



## Career Technical Education Plan 2024-25

### Context:

Oakland Unified School District serves approximately 35,000 students K-12, with a little under 10,000 across 16 high schools. For a view of OUSD enrollment over time, you can access the public dashboard at [ousddata.org](https://ousddata.org). OUSD's mission is to graduate students college, career, and community-ready. The OUSD Strategic Plan includes four initiatives: Strong Readers; Empowered Graduates; Joyful Schools; and Diverse & Stable Staff. The High School Linked Learning network is laser-focused on Empowered Graduates, which has four focal areas: 1) Prepare students for post-secondary success; 2) Develop systems of personalized support; 3) Integrate real-world learning; and 4) Strengthen high school preparation.

Since 2014, OUSD's high schools have been transforming outcomes for students through college and career pathways. The approach is called Linked Learning. Career education is a foundational element of the linked learning approach. Students learn about careers, develop industry-specific and transferable skills, develop navigation skills, and become masterful readers, writers, mathematicians, and thinkers through career-integrated core academics with embedded student support.

### Projected Two-Year Growth Targets (2024-25, 2025-26):

*Note: The 2023-24 CTE Data set was incomplete.*

- Increase overall CTE participation by 6%
- Increase overall CTE completion by 6%
- Increase students with special needs who complete CTE by 5%
- Increase English learners who complete CTE by 5%
- Increase four-year graduation rates for students with special needs who are CTE Completers by 5%
- Increase enrollment of CTE completers in college post-graduation by 5%
- Increase students with special needs and English learners who are CTE completers and attain dual enrollment credit by 5%

### Definitions:

- A Career Technical Education participant is a student who takes at least one CTE course.
- A Career Technical Education completer is a student who completes a sequence of at least two CTE courses with a C- or better.



**The Plan:**

The following is a summary of the investment and strategic actions for each. Investments are organized by industry sector, as defined by the CA Department of Education. OUSD high schools with career technical education pathways in each sector are listed under the sector name. Below, \* denotes that dual enrollment offerings are aligned with the linked learning pathway.

<b>Arts, Media &amp; Entertainment (AME)</b>	
<i>Pathways:</i> <i>Game Design &amp; Integration: Skyline High School</i> <i>Performing Arts: Skyline HS</i> <i>Design, Visual, and Media Arts: Oakland High School, Oakland Technical High School, Fremont High School, Skyline High School, Madison Park Academy (Middle and High Schools)</i>	
<b>Investment Area</b>	<b>Strategic Actions</b>
Instructional Coaching	Instructional quality, integration of student supports and work-based learning; across all schools with AME pathways
CTE classroom equipment, materials	Sustained support across all pathways Amplified support for Graphic Design, Madison Park and expansion
Career Awareness, Exploration, Training	Career exploration visits, projects with authentic client and audience, internships, student enterprise and leadership
Industry-standard computer technology and associated hardware	Oakland HS, Fremont, Madison Park Academy, Skyline HS
Dual Enrollment	Oakland HS *, MPA *, Fremont *

<b>Sector: Building &amp; Construction Trades</b>	
<i>Pathways:</i> <i>Residential &amp; Commercial Construction Skyline High School, Fremont High School, Montera Middle School</i> <i>Fab Labs: Castlemont, McClymonds</i>	
<b>Investment Area</b>	<b>Strategic Actions</b>
Skilled Trades Staffing	Career Awareness, Exploration
Skilled Trades Exploration Visits	Career Awareness, Exploration

Fab Labs	Engineering and Design applications, work-based learning College of Alameda, Peralta Institute (workshop, not for credit)
OSHA 10 certification	College of Alameda, Peralta Institute
Cypress Mandela	Career training, current students and graduates
Student Leadership	Skills USA, Local and National competition
Dual Enrollment	Wood Technology, Fremont HS *

<b>Sector: Business and Finance</b> <i>Pathways:</i> <i>Business Management: Oakland High School, McClymonds High School</i>	
<b>Investment Area</b>	<b>Strategic Actions</b>
CTE Instructional Coaching	Instructional quality, integration of student supports and work-based learning at Oakland HS's newcomer pathway
CTE Infrastructural Upgrades (proposed)	Business Management, Oakland HS
Career Awareness, Exploration, Training	Career exploration visits, projects with authentic client and audience, internships, student enterprise and leadership
Business Entrepreneurship, Concurrent Enrollment	Berkeley City College, Peralta Institute
Dual Enrollment	Early college credit at Madison Park, McClymonds, Oakland HS *, CCPA, Skyline HS

<b>Sector: Education, Child Development, and Family Services</b> <i>Pathways:</i> <i>Education, Street Academy, Skyline High School</i>	
<b>Investment Area</b>	<b>Strategic Actions</b>
CTE classroom equipment, materials	Sustained support across Education pathways
Career Awareness, Exploration, Training	Career exploration visits, projects with authentic client and audience, internships, student enterprise and leadership

Dual Enrollment	OakTown Leaders with Berkeley City College (talent pipeline for OUSD), Castlemont HS
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**Sector: Energy, Environment, and Utilities**  
*Pathways:*  
*Energy & Power Technology: Skyline High School*  
*Environmental Resources: Oakland High School*

<b>Investment Area</b>	<b>Strategic Actions</b>
CTE classroom equipment, materials	Sustained support across all pathways
Career Awareness, Exploration, Training	Career exploration visits, projects with authentic client and audience, internships, student enterprise and leadership

**Sector: Engineering and Architecture**  
*Pathways:*  
*Engineering Technology: Oakland Technical HS, Oakland HS, Fremont HS, Castlemont HS, McClymonds*

<b>Investment Area</b>	<b>Strategic Actions</b>
CTE Instructional Coaching	Instructional quality, integration of student supports and work-based learning across pathways
CTE Infrastructural Upgrades (proposed)	Engineering at McClymonds
Robotics, Concurrent Enrollment	Berkeley City College, Peralta Institute
Robotics, Clubs	Career-readiness skills, career awareness; Skyline, CCPA, Oakland High, West Oakland Middle, McClymonds
Career Awareness, Exploration, Training	Career exploration visits, projects with authentic client and audience, internships, student enterprise and leadership
Dual Enrollment	Engineering with Laney College at MPA, Oakland Tech *

**Sector: Fashion and Interior Design**

*Pathways:*  
*Fashion Design & Merchandising: Oakland Technical HS*

<b>Investment Area</b>	<b>Strategic Actions</b>
CTE Instructional Coaching	Instructional quality, integration of student supports and work-based learning at Oakland Tech
Cosmetology, Dual Enrollment	Laney College, Peralta Institute
CTE Infrastructural Upgrades (proposed)	Fashion Design, Oakland Technical HS
Career Awareness, Exploration, Training	Career exploration visits, projects with authentic client and audience, internships, student enterprise and leadership
Dual Enrollment	Apparel Design with CoA, Oakland Tech *, Oakland HS *

**Sector: Health Science and Medical Technology**

*Pathways:*

*Patient Care: Dewey Academy, Life Academy*

*Biotechnology: Oakland Technical HS*

*Public & Community Health: Castlemont HS, Skyline HS, Oakland HS*

*Mental & Behavioral Health: Rudsdale Newcomer*

<b>Investment Area</b>	<b>Strategic Actions</b>
CTE Instructional Coaching	Instructional quality, integration of student supports and work-based learning across pathways
Dental Terminology, Concurrent Enrollment	College of Alameda, Peralta Institute
iCare, EMT, Concurrent Enrollment	Merritt College, Peralta Institute
Career Awareness, Exploration, Training	Career exploration visits, projects with authentic client and audience, internships, student enterprise and leadership
Dual Enrollment	Emergency Medical Technician with Merritt College, Districtwide
OUSD Alumni Highway to Work	Emergency Room Technician, Medical Interpreter, EMT

**Sector: Hospitality, Tourism, and Recreation**

*Pathways:*

*Food Service & Hospitality: Ralph J. Bunche Academy*

<b>Investment Area</b>	<b>Focal Area</b>
CTE classroom equipment, materials	Sustained support
Culinary, Dual Enrollment, Peralta Institute	Early college credit and career exploration in Culinary
Career Awareness, Exploration, Training	Career exploration visits, projects with authentic client and audience, internships, student enterprise and leadership

**Sector: Information and Communication Technologies**

*Pathways:*

*Oakland Technical HS, Skyline HS, Coliseum College Prep Academy; Edna Brewer, Bret Harte, Claremont, United for Success, Elmhurst, Frick, Montera, West Oakland MS, Urban Promise, and Urban Promise Academy (Computer Science courses, Middle School)*

<b>Investment Area</b>	<b>Strategic Actions</b>
CTE Instructional Coaching & Coordination	Instructional quality, integration of student supports and work-based learning across pathways, including middle school Computer Science
CTE Infrastructural Upgrades (proposed)	Game Design, Skyline High School
Games Design, Concurrent Enrollment	Berkeley City College, Peralta Institute
Career Awareness, Exploration, Training	Career exploration visits, projects with authentic client and audience, internships, student enterprise and leadership
Dual Enrollment	CIS with Berkeley City College at CCPA, McClymonds, MPA, Skyline, and Oakland HS

**Sector: Public Services**

*Pathways:*

*Legal Practices: Oakland Technical HS, Oakland HS*

<b>Investment Area</b>	<b>Strategic Actions</b>
CTE Instructional Coaching	Instructional quality, integration of student supports and work-based learning across pathways



iServe, Concurrent Enrollment	Merritt College, Peralta Institute, Pathways to Legal Professions
Career Awareness, Exploration, Training	Career exploration visits, projects with authentic client and audience, internships, student enterprise and leadership
Dual Enrollment	Administration of Justice with Merritt College at Oakland HS * and CCPA

<b>Sector: Transportation</b> <i>These are exploration programs, not pathways in OUSD high schools.</i>	
<b>Investment Area</b>	<b>Strategic Actions</b>
Aviation Careers (in development)	Career exploration and training
Diesel Mechanics	Career exploration and training (College of Alameda, Peralta Institute)

<b>Across Sectors</b> <i>Non-pathway specific investments to improve access and success for students in CTE</i>	
<b>Investment Area</b>	<b>Strategic Actions</b>
Post-Secondary Transition Specialists	Transition supports for newcomers @ Oakland International, Fremont, Oakland HS, Castlemont, Rudsdale Newcomer
Credit Recovery	McClymonds, Fremont, Castlemont, enabling continued participation in and completion of CTE
College & Career Pathway (Linked Learning) Coaches	Alternative Education, McClymonds, Castlemont, Fremont, Oakland HS, Oakland Tech, Skyline, Madison Park Academy; CTE integration into core academics
Project-Based Learning Institute	Integration of CTE, Core Academics, and Work-Based Learning
Educator Externships	Professional development for CTE-credentialed teachers; industry experience and hours toward credential for teachers without a CTE credential
Work-Based Learning Staffing and Programming	Coaching of site-based staff to implement



	high-quality WBL systems; fostering industry partnerships; designing and managing student internships, including student payment and work permits, as applicable
Dual Enrollment Early College Credit, non-CTE	Expand dual enrollment offerings, including of CTE dual enrollment listed by sector and non-CTE courses that inform and prepare students for college access and success
CTE Teacher Credentialing	Ensuring teachers of CTE classes have adequate industry experience
OUSD Alumni Highway to Work	Emergency Room Technician, EMT, Medical Interpreter
Access for Students with Special Needs	Universal design professional development for CTE teachers to increase access and success for students with IEPs; resource teachers for ECCCO Summer Internships and Peralta Institute; Instructional Assistants in CTE classes (in development); CTE coaching to increase CTE teacher capacity to provide appropriate accommodations for students with special needs
Peralta College CTE Program Exploration	Community college CTE program visits for focal student groups, including students with special needs, English Learners, African American students, and students in continuation school
CTE Data Systems	Recentralize CTE student participant and completer tagging. Improve CTE course selection in master scheduling.

**OUSD’s Financial Investments in Career Technical Education Programming**

*Note that CTE is a core component of the Linked Learning approach. Figures below reflect all funds with a goal code of 3800, meaning that it is to integrate CTE standards and career guidance into the school curriculum.*

Overall Expenditure for Career Technical Education and College & Career in ‘22-23: **\$36,196,440 \***

\* This figure represents spending with Goal Code 3800, so all expenditures that support career readiness

*High-Level Breakdown of ‘22-23 Expenditures:*





- Teachers, Staff & Benefits (including summer and other extended contracts): \$16,734,514
- Equipment, Supplies: \$2,150,439
- Contracted Services, including Transportation, Software Licenses, Student Stipends for Internships: \$3,317,196
- Capital Outlay: \$296,204
- Indirect & Charter Payments (Measure N): \$2,451,042