



## North Oakland Community Charter School

1000 42<sup>nd</sup> St. Oakland, CA 94608 (510)655-0540 [www.noccs.org](http://www.noccs.org)

August 2017

State of School Report

To: North Oakland Community Charter School Board of Directors

From: Stephen Ajani, Head of School

### **Enrollment**

NOCCS is on track to be fully enrolled for day one of the 17-18 SY. We have one open seat in grades 5, 6, and 7. There is a healthy waitlist for each of these grades. 8<sup>th</sup> grade is fully enrolled with one student on the waitlist. Our Operations & Outreach Manager is working with our Head of School to add depth to our waitlist for the 8<sup>th</sup> Grade.

### **Staffing**

NOCCS is fully hired for the 17-18 SY

Over the summer, our teacher interns for grades 2/3 and 4/5 were recruited away from NOCCS for lead teacher positions. We wish them the best of luck in their first year as lead teachers. Instead of onboarding two new teacher interns, we have hired Dr. Lehi Dickey as our Math Interventionist for those grade levels. Yesenia Duarte will be replacing Dr. Dickey in the front office. Ms. Duarte comes to NOCCS with 9 years of experience in charter school operations. Over the course of the year we will be evaluating our K-8 Teacher Intern Program to ensure it is the best use of our limited resources.

### **Santa Fe Can RFI**

NOCCS submitted an RFI to the Santa Fe CAN community group on July 21 and participated in the first round interview on August 10. The NOCCS staff and board members present at this meeting were Melissa McDonald, Luis Rodriguez (by phone), David Bond, and Stephen Ajani. We could hear back from Santa Fe CAN with next steps as early as the week of August 14.



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### **Jury Duty Policy- for vote**

NOCCS has never had a policy for staff members serving on jury duty. I am proposing we add the following to our employee handbook. The policy is aligned with our values, the policies of many other non-profits, as well as the most recent actions we have taken as a leadership team.

#### *Jury Duty Policy*

*As a school whose Mission is to help students to become active citizens, we wish to support the adults in our community in doing their civic duty. To this end, any NOCCS employee who is required to perform jury duty shall receive their regular/typical pay while on jury duty up to a maximum of five (5) work days in a twelve (12) month period. An employee who receives jury fees shall receive from the Employer only the difference between their regular/typical pay and such fees. Employees are expected to provide official documentation of their jury participation / attendance.*

### **Grants/Funding**

*Measure G1 funding:* The G1 Commission voted to approve NOCCS' application for middle school G1 funding. This funding is to be used throughout the city to fund arts programs. The commission is still working to determine the percentage of the funding they will allocate to charter schools. The current thinking in the charter community is the commission will allocate 50%, which would award us \$3,500.

*Teacher Retention Grant:* NOCCS was awarded the Educate 78 Teacher Retention Grant for the second year in a row. This year we will receive \$15,750(roughly 3K more than last year). These funds will be used to continue the teacher coaching work we started last year (training for coaches & coverage for teachers while coaching).

### **NOCCS 2017-18 Goals- Draft**

#### *School Level Goals*

1. Using matched student data, NOCCS will increase the percentage of students in all significant subgroups demonstrating one or more year's growth on the Mathematics Portion of the SBAC.
2. Using matched student data, NOCCS will increase the percentage of students in all significant subgroups demonstrating one or more year's growth on the ELA Portion of



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the SBAC.

3. 75% of NOCCS students receiving RTI and/or Special Education services will meet or exceed 75% or more of their individual RTI/SPED (6 week to trimester) goals set as per the COST and/or IEP process
4. A baseline will be established for measuring proficiency as community members as measured by End of Year Graduate Profile – Engage in Community Rating on the NOCCS Progress Report
5. NOCCS will achieve an attendance rate of 96% for all significant subgroups.
6. NOCCS will achieve an 80% retention rate of high quality staff.
7. NOCCS will develop a system whereby lead teachers will identify PD and/or coaching plans based on individual goals established via the Marazano Rubric

### *Board Level Goals*

1. NOCCS Board and school leadership will build relationships with key stakeholders connected to education and the Northwest Oakland Community
2. NOCCS will successfully increase its foundation funding by \$30K per year for the next five years. Foundation funds will be prioritized and targeted primarily towards the key priorities and outcomes established in our strategic plan
3. The NOCCS Board and school leadership will establish and monitor annual targets and deliverables for executive staff related to increasing resources and funding, particularly through governmental and foundation grants.
4. The NOCCS Board will increase its annual giving/leveraging by 20% per year for the next five years