



# *Your Measure N Dollars at Work!!!*

## **The Purpose of Measure N**

*The Oakland College & Career Readiness For All Fund is established to pay for the implementation of a comprehensive approach to high school education in Oakland that integrates challenging academics with career-based learning and real-world work experiences. This comprehensive approach creates small learning communities of career-oriented pathways, and offers intensive, individualized support to create the conditions for all students to graduate high school prepared to succeed in college and career.*

## **The Goals of Measure N**

- *Decrease the high school dropout rate*
- *Increase the high school graduation rate*
- *Increase high school students' readiness to succeed in college and career*
- *Increase middle school students' successful transition to high school*
- *Reduce disparities in student achievement and student access to career pathways based on race, ethnicity, gender, socioeconomic status, English Learner-status, special needs status, and residency*

## **Measure N Created Deeper Engagement**

*OUSD high schools engaged in a design process developed through a highly collaborative process in which teacher leaders, site leaders, students and families, and community members identified priorities for each school site to prepare all students for college, career, and community readiness. While each school was unique, the number of individuals across the school community involved in developing the site-based Measure N Plans was remarkable.*

## **From Planning to Launching New Innovative Programs**

*Measure N has supported schools to expand the opportunities provided to students by hiring **21 new teachers** for various different courses and 14 new Student Support staff that include Case Managers, Restorative Justice Coordinators, and Work-Based Learning Liaisons that help schools support the holistic development of students. In addition to these staffing expenditures that sites have created to better support students, centrally the Measure N Funding has provided every 11th grade student the opportunity to take the SAT for free. 500 more students had access to*

## **The Impact of The Planning Year at School Sites**

### Oakland High

- 1st Large Comprehensive High School to go to “wall to wall” pathways in the 10th grade and 11th grade
- Teachers decided to move to an 8 period/block schedule day, providing longer periods - more accomplished with fewer transitions and students can take a greater variety of classes, including community college dual enrollment courses
- Established 2 new pathways, Social Justice & Reform and Khepera Career Academy
- Pathway teachers visit and observe other business themed pathways (in and out of district) with those who have a focus on successfully serving a diverse population, e.g., African American youth (Khepera Academy adding CTE courses in 10th and 11th)

### Oakland Tech

- Developed a partnership with Mills Teacher Scholars and English Language Development Professor to pilot a year long inquiry-based PD cycle within the 9th grade team, acting as an “incubator” for new teachers into Tech
- Equity Team formed from Measure N Design Team
- 7-Period day in the 9th grade students will all 9th grade students having access to computer science.

### Skyline

- Are “wall to wall” in the 10th grade with the design and implementation of a Visual and Performing Arts Pathway and a Health Education strand for the Education Pathway
- Create an on-site teacher induction program to support new Skyline teachers with regular coaching, including more veteran teachers who will help lead and support the new teacher group, to support their ability to deliver instruction and manage their learning environment. This is an important strategy to address teacher turnover.
- Increasing the number of dual enrollment options on site to provide more college readiness opportunities for students.

### CCPA

- “Wall to wall” Community Leadership Pathway at CCPA with three strands: Entrepreneurship, Computer Science, and Social Justice with the addition of dual enrollment courses.
- Writing Center: Writing support aligned with college writing center system to build college readiness and differentiated writing support. (hiring 1 teacher for writing center)

### Life Academy

- For the first time Life Academy will hire a RJ Coordinator/Case Manager to support our students who are tier 3 (both behaviorally as well as academically) in order to ensure successful progress toward academic and behavioral goals. In addition to supporting our Tier 3 students, this adult will also serve as a support to other students who are referred in order to ensure a consistent and systematic approach to student referral. Taking this off the plate of the administrators and teachers will also allow for more time to be spent focused on teaching and learning, thereby

having positive ripple effects in other aspects of the work on site.

- Alumni Survey to ensure clear feedback from our alumni in college around what at Life was most supportive of their current college level experiences, as well as what gaps they are experiencing.
- In grades 9 and 10, support and facilitation from instructional coach in order to create and work toward common vision and clear benchmark goals. The instructional coach will also support each teacher in improving their practice.

### Madison Park

- Master schedule that includes block schedule to allow credit recovery, support classes, and student acceleration (honors, AP, dual enrollment, concurrent)
- Master schedule shift allows teachers very few preps and lots of prep time, collaboration time, and the opportunity for small-learning communities that focus on common systems and structures, focus on student academic and SEL, data driven instruction and intervention, and coordination COST and family/community engagement.
- Building a dual enrollment program that is open and advertised to all 9-12th grade students and supports A-G completion, GPA boosts, OUSD graduation requirements, and college credit access. This program also supports post-secondary integration as students practice and familiarize themselves with the college system and college experience.

### Castlemont

- Launching a new pathway: Community Health pathway
- All 9th and 10th grade students are enrolled in pathways
- Student Leadership Development in partnership with community partners and/or teachers that are dedicated to continued work on school and community improvement and the links to school culture and instructional strategies.
- Teacher coaching to support implementation of Culturally Responsive Teaching, SEL, and Response to Trauma through inquiry processes and/or action research. This will help with teacher retention and improve student outcomes
- Hired a team of Case Managers that will provide coordination of wrap-around services for students

### Fremont

- Increased focus on target populations with social emotional supports: case management, restorative justice, academic intervention and acceleration (Consultants-Seeds of Awareness-support for 9th grade-SEL for Advisory; Multilingual support; Newcomer-refugee support)
- Mandela Law and Public Service pathway: Design and implement a pilot of units which integrate biotechnology/law curriculum.
- Integration of newcomer population into all career pathways with strategic staffing dedicated toward supporting pathway teachers in scaffolding and planning for newcomers.

### McClymonds

- All 9th Graders will participate in the STEAM Exploration Course as an introductory pathway class.
- All incoming 9th graders have the opportunity to participate in Summer Bridge.
- We will assign each new teacher a mentor teacher and an Academic coach to provide a layer of support. The Admin team will maintain a group of teachers to regularly observe and provide feedback. In addition, we will equip all teachers with trauma informed practices through monthly

PD.

### Bunche

- Culinary pathway; culinary arts across the disciplines
- Hire a full-time instructional chef to teach Culinary CTE courses and a Culinary Instructional Assistant to support culinary internships and Bunche Breakfast preparation in the morning
- Student prepared meals for entire school
- Hire a full time Work-Based Learning Liaison to support Work-Based Learning classes and internships in the afternoon
- Business & Marketing Workshops - Provide school day and weekend workshops to students develop business and marketing skills so they are better prepared for career and are more competitive in the job market.

### Dewey

- Pathway Lead Teacher will provide an additional section of the Health and Fitness Pathway class and act as a teacher liaison and support to Work-Based Learning program and College Early Exposure/Experience and Transition Program, with the WBL and CT Specialist.
- Provide Weekend Certification Workshops (WCW) such as: CPR, database, Food Safety certification where students receive training that develop career connected skills and certification so they are better prepared and are more competitive in the job market.
- Hired Work-Based Learning Liaison to develop, build, and coordinate dual enrollment and concurrent enrollment programming, which also includes developing and coordinating WBL experiences: work shadowing, work mentorships, weekend certification opportunities, and career exploration visits
- Hire two tutors/case managers to provide intensive literacy support and case management.

### Oakland International:

- Re-engaging Oakland International alumni by hiring them as Academic Assistants to support student cohorts in 9th-10th grade
- Provide language acquisition PD opportunities and intensive coaching support for teachers in their 1st and 2nd year working with newcomers as well as moderate levels of coaching for more experienced teachers

### Rudsdale

- Launch of a Health and Tech Pathway
- Hire Technology (CTE) Teacher - to support staff and students with technology needs, teaching courses to increase students' mastery of technology use such as typing, basic IT, graphic design, etc.
- Hire Work-Based Learning Liaison to develop, build, and coordinate dual enrollment and concurrent enrollment programming, which also includes developing and coordinating WBL experiences: work shadowing, work mentorships, weekend certification opportunities, and career exploration visits

### Sojourner Truth

- Create new Master Schedule (Block Schedule) to accommodate students working in collaborative

groups and projects. (Electronic student portfolio)

- Hire Work-Based Learning Liaison to develop, build, and coordinate dual enrollment and concurrent enrollment programming, which also includes developing and coordinating WBL experiences: work shadowing, work mentorships, weekend certification opportunities, and career exploration visits

Community Day School

- Launch of a Digital Arts Pathway
- Hire a part-time teacher to teach a digital media course

Street Academy

- Launch of Work-Based Learning Program and WorkForce Wednesdays
- Re-invigoration of Senior Research Project & Graduate Capstone Work
- School-wide scaling of “Current Event Fridays” which connect content with the real world.

***Site Visitations and New Learning:***

Schools were able to visit other schools to learn about others who are seeking innovative approaches.

Schools Visited Locally	Schools Visited Nationally
<ul style="list-style-type: none"> <li>● Oakland High School</li> <li>● Oakland Technical High School</li> <li>● Fremont High School</li> <li>● McClymonds High School</li> <li>● Life Academy</li> <li>● CCPA</li> <li>● Oakland Emiliano Zapata Street Academy</li> </ul>	<ul style="list-style-type: none"> <li>● Boston International High School</li> <li>● Codman Academy</li> <li>● Renaissance High School</li> <li>● Stem Academy of Hollywood</li> <li>● Los Angeles High School of the Arts</li> <li>● Mapleton Early College</li> <li>● Summit in San Jose</li> <li>● June Jordan School for Equity</li> <li>● Health Tech Academy</li> <li>● San Francisco International</li> <li>● Community Health Advocates School (CHAS) in South Central, Los Angeles</li> <li>● New Media Academy in Los Angeles, CA</li> <li>● Brownsville Academy in Brooklyn, NY</li> <li>● Rose City High School in Pasadena, CA</li> <li>● CIS Academy in Pasadena, CA</li> <li>● High Tech High Schools in San Diego, CA</li> <li>● Bay Area Digital Arts Academy in San Lorenzo, CA</li> <li>● Culinary Arts Academy in Baltimore, MD</li> <li>● Re-Engagement Center in Baltimore, MD</li> <li>● Academies of Nashville Study Tour</li> </ul>