



NORTH OAKLAND COMMUNITY CHARTER SCHOOL

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Head of School Report

December 2016

To: North Oakland Community Charter School Board of Directors
From: Stephen Ajani, Head of School

Staffing Update

Stay conversations

The admin team has worked together to identify our highest performing teachers and will spend time between now and the winter break letting them know how much they contribute to the school and we would like to continue to work with them next year.

Admin team

Our Admin team is large for the size of our school. The Admin team is currently having conversations about possibly reducing our size and the impact of those actions. Conversations are underway with other stand-alone charter school leaders about their org structure. I will be prepared to make a decision on how to move forward by February 1st.

Teacher recruitment

Teacher recruitment has begun. We currently have three (3) highly qualified teachers who have entered into our interview process. At this time last year, we had zero.

Interim Assessments & Progress Reports

Interim Assessment Update

We are administering Interim Assessments through the CAASPP assessment platform during the 3 weeks between Thanksgiving and winter break. We will be using Interim assessment blocks(IABs). These interims are created by CAASPP, the same organization that creates the end of year SBAC questions and are a replica of the end of year assessment. The fact that the IABs replicate the end of year assessment mean that our students and teachers have exposure to the content as well as the format. This allows us to trouble-shoot issues specific to this style of assessment ahead of time rather than during the high stakes testing period. For example, students last year were not aware that they couldn't go back to finish a section once they saved it and logged out and as a result, they submitted incomplete short answers.

The Response to text assessments require that teachers hand score student answers to

short response. Every student will provide a short response for their teacher to hand score on the state provided rubric. We will use part of our PD day when we return from winter break to hand score these items. We will use the following Wednesday PD day to evaluate data and modify scopes to include discrepancies we notice in the data. Teachers hand-scoring the short answers themselves will give them the opportunity to think about their student's performance in the context of the SBAC requirements. While regular daily instruction accounts for the expectations of the standards, using the evaluation tools produced by CAASPP allows us to evaluate student work using their measure. Teachers will use reports produced by the Smarter Balanced Digital Library to evaluate student success on items other than the short answer.

Using the CAASPP created interims and administering earlier in the year than we did in the past will provide our teachers an opportunity to gear their instruction towards supporting students to be successful on the end of year assessments. The interims are much more brief than the end of year assessments so some work will need to be done to build stamina. Using the IABs rather than the comprehensive interims means that teachers can use other IABs to prep for testing throughout trimester 2 and trimester 3. Our testing window this year is April 24- June 2, 2017.

Action item: Please bring a penny to the Board meeting. We will engage in a brief activity.

Progress reports

Teachers have been working extremely hard to compile assignment and assessment grades to complete our end of trimester 1 progress reports. We have made a few modest changes to our progress reports to better reflect the school operations.

Walkathon & Fundraising Update

FTO accounting shows that we have raised \$20,000 to date for the Walkathon. Edtec shows \$9,000 of that in the bank. The discrepancy is due to many online donations yet to be coded. We are projecting we will raise \$23K-25K. Our budget reflects that we would raise \$30k for the Walkathon this year and last year we raised ~\$28.5k.

The FTO and school are currently engaged in conversations regarding the roles, responsibilities, and decision making rights around fundraising so that we get the best outcomes from our fundraising efforts.

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 have 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

Teacher coaching/leadership are gaining momentum and having a positive impact on both teachers and students. We met with Educate 78 to discuss the progress we are making and they are excited about the work we are doing and described it as “cutting edge”. Our hope is that Educate 78 will continue to invest in our teacher leadership work.

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 Head of School continues to work with the board chairs and committees to move this work forward. Committees will present their recommendations at the January board meeting. We will be holding a State of the School address on February 2 to update families on our short term sustainability plan.

Goal #3 NOCCS will raise the 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

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

Direct recruitment will start in January with a larger emphasis placed on the recruitment of students in the upper grades where we need to have deeper waitlist.

Host 10 key stakeholders by June

To date we have hosted 2 key stakeholders and are hosting the Longfellow Community Association Holiday Party which will put NOCCS in contact with additional key community stakeholders. This work will ramp up in the New Year.

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

This goal is being exceeded monthly. The focus to date has been to gather useful information, build relationships, and networking for NOCCS. The HoS is currently thinking through when to shift the focus from this to making direct asks and building partnerships.

NOCCS will receive 3 applications for every one open seat

Tour season is underway. At this point in the year we have completed 2 of our 7 tours.

Additional updates connected to goal #3

Annette De la Lana has been accepted into a fellowship that focuses on connecting schools to elected officials. We are hoping to partner her with either Assembly member Tony Thurmond or Rob Bonta. If any board member has access to them or knows someone who does, I would love to discuss next steps.

Sankofa Academy (Less than 2 miles from NOCCS) will no longer continue to serve grades 6-8 after this school year. I have already started conversations with Sankofa about encouraging their middle school students to apply to NOCCS.

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

We have received a grant for \$1,500 from Educate 78 to do the following work.

Students and families as Consultants

Every year, we welcome approximately 20 new students to our 6-8th grade cohort. They join close to 55 students who have been experiencing our school as a community for 2-6 years together. We would like to collect data from our students, particularly our new students and their families on how they are experiencing NOCCS and what they find to be the most difficult part about integrating into our school community? We would like to also ask our students who have been here for more than one year, upon reflection of their first year at our school, what do they know now, that would have helped them have a better experience integrating into our community and introduction to our school culture?

We believe that partnering with our students and families in a very intentional way will help us find solutions and new practices to solve this longstanding issue at our school.

Serving our boys of color

We are currently looking for an outside specialist to support our work around serving boys of color. Last week we hosted Jareem Gunter, the author of "The Man Book". We are the beginning stages of discussing how his work could possibly support NOCCS.