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**Measure N - 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 Services For: Leadership Public Schools, Oakland R&D

Action Requested and Recommendation

Presentation to and discussion by Measures N and H Commission of Leadership Public Schools, Oakland R&D Program of Study, Work Based Learning form, Master Schedule and proposed 2025-2026 Educational Improvement Plan, with a base allocation of \$141,100.00 and a strategic carryover plan and budget of \$143,225.00, in a total amount not to exceed \$284,325.00.

Background (*Why do we need these services?
Why have you selected this vendor?*)

N/A

Competitively Bid Was this contract competitively bid? No
If no, exception: N/A

Fiscal Impact Funding resource(s): Measure N and H

- Attachments**
1. 25-26 Proposed EIP
 2. Program of study
 3. Work Based learning plan
 4. Master Schedule

2025-2026 MEASURE H BUDGET			
Effective: July 1, 2025 - June 30, 2026			
Resource 9339	Allocation*	Total Expended	Total Remaining
Measure H	\$141,100.00	\$141,100.00	\$0.00

**Funding Allocation is based on school's 2024-2025 student enrollment count, Oakland Residents only (166) multiplied by the per pupil amount of \$850.*

School: Leadership Public Schools

Site #: 9126

BUDGET ACTION NUMBER	BUDGET JUSTIFICATION	COST	OBJECT CODE	OBJECT CODE DESCRIPTION	POSITION TITLE	FTE	WHOLE SCHOOL / PATHWAY NAME
9126-1	Linked Learning Lead Facilitator (LLLF) - This budget line item covers the salary and benefits for the individual responsible for leading the implementation of Linked Learning principles across the school, and in alignment with the CTE pathway. The LLLF supports the coordination of professional development sessions, curriculum development, and collaboration with industry partners. The role ensures efficient allocation of resources to foster student success and career readiness through the integration of academic and technical content. Specifically, the LLLF facilitates the implementation of, 1) the Whole School Strategic actions for 2025-26; 2) the attainment of the 3, 3-year pathway goals, and, 3) the revised Strategic Actions for 2025-26. All pathway students, and therefore all students, benefit from this expenditure. Additionally, this role assures the attainment of our strategic goals as related to outcomes for our males, our focus group, through effective implementation of ongoing data collection and analysis systems to implement strategies with the purpose of enhancing the overall effectiveness and impacts of the Linked Learning program as reflected in the achievement and outcomes for our males.	\$35,100.00	1300 & 3000s	Certificated Salary and Benefits	Linked Learning Lead Facilitator	0.20	DMMA
9126-2	Dual Enrollment Course Facilitator/CTE Teacher - The Dual Enrollment Course Facilitator/CTE Teacher serves as a liaison between college professors and high school students enrolled in dual enrollment courses, and is also the teacher of record for the Work Based Learning Career Practicum courses. This role requires a blend of administrative coordination, instructional support, and mentorship to ensure the successful integration of college-level coursework into the high school environment. The facilitator works closely with both high school faculty and college instructors to promote academic excellence and smooth transition for students in college courses.	\$106,000.00	1101 & 3000s	Certificated Salary and Benefits	Course Facilitator	1.00	DMMA

Four-Year Cohort Dropout Rate	5.6%	9.0%	6.0%	2.9%	N/A	7.0%		8.0%
A-G Completion - 12th Grade (12th Grade Graduates)	47.0%	91.0%	48.0%	66.7%	N/A	49.0%		50.0%
Course Completion Rate (Continuation)*	N/A	N/A	N/A	N/A	N/A	N/A		N/A
On Track to Graduate - 9th Graders	73.3%	45.0%	74.0%	39.0%	N/A	75.0%		76.0%
9th Graders meeting A-G requirements	41.6%	36% passing all classes	42.0%	39.0%	N/A	43.0%		45.0%
Percentage of 12th Graders who have participated in an employer-evaluated internship or similar experience	2.0%	1.0%	80.0%	18.2%	N/A	90.0%		100.0%
Percentage of 12th graders who have passed 1 or more dual enrollment courses with a C- or better	14.5%	26.0%	15.0%	78.8%	N/A	20.0%		25.0%
Percentage of 10th-12th grade students in Linked Learning pathways	10.6%	35.0%	80.0%	61.7%	N/A	90.0%		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	10.6 %	20.0%	80.0%	30.3%	N/A	90.0%		100.0%
CTE Participation (Continuation)*	N/A	N/A	N/A	N/A	N/A	N/A		N/A
College Enrollment Data: Percentage of students enrolling in 2-year colleges within one year of graduation	Not available	Not available School Clearing House 9/23; will	Not available		N/A	Not available		Not available
College Enrollment Data: Percentage of students enrolling in 4-year colleges within one year of graduation	Not Available	Not available School Clearing House 9/23; will	29.0%		N/A	30.0%		31.0%

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
<i>Instructions: Complete the Strengths and Challenges columns for all indicators in bold (lines 47-50). Then select ONE of the indicators from lines 51-54 (color coded in peach) to complete. You will complete Strengths and Challenges for a total of 5 indicators/combinations of indicators.</i>	<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)	Schoolwide our Four-year Cohort Graduation Rate increased by .3% this past year, from 88.1% to 88.4%. While we aim to continue to increase this rate, we note that compared to the state average (for all students and for all subgroups), our graduation rates are above average. We continue to support students who need the additional summer after senior year to fulfill their A-G requirements and graduate on time. While this is small number of students, we know that it is vital to continue this practice. This was strengthened by deep connections to advisory and student understanding of A-G requirements. Advisors hold a caseload of students from from 9th-12th grade. During advisory, students review their own transcripts and track their A-G course completion. Student ownership and teacher support helped make this increase possible. In addition, LPS Oakland is still recognized as one of the top schools for A-G completion for Latinx students in Oakland.	As a small school with an enrollment of less than 350 students, it is particularly challenging to offer a wide variety of courses with sections across all grade levels while ensuring each section meets the minimum number of students per class. Less than half (7 of 15) of the teaching staff holds full teaching credentials and about half of the courses offered are in-person online classes with 100% virtual content. Consequently, when students do not pass A-G courses it is difficult for them to retake them during the regular school year without also attending the summer credit recovery session. Sustained academic underperformance, due in part to inadequate classroom support, often leads to students' diminished self worth and is further compounded by the dread of the extended school year. These factors contribute to students and families reevaluating the benefits of remaining at LPS Oakland and may prompt them to seek opportunities elsewhere.
A-G Completion - 12th Grade	Our A-G completion rate strongly stands at 88.1% including for our target group of male students. We also anticipate seeing a higher A-G completion rate for our Special Education students in this senior cohort due to the intensive case management and collaboration between general education and special education staff that has taken place for the last four years. This level of intense case management with a focus on supporting the development of their independence and connection to college and career is now an area of focus for our rising grade levels of Special Education students as well.	The 12th grade senior class of 2023 is arguably the most negatively impacted class by the global COVID-19 pandemic to date. They spent the majority of their 9th and 10th grade years in a distance learning format within an unprecedented system of fluid and/or undefined standards of attendance, student engagement, and grading standards. Transitioning back to in-person learning on a high school campus for the first time during the high-stakes junior year was very challenging both socially and academically. The circumstances for A-G completion for this group of students has been and remains far from ideal.

<p>On Track to Graduate - 9th Grade & 9th Graders meeting A-G requirements <i>(Analyze these two indicators together)</i></p>	<p>This year nearly 73% of 9th graders are on track to graduate. The 9th Grade Team of teachers and other support providers have continued to work to create individualized plans for struggling male students around completion of A-G requirements.</p>	<p>Challenges faced were first year out of the pandemic and being behind grade level and needing to learn Tier 1 skills once again. Second challenge was staff retention/stability. Upon return from the virtual learning environment staff turnover rate increased, the number of credentialed faculty decreased, and the number of web-based courses with in-person non-credentialed staff support increased. Currently, 21/78 (27%) of all classes offered are online.</p>
<p>College Enrollment Data: Percentage of students enrolling in 2-year and 4-year colleges within one year of graduation <i>(Analyze these two indicators together)</i></p>	<p>This data is not available due to incorrect coding. Moving forward, we will make sure we have this data available in the future.</p>	<p>First year challenges continue to be a result of pandemic and the school needs to address academic skills (i.e. vocabulary, context clues, essay composition, seeking editorial assistance, etc.) that are required to successfully complete college enrollment materials (i.e. applications, personal statements, FAFSA, etc.). Our incomplete, undertrained, and understaffed counseling team did not have the capacity to assist students adequately.</p>
<p>Percentage of 12th Graders who have participated in an employer-evaluated internship or similar experience</p>		
<p>Percentage of students who have passed any dual enrollment course with a C- or better in grades 9-12</p>		
<p>Percentage of 10th-12th grade students in Linked Learning pathways</p>		
<p>CTE Completion Data: Percentage of students who attempted CTE program completion and achieved a C- or better in both the Concentrator and Capstone course</p>	<p>53% of students attempted CTE program completion and achieved a C- or better in both the Concentrator and Capstone. Among males the rate is 10.6%. This indicator is an area of growth for us.</p>	<p>Challenges include an inaccurate and incomplete CTE pathway program which was missing key anchor courses and a certification component. These omissions caused students to be unclear on the academic goals and decreased motivation and participation. Addressing the incomplete pathway sequencing has been an important focus this school year. We have developed a plan with Peralta (Merritt College and Berkeley City College) to implement a complete CTE pathway program that will include key anchor courses and a student certification component.</p>

PATHWAY QUALITY ASSESSMENT

<p><i>Using the 2023-26 College and Career for All and Linked Learning Quality Standards, self-assess in each category</i></p>	<p>Evidence of Strengths</p>	<p>Areas For Growth</p>	<p>Next Steps <i>Will any of these categories be a priority for your 3-year goals? If yes, which ones?</i></p>
<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>Due to LPS Oakland R & D's pathway admissions process, all students, grades 10-12, are provided with an equitable and open process that allows all students the opportunity to access high-quality instruction and experience the academic rigors of a college structured classroom. LPS Oakland R & D has found that the provision of the Business Entrepreneurship Pathway Program has established for our students the exploration of detailed and structured business practices through uniquely targeted curriculum and instructional design (business industry based instructors provide a wealth of knowledge and opportunity). The cohort structure encourages students to build a connection with each other and institute their network. In addition, the provision of college credit while in high school is a strength that gives our students a head start in their higher learning journey. Our community partners have provided strong support to ensure that our students succeed.</p>	<p>LPS Oakland R & D plans to strengthen their approach to restructuring how it approaches developing integrated learning strategies and integrated program of study. We have realized the benefits of this program and will continue to assess our learning environment and instructional design of the program in order to produce positive student outcomes. LPS Oakland recognizes the importance of sustaining academic support to our students in order to avoid student failure of coursework. Putting stronger systems in place that will assist them succeed academically is necessary.</p>	<p>-Acquire a Measure N/H Consultant to provide guidance in programming for curriculum and instructional design and assessment of learning to keep program on track and headed towards gold standard.</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>Due to LPS Oakland R & D's efforts to create an equitable and supportive WBL environment, we continue to extend career preparation opportunities to our 10-12 graders by providing exposure to our community partners (Genesys works LPS C & C Advisory Board Members). Our Counseling team and Career and Community Leadership Coordinator provided work-based learning and career support through career panels, and internship opportunities. Our scholars experienced internships through Genesys works with industry led giants such a Google and Facebook to gain first hand experience in a potential career of their choice. Internships included built in professional development for all participants , one on one on the job coaching, and support with adding internship experiences to their resumes.</p>	<p>LPS Oakland R & D has plans to establish and extend work-based learning opportunities by implementing relationships with several information, communications, and technology industry partners that align with our goals and objectives.</p>	<p>-Prioritize creating and maintaining work based learning experiences with targeted community partners that support student interest and the business pathway program. Develop workshops around workplace readiness and basics skills.</p>
<p>Integrated Student Supports College and Career Preparation and Support Social-Emotional Skill Development Individual Student Supports Student Input and Validation</p>	<p>Due to LPS Oakland R & D's efforts to create an equitable and supportive environment, we continue to extend student-focused college and career preparation opportunities to 10-12 graders in the areas of dual enrollment pathways and exposure to community partners (Genesys works C & C Advisory Board Members, etc.). Our Advisory classes, Counseling teams, and Career and Community Leadership Coordinator provided college and career preparation regularly. In addition, one of our main focuses was to ensure that our students basic needs are being met so they were able to fully focus on their academic development and social -emotional skills. LPS R & D continues to value student input in order to strengthen our support system practices. Our students felt validated.</p>	<p>LPS Oakland R & D realizes that the college supports staff needs to be more robust and intentional in approach.</p>	<p>-Prioritizing academic and social-emotional support for our students that are in the pathway cohorts. Promote students' academic success by developing or securing and coordinating supports that target academic and non-academic barriers to achievement.</p>

2025-2026: YEAR THREE

<p>Pathway Strategic Goals</p>	
<p><i>Pathway Quality Strategic 3 Year Goal</i></p>	<p>Check in on 3-Year Goals <i>For each 3-year goal, answer:</i> -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>

<p>By 2026, LPS R&D will establish a student-focused integrated program of study that includes cross-subject and industry-infused curriculum and instructional design. By 2026, all Pathway students will experience at least 2 integrated projects in grades 9-11 and an integrated capstone project in 12th grade.</p>	<p>The pathway is on track to meet its 2026 goal, but progress has been shaped by both successes and challenges. Over the past year, 82% of our teachers have actively engaged in Linked Learning, implementing at least one integrated project during the first semester. By the end of the school year, 100% of teachers will have facilitated an integrated project, ensuring that all students engage in interdisciplinary learning. Our current 11th graders are positioned to complete their capstone projects in 2026, which will culminate in an exhibition and portfolio, marking a significant milestone in the full realization of our pathway vision. Several key factors have contributed to our advancement. Strong teacher collaboration has fostered more effective cross-disciplinary teaching, deepening students' engagement with real-world applications. Increased student engagement has reinforced the value of project-based learning, allowing coursework to feel more relevant to future careers. Additionally, our pathway structure has strengthened, ensuring more consistency in the interdisciplinary experiences offered to students across grade levels. However, progress has not been without obstacles. Limited professional development has slowed deeper cross-subject collaboration, making it more difficult for teachers to refine their approach to integrated projects. While industry partnerships have expanded, there is still work to be done in strengthening mentorship opportunities and increasing project feedback from professionals. Additionally, we need to refine assessment and reflection processes to improve instructional strategies and measure impact more effectively. As we move forward, ensuring equitable access to these experiences for all students remains a top priority.</p> <p>As we examine the outcomes of our pathway work, we recognize the need to focus on specific student populations. Last year, 61.73% of males in grades 10-12 participated in Linked Learning. However, some male students faced barriers, including scheduling conflicts due to credit recovery and specialized services that limited their access to integrated coursework. Despite these challenges, male students have engaged in interdisciplinary projects at rates comparable to their peers, demonstrating noticeable growth in project completion and skill development. The hands-on, real-world applications embedded in Linked Learning have been particularly effective in increasing engagement and motivation among male students. However, areas for improvement remain—some male students need additional scaffolding to fully participate, particularly in projects that demand extended written reflection and collaborative discourse. To better support these students, we need to strengthen mentorship opportunities, particularly with male professionals in relevant industries, to enhance career engagement. Additionally, targeted supports such as structured peer collaboration, differentiated instructional strategies, and industry mentorship will be essential to ensuring that male students maximize their Linked Learning experiences.</p> <p>Moving forward, we must build on the foundation we have established while addressing persistent challenges. Expanding professional development will be key to increasing cross-disciplinary collaboration and helping teachers refine interdisciplinary project design. Strengthening our industry partnerships will allow for deeper real-world connections, ensuring that students receive meaningful feedback and mentorship. Additionally, we must rethink how we structure student support, particularly in a small school setting where credit recovery and specialized services impact scheduling. A shift toward mastery-based grading will help us move beyond traditional course repetition, allowing students to focus on mastering individual standards rather than retaking entire classes. This approach will ensure that students stay on track while receiving the specific interventions they need. By 2026, we envision a fully realized Linked Learning model where interdisciplinary projects are deeply embedded in every student's experience, preparing them for both college and career success. Through ongoing reflection and adaptation, we will continue refining our approach to ensure equitable access, increased engagement, and meaningful industry connections for all students.</p>
<p>By 2026, LPS Oakland R&D will fully develop and implement a robust work-based learning continuum that ensures that 100% of graduates completes a range of work-based learning experiences, including an internship or similar industry-related practicum.</p>	<p>With the sunset of the Business Entrepreneurship pathway in 2023-24, 10 students met the criteria for the LPS Board of Trustees Local Certificate of Achievement, with 5 males earning certification. This transition was informed by student interests, labor market trends, and the need for clearer industry-aligned outcomes. To ensure continuity and expanded opportunities, LPS strategically aligned with Berkeley City College (BCC) to offer dual enrollment courses leading to a BCC Certificate of Achievement in Multimedia Arts. Starting in 2023-24, 9th graders began with Introduction to DMMA, followed by Intermediate DMMA in 2024-25. Next year (2025-26), these students will progress to Advanced DMMA, with access to the WBL Career Practicum and BCC dual enrollment courses. This structured sequence ensures that by 2026, 100% of DMMA graduates will qualify for the LPS Board of Trustees Local Certificate of Achievement, with 65% projected to earn a Peralta Certificate of Achievement in Multimedia Arts.</p> <p>The pathway has steadily advanced toward its goals, but this progress has not come without challenges. Last year (2023-24), we were able to offer five internships, serving 23 students in a school population of 218. Recognizing the need for expansion, we significantly built out our site-based offerings in 2024-25, now serving 64 students in a reduced school population of 171. Additionally, 100% of students now participate in Career Launch as part of their grade-level seminar (advisory), ensuring that every student receives structured career exploration and readiness support. The WBL Career Practicum is now offered to 11th and 12th graders, providing structured pathways for students to engage in hands-on industry-related experiences. Notably, 57.7% of internship participants this year are male, reflecting increased engagement among our focal population. While these achievements represent progress, challenges remain. Balancing coursework with other academic responsibilities, particularly for students engaged in remediation or specialized services, presents ongoing obstacles. In a small school setting, the need for credit recovery can create scheduling conflicts that limit access to dual enrollment and work-based learning opportunities. Additionally, external internship placements remain limited, requiring continuous expansion of industry partnerships to ensure equitable access for all students. Looking forward, we must rethink how we engage students in academic coursework to minimize the need for full-course repetition, particularly when attendance is not the issue. A shift toward mastery-based grading will allow students to demonstrate proficiency in individual standards rather than retaking entire courses, ensuring they can remain on track while receiving targeted academic support. This approach will require faculty collaboration to identify where students need intervention and provide structured opportunities for them to demonstrate mastery without disrupting their participation in advanced coursework.</p> <p>As we refine our DMMA pathway, we must deepen dual enrollment support and strengthen work-based learning integration to sustain student success. Expanding our partnerships with Berkeley City College and industry professionals will be critical in increasing access to real-world learning opportunities that bridge high school, college, and career pathways. Additionally, we must prioritize equity in access to pathway-aligned coursework, ensuring that students of all backgrounds receive the individualized support they need to thrive. Mastery-based grading will play a pivotal role in this evolution, allowing students to focus on mastering essential skills and standards rather than repeating full courses. As we continue to refine our scheduling structures, we must ensure that remediation efforts do not come at the expense of career pathway participation. By 2026, we envision an ecosystem where DMMA graduates not only leave LPS with high school diplomas but also with industry-recognized credentials, positioning them competitively for postsecondary education and careers in multimedia arts. Through ongoing reflection and adaptation, we will refine our approach, ensuring that our pathway remains a model for student success and career readiness.</p>

<p>By 2026, 90% of the Business Pathway students will successfully complete a sequence of dual enrollment courses that culminates in a certificate in Business Entrepreneurship. In addition, LPS will research and implement a system of integrated student support strategies to ensure student success in dual enrollment courses.</p>	<p>With the sunset of the Business Entrepreneurship pathway in 2023-24, 10 students met the criteria for the LPS Board of Trustees Local Certificate of Achievement, with 5 males earning certification. This transition was informed by student interests, labor market trends, and the need for clearer industry-aligned outcomes. To ensure continuity and expanded opportunities, LPS strategically aligned with Berkeley City College (BCC) to offer dual enrollment courses leading to a BCC Certificate of Achievement in Multimedia Arts. Starting in 2023-24, 9th graders began with Introduction to DMMA, followed by Intermediate DMMA in 2024-25. Next year (2025-26), these students will progress to Advanced DMMA, with access to the WBL Career Practicum and BCC dual enrollment courses. This structured sequence ensures that by 2026, 100% of DMMA graduates will qualify for the LPS Board of Trustees Local Certificate of Achievement, with 65% projected to earn a Peralta Certificate of Achievement in Multimedia Arts.</p> <p>The transition to DMMA has been a significant shift, requiring adaptation from students, staff, and leadership. While we have seen increased engagement and stronger alignment with industry and college pathways, challenges remain. One of the most pressing issues is balancing coursework with other academic responsibilities, particularly for students who require remediation or additional services. In a small school setting, the need for credit recovery can create scheduling conflicts that limit student access to dual enrollment courses. For some students, repeating entire courses due to gaps in mastery rather than targeted support on specific skills presents an unnecessary barrier to progress.</p> <p>Looking forward, we need to reconsider how we engage students in content courses, leaning more intentionally into mastery-based grading. A focus on clear identification of standards mastery rather than full-course repetition can ensure students receive the specific support they need while maintaining access to pathway-aligned coursework. Where attendance is not the issue, this shift would allow students to demonstrate competency without delaying their academic progression. Additionally, our efforts must include a strategic review of scheduling structures to ensure that remediation supports are embedded without disrupting students' access to advanced coursework and dual enrollment opportunities.</p> <p>As we move forward, our focus remains on ensuring that every student in the DMMA pathway is equipped with the skills, knowledge, and credentials necessary for success in college and career. Deepening dual enrollment support and strengthening work-based learning integration will be essential to maintaining high completion rates. Our partnerships with Berkeley City College and industry professionals will continue to evolve, offering students greater access to real-world learning opportunities that bridge high school, college, and career pathways. We must also prioritize equity in access to pathway-aligned coursework, ensuring that all students, regardless of background or academic history, receive the support they need to thrive. Mastery-based grading will play a crucial role in this, allowing students to focus on achieving competency in individual standards rather than facing the setback of repeating entire courses. By 2026, we envision an ecosystem where DMMA graduates not only leave LPS with high school diplomas but also with industry-recognized credentials, positioning them competitively for postsecondary education and careers in multimedia arts. Through ongoing reflection and adaptation, we will continue to refine our approach, ensuring that our pathway remains a model for student success and career readiness.</p>
<p>Pathway Strategic Actions Reflection</p>	
<p><i>2024-2025 Strategic Actions</i></p>	<p>Reflection on 2024-2025 Strategic Actions <i>For the Strategic Action sets for each goal, 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?</p>
<p>Leverage partnership with Peralta Community College District of four local colleges to obtain CTE course outlines and identify units that lend themselves to curriculum integration.</p>	<p>Yes, we are on track to accomplish this action. The partnership with Berkeley City College (BCC) has allowed us to build a structured dual enrollment (DE) pathway for 11th and 12th graders within the Design, Media, and Visual Arts (DMMA) pathway. The intentional sequencing of these courses ensures students have access to a rigorous, industry-aligned learning experience. Moreover, by embedding UC-approved College Prep versions of these courses, we have taken a critical step in ensuring equitable access for students who may face learning or technical challenges. Reflecting on this progress, the key success factor has been strategic alignment between LPS Oakland R&D and Peralta Colleges—allowing us to build a robust bridge between high school CTE coursework and postsecondary opportunities. This work is directly reinforcing our goal of career pipelining, preparing students for both college and industry certifications.</p> <p>By the end of the year, we will have fully implemented the following:</p> <ul style="list-style-type: none"> -Course Offerings: We successfully developed and launched a full-year set of DE electives, including Web Commerce, Graphic Visualization, and Intro to Web Design in the first semester, followed by Online Games & Interactivity, VR and Digital Spaces, and User Experience and Interface in the second semester. -Accessibility & Inclusion: We introduced UC-approved College Prep versions of each DE course, ensuring students with learning or technical differences are not left behind. These versions allow students to engage with the same material while receiving additional scaffolding. -Instructional Support: LPS Oakland R&D course facilitators work alongside DE professors, offering an embedded support system within each course section. This integrated approach ensures students are not only exposed to college-level rigor but also receive the guidance necessary to thrive. -Pathway Continuity: The seamless articulation of these courses with BCC's Multimedia Arts program positions students well for continued education and credentialing opportunities beyond high school. <p>Reflecting on this progress, one of the most significant takeaways is the importance of intentional instructional design. By creating a parallel structure for both DE and College Prep students, we have strengthened accessibility while preserving academic rigor. Additionally, building faculty collaboration between our facilitators and DE instructors has created a stronger student support system—a model worth refining and scaling in the future. Limited time for curriculum alignment and collaboration has slowed interdisciplinary integration in DE courses, preventing</p>

<p>LPS staff will visit other schools within the district to witness and learn from well-established interdisciplinary projects (e.g. compare and contrast reporting of geopolitical events according to mainstream medias' countries of origin and the impact it has on digital media communications as seen in English, visual and performing arts, and history/social science classes).</p>	<p>This year, we are making real strides in strengthening interdisciplinary projects at LPS. Our Instructional Leadership Team (ILT) took a critical step by attending the PBL Design Camp and visiting six Linked Learning schools in San Diego, where they observed powerful models of interdisciplinary teaching in action. These visits showcased how schools effectively integrate disciplines, align projects with career pathways, and create meaningful learning experiences that engage students in real-world problem-solving. With four of our eleven ILT members participating, these leaders are now driving collaboration within their grade-level teams, ensuring that interdisciplinary work isn't just an idea—it's embedded in practice.</p> <p>A major achievement this year was the first semester KQED Media Challenge, where nine out of eleven teachers led students in producing media that critically analyzed and responded to civic issues. This project successfully linked English, social studies, and media arts, giving students the opportunity to apply content knowledge in a creative and meaningful way. The high level of participation among staff demonstrates a shift toward project-based, interdisciplinary teaching that prioritizes student engagement and real-world application. As we move into Semester 2, we continue this work with KQED's Narrative Challenge, which expands on the first semester's project by deepening students' storytelling skills. This challenge integrates multiple disciplines, reinforcing our commitment to interdisciplinary learning while pushing students to communicate complex ideas in compelling ways. However, this work hasn't been without its challenges. Time constraints remain a significant barrier, as teachers balance daily instructional responsibilities with the deep planning required for interdisciplinary collaboration. Additionally, while the ILT members who attended PBL Design Camp have taken the lead in supporting their teams, not all staff have had the same exposure to strong interdisciplinary models—which means we're still working on building a shared understanding of what high-quality interdisciplinary projects look like across the entire staff. Finally, scheduling school visits within the district has been difficult due to logistical constraints and competing demands on teachers' time. Despite these challenges, we are actively taking steps to push this work forward. The ILT is leveraging grade-level team meetings to share best practices from their Linked Learning visits and support colleagues in integrating disciplines effectively. We are also embedding interdisciplinary project planning into professional development to provide teachers with concrete strategies and dedicated time to refine their projects. Additionally, we are working to coordinate staff visits to other schools in a way that minimizes disruption while maximizing learning.</p> <p>We are on track to meet this goal by the end of the year. The momentum from the first semester, the leadership of the ILT, and the continued partnership with KQED are all driving forces in this work. By addressing time and logistical challenges head-on, we are ensuring that interdisciplinary learning is not just an occasional project—it's becoming a central part of how we teach at LPS.</p>
<p>Career & Community Leadership Coordinator will work with teachers to design and implement interdisciplinary projects at each grade level.</p>	<p>The Career & Community Leadership Coordinator (CCLC) role has been redesigned as the Linked Learning Lead Facilitator to ensure a more streamlined and effective approach to interdisciplinary project design, professional development, and industry engagement. The Linked Learning Lead Facilitator is actively leading the implementation of Linked Learning by supporting grade-level interdisciplinary projects, designing and delivering Linked Learning-focused professional development, organizing Linked Learning teacher cohorts, and expanding industry partnerships to provide students with real-world learning experiences. Additionally, the Linked Learning Lead Facilitator is facilitating ILT exposure to best practices by coordinating visits to high-performing schools that serve similar student populations. This shift has strengthened the cohesive strategy for integrating career-connected learning with teacher collaboration and curriculum development at LPS Oakland.</p> <p>The Linked Learning Lead Facilitator is on track to accomplish the actions necessary to meet the goals set for this school year. Significant progress has been made in supporting grade-level interdisciplinary projects, with teachers effectively integrating career-focused learning experiences into their instruction. Professional development sessions have been intentionally designed and delivered to enhance Linked Learning implementation, ensuring that teachers have the tools and strategies necessary to bring this work to life in their classrooms. Teacher cohorts have been established and actively engaged in ongoing Linked Learning discussions and training, fostering collaboration and shared learning. Partnerships with industry leaders have been expanded, increasing opportunities for students to engage with authentic, real-world applications of their learning. Additionally, visits to high-performing schools have been secured, providing the ILT with valuable insights into best practices that inform ongoing instructional improvements. While significant progress has been made, challenges have emerged in scheduling professional development and teacher cohort meetings amidst competing priorities. The availability of industry partners has required consistent engagement to ensure meaningful collaborations. Schoolwide priorities have occasionally necessitated adjustments to timelines, but these shifts have been met with strategic planning to maintain momentum.</p> <p>Moving forward, the focus remains on deepening partnerships, optimizing professional development schedules, and ensuring full alignment with broader school goals. The commitment to Linked Learning at LPS Oakland continues to drive the work, ensuring that students have access to meaningful, career-connected learning experiences that prepare them for success beyond the classroom.</p>

24-25
Strategic
Actions for
Goal #1

<p>When creating the master schedule and professional development calendar, ensure that collaboration time is set aside for CTE and integrated core academic staff members to work on interdisciplinary projects</p>	<p>Strategic scheduling efforts have ensured that interdisciplinary collaboration time is embedded into the master schedule and professional development calendar. The ability to carve out these spaces is a testament to the school's commitment to interdisciplinary learning, even within the constraints of a small staff. With the small size of the school, common prep periods have been successfully structured for humanities and STEAM teams, as well as for dual enrollment (DE) and CTE staff. 100% of teachers have a common prep with an interdisciplinary cohort partner, ensuring that every educator has access to structured collaboration time. These structured periods have facilitated interdisciplinary planning and project development, providing teachers with dedicated time to align projects across disciplines. However, while these scheduled opportunities exist, the effectiveness of their use varies due to inconsistent engagement and competing instructional demands. Professional development sessions have been intentionally designed to reinforce integration efforts, equipping teachers with the tools and training necessary to implement interdisciplinary learning effectively. The success of this approach hinges on ensuring that these sessions remain relevant and responsive to teacher needs.</p> <p>The master schedule prioritizes interdisciplinary common prep periods for key teaching teams, ensuring that collaboration remains a focal point. This has led to increased opportunities for teachers to engage in meaningful dialogue around project-based learning and career-connected instruction. However, despite the universal access to interdisciplinary common prep, participation levels fluctuate due to the optional nature of prep period activities under the unit contract. While some teachers have taken full advantage of this structure, others struggle to prioritize interdisciplinary work within their planning. This inconsistency is not due to a lack of interest, but rather competing demands on teacher time and varying levels of readiness to engage in cross-disciplinary work. Industry partnerships have been leveraged to enhance real-world learning experiences for students, adding an invaluable dimension to the curriculum, yet maintaining and expanding these partnerships requires ongoing effort. The ILT is coordinating site visits to high-performing schools that effectively implement interdisciplinary learning, an essential step in refining the school's own approach and understanding best practices. These initiatives have strengthened the school's ability to support Linked Learning and ensure that students benefit from cross-disciplinary instruction, yet sustaining this momentum will require continuous refinement and adaptation.</p> <p>Despite these efforts, the voluntary nature of prep period collaboration limits full implementation, highlighting the need for stronger accountability measures and clearer expectations. Moving forward, the most effective mechanism for sustaining and deepening interdisciplinary planning efforts will be leveraging professional development sessions and grade-level team meetings (GLT) as the primary spaces for collaboration. Unlike prep periods, PD and GLT meetings provide structured, mandatory time for interdisciplinary work, ensuring more consistency and participation. The ILT will refine PD structures and GLT facilitation to ensure a consistent and impactful approach to interdisciplinary collaboration and project development at LPS Oakland. This shift will provide more intentional spaces for educators to engage in this work without conflicting with contractual limitations. These adjustments will strengthen the foundation for career-connected learning while maintaining alignment with teacher capacity and schoolwide goals. Ensuring that interdisciplinary collaboration remains an evolving and responsive process will be key to maintaining its effectiveness over time.</p>
<p>Work with our Pathway Advisory Board to incorporate industry partners as consultants and evaluators of student work</p>	<p>Our ongoing work with the Pathway Advisory Board has deepened the role of industry partners as collaborators in shaping and assessing student learning. Last year, we made big strides by convening a Pathway Advisory Council (PAC) that brought together industry professionals, our pathway coach, admin, counselors, students, and teachers. This collaboration allowed us to design real-world evaluation criteria, ensuring that student projects reflect the expectations and standards of the industries we prepare them for. Students didn't just complete projects—they received authentic, actionable feedback from professionals in the field, making their learning more relevant and impactful.</p> <p>This year, we've taken another step forward by partnering with the Parent and Guardian Association (PGA) to ground our pathway goals and expected learning outcomes in a holistic vision of college and career readiness. By expanding the conversation to include families, we're making sure our pathways are not just aligned with workforce needs but also resonate with the aspirations of our students and their communities. To enhance participation from industry partners and families, we have moved some Pathway Advisory Board meetings to a virtual format, allowing more stakeholders to engage without scheduling conflicts. This shift has already resulted in increased participation from partners who previously faced logistical barriers.</p> <p>Industry partners continue to play a key role, not only as evaluators but as mentors and connectors, helping students see how their classroom experiences translate into real opportunities beyond high school. We have established structured mentorship programs, where students engage in scheduled virtual and in-person check-ins with industry professionals. Additionally, we have expanded our hands-on exhibitions where students present their projects to industry experts for feedback, ensuring that students gain direct experience communicating their ideas to professionals.</p> <p>One challenge has been coordinating schedules—balancing the availability of busy professionals with the needs of our teachers and students requires intentional planning. To address this, we have aligned industry participation with key school events, such as student showcases and career-focused PD sessions, ensuring their involvement is maximized during high-impact moments. Looking ahead, we plan to provide targeted professional development for teachers on how to integrate industry feedback more effectively into their instructional practice. Additionally, we will continue to refine the timing and format of industry engagement opportunities, making them more flexible and accessible for both professionals and educators. With these adjustments, we are strengthening our commitment to providing students with career-connected learning experiences that are meaningful, relevant, and impactful for their futures.</p>

<p>LPS Oakland will revise and enhance a comprehensive Work Based Learning continuum for all students, with a scope and sequence that includes career awareness, career exploration, job shadows, informational interviews, resumes, mock interviews, internships, capstone projects, and other key aspects of work-based learning.</p>	<p>LPS Oakland is actively working to revise and enhance a comprehensive Work-Based Learning (WBL) continuum to ensure all students engage in meaningful career-connected experiences. The updated scope and sequence incorporates career awareness, career exploration, informational interviews, resume building, mock interviews, internships, capstone projects, and other key aspects of work-based learning. This structured approach is designed to provide students with progressive exposure to real-world careers, equipping them with the skills and confidence needed for post-secondary success. However, ensuring that these experiences are truly meaningful requires intentional design, ongoing reflection, and continuous industry alignment. Moving forward, we will focus on collecting qualitative student feedback and industry partner insights to refine and enhance each stage of the WBL continuum.</p> <p>We have leveraged on-site internships with REEL and expanded opportunities through our school-based enterprise, allowing students to gain hands-on experience in design, multimedia arts, and social media management. These experiences have been instrumental in providing practical applications of career skills while also increasing student engagement in their learning. However, participation has varied, with some students struggling to balance internships with academic commitments. To address this, we will integrate structured reflection sessions and academic alignment strategies to ensure that students see their internships as extensions of their learning rather than additional burdens. Additionally, our Family and Community Coordinator hosts interns who use their design and multimedia skills to enhance storytelling and branding for school events and initiatives, reinforcing the importance of real-world communication skills in professional settings.</p> <p>In addition, we have launched a Work-Based Learning Career Practicum where students collaborate with business and design professionals. This practicum is setting the foundation for our first-ever Creative Arts Festival in May 2025, which will serve as a showcase of student work and industry partnerships. While this initiative presents an exciting opportunity for students to demonstrate their creativity and project management skills, it also requires consistent engagement and structured support from professionals to ensure its success, which is highly variable. Moving forward, we will establish a clearer timeline and set attainable milestones for student deliverables, ensuring that industry partners can provide meaningful input at critical stages. We will also develop a mentorship framework to enhance the level of industry guidance students receive throughout the process.</p> <p>While these efforts have significantly expanded WBL opportunities, one challenge has been ensuring consistent industry engagement and alignment with student schedules. Some industry professionals have limited availability, making it difficult for them to participate in student evaluations and mentorship. To address this, we are structuring more flexible mentorship models, including virtual check-ins and industry-led workshops, to provide greater accessibility for both students and professionals. Additionally, we will refine our outreach and scheduling processes</p>
<p>LPS Oakland will reestablish an intentional focus on developing a strong college and career culture which includes research-based practices that support the development of every student as a college and career-ready graduate.</p>	<p>At LPS Oakland, we are committed to reestablishing an intentional focus on building a strong college and career culture, ensuring that all of our students develop the skills, knowledge, and confidence to graduate prepared for post-secondary success. Our students come from diverse backgrounds, often navigating systemic barriers such as limited access to resources, varying levels of familial support, and disparities in college readiness skills. Addressing these challenges requires intentional, research-based practices that provide structured guidance, exposure, and support at every stage of a student's journey. Moving forward, we will ensure that every student has access to personalized college and career planning, leveraging data and real-time student feedback to tailor supports that meet individual needs and aspirations while addressing these challenges head-on.</p> <p>Over the past year, we have taken meaningful steps to align our initiatives and resources with the goal of strengthening this culture. We have expanded advisory structures to include intentional conversations about college and career readiness, ensuring that students engage in goal setting, self-reflection, and action planning that is relevant to their lived experiences. However, student engagement in these activities varies significantly, often reflecting uneven access to external support and college-going role models. Our partnerships with college representatives, industry professionals, and alumni mentors have helped bridge these gaps, providing students with direct exposure to post-secondary pathways. Still, scheduling conflicts and limited availability from industry professionals sometimes restrict access to these opportunities. Career fairs, college application workshops, FAFSA completion sessions, and student panels are now built into the school calendar, yet sustained participation remains a challenge, as students juggle coursework, extracurriculars, and family responsibilities. Recognizing these barriers, we are working to embed these opportunities into advisory and seminar structures, ensuring that every student, regardless of personal obligations, has meaningful access to college and career resources.</p> <p>To strengthen these efforts, we are embedding career exploration and readiness strategies across all grade levels. This includes 9th and 10th-grade career awareness activities, structured 11th-grade college and career exploration modules, and 12th-grade transition planning. We have expanded Career Launch initiatives, including college and career study tours to help students visualize themselves in post-secondary environments. However, transportation and scheduling constraints continue to limit participation in these visits, and we are working to expand virtual opportunities and school-based alternatives for students unable to attend in person. Additionally, Peralta tours provide students with a direct connection to the career pathways available on-site at the colleges with which they are dual enrolled. While these efforts provide invaluable exposure, some students from historically underrepresented backgrounds struggle to see themselves in these spaces. To counteract this, we are integrating intentional mentorship and affinity-based support structures that provide students with guidance from professionals who share their lived experiences.</p>

**24-25
Strategic
Actions for
Goal #2**

<p>LPS Oakland will work with, expand, and enhance industry partnerships (e.g. local community based non-profit organizations, engineering and construction companies currently operating on campus, etc.) that support work-based opportunities for all students</p>	<p>At LPS Oakland, we are deepening our commitment to expanding and enhancing industry partnerships to create meaningful work-based learning opportunities for all students. Through strategic collaboration with local organizations and businesses, we aim to provide students with hands-on experiences that connect classroom learning to real-world applications. Establishing and maintaining these partnerships requires intentional outreach, clear alignment with student learning outcomes, and ongoing relationship-building to ensure sustainability. Moving forward, we will focus on leveraging existing partnerships while cultivating new collaborations to maximize student access to work-based opportunities.</p> <p>Last year, we worked closely with the engineering and construction companies on our campus during the completion of our renovation and new construction projects. This collaboration provided students with firsthand exposure to skilled trades, project management, and site engineering, allowing them to observe professionals in action while gaining insight into career pathways in the construction industry. While this was a valuable opportunity, we recognize the need to create structured, long-term engagement rather than short-term exposure. Moving forward, we aim to develop more intentional partnerships with industry professionals that include mentorship programs, work-based learning projects, and hands-on training experiences that can be integrated into the school curriculum.</p> <p>Beyond industry-focused partnerships, we recognize that holistic student success requires support beyond technical skills. We have strengthened our collaboration with Kingmakers of Oakland, ensuring that culturally responsive practices are embedded within our work-based learning experiences. This partnership provides students—especially young men of color—with identity-affirming support and mentorship that fosters self-confidence and leadership skills. Additionally, Youth Uprising has played a critical role in offering mental health services that help students navigate personal and emotional challenges, ensuring they are prepared not just academically but socially and emotionally for college and career pathways. Moving forward, we will continue working closely with these organizations to create wraparound supports that address both academic and non-academic barriers to success.</p> <p>One of the key areas of focus in preparing students for post-secondary success is financial literacy and access to financial aid. FAFSA sessions are led by our counseling team, providing students and families with critical information on how to secure financial assistance for college. However, we continue to face challenges in ensuring full participation, as misconceptions, fear of financial burdens, and lack of awareness create barriers to FAFSA completion. To address this, we are working on targeted outreach strategies, including one-on-one financial aid counseling, peer-led FAFSA workshops, and family financial aid nights to ensure that all students feel informed and empowered to access financial resources.</p> <p>While progress has been made, challenges remain in sustaining consistent industry engagement and ensuring that partnerships align with student interests and evolving workforce demands. Some industries have time and resource constraints that limit their ability to offer ongoing student engagement. To address this, we are developing flexible partnership models, including virtual mentorship, guest speaker series, and short-term project-based collaborations that allow for industry participation without long-term commitments. Additionally, we will refine how we track and measure the impact of these partnerships, using student feedback and career readiness indicators to inform future engagement strategies.</p> <p>Moving forward, our goal is to ensure that every LPS Oakland student has at least one industry-connected experience before graduation, whether through internships, mentorship, or project-based learning. By continuously refining our approach to industry partnerships, we are reinforcing our commitment to graduating students who are not only academically prepared but also career-ready, socially empowered, and equipped with the skills to thrive in the workforce.</p>
<p>Career and Community Leadership Coordinator will work with students, teachers and industry partners to develop on-campus WBL opportunities</p>	<p>LPS Oakland is taking decisive action to expand on-campus Work-Based Learning (WBL) opportunities through the leadership of the Linked Learning Lead Facilitator. This role is essential in bridging students, teachers, and industry partners, ensuring that students gain hands-on experience in career-aligned activities without needing to leave campus. By embedding WBL opportunities directly within the school environment, we remove barriers to participation, provide structured career exploration, and align student experiences with industry expectations. Moving forward, we will build clear systems for engagement, mentorship, and assessment to ensure the success and sustainability of on-campus WBL initiatives.</p> <p>The Linked Learning Lead Facilitator worked closely with the CTE teacher to create A-G approved electives that integrate WBL experiences, including the WBL Career Practicum, Student Enterprise, Web Design, and Pathway Support Internships. These courses provide structured, hands-on career experiences that allow students to develop technical and professional skills while receiving academic credit. Building on the Design, Multimedia, and Marketing Arts (DMMA) Pathway, all WBL experiences are aligned with DMMA industry standards and career expectations, ensuring that students gain relevant skills applicable to real-world professions. Over the past year, we have successfully engaged industry partners in construction, multimedia arts, and social media management to provide students with authentic career experiences on campus. Teachers have begun integrating career-connected projects into their curriculum, ensuring that WBL is not an extracurricular add-on but a core component of student learning. Additionally, the Family and Community Coordinator has facilitated internships where students apply skills in communication, content creation, and outreach to enhance engagement with LPS Oakland's programs. While these efforts have increased access, challenges remain in scaling participation and ensuring that every student, regardless of their academic track, can engage in meaningful WBL opportunities.</p> <p>One of the primary challenges has been establishing consistent structures for industry engagement that align with students' schedules and academic commitments. Industry partners often have limited availability, making it necessary to create flexible models of interaction, including virtual mentorship, project-based collaborations, and rotational site visits that bring professionals to campus during scheduled learning blocks. Additionally, teacher collaboration and capacity-building must continue to be prioritized, ensuring that educators are equipped with the knowledge and resources to integrate WBL into their classrooms effectively. Moving forward, we will provide professional development focused on career-connected instruction, build a formalized tracking system to monitor student participation and skill development, and expand industry partnerships beyond traditional fields to include emerging career pathways. Our goal is for every LPS Oakland student to graduate with at least one substantial work-based learning experience that connects directly to their post-secondary aspirations. By continuing to expand on-campus WBL offerings, strengthen cross-sector partnerships, and refine systems for engagement and accountability, we will ensure that all students leave LPS Oakland with the confidence, skills, and professional exposure needed to thrive in their future careers.</p>

	<p>School administration and Career and Community Leadership Coordinator will ensure professional development for all faculty on ways in which they can connect classroom learning and work-based learning.</p>	<p>LPS Oakland is committed to ensuring that all faculty members are equipped with the knowledge, strategies, and resources to effectively integrate work-based learning (WBL) into classroom instruction. The School Administration and Linked Learning Lead Facilitator are leading professional development (PD) initiatives that empower teachers to make explicit connections between academic content and real-world applications. By embedding WBL principles into daily instruction, we are strengthening the alignment between classroom learning and career readiness, ensuring that students develop both academic proficiency and workforce competencies that prepare them for post-secondary success.</p> <p>This year, we have taken actionable steps to provide faculty with structured professional development sessions focused on career-connected instruction, interdisciplinary project design, and industry-aligned skill-building. PD workshops have been designed to be interactive and collaborative, allowing teachers to work together to co-develop lesson plans that incorporate WBL experiences. Faculty have also participated in industry site visits, guest speaker sessions, and mentorship programs to gain firsthand insight into workforce expectations. These experiences have enhanced teachers' ability to design learning opportunities that reflect the skills and knowledge students need to succeed beyond high school. While progress has been made, challenges remain in ensuring full faculty engagement and consistency in implementation. Some teachers require additional support in making connections between their subject areas and career pathways, while others face time constraints that limit their ability to develop WBL-aligned projects. To address these challenges, we are implementing ongoing coaching, peer collaboration sessions, and designated planning time for faculty to refine their approaches. Additionally, we will leverage teacher leaders and industry partners to co-facilitate future PD sessions, ensuring that teachers receive both practical implementation strategies and direct industry perspectives.</p> <p>Moving forward, our goal is to create a sustainable, school-wide culture where WBL is seamlessly integrated into instruction across all grade levels and subject areas. To achieve this, we will establish a structured PD cycle, including quarterly training sessions, interdisciplinary collaboration opportunities, and hands-on industry experiences for educators. By equipping our faculty with the tools and confidence to connect classroom learning with career pathways, we are reinforcing our commitment to graduating students who are both college and career ready, prepared to navigate and thrive in an evolving workforce.</p>
	<p>Recruit and retain strong student support staff</p>	<p>LPS Oakland is committed to recruiting and retaining strong student support staff to ensure that all students receive the guidance, resources, and interventions they need to thrive academically, socially, and emotionally. The presence of dedicated student support staff—including counselors, wellness coordinators, academic interventionists, and mental health professionals—is critical in fostering a safe, inclusive, and supportive learning environment. To strengthen these efforts, we are prioritizing strategic hiring, professional development, and retention initiatives that align with the diverse needs of our student population.</p> <p>Last year, 2023-2024, our recruitment efforts were highly successful, resulting in only two teacher vacancies for 218 students. In those cases, students utilized an online A-G content solution to ensure continued academic progress. This year, we have no teacher vacancies, a reflection of our continued commitment to hiring and retaining high-quality educators. Furthermore, based on our intent-to-return survey, we anticipate a 75% teacher retention rate for the upcoming school year, demonstrating our progress in building a sustainable and committed workforce. Additionally, we continue to leverage our strong special education support team, ensuring that all students receive the necessary individualized supports to succeed. Our ability to retain and grow a dedicated student services team has been instrumental in fostering a learning environment where students receive targeted academic and emotional support. While recruitment efforts have been successful, retention remains a critical area of focus. Many student support staff face burnout and high workloads, which can impact job satisfaction and longevity. To address this challenge, we are implementing ongoing professional development opportunities, mentorship programs, and well-being initiatives that create a sustainable and fulfilling work environment. Additionally, we are refining staff feedback mechanisms to ensure that employees have a voice in shaping policies and practices that impact their roles. By fostering a culture of collaboration, appreciation, and professional growth, we are working to build a team that remains engaged and committed for the long term.</p> <p>Moving forward, our goal is to establish a sustainable model for student support services that ensures all students have access to consistent, high-quality guidance and interventions throughout their educational journey. By continuing to enhance recruitment strategies, strengthening retention supports, and prioritizing staff well-being, LPS Oakland will cultivate a thriving student support team that is well-equipped to meet the evolving needs of our school community.</p>
<p>24-25 Strategic Actions for Goal #3</p>	<p>Provide ongoing targeted professional development to LPS staff around effective integrated systems of student supports, including best practices for supporting student success in dual enrollment classes</p>	<p>As participation in dual enrollment continues to increase, it is critical to provide faculty and staff with best practices for guiding students through the rigors of college-level coursework while balancing their high school responsibilities. Through intentional collaboration and structured PD sessions, we are strengthening our capacity to help students succeed in dual enrollment courses and beyond.</p> <p>A key component of our success has been the implementation of course facilitators, who serve as a critical support system for students enrolled in dual enrollment courses. These facilitators provide academic guidance, time management strategies, and direct communication with college instructors, ensuring that students have the necessary tools to thrive in these challenging courses. This intervention has led to a significant increase in student success rates in dual enrollment coursework. In 2021-2022, only 50% of 12th-grade students passed one or more dual enrollment courses with a C- or better at any time in grades 9-12. In 2022-2023, that percentage increased to 57%. Last year, in 2023-2024, with the expansion of CTE team collaboration and the integration of course facilitator support, 80% of students were successful in their dual enrollment coursework. This substantial improvement highlights the effectiveness of targeted student support systems and faculty training in ensuring equitable access to post-secondary learning opportunities.</p> <p>Despite these successes, challenges remain in scaling these efforts across all dual enrollment offerings. Some students continue to struggle with self-regulation, college-level expectations, and the transition to independent learning environments. To address this, our professional development initiatives will emphasize enhanced academic coaching, structured intervention strategies, and deeper collaboration with college partners. Additionally, we will refine our data tracking systems to better identify students who need early intervention and targeted academic support. Moving forward, our goal is to solidify and expand faculty development efforts, ensuring that all teachers and staff understand how to effectively integrate work-based learning, college preparation, and student success strategies into their daily practice. By leveraging data-driven insights, refining facilitator roles, and expanding professional development, LPS Oakland will continue to enhance its dual enrollment success rates and ensure that every student has the opportunity to excel in both high school and college coursework.</p>

<p>Provide early systematic assistance to students in dual enrollment and connect them to appropriate interventions and supports</p>	<p>Recognizing that not all students enter these courses with the same level of preparedness, we have implemented early identifier structures to proactively address student needs before academic challenges become barriers. These structured interventions provide targeted academic, social-emotional, and executive functioning support from the start.</p> <p>Last year, with 218 students enrolled, we offered six dual enrollment courses each semester—two in business and four in Design, Multimedia, and Marketing Arts (DMMA). A total of 100 11th and 12th graders participated in dual enrollment. To strengthen support, the CTE team created its own COST-type protocol specifically for DE students, ensuring that faculty and support staff could track student progress, identify those struggling, and connect them with academic counseling, tutoring, and mental health resources. These meetings ensured timely, tailored interventions, leading to improved student engagement, higher course completion rates, and stronger self-advocacy skills. This year, with 171 students enrolled and 72 11th and 12th graders in dual enrollment, we have expanded UC-approved A-G electives that provide structured college preparation for students with varying access needs. These semester-long courses offer regular high school credit (5 units instead of 10), flexible deadlines, and accommodations for students who require a more adaptable learning environment than traditional dual enrollment courses. This ensures that students who may struggle with the faster pace and rigid deadlines of college classes still receive early exposure to college-level expectations in a more supportive setting.</p> <p>Despite these successes, challenges remain in ensuring all students receive the right interventions and resources. Some students still struggle with time management, self-advocacy, and navigating college expectations, particularly first-generation college-goers who may not have familial guidance on how to navigate postsecondary education. Additionally, students with inconsistent academic histories or those balancing significant family or work responsibilities often face difficulties meeting the demands of college coursework. While the flexible A-G electives address some of these challenges, they are not a replacement for targeted executive functioning support, increased one-on-one advising, and structured academic coaching. Another challenge is ensuring that faculty and facilitators have the time and training needed to provide individualized student support. While COST-type meetings have improved our ability to identify students in need, maintaining a consistent feedback loop between dual enrollment instructors, high school faculty, and support staff remains an area for growth. Some students continue to fall through the cracks if they do not actively seek help or if their challenges are not immediately visible through academic performance alone. To address these issues, we are strengthening peer mentorship programs, allowing experienced dual enrollment students to guide and support new students. Additionally, we are refining our data tracking and student monitoring systems to identify at-risk students earlier and ensure timely intervention. Expanding family engagement efforts will also be critical, as many students face barriers that extend beyond the classroom and require additional support networks.</p> <p>Moving forward, we will continue refining early identification structures to ensure students are placed in dual enrollment or college prep courses aligned with their academic readiness and long-term goals. By expanding structured interventions, increasing family engagement, and refining flexible academic pathways, LPS Oakland will sustain a dual enrollment culture that is equitable, supportive, and tailored to meet diverse student needs.</p>
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Pathway Strategic Actions 2025-2026

2025-2026 Strategic Actions
Based on the reflection on this year's strategic actions and analyzing student data, what are 3-5 new or revised strategies and actions (for each goal) you can take (as a teacher, as a pathway, as a school) to support achieving your goals by 2026?

<p>Goal #1: By 2026</p>	<p>By 2026, LPS R&D will establish a student-focused integrated program of study that includes cross-subject and industry-infused curriculum and instructional design. By 2026, all Pathway students will experience at least 2 integrated projects in grades 9-11 and an integrated capstone project in 12th grade.</p>	<p>New or Revised Strategic Actions for Goal #1</p>	<p>Expand Professional Development to Strengthen Cross-Disciplinary Collaboration Implement targeted professional development focused on interdisciplinary project design, ensuring that teachers have the tools and support needed to integrate cross-subject learning experiences. Foster collaborative planning structures that enable educators to co-design projects aligned with both academic standards and industry expectations.</p> <p>Enhance Industry Partnerships for Real-World Learning and Mentorship Deepen partnerships with industry professionals to provide students with meaningful, career-connected experiences, including mentorship, feedback, and authentic project-based learning opportunities. Leverage these partnerships to ensure that students engage in relevant, real-world challenges that reinforce academic learning while building professional skills.</p> <p>Redesign Student Support Structures to Align with Mastery-Based Learning Shift toward a mastery-based grading model that prioritizes student learning over course repetition, ensuring that students focus on mastering individual competencies rather than retaking entire classes. Develop flexible intervention strategies that allow for targeted credit recovery and specialized support within a small school setting, keeping students on track for graduation while maintaining high expectations for learning.</p>
	<p>By 2026, LPS Oakland R&D will fully develop and implement a robust work-based learning continuum that ensures that 100% of graduates completes a range of work-based learning experiences, including an internship or similar industry-related practicum.</p>		<p>Deepen Dual Enrollment and Industry Partnerships for Seamless Postsecondary Transitions Expand collaboration with Berkeley City College and industry professionals to provide students with real-world learning experiences that bridge high school, college, and career pathways. Strengthen dual enrollment support structures to ensure students successfully complete college-level coursework while gaining exposure to industry standards and expectations.</p>

<p>Goal #2: By 2026</p>		<p>New or Revised Strategic Actions for Goal #2</p>	<p>Prioritize Equity in Access to Pathway-Aligned Coursework and Work-Based Learning Implement targeted supports to ensure students from all backgrounds can fully participate in the DMMA pathway, including dual enrollment, industry-connected projects, and internships. Develop strategies to remove barriers to participation, such as flexible scheduling, additional academic support, and intentional outreach to underrepresented students.</p> <p>Align Mastery-Based Learning with Career Pathway Participation Transition to a mastery-based grading model that allows students to focus on essential skills and standards rather than repeating full courses, ensuring remediation efforts do not hinder access to pathway coursework. Refine scheduling structures to integrate credit recovery with pathway participation, ensuring all students graduate with both a high school diploma and industry-recognized credentials that position them competitively for postsecondary education and careers in multimedia arts.</p>
<p>Goal #3: By 2026</p>	<p>By 2026, 90% of the Business Pathway students will successfully complete a sequence of dual enrollment courses that culminates in a certificate in Business Entrepreneurship. In addition, LPS will research and implement a system of integrated student support strategies to ensure student success in dual enrollment courses.</p>	<p>New or Revised Strategic Actions for Goal #3</p>	<p>Enhance Dual Enrollment Support for High Completion Rates Strengthen academic and advising supports to ensure students successfully complete dual enrollment coursework at Berkeley City College. Implement proactive monitoring systems to track student progress, provide timely interventions, and offer structured guidance that increases persistence and success in college-level courses.</p> <p>Expand Work-Based Learning and Industry Partnerships Deepen collaborations with industry professionals to integrate real-world learning experiences into the DMMA pathway, ensuring students gain relevant skills and career exposure. Provide structured work-based learning opportunities, including internships, industry mentorships, and portfolio development, to position students competitively for postsecondary education and careers in multimedia arts.</p> <p>Implement Mastery-Based Learning to Promote Equity and Retention Transition to a mastery-based grading system that allows students to demonstrate competency in individual standards rather than repeating entire courses. Ensure equitable access to pathway-aligned coursework by embedding integrated student supports, including tutoring, flexible scheduling, and personalized interventions, to help all students thrive in dual enrollment and career-connected learning experiences.</p>
<p>Budget Expenditures <i>Effective July 1, 2025 - June 30, 2026</i> 2025-2026 Pathway Budget</p>			

<p>BUDGET JUSTIFICATION 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? (Consider how the expenditure supports your 3-year goals or 2025-2026 strategic actions where possible.)</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; not all 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 details are needed, the justification will be conditionally approved and require a justification form.</i></p>	COST	OBJECT CODE	OBJECT CODE DESCRIPTION	POSITION TITLE	FTE	PATHWAY NAME (if applicable)	<p>Fully Approved</p> <p>(Fully approved means your justification is complete; therefore, a Measure H Justification Form is not required. However you still need to submit any other OUSD form that is required for approval)</p> <p><i>(protected cells below are to be completed by MN/H staff only)</i></p>	<p>Conditionally Approved</p> <p>(Conditionally approved means that your justification is incomplete; therefore a Measure H Justification Form is required along with any other OUSD form that is required for approval)</p> <p><i>(protected cells below are to be completed by MN/H staff only)</i></p>
<p>Linked Learning Lead Facilitator (LLLF) - This budget line item covers the salary and benefits for the individual responsible for leading the implementation of Linked Learning principles across the school, and in alignment with the CTE pathway. The LLLF supports the coordination of professional development sessions, curriculum development, and collaboration with industry partners. The role ensures efficient allocation of resources to foster student success and career readiness through the integration of academic and technical content. Specifically, the LLLF facilitates the implementation of, 1) the Whole School Strategic actions for 2025-26; 2) the attainment of the 3, 3-year pathway goals, and, 3) the revised Strategic Actions for 2025-26. All pathway students, and therefore all students, benefit from this expenditure. Additionally, this role assures the attainment of our strategic goals as related to outcomes for our males, our focus group, through effective implementation of ongoing data collection and analysis systems to implement strategies with the purpose of enhancing the overall effectiveness and impacts of the Linked Learning program as reflected in the achievement and outcomes for our males.</p>	\$35,100.00	1300 & 3000s	Certificated Salary and Benefits	Linked Learning Lead Facilitator	0.20	DMMA	Approved	
<p>Dual Enrollment Course Facilitator/CTE Teacher - The Dual Enrollment Course Facilitator/CTE Teacher serves as a liaison between college professors and high school students enrolled in dual enrollment courses, and is also the teacher of record for the Work Based Learning Career Practicum courses. This role requires a blend of administrative coordination, instructional support, and mentorship to ensure the successful integration of college-level coursework into the high school environment. The facilitator works closely with both high school faculty and college instructors to promote academic excellence and smooth transition for students in college courses.</p>	\$106,000.00	1101 & 3000s	Certificated Salary and Benefits	Course Facilitator	1	DMMA	Approved	

2024-25 MEASURE H STRATEGIC CARRYOVER PLAN			
<i>Effective: July 1, 2025 - June 30, 2026</i>			
Name of School Site Leadership Public Schools			Site #
Approved Strategic Carryover <i>(from prior years - Carryover Plan)</i>	\$143,225.00	In the box below, please indicate why you decided to allocate Strategic Carryover.	
Total Budgeted Amount	\$143,225.00		
Remaining Amount to Budget	\$0.00		

NOTE: Measure H funds are to be expended during the fiscal year for which the Measure H 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 H Education Improvement Plan (EIP) to support students and pathway development.

Resources: [Measures N and H 2025-2026 Permissible Expenses](#)
[Measure H Proper Budget Justification Examples - A Resource for EIP, SCO, C/O and Budget Modification 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 H Proper Budget Justification Examples - A Resource for EIP, SCO, C/O, and Budget Modification Development document linked below.**

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 respond to the additional Budget Justification questions outlined in the Measure H Instructions for a Proper Budget Justification .									
	COST	OBJECT CODE	OBJECT CODE DESCRIPTION	POSITION TITLE & NUMBER	FTE %	WHOLE SCHOOL OR PATHWAY NAME	Which Linked Learning domain does this support?	Fully Approved <small>(Fully approved means your justification is complete; therefore, a Measure H Justification Form is not required. However you still need to submit any other OUSD form that is red for approval) <i>(protected cells below are to be completed by MN/H staff only)</i></small>	Conditionally Approved <small>(Conditionally approved means that your justification is incomplete; therefore a Measure H Justification Form is required along with any other OUSD form that is required for approval) <i>(protected cells below are to be completed by MN/H staff only)</i></small>
<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? (Consider how the expenditure supports your 3-year goals or 2025-26 strategic actions.)</p> <p>If you have questions about which object codes to use, we encourage you to refer to this list of OUSD's object codes. <i>Please note that this is NOT a comprehensive list of all OUSD's object codes, and not all are permissible uses of Measure H funds. Please refer to the Measures N and H Permissible Expenses document to confirm permissibility.</i></p> <p>Linked Learning Lead Facilitator (LLLLF) - This budget line item covers the salary and benefits for the individual responsible for leading the implementation of Linked Learning principles across the school, and in alignment with the CTE pathway. The LLLLF supports the coordination of professional development sessions, curriculum development, and collaboration with industry partners. The role ensures efficient allocation of resources to foster student success and career readiness through the integration of academic and technical content. Specifically, the LLLLF facilitates the implementation of, 1) the Whole School Strategic actions for 2025-26; 2) the attainment of the 3, 3-year pathway goals, and, 3) the revised Strategic Actions for 2025-26. All pathway students, and therefore all students, benefit from this expenditure. Additionally, this role assures the attainment of our strategic goals as related to outcomes for our males, our focus group, through effective implementation of ongoing data collection and analysis systems to implement strategies with the purpose of enhancing the overall effectiveness and impacts of the Linked Learning program as reflected in the achievement and outcomes for our males.</p>	\$143,225.00	1300 & 3000s	Certificated Salary and Benefits	Linked Learning Lead Facilitator	0.80%	DMMA	Enabling Conditions	Approved	

LPS Oakland R&D-Design and Multimedia Arts Pathway Program of Study 9-12

Industry Sector: Design Visual and Media Arts

Industry Partners: KQED, Career Launch, REEL Oakland, Next Wave STEM, The Tech Museum-San Jose

Post-Secondary Partners: BCC, Merritt College, College Essay Guy

Community-Based Partners: Kingmakers of Oakland, Youth Uprising

Pathway Vision	<p>What is the instructional vision and desired experience for students that will drive the pathway?</p> <p>Preparing students for college and career success through hands-on learning and industry partnerships, emphasizing articulation with the Berkeley City College Multimedia Arts program and design degree programs at UC Berkeley and UC Davis.</p>				
Pathway COP Meeting Time:	9th Grade Program	10th Grade Program Grade level meeting time: Every 3rd Wednesday from 2:30 - 4:45 PM	11th Grade Program Grade level meeting time:	12th Grade Program Grade level meeting time:	Graduate Pathway Outcomes (Student Learning Outcomes)
A_G Academic Core Student Cohort Integrity	English 9: Cepeda Ethnic Studies: Ziegenhorn Algebra 1: Jimenez Biology: Cooper Spanish 1 or 2: Montilla	English 10: Cepeda World History: Ziegenhorn AP World History: Ziegenhorn Geometry: Jimenez Chemistry: Radousky Spanish 3 or 4: Montilla	English 11: Asfaha AP Literature: Asfaha US History: Batchellor Alg 2: Porter AP Spanish: Montilla	CSU ExpRW: Asfaha Gov/Econ: Batchellor Science: Teacher Name PreCalc: Porter Other: Teacher Name	<p style="text-align: center;">[Link to outcomes]</p>  
Technical Core/Theme (CTE Sequence) CTE Course Resources	Introduction to Design & Multimedia Arts	Intermediate Design and Multimedia Arts	Advanced Design and Multimedia Arts [in development] WBL Career Practicum <ul style="list-style-type: none"> Student-based Enterprise Intern Evaluation Guidelines Web Design Intern Evaluation Guidelines 	WBL Career Practicum <ul style="list-style-type: none"> Student-based Enterprise Intern Evaluation Guidelines Web Design Intern Evaluation Guidelines 	
Dual Enrollment [Link to Dual Enrollment]			Berkeley City College Multimedia Arts Electives: <ul style="list-style-type: none"> Graphic Visualization Web Design (Internship) Web Commerce Data Design VR and Digital Spaces Social Media Marketing Merritt College Elective: <ul style="list-style-type: none"> BUS 90: Content Marketing and Branding 	Berkeley City College Multimedia Arts Electives: <ul style="list-style-type: none"> Graphic Visualization Web Design (Internship) Web Commerce Data Design VR and Digital Spaces Social Media Marketing Merritt College Elective: <ul style="list-style-type: none"> BUS 80: Financial Literacy 	

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Integrated Projects/ Common Performance Assessments	<p>Semester 1 KQED Media Challenge</p> <p>Interdisciplinary Project Cohort Configurations</p> <p>Google Classroom Linked Learning PLC+PBL: Materials and Exit Tickets</p> <p>Semester 2 [in development]</p>	<p>Semester 1 KQED Media Challenge</p> <p>Interdisciplinary Project Cohort Configurations</p> <p>Google Classroom Linked Learning PLC+PBL: Materials and Exit Tickets</p> <p>Semester 2 [in development]</p>	<p>Semester 1 KQED Media Challenge</p> <p>Interdisciplinary Project Cohort Configurations</p> <p>Google Classroom Linked Learning PLC+PBL: Materials and Exit Tickets</p> <p>Semester 2 [in development]</p>	<p>Semester 1 KQED Media Challenge</p> <p>Interdisciplinary Project Cohort Configurations</p> <p>Google Classroom Linked Learning PLC+PBL: Materials and Exit Tickets</p> <p>Semester 2 [in development]</p>	
Defenses or Capstones				Exhibition of Pathway Learning: Student Evaluation Facing Criteria Exhibition Evaluation Rubric	
Other Courses / Electives	<ul style="list-style-type: none"> Design Thinking for Problem Solving 	<ul style="list-style-type: none"> Design Thinking for Problem Solving 	<ul style="list-style-type: none"> Psychology Design Thinking for Problem Solving Laney Stats (Spring) 	<ul style="list-style-type: none"> Psychology Laney Stats (Spring) 	
Other Student Experiences (post-session, intersession, rituals, class trips, assemblies)	<ul style="list-style-type: none"> Family Meetings: Fridays from 12:20 - 1:20 PM Advisory on Tuesdays from 1:20 - 1:50 PM Frosh Seminar on Thursdays from 1:20 - 1:50 PM 	<ul style="list-style-type: none"> Family Meetings: Fridays from 12:20 - 1:20 PM Advisory on Tuesdays from 1:20 - 1:50 PM Soph Seminar on Thursdays from 1:20 - 1:50 PM 	<ul style="list-style-type: none"> Family Meetings: Fridays from 12:20 - 1:20 PM Advisory on Tuesdays from 1:20 - 1:50 PM Junior Seminar on Thursdays from 1:20 - 1:50 PM 	<ul style="list-style-type: none"> Family Meetings: Fridays from 12:20 - 1:20 PM Advisory on Tuesdays from 1:20 - 1:50 PM Senior Seminar on Thursdays from 1:20 - 1:50 PM 	
Work Based Learning [reference documents: WBL Continuum	<p>WBL Continuum</p> <p>Connected to Frosh Seminar and Linked Learning Cohort interdisciplinary work</p>	<p>WBL Continuum</p> <p>Connected to Soph Seminar and Linked Learning Cohort interdisciplinary work</p>	<p>WBL Continuum</p> <p>Connected to Junior Seminar and Linked Learning Cohort interdisciplinary work</p>	<p>WBL Continuum</p> <p>Connected to Senior Seminar and Linked Learning Cohort interdisciplinary work</p>	Certifications
Student Leadership, including CTSO	<ul style="list-style-type: none"> ASB Leadership (UC Approved) 	<ul style="list-style-type: none"> ASB Leadership (UC Approved) 	<ul style="list-style-type: none"> ASB Leadership (UC Approved) 	<ul style="list-style-type: none"> ASB Leadership (UC Approved) 	BCC Certificate of Completion in Multimedia Arts for completing all 6 BCC DE courses
Summer Learning (Summer Bridge, summer learning, credit recovery)	<ul style="list-style-type: none"> Credit Recovery Peralta Summer Institute Soph Readiness Project 	<ul style="list-style-type: none"> Credit Recovery Peralta Summer Institute Junior Readiness Project 	<ul style="list-style-type: none"> Credit Recovery Peralta Summer Institute Senior Readiness Project 		

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<p>College Awareness & Exploration College and Career Readiness Classroom Framework</p>	<p>Focus: Foundation building and self-exploration.</p> <p>Activities:</p> <p>Introductory college workshops explaining types of colleges (community colleges, trade schools, 4-year universities, etc.)</p> <p>Exploration of personal interests, strengths, and potential career paths through assessments and reflection.</p> <p>College field trips to local institutions to start familiarizing students with campus life.</p> <p>Sessions on the importance of high school grades and extracurricular activities for college readiness.</p> <p>Student/parent information nights on long-term academic planning and financial literacy basics.</p>	<p>Focus: Expanding options and career connections.</p> <p>Activities:</p> <p>Workshops on different majors, career clusters, and how they align with various colleges.</p> <p>Begin the conversation about GPA, course rigor, and its impact on college eligibility.</p> <p>Participation in career fairs and industry panels connected to potential college majors.</p> <p>Virtual and in-person college tours to both local and regional colleges.</p> <p>Continued emphasis on extracurricular involvement and leadership development.</p>	<p>Focus: Narrowing options and preparing for the application process.</p> <p>Activities:</p> <p>Personalized college counseling sessions to create a college list and identify “reach,” “target,” and “safety” schools.</p> <p>Information sessions on scholarships, financial aid, and the FAFSA process.</p> <p>College essay and personal statement workshops to begin drafts.</p> <p>Dual enrollment opportunities for exposure to college-level coursework and expectations.</p> <p>Engagement with college representatives at fairs and workshops.</p>	<p>Focus: Application completion and transition support.</p> <p>Activities:</p> <p>College application days with direct support for CSU/UC, Common Application, and private college applications.</p> <p>College Essay Guy guidance on crafting compelling personal statements.</p> <p>FAFSA completion workshops with financial aid counselors.</p> <p>Decision-making workshops covering how to evaluate college acceptance offers, financial aid packages, and scholarship opportunities.</p> <p>Senior visits to campuses after acceptance (if possible).</p> <p>College readiness boot camps focusing on skills like time management, independence, and navigating college life.</p>	
<p>Community Building and Motivational Activities and Trips</p>	<p>9th Grade: Foundation Building and Self-Identity - ASB Driven</p> <p>Hispanic/Latinx Heritage Month:</p>	<p>10th Grade: Skill Building and Relational Identity- ASB Driven</p> <p>Hispanic/Latinx Heritage Month:</p>	<p>11th Grade: Preparation and Community Social Identity - ASB Driven</p> <p>Hispanic/Latinx Heritage Month:</p>	<p>12th Grade: Final Preparation and Global/Human Identity - ASB Driven</p>	

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	<p>Fiesta Friday: Celebrate with Latinx food, music, and cultural showcases.</p> <p>LGBTQ+ History Month:</p> <p>Pronoun Pin Tuesday: Wear pronoun pins to build awareness of identity and inclusivity.</p> <p>Rainbow Monday: Celebrate identity by wearing rainbow colors.</p> <p>Native American Heritage Month:</p> <p>Tribal Pattern Monday: Wear Native American patterns while learning about self-expression through art.</p> <p>Black History Month:</p> <p>Black Excellence Monday: Wear shirts showcasing Black leaders and discuss role models.</p> <p>Afro-Centric Wednesday: Emphasize identity by wearing African-inspired clothing.</p> <p>Women’s History Month:</p> <p>Women in STEM Monday: Highlight role models in STEM, encouraging identity formation in new areas.</p>	<p>Fiesta Friday: Celebrate with Latinx food, music, and cultural showcases.</p> <p>LGBTQ+ History Month:</p> <p>Historical Figures Wednesday: Dress as notable LGBTQ+ figures, learning to honor relational history.</p> <p>Native American Heritage Month:</p> <p>Warrior Wednesday: Wear warrior-inspired clothing, focusing on leadership and relational identity.</p> <p>Black History Month:</p> <p>Pan-African Flag Tuesday: Wear the flag colors to show unity and connection to the broader community.</p> <p>Women’s History Month:</p> <p>Suffragette Tuesday: Wear suffrage colors and explore women’s contributions to relational and social justice.</p>	<p>Fiesta Friday: Celebrate with Latinx food, music, and cultural showcases.</p> <p>LGBTQ+ History Month:</p> <p>Allies Thursday: Wear allyship shirts, focusing on building community support networks.</p> <p>Native American Heritage Month:</p> <p>Eco-Friendly Thursday: Wear eco-friendly clothing, engaging in a community service project tied to environmental stewardship.</p> <p>Black History Month:</p> <p>Black History Heroes Thursday: Dress as Black historical figures who impacted society, exploring community influence.</p> <p>Women’s History Month:</p> <p>Trailblazer Wednesday: Represent a female trailblazer, connecting to leadership within the community.</p>	<p>Hispanic/Latinx Heritage Month:</p> <p>Fiesta Friday: Celebrate with Latinx food, music, and cultural showcases.</p> <p>LGBTQ+ History Month:</p> <p>Pride Friday: Lead a pride parade on campus to support and celebrate global human identity.</p> <p>Native American Heritage Month:</p> <p>Cultural Celebration Friday: Host an event showcasing Native American culture, emphasizing global contributions.</p> <p>Black History Month:</p> <p>Cultural Explosion Friday: Organize a cultural fair highlighting contributions from the African diaspora, tying to global impact.</p> <p>Women’s History Month:</p> <p>Future is Female Friday: Showcase women’s contributions in global history, inspiring senior projects focused on leadership.</p>	
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Advisory	Self Identity <ul style="list-style-type: none"> Advisory on Tuesdays from 1:20 - 1:50 PM Grade 9 SEL Advisory Circle Protocols (Sem 1) 	Relational Identity <ul style="list-style-type: none"> Advisory on Tuesdays from 1:20 - 1:50 PM Grade 10 SEL Advisory Circle Protocols (Sem 1) 	Community and Social Identity <ul style="list-style-type: none"> Advisory on Tuesdays from 1:20 - 1:50 PM Grade 11 SEL Advisory Circle Protocols (Sem 1) 	Global and Human Identity <ul style="list-style-type: none"> Advisory on Tuesdays from 1:20 - 1:50 PM Grade 12 SEL Advisory Circle Protocols (Sem 1)
Personalized Supports	Advisory (SEL): <ul style="list-style-type: none"> Weekly DeansList Report Review: Advisors help students review their DeansList reports, focusing on behavior, attendance, and academic progress. This helps students set personal and academic goals and address any issues early on. Reflection on Progress: Students reflect on their behavior and academic growth based on the DeansList reports and develop action plans for improvement. 	Advisory (SEL): <ul style="list-style-type: none"> Bi-Weekly DeansList Report Review: Advisors conduct in-depth reviews of student reports to monitor skill development and relationship-building progress. Personalized interventions are provided for students needing support in academics or SEL. Goal Setting Sessions: Students use their DeansList reports to set relationship and academic goals, focusing on how relational skills impact academic performance. 	Advisory (SEL): <ul style="list-style-type: none"> Monthly DeansList Report Review: Advisors meet monthly with students to review their academic progress and behavior through DeansList reports, with a focus on leadership development and community involvement. Action Planning: Students create action plans based on their DeansList reports, identifying ways to improve academic achievement and social responsibility in the school community. 	Advisory (SEL): <ul style="list-style-type: none"> Monthly DeansList Report Review: Seniors review their reports with advisors, focusing on ensuring they are on track for graduation and post-secondary plans. Special attention is given to behavior, attendance, and academic performance to support their final transition. End-of-Year Reflection: Students use their DeansList reports to reflect on their high school journey, setting final goals for graduation and their post-secondary future.
Use of expanded learning time (before or after school)	Morning Support in Student Lounge Homework Help and Academic Tutoring: Dedicated tutors or peer mentors available each morning to assist with homework, study skills, and organization.	Morning Support in Student Lounge Homework Help and Academic Tutoring: Dedicated tutors or peer mentors available each morning to assist with homework, study skills, and organization.	Morning Support in Student Lounge Homework Help and Academic Tutoring: Dedicated tutors or peer mentors available each morning to assist with homework, study skills, and organization.	Morning Support in Student Lounge Homework Help and Academic Tutoring: Dedicated tutors or peer mentors available each morning to assist with homework, study skills, and organization.

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Work-Based Learning Lead: **Rashima Sonson** Pathway Name: **Design and Multimedia Arts**

Collaborators: **Maafi Cook** - Linked Learning Lead Facilitator; **Joshua Ramirez**, WBL Career Practicum Assistant Facilitator (starts in December, 2024)

Grade	Career Awareness: Learning ABOUT work	Career Exploration: Learning ABOUT work	Career Preparation: Learning THROUGH work	Career Training: Learning FOR work
	Groups of students	Small group or individual	Individual or small group (projects only)	Individual, over time
	Focus: Introduction to careers, foundational skills, and self-assessment.	Focus: Deeper exploration of career fields and hands-on experiences.	Focus: Gaining practical experience through internships, student-led enterprise and advanced coursework.	Focus: Specialized training, preparation for career entry or postsecondary education, and student-led enterprise development.
9th	<p><i>Career Launch Seminars:</i> Students complete interest inventories and career self-assessments using tools like California Career Zone</p> <p><i>Career Guest Speakers:</i> Industry professionals share insights into diverse fields.</p> <p><i>Field Trips:</i> Visits to local businesses and companies to expose students to workplace environments.</p> <p><i>Introduction to CTE Pathways:</i> Exploration of the Design and Multimedia Arts Pathway, introducing students to potential career options in design and media.</p> <p>Outcomes: Students gain awareness of various careers, identify potential fields of interest, and begin aligning their strengths and interests with career possibilities.</p>			
10th		<p><i>Career Launch Seminars:</i> Focus on job shadowing opportunities and research on career clusters that align with student interests.</p>		



Career Day/Expo: Interactive events where students engage directly with professionals across industries.

Job Shadowing: One-day job shadow experiences with local businesses, including shadowing design and multimedia professionals.

CTE Concentrator Course: Intermediate-level hands-on projects related to multimedia arts, where students connect academic content to real-world applications.

Outcomes: Students explore specific career paths more deeply, engage in preliminary hands-on learning, and build connections between academic learning and career fields.

11th

Internships: Semester-long internships in design studios, media companies, or local businesses, allowing students to work on real projects.

Workplace Simulations: Participation in simulations at school where students work in teams to complete design projects under industry standards.

Student-Led Enterprise: Launch and manage a student-run business, applying multimedia arts to create and market products or services.

CTE Capstone Course: Advanced Design and Multimedia Arts course where students complete industry-aligned projects, such as client-based design work.

Career Launch Portfolio Development: Students begin building a digital portfolio that includes projects,



			<p>reflections, and skills gained from their internship experiences.</p> <p>Outcomes: Students gain hands-on work experience, build practical skills in their chosen field, and develop a portfolio showcasing their work. The student-led enterprise experience fosters entrepreneurship, financial literacy, leadership, and team collaboration skills.</p>	
12th				<p><i>Career Practicum:</i> Participation in the WBL Career Practicum, where students work on a capstone project that is aligned with industry expectations or further develop their student-led enterprise.</p> <p><i>Dual Enrollment:</i> Enroll in community college courses aligned with career goals, such as advanced multimedia arts..</p> <p><i>Industry Certifications:</i> Students earn certifications that are recognized by industry partners (e.g., local or Peralta certifications).</p> <p><i>Student-Led Enterprise Expansion:</i> Continue building and scaling the student enterprise, refining business operations, marketing strategies, and product development.</p> <p><i>Career Launch Pitch:</i> Final presentation of their work-based learning journey, including portfolio presentation and industry feedback.</p> <p><i>College and Career Application Support:</i> Guidance for students applying to college programs or entering the workforce, with a focus on résumé building and interview skills.</p> <p>Outcomes: Students demonstrate readiness for work through certifications, complete their career portfolios, and gain practical skills to transition into either higher education or the workforce. The</p>



OAKLAND UNIFIED
SCHOOL DISTRICT

Community Schools, Thriving Students

				student-led enterprise experience provides real-world entrepreneurial training and builds leadership and innovation capacity.
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OAKLAND UNIFIED
SCHOOL DISTRICT

Community Schools, Thriving Students

	First Name	Last Name	Grade Level Team	Linked Learning Cohort	Advisory & Seminar	Block 1	Block 2	Block 3	Block 4	Block 5	Block 6
106	Karl	Cepeda	9th/10th	Humanities	9th	English 2	Engish 1	English 2	English 1	Prep	English 2
P206	Ftsum	Asfaha	11th/12th	Humanities	12th	English 3	Prep	CSU Exp Reading and Writing CP	AP Lang	CSU Exp Reading and Writing CP	English 3
107	Zach	Ziegenhorn	9th/10th	Humanities	9th	World History	Ethnic Studies	World History	AP World History	Ethnic Studies	Prep
P203	John	Batcheller	11th/12th	Humanities	12th	US History	Prep	Econ/Gov	Econ/Gov	Psychology	US History
125	Martin	Cooper	9th/10th	STEAM	10th	Biology	BCC/Foundations of Graphic Visualization	SBS/Prep	Prep	Design Thinking for Problem Solviing	Biology
124b	Yonah	Radousky	11th/12th	STEAM	11th	Prep	Chemistry	Anatomy/Physiology	Anatomy/Physiology	Chemistry	Chemistry
P207	Dani	Jimenez	9th/10th	STEAM	10th	Algebra 1	Geometry	Algebra 1	Algebra 1	Prep	Geometry
108	Eugene	Porter	11th/12th	STEAM	11th	Precalc	Prep	Math	Algebra 2	Precalc	Algebra 2
P205	Javier	Montilla	11th/12th	Humanities	11th	Prep	Prep	AP Spanish	Spanish 4	Spanish 2	Spanish 3
J101	Guillermo	Duarte	9th/10th	STEAM	10th	CTE Intro to Design	Prep	CTE Intermediate Design	CTE Intermediate Design	CTE Intro to Design	ASB
J102	Rashima	Sonson	11th/12th	STEAM	12th	BCC/Web Commerce	Merritt/Business 90	CTE/Pathway Support /Prep	Prep	WBL Career Practicum: Student Enterprise and Workplace Simulation Experience	WBL Career Practicum: BCC Web Design Internship
122a	Michelle	Ciraulo	9th/10th	Humanities	n/a	Algebra 1	Guided Studies	Guided Studies	Algebra 1	IEP	Prep
110	Linda	Itoka	n/a	n/a	n/a	ELD 1/ELD 2	Advanced ELD				
120a	Sulaiman	Ali	9th-12th	STEAM	n/a	English 3 Mr. Asfaha	Ms. Son Son (Roaming)	English 4. Mr. Asfaha	Guided Studies	Guided Studies	. U S History. Mr. Batchelor
122a	Finley	Reginald	9th-12th	Humanities	n/a	English 1/Mr. Cepeda	Guided Studies	Guided Studies	Algebra 2/Mr. Porter or Biology/Mr Cooper	Ethnic Studies/Mr. Z	English 2/Mr. Cepeda
122c	Contreras	Stef	11th/12th	Humanities	n/a	New Comers Academic Support	Senior/Newcomers Academic Support	Newcomers Academic Support	Newcomers Academic Support	New Comers Academic Support	Seniors/Newcomers Academic Support

	First Name	Last Name	Grade Level Team	Linked Learning Cohort	Advisory & Seminar	Block 1	Block 2	Block 3	Block 4	Block 5	Block 6
106	Karl	Cepeda	9th/10th	Humanities	9th	English 2	Engish 1	English 2	English 1	Prep	English 2
P206	Ftsum	Asfaha	11th/12th	Humanities	12th	English 3	Prep	CSU Exp Reading and Writing CP	AP Lang	CSU Exp Reading and Writing CP	English 3
107	Zach	Ziegenhorn	9th/10th	Humanities	9th	World History	Ethnic Studies	World History	AP World History	Ethnic Studies	Prep
P203	John	Batcheller	11th/12th	Humanities	12th	US History	Prep	Econ/Gov	Econ/Gov	Psychology	US History
125	Martin	Cooper	9th/10th	STEAM	10th	Biology	BCC/Foundations of Graphic Visualization	SBS/Prep	Prep	Design Thinking for Problem Solviing	Biology
124b	Yonah	Radousky	11th/12th	STEAM	11th	Prep	Chemistry	Anatomy/Physiology	Anatomy/Physiology	Chemistry	Chemistry
P207	Dani	Jimenez	9th/10th	STEAM	10th	Algebra 1	Geometry	Algebra 1	Algebra 1	Prep	Geometry
108	Eugene	Porter	11th/12th	STEAM	11th	Precalc	Math	Prep	Algebra 2	Precalc	Algebra 2
P205	Javier	Montilla	11th/12th	Humanities	11th	Prep	Prep	AP Spanish	Spanish 4	Spanish 2	Spanish 3
J101	Guillermo	Duarte	9th/10th	STEAM	10th	CTE Intro to Design	Prep	CTE Intermediate Design	CTE Intermediate Design	CTE Intro to Design	ASB
J102	Rashima	Sonson	11th/12th	STEAM	12th	BCC/Web Commerce	Merritt/Business 90	CTE/Pathway Support / Prep	Prep	WBL Career Practicum: Student Enterprise and Workplace Simulation Experience	WBL Career Practicum: BCC Web Design Internship
122a	Michelle	Ciraulo	9th/10th	Humanities	n/a	Algebra 1/Jimenez	Guided Studies	Guided Studies	Algebra 1/Jimenez	IEP	Prep
122a	Mandy	Moore	11th/12th	STEAM	n/a	Asfaha/Porter	IEP	Batcheller/Cepeda	Guided Studies	Guided Studies	Prep
110	Linda	Itoka	n/a	n/a	n/a	ELD 1/ELD 2	Advanced ELD				
120a	Sulaiman	Ali	9th-12th	STEAM	n/a	English 3 Mr. Asfaha	Ms. Son Son (Roaming)	English 4. Mr. Asfaha	Guided Studies	Guided Studies	. U S History. Mr. Batchelor
122a	Finley	Reginald	9th-12th	Humanities	n/a	World History/Mr. Z	Guided Studies	Guided Studies	Algebra 2/Mr. Porter	Ethnic Studies/Mr. Z	English 2/Mr. Cepeda
122a	Contreras	Stef	11th/12th	Humanities	n/a	New Comers Academic Support	Senior/Newcomer s Academic Support	Newcomers Academic Support	Newcomers Academic Support	Spanish 1	Seniors/Newcomer s Academic Support

Cohort	Grade Level	Semester 1 - Interdisciplinary Project Cohort Configurations					Advisory Level	LL Cohort	Wolf Pack Leaders				
		STEAM		Content	Humanities				Content				
A	9th	Martin	Cooper	Science DVMA	Zach	Ziegenhorn	SocStu	9	10A	Karl	Cepeda	9th/10th	Humanities
		Dani	Jimenez	Math	Michelle	Ciraulo	Support	9	9A	Zach	Ziegenhorn	9th/10th	Humanities
A	10th	Guillermo	Duarte	Design	Karl	Cepeda	English	10	9A	Martin	Cooper	9th/10th	STEAM
		Sulaiman	Ali	Support				10	9A	Dani	Jimenez	9th/10th	STEAM
A	11th	Rashima	Sonson	DVMA BUS	Javier	Montilla	Spanish	10	10A	Guillermo	Duarte	9th/10th	STEAM
		Mandy	Moore	Support				9A	Michelle	Ciraulo	9th/10th	Humanities	
B	11th	Yonah	Radousky	Science	John	Batcheller	SocStu	10A		Sulaiman	Ali	9th-12th	Support
		Finley	Reginald	Support				Upper Division					
A	12th	Eugene	Porter	Math	Ftsum	Asfaha	English	12	12A	Ftsum	Asfaha	11th/12th	Humanities
		Contreras	Stef	Support				12	11B	John	Batcheller	11th/12th	Humanities
							11	11B	Yonah	Radousky	11th/12th	STEAM	
							12	12A	Eugene	Porter	11th/12th	STEAM	
							11	11A	Javier	Montilla	11th/12th	Humanities	
							12	11A	Rashima	Sonson	11th/12th	STEAM	
								11A	Mandy	Moore	11th/12th	Support	
								12A	Contreras	Stef	11th/12th	Support	
								11B	Finley	Reginald	9th-12th	Support	

UC Course ID	Title	Course Owner	Submission Type	Status Date	Status	Running	Catalog Discription?
M8FGRN	Data Design for Digital Media CP	MC	Brand New CTE CP	9/27/24	Approved	Sem 2 - Cooper	<input checked="" type="checkbox"/>
MJ5APX	Virtual Reality and Digital Spaces CP	MC	Brand New CTE CP	9/27/24	Approved	Sem 2 - Sonson	<input checked="" type="checkbox"/>
RR4SDN	Social Media Marketing and Data Analytics CP	MC	Brand New CTE CP	9/27/24	Approved	Sem 2 - Sonson	<input checked="" type="checkbox"/>
F8LC2X	Content Marketing and Branding CP	MC	Brand New CTE CP	9/24/24	Approved	B2 - Sonson	<input checked="" type="checkbox"/>
Y4GMSX	Introduction to Web Design CP	MC	Brand New CTE CP	9/24/24	Approved	B6 - Sonson	<input checked="" type="checkbox"/>
SBC8X9	Web Commerce and Internet Start Up CP	MC	Brand New CTE CP	9/24/24	Approved	B1 - Sonson	<input checked="" type="checkbox"/>
EXYQFH	Graphic Visualization CP	MC	Brand New CTE CP	9/20/24	Approved	B2 - Cooper	<input checked="" type="checkbox"/>
YCB2GK	Intermediate Design and Multimedia Art	MC	Brand New CTE	9/5/24	Approved	Duarte	<input checked="" type="checkbox"/>
DRYEFA	Work-Based Learning Career Practicum	MC	Brand New CTE	8/26/24	Approved	B5 & B6 - Sonson	<input checked="" type="checkbox"/>
H2ZRNF	AP World History	MP	Adopted	8/21/24	Approved	Zeigenhorn	<input checked="" type="checkbox"/>
ZQP6TZ	ASB Leadership	MP	Re-modeled	8/21/24	Approved	Duarte	<input checked="" type="checkbox"/>
YZ7W9S	Chemistry CP	MC	Re-modeled	8/21/24	Approved	Radousky	<input checked="" type="checkbox"/>
R8ZDT5	Design Thinking for Problem Solving	MC	Re-modeled	9/4/24	Approved	B5 - Cooper	<input checked="" type="checkbox"/>
A25FW8	Introduction to Design and Multimedia Arts	MP	Brand New CTE	8/16/24	Approved	Duarte	<input checked="" type="checkbox"/>
S857QJ	Psychology	MP	Brand New CP	8/2/24	Approved	Batcheler	<input checked="" type="checkbox"/>