

Board Office Use: Legislative File Info.	
File ID Number	24-2997
Introduction Date	12/10/2024
Enactment Number	
Enactment Date	



**OAKLAND UNIFIED
SCHOOL DISTRICT**
Community Schools, Thriving Students

Board Cover Memorandum

To Measure G1 Districtwide Teacher Retention and Middle School Improvement Act Oversight Commission

From Middle School Network

Meeting Date December 10, 2024

Subject Urban Montessori Charter 2023-24 G1 Carryover Application

Ask of the Commission Approve the Urban Montessori Charter 2023-24 G1 Carryover Application

Discussion Middle School Network is open to questions from the commission regarding the Urban Montessori Charter 2023-24 G1 Carryover Application.

Fiscal Impact The recommended amount is **\$32,407.04**. It's coming from resource 9332 - Measure G1.

Attachment(s) Carryover Application Attached.





2023-24 Measure G1 Carryover Justification Long Form
(Complete if carryover is more than \$5000)

Due Date: September 25, 2024

School:	Urban Montessori Charter	Contact/Principal	Daniel Bissonnette
School Address:	4551 Steele Street Oakland, CA 94619	Principal Email	daniel@urbanmontessori.org
		School Phone:	510-842-1184

Please fill out the information below for school-wide carryover.

2023-24 Measure G1 Allocation (previous carryover included)	\$50,805.58
2023-24 Measure G1 Dollars Spent	\$18,398.54
Carryover Amount	\$32,407.04

Approved 2024-25 Measure G1 Application [Link](#)

Summary of Proposed Use of Carryover for 2023-24 (listed in order of priority)

2023-24 Proposed Carryover Expenditures		Budget
1	8% of Director of Instruction (New Position) - Music training, coaching, and accountability	\$7,680.22
2	8% of Director of Instruction (New Position) - Art training, coaching, and accountability	\$7,680.22
3	17% of Director of Student Services (continuation of previous measure G1 allocation) - Safe and Positive School Culture	\$17,046.60
Budget Total (must add up to Anticipated Amount)		\$32,407.04

Narrative: Please provide the reasoning as to why the full Measure G1 allocation was not spent.

We received the application for 22/23 carryover funds in November and the deadline to submit the application with community and staff engagement and a meeting of our measure g1 meeting committee was too soon to be able to engage our community in that timeframe.

REQUIRED: Please provide all meeting agendas, minutes, and sign-in sheets of the engagement meetings which addressed carryover funds with this application. The application will NOT be considered without this documentation of engagements.

Community Engagement Meeting(s) to Address Carryover Funds	
Community Group	Date
Family Advisory Council Meeting Agenda and Notes	10/18/24

Staff Engagement Meeting(s) to Address Carryover Funds	
Staff Group	Date
SLT - Measure G1 committee Meeting Agenda and Notes	10/16/24
All Staff Meeting Agenda and Notes	10/28/24

Budget Justification and Narrative

In the following sections, please review the self-assessment and discuss your team’s plan to address the following:

The Goals of the Measure

- Increase access to courses in arts, music, and world languages in grades 6-8
- Improve student retention during the transition from elementary to middle school
- Create a more positive and safe middle school learning environment

You **MUST** describe the current programmatic narrative for **EACH** section of the budget narrative based on the Measure G1 Initial Self-assessment and data analysis. Please highlight what G1 specifically supported in the 2023-24 school year.

1. Please explain how you plan to use the Measure G1 carryover funds to develop strategic changes that meet the goals of the measure and that will lead to improved student outcomes.
2. Add additional lines if you would like to add additional budget items.
3. All budget items should total up to the total carryover amount.

1. Music Program

Programmatic Narrative Based on Rubric		
<p>Our self-assessment indicated Entry or Basic in all areas of the Rubric. As a smaller middle school program we have not had the capacity to offer much music instruction let alone a full band experience. This year we added a Director of Instruction (DOI) whose role is to support all of our instructional needs including art and music instructional training and implementation. For our 6-8th grade teachers, the DOI will allocate 3.5 hours a week of direct training, observation, coaching, and support specifically for music instruction.</p> <p>While we are still too small for a full band program this additional training and support will allow teachers to intentionally integrate daily musical instruction and practice into their classrooms.</p>		
Budget	Description of 2023-24 Proposed Expenditures of Carryover Funds	Anticipated Student Outcome <i>(Include measurable student outcomes for each proposed activity. For example, number of students served, or achievement for specific student groups.)</i>
\$7,680.22	8% Director of Instruction (DOI) <ul style="list-style-type: none"> - The DOI will be responsible for training, observing, and coaching our middle school teachers in providing music instruction in their classrooms. 	<ul style="list-style-type: none"> - Staff will receive weekly: <ul style="list-style-type: none"> - 1 hour of training - 1 hour coaching/check-in as level team - 30 minutes of 1:1 coaching each related to

		<p>music instructions</p> <ul style="list-style-type: none"> - Observational Data and review of lesson plans will indicate increase in weekly Music instruction in all MS classrooms <ul style="list-style-type: none"> - Baseline: less than 1 hour per week indicated in lesson plans - Goal: 3 hours or more per week of scheduled instruction/practice <ul style="list-style-type: none"> - Observational data indicates Lesson Plans are being followed
--	--	--

2. Art Program

Programmatic Narrative Based on Rubric		
<p>Our self-assessment indicated Entry or Basic in all areas of the Rubric. As a smaller middle school program we have not had the capacity to offer specific art instruction or electives. This year we added a Director of Instruction (DOI) whose role is to support all of our instructional needs including art and music instructional training and implementation. For our 6-8th grade teachers the DOI will allocate 3.5 hours a week of direct training, observation, coaching, and support specifically for Art instruction.</p> <p>This additional training and support will allow teachers to integrate daily Art instruction and practice into their classrooms intentionally.</p>		
Budget	Description of 2023-24 Proposed Expenditures of Carryover Funds	Anticipated Student Outcome <i>(Include measurable student outcomes for each proposed activity. For example, number of students served, or achievement for specific student groups.)</i>
\$7,680.22	<p>8% Director of Instruction</p> <ul style="list-style-type: none"> - The DOI will be responsible for training, observing, and coaching our middle school teachers in providing Art instruction in their classrooms. 	<ul style="list-style-type: none"> - Staff will receive weekly: <ul style="list-style-type: none"> - 1 hour of training - 1 hour coaching/check-in as level team - 30 minutes of 1:1 coaching each related to art instructions - Observational Data and review of lesson plans will indicate increase in weekly Art instruction in all MS classrooms <ul style="list-style-type: none"> - Baseline: less than 1 hour per week indicated in lesson plans - Goal: 3 hours or more per week of scheduled instruction/practice <ul style="list-style-type: none"> - Observational data indicates Lesson Plans are being followed

5. Safe and Positive School Culture

Programmatic Narrative Based on Data Analysis

Based on our self-assessment, a Safe and Positive School Culture for 6-8th grade is an area of need for our school. In support of improved outcomes in this area, and with the support of measure G1 funding, we added the position of Director of Student Services in 2023/24. We have continued this position with Measure G1 funding for 24/25.

Budget	Description of 2023-24 Proposed Expenditures of Carryover Funds	Anticipated Student Outcome <i>(Include measurable student outcomes for each proposed activity. For example, number of students served, or achievement for specific student groups.)</i>
\$17,046.60	<p>Our 2024/2025 requested a percentage of the salary for our Director of Student Services. 6-8th grade constitutes 3 of 10 grades served by this position equaling 30% or \$29,790.60. In our 24/25 application, we requested \$12,744 or 13% of the salary for this position.</p> <p>We propose using carryover funds to complete the 30% portion of the Director of Student Services position previously added through Measure G1; 17% or \$17,046.60</p> <p>Director of Student Services:</p> <ul style="list-style-type: none"> - We are adding an administrative position to support student attendance, positive behavioral support and intervention, and overall climate and culture for our school community. - 30% of this position will be centered on supporting our 6-8th grade students, staff and families to improve attendance outcomes, reduced suspension and disciplinary events, and student connectedness (through panorama survey). - Our community need in these areas is higher in the upper grades and so this position will be focused specifically on supporting these students and staff on this team. 	<ul style="list-style-type: none"> - Improved suspension incident rates - improvement in chronic absenteeism for 6-8th grade students - 10% improvement in sense of connectedness (panorama)

Please submit your 2023-24 Measure G1 Carryover Justification Form to Cliff Hong (clifford.hong@ousd.org) and Karen Lozano (karen.lozano@ousd.org).



Urban Montessori

CHARTER SCHOOL

4551 Steele St Oakland CA — 510-842-1181

<p>Date: 10/28/24</p>	<p>Attendance: Lilli, Buck, Elizabeth, Anna B, Freedom, Kimberly Cer., Chelle, Destiney, May, Rosi, MAriah, Jodi, Laura, Denaiah, Patricia, Lorri, Tobie, Lisa, Anna E, Gabi, G, Dezy, Ms. Jenkins, Desmarie, Katie, Katja, Stef, Jamie, Jessica, Daijah, Melody, James, Coach Jay, Gabi V, Ms. Lo, Mr. Rubio, Daniel B.</p>
<p>Topics</p>	
<ul style="list-style-type: none"> ● Check in! <ul style="list-style-type: none"> ○ Community building! ● What's is G1? <ul style="list-style-type: none"> ○ The Districtwide Teacher Retention and Middle School Improvement Act Fund is established to provide a salary increase to school-site educators district-wide, including charter schools in the District, and to provide Middle School grants which shall be allocated pursuant to the Education Improvement Plan submitted by each Middle School. ○ KEY GOALS <ul style="list-style-type: none"> ■ Attract and retain school-site educators. ■ Increase access to courses in arts, music, and world languages in grades 6-8. ■ Improve student retention during the transition from elementary to middle school. ■ Create a more positive and safe middle-school learning environment. ● What are Carryover funds? <ul style="list-style-type: none"> ○ Measure G1 allocation we were entitled to but did not access from a previous year ● Measure G1 Team <ul style="list-style-type: none"> ○ Our role ○ Our thoughts and proposed plan <ul style="list-style-type: none"> ■ Continuing support for DDS climate and culture for 6–8th ■ Adding Art and Music specific training, coaching and accountability systems through the new Director of Instruction ○ What questions and feedback do you have? <ul style="list-style-type: none"> ■ Wondering about Language Electives <ul style="list-style-type: none"> ● Is there a way to integrate more language offerings for our 6-8th graders? ■ Questions regarding retention 5-6 <ul style="list-style-type: none"> ● Is this an area of need? 	

Decisions:

- Staff supports use of Measure G1 funds to support improved attendance and suspension incidents in middle school
- Staff supports use of funds for Art and music training, coaching and accountability



4551 Steele St Oakland CA — 510-842-1181

Date: 10/28/24	Attendance: Marcela Bumpus, Sara Kagan, Emily Taylor, Alana Panchon, Daniel Bissonnette
Topics	
<ul style="list-style-type: none">● Check in!<ul style="list-style-type: none">○ Community building! ● What's is G1?<ul style="list-style-type: none">○ The Districtwide Teacher Retention and Middle School Improvement Act Fund is established to provide a salary increase to school-site educators district-wide, including charter schools in the District, and to provide Middle School grants which shall be allocated pursuant to the Education Improvement Plan submitted by each Middle School.○ KEY GOALS<ul style="list-style-type: none">■ Attract and retain school-site educators.■ Increase access to courses in arts, music, and world languages in grades 6-8.■ Improve student retention during the transition from elementary to middle school.■ Create a more positive and safe middle-school learning environment.● What are Carryover funds?<ul style="list-style-type: none">○ Measure G1 allocation we were entitled to but did not access from a previous year● What are your priorities as they relate to the key goals of Measure G1?<ul style="list-style-type: none">○ Total Carryover Apportionment: \$30,407.04<ul style="list-style-type: none">■ Possible Uses of Funds:<ul style="list-style-type: none">● Student retention 5th to 6th grade<ul style="list-style-type: none">○ Focused Family nights○ Outreach, home visits● Arts:<ul style="list-style-type: none">○ Integrate drama into history and ela instruction○ Direct fine art instruction in drawing and painting○ Elective course?○ Integrated arts in science and other core subjects● Music:<ul style="list-style-type: none">○ Provide direct music instruction (choir? Rhythm? Or other small group music) in Middle School programs● Climate and Culture<ul style="list-style-type: none">○ Invest in training for students and or staff around restorative practices● Measure G1 Team suggestions<ul style="list-style-type: none">○ Proposal for staff and community meetings:<ul style="list-style-type: none">■ 30% of Director of Student Services position to focus on supporting 6-8 grade attendance and positive discipline supports for students (17% through carryover funds)■ 16% of New Director of Instruction Positon focused on training, coaching, and implementation of arts and music instruction in 6-8th● FAC response:<ul style="list-style-type: none">○ In support of staff recommendation	



Urban Montessori

CHARTER SCHOOL

4551 Steele St Oakland CA — 510-842-1181

Date: 10/16/24	Attendance: Freedom Reign, Lorraine Smith, Dezeray Lowery, Desmarie Jackson, Gabrielle Gordon, Anna Bell. Daniel Bissonnette
Topics	
<ul style="list-style-type: none">● Check in!<ul style="list-style-type: none">○ Community building!● What's is G1?<ul style="list-style-type: none">○ The Districtwide Teacher Retention and Middle School Improvement Act Fund is established to provide a salary increase to school-site educators district-wide, including charter schools in the District, and to provide Middle School grants which shall be allocated pursuant to the Education Improvement Plan submitted by each Middle School.○ KEY GOALS<ul style="list-style-type: none">■ Attract and retain school-site educators.■ Increase access to courses in arts, music, and world languages in grades 6-8.■ Improve student retention during the transition from elementary to middle school.■ Create a more positive and safe middle-school learning environment.● What are Carryover funds?<ul style="list-style-type: none">○ Measure G1 allocation we were entitled to but did not access from a previous year:<ul style="list-style-type: none">■ \$32,407.04○ Discussion of last year/this year's allocation in support of Attendance and suspension for 6-8th graders through Director of Student Services position<ul style="list-style-type: none">■ How is this going?<ul style="list-style-type: none">● Positive response to this action, general sentiment to continue and fortify● Data review<ul style="list-style-type: none">○ review the data in each category.○ What do you notice?<ul style="list-style-type: none">■ Low indicators in art and Music○ Strengths?<ul style="list-style-type: none">■ Not many...● Based on the data, how else can we serve students with these funds?<ul style="list-style-type: none">○ Brainstorm!<ul style="list-style-type: none">■ Electives teacher - Music or Art?<ul style="list-style-type: none">● Can we operationalize this?■ Support for better integration of Art and Music Instruction<ul style="list-style-type: none">● Better aligned with our pedagogy● Builds staff capacity	

Decisions:

- Proposal for staff and community meetings:
 - 30% of [Director of Student Services](#) position to focus on supporting 6-8 grade attendance and positive discipline supports for students (17% through carryover funds)
 - 16% of New Director of Instruction Position focused on training, coaching, and implementation of arts and music instruction in 6-8th

Decisions:

- Staff supports use of Measure G1 funds to support improved attendance and suspension incidents in middle school
- Staff supports use of funds for Art and music training, coaching and accountability