SCHOOL PERFORMANCE FRAMEWORK SYSTEM

"SPF"

OUSD | SPRING, 2015

Draft Version 1.0

OAKLAND UNIFIED SCHOOL DISTRICT

Community Schools, Thriving Students

v10.0

GOALS

OAKLAND UNIFIED SCHOOL DISTRICT
Community Schools, Thriving Students

- Develop Working Knowledge of *DRAFT* SPF Version 1.0 Metrics

- Introduce Soft Roll-Out of School Performance Framework

OAKLAND UNIFIED SCHOOL DISTRICT
Community Schools, Thriving Students

TEAM

SPF Project Team:

- Deputy Chief, Continuous School Improvement
- Exec. Director, Research Assessment & Data (RAD)
- Director Analytics
- Analytic Specialists, Special Projects
- Deputy Network Superintendent
- Director, Continuous School Improvement
- Communications; Publications Manager

RELEVANT ENGAGEMENTS TO DATE & TO OCCUR

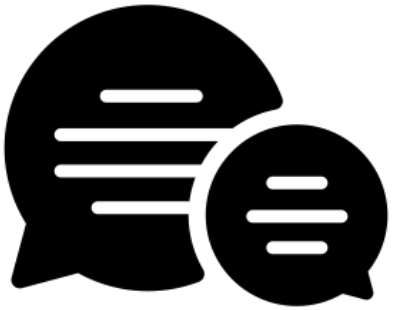
OAKLAND UNIFIED SCHOOL DISTRICT
Community Schools, Thriving Students

TO DATE

- Site-Based Balanced Scorecard Activities: 2013-14 / 2014-15
- LCAP Balanced Scorecard Engagements: Spring 2014
- Charter "Collective Measurable Pupil Outcomes" Working Group: Spring 2014
- OUSD Cabinet: Winter/Spring 2015
- Principal Advisory Committee Introduction: Spring 2015
- Data Governance Executive Board Feedback Session: Spring 2015

TO OCCUR

- Principal Institute Training: Fall 2015
- Site-Based SPF Orientations / Feedback Sessions: Fall 2015
- Charter Leader Orientations / Feedback Sessions: Fall 2015
- Regional Engagements: Winter 2015



SCHOOL PERFORMANCE

OAKLAND UNIFIED SCHOOL DISTRICT
Community Schools, Thriving Students

VISION

What we want for ALL students: Our Graduate Profile

OAKLAND UNIFIED SCHOOL DISTRICT
Community Schools, Thriving Students

College, Career, Community Ready

PURPOSE OF SCHOOL PERFORMANCE FRAMEWORK

OAKLAND UNIFIED SCHOOL DISTRICT
Community Schools, Thriving Students

Differentiated Supports

Equitable Outcomes

HOW CAN WE BEST PROVIDE DIFFERENTIATED SUPPORTS TO ACHIEVE EQUITABLE OUTCOMES FOR ALL STUDENTS?

DEFINING QUALITY PERFORMANCE

OAKLAND UNIFIED SCHOOL DISTRICT
Community Schools, Thriving Students

BEFORE: *School Quality was measured with ONE INDICATOR – State Test Scores*

NOW: *Quality is measured with multiple indicators of the whole child and whole community school*

MULTIPLE SYSTEMS DEFINE QUALITY PERFORMANCE

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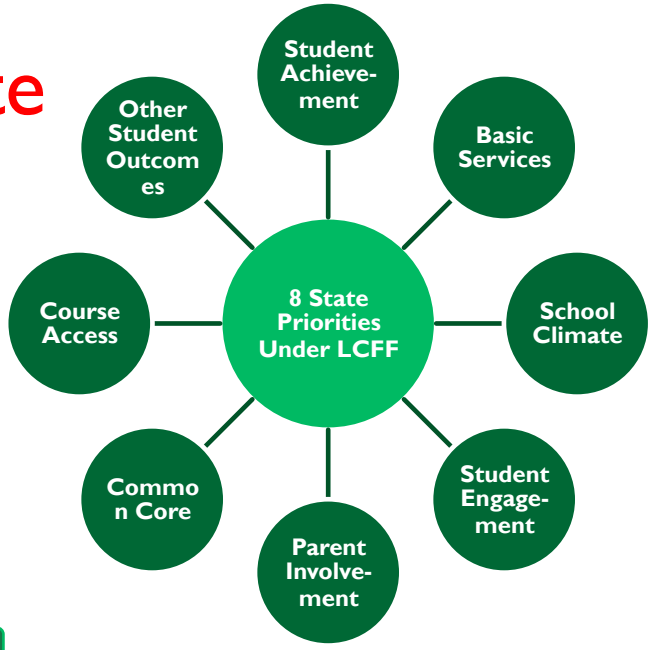
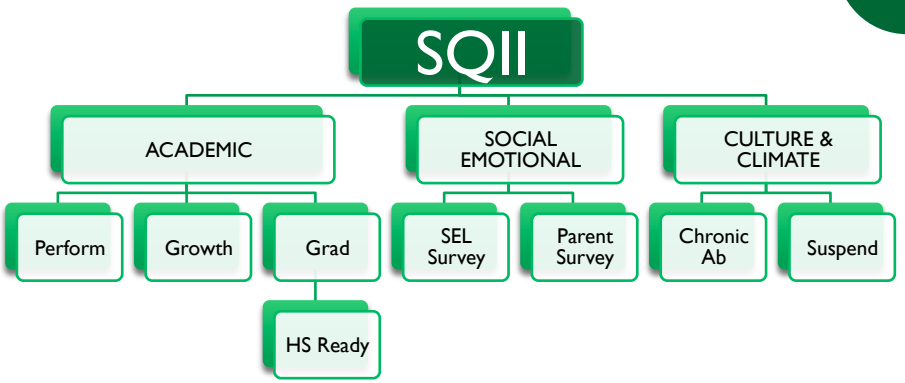
* Several systems of accountability inform the School Performance Framework

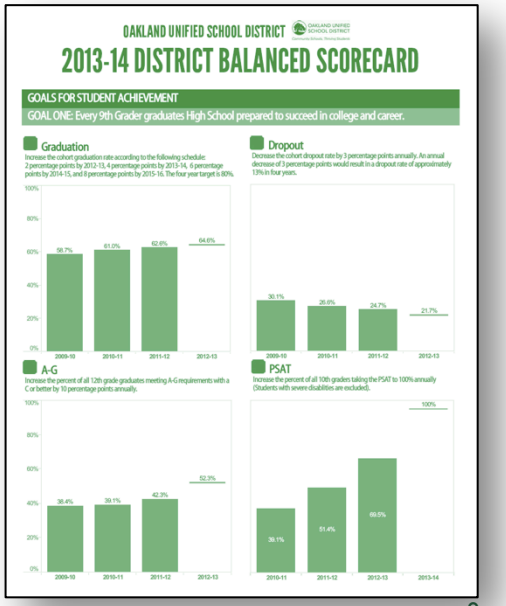
State



Federal



Local



STUDYING HOW THE SYSTEMS INTERACT

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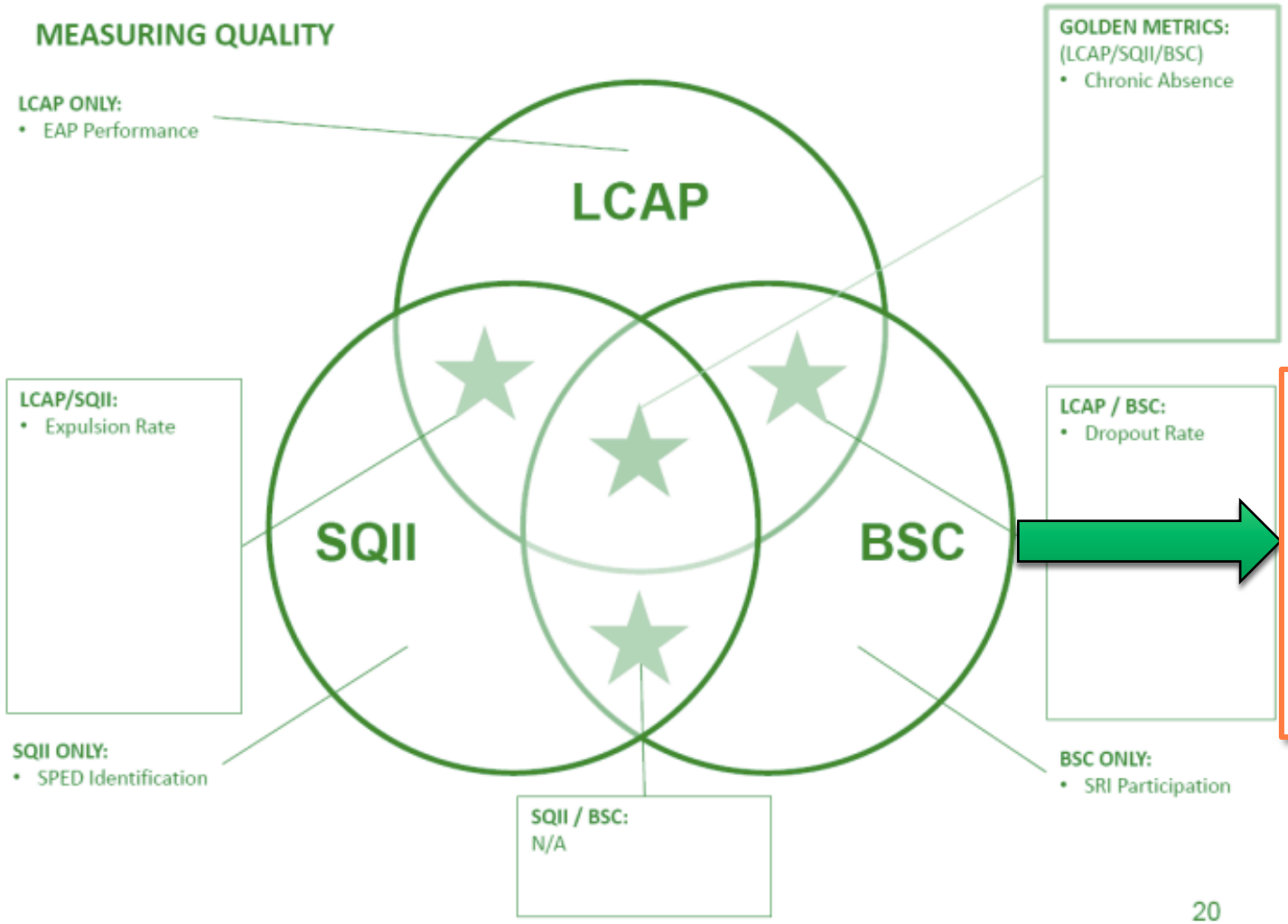


Differentiated Supports

Equitable Outcomes

Maturing the **Balanced Scorecard** to drive **Differentiated Supports**

STUDENT CENTERED PERFORMANCE VALUES

OAKLAND UNIFIED SCHOOL DISTRICT
Community Schools, Thriving Students

60%

PERFORMANCE

40%

Differentiated Supports

Equitable Outcomes

ACADEMIC

SOCIAL EMOTIONAL & CULTURE & CLIMATE

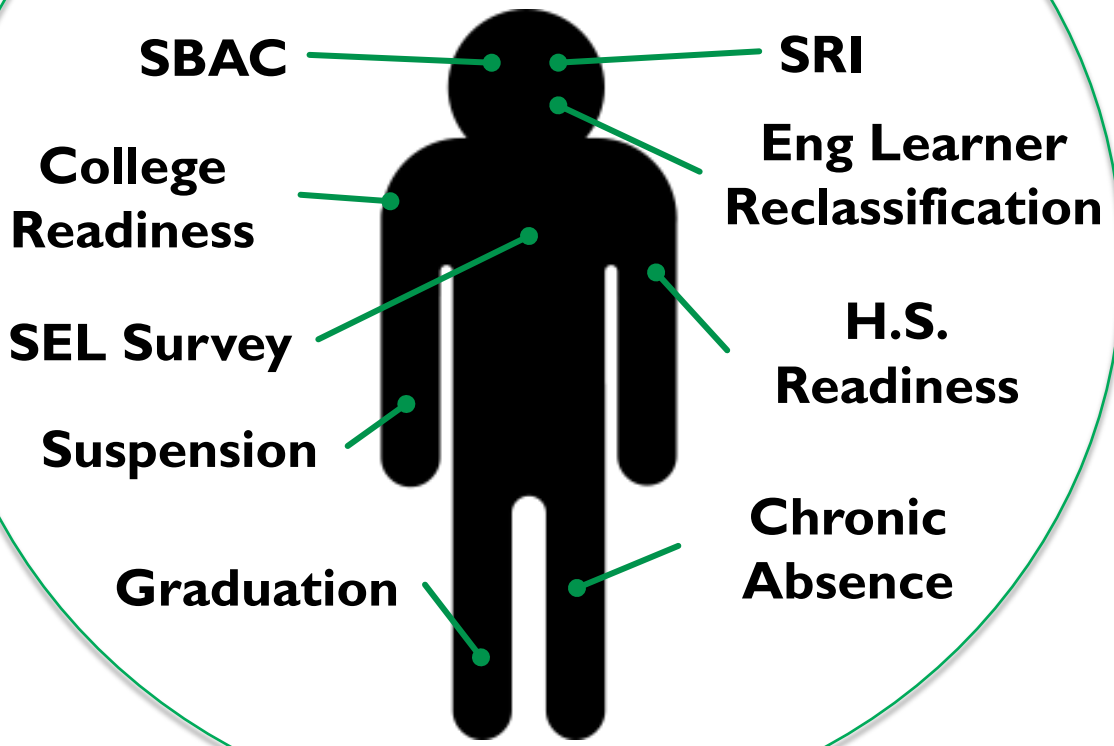
VITAL SIGNS & PRIORITY DATA SETS

OAKLAND UNIFIED SCHOOL DISTRICT
Community Schools, Thriving Students

Priority Data Sets

- Teacher Turn-over
- Leadership Turn-over
- Enrollment Trends
- Parent Involvement
- Environmental Factors

School Performance Framework
Vital Signs



Priority Data Sets

- Formative Assessments
- Early Literacy
- AP Courses
- CAHSEE
- Concurrent enrollment
- Other…

VITAL SIGNS & PRIORITY DATA SETS

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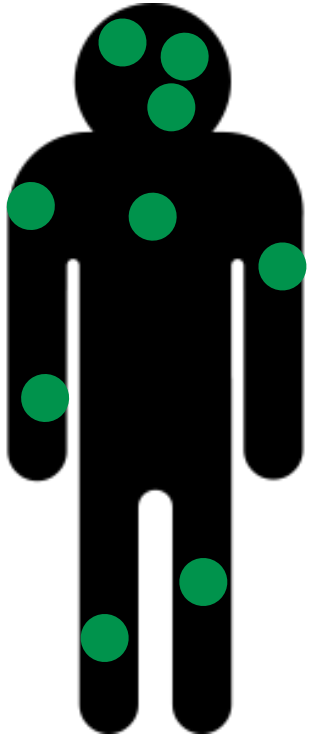
The School Performance Framework will isolate a set of vital sign indicators to show status (how are we doing today) and growth (how are we doing relative to last year)



The District will continue to report on and track a broader set of related school performance indicators and school-based conditions to drive continuous improvement.

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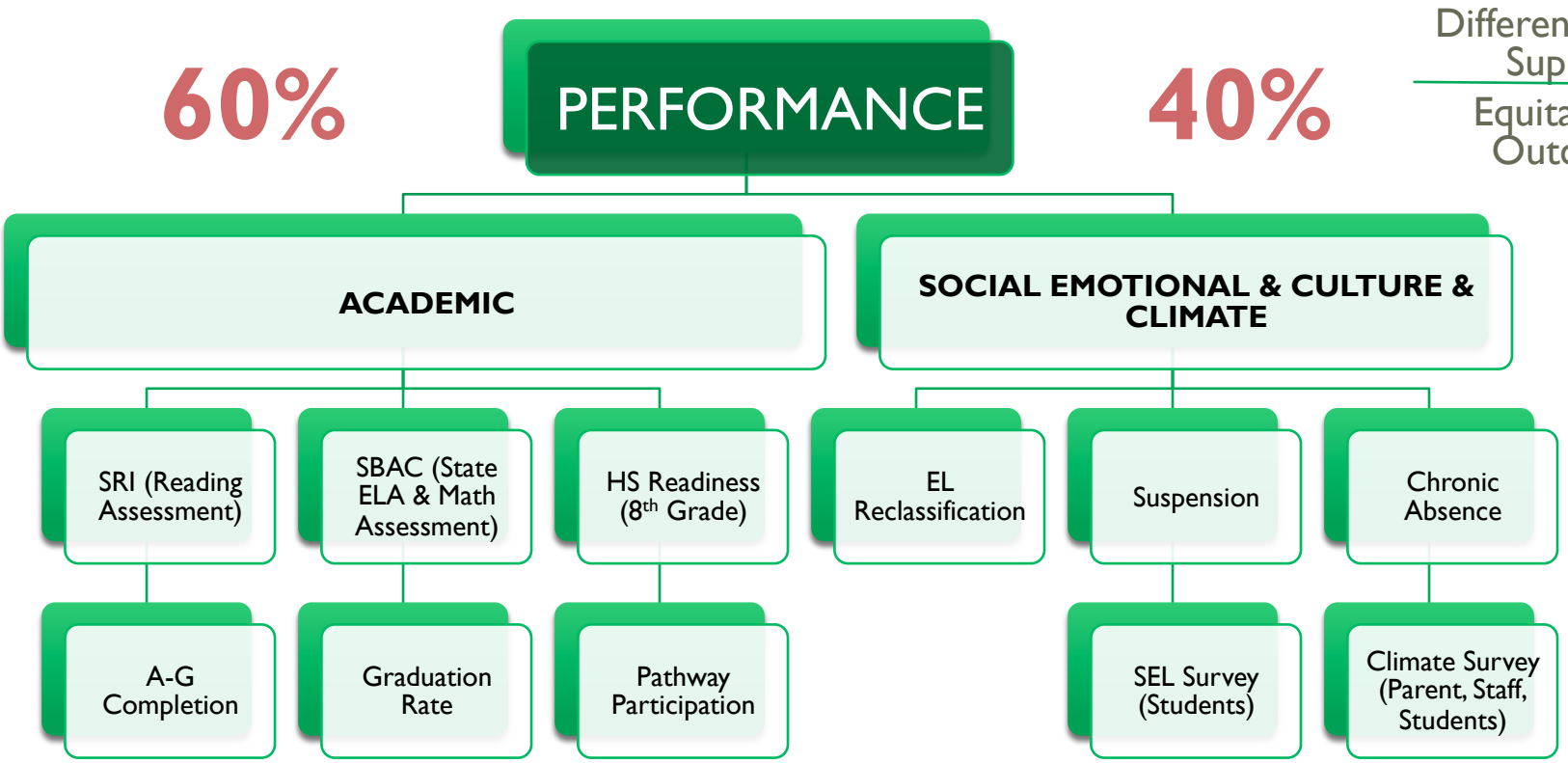
Community Schools, Thriving Students

VITAL SIGN INDICATORS



SCHOOL PERFORMANCE FRAMEWORK SYSTEM
DIFFERENTIATED SUPPORTS

OUSD | SPRING, 2015

OAKLAND UNIFIED SCHOOL DISTRICT

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PURPOSE OF SCHOOL PERFORMANCE FRAMEWORK

OAKLAND UNIFIED SCHOOL DISTRICT
Community Schools, Thriving Students

Differentiated Supports

Equitable Outcomes

HOW DOES THE SYSTEM RESPOND TO PERFORMANCE?

TIERED SUPPORT & INTERVENTIONS FOR SCHOOLS

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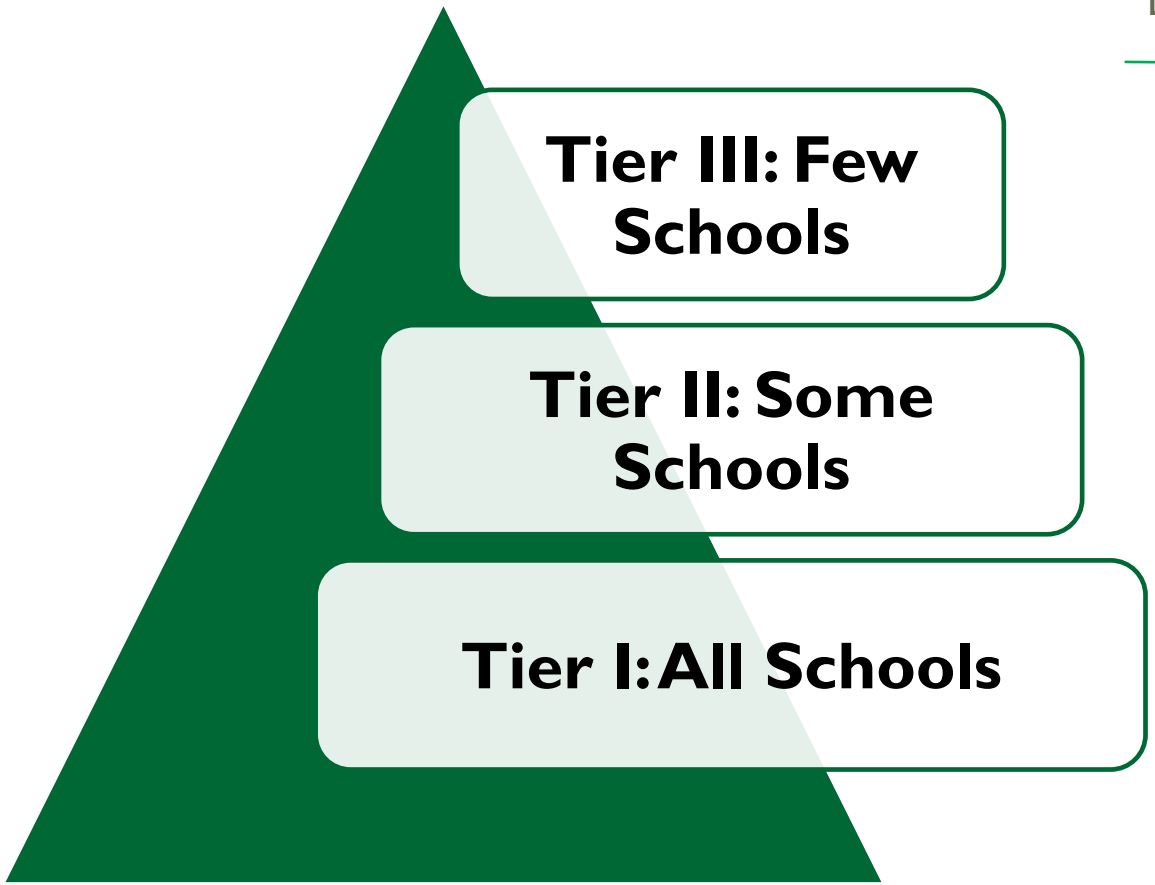
Community Schools, Thriving Students

Differentiated Supports

Equitable Outcomes



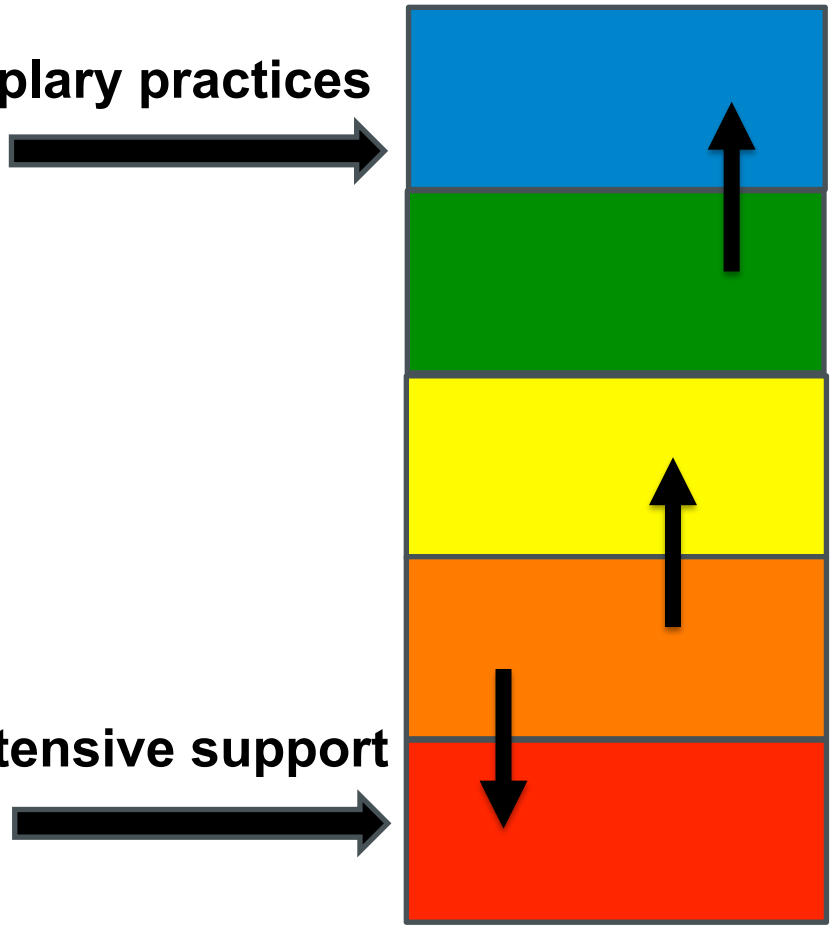
TIERS OF PERFORMANCE TO DRIVE DIFFERENTIATED SUPPORTS

OAKLAND UNIFIED SCHOOL DISTRICT
Community Schools, Thriving Students

Differentiated Supports

Equitable Outcomes

Exemplary practices



Meeting standard

Requires intensive support

IDENTIYING STRENGTHS & GROWTH AREAS

A	D	E	F	G	N	O	P	Q	R	S	U
	Academic				Culture/Climate & Social Emotional						
	SRI		HS Readiness		Chronic Absence		Suspension		EL/LTEL Reclassification		
	Status	Growth	Status	Growth	Status	Growth	Status	Growth	Status	Growth	
Grade Spa	All	All	All	All	All	All	All	All	All	All	SPF Translated
6-8	2	3	1		1	1	3	1			1.46
6-8	1	2	1	3	1	1	2	5	3	2	2.19
6-8	2	3	1	1	3	5	3	5	1	1	2.31
6-8	2	3	1	1	1	5	1	1	4	5	2.36
6-8	2	3	1	1	2	1	4	5	4	3	2.55
6-8	2	3	1	3	1	1	4	5			2.57
6-8	2	3	1	1	1	1	2	5	5	5	2.62
6-8	2	2	2	1	2	5	3	5	3	5	2.72
6-8	3	3	1	1	3	1	4	5	4	5	2.78
6-8	2	3	4	1	3	4	3	5	1	4	2.90
6-8	3	3	2	1	2	5	3	5	3	5	2.99
6-8	3	3	2	1	2	5	4	5			3.01
6-8	3	3	1	1	3	5	5	5	3	5	3.04
6-8	3	3	5		4	1	5	5	3	5	3.37
6-8	4	4	5	5	4	1	4	5	1	4	3.48
6-8	4	4	2	1	4	1	3	4	5	5	3.58
6-8	1	3	5		4	5	5	5	5	5	3.72
6-8	3	4	4	1	2	5	4	5	4	5	3.75
6-8	4	4	5	5	5	5	4	5	2	5	4.41
6-8	5	5	5	5	5	5	5				5.70

Quickly identify **Strengths**

Quickly Identify **Growth Areas**

A MIX OF RESPONSES TO ADDRESS THE NEEDS OF EACH TIER

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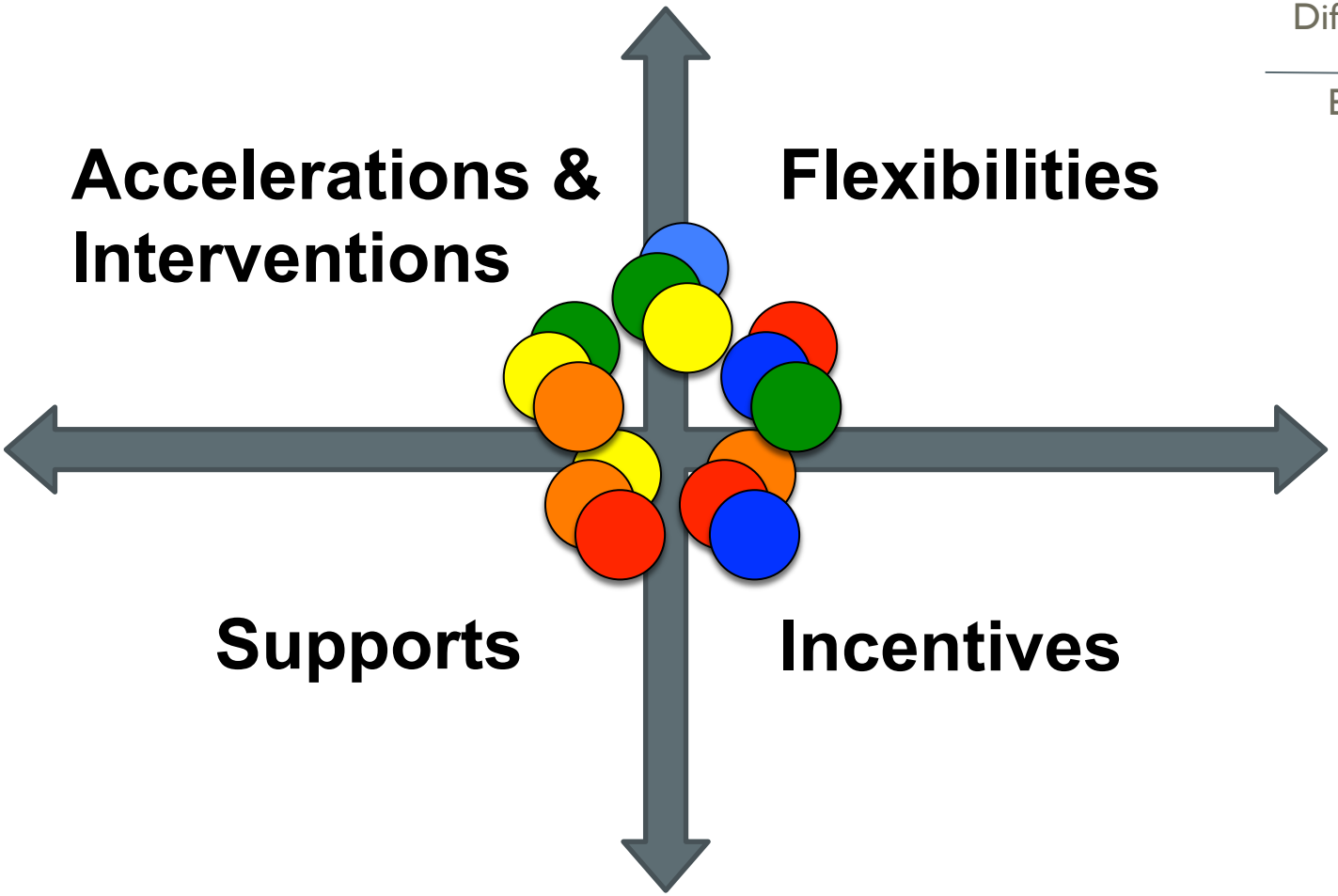
Community Schools, Thriving Students

Differentiated Supports

Equitable Outcomes



EXAMPLES OF RESPONSES TO THE TIERS?

POSSIBLE DISTRICT INCENTIVES for GREEN

- Recognition for closing achievement gaps
- Funding to conduct summer PD w/ other schools on a particular strength

POSSIBLE DISTRICT FLEXIBIITY for BLUE

- Opting into Site-based PD vs of District-sponsored PD
- Flexible spending options for typically mandated positions

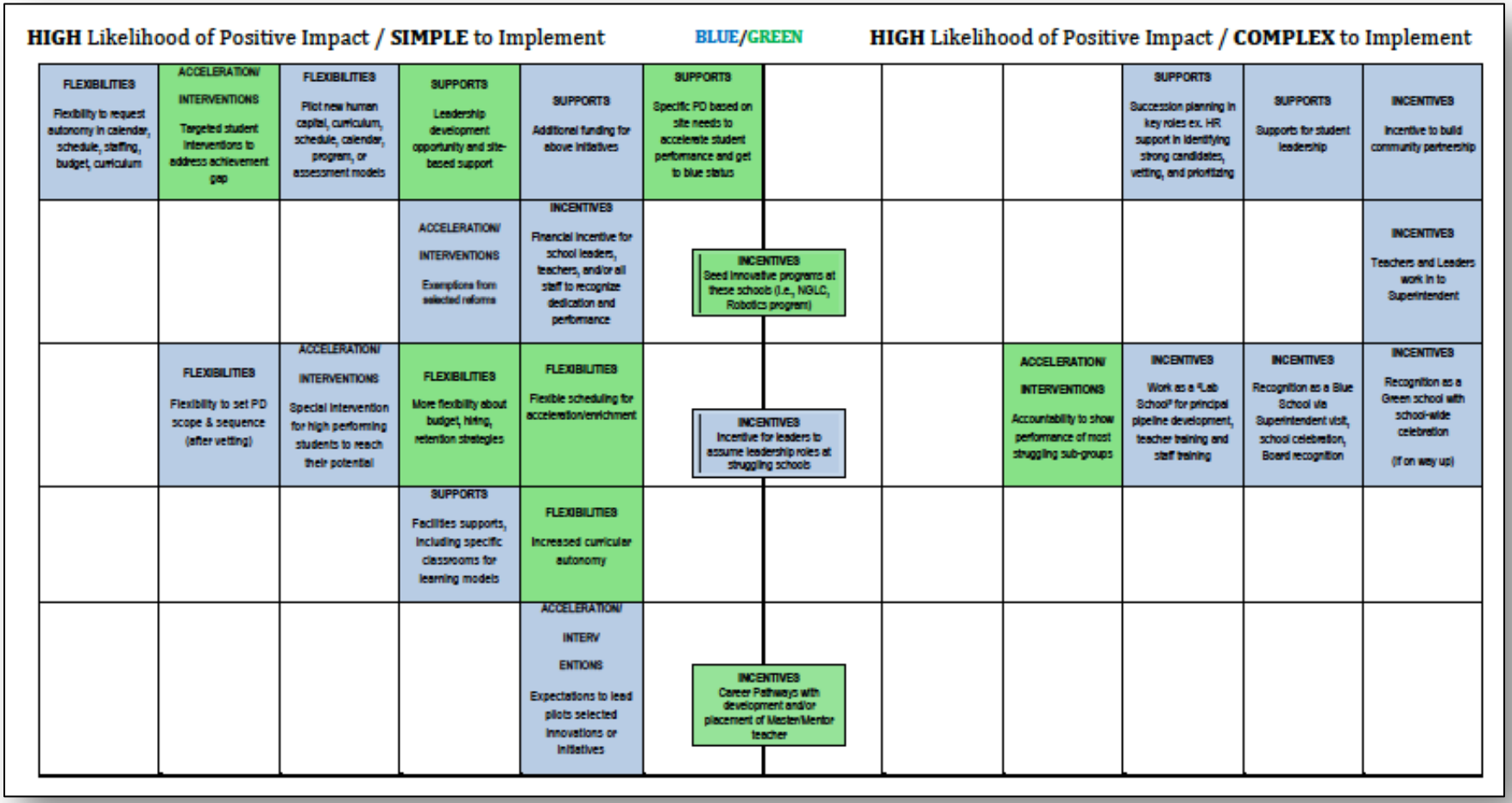
POSSIBLE DISTRICT SUPPORT for ORANGE

- Provide targeted Coaching for Language development for high EL populations
- Exemplary Practices school visitations funded to explore replicating models and programs

POSSIBLE DISTRICT ACCELERATIONS for RED

- Investment in intensive math tutoring to get students up to grade level
- Multi-year family & community liaison to increase parent involvement

EXAMPLES OF RESPONSES TO THE TIERS?



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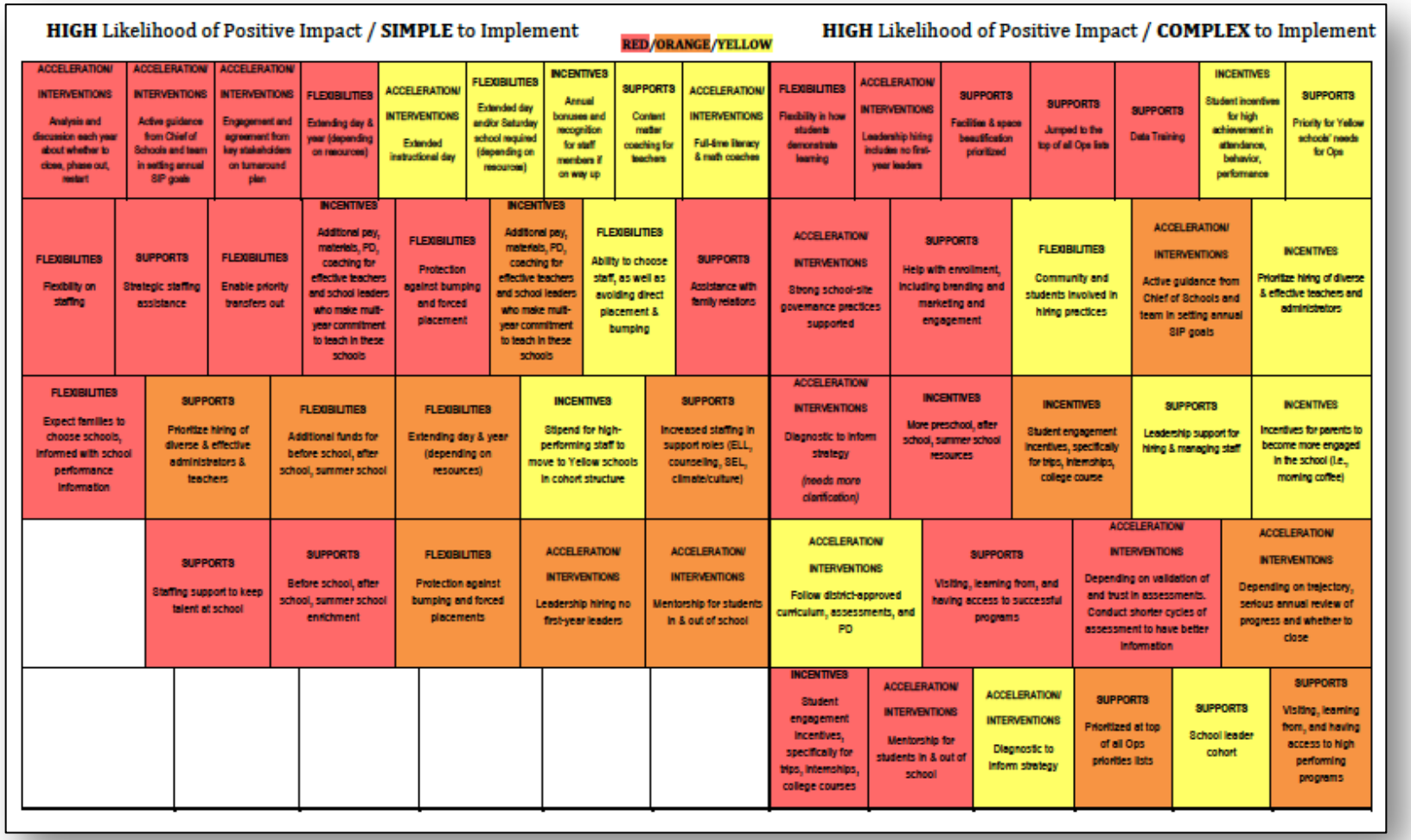
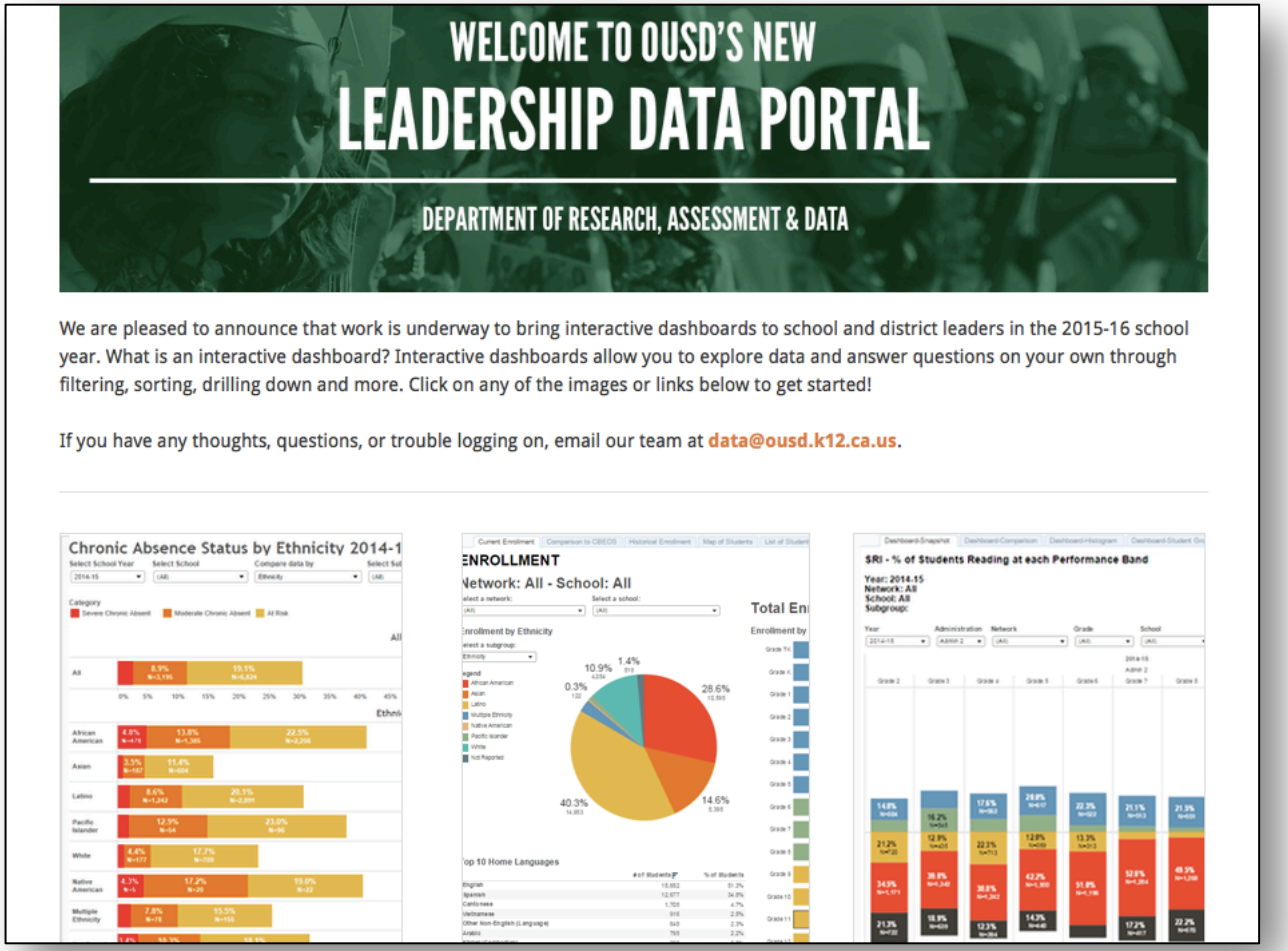
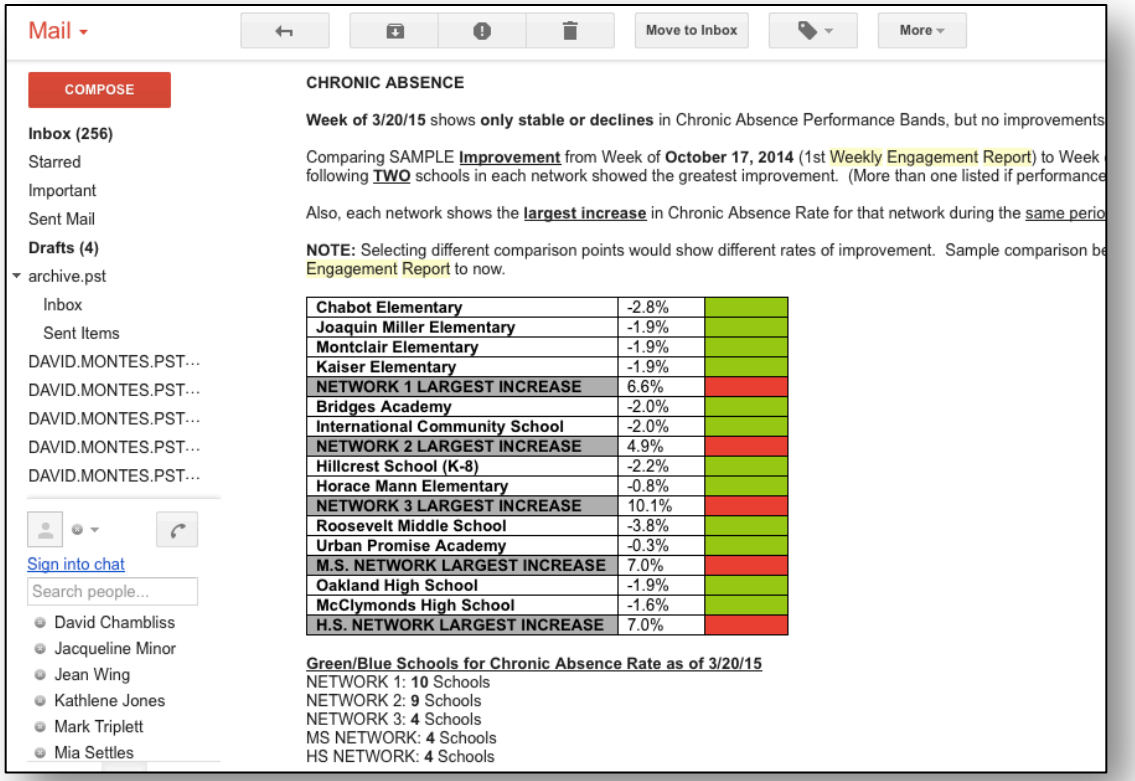


PROGRESS MONITORING



- New **Leadership Data Portal** transforms data from ***School Performance Framework*** into interactive tool w/ one-click to Student Level Data in order to immediately respond to gaps in progress.

PROGRESS MONITORING


Mail

Move to Inbox | More

COMPOSE

Inbox (256)
Starred
Important
Sent Mail
Drafts (4)
archive.pst
Inbox
Sent Items
DAVID.MONTES.PST…
DAVID.MONTES.PST…
DAVID.MONTES.PST…
DAVID.MONTES.PST…
DAVID.MONTES.PST…

Sign into chat
Search people…
David Chambliss
Jacqueline Minor
Jean Wing
Kathlene Jones
Mark Triplett
Mia Settles

CHRONIC ABSENCE

Week of 3/20/15 shows **only stable or declines** in Chronic Absence Performance Bands, but no improvements

Comparing SAMPLE **Improvement** from Week of **October 17, 2014** (1st Weekly Engagement Report) to Week following **TWO** schools in each network showed the greatest improvement. (More than one listed if performance

Also, each network shows the **largest increase** in Chronic Absence Rate for that network during the same perio

NOTE: Selecting different comparison points would show different rates of improvement. Sample comparison be Engagement Report to now.

Chabot Elementary	-2.8%
Joaquin Miller Elementary	-1.9%
Montclair Elementary	-1.9%
Kaiser Elementary	-1.9%
NETWORK 1 LARGEST INCREASE	6.6%
Bridges Academy	-2.0%
International Community School	-2.0%
NETWORK 2 LARGEST INCREASE	4.9%
Hillcrest School (K-8)	-2.2%
Horace Mann Elementary	-0.8%
NETWORK 3 LARGEST INCREASE	10.1%
Roosevelt Middle School	-3.8%
Urban Promise Academy	-0.3%
M.S. NETWORK LARGEST INCREASE	7.0%
Oakland High School	-1.9%
McClymonds High School	-1.6%
H.S. NETWORK LARGEST INCREASE	7.0%

Green/Blue Schools for Chronic Absence Rate as of 3/20/15
NETWORK 1: **10** Schools
NETWORK 2: **9** Schools
NETWORK 3: **4** Schools
MS NETWORK: **4** Schools
HS NETWORK: **4** Schools

- **Using School Improvement and Data Assessment Partners** to engage more deeply with higher need schools.

- **Pushing data out** to schools vs. waiting for leaders to go look for it.

USING ADDITIONAL INFORMATION WITHIN & ACROSS SCHOOLS

Differentiated Supports

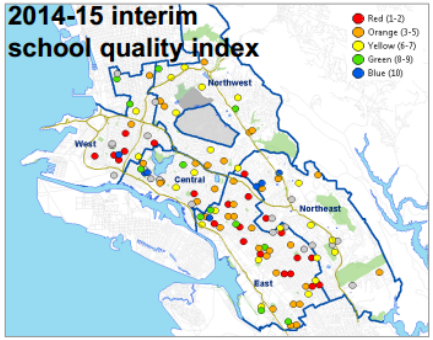
Equitable Outcomes

Within…

Conduct **School Quality Reviews** (SQR) to inform decisions

Across…

Engage **Strategic Regional Analysis** (SRA) to inform decisions



SOFT ROLL-OUT: DETERMINE VALUES, REFINING SPF DEVELOPMENT, AND COMMUNICATION

OAKLAND UNIFIED SCHOOL DISTRICT
Community Schools, Thriving Students

June 2015 Create Version 1.0

Use the Balanced Scorecard as base for version 1.0

Align to State and Federal Accountability

Sept 2015 Socialize SPF Concept

Provide tools for principals, staff, SSC's, parents to understand concept & implications

Build Central Capacity to differentiate support

Provide performance on indicators w/o weights or Tiering

Continue iterating version 1.0

Jan 2016 Dry-Run Tiering 1.0 - Discussion ONLY

Provide Dry-Run Tier for budgeting & planning

Further socialize concept

Aug 2016 Tiering 2.0 Begin Implementation

Run Tiering

Initiate Flexibilities, Accelerations, Incentives, Interventions, & Supports

SOFT ROLL-OUT: DETERMINE VALUES, REFINING SPF DEVELOPMENT, AND COMMUNICATION

OAKLAND UNIFIED SCHOOL DISTRICT
Community Schools, Thriving Students

June 2015 Create Version 1.0

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SOFT ROLL-OUT: DETERMINE VALUES, REFINING SPF DEVELOPMENT, AND COMMUNICATION

OAKLAND UNIFIED SCHOOL DISTRICT
Community Schools, Thriving Students

Sept 2015 Socialize SPF Concept

- Provide tools for principals, staff, SSC's, parents to understand concept & implications

- Build Central Capacity to differentiate support

- Provide schools their performance on the indicators w/o weights or Tiering

- Continue refining version 1.0

SOFT ROLL-OUT: DETERMINE VALUES, REFINING SPF DEVELOPMENT, AND COMMUNICATION

OAKLAND UNIFIED SCHOOL DISTRICT
Community Schools, Thriving Students

Jan 2016 Dry-Run Tiering 1.0 - Discussion ONLY

- Provide Dry-Run Tier for budgeting & planning
- Further socialize the concept of SPF

SOFT ROLL-OUT: DETERMINE VALUES, REFINING SPF DEVELOPMENT, AND COMMUNICATION

OAKLAND UNIFIED SCHOOL DISTRICT
Community Schools, Thriving Students

Aug 2016 Tiering 2.0 Begin Implementation

- Run Tiering

- Initiate 1st Round Flexibilities, Accelerations, Incentives, Interventions, & Supports

APPENDIX I:
SCHOOL PERFORMANCE FRAMEWORK SYSTEM
COMMUNICATIONS PLANNING

OUSD | SPRING, 2015

OAKLAND UNIFIED SCHOOL DISTRICT

Community Schools, Thriving Students

OAKLAND UNIFIED SCHOOL DISTRICT
Community Schools, Thriving Students

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I. View of collateral for various audiences
   - Parent
   - Principal
   - Central Office
   - Board views of summary information

II. Chart of communications tools for various audiences

III. Annual timing of communications rollout

I. PARENT / PUBLIC VIEW OF A SCHOOL'S TIERING TO INFORM IMPROVEMENTS

OAKLAND UNIFIED SCHOOL DISTRICT
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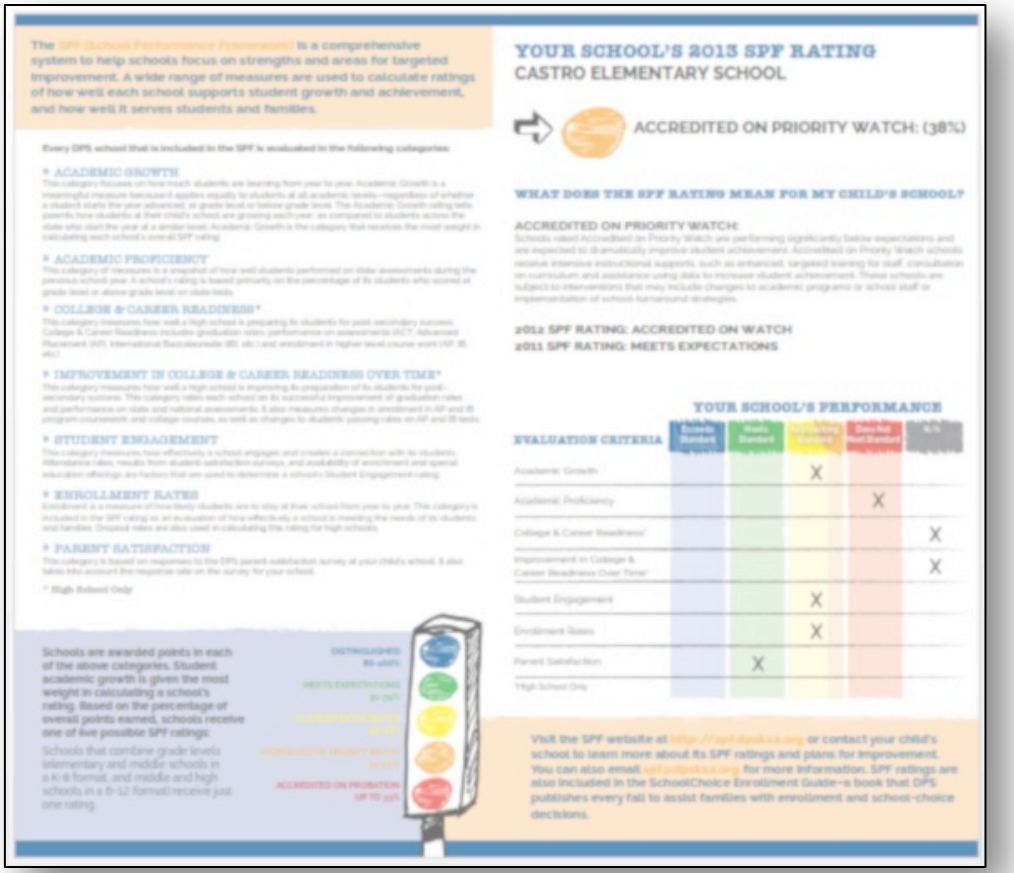
- In this annual report mailed to families, schools are tiered and the categories are explained
- SPF Website is introduced
- This format is translated into multiple languages and mailed to all families soon after final tiering being distributed; documents also uploaded to SPF site.



OAKLAND UNIFIED SCHOOL DISTRICT
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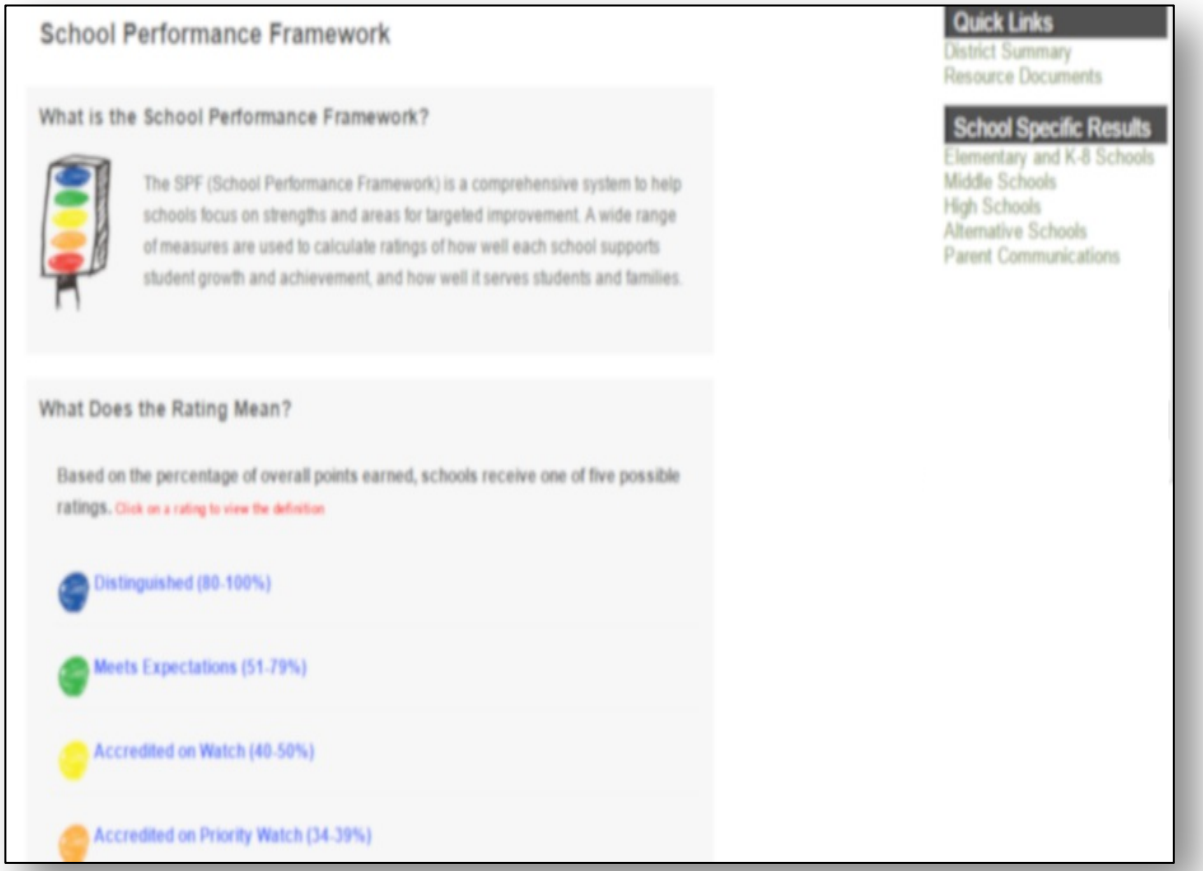
I. SPF WEBSITE WITH TIERING AND RESOURCES

- SPF website has resource information for all public audiences
- Rubrics, data descriptions, and school-by-school ratings are all available for current and prior year



OAKLAND UNIFIED SCHOOL DISTRICT
Community Schools, Thriving Students

I. PRINCIPAL'S VIEW OF A SCHOOL'S TIERING

- Principals receive tiering information at the measure level to assess performance
- Within another report, principals can drill down to see student-level information on several measures
- This level of information also may become available by school on SPF website

STOPLIGHT DETAIL SCORECARD

School Performance Framework 2013-2014

Hamilton Middle School

Middle School Level

Region: Middle Schools

Student Progress Over Time - Growth	Earned Points	Possible Points	Stoplight
% of Points Earned - 48.5%	47	97	Approaching
1.1a TCAP Median Growth Percentile - Reading	4	6	Meets
1.1b TCAP Median Growth Percentile - Math	4	6	Meets
1.1c TCAP Median Growth Percentile - Writing	4	6	Meets
1.2a TCAP Median Growth Percentile compared to Similar Schools - Reading	4	6	Meets
1.2b TCAP Median Growth Percentile compared to Similar Schools - Math	2	6	Approaching
1.2c TCAP Median Growth Percentile compared to Similar Schools - Writing	4	6	Meets
1.3a TCAP Catch-Up Growth-Reading	4	4	Meets
1.3b TCAP Catch-Up Growth-Math	2	4	Approaching
1.3c TCAP Catch-Up Growth-Writing	2	4	Approaching
1.4a TCAP Keep-Up Growth-Reading	4	4	Meets
1.4b TCAP Keep-Up Growth-Math	2	4	Approaching
1.4c TCAP Keep-Up Growth-Writing	2	4	Approaching
1.5a TCAP Continuously Enrolled Growth - Reading	0	4	Does not meet
1.5b TCAP Continuously Enrolled Growth - Math	0	4	Does not meet
1.5c TCAP Continuously Enrolled Growth - Writing	0	4	Does not meet
1.6 COALT Growth			
1.7a Disaggregated Group TCAP Growth - ELL	1	3	Approaching
1.7b Disaggregated Group TCAP Growth - FRL	1	3	Approaching
1.7c Disaggregated Group TCAP Growth - Minority	1	3	Approaching
1.8a Disaggregated Group TCAP Growth Comparison - ELL	1	2	Approaching
1.8b Disaggregated Group TCAP Growth Comparison - FRL	1	2	Approaching
1.8c Disaggregated Group TCAP Growth Comparison - Minority	0	2	Does not meet
1.9 Students with Disabilities TCAP Growth Comparison	2	4	Approaching
1.10 ACCESS Median Growth Percentile	2	6	Approaching

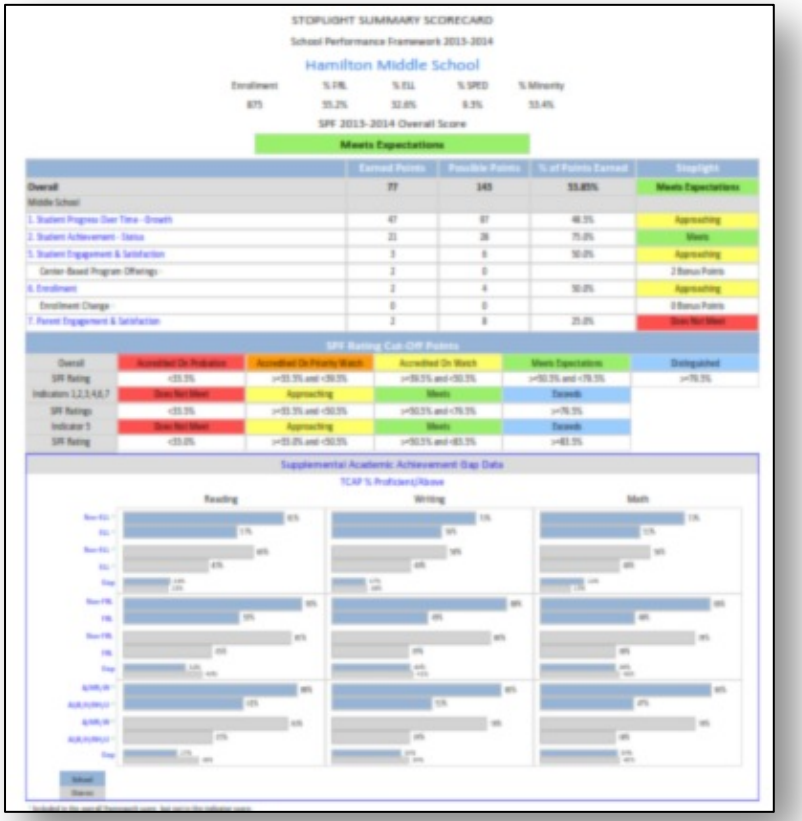
Student Achievement - Status	Earned Points	Possible Points	Stoplight
% of Points Earned - 75.0%	21	28	Meets
2.1a TCAP % Proficient/Above - Reading	2	2	Meets
2.1b TCAP % Proficient/Above - Math	2	2	Meets
2.1c TCAP % Proficient/Above - Writing	2	2	Meets
2.2a TCAP % Proficient/Above compared to Similar Schools - Reading	2	3	Meets

Page 1 of 2

I. PRINCIPAL'S VIEW ON SCHOOL SUBGROUP PERFORMANCE

OAKLAND UNIFIED SCHOOL DISTRICT
Community Schools, Thriving Students

- In this report, principals and school leadership teams can compare school performance by subgroups
- Subgroups include race / ethnicity, special education, Free & Reduced Lunch status, and English Language learner status
- This level of information may also become available by school on SPF website


STOPLIGHT SUMMARY SCORECARD

School Performance Framework 2013-2014

Hamilton Middle School

Enrollment	% FRL	% ELL	% SPED	% Minority
875	55.2%	32.6%	8.3%	53.4%

SPF 2013-2014 Overall Score

Meets Expectations

	Earned Points	Possible Points	% of Points Earned	Stoplight
Overall	77	143	53.85%	Meets Expectations
Middle School				
1. Student Progress Over Time - Growth	47	97	48.5%	Approaching
2. Student Achievement - Status	21	28	75.0%	Meets
5. Student Engagement & Satisfaction	3	6	50.0%	Approaching
Center-Based Program Offerings	2	0		2 Bonus Points
6. Enrollment	2	4	50.0%	Approaching
Enrollment Change	0	0		0 Bonus Points
7. Parent Engagement & Satisfaction	2	8	25.0%	Does Not Meet

SPF Rating Cut-Off Points

	Accredited On Probation	Accredited On Priority Watch	Accredited On Watch	Meets Expectations	Distinguished
Overall SPF Rating	<33.3%	>=33.3% and <=36.3%	>=36.3% and <50.3%	>=50.3% and <79.3%	>=79.3%
Indicators 1,2,3,4,6,7	Does Not Meet	Approaching	Meets	Exceeds	
SPF Ratings	<33.3%	>=33.3% and <50.3%	>=50.3% and <79.3%	>=79.3%	
Indicator 5	Does Not Meet	Approaching	Meets	Exceeds	
SPF Rating	<33.0%	>=33.0% and <50.5%	>=50.5% and <83.5%	>=83.5%	

Supplemental Academic Achievement Gap Data

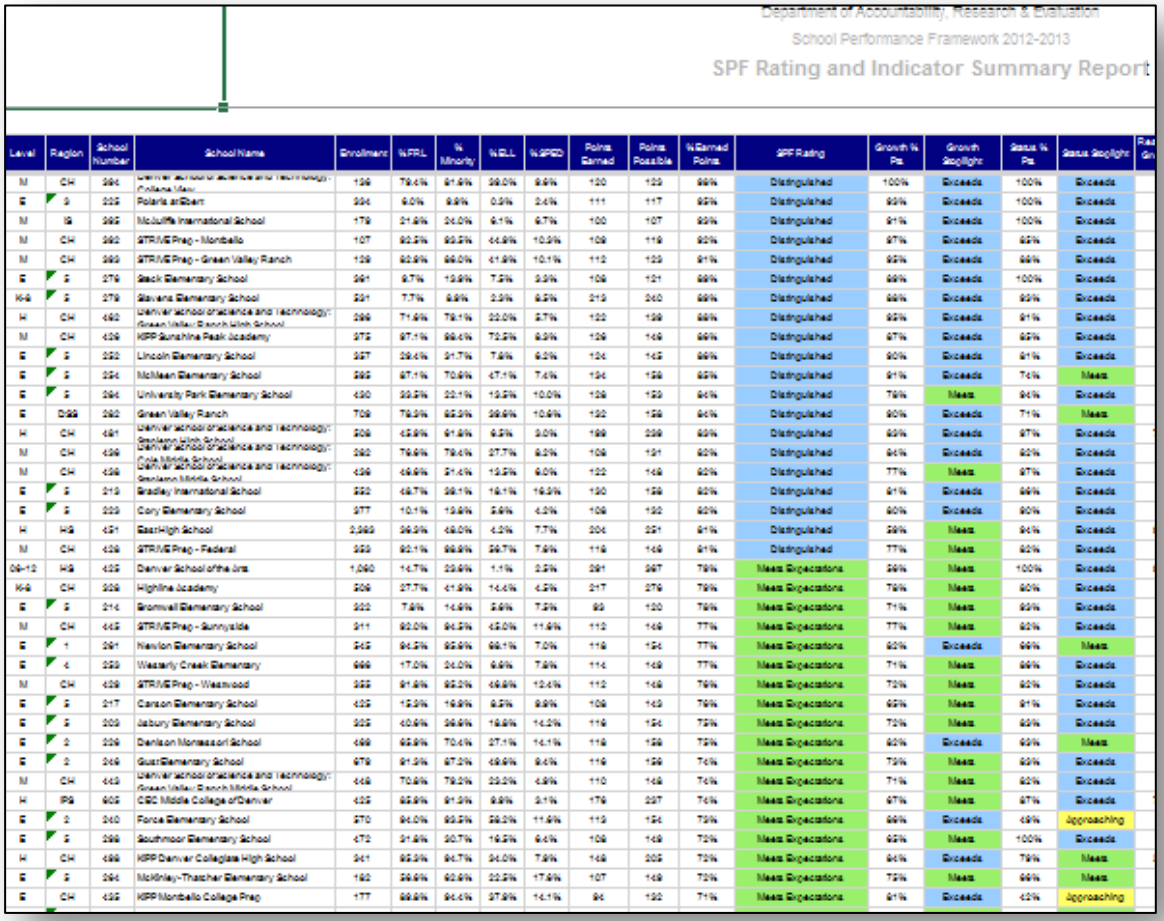
TCAP % Proficient/Above

Reading | Writing | Math

I. CENTRAL OFFICE'S VIEW OF SCHOOL TIERING

OAKLAND UNIFIED SCHOOL DISTRICT
Community Schools, Thriving Students

- In this report, school district leaders can compare across schools at a glance; often used as reference in meetings
- Relevant data include student population, FRL %, ELL %, SwD %, and category ratings on the SPF
- A chart comparing the rating information over time is also helpful to observe trends



Department of Accountability, Research & Evaluation

School Performance Framework 2012-2013

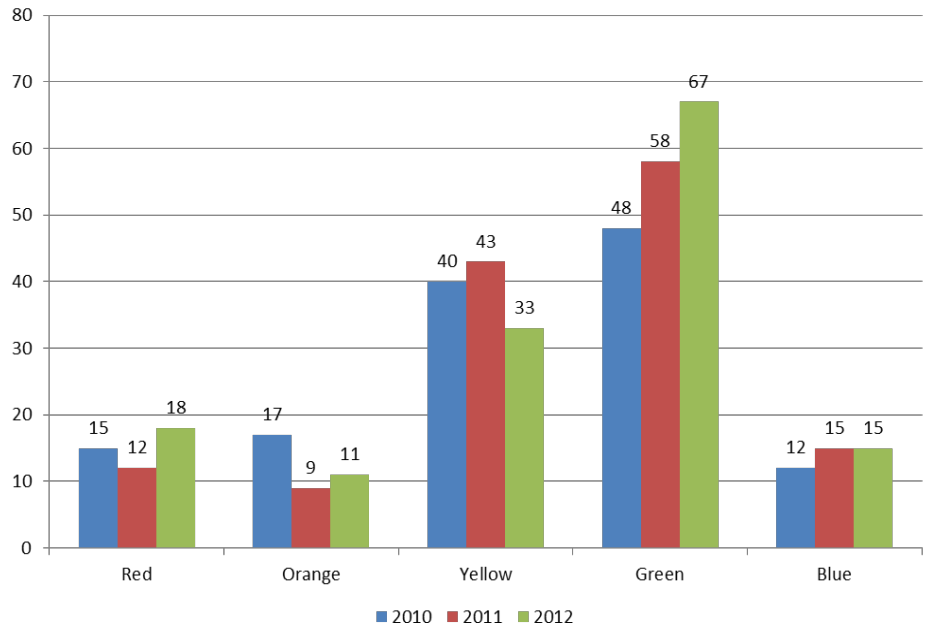
SPF Rating and Indicator Summary Report

Level	Region	School Number	School Name	Enrollment	%FRL	% Minority	%ELL	%SPED	Points Earned	Points Possible	%Earned Points	SPF Rating	Growth % Pts	Growth Spotlight	Status % Pts	Status Spotlight
M	CH	564	[illegible]	136	79.4%	91.9%	38.0%	9.6%	120	123	98%	Distinguished	100%	Exceeds	100%	Exceeds
E	S	225	Polaris at Ebert	504	9.0%	9.9%	0.3%	2.4%	111	117	95%	Distinguished	93%	Exceeds	100%	Exceeds
M	IB	565	McAuliffe International School	179	21.8%	34.0%	6.1%	6.7%	100	107	93%	Distinguished	91%	Exceeds	100%	Exceeds
M	CH	562	STRIVE Prep - Montbello	107	92.5%	93.5%	44.9%	10.3%	109	116	93%	Distinguished	97%	Exceeds	93%	Exceeds
M	CH	563	STRIVE Prep - Green Valley Ranch	109	92.9%	96.0%	41.9%	10.1%	112	123	91%	Distinguished	93%	Exceeds	98%	Exceeds
E	S	276	Slack Elementary School	361	9.7%	13.9%	7.5%	3.3%	109	121	90%	Distinguished	89%	Exceeds	100%	Exceeds
K-8	S	279	Stevens Elementary School	231	7.7%	9.9%	2.3%	6.2%	213	240	89%	Distinguished	89%	Exceeds	93%	Exceeds
H	CH	462	[illegible]	286	71.9%	79.1%	22.0%	2.7%	122	139	88%	Distinguished	93%	Exceeds	91%	Exceeds
M	CH	426	KIPP Sunshine Peak Academy	372	97.1%	99.4%	72.3%	8.3%	126	146	86%	Distinguished	87%	Exceeds	93%	Exceeds
E	S	253	Lincoln Elementary School	327	29.4%	31.7%	7.9%	6.2%	124	143	86%	Distinguished	90%	Exceeds	91%	Exceeds
E	S	254	McMeen Elementary School	293	47.1%	70.6%	47.1%	7.4%	124	139	89%	Distinguished	91%	Exceeds	74%	Meets
E	S	264	University Park Elementary School	430	33.3%	33.1%	13.3%	10.0%	128	153	84%	Distinguished	79%	Meets	94%	Exceeds
E	DSS	260	Green Valley Ranch	709	79.3%	85.3%	38.9%	10.6%	132	158	84%	Distinguished	90%	Exceeds	71%	Meets
H	CH	461	[illegible]	308	45.8%	61.8%	9.5%	3.0%	199	238	83%	Distinguished	93%	Exceeds	97%	Exceeds
M	CH	436	[illegible]	282	79.9%	79.4%	27.7%	8.2%	109	131	83%	Distinguished	94%	Exceeds	82%	Exceeds
M	CH	456	[illegible]	436	49.9%	21.4%	13.5%	9.0%	122	149	82%	Distinguished	77%	Meets	97%	Exceeds
E	S	213	Bradley International School	252	48.7%	36.1%	16.1%	19.3%	130	158	82%	Distinguished	81%	Exceeds	96%	Exceeds
E	S	203	Cory Elementary School	377	10.1%	13.8%	2.9%	4.2%	109	132	82%	Distinguished	90%	Exceeds	90%	Exceeds
H	HS	451	EastHigh School	2,363	39.3%	48.0%	4.2%	7.7%	204	251	81%	Distinguished	59%	Meets	94%	Exceeds
M	CH	458	STRIVE Prep - Federal	353	92.1%	99.9%	36.7%	7.9%	119	146	81%	Distinguished	77%	Meets	92%	Exceeds
06-12	HS	455	Denver School of the Arts	1,060	14.7%	23.9%	1.1%	2.3%	281	367	76%	Meets Expectations	59%	Meets	100%	Exceeds
K-8	CH	508	Highline Academy	506	27.7%	41.9%	14.6%	4.3%	217	276	79%	Meets Expectations	79%	Meets	90%	Exceeds
E	S	214	Bromwell Elementary School	322	7.8%	14.9%	3.9%	7.5%	93	120	78%	Meets Expectations	71%	Meets	93%	Exceeds
M	CH	443	STRIVE Prep - Sunnyside	311	92.0%	94.5%	45.0%	11.9%	112	149	77%	Meets Expectations	77%	Meets	93%	Exceeds
E	1	291	Newton Elementary School	343	94.5%	93.9%	66.1%	7.0%	116	154	77%	Meets Expectations	62%	Exceeds	99%	Meets
E	4	253	Waverly Creek Elementary	666	17.0%	24.0%	9.9%	7.9%	114	149	77%	Meets Expectations	71%	Meets	99%	Exceeds
M	CH	439	STRIVE Prep - Westwood	333	91.8%	95.2%	49.8%	12.4%	112	149	76%	Meets Expectations	72%	Meets	92%	Exceeds
E	S	217	Carson Elementary School	425	12.0%	16.9%	9.2%	9.9%	109	143	76%	Meets Expectations	65%	Meets	91%	Exceeds
E	S	205	Asbury Elementary School	305	40.9%	56.9%	19.9%	14.2%	119	154	72%	Meets Expectations	72%	Meets	93%	Exceeds
E	S	206	Denison Montessori School	499	65.9%	70.6%	37.1%	14.1%	119	158	72%	Meets Expectations	62%	Exceeds	93%	Meets
E	S	249	Gust Elementary School	679	91.3%	97.2%	49.9%	9.4%	119	158	74%	Meets Expectations	73%	Meets	93%	Exceeds
M	CH	443	[illegible]	468	70.8%	79.2%	23.2%	4.9%	110	149	74%	Meets Expectations	71%	Meets	92%	Exceeds
H	PS	605	CEC Middle College of Denver	425	65.9%	91.3%	9.9%	2.1%	176	237	74%	Meets Expectations	67%	Meets	97%	Exceeds
E	S	240	Force Elementary School	370	94.0%	99.5%	58.3%	11.9%	113	154	73%	Meets Expectations	69%	Exceeds	49%	Approaching
E	S	266	Southmoor Elementary School	472	31.8%	30.7%	16.3%	9.4%	109	149	73%	Meets Expectations	62%	Meets	100%	Exceeds
H	CH	466	KIPP Denver Collegiate High School	341	93.3%	96.7%	34.0%	7.9%	148	205	72%	Meets Expectations	84%	Exceeds	79%	Meets
E	S	264	McKinley-Thatcher Elementary School	192	39.9%	62.9%	23.5%	17.9%	107	149	72%	Meets Expectations	72%	Meets	69%	Meets
E	CH	435	KIPP Montbello College Prep	177	99.9%	94.4%	37.9%	14.1%	96	132	71%	Meets Expectations	61%	Exceeds	42%	Approaching

I. BOARD OF EDUCATION VIEW ON SCHOOL PERFORMANCE TRENDS

OAKLAND UNIFIED SCHOOL DISTRICT
Community Schools, Thriving Students

- In this format, Board of Education members can understand year-over-year performance trends
- Specific recognition may be given to schools who performance at high levels in specific indicators or with specific student groups
- Movement between performance levels is also called out



All Schools	201X	201Y	201Z
% Green or Blue Indicators	45%	53%	57%
Total Number of Schools	132	137	144

II. **INITIAL** SPF SOFT ROLLOUT - COMMUNICATIONS STRATEGIES - *DRAFT*

OAKLAND UNIFIED SCHOOL DISTRICT
Community Schools, Thriving Students

Month	Message	Medium	Audience
Fall 2015	**Introduce Concept of SQII and SPF Ratings, including Timing & Tiering**	Training	District Leaders, Principals / Charter School Leaders
Fall 2015	**Introduce concept of SPF ratings, including Timing & Tiering**	One-Pager	Community Orgs
October 2015	**Intensive Training to Understand & Explain Concepts, Release SPF Results with no Tiering**	Train-the-Trainer, Website, Movie, One-Pager	Principals / Charter School Leaders, Academic & School Supervisory Staff
October 2015	**Editorial Board Meeting to introduce concept & applications**	Meeting, One-Pager	Press, Community Organizations
January 2016	**Introduce Tiering concepts**	Presentation, Budget guidance	Principals / Charter School Leaders
Throughout Year	**Connections to Other Data Releases**	Newsletter Blurbs in Email	Principals / Charter School Leaders
May 2016	**One-Pager to Explain SPF**	Document in Email	All OUSD Staff
September 2016	**Release SPF with Tiering (aligned with annual process in next slide)**	Announcement, Reports	All Internal & External Stakeholders

III. **ANNUAL** SPF ROLLOUT - COMMUNICATIONS STRATEGIES - *DRAFT*

OAKLAND UNIFIED SCHOOL DISTRICT
Community Schools, Thriving Students

Month	Message	Medium	Audience
February	Recommended changes to this year's and next year's SPF from analytics team	Presentation	District Leadership
August	Refresher Training Available	Training	New Principals
Early September	Initial SPF Release – used to proof data & adjust measures as needed	Presentation & Report	District Leadership
Mid- September	Internal SPF Release – used to proof data as needed	Email & Report	Principals
Late September	Editorial Board Meeting – used to share trend information & strategies	Report & Meeting	Press
Late September	External SPF Release	Presentation & Report	Board of Education, Public
October	School-Specific Reports Mailed	Mailer & Online	Parents

APPENDIX II:
DRAFT VERSION 1.0
SCHOOL PERFORMANCE FRAMEWORK

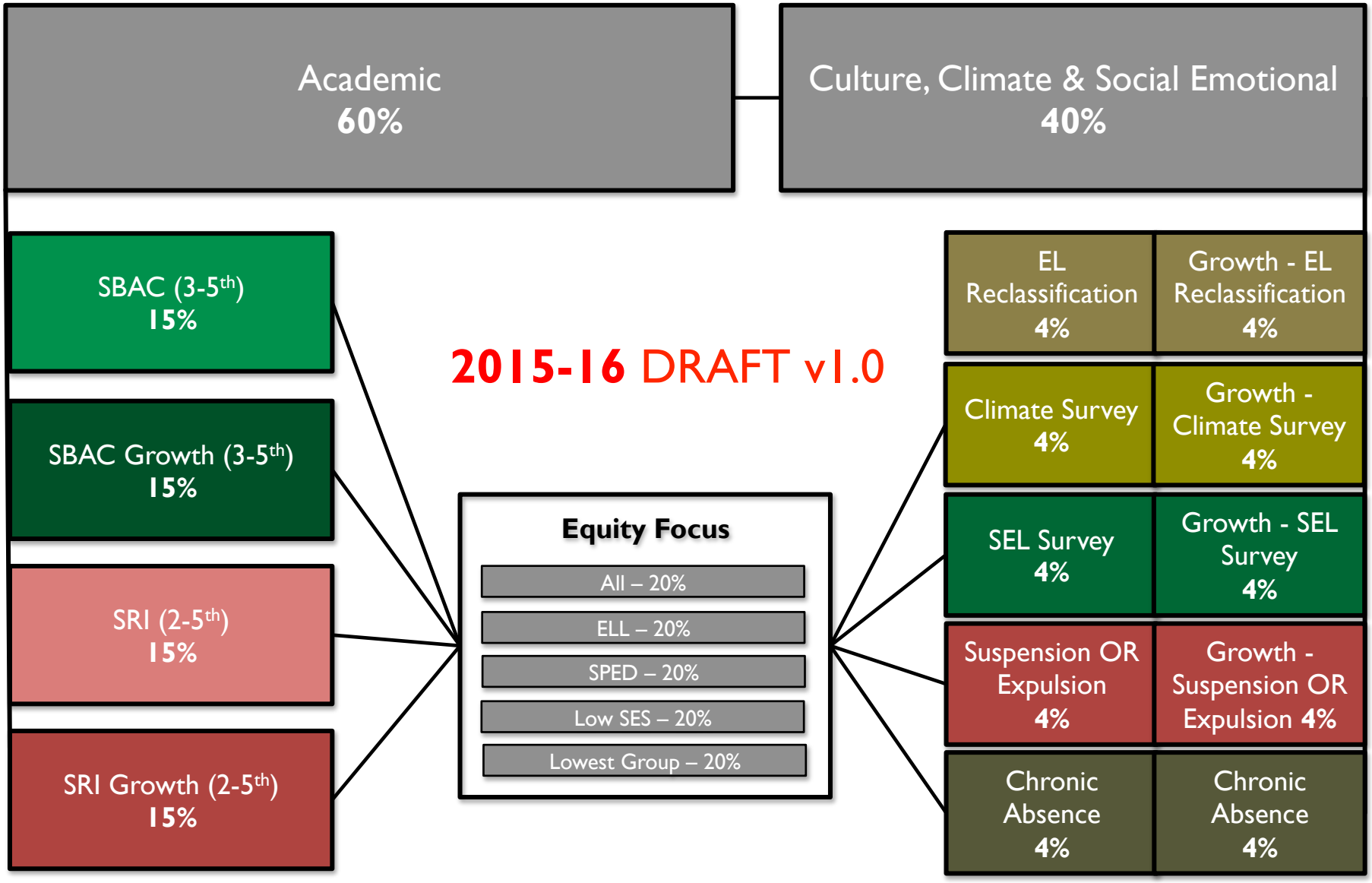
OUSD | 2015

OAKLAND UNIFIED SCHOOL DISTRICT

Community Schools, Thriving Students

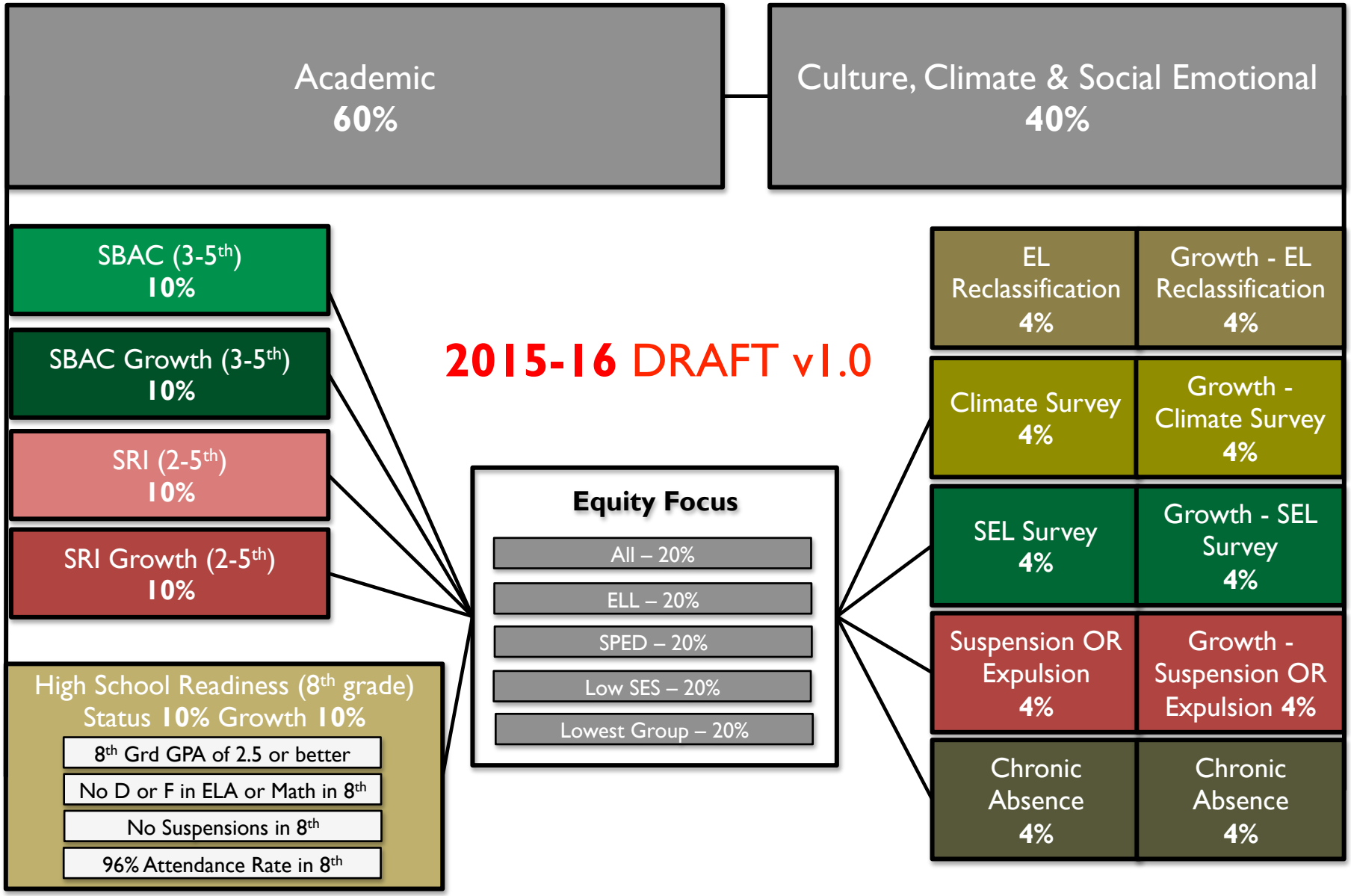
School Performance Framework DRAFT1.0: **Elementary Schools**

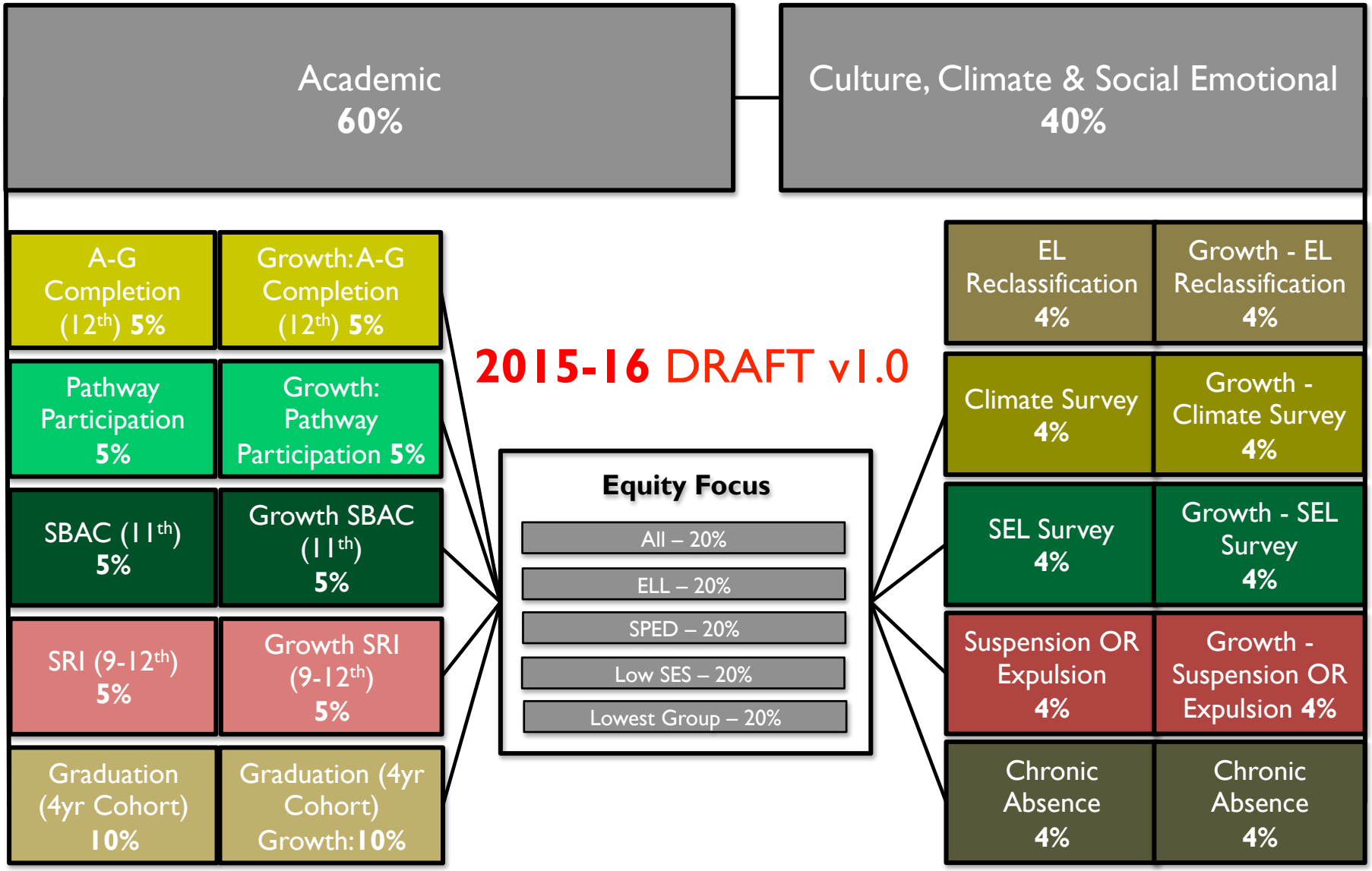
* Alternative Education & Charter Schools on 2nd phase SPF development plan



School Performance Framework DRAFT1.0: **Middle Schools**

* Alternative Education & Charter Schools on 2nd phase SPF development plan



School Performance Framework DRAFT1.0: **High Schools**

* Alternative Education & Charter Schools on 2nd phase SPF development plan