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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 9, 2024

**Subject** Francophone Charter School 2024-25 Measure G1 Application

**Ask of the Commission** Approve the Francophone Charter School 2024-25 Measure G1 Application

**Discussion** Middle School Network is open to questions from the commission regarding the Francophone Charter School 2024-25 Measure G1 Application.

**Fiscal Impact** The recommended amount is **\$6,068**. It's coming from resource 9332 - Measure G1.

**Attachment(s)** Grant application attached.





## 2024-2025 Measure G1 Application

**Due: March 14, 2024**

*Allocations are provisional subject to Board approval*

### School Information & Student Data

<b>School</b>	Francophone Charter School	<b>School Address</b>	9736 Lawlor Street Oakland, CA 94605
<b>Contact</b>	Nora Bullock	<b>Contact Email</b>	nbullock@francophoneschool.org
<b>Principal</b>	Nora Bullock	<b>Principal Email</b>	nbullock@francophoneschool.org
<b>School Phone</b>	510-746-0700	<b>Total Number of Students</b>	330
<b>Recommended Grant Amount<sup>1</sup></b>	<b>\$6,068</b>	<b>2022-23 CALPADS<sup>2</sup> Enrollment Figure (grades 6-8 Oakland residents only)</b>	30
		<b>2023-24 LCFF<sup>3</sup> Enrollment</b>	11

Student Demographics (%)				Measure G1 Team	
English Learners	17%	Asian/Pacific Islander	8%	Name	Position
LCFF	43%	Latinx	22%	Nora Bullock	Executive Director
SPED	8%	Black or African-American	30%	Annie Cahoon	Principal
		White	32%	Charlette Richardson	Dir. of HR, Finance, Ops

<sup>1</sup> 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.

<sup>2</sup> 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.

<sup>3</sup> 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.

		Indigenous or Native American	0%		Sam Leonard	Back office provider (EdTec)
		Multiracial	30%			

<b>Chronic Absence (Include raw number and percent)</b>				
	2021-22 raw number (%)	2022-23 raw number (%)	2023-24 raw number (%)	2024-25 Goal raw number (%)
Student Population Overall	29.3%	28.8%	25.1%	22%
Asian/Pacific Islander	No Group	No Group	No Group	
Latinx	48.6%	9.4%	7.5%	5%
Black or African-American	27.3%	No Group	3.6%	2%
White	18.6%	No Group	6.3%	4%
Indigenous or Native American	No Group	No Group	No Group	
English Learners	No Group	No Group	5.1%	3%
Students w/ IEPs	No Group	No Group	No Group	N/A
Free/ Reduced Lunch Students	44.9%	12.7%	12.4%	10%

## Metrics

(all data points are required)

<b>Electives (Include raw number and percent)</b>					
Metric	Area	2021-22 raw number (%)	2022-23 raw number (%)	2023-24 raw number (%)	2024-25 Goal raw number (%)
Number of students taking elective courses.	Art	38	41	40	45
	Language	38	41	40	45
	Music	N/A	N/A	N/A	N/A
Number of students	Art	N/A	N/A	N/A	N/A

participating in non-course experiences (e.g. after-school program)	Language	N/A	N/A	N/A	N/A
	Music	N/A	N/A	N/A	N/A

**Positive & Safe Culture  
(Include raw number and percent)**

Metric	2021-22	2022-23	2023-24	2024-25 Goal
	(%)	(%)	(%)	(%)

**Average Daily Attendance  
Date of Figure: Last day of school 21-22 and 22-23, 3/12/2024 for 23-24**

Asian/Pacific Islander	91.6%, 26.6 ADA for 30 Asian students (out of 325 enrolled YTD total)	92.3%, 28.5 ADA for 32 Asian students (out of 344 enrolled YTD)	No group	N/A
Latinx	88.3% 58.5 ADA for 70 Latinx students	88.4% 61.7 ADA for 71 Latinx students	90.7% 63.3 ADA for 70 Latinx students (out of 337 YTD)	92%
Black or African-American	91.2% 45.8 ADA for 54 black students	91.4% 55.8 ADA for 64 black students	94.1% 54.5 ADA for 62 black students	95%
White	92.7% 86.9 ADA for 98 white students	92.8% 90.1 ADA for 100 white students	93.3% 82.95 ADA for 91 white students	95%
Indigenous or Native American	No group	No group	No group	N/A
English Learners	88.6% 47.9 ADA for 57 ELs	87.6% 38.8 ADA for 48 ELs	92.6% 53.2 ADA for 59 ELs	95%
Students w/ IEPs	No group	No group	No group	N/A
Free/ Reduced Lunch	89.4% 67.6 ADA for 79 FRPM students	89.9% 87.5 ADA for 101 FRPM students	90.9% 99.02 ADA for 109 FRPM students	92%

Metric	2021-22	2022-23	2023-24	2024-25 Goal
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	raw number (%)	raw number (%)	raw number (%)	raw number (%)
<b>Suspended Students</b> <b>Date of Figure: Last day of school 21-22 and 22-23, 3/12/2024 for 23-24</b>				
Asian/Pacific Islander	0%	0%	0%	0%
Latinx	0%	0.5%	0%	0%
Black or African-American	0%	0%	0%	0%
White	1%	0%	0%	0%
Indigenous or Native American	No group	No group	0%	0%
English Learners	0%	0%	0%	0%
Students w/ IEPs	No group	No group	0%	0%
Free/ Reduced Lunch	1.1%	0.8%	0%	0%

<b>Student Retention from 5th Grade to 6th Grade</b>				
Metric	2021-22	2022-23	2023-24	2024-25 Goal
6th Grade Enrollment	22	23	10	20

## Community and Staff Engagement

<b>Community Engagement Meeting(s)</b>	
Community Group	Date
Parent/Guardian Coffee Chat	Feb 22nd, 2024
Public Board Meeting	February 28th, 2024

<b>Staff Engagement Meeting(s)</b>	
Staff Group	Date
Leadership Team Meeting	March 7th, 2024

<u><a href="#">Music (Rubric)</a></u>	2022-23	2023-24

<b>Access and Equitable Opportunity</b>	N/A	N/A: We are requesting to apply our \$6K in funds toward our art teacher
<b>Instructional Program</b>	N/A	N/A
<b>Staffing</b>	N/A	N/A
<b>Facilities</b>	N/A	N/A
<b>Equipment and Materials</b>	N/A	N/A
<b>Teacher Professional Learning</b>	N/A	N/A
<b><u>World Language (Rubric)</u></b>	<b>2022-23</b>	<b>2023-24</b>
<b>Content and Course Offerings</b>	N/A	N/A: We are requesting to apply our \$6K in funds toward our art teacher
<b>Communication</b>	N/A	N/A
<b>Real world learning and Global competence</b>	N/A	N/A
<b><u>Art (Visual Arts, Theater, and Dance)</u></b>	<b>2022-23</b>	<b>2023-24</b>
<b>Access and Equitable Opportunity</b>	N/A	Quality
<b>Instructional Program</b>	N/A	Quality
<b>Staffing</b>	N/A	Quality
<b>Facilities</b>	N/A	Basic
<b>Equipment and Materials</b>	N/A	Quality
<b>Teacher Professional Learning</b>	N/A	Basic

## 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 2023-24 Approved Expenditures

All Actual Expenditures		Budget Amount
<b>Electives (Art, Music, World Language)</b>		
1	Visual Arts Teacher	\$6,068.00
<b>Budget Total</b>		<b>\$6,068.00</b>

## Summary of 2024-25 Proposed Expenditures

All Proposed Expenditures (from sections below)		Budget Amount
1	Visual Arts Teacher	\$6,068.00
<b>Budget Total (must add up to Recommended Grant Amount)</b>		<b>\$6,068.00</b>

## 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
Visual Arts Teacher	40	N/A	\$6,068.00

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



**AGENDA**  
**Francophone Charter School of Oakland**  
**Board of Directors Special Meeting**

9736 Lawlor St  
Oakland, CA 94605  
Wednesday, February 28th, at 5:30 PM

**I. OPENING ITEMS 10 MINUTES**

- A. Call to Order at 5:50pm
- B. Roll Call

Board Member Name	Present	Absent
Annette Dennett	X	
David Phillips	X	
Hervé Bruckert	X	
Patricia Gharagozloo	X	
Big Al Darnell	X	

Guests: Nora Bullock, Executive Director; Sue Park and Jenna Stauffer, consultants

- C. Approval of Agenda

Board Member Name	Yes	No	Abstain
Annette Dennett	X		
David Phillips	X		
Hervé Bruckert	X		
Patricia Gharagozloo	X		
Big Al Darnell	X		

1ST: DAVID  
2ND TRICIA

- D. Consent Agenda - 5 min

- 1. [Regular Board Meeting Minutes 1.24.24](#)

Board Member Name	Yes	No	Abstain
Annette Dennett	X		
David Phillips	X		
Hervé Bruckert	X		
Patricia Gharagozloo	X		
Big Al Darnell	X		



1ST: DAVID  
2ND: ANNETTE

I. PUBLIC COMMENT

UP TO 20 MINUTES

**Non-agenda items:** Public comments on non-agenda items shall be made at the beginning of the Board meeting. No individual presentation shall be for more than 2 minutes and the total time for this purpose shall not exceed twenty (20) minutes. Ordinarily, Board members will not respond to presentations and no action can be taken.

**Agenda items:** Please add your name to the “request to speak” form if you would like to speak on an agenda item. When that item comes up, you will be asked to stand, state your name for the record and make your presentation. No individual presentation shall be for more than 3 minutes.

Non-English speakers who utilize a translator shall receive twice the allotted time to address the legislative body, unless simultaneous translation equipment is used.

*The full public comment policy is available in the Board meeting binder.*

I. ACTION AND DISCUSSION ITEMS

60 MINUTES

A. Vote: Approve [SARC](#)

- a. Background: The '22-23 School Accountability Report Card (SARC) is an annual accountability measure that is a holdover from No Child Left Behind. However, CA schools are still required to complete it each year (note: the timing of the SARC is such that it's reporting out facts from the prior school year, not this school year)
- b. EdTec completes the SARC for us, with input from school administrators.

Board Member Name	Yes	No	Abstain
Annette Dennett	x		
David Phillips	x		
Hervé Bruckert	x		
Patricia Gharagozloo	x		
Big Al Darnell	x		

1ST: DAVID, pending confirmation of TK enrollment inclusion  
2nd: Tricia

B. Vote: Approve ['24-25 Calendar](#)

- a. Note: final edits still pending; will link ASAP.
- b. Vote tabled until April because Board did not have time to review. Approval given to share draft with the community.

Board Member Name	Yes	No	Abstain
Annette Dennett			
David Phillips			
Hervé Bruckert			
Patricia Gharagozloo			
Big Al Darnell			

C. Vote: Approve ['24-25 Safety Plan](#)

- a. Note: few comments waiting to be resolved.
- b. Request to add policies and procedures re racial incidents and a code of conduct for families
- c. Table vote to determine what needs to be in safety plan vs what needs to be in student and family handbook

Board Member Name	Yes	No	Abstain
Annette Dennett			
David Phillips			
Hervé Bruckert			
Patricia Gharagozloo			
Big Al Darnell			

- D. Vote: Approve ['24-25 Credentialing Contract with Education for Change](#)
  - a. Note: Contract is identical (in terms and scope) to the '23-24 contract

Board Member Name	Yes	No	Abstain
Annette Dennett	x		
David Phillips	x		
Hervé Bruckert	x		
Patricia Gharagozloo	x		
Big Al Darnell	x		

1st: BiG Al  
2nd: Herve

- E. Vote: Approve [2nd interim report](#)
  - a. Background: This is the second of two annual reports (the first was in October) where the Board is required to certify that the school will be able to meet its financial obligations.

Board Member Name	Yes	No	Abstain
Annette Dennett	x		
David Phillips	x		
Hervé Bruckert	x		
Patricia Gharagozloo	x		
Big Al Darnell	x		

1st: BiG Al  
2nd: Herve

- F. Discussion: Discussion: Measure G1 Application. Nora and Sam (EdTec) propose spending the funds on covering a portion of the salary of our Visual and Performing Arts teacher.

*G1 must be spent on:*

- *Increasing access to courses in arts, music, and world languages in grades 6-8*
- *Improving student retention during the transition from elementary to middle school*
- *Creating a more positive and safe middle school learning environment*

- G. [Executive Director Update](#)
- H. [Finance Committee Update](#)

- a. Note: Given the length of the agenda, we will likely not discuss all slides in detail.
- b. Discussion: line of credit
  - i. Finance Committee plans to bring a proposal to the next Board meeting re LOC
- I. Governance Committee Update
  - a. Planning to have new Board members to seat in May
  - b. Gov Comm will lead the process
- J. ED Search Update
  - a. Funds for a candidate who relocates?
- K. Strategic Plan Update
- L. Closed Session, starts at 7:42
  - a. Conference regarding confidential personnel matter
  - b. Exit closed session at 9:20
- M. Future Agenda Items:

## II. ADJOURN @ 9:22pm

### **Meeting adjourned at 9:22**

**NOTES** This legislative body conducts business under the meeting requirements of the Ralph M. Brown Act.

#### **MEETING AGENDA & RELATED MATERIALS**

Under the Brown Act, agendas for regular board meetings will be posted at the meeting site and the legislative body's website, if applicable, 72 hours prior to the start of the meeting; agendas for special meetings will be posted at the meeting site and the legislative body's website, if applicable, 24 hours prior to the start of the meeting. Materials relating to an agenda topic that is a matter of public record in open session, will be made available for public inspection 72 hours prior to the start of the meeting, or, alternatively, when the materials are distributed to at least a majority of board members. The order of consideration of matters on this agenda may be changed without prior notice.

#### **SPECIAL PRESENTATIONS MAY BE MADE**

Notice is hereby given that, consistent with the requirements of the *Bagley-Keene Open Meeting Act*, special presentations not mentioned in the agenda may be made at this meeting. However, any such presentation will be for information only.

#### **REASONABLE ACCOMMODATION WILL BE PROVIDED FOR ANY INDIVIDUAL WITH A DISABILITY**

Pursuant to the *Rehabilitation Act of 1973* and the *Americans with Disabilities Act of 1990*, any individual with a disability who requires reasonable accommodation to attend or participate in this meeting may request assistance by contacting Francophone Charter School of Oakland during normal business hours at [contact@francophoneschool.org](mailto:contact@francophoneschool.org) or (510) 746-0700.

#### **REASONABLE ACCOMMODATION WILL BE PROVIDED FOR NON-ENGLISH SPEAKERS**

Any non-English speaking member of the public may request a translator by contacting Francophone Charter School of Oakland during normal business hours at [contact@francophoneschool.org](mailto:contact@francophoneschool.org) or (510) 746-0700.

**FOR MORE INFORMATION**, please contact Francophone Charter School of Oakland during normal business hours at [contact@francophoneschool.org](mailto:contact@francophoneschool.org) or (510) 746-0700 as far in advance as possible, but no later than 24 hours before the meeting

### **2.22.24 Coffee Chat Agenda:**

- ED search update (see board PS post below)
- Strategic Plan update (see board PS post below)
- 3rd grade location update
- Measure G1 application
  - OUSD funds for middle school to increase programming in foreign language and in the arts. Our allocation is based upon the number of Oakland resident middle school students that we have.
    - For '24-25 we have \$6,000
  - In prior years, we've used the money to help pay for the Visual and Performing Arts (VAPA) teacher

### Attendees:

- Ashley Dale
- Star Tiffany
- Gussie Wilson
- Sylvain Germaine
- Catherine Casallas
- Leticia Rosales

### **Update on Executive Director Search**

We wish Nora well as she prepares to transition in June, and are optimistic we will find a wonderful leader to take the reins. [Click here](#) for an update from our search firm, Edgility. In sum:

- In summer 2023, Nora informed the board that in June 2024 she'll leave FCSO to live abroad with her family. Nora gave FCSO an incredible gift by telling us a full year in advance, which enabled us to conduct a thorough search for her successor.
- In October 2023 the board hired Edgility, the best charter school executive director search firm in California
- On December 20, we posted the ED job description
- Since December, Edgility's team has been proactively identifying high-potential candidates through their extensive network
- We received 84 applications. Of these, 21 applicants moved to the cultivation stage, 13 to the video interview stage, and 4 to phone interviews
- We formed an ED Search Committee consisting of Annette Dennett (Board chair and parent), Big Al Darnell (Board member and parent), Christophe Viret (teacher), Brian Williams (parent), and David Phillips (Board member). The Committee has received anti-bias training.

### Next steps:

- Feb 26 - Mar 4: Semifinalist interviews
- Weeks of March 11 and 18 (specific days TBD): Finalist interviews. Each finalist will be invited to Francophone, and we will host a town hall where families can get to know the finalists
- Late-March or early-April: Board votes on our preferred candidate

As you know, Annie Cahoon will also leave FCSO in June. Since Annie assumed the Principal role two years ago, we've learned that having one Principal across two campuses is not sustainable. Nora and Annie are currently exploring options for creating a more effective leadership structure.

**Overall, Nora, Annie, and the Board are working diligently to ensure there is an effective and seamless leadership transition.**

### **Update on Strategic Planning**

I am excited to share that our strategic planning process is also well underway! Thank you to all who took the time to participate in Focus Groups this week. We will continue to provide opportunities for all members of our community to give input and will keep you informed through periodic updates in the coming months.

A great strategic plan will inspire our school community, clarify how staff spend their time, guide how we invest our precious resources, and demonstrate how we will execute our most important responsibility: *educating bilingual and bi-literate global citizens who are open-minded and value intellectual curiosity, personal integrity and creativity.*

In October 2023, the Board published a [Request for Proposals](#) from qualified consultants for strategic planning support. We received 19 (19!) proposals. Our Governance Committee, comprised of Gretchen Peterson-Fisher (parent), Kirk Anne Taylor (parent), Annette Dennett (Board chair), and David Phillips (board member) voted **unanimously** to hire Hawk Circle. The Hawk Circle team consists of [Jenna Stauffer](#) (founder and former CEO of Lighthouse Public Schools), [Sue Park](#) (former CEO of Yu Ming Charter School), and [Agatha Agbanobi](#), (founder at Relevé and diversity, equity, and inclusion expert). We truly have a rock star team of consultants!

Our goals are to:

- Develop an analysis of the current state of FCSO, including areas of school operations, academics, finances, governance
- Develop a straightforward, practical three-year strategic plan that sets a limited number of strategic priorities, with accompanying SMART goals, and measures of success
- Develop an accompanying financial plan that reflects the strategic priorities
- Create an implementation plan that supports the outgoing and incoming Executive Directors to make critical decisions and work plans

In addition, we aim to:

- Be inclusive of all stakeholders with a focus on those farthest from opportunity at FCSO
- Reimagine and recommit to the vision and values that are inspiring to the community
- With an equity lens, build community and trust amongst stakeholders across difference
- Deepen stakeholder understanding of the school's strengths and challenges, as well as risks and opportunities

Last week we launched a Strategic Plan Steering Committee composed of:

- Parents: Julian Lute, Ray Laguya, Esther Prokopienko
- Staff: Nadia Benachour, Flora Rosillette, Annie Calhoun, Nora Bullock
- Board Members (and parents): Annette Dennett, BiG Al Darnell

From now until mid-June, the Hawk Circle team will conduct extensive community engagement to get input on FCSO's vision and values. Hawk Circle will also facilitate two day-long workshops with FCSO's board to analyze our community's input and refresh our strategy. [See here](#) for a short google slide update on our strategic planning work to date.

Hawk Circle's near-term next steps are:

- This week: Conduct focus groups (families, students, and staff)
- Next week: Survey all families
- Early March: Conduct vision and values sessions with parents, students, and staff

I know that many FCSO families are interested in whether FCSO will phase out our middle school, and whether we will modify the percentage of French instruction. **As Nora communicated a few months ago, there will be no changes for the 24-25 school year.** We can also promise that FCSO will continue to be a French dual language immersion school—it is the core of our identity!

### **How You Can Help**

We ask that all members of our community participate in a survey to gather insights for our strategic planning process. Your input will help us to learn more about Francophone's current state and ensure the voices of stakeholders are heard as we develop a 3-year strategy for an excellent and thriving school. **Please complete the [brief survey linked here](#) by Tuesday, March 12.** See here for [Spanish survey](#) and [French survey](#).

Thank you for your partnership! We look forward to providing another update in a few weeks. If you have any questions or comments on either the Executive Director search or the strategic planning process in the meantime, please don't hesitate to come to a board meeting (next meeting: February 28) or email me directly at [david@panorama-advisors.com](mailto:david@panorama-advisors.com).

In community,

David Phillips (Board Member)

**Special Leadership Team Meeting re Measure G1 3.7.24**

*Working Agreements*

<i>Relational</i>	<i>Operational</i>
<p>Respect (ourselves, each other, the space).</p> <p>Move at the speed of trust. We are coming from different lived experiences.</p> <p>Be conscious of intent vs. impact - no matter the intention, you're responsible for your impact.</p>	<p><i>Communication</i></p> <ul style="list-style-type: none"> <li>● Communicate if something is beyond your bandwidth</li> <li>● Open and timely, in order to facilitate collaboration</li> <li>● Negative feedback is delivered 1:1</li> <li>● Clarify purpose of conversation– problem solving, advice, venting, etc.</li> <li>● Honesty</li> </ul>

Topic	Measure G1 application
Session time	10:30-10:45
Attendees	Nora, Annie, Charlette
Roles	
Objectives	To solidify plans for use of G1 funds
To prepare for meeting	N/A
Please bring to meeting	N/A

**Schedule**

<i>Time</i>	<i>Minutes</i>	<i>Activity</i>
10:30-10:45	15	<p>Measure G1 application</p> <ul style="list-style-type: none"> <li>● OUSD funds for middle school to increase programming in foreign language and in the arts. Our allocation is based upon the number of Oakland resident middle school students that we have.                             <ul style="list-style-type: none"> <li>○ For '24-25 we have \$6,000</li> <li>○ In prior years, we've used the money to help pay for the Visual and Performing Arts (VAPA) teacher</li> </ul> </li> </ul>