



**College &  
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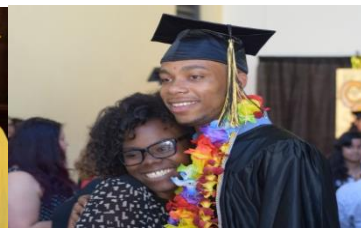
Established by Measure N



**OAKLAND UNIFIED  
SCHOOL DISTRICT**

*Community Schools, Thriving Students*

# Measures N and H 25-26 EIP Template Proposed Changes



**December 10, 2024**

**Presented by the Measures N and H Staff to the  
Measures N and H Commission**



# Proposed Changes

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## I. Data to Support Mid-Year Reflection and Analysis & Alignment between Schoolwide & Pathway Goals

1. In the Whole School Tab, Columns are added for the **mid-year data (Multi and Single Pathway Schools)**
2. In the Pathway Tab, a data section is added to the bottom which shows **data just for that pathway**. (Mult Pathway Schools only)

***RAD will pre-populate the data into your EIPs. These new data columns will not be an extra lift to the schools.***

## II. Updated Reflections & Strategic Actions section for 2025-26



# Stakeholder input

Feedback from Stakeholders (Principals, Principal Supervisors, Pathway Coaches):

- Data points for comprehensive schools do not all apply to continuation schools
- Reflection and action planning in the EIP (Google Sheets) is cumbersome
- Mid year reflection is challenging, as not enough time has passed to effectively analyze impact
- Pathways do not have data to reflect on progress toward school wide goals

Update as a result of the feedback:

- Added data that is relevant for continuation schools, such as course completion rate and graduation rate
- Reflection and action planning via Google Docs (format and comments are more user friendly)
- Reflection questions are broader and midyear data points added
- Pathway-level data is added to the pathway tabs



# Proposed Change #1: Whole School

## PATHWAY PERFORMANCE GOALS AND INDICATORS

Please refer to this [Data Dictionary](#) for definitions of the Indicators.

<b>Whole Pathway Indicator</b>	<b>2022-23 Data</b>	<b>2023-24 Data</b>	<b>2024-25 Mid-Year Data</b>	<b>2024-25 Data</b>	<b>2025-26 Mid-Year Data</b>
<a href="#">Four-Year Cohort Graduation Rate</a>	0.0%	TBD			
Graduation Rate: Non-Cohort (Continuation)					
<a href="#">Four-Year Cohort Dropout Rate</a>	100.0%	TBD			
<a href="#">A-G Completion Rate (12th Grade Graduates)</a>	32.7%	TBD			
Course Completion Rate (Continuation)					
<a href="#">On Track to Graduate - 10th Graders</a>	10.3%	22.9%			
10th Graders meeting A-G requirements	10.7%	20.4%			
<a href="#">Percentage of 12th Graders who have participated in an employer-evaluated internship or similar experience</a>	1.5%	0.0%			
<a href="#">Percentage of 12th graders who have passed 1 or more dual enrollment courses with a C- or better</a>	10.8%	21.9%			
<a href="#">Percentage of 10th-12th grade students in Linked Learning pathways</a>	TBD	TBD			
<a href="#">CTE Completion Data: Percentage of students who attempted CTE program completion and achieved a C- or better in both the Concentrator and Capstone course</a>	1.1%	TBD			
CTE Participation (Continuation)					
<a href="#">College Enrollment Data: Percentage of students enrolling in 2-year colleges within one year of graduation</a>	TBD	TBD			
<a href="#">College Enrollment Data: Percentage of students enrolling in 4-year colleges within one year of graduation</a>	TBD	TBD			



# Proposed Change #2: Pathway Tab

## PATHWAY PERFORMANCE GOALS AND INDICATORS

Please refer to this Data Dictionary for definitions of the Indicators.

Whole Pathway Indicator	2022-23 Data	2023-24 Data	2024-25 Mid-Year Data	2024-25 Data	2025-26 Mid-Year Data
<a href="#">Four-Year Cohort Graduation Rate</a>	0.0%	TBD			
Graduation Rate: Non-Cohort (Continuation)					
<a href="#">Four-Year Cohort Dropout Rate</a>	100.0%	TBD			
<a href="#">A-G Completion Rate (12th Grade Graduates)</a>	32.7%	TBD			
Course Completion Rate (Continuation)					
<a href="#">On Track to Graduate - 10th Graders</a>	10.3%	22.9%			
10th Graders meeting A-G requirements	10.7%	20.4%			
<a href="#">Percentage of 12th Graders who have participated in an employer-evaluated internship or similar experience</a>	1.5%	0.0%			
<a href="#">Percentage of 12th graders who have passed 1 or more dual enrollment courses with a C- or better</a>	10.8%	21.9%			
<a href="#">Percentage of 10th-12th grade students in Linked Learning pathways</a>	TBD	TBD			
<a href="#">CTE Completion Data: Percentage of students who attempted CTE program completion and achieved a C- or better in both the Concentrator and Capstone course</a>	1.1%	TBD			
CTE Participation (Continuation)					
<a href="#">College Enrollment Data: Percentage of students enrolling in 2-year colleges within one year of graduation</a>	TBD	TBD			
<a href="#">College Enrollment Data: Percentage of students enrolling in 4-year colleges within one year of graduation</a>	TBD	TBD			
Focal Student Population Indicator	2022-23 Data	2023-24 Data	2024-25 Mid-Year Data	2024-25 Data	2025-26 Mid-Year Data
Four-Year Cohort Graduation Rate	TBD	TBD			
Graduation Rate: Non-Cohort (Continuation)					
Four-Year Cohort Dropout Rate	TBD	TBD			
A-G Completion - 12th Grade (12th Grade Graduates)	TBD	TBD			
Course Completion Rate (Continuation)					
On Track to Graduate - 9th Graders	TBD	TBD			
9th Graders meeting A-G requirements	TBD	TBD			
Percentage of 12th Graders who have participated in an employer-evaluated internship or similar experience	TBD	TBD			
Percentage of 12th graders who have passed 1 or more dual enrollment courses with a C- or better	TBD	TBD			
Percentage of 10th-12th grade students in Linked Learning pathways	TBD	TBD			
CTE Completion Data: Percentage of students who attempted CTE program completion and achieved a C- or better in both the Concentrator and Capstone course	TBD	TBD			
CTE Participation (Continuation)					
College Enrollment Data: Percentage of students enrolling in 2-year colleges within one year of graduation	TBD	TBD			
College Enrollment Data: Percentage of students enrolling in 4-year colleges within one year of graduation	TBD	TBD			



# Reflection Section (blue)

This section will be completed via a collaborative Google Document to make it easier for schools to complete their reflections and engage with the feedback they get from our team.

2025-2026: YEAR THREE	
<b>Strategic Actions</b>	
2024-2025 Strategic Actions	<b>Reflection on 2024-2025 Strategic Actions</b> <i>For the Year 2 Strategic Actions, answer:</i> -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?
Automatically add current year strategic actions here	
<b>Whole School Strategic Actions (to address enabling conditions for high quality pathway development)</b>	
<b>2025-2026 Strategic Actions</b> In the Whole School tab, schools develop school wide strategic actions to support all pathways and are elements of the "enabling conditions" for ongoing pathway development. Based on a review of the challenges from the root cause analysis and reflection on this year's strategic actions, what are 3-5 <b>new or revised</b> , school wide strategic actions for 25-26 that will support school-wide pathway (?) improvement to directly address the challenges identified above?	



# Process Documents

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To support in the reflection process, we have created the following process documents for schools:

- 2024-25 Measure N/H EIP Year 2 Reflections and Actions Guidance
- 2024-25 Measure N/H EIP Year 2 Reflections and Actions Note Catcher
- 2023-24 Measure N/H EIP Root Cause Analysis Guidance



# Questions for the Commission

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- What do you like about the proposed changes to the data sections of the EIP? What concerns or questions do you have?
- What do you like about the proposed changes in the 25-26 year 3 reflection section?