



**College &
Career for
All Fund**
Established by Measure N



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

Ralph J. Bunche Academy

**2025-2026 Measure N and H
Education Improvement Plan Presentation**



Presented to Measures N and H Commission

www.ousd.org



@OUSDnews

April 15, 2025

Overview of School



- **Student Enrollment of School**
 - Total Enrollment: 68
 - Female: 48.5%
 - Male: 51.5%
- **Highlights of Student Demographics**
 - English Language Learners - 26.5%, African American - 36.8% (focal population), Special Education - 16.2%, Homeless - 7.4%, Free/reduced lunch - 100%
- **Schoolwide Systems Supporting Pathway Quality Improvement**
 - Continuation School - Credit recovery, Trimesters
 - Small class sizes
 - Pathway Team Meetings
- **Other highlights**
 - Personalized 1:1 supports
 - Class of 2024: 75% Graduation Rate (non-cohort)
 - 6% dropout rate

Our Pathway



- Hospitality, Tourism, Recreation (HTR) + Culinary
- All Grades - Single Pathway
- Focal Population: African-American Males

Integrated Program of Study Offerings

- Hospitality
- Senior Seminar
- Dual Enrollment
- Career Fairs

Work Based Learning Partnerships

- Semifreddi's (HTR Advisory Board)
- Growing Together (HTR Advisory Board)
- OUSD Central Kitchen
- Filoli Historic House & Garden
- Oakland Ice Center

Integrated Student Supports

- School Counseling
- Parent/teacher Conferences

Hospitality, Tourism, Recreation

Reflections on 2024-2025 so far



What specific evidence of progress in *pathway development* are you most proud to highlight?

- Rebuilt program with new staff and new and existing partnerships - **P. of Study**
- Strong community partnerships with: Growing Together, Central Kitchen, Filoli, Oakland Ice Skating Rink - **WBL**
- Hands-on learning, 10 Career Exploration Visits, 2 College Exploration Visits - **WBL**
- Building student agency and collaboration skills through culinary units - **P. of Study**
- Innovative and creative use of OUSD Harvest of the Month - **P. of Study**



Hospitality, Tourism, Recreation

Reflections on 2024-2025 so far



Equity:

- All students have access to opportunities to robust college and career exploration in a small, personalized environment
- Creating joyful, vibrant, creative learning experiences in and outside of the classroom for all students
- Centering the whole child: focus on restorative and social-emotional practices alongside traditional, academic and real world learning



Bunche students
enjoying the beautiful
ground of Filoli, one of
our partners for the
HTR program

Hospitality, Tourism, Recreation Reflections on 2024-25 so far

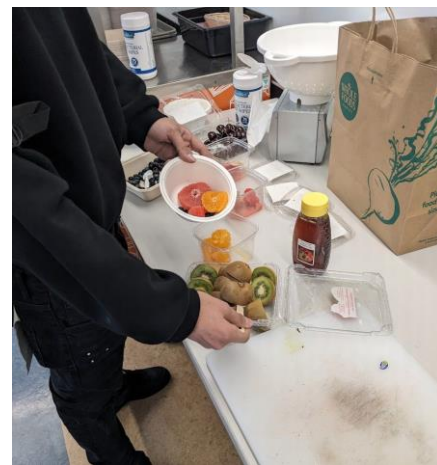


Question #2:

- What might be some challenges that you encountered in making progress toward your three-year goals?

Challenges:

- Rebuilding the program after previous leads retired or transitioned leading to gaps in information & institutional knowledge
- Early career teachers navigating new systems, processes and teaching multiple subjects
- District-wide low enrollment
- Infrastructure – former Bunche campus had classroom developed for HTR class that we no longer have access to
- Learning and understanding fiscal processes and funding sources timelines - ie: managing ingredients ordering
- Small staff that has taken on many roles



Gardening, making herbal tea, & learning about seasonal produce with Growing Together

Hospitality, Tourism, Recreation

Looking Ahead to 25-26

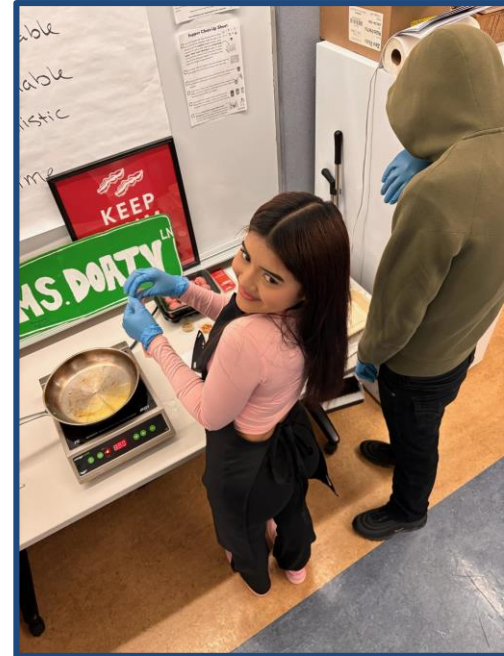


Question #3:

What insights have you gained through the development of the new plan for 2025-2026, and how do you intend to apply this learning to achieve your school-wide goals?

Insights:

- Increased knowledge of industry partnerships, developing field trips, and working within infrastructure, staffing, and resource limitations – being creative!
- Increased knowledge of navigating budgets & the Measure N/H process (different documents, timelines, & presentations)
- We are working from a foundation now, as well as have a better sense of logistical challenges & how to better incorporate the pathway into our different content areas



Hospitality, Tourism, Recreation

Looking Ahead to 25-26



Question #3

- What challenges do you anticipate related to pathway development in the coming year?
- How do you anticipate addressing these challenges?
- How will Measures N and H funds continue to support strategic actions and progress toward addressing both?



Challenges & Potential Solutions:

- Budget cuts leading to reduced staff & resources
 - Measure N/H funding enables us to have pathway co-leads and a part-time counselor going into the 2025-26 SY
 - Measure N/H provides us the ability to give students joyful, hands-on experiences to balance the lack of resources through funding for field trips, culinary/interactive activities, and internships
- Other ways we plan to address challenges:
 - Being creative about additional funding sources – A-Z Grants, community partnerships, donations
 - Being more intentional/wise about timelines for getting supplies, paying guest speakers, etc.
 - Working closely as school leadership to develop a schedule and structure that supports our pathway

Questions?

EVERY STUDENT THRIVES!

