



NORTH OAKLAND COMMUNITY CHARTER SCHOOL

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February 2017

To: North Oakland Community Charter School Board of Directors

From: Stephen Ajani, Head of School

Staffing Updates

As of February 15, A. Bates(6-8 Math) is no longer employed with NOCCS. We are thankful for his service and have started the search to find his replacement for the remainder of the year. In the interim, our Dean of Instruction will be covering 6-8 math along with a substitute.

Admin team structure

We will be eliminating the Dean of Students position at the end of the school year. The majority of these duties will be absorbed by the Head of School. Krea Gomez has added an unmeasurable amount of value during her tenure at NOCCS. She is currently focused on documenting the programs she leads.

We are also preparing to reduce the size of our operations team. The Head of School is working with the Director of Operations to combine the responsibilities of his role with the role of the Operations Manager. Once we have completed this step we will determine the right fit for the position.

Teacher recruitment

We remain excited about the growing interest from local educators to join the NOCCS staff. We will be hosting our first guest lesson/interview day on 2/15.

Special Education

NOCCS has made a formal offer for Residential Treatment for one of our students. However, at this time, no residential treatment center has accepted the student. This is the first time the our SELPA has experienced this situation. We are in close communication with our SELPA for each step of this process and will continue to work alongside the family and other youth serving organizations to ensure the needs of the student are met.

NOCCS 2016-17 Goals

Core Value focus of the year

A caring community of learners: Our school seeks to be a place where teachers, parents, and children

create stable, warm, supportive relationships. We believe that the social climate is as important as the academic subjects taught in our classrooms. It is within the safe harbor of caring, compassionate relationships that children and adults are inspired to produce their best work.

Goal #1: School Teacher support and leadership

Measurable outcomes:

90% of school teachers are satisfied with the amount of support they receive.

90% of school teachers are satisfied with the amount of leadership opportunities provided to staff.

90% of school teachers will report learning or stealing a best practice from someone else on staff this year.

Update

Our Dean of Instruction is working with a member of the Ed/Tech committee to compile student data and attach it to SSID #s. As we gain the ability to gather and cut data more efficiently, this will allow us to do it in a way that protects the identity of the student. We have faced multiple challenges being able to gather and cut data over the last two years. Thank you to the Ed/Tech committee for their help pushing NOCCS forward in this area. This work will lead us to being able to identify and spread more of the best practices that are already in action at NOCCS.

Goal #2: Create a financially sustainable school model for NOCCS

Measurable Outcomes:

By January 2017, NOCCS will have decided and communicated with staff and families what steps we will be taking to determine the short term financial sustainability of NOCCS for the 2017-18 school year.

By January 2017, NOCCS will have decided and communicated with staff and families the steps we are considering to ensure our financial stability of the next 3 years.

Update

The State of School address will take place on February 21. The Head of School continues to work with board committees, school leadership and parent leadership to prepare for the event. This is a great event for external board members to attend and meet members of the school community.

Goal #3: Raise Oakland's awareness of NOCCS and build relationships with key stakeholders in Oakland

Measurable Outcomes:

Log over 10 staff hours of direct student recruitment in Northwest attendance area.

Host 10 key stakeholders by June (school board members, local elected officials, potential funders, etc.)

HoS will log 3 hours a month attending and hosting meetings related to education in Oakland

NOCCS will receive 3 applications for every one open seat

Updates

We have successfully logged 14 hours of direct recruitment. These hours were logged through staff volunteering at open houses, working with local businesses to distribute our recruitment materials, and walking our community and introducing ourselves to our neighbors.

Annette De la Lana has successfully been put in touch with Assemblymen Rob Bonta and is looking forward to meeting with him next week. Our hope is to host him at NOCCS before school year is over. NOCCS was also able to host 15 Leadership for Educational Equity Fellows in late January. Their visit was focused on moving values to action. They were impressed with their visit. The majority of their comments were focused on the welcoming culture of the school, the reflectiveness of the team, teacher retention, and how impressive the 6th grade student panel was.

The week of 2/6 the Head of School hosted two perspective board members at NOCCS and will be connecting them with the governance committee.

This month the Head of School logged 8 hours attending Oakland educational events. This was logged through hosting the Longfellow community meeting, attending two recruitment events, and an Educate 78 teacher appreciation event.

We have received 465 applications to date. This is an increase of over 100 applications from the total number of applications received for the 2016-17 SY. While we are not yet aware of the number of open seats we will have for the 2017-18 SY, I am confident that we have already met our goal of 3 applications for every open seat in grades K-6. I am also confident we will meet this goal for grades 7 and 8 as well, as we are expecting more applicants after the deadline. For the 2016-17 SY we received 22 applications for grades 7 and 8 (120 for grades K-8) after 3/1. We are continuing our outreach to the four middle school closing in Oakland.

Goal #4: Strengthen School Culture Measurable outcomes

85% of staff will agree they are part of a “caring community of learners”

85% of parents will be satisfied with the student culture

85% of returning teachers report feeling more supported in the 16-17 SY

Update

As part of her School Re-tool Fellowship, through the Design School at Stanford, our Dean of Students is working with “culture keepers” from schools all around the Bay Area. This fellowship will assist her in

continuing to create and document programs and systems that ensure the positive impact she has had on NOCCS will last long after her employment ends.