

MEASURES N AND H – COLLEGE AND CAREER READINESS COMMISSION

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**OAKLAND UNIFIED
SCHOOL DISTRICT**

Community Schools, Thriving Students

Measures N and H – College & Career Readiness Commission

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Memo

To Measures N and H – College and Career Readiness Commission

From Vanessa Sifuentes, Deputy Chief of Post-Secondary Readiness

Board Meeting Date

Subject Services For: High School Linked Learning

Action Requested and Recommendation

Continued discussion and possible adoption of updates to the Measure H Education Improvement Plan and Linked Learning implementation for sites funded by Measure H.

Background

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

Last August 2025, a Commission discussion regarding the possible changes to the Education Improvement plan began after receiving feedback from staff and stakeholders. The discussion continued in the September 2025 Commission meeting.

Competitively Bid

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

Fiscal Impact

Funding resource(s): Measure H

Attachments

Policy Statement on Educational Improvement Plans for Linked Learning Implementation

Educational Improvement Plans for Linked Learning Implementation

Policy Intent

Whereas the Oakland Unified School District (OUSD) affirms its responsibility to ensure that every student graduates ready for college, career, and community success;

Whereas the OUSD recognizes that the **Linked Learning model**—integrating rigorous academics, career-technical education, work-based learning, and student supports—has been demonstrated to improve student outcomes and expand equitable access to high-quality learning experiences;

Whereas the OUSD is committed to ensuring that the implementation of Linked Learning across OUSD is focused on **student academic achievement as the central goal**, while also maintaining fidelity to the core design principles of the model;

Whereas the OUSD acknowledges the importance of **cross-team collaboration** among educators, school leaders, industry partners, and higher education institutions in successfully implementing and sustaining Linked Learning pathways and academies;

Whereas the OUSD affirms the value of **transparency, reflection, and public accountability** in strengthening the quality of Linked Learning pathways and building trust with students, families, and the community;

Whereas the OUSD seeks to minimize duplication of effort by aligning school and district planning processes with **established external frameworks for Linked Learning certification and quality criteria**;

Whereas the OUSD Measures N and H Oversight Commission has a statutory role in ensuring accountability for parcel tax funds used to improve college and career readiness, and therefore must exercise strong public oversight of pathway implementation and outcomes;

Policy Directives

Be it resolved that OUSD shall require each school offering a Linked Learning pathway or academy to annually develop and update an **Educational Improvement Plan (EIP)** that:

1. Defines measurable student outcome goals rooted in academic achievement, postsecondary readiness, and equitable access to Linked Learning opportunities.

Policy Statement on Educational Improvement Plans for Linked Learning Implementation

2. Incorporates **cross-team collaboration**, requiring input and shared responsibility from academic teachers, CTE teachers, administrators, counselors, and industry or higher education partners.
3. Demonstrates alignment with the **Linked Learning certification framework** and other relevant external standards for pathway quality and fidelity.
4. Identifies strategies to strengthen interdisciplinary teaching, integrate work-based learning experiences, and expand opportunities for dual enrollment.
5. Provides evidence of stakeholder engagement, including student and family voice, in pathway planning and improvement.

Be it further resolved that the District shall establish an **Annual Evaluation and Public Reporting System** to monitor the effectiveness of EIPs, using existing accountability measures where possible, and reporting outcomes transparently to the community.

Be it further resolved that the Annual Evaluation and Public Reporting System will be rooted in student achievement data and help foster the deep reflection and collaboration necessary for successful implementation.

Be it further resolved that the District shall provide differentiated supports to schools based on an evaluation that emphasizes student outcomes and model implementation to help build collaboration and continuous improvement practices.

Be it further resolved that the Measures N and H Oversight Commission shall annually review Educational Improvement Plans and district evaluation reports to ensure:

- Fidelity of pathway implementation to the Linked Learning model,
- Progress toward improving student outcomes, and
- Effective and transparent use of public funds.

Board Implementation Priorities for the Educational Improvement Plan (EIP) Policy

OUSD reaffirms its commitment to ensuring that the Educational Improvement Plan (EIP) policy strengthens Linked Learning implementation and directly advances student academic achievement. To that end, the Board directs senior staff to prioritize the following areas of implementation in the development of systems, tools, and supports:

1. Timing and Structure of Public Reporting

Directive:

- Senior staff shall design a public reporting cycle that ensures **timely, transparent, and accessible reporting** of pathway outcomes and fidelity measures.
- Annual public reports shall be released **no later than January 31** of each year.
- Reports must be **publicly accessible online**, presented at a public Commission meeting, and translated into family-friendly formats (e.g., summaries, visuals, and multilingual resources).
- Reports must include **year-to-year comparisons** and disaggregated student outcomes by subgroup, consistent with student privacy protections.

2. Reducing Paperwork and Duplication of Effort

Directive:

- Senior staff shall develop a **streamlined EIP template** that aligns with state and federal accountability systems (e.g., LCAP, SPSA, and Linked Learning certification), ensuring schools do not duplicate work across multiple plans.
- Staff shall create a **centralized digital submission platform** that reduces manual data entry and allows for data integration with existing systems.
- Wherever possible, schools' evidence for EIP submissions shall be drawn from **existing student performance, attendance, and certification data**.

3. Supporting Schools with Implementation or Outcome Gaps

Directive:

- Senior staff shall establish a **tiered system of support** for schools consistent with the funding model updated in May of 2025, differentiating assistance based on pathway fidelity and student outcome data:
 - **Tier 1 (Universal Support):** Baseline resources, PD, and communities of practice available to all schools.
 - **Tier 2 (Targeted Support):** Coaching, technical assistance, and facilitated cross-site collaboration for schools not meeting fidelity standards or showing insufficient student academic growth.
 - **Tier 3 (Intensive Support):** Development of a **Corrective Action Plan** for schools with persistent gaps, with mandatory progress updates to the Measures N and H Commission.
- Staff shall design mechanisms for **peer learning**, pairing underperforming schools with high-functioning exemplars.
- Schools placed at Tier 2 or 3 shall have **clear expectations for improvement timelines** and public accountability through Commission oversight.