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Board Cover Memorandum

To Measure G1 Districtwide Teacher Retention and Middle School Improvement Act Oversight Commission

From Middle School Network

Meeting Date April 14, 2026

Subject Hillcrest Elementary K-8 2026-2027 Measure G1 Application

Ask of the Commission Approve the Hillcrest Elementary K-8 2026-2027 Measure G1 Application

Discussion Middle School Network is open to questions from the commission regarding the Hillcrest Elementary K-8 2026-2027 Measure G1 Application.

Fiscal Impact The recommended amount is **\$17,443.00**. Resource 9332 - Measure G1.

Attachment(s) Grant application attached.





2026-2027 Measure G1 Proposal

Due: March 1, 2026

Allocations are provisional subject to Board approval

School Information & Student Data

School Name	Hillcrest Elementary (K-8)	School Address	30 Marguerite Drive Oakland, CA 94618
Principal	Annie Hatch	Principal Email	annie.hatch@ousd.org
G1 Contact	Annie Hatch	Contact Email	annie.hatch@ousd.org
School Phone	510-879-1270	Total Number of Students	279
Recommended Grant Amount¹	\$17,443.00	2025-2026 CALPADS² Enrollment Figure (grades 6-8 Oakland residents only)	121
		2025-2026 LCFF³ Enrollment	36

Student Demographics (%)				Measure G1 Team	
English Learners	0.8%	Asian/Pacific Islander	8.3%	Name	Position
LCFF	40.5%	Latinx	15.7%	Annie Hatch	Principal
SPED	16.5%	Black or African-American	11.6%	Adriana Rueda Garcia /Sonia Sinton-Clark	Spanish teacher Art teacher
		White	41.3%	Katherine Campbell	TSA
		Indigenous or Native American		Zoe Sylvester	TSA

¹ Allocation of funds will be based on the prior year 20-day count for 6-8 enrollment multiplied by the LCFF % and total funds collected from tax revenue.

² The California Longitudinal Pupil Achievement Data System (CALPADS) collects various about students, including school enrollment. Each fall, around early October, all schools in California submit enrollment figures into the CALPADS system which becomes the official count for that school for that year.

³ Under the Local Control Funding Formula, the following categories of students receive additional funding: English learners, students in foster care, students eligible for the free- and reduced-lunch program.

		Multiracial	22.3%		Holly Smith	PTA president
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Chronic Absence (Include raw number and percent)				
	2023-2024 raw number & (%)	2024-2025 raw number & (%)	2025-2026 raw number & (%)	2026-2027 Goal raw number & (%)
Student Population Overall	15(15.6%)	16(14.5%)	19 (4.8%)	3%
Asian/Pacific Islander	1(12.5%)	2(18.2%)	1 (2.9%)	2%
Latinx	2(15.4%)	5(23.8%)	8 (12.7%)	2%
Black or African-American	8(47.1%)	1(6.3%)	1 (2.9%)	2%
White	3(7.5%)	4(10.8%)	2 (1.2%)	2%
Indigenous or Native American	-	-	-	-
English Learners	1(25%)	1(50.0%)	0	0
Students w/ IEPs	5(27.8%)	3(13.6%)	-	-
Free/ Reduced Lunch Students	9(25.7%)	10(20.8%)	14 (12.6%)	10%

Metrics

(all data points are required)

Electives (Include raw number and percent)					
Metric	Area	2023-2024 raw number & (%)	2024-2025 raw number & (%)	2025-2026 raw number & (%)	2026-2027 Goal raw number & (%)
Number of students taking elective courses.	Art	40 6th Grade (100%) 21 7th & 8th Grades (29%)	41 6th graders (100%) 26 7th and 8th graders (37%)	43 6th graders (100%) 30 7th and 8th graders (33%)	40 (100%) 30 7th and 8th graders (33%)
	Language	40 6th grade (100%) 20 7th & 8th grades (28%)	41 6th graders (100%) 24 7th and 8th graders (34%)	43 6th graders (100%) 30 7th and 8th graders (33%)	40 (100%) 30 7th and 8th graders (33%)
	Music	0	0	0	
Number of students participating in non-course experiences (e.g.	Art	0	0	50 students in BACR art programs	50
	Language	0	15 in BACR	0	20

after-school program)			spanish		
	Music	8 Students BACR–Garage Band	10 students 3 o'clock rock	30 students in BACR programs	20

Positive & Safe Culture (Include raw number and percent)				
Metric	2023-2024 raw number & (%)	2024-2025 raw number & (%)	2025-2026 raw number & (%)	2026-2027 Goal raw number & (%)
Average Daily Attendance Date of Figure: 2/11/26				
Asian/Pacific Islander	1360(96.7%)	1805(93.2%)	97.1%	98%
Latinx	2261(92.6%)	3579(93.4%)	94.6%	98%
Black or African-American	2835(91.4%)	2699(94.0%)	96.5%	98%
White	6806(94.6%)	6249(94.6%)	96.4%	98%
Indigenous or Native American	-	-	-	-
English Learners	647(93.8%)	309(89.6%)	95.1%	98%
Students w/ IEPs	2771(93.6%)	3657(93.3%)	95.5%	98%
Free/ Reduced Lunch	5982(93.7%)	8024(92.6%)	94.7%	98%

Metric	2023-2024 raw number & (%)	2024-2025 raw number & (%)	2025-2026 raw number & (%)	2026-2027 Goal raw number & (%)
Suspended Students Date of Figure: 2/11/26				
Asian/Pacific Islander	0(0.0%)	0(0.0%)	0	0
Latinx	0(0.0%)	1(4.5%)	0	0
Black or African-American	0(0.0%)	1(6.3%)	0	0
White	0(0.0%)	0(0.0%)	0	0
Indigenous or Native American	0(0.0%)	0(0.0%)	0	0

English Learners	0(0.0%)	0(0.0%)	0	0
Students w/ IEPs	0(0.0%)	1(4.5%)	0	0
Free/ Reduced Lunch	0(0.0%)	2(4.1%)	0	0

Student Retention from 5th Grade to 6th Grade				
Metric	2023-2024	2024-2025	2025-2026	2026-2027 Goal
6th Grade Enrollment	39	41	43	40

Community and Staff Engagement

Community Engagement Meeting(s)	
Community Group	Date
SSC – Agenda	2/17/26

Staff Engagement Meeting(s)	
Staff Group	Date
ILT – Agenda	2/10/26

Music (Rubric)	2024-25	2025-26
<i>Access and Equitable Opportunity</i>	Basic	Quality
<i>Instructional Program</i>	Entry	Basic
<i>Staffing</i>	Basic	Basic
<i>Facilities</i>	Entry	Entry
<i>Equipment and Materials</i>	Entry	Entry
<i>Teacher Professional Learning</i>	Basic	Quality
World Language (Rubric)	2024-25	2025-26
<i>Content and Course Offerings</i>	Developing	Developing
<i>Communication</i>	Sustaining	Sustaining
<i>Real world learning and Global competence</i>	Sustaining	Sustaining
Art (Visual Arts, Theater, and Dance)	2024-25	2025-26

<i>Access and Equitable Opportunity</i>	Basic	Qualify
<i>Instructional Program</i>	Basic	Basic
<i>Staffing</i>	Entry-Basic	Basic
<i>Facilities</i>	Entry	Entry
<i>Equipment and Materials</i>	Basic	Basic
<i>Teacher Professional Learning</i>	Quality	Quality

Proposed Expenditures

Guidelines

1. In the following sections, please discuss your team's plan to address the goals of G1:
 - a. Increase access to courses in arts, music, and world languages in grades 6-8.
 - b. Improve student retention during the transition from elementary to middle school.
 - c. Create a more positive and safe middle school learning environment.
2. Please explain how you plan to use the Measure G1 funds to meet the goals, as measured in the METRICS section of this proposal.
3. Add additional lines as needed.
4. The total of all items should equal the amount listed in "Recommended Grant Amount" on page 1
5. Expenditures must supplement, not supplant expenditures made from other funding sources. In other words, Measure G1 funds must be used for new expenditures, expenditures already funded from Measure G1, expenditures previously paid for by a funding source that has ended, or to pay for an expenditure that would have been cut, were it not for Measure G1 funds.

Summary of 2025-26 Approved Expenditures

All Actual Expenditures		Budget Amount
Electives (Art, Music, World Language)		
1	Materials and supplies for elective classes, middle school events	\$852.00
Positive & Safe Culture		
1	Contracts to BACR for Middle School RJ facilitation during the day	\$8,000.00
2	Contract to Missoula Children's Theatre for theatre residency	\$4,100.00
Budget Total		\$12,952.00

Summary of 2026-27 Proposed Expenditures

All Proposed Expenditures (from sections below)		Budget Amount
1	Art Elective Teacher	\$17,328.23
2	Materials and Supplies	\$114.77
Budget Total (must add up to Recommended Grant Amount)		\$17,443.00

Proposed Expenditures By Focus Area

Proposed Expenditures for Electives (Art, Language, and Music only)			
Description of Proposed Expenditures	Number of students taking a course in art, language, or music (based on the specific investment).	Number of students participating in a non-course experience in art, language or music (based on the specific investment) + frequency and amount of time spent in each activity.	Budget Amount
Art Elective Teacher/Advisor	70	0	\$17,328.23
Materials and supplies	70	0	\$114.77

Please submit your Measure G1 proposal to Cliff Hong (clifford.hong@ousd.org) and Karen Lozano (karen.lozano@ousd.org).

Instructional Leadership Team 2025-2026

March 31, 2026, 3-4pm		
Attendees: Annie, Katherine, Zoe, Andrew, Caitlin, Noah		
Time	Agenda	Notes
3:00-3:10	Check-in: Spring break plans?	
3:10-3:30	Inquiry PD – April and May	
3:30-3:40	Staff survey responses (next year things)	
3:50-4:00	What else is coming up?	

March 24, 2026, 3-4pm		
Attendees: Annie, Katherine, Zoe, Andrew, Caitlin, Noah		
Time	Agenda	Notes
3:00-3:10	Check-in: Career Day check-in	
3:10-3:30	Instructional Minutes Bell Schedule etc.	<p>Minimum Days: November 16-20 (Monday-Friday) March 3-5 (Wednesday-Friday) May 27 (Field day– last day of school?)</p> <p>Other ideas (vote next to two you want):</p> <ul style="list-style-type: none"> ● October 30– half day. CB, ZS, RG, NC, AD ● February 12– half day. AB, RG, KC, NC ● May 27– half day. AB, CB, ZS, KC, AD <p>26-27 school year calendar</p>
3:30-3:40		Four MS Teachers Staffing Academic Support: Noah, Peter, Riley, Jen:
3:50-4:00	What else is coming up?	

Instructional Leadership Team 2025-2026

March 17, 2026, 3-4pm		
Attendees: Annie, Katherine, Zoe, Andrew, Caitlin, Noah		
Time	Agenda	Notes
3:00-3:10	Check-in: What challenges with schoolwide climate and culture are you experiencing? Solutions?	Big kids not being good role models for little kids How to get consistency between teachers Running in hallways
3:10-3:30	PD Tomorrow we will be: <ul style="list-style-type: none"> ● Culture Talk ● Meeting in PLC <ul style="list-style-type: none"> ○ Testing= 3-8 ○ Enrichment in K-2... what do you do when 80% of kids are above benchmark? End of year mastery test (Andrew)? 	<ul style="list-style-type: none"> ● Hallways– kids hanging during break. Interview Molly and Shai and Jayceon to understand why they so desperately need to be in the hallway. ● Snack time– bring snacks outside to MS patio? ● Yard ● MPR ● Bathrooms ● MS Courtyard ● The office – sending kids to office instead of buddy room ● After school ● Classrooms– read your C02 sensor
3:30-3:40	Testing <ul style="list-style-type: none"> ● SBAC testing Schedule/Plan ● CHKS ● iready 	
3:40-3:50	Career Day <ul style="list-style-type: none"> ● Sign ups/schedule 	
3:50-4:00	What else is coming up?	SEL Reset at start of next year Caring Schools Community Let Grow next year?-- gather opinions on it March 16-20– Puberty Ed SIPPS good as a tier 2 curriculum to mix it up Edit Student led conference slide template for next year 8th grade defense – Gaby my guinea pig. Luna? Aaliyah? Quiet Space Kids – only Ben, Xander and Cadence,

Instructional Leadership Team 2025-2026

		Alvin. Ben and Alvin do not get along. Ben and the library are not a good fit. Inquiry PD – last month of data gathering
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March 3, 2026, 3-4pm		
Attendees: Annie, Katherine, Zoe, Andrew, Caitlin, Noah		
Time	Agenda	Notes
3:00-3:10	Check-in: What's coming up for you?	
3:10-3:30	PD Tomorrow we will be: <ul style="list-style-type: none"> ● Checking-in: Since March is the longest and most difficult month of the school year, what is something that made you laugh/brought you joy today? ● Taking some time to fill out our conference schedules here!! ● Discussing our testing schedule to finalize dates/make a plan ● Meeting in PLC 	
3:30-4:00	What else is coming up?	SEL Reset at start of next year Caring Schools Community Let Grow next year?-- gather opinions on it March 16-20– Puberty Ed SIPPS good as a tier 2 curriculum to mix it up Edit Student led conference slide template for next year 8th grade defense – Gaby my guinea pig. Luna? Aaliyah? Quiet Space Kids – only Ben, Xander and Cadence, Alvin. Ben and Alvin do not get along. Ben and the library are not a good fit. Inquiry PD – last month of data gathering

Instructional Leadership Team 2025-2026

February 24, 2026, 3-4pm		
Attendees: Annie, Katherine, Zoe, Andrew, Caitlin, Noah		
Time	Agenda	Notes
3:00-3:10	Check-in: conferences in March... thoughts?	<p>Like the timing from a SPED perspective because it's the last one before March 19 deadline for APs</p> <p>If you have fewer kids, feel free to give it the full hour and support folks will try to come for part of it.</p> <p>Follow up on SSTs/October conferences/summer school invites/any kid who has a D or below/attendance/behavior</p> <p>Tie up loose ends</p> <p>Mr. G– follow up on getting families to show up to conferences</p> <p>If you think you might need to assess a kid, get all the right players there (potentially outside conference week)</p> <p>Fill this out and tag the major players</p>
3:10-3:30	<p>26-27 Bell Schedule draft 26-27 advisory move version</p> <p>Advisory move? Lunch repercussions</p>	<p>End of the day advisory – teachers and students might be less motivated</p> <p>Period after lunch dysregulated? Only 6B</p> <p>Morning is a way to start with morning meeting</p> <p>Conflict with Friday morning circle</p> <p>Good time to pull kids whose parents don't want them to miss academics</p> <p>Buddy time aligns</p> <p>Zoe created a whole agenda for every day of advisory</p> <p>Be intentional around where kids go in advisory (especially kids with IEPs)</p> <p>How can we just make the advisory time more intentional?</p> <p>Advisory time could be RJ time</p>
3:30-4:00	What else is coming up?	<p>Edit Student led conference slide template for next year</p> <p>8th grade defense– Gaby my guinea pig. Luna? Aaliyah?</p> <p>Quiet Space Kids – only Ben, Xander and Cadence, Alvin. Ben and Alvin do not get along. Ben and the library are not a good fit.</p> <p>Inquiry PD– last month of data gathering</p>

Instructional Leadership Team 2025-2026

February 10, 2026, 3-4pm		
Attendees: Annie, Katherine, Zoe, Andrew, Caitlin, Noah		
Time	Agenda	Notes
3:00-3:10	Check-in: one thing you already think you'll be doing differently next year (or that Hillcrest should do differently next year)	Caitlin– scheduling with like-age kids similar in the day Noah– MS break duty: better approach. Keep kids out of the hallway/bathroom. Katherine– tighten up the morning routines on the yard Mr. G– more awareness around safe play with kids not your age Annie– sustainability of systems (like safety patrol) Supervision schedule with sustainability Andrew– 4th-8th graders printing. Printing protocol. Classroom printers (4th-8th grade). Take an inventory of printers. How do we respect the lounge? Caitlin– PE Study Skills or RJ. Host a study hall period during PE with kids who have IEPs in the resource room.
3:10-3:30	26-27 Bell Schedule draft Instructional Minutes– when should we have half days? Systems– PD, Events Calendar, Morning Circle, etc.	
3:30-3:50	Measure G approval – thoughts?	Looks good
3:50-4:00	Other things:	Edit Student led conference slide template for next year 8th grade defense? Quiet Space Kids

January 27, 2026, 3-4pm		
Attendees: Annie, Zoe, Andrew, Caitlin, Noah, Alia,		
Time	Agenda	Notes
3:00-3:10	Check-in: triggers you have that show up at work	Indoor loud noises Snotty children Smelly kids → Ambient noise distractions

Instructional Leadership Team 2025-2026

		<p>Lying children People who have no awareness of others When other kids pile on as I'm disciplining/talking to a child "Not my trash" or "I didn't do it" or "you didn't yell at abc" Blatant rolling of eyes or sighing books/TV that mention that "if you can't do, teach" trope Backseat driving when I have tech issues</p>
3:10-3:25	PLC: How to better utilize this time together brainstorm	<p>Need: More time to talk about curriculum and student work with our colleagues</p> <p>Ideas:</p> <ul style="list-style-type: none"> - change the timing to earlier? - share out every 6 weeks or so? - PLC Cohort picks a topic to focus on (ex: spelling instruction, or math talk, or ALL block) - Protocols around things like kid talk (example) - vertical alignment. Geometry K-2, Adding and Subtracting K-2 - Intervention on Math Catalyst (Great Minds) - More MS curricular cross over (writing across the curriculum). Using same annotating framework in Science and History. PBL across subjects? 8th grade Defense? - More PLC time? PLC time has become 100% data input and pacing in ES. Can we add into schedule? Give a survey to staff? - Inquiry together with folks interested in similar topics/similar groups- opt into your inquiry group. UDL. <p>We'll talk more at our retreat in June!</p>
3:25-3:50	PD Calendar Inquiry PD coming up on	
3:50-4:00	Other things:	<p>Edit Student led conference slide template for next year 8th grade defense? Quiet Space Kids</p>

January 13, 2026, 3-4pm

Instructional Leadership Team 2025-2026

Attendees (in bold): Annie, Katherine, Zoe, Andrew, Caitlin, Noah, Alia, Mr. G		
Time	Agenda	Notes
3:00-3:10	Check-in: What's coming up for you?	<p>Benjamin earned more putty with Katherine! Weather stories – sometimes they make it hard and then they get it! Two good days in a row! Today is day 91– closer to 1st grade than the start of kinder</p> <p>Focused on making sure kids at Hillcrest get what they need, even if it's not in my lane. Worried about kids going to MS.</p> <p>Back pain!</p>
3:10-3:25	Budget Priorities (will also share in SSC next week)	
3:25-3:50	PD Calendar Inquiry PD	
3:50-4:00	Closing:	<p>Next meeting: Jan 15– ILT summit</p> <p>Edit Student led conference slide template for next year 8th grade defense?</p>

January 6, 2026, 3-4pm		
Attendees (in bold): Annie, Katherine, Zoe, Andrew, Caitlin, Noah, Alia, Mr. G		
Time	Agenda	Notes
3:00-3:10	Check-in: best/worst part about being back from break? Or New Year's resolution?	<p>Intentionality. Having a life. Well rested. Stress of returning to student problems. Slow down everything. Everything's going to be fine. Try not to be a perfectionist. Being away for two weeks. Nice to be back to a routine– work out, leave my home, etc.</p>

Instructional Leadership Team 2025-2026

		Alarm clock ahhh! Happy not to provide food for kids who need things Let go more. Not be so controlling at home. Be okay with things not happening my way. Happy to be back. Grateful for all the jobs.
3:10-3:25	Mr. G	
3:25-3:50	PD Calendar This week– grading time with tour of resource room/speech room	
3:50-4:00	Closing:	Next meeting: Jan 15– ILT summit Edit Student led conference slide template for next year 8th grade defense?

December 9, 2025, 3-4pm

Attendees (in bold): Annie, Katherine, Zoe, Andrew, Caitlin, Noah, Alia, Mr. G

Time	Agenda	Notes
3:00-3:10	Check-in: Best/worst part of the holiday for you?	Buying presents for EVERYONE The feel of the holidays– excitement Christmas decorations Lights/music/traditions Stressful to manage different family expectations Love Hannukah Hate stress of Christmas presents/Christmas let down Lights on Oakland Ave. Baking No gifts is easier Expectations– has to be the best and it's only one day 12 days of Christmas Community Love Kwanza too– symbolism. What Christmas should be. Hate wrapping presents “Mama’s little festive boy” – loved Christmas growing up Like the energy/what it’s supposed to be about
3:20-3:25	ILT next year	

Instructional Leadership Team 2025-2026

3:25-3:30	January buyback PD	
3:30-3:50	Inquiry PD Prep: Andrew and Noah	
3:50-4:00	Closing:	Next meeting: We will be meeting in SSC to talk about \$/SPSA! Edit Student led conference slide template for next year

December 2, 2025, 3-4pm		
Attendees (in bold): Annie, Katherine, Zoe, Andrew, Caitlin, Noah, Alia, Mr. G		
Time	Agenda	Notes
3:00-3:10	Check-in: highlight from Thanksgiving/what's coming up for you? Five star review from break?	Caitlin– Santa Barbara. Warm. Food. Affordable. Andrew– making $\frac{2}{3}$ shirts over break Noah– Got stuff done. Braces. Katherine– Lightscape in SF. Zoe– Paso Robles family time. Cambria beach town. Annie– Read some books Alia– Tree lighting in Danville with kids Goals: more days of satisfaction than non-satisfaction Hot tip: Farmer Joe's christmas tree
3:10-3:30	Staff Meeting + PLC tomorrow!	
3:30-3:50	Inquiry PD Prep: Andrew and Noah	
3:50-4:00	Closing:	Next meeting: Edit Student led conference slide template for next year Practice for Inquiry PD

November 4, 2025, 3-4pm		
Attendees (in bold): Annie, Katherine, Zoe, Andrew, Caitlin, Noah, Alia, Mr. G		
Time	Agenda	Notes
3:00-3:10	Check-in: If you were independently wealthy, what would you do with your time/money?	Education Advocacy – fund public education Integrating our schools Left Behind– only two public schools for dyslexic kids Own a bookstore Own a bakery Bookstore Bakery Birbus!

Instructional Leadership Team 2025-2026

		<p>Neurodivergent kid night</p> <p>Host an all-Bay Area fried chicken competition with celebrities (different chicken categories followed by other stuff)</p> <p>Professional wrestling– get a proper trainer</p> <p>Professional trainer to make me a triathlete</p> <p>Do nothing for a bit</p> <p>Join a board. Lock philanthropy</p> <p>Art work!</p>
3:10-3:30	Inquiry PD (11/12): Noah as Public Learner	Practice with Noah in the fishbowl and Katherine and Andrew as listeners with their goals — Noah is modeling vulnerability, opening up his thinking to be refined by colleagues. Katherine / Andrew are modeling deep listening and helping Noah name indicators of success and further refine his question in order to name his next steps and data to collect.
3:30-3:50	Do we care about SBAC? Why or why not? data	Useful at the individual level to identify
3:50-4:00	Closing: What else is coming up?	<p>Next time:</p> <ul style="list-style-type: none"> ● Noah– public learner ● Hillcrest Calendar– PD ● Benjamin update

October 28, 2025, 3-4pm

Attendees:

Time	Agenda	Notes
3:00-3:10	Check-in: What's the news?	
3:10-3:50	<p>What's coming up?</p> <ul style="list-style-type: none"> – Bathroom coverage – Pads in toilet – Planning schoolwide events (Talent Show, Career Day) – Planning – Facilities needs? – ILT for next year – AmeriCorps tasks 	<p>Sanitary products:</p> <ul style="list-style-type: none"> – Put them up higher? <ul style="list-style-type: none"> – Signs for not flushing pads (with pictures) <p>Bathrooms by 2nd grade:</p>

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		<ul style="list-style-type: none"> - Molly and Shai do a lap- Annie talk to them about bathrooms -Middle school girls only use downstairs bathroom during lunch - Bathroom supervision by snack/lunch: <p>Second shed in Birling's courtyard for RSP/Speech/Psych</p> <p>Stage- how to make it usable?</p> <p>Americorps Staff:</p> <ul style="list-style-type: none"> - facilitate gaga pit, field, or games/arts by the checkerboard, blue blocks, velcro dart board, etc. <li style="padding-left: 20px;">- Prep materials (SPED, early finishers, etc.) <p>Teachers plan events? Need time in PD for this</p> <p>Volunteers? Staff to support? Folks who are passionate.</p> <p>Oratorical-</p> <p>Talent Show-</p> <p>Career Day-</p> <p>Fashion Food and Culture- Zoe</p> <p>Alumni Panel-</p> <p>Science & Art Night-</p> <p>RJ Day-</p> <p>Black Joy Night?--</p> <p>Programs Role- helps plan or find support for all these things?</p>
3:50-4:00	Closing	<p>Next time:</p> <ul style="list-style-type: none"> ● Noah- public learner

Instructional Leadership Team 2025-2026

		<ul style="list-style-type: none"> • Hillcrest Calendar– PD
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October 14, 2025, 3-4pm		
Attendees:		
Time	Agenda	Notes
3:00-3:10	Check-in: How was your weekend? How was your day?	
3:10-3:50	Inquiry & Planning tool	<ul style="list-style-type: none"> • “What story do our data tell us about student learning right now? Which practices are strong, and which need strengthening?” • “Which student practice do we most need to sustain, build, or strengthen to move toward our annual goals?” • “What teacher moves will make this student practice visible in classrooms?” • “What actions do we, as leaders, need to take to support and monitor this instructional shift?” <p>(ILT facilitator guide)</p>
3:50-4:00	What else is coming up? What else do we need to be working on?	Other tasks: <ul style="list-style-type: none"> • Noah– public learner • Hillcrest Calendar– PD • Facilities needs– more space for K-5 and 6-8 RSP needs

September 30, 2025, 3-4pm		
Attendees:		
Time	Agenda	Notes
3:00-3:15	Check-in: What’s your favorite restaurant right now?	La Mar, SF Soi4 Joodooboo Sfzio– go at 5pm Almond & Oak Orphan Andy’s El paisa Prescott Market June’s pizza Delirama – closed 😞 → Krispy Joe’s

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		Doyle's street cafe
3:15-3:30	Inquiry PD Prep – Andrew public learning with Zoe and Katherine	
3:30-3:45		
3:45-4:00	What else is coming up? What else do we need to be working on?	Other tasks: – Money asks are too much for many families (class funds vs. PTA giving campaign). Update from Holly. – ILT facilitator guide – 3 Benchmarks for math (K-5) – Inquiry & Planning tool – Morning circle too long – field trip protocol: share info about student of concern (without sharing IEP info)

September 24, 2025, 3-4pm

Attendees:

Time	Agenda	Notes
3:00-3:15	What's the Hillcrest zeitgeist right now? What's the news/coming up for you?	Caitlin: Alvin Alia: COST only! Morale seems good Zoe: fieldtrip stress Annie: BACR stress Noah: Service for Hillcrest alum/reunion. Perspective Andrew: One very challenging student (sweet and horrible). Lack of stamina– done by 1pm Katherine: Andrew UFLI master. Taught UFLI to Ms. Royer Mr. G: Joy and chaos is lunch duty. Fun to play music and have everyone sing to KPop demon hunters.
3:15-3:30	PLC planning: – snacks – K-5 EL Ed – 6-8 MS	MS: Grades are due. 10 min Julie check-in? ES: Sown to Grow
3:30-3:45	Inquiry PD Prep – Andrew public learning with Zoe and Katherine	
3:45-4:00	What else is coming up? What else	Other tasks:

Instructional Leadership Team 2025-2026

	do we need to be working on?	<ul style="list-style-type: none"> – Money asks are too much for many families (class funds vs. PTA giving campaign) – Restaurant tips – Inquiry & Planning tool – ILT facilitator guide – 3 Benchmarks for math (K-5)
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September 9, 2025, 3-4pm

Attendees:

Time	Agenda	Notes
3:00-3:15	Check in Q: unreasonable fear from your childhood?	Hiding in a fridge Storm grates Spiders Tetanus Squirrels Crocodiles Getting sucked into the escalator Killer clowns Blair witch project– piles of rocks Skinny body and big heads– fear of being abducted by aliens Flying monkeys Lots of movies... America’s most wanted– abductions Kidnapping
3:15-3:30	Final feedback on Buyback Day – Enneagram ? – Closing/appreciations	
3:30-3:45	PLC planning – snack schedule?	Costco? PTA hospitality? Survey staff about snacks?
3:45-4:00	What else is coming up? What else do we need to be working on?	9/16– SSC 9/23– Restaurant tips. Inquiry PD prep. Andrew public learning with Zoe and Katherine 9/30– Inquiry & Planning tool ILT facilitator guide 3 Benchmarks for math (K-5)

Instructional Leadership Team 2025-2026

September 2, 2025, 3-4pm		
Attendees:		
Time	Agenda	Notes
3:00-3:15	Check in Q: What role do you play in your family? How does that differ or how is it the same as your role at work?	Caitlin (birthday on Friday!)-- brother is twin!
3:15-3:30	Feedback on Inquiry PD (this Wednesday)	
3:30-3:45	Finalize 9/19 PD Agenda Survey from staff	
3:45-4:00	What else is coming up? What else do we need to be working on?	Field safety – wrestling. What’s the line of what is okay and not okay? – If you aren’t safe or listening to adults on the field, you can’t be on the field – Share at morning meeting in the class. This is what I saw, this is the rule: no wrestling, if I see it again, you will lose your green privileges -Have a supervision meeting

August 26, 2025, 3-4pm		
Attendees: Annie, Caitlin, Andrew, Katherine, Zoe, Noah, Mr. G (Zoom)		
Time	Agenda	Notes
3:00-3:15	Check in Q: Share about your food fetishes/interests/diets/fads	
3:15-3:30	Feedback on 8/27 Staff meeting/PLC time	Good to go
3:30-3:45	Plan 9/19 PD Last year’s agenda Survey from staff	1.5 hours– with BACR. PLC Time– MS stuff. UFLI stuff. IEP consult time Buddies– actual planning Advisory

Instructional Leadership Team 2025-2026

3:45-4:00	Next steps/how are we doing?	Looping K-1 PTA budget The way kids talk to our front office

August 19, 2025, 3-4pm		
Attendees: Andrew, Caitlin, Katherine, Alia, Noah, Zoe, Annie		
Time	Agenda	Notes
3:00-3:15	Check in Q: What's the news, [name]? (personal or professional)	
3:15-3:30	What does ILT do? – Look over the ILT toolkit for 5 min – What are your hopes/dreams for the Hillcrest ILT?	<ul style="list-style-type: none"> – More clearly defined tier 2 supports for special education students (wait to fail model is disappointing) – Behavioral supports in the classroom? – “Accelerating” – so much already baked in at Hillcrest. Let's accelerate our mental health and social emotional learning. Pacing guide in K? – This is a K-8 team: how can we leverage this? (aka bring cross grade level challenges/conversations/ideas to everyone) – Writing across the grade level– more of that would be nice. Nice to know what each other is doing. What is our role in this school in relation to each other? – Professional development! – BACR/school day alignment. More of that cross pollination. Bridge the gap and pull BACR in to support with student regulation.
3:30-3:45	What's on your mind after 1.5 weeks of school? Areas of support needed? – Supporting our new teachers – Professional Development (9/19)	<ul style="list-style-type: none"> – Staff are also transitioning back and having some hard times/new dynamics causing pain points. As staff we are also observing transitional stress. – K-2 has new curriculum. UFLI and EL ED – Schedule change in % plus combo – Lots of middle schoolers plus combos – Recess/supervision challenges – New teacher: Alix, Catherine, Carrie, Russell – Pass up meeting – Pants-ing

Instructional Leadership Team 2025-2026

		<p>To do:</p> <ul style="list-style-type: none">– Annie acknowledge all the transitions we are piloting and why it might feel hard for 30 days or so. Should start to feel smoother soon. 30 days to develop a new habit– Bring snacks to PD!– Cover health or safety– urgent stuff– Bring a parking lot for issues– Sown to Grow time – look at impact and time to respond. Look at how many kids we caught in vulnerable moments from these alerts.
3:45-4:00	Next steps – one word/phrase	<ul style="list-style-type: none">● Keep it up– I like where we're going● Referrals– remind staff to give them for things like pants-ing. Write more!● I like this group– it's easy and comfortable. Quiet connections!● Happy to have other thought partners and different perspectives in the room. Perspectives.● All different longevities



Hillcrest K-8 School Site Council Meeting

DATE: April 21, 2026

TIME: 3-4pm

LOCATION: [zoom](#)

SSC Member Present in Bold Font:

Chair: Flesché Hesch

Vice Chair: Taraneh Arhamsadr

Secretary: Lovena Henry-Millard

LCAP PSAC: Zach Struyk

SSC Member Present in Bold Font: Marina Gelman, Caitlin Busby, Jessica Ross, Andrew Birling, Noah Canton, Annie Hatch

Other guests:

Quorum (51%)? YES

Agenda Item	Notes:
Check-in:	
K-2 Literacy Data Wins!	
Public Input	
Establish date of next meeting Meeting adjourned at:	

DATE: February 17, 2026

TIME: 3-4pm

LOCATION: [zoom](#)

SSC Member Present in Bold Font:

Chair: **Flesché Hesch**

Vice Chair: **Taraneh Arhamsadr**

Secretary: **Lovena Henry-Millard**

LCAP PSAC: **Zach Struyk**

SSC Member Present in Bold Font: Marina Gelman, **Caitlin Busby, Jessica Ross, Andrew Birling, Noah Canton, Annie Hatch**

Other guests:

Quorum (51%)? YES

Agenda Item	Notes:
Check-in	What's something that made you smile this week—big or small?
Measure G – review and approve proposal for these funds	Agree to continue funding arts program at Hillcrest
PTA Budget/OUSD budget? Personnel expenses Measure G1 – using this year for art teacher bc of reduced allocation	
<ul style="list-style-type: none">• (SPSA 24-25)• (SPSA 25-26)• SPSA 26-27 – vote to approve	Andrew– moved to approve Zach– seconded Unanimously approved SPSA for 26-27
Public Input	Safety Patrol
Establish date of next meeting Meeting adjourned at:	Next meetings: March 17, 2026 April 21, 2026

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DATE: January 20, 2026

TIME: 3-4pm

LOCATION: [zoom](#)

SSC Member Present in Bold Font:

Chair: **Flesché Hesch**

Vice Chair: **Taraneh Arhamsadr**

Secretary: **Lovena Henry-Millard**

LCAP PSAC: **Zach Struyk**

SSC Member Present in Bold Font: Marina Gelman, **Caitlin Busby, Jessica Ross, Andrew Birling, Noah Canton, Annie Hatch**

Other guests: Felise, **Eric Vacin**

Quorum (51%)? YES

Agenda Item	Notes:
Check-in	What's one small intention you have for how you want to show up at school this year?
Mr. G– what does our CSM do? (10 minutes)	<i>Mr. G is out sick, but will be here next time to talk about his role</i>
PTA Budget/OUSD budget? Personnel expenses	<ul style="list-style-type: none"> -School therapist 1 day a week, OUSD pays half and PTA pays half through Hope Reimagined, serves 4 students, which is max capacity, going to shift to 3 students + 1 group -Early literacy, PTA is paying 100% currently, has helped tremendously -Attendance specialist + many additional roles, recommendation is to continue having 2 people in front office -noon supervision, currently 2 inside and 2 outside for safety, ideally continue this number -OUSD pays half library tech and PTA pays half, Catherine works full-time and it is being utilized well -TSA roles: Salesforce covers Ms. Sylvester, Ms. Campbell's salary cut by OUSD for 26-27 -Tech teacher is paid through PTA but Ms. Hatch would like to

	<p>move him to OUSD to provide benefits</p> <ul style="list-style-type: none"> -Writing teacher Ms. Staniford, 10 hours a week or less, Ms. Hatch recommends to eliminate position and fold her duties into someone else's work bucket -STIP sub Carrie Markowski works in a variety of roles, would like to move her into full-time and she could potentially provide additional writing support -Alia Mental Health Consultant has worked part time for many years, plans to resign, need to think through how to pick up some of the work she was doing -Mr. G Community Schools Manager, is full time currently, huge asset to school and supports with behavior and conflict resolution, concern that role will be cut or reduced -staffing formula changes every year based on need and the reductions we are facing are a result of that
<p>bylaw change— one year term?</p>	<p>Ms. Hatch proposes to reduce SSC positions to one year term to allow for more flexibility to stay longer or step down if needed</p>
<p>Public Input</p>	<ul style="list-style-type: none"> -question came up regarding grant writing to support with staffing needs; sometimes, grants come our way -we see grants for activities, field trips, supplies, or staff time, but not as much for entire roles -some grants are sunsetting -we were expecting that it was going to be hard this year with the budget given OUSD's fiscal situation but it was a bit worse than expected -hard to separate people from their positions
<p>Establish date of next meeting Meeting adjourned at: 4:05</p>	<p>Next meeting:</p> <ul style="list-style-type: none"> September 16, 2025– done! October 21, 2025– done! November 18, 2025–skipped December 16, 2025– done! January 20, 2026– done! February 17, 2026 March 17, 2026 April 21, 2026

DATE: December 16, 2025

TIME: 3-4pm

LOCATION: [zoom](#)

SSC Member Present in Bold Font:

Chair: **Flesché Hesch**

Vice Chair: **Taraneh Arhamsadr**

Secretary: **Lovena Henry-Millard**

LCAP PSAC: Zach Struyk

SSC Member Present in Bold Font: **Flesché Hesch, Taraneh Arhamsadr, Lovena Henry-Millard, Marina Gelman, Caitlin Busby, Jessica Ross, Andrew Birling, Noah Canton, Annie Hatch**

Other guests:

Quorum (51%)? 9/10

Agenda Item	Notes:
<p>Check-in</p> <ul style="list-style-type: none">If you could give our school community one 'gift' for the new year, what would it be?	<p>SPSA 25-26 Hillcrest School 2026-27 SPSA</p> <p>AH– an extra person NC– a better kitchen/delicious nutritious lunch! TA– more people AB– people and space JR– people and space! CB– more space– resource space/calm corner/testing/OT space LH– more people/funding just in case MG– better food on campus FH– new bathrooms!!! AG–</p>
<p>Data Dive</p> <ul style="list-style-type: none">Slides	<p>We have 4 LCAP Goals We need to have a 7-10% reduction and this team needs to decide how we will decide.</p>
<p>LCAP goals</p>	<p>4 sections (we have 400 kids (thats capacity)) and 27% family qualify for</p>

These goals will expire next year

Goal 1: *By May 2026, we will increase the performance of K-5 students in ELA and Math by the following metrics:*

- Minimum of 5% increase in %students on grade level in iReady ELA and Math from EOY to EOY
- Minimum of 5% increase in % students meeting their stretch and growth targets in iReady ELA and Math from EOY to EOY
- Decrease distance from standard SBAC ELA and Math 3rd-5th grade by minimum of 10pp (percentage points)

Goal 2: *By May of 2026*

- Black/AA students will increase the % of students on grade level in i-Ready ELA and Math by 10% from EOY to EOY
- students with IEPs will increase the % of students on grade level in i-Ready ELA and Math by 10% from EOY to EOY
- ELLs will increase the % of students on grade level in i-Ready ELA and Math by 10% from EOY to EOY (English Language Learners)

Goal 3: *By May of 2026*

1. Increase positive attendance by 1%, and reduce chronic absenteeism by 3%
2. An annual suspension rate below 2%

Goal 4: *By May of 2026*

- Provide high quality professional development for teachers/staff

Public Input

<p>Establish date of next meeting Meeting adjourned at: 4:05</p>	<p>Next meeting: September 16, 2025– done! October 21, 2025– done! November 18, 2025–skipped December 16, 2025 January 20, 2026 February 17, 2026 March 17, 2026 April 21, 2026</p>

DATE: October 21, 2025

TIME: 3-4pm

LOCATION: [zoom](#)

SSC Member Present in Bold Font:

Chair: **Flesché Hesch**

Vice Chair: **Taraneh Arhamsadr**

Secretary: **Lovena Henry-Millard**

LCAP PSAC: **Zach Struyk**

SSC Members: Marina Gelman, **Caitlin Busby, Jessica Ross, Andrew Birling, Noah Canton, Annie Hatch**

Other guests: Rodrael Guadalupe

Quorum (51%)? 9/10

Roles:

Agenda Item	Notes:
<p>Check-in</p> <ul style="list-style-type: none"> How do you feel about safety at Hillcrest? What are our areas of strength, and what are the challenges 	<p>Strengths:</p> <ul style="list-style-type: none"> – yay SEL well-being – yay mental health safety (therapist, lots of people) – love new cameras

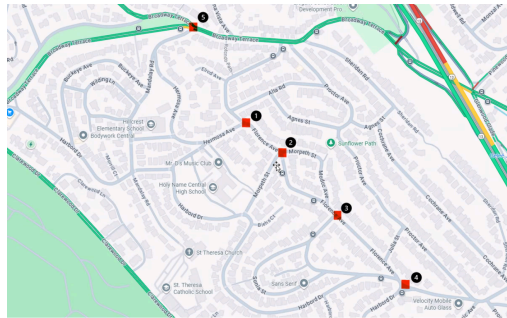
<p>right now?</p>	<ul style="list-style-type: none"> – yay turf! – staff relationships with students – K-1 yard duty consistent with safety and expectations – Students understand expectations – excited to bring my kid here – Safety one of Hillcrest values – buzzers – tucked away neighborhood school – safety patrol – a lot of improvements last few years (with buzzing, door closed) <p>Challenges:</p> <ul style="list-style-type: none"> – lunch duty supervision (consistent year to year) – lost crossing guard – closing gates – fencing improvements – older building – recess gets frenetic with a lot of kids out there and not always enough supervision – playground not designed for little bodies – after school kids sprinting down hallways – adults coming into classes without badges? (ensure all adults have name tags) – computer check-in system to track adults that come on campus – facilities: bathroom is unsafe– health issue. Plumbing backing up – stop people and check them in
<p>LCAP PSAC update– Zach Struyk</p>	<p>What is LCAP/what is PSAC– voice of LCAP Elections for district reps Focus on budget– a lot of staff time to support this meeting, take it seriously. Shared where we’re at in budget cycle and resolution passed on the 8th School board members present The budget gap is staggering– need to close in 18 months Other big cities don’t spend as much as OUSD on central as on-site resources? State law does not require reporting of that break down (central vs. site-based) so one should be wary when</p>

hearing those stats around costs in various buckets

Review and approve the School Safety Plan [here](#). Sign assurances

Mr. G– George Floyd VRT plan

Met with Leo Hernando from Oak DOT: Assembly bill 321 to reduce speed limit and increase signage within 500 feet from school. We are 21st on list (prob middle to end of next year)



Speed bump– 2/3 vote by petition + grading + fire dept approval.. 1-2 year process

Lights– capital improvement. CIP projects Oakland.

Leo Hernandez– signage, striping, etc.

School Safety Plan: Let’s follow this agenda as we discuss it

Goal: Build shared understanding of the 2025–26 safety plan, invite brief dialogue, and confirm approval for submission.

1. Welcome & Purpose (2 min)

Facilitator: Annie

- State purpose: review key components of the updated plan and approve it together.
- Emphasize: “Our goal is a safe, calm, and prepared community for students and staff.”

George Floyd VRT plan - reduce police at the school -

- Village response team that works with principal to discuss safety at the school
- How do we improve safety at the school

2. Plan Highlights (5 min)

Facilitator: Annie

- Key updates:
 - Emergency procedures: earthquake, fire, lockdown, and shelter-in-place.
 - 2025–26 drill schedule (fire/earthquake monthly, lockdown twice yearly).
 - Updates for students with special needs and staff training.
 - Clearer parent communication and student release protocols.
- Note that the plan aligns with OUSD’s district-wide safety standards and has been reviewed by the Safety/Climate Team.

3. Dialogue & Input (6 min)

Facilitator: Flesché

	<p>Prompt with 2–3 focused questions to guide discussion:</p> <ul style="list-style-type: none"> • What aspects of the plan feel strongest or most reassuring? • Are there areas where families or staff would like more clarity or involvement (e.g., communication during emergencies, reunification points)? • Any suggestions for improving drills or staff-student readiness? <p>Allow 3–4 quick contributions from SSC members. Summarize key takeaways, secretary to take notes.</p> <p>4. Next Steps & Approval (2 min)</p> <p>Facilitator: Annie</p> <ul style="list-style-type: none"> • Confirm support for submission of the plan to OUSD. • Note where families can review the final version (school website or office). <p>End Result: School Safety Plan motion is approved for 2025-2026 - no opposition</p>
Public Input	Iready data?
Establish date of next meeting Meeting adjourned at: 3:54	<p>Next meeting:</p> <p>September 16, 2025– done!</p> <p>October 21, 2025– done!</p> <p>November 18, 2025</p> <p>December 16, 2025</p> <p>January 20, 2026</p> <p>February 17, 2026</p> <p>March 17, 2026</p> <p>April 21, 2026</p>

DATE: September 16, 2025

TIME: 3-4pm

LOCATION: [zoom](#)

SSC Member Present in Bold Font: **Flesché Hesch, Zach Struyk, Taraneh Arhamsadr, Lovena Henry-Millard, Marina Gelman, Caitlin Busby, Jessica Ross, Andrew Birling, Noah Canton, Annie Hatch**

Quorum (51%)? **100%!**

Agenda Item	Notes:
<p>Welcome</p> <ul style="list-style-type: none">● Introductions of SSC members● Why are you joining/returning to SSC this year?● What do you want to get out of SSC?	<p>Parent Selection form Staff selection form</p> <p>-intros from teachers/staff/parents -we don't have Title 1 or 4 funding, so we have a bit more flexibility in what we can discuss as part of these meetings/efforts and what we want to get out of it; we have fewer compliance items</p>
<p>SSC Training</p> <ul style="list-style-type: none">● Play 12-minute Training Video at 1.25X speed))● Responsibilities of SSC	<p>-video covering the roles and duties of a school's SSC -eligibility and members: principal, 3 teachers, 1 staff member, and 5 community members -SSC must abide by the Greene Act -last year we talked about some buckets of money we do have control over and how to use it, like PTA budget -We need a member to attend PSAC meetings; Flesche suggests rotating who attends; 3 hours long; potential for Hillcrest to have a seat at the table, especially because we have historically been considered for school closure</p>
<p>Election of Officers</p>	<p>The floor was opened for officer elections to take</p>

<ul style="list-style-type: none"> ● Motion- Second- Vote <p><u>PSAC Elections 2025, Wed. 9.17</u></p> <p>Every year our department holds elections for our Parent Students Advisory Committee (PSAC) for OUSD. This is a district wide committee for SSC parent members, and the election process requires that we have 60% of parent members from schools within each electoral district. We need them to come to the elections to vote in representatives, maybe even themselves! We would like to continue to invite SSC members to district wide meetings and training opportunities. Here is the flyer again for PSAC Elections in English and Spanish.</p>	<p>place. Nominations were made one position at a time.</p> <p>Chair– Flesche Hesch Motion made by: Zach Struyk Second made by: Andrew Birling Vote tally: 10/10</p> <p>Vice Chair– Taraneh Arhamsadr Motion made by: Flesche Hesch Second made by: Zach Struyk Vote tally: 10/10</p> <p>Secretary– Lovena Henry-Millard Motion made by: Flesche Hesch Second made by: Zach Struyk Vote tally: 10/10</p> <p>LCAP PSAC– Zach Struyk Motion made by: Lovena Henry Second made by: Flesche Hesch Vote tally: 10/10</p> <p>Vote Outcome: Officers elected</p>
<p>Hillcrest SSC Bylaws</p> <ul style="list-style-type: none"> ● Read over ● Suggestions? ● Motion-Second-Vote 	<p>Vote to adopt Bylaws Motion made by: Andrew Birling Second made by: Flesche Hesch Vote tally: 10/10</p> <p>Vote outcome: Bylaws have been unanimously approved with a new meeting time.</p>
<p>Public Input</p>	<p>None.</p>
<p>Establish date of next meeting Meeting adjourned at: 3:44</p>	<p>Next meeting: September 16, 2025– done! October 21, 2025</p>

	November 18, 2025 December 16, 2025 January 20, 2026 February 17, 2026 March 17, 2026 April 21, 2026
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[SSC 2024-2025](#)