

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

Discussion of the Measure H Pathway
Change Policy.

Background

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

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

Fiscal Impact Funding resource(s): Measure H

Attachments 1. Pathway Change Policy



HIGH SCHOOL LINKED LEARNING OFFICE

MEMORANDUM

To: Measures N and H Commission
From: Vanessa Sifuentes, Deputy Chief of Post-Secondary Readiness
Date: November 4, 2025
Re: Proposed Policy for Changes to Measure H-Funded Linked Learning Pathways

Background and Rationale

The High School Linked Learning Office (HSLLO) proposes developing a Pathway Change Policy for review and approval by the Measures N and H Commission. This policy will create a transparent, consistent, and equitable process for managing modifications to Measure H-funded Linked Learning pathways.

The policy is designed to ensure that any future pathway changes are made strategically and sustainably, in alignment with student interests, regional labor market trends, and site capacity. By defining clear procedures and approval criteria, it protects Measure H investments, upholds Linked Learning quality standards, and strengthens the district's commitment to equitable college- and career-readiness for all students.

The policy aims to:

- Promote stability by limiting frequent or mid-cycle pathway changes that disrupt student learning and staff planning.
- Strengthen accountability through required documentation of stakeholder engagement and impact analyses.
- Align pathways with high-demand, high-wage industries and local economic needs.
- Protect Measure-funded assets through standardized equipment recovery and reinvestment.
- Center student voice by requiring evidence of student participation in pathway design and revision decisions.

Overall, the policy balances flexibility for school sites with the need for coherence and quality—ensuring that every pathway continues to deliver rigorous, relevant, and sustainable Linked Learning experiences.

Challenges to Be Addressed by the Pathway Change Policy

1. Program Instability and Frequent Changes
 - a. Some schools have rebranded pathways without clear rationale or analysis, disrupting student learning and continuity.
 - b. Policy Response: Limits changes to once per three-year Education Improvement Plan (EIP) cycle; mid-cycle changes permitted only under exceptional circumstances.
2. Unsustainable Pathways
 - a. Some pathways have launched or persisted without adequate enrollment, staffing, or funding.
 - b. Policy Response: Establishes minimum parameters and requires evidence of sustainability before approval.
3. Misalignment with Labor Market and Community Needs
 - a. Pathways have occasionally changed focus without considering industry demand or student interest.



HIGH SCHOOL LINKED LEARNING OFFICE

- b. Policy Response: Requires documentation of alignment with high-demand, high-wage industries and labor market justification.
4. Insufficient Stakeholder Engagement
 - a. Some pathway changes have lacked broad consultation with students, staff, or partners.
 - b. Policy Response: Mandates documented stakeholder engagement, including student and community input.
5. Mismanagement of Measure H-Funded Assets
 - a. When pathways closed or changed sectors, high-value equipment was not always recovered.
 - b. Policy Response: Requires standardized asset recovery and accountability procedures.
6. Overreliance on Temporary Grant Funding
 - a. Some pathways were created with short-term grants and no sustainability plan.
 - b. Policy Response: Requires proof of long-term financial viability beyond temporary funding.
7. Lack of Equity and Coherence Across Schools
 - a. Without common standards, pathway quality and access have varied across sites.
 - b. Policy Response: Reinforces quality standards and alignment with the Linked Learning framework and district postsecondary readiness goals.

Pathway Change Request Form and Process

Required Elements:

- Description of the proposed change (current vs. proposed pathway).
- Rationale demonstrating student, community, and industry alignment.
- Documentation of stakeholder engagement (students, staff, families, community partners).
- Impact analysis on the Program of Study, Pathway Student Learning Outcomes (PSLOs), and enrollment.
- Sustainability plan covering funding, staffing, and long-term viability.

Additional Conditions:

- Only one change per three-year EIP cycle.
- No mid-cycle or mid-fiscal-year changes except in cases of significant enrollment decline.
- Permitted change types: pathway name, CTE focus/sequence, new pathway, or pathway closure.

Approval Process:

- Principal Review: Confirms alignment with the school's instructional vision and strategic plan.
- District Review: Conducted by Measures N and H staff and HSLLO; clarifications may be requested.
- Final Approval: Requires signatures from the Linked Learning Director, Measures N and H Coordinator, and Deputy Chief of Post-Secondary Readiness.
- Implementation: Approved changes are communicated to staff, and updates are made to the official Education Improvement Plan.