFICATION For All Budget Line Items, enter 3-5 sentences to create a Proper Justification that answers the below questions. For Object Codes 1120, 5825 and all FTE, please also make sure to respond to the additional Budget Justification questions outlined in the EIP Budget Justification Instructions. - What is the specific expenditure or service type? Please provide a brief description (no vague language or hyperlinks) and quantify if applicable. - How does the specific expenditure impact students in the pathway? (Where possible, also consider how the expenditure supports your 3-year goals or 2023-24 strategic actions.) We encourage you to refer to this list of OUSD's Object Codes if you have questions about which object codes to use. <i>Please note that this is a comprehensive list of all OUSD's object codes and not all of them are permissible uses of Measure N funds. Please refer to the Measure N Permissible Expenses document to confirm permissibility.</i></p>	COST	OBJECT CODE	OBJECT CODE DESCRIPTION	POSITION TITLE	FTE	PATHWAY NAME (if applicable)
<p>Supervisor & Administrative Salaries: Hire a Pathway Coach at .10 FTE. The Pathway Coach will support with pathway development, support and guide course offerings, curriculum, and instruction of core academics and pathway classes. The Pathway Coach is highly involved in school-wide planning, data gathering, data analysis, report writing, evaluation and improvement of our school services. PCN 2803 - Lauren Reid (Salary & Benefit Costs)</p>	\$18,726.38	2305	Supervisor & Administrative Salaries	College & Career Pathway Coach	.10 FTE	Health and Fitness Pathway
<p>Consultant Contract: with Planting Justice to offer nutrition education that will enable students to test real-life nutritional situations. Planting Justice will educate all Dewey Academy students in the Health Pathway, on nutrition, and the study of nutrients in food, how the body uses nutrients, and the relationship between diet, health, and disease. In order for students to 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. This is a year long program serving 30 students each of our 6 hexmesters. *This contract is partially funded in the 2022-23 Strategic Carryover Plan. Administrative fees included.</p>	\$15,000.00	5825	Consultant Contract			Health and Fitness Pathway
<p>Consultant Contract: with Mentoring in Medicine (MIMS) to provide a Health Scholar Program at Dewey, which includes: twice weekly workshops to expose and train students in the health careers and skills, exposure to Emergency Medical Technicians; CPR and First Aid Skills Workshop; splinting, blood pressure, and immobilization workshop. Administrative fees included.</p>	\$16,903.40	5825	Consultant Contract			Health and Fitness Pathway
<p>Meeting Refreshments: for the Work Based Learning Exhibition and Public Showcase events. In these events, 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 (work) in a public exhibition event. Funds will be used for refreshments in which industry and community members will be invited. Events will meet OUSD & Measure N guidelines.</p>	\$2,000.00	4311	Meeting Refreshments			Health and Fitness Pathway
<p>Meeting Refreshments: for the Health & Fitness Pathway Events and/or workshops. These events are held each hexmester for students including guest speakers. These events benefit pathway students by exposing them to a variety of community partners and industry professionals in the healthcare field. These opportunities support our Pathway Quality goal by providing CPR training as it will dramatically increase the number of first responders in communities each year. (6 Hexmesters = 12 events total for the year) Funds will be used for refreshments in which industry and community members will be invited. Events will meet OUSD & Measure N guidelines.</p>	\$4,818.78	4311	Meeting Refreshments			Health and Fitness Pathway

2024-2025: YEAR TWO

<p>Pathway Strategic Goals</p>	
<p>Pathway Quality Strategic 3 Year Goal</p>	<p>Check in on 3-Year Goals For each 3-year goal, answer: -To what extent is the pathway on track for accomplishing this goal by 2026? -What has supported or hindered progress towards each goal this year?</p>

By 2026, 100% of our students will experience a Pathway sequence to prepare them for their postsecondary plan.	We currently have the courses built out to support this goal. What has hindered the progress of moving this goal forward is finding a full-time Health CTE teacher to teach the classes.
By 2026, more than half our students will participate in a work based learning opportunity including ECCCO and opportunities during the school year.	This year we created a robust micro-internship program where students received elective credit for their internship experience. We need to develop a tracking system to accurately record participation. This is the current hinderance to this goal and ensuring it's accuracy in future years. Students would also benefit from more WBL experiences overall which we are striving to create.
By 2026, 100% of our students will participate in a Pathway experience with one of our community partners during the school day. (outside the classroom, ie: Planting Justice internship, MIMS certification).	We are currently on track for accomplishing this goal by 2026 as beginning next year, CPR and First Aid will be graduation requirements for all students.

Pathway Strategic Actions Reflection

2023-2024 Strategic Actions	Reflection on 2023-2024 Strategic Actions For the Strategic Action sets for each goal, answer: -Are you on track for accomplishing the actions for the related goal this school year? -If so, what has been done or will be done by the end of the year to accomplish it? -If you are not on track for accomplishing the actions this school year, what might be the reason(s) why?
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23-24 Strategic Actions for Goal #1	Hire high quality CTE Health & Fitness Teacher/Pathway Director	We have offered a CTE Health teacher the position and they are currently in the process of being hired through the HR process. If the CTE teacher is able to start working before the end of the school year, we will be on track for this strategic action. A writing intensive Health Career research course is currently being piloted this year thus this strategic action is on track for this school year. Lastly, we will plan to provide opportunities for any teaching staff involved in planning and teaching pathway classes.
	Develop rigorous curriculum centered around Health & Fitness and career of student interests Provide time for teachers to plan and inform all staff about the new class	

23-24 Strategic Actions for Goal #2	Build a system where each student's involvement can be ensured, perhaps a class	We have successfully increased a number of community partnerships and are continuing to build upon this strategic action. Our systems are still in development to capture student involvement, feedback and reflections. We currently have several separate systems and would like consolidate them into one to develop a seamless system that address each of the remaining strategic actions.
	Build a system to collect student feedback and information that captures students' interest and career desires	
	Increase our community partnerships that can provide opportunities for youth Develop a reflection survey for students to link their WBL opportunity to what they are learning in the classroom	

23-24 Strategic Actions for Goal #3	Build a more comprehensive academic pathway experience through academic and pathway courses	Although we have not had a teacher for the CTE course during the last two school years we are piloting a second class that focuses health careers, literacy and overall career exposure. This course will also have a career exploration visit associated with the class each marking period. By 2026, we hope to have a micro-internship component built into the class as well to address each strategic actions.
	Link outside the classroom opportunities directly to pathway curriculum Increase community partnerships with local internship hosts to offer more opportunities to students during the school day	

Pathway Strategic Actions 2024-2025

2024-2025 Strategic Actions
Based on the reflection on this year's strategic actions, what are 3-5 new or revised strategic actions (for each goal) that you will take in 2024-2025 that will support continued progress toward your 3-year goals?

Goal #1: By 2026	By 2026, 100% of our students will experience a Pathway sequence to prepare them for their postsecondary plan.	New or Revised Strategic Actions for Goal #1	Provide onboarding and training to CTE Health teacher to ensure they are aligned with overall Pathway goals
			Collect feedback from writing intensive course students
			Review feedback and use feedback to inform changes to course
Goal #2: By 2026	By 2026, more than half our students will participate in a work based learning opportunity including ECCCO and opportunities during the school year.	New or Revised Strategic Actions for Goal #2	Build in time during PD to review student data related to college, career and general interests
			Identify staff member/s interested in creating survey to capture student career interests/goals to connect students with relevant internships
			Utilize survey when students enroll at Dewey during orientation and revisit during staff meetings
Goal #3: By 2026	By 2026, 100% of our students will participate in a Pathway experience with one of our community partners during the school day. (outside the classroom, ie: Planting Justice internship, MIMS certification).	New or Revised Strategic Actions for Goal #3	Build in CPR/First Aid as a graduation portfolio requirement in addition to being part of Pathway classes
			Calendar 1-2 career exploration visits to Planting Justice farm as additional Pathway opportunity
			Build out garden to increase participation/capacity of Planting Justice program

Budget Expenditures

Effective July 1, 2024 - June 30, 2025

2024-2025 Budget: Enabling Conditions Whole School

<p>BUDGET JUSTIFICATION</p> <p>For All Budget Line Items, enter 3-5 sentences to create a Proper Justification that answers the below questions. Reference the Measures N and H Permissible Expenses document when developing the justification. For Object Codes 1120, 5825 and all FTE, please also make sure to respond to the additional Budget Justification questions outlined in the Measures N and H Instructions for a Proper Budget Justification.</p> <p>- What is the specific expenditure or service type? Please provide a brief description (no vague language or hyperlinks) and quantify if applicable.</p> <p>- How does the specific expenditure impact students in the pathway? (Where possible, also consider how the expenditure supports your 3-year goals or 2024-25 strategic actions.)</p> <p>We encourage you to refer to this list of OUSD's Object Codes if you have questions about which object codes to use. <i>Please note that this is NOT a comprehensive list of all OUSD's object codes and not all of them are permissible uses of Measures N and H funds. Please refer to the Measures N and H Permissible Expenses document to confirm permissibility.</i></p> <p><i>**If the justification is adequately detailed to be deemed a proper justification and permissible use of funds, it will be Fully Approved. If additional detail is needed, the justification will be Conditionally Approved and will require a Justification Form.</i></p>	COST	OBJECT CODE	OBJECT CODE DESCRIPTION	POSITION TITLE	FTE	PATHWAY NAME (if applicable)	<p>Fully Approved (no additional Justification Form required)</p> <p><i>(protected cells below to be completed by MN/H staff only)</i></p>	<p>Conditionally Approved (Justification Form is required)</p> <p><i>(protected cells below to be completed by MN/H staff only)</i></p>
<p>Consultant Contract: with Mentoring in Medicine (MIMS) to provide CPR & First Aid training for students. This will include 3-4 training sessions to ensure all Dewey students graduate certified in both CPR and First Aid. This expenditure provides all students the opportunity to enter a variety of careers including health care and will support up to 60 students enrolled in the Health and Fitness Pathway. Personnel & training course curriculum (\$16,890.19) + 18% Admin Fees (\$3,707.56) = \$20,597.75</p>	\$20,597.75	5825	Consultant Contract			Health & Fitness	Approved	
<p>Consultant Contract with Planting Justice to offer hands-on nutrition and health education. Planting Justice will educate all Dewey Academy students in the Health Pathway, on nutrition, the study of nutrients in food, how the body uses nutrients, and the relationship between diet, health, and disease. In order for students to fully understand their own health. Students will learn the importance of quality nutrition, and healthy weight management practices for teens. Students will learn which foods are healthy and which foods are damaging. This is a year long program serving 30-60 students per year. No admin fees apply, all cost is for personnel running weekly programming.</p>	\$50,000.00	5825	Consultant Contract			Health & Fitness	Approved	

MEASURE N 2022-2023 CARRYOVER PLAN

School Name	DEWEY ACADEMY	Site Number	310
Why were you unable to expend all your funds in the 2022-2023 school year?	Due to the COVID 19 pandemic and the nature of our Pathway being heavily in person, we have not had the same expenditures as previous years. We anticipate as attendance continues to increase, we will be able to utilize these funds.		
Total Measure N Funds Received in Fiscal Year 2022-2023 <i>(including accumulated carryover from previous years)</i>	\$426,224.54	Projected Carryover Amount from Fiscal Year 2022-2023	\$120,907.39
Projected Carryover Amount from Fiscal Year 2022-2023	\$120,907.39	Total Budgeted Amount	\$120,907.39
Percentage of 2022-2023 Carryover to Measure N Funds	28.4%	Remaining Amount	\$0.00

NOTE: Measure N funds are to be expended during the fiscal year for which the Measure N Education Improvement Plan was approved. Expenses from previous fiscal years cannot be paid for from Carryover funds.

Directions: Please provide a detailed explanation as to how the carryover amount will be used to help you achieve your theory of action, address your root cause analysis, and how it supports and aligns to specific parts of your Measure N Education Improvement Plan (EIP) to support students and pathway development.
****Proper justification is required below and should be used when creating an Escape Purchase Order request, Budget Transfer, Journal Entry request, HRA request, Consultant Contracts online, etc. Examples that can be used are available in the Measure N/H Justification Examples - A Resource for EIP Development document linked below.**

Resources: [2023-2024 Measures N and H Permissible Expenses](#)
[Measures N and H Justification Examples - A Resource for EIP Development](#)

BUDGET JUSTIFICATION							
<p>For All Budget Line Items, enter 3-5 sentences to create a Proper Justification that answers the below questions. For Object Codes 1120, 5825 and all FTE, please also make sure to respond to the additional Budget Justification questions outlined in the Budget Expenditure Instructions</p> <p>- What is the specific expenditure or service type? Please provide a brief description (no vague language or hyperlinks) and quantify if applicable.</p> <p>- How does the specific expenditure impact students in the pathway and support your 2022-23 pathway goals/strategic actions?</p> <p>We encourage you to refer to this list of OUSD's Object Codes if you have questions about which object codes to use. <i>Please note that this is a comprehensive list of all OUSD's object codes and not all of them are permissible uses of Measure N funds. Please refer to the Measures N and H Permissible Expenses document to confirm permissibility.</i></p>							
	COST	OBJECT CODE	OBJECT CODE DESCRIPTION	POSITION TITLE & NUMBER	FTE %	WHOLE SCHOOL OR PATHWAY NAME	Which Linked Learning pillar does this support?
<p>Consultant Contract: Contract with Planting Justice to offer nutrition education that will enable students to test real-life nutritional situations, through June 30, 2024.</p> <p>Planting Justice will educate all Dewey Academy students in the Health Pathway, on nutrition, and the study of nutrients in food, how the body uses nutrients, and the relationship between diet, health, and disease. In order for students to 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. This is a year long program serving 70 students each of our 6 hexmesters. *This contract is partially funded in the 2022-23 Strategic Carryover Plan. (Admin fees included)</p>	\$40,000.00	5825	Consultant Contracts			Whole School	Work-Based Learning
<p>Teacher Substitutes: Hire Substitutes to cover for Pathway Teachers when out for pathway specific events.</p> <p>Substitutes are needed to cover the pathway teachers who are attending work-based learning or community building trips and events. Substitute costs are about \$300/day per class. Dewey will attempt to utilize our STIP sub and collapse classes whenever possible to reduce the amount needed for substitute teachers.</p>	\$5,000.00	1150	Teacher Substitutes			Health and Fitness Pathway	Career Technical Education (Integrated Program)

<p>Consultant Contracts: Contract with East Bay Consortium (EBC) to provide tutoring services, through May 25, 2024. College student staff will provide in class academic support to students in various classes. Tutors will be assigned to classes by the school. Tutors will work 12-16 hrs per week. East Bay Consortium (EBC) warrants that staff are qualified to perform the specified services, as required by applicable state and federal law. EBC will provide services in accordance with generally accepted professional practices and under the direction of Bound Khammouane, Associate Director. (Admin Fees Included)</p>	\$5,000.00	5825	Consultant Contracts			Whole School	Integrated Student Supports
<p>Teacher Salaries Stipends: Extended Contracts to pay 8 teachers for working after hours to participate in the pathway team meetings or to attend the Dewey Pathway Retreat, through June 30, 2024. The Dewey Academy teacher team meets biweekly for 1 hour to work on pathway development and student support and intervention. This expenditure is aligned with our goals to increase shared practices and to develop integrated projects across content-area classes and English Language Development classes. In addition to those priorities, these meetings also include: after-school tutoring program, curriculum sharing. Budget: 8 teachers on the pathway team will be paid at the extended contract rate of \$38.50 per hour for attending 2 meetings per month from Dec 2023 to June 2024. (Salary and Benefit Costs Included)</p>	\$10,000.00	1120	Teacher Salaries Stipends			Health and Fitness Pathway	Rigorous Academics (Integrated Program)
<p>Conference Expenses: Conference & Travel Expenses for the Dewey Academy Staff members to attend conferences, visit other school pathways, attend pathway or Linked Learning Conferences and professional development to learn about and implement best pathway practices aligned with all Pathways for the Whole School. Funding will be used for travel expenses, registration fees, and applicable meals. All students will benefit from this expenditure as all students are enrolled in the Pathway.</p>	\$15,316.21	5220	Conference Expenses			Health and Fitness Pathway	Rigorous Academics (Integrated Program)
<p>Professional Contracted Bus Services: Charter Bus rentals for students attending the College & Career Exploration Visits. Students will explore various career options and funding will be used for transportation. This is in service of connecting students directly to the Health and Wellness Pathway, or a Trades for possible job shadow and internship experience. Serving 80-100 students to make a decision towards choosing a Health and Wellness or Trade post-secondary.</p>	\$10,000.00	5826	Professional Contracted Bus Services			Health and Fitness Pathway	Career Technical Education (Integrated Program)
<p>Rentals - Facility: Rent a venue to host a Pathway Staff Retreat. Retreat to plan pathway curriculum and/or pathway projects outside of the daily work schedule strategically plan pathway development and implementation.</p>	\$15,907.39	5624	Rentals - Facility			Health and Fitness Pathway	Rigorous Academics (Integrated Program)
<p>Furniture: Medical furniture for the Health pathway to replicate Health CTE Standard exam rooms. Furniture required for pathway projects or curriculum to increase real world experiences of the industry sector. The purchase of this specific expenditure impacts students in the pathway by creating collaboration, in addition to personalization of the different modules offered, and creation of students individual learning styles. Giving students the opportunity to engaged with hands on experiences.</p>	\$5,000.00	4432	Furniture			Health and Fitness Pathway	Enabling Conditions
<p>Correcting Negatives in Measure N & H accounts: These funds are to offset all of the negatives in Measure N - Resource 9333 & Measure H - Resource 9339. The negatives are usually the result of cost differences between what was initially budgeted by the site and the actual Salary & Benefit Costs, as well as Mid-Year Salary Adjustments. This justification is to cover negatives in the 1xxx-3xxx object codes only, throughout the 2023-24 fiscal year.</p>	\$14,683.79	1xxx-3xxx	Salary & Benefit Costs Negatives			Whole School	Career Technical Education (Integrated Program)

MEASURE N 2022-23 STRATEGIC CARRYOVER PLAN
(for Fiscal Year 2023-24)

Name of School Site	Dewey Academy	Site #	310
Approved Strategic Carryover <i>(from prior years - Carryover Plan)</i>	\$83,901.97	In the box below, please indicate why you decided to allocate Strategic Carryover.	
Total Budgeted Amount	\$83,901.97	We plan to rebuild the pathway from the ground up, which involves hiring a teacher who will have the opportunity to build a program that suits his/her strengths and the interest of our ever changing student body.	
Remaining Amount to Budget	\$0.00		

NOTE: Measure N funds are to be expended during the fiscal year for which the Measure N Education Improvement Plan was approved. Expenses from previous fiscal years cannot be paid for from Carryover funds.

Directions: Please provide a detailed explanation as to how the carryover amount will be used to help you achieve your theory of action, address your root cause analysis, and how it supports and aligns to specific parts of your Measure N Education Improvement Plan (EIP) to support students and pathway development.
****Proper justification is required below and should be used when creating an Escape Purchase Order request, Budget Transfer, Journal Entry request, HRA request, Consultant Contracts online, etc. Examples that can be used are available in the Measure N Justification Examples - A Resource for EIP Development document linked below.**

Resources: [Measure N 2022-2023 Permissible Expenses](#)
[Measure N Justification Examples - A Resource for EIP Development](#)

BUDGET JUSTIFICATION							
<p>For All Budget Line Items, enter 3-5 sentences to create a Proper Justification that answers the below questions. For Object Codes 1120, 5825 and all FTE, please also make sure to respond to the additional Budget Justification questions outlined in the EIP Budget Justification Instructions.</p> <p>- What is the specific expenditure or service type? Please provide a brief description (no vague language or hyperlinks) and quantify if applicable.</p> <p>- How does the specific expenditure impact students in the pathway? (Where possible, also consider how the expenditure supports your 3-year goals or 2023-24 strategic actions.)</p> <p>We encourage you to refer to this list OUSD's Object Codes if you have questions about which object codes to use. <i>Please note that this is a comprehensive list of all OUSD's object codes and not all of them are permissible uses of Measure N funds. Please refer to the Measure N Permissible Expenses document to confirm permissibility.</i></p>							
	COST	OBJECT CODE	OBJECT CODE DESCRIPTION	POSITION TITLE & NUMBER	FTE %	WHOLE SCHOOL OR PATHWAY NAME	Which Linked Learning pillar does this support?
<p>Hire a Pathway Teacher at .4 FTE Health and Fitness Pathway teacher to teach 3 pathway academic classes and 1 senior seminar, providing ongoing feedback and support to 20-30 students enrolled in the Health and Fitness Pathway courses. In addition, the teacher will serve as the Pathway Director which includes: planning, developing, building and supporting the implementation of a new curriculum for the Health and Fitness Pathway; increasing student awareness and participation in Dewey's Health & Fitness Pathway; building and maintaining relationships with community based organizations in the Health and Fitness industry; and preparing students for various certifications (ie: CPR, Teen CERT, Mental Health First Aid) aligned with the health industry. As a result, students will graduate with at least one health related certificate. PCN 6185 - Vacant</p>	\$50,689.39	1105	Teachers Salaries		.40 FTE	Health and Fitness Pathway	Rigorous Academics

<p>Consultant Contract: with Planting Justice to offer nutrition education that will enable students to test real-life nutritional situations. Planting Justice will educate all Dewey Academy students in the Health Pathway, on nutrition, and the study of nutrients in food, how the body uses nutrients, and the relationship between diet, health, and disease. In order for students to 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. This is a year long program serving 30 students each of our 6 hexmesters. *This contract is partially funded in the 2023-24 MN EIP. Administrative fees included.</p>	\$25,000.00	5825	Consultant Contract			Health and Fitness Pathway	Work-Based Learning
<p>Supplies & Materials: for the Health Medical Lab and Pathway. Purchase supplies and materials to support the Health and Wellness pathway, along with sustaining the Health Medical Lab.</p>	\$8,212.58	4310	Supplies & Materials				Career Technical Education

Measures N and H 2024-2025 Education Improvement Plan Assessment (Year Two of Three-Year Cycle)

Dewey Academy

Checklist of Required Elements:

- ✓ Submitted Measures N and H Education Improvement Plan
- ✓ Submitted Three Domains of Linked Learning (one per pathway)

Criterion 1: Measures N and H Pathway Improvement Progress Reflection: To what extent have schools engaged in meaningful reflection about progress toward their strategic goals and articulated the connections between their reflections and new or adapted strategic actions? What progress is evident in the school's reflection on Year 1 (2022-23) and Year 2 (2023-24)? <small>(NOTE: If a school does not receive a four in this category, the highest final recommendation they can receive is "Approved" and the final recommendation will reflect the quality of the plan and the alignment of expenditures to build out Linked Learning Pathways.)</small>				
Category	Comprehensive Analysis 4	Developing Analysis 3	Emergent Analysis 2	Unclear Analysis 1
<p>Evidence of Progress toward Pathway Program(s)' 2023-26 College and Career for All and Linked Learning Quality Standards</p> <p><i>Instructions:</i> Review 2022-23 whole school and pathway three-year goals, the purple reflection and actions sections, and Linked Learning One-Pager(s) for evidence of:</p> <ul style="list-style-type: none"> Meaningful reflection about progress toward strategic goals (whole school and pathway) Clear articulation of connections between these reflections and new or adapted strategic actions Evidence of progress toward pathway programs' quality standards 	<p>Score: 4</p> <p>Rationale:</p> <ul style="list-style-type: none"> There is clear evidence of the pathway program and work towards strategic goals. <p>Feedback for continued progress monitoring:</p> <p>Consider expanding internships once the appropriate staff is hired.</p>			

Criterion 2: Measures N and H Pathway Improvement Plan (Actions): In what ways does the EIP clearly articulate new or revised actions that are grounded in schools' and pathways' reflection on the implementation of Year 1 strategic actions?				
Category	Excelling 4	Meeting 3	Approaching 2	Beginning 1

<p>Strategic Actions</p> <ul style="list-style-type: none"> Strategies meet the goals, address the needs, are research-based, and have proven effective for improving equitable student outcomes and building the three domains of Linked Learning <ul style="list-style-type: none"> Integrated Program of Study Work-Based Learning Integrated Student Support Strategies are embedded in inquiry design to produce evidence of their enacting the theory of action and achieving the identified goals Coherence is evident as a clear theory of action that bridges their reflection logically into their actions 	<p>Score: 3</p> <p>Rationale:</p> <ul style="list-style-type: none"> Integrated student supports are evident and work based learning opportunities are evident. <p>Feedback for continued progress monitoring:</p> <p>Consider strengthening support for students struggling with work based learning opportunities and graduation.</p>
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Criterion 3: Alignment of Funding to Linked Learning Criteria, Strategic Actions, Permissible Expenses, and Measures N and H Plan				
Category	Strategic & Aligned 4	Partially Strategic & Aligned 3	Unclear Strategy & Alignment 2	Missing or Non-Compliant 1
<p>Instructions: Review Budget in Whole School, Pathway Tabs and 9th Grade Tab (where relevant) for evidence that school has thoughtfully allocated Measures N and H funds to support the continuous improvement of Linked Learning pathways via specific whole-school and pathway strategic actions for 2024-25.</p> <p>Budget</p> <ul style="list-style-type: none"> A through line is evident between expenditures and the strategic actions (whole-school and pathway) identified in the Education Improvement Plan Expenditures provide clear justifications that demonstrate the alignment to the three domains of Linked Learning Expenditures are necessary due to the existence of Linked Learning pathways at the school site (not supplanting core programming) 	<p>Score: 4</p> <p>Rationale:</p> <ul style="list-style-type: none"> Budget is aligned with Measure N/H standards and all items are permissible. 			

Final Recommendation

Instructions: Based on the entirety of the school’s EIP, provide your assessment rating for the EIP, a summary of the Plan’s Strengths, note any Key Questions, overall Budget feedback and identify Next Steps for the Site. See Rating descriptions below.

Rating¹: Approved

Strengths:

- Work based learning visits opportunities have a positive impact and can be seen throughout the school.

Key Questions:

- How will hiring impact the strengthening of the pathway and team.

Budget Feedback:

- Budget is aligned with Measure N/H standards.

Next Steps (for Conditionally Approved Sites) - Approved

What	Suggested Lead	Deliverable	Date

¹Fully Approved

- School has **fully implemented** a whole-school pathways model with all three domains of Linked Learning are evidenced for all students: Integrated Program of Study (a distinct CTE program plus integrated and cohorted core academics), Work-Based Learning (career awareness, exploration, and preparation embedded in classes), and Integrated Supports (strategically embedded supports, Tiers 1-3, through the pathway community of practice)
- School is deeply engaged in the strategic continuous improvement of the Linked Learning pathway(s) and addressing the root causes of current student outcomes through pathways

Approved

- School is **actively developing and implementing** a whole-school pathways model with the three domains of Linked Learning as evidenced by the establishment of all three domains of Linked Learning: Integrated Program of Study (a distinct CTE program plus integrated core academics), Work-Based Learning (career awareness, exploration, and preparation embedded in classes), and Integrated Supports (strategically embedded supports, Tiers 1-3, through the pathway community of practice)
- School has evidence of continuous improvement of the Linked Learning pathway(s) and addressing the root causes of current student outcomes through pathways

Conditionally Approved

- School is **actively developing** a whole-school pathways model as evidenced by early implementation of key elements of Linked Learning: Integrated Program of Study (a distinct CTE program plus integrated core academics), Work-Based Learning (career awareness, exploration, and preparation embedded in classes), and Integrated Supports (strategically embedded supports, Tiers 1-3, through the pathway community of practice)
- School does not demonstrate continuous improvement of the Linked Learning pathway(s) and addressing the root causes of current student outcomes through pathways