



MWA Board Meeting December 9, 2021



Learn. Graduate. Give Back.

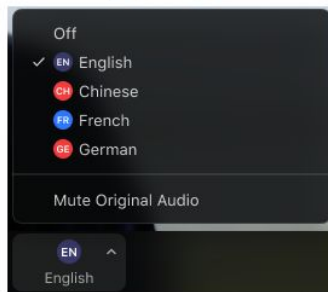
Activating Interpretation / Activar Interpretación

Computer

1. In your meeting/webinar controls, click **Interpretation**.



2. Click the language that you would like to hear.



3. (Optional) To only hear the interpreted language, click **Mute Original Audio**.

Cell Phone

1. In your meeting controls, tap ... **More**.



2. Tap **Language Interpretation**.

3. Tap the language you would like to hear.



4. (Optional) Tap the toggle to **Mute Original Audio**.



5. Click **Done**.



Closed session in progress...



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Public Comment

Use the raise hand function when your name is called.

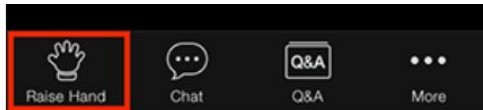
Computer

1. Click **Raise Hand** in the Webinar Controls.



2. The host will be notified that you've raised your hand. If the host allows you to talk, you may be prompted to unmute yourself. While unmuted, your profile picture and name is displayed to the host and panelists. Only your name is displayed to other attendees.

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BOARD LISTENING SESSIONS WITH STAFF

November 2021



Overview

- **Alton encouraged the board to hear concerns from staff directly**
- **7 hour-long sessions with Alicia, Layla, Margaret, Jess**
- **Staff split into diverse groups representing the entire Academy:**
 - Central Office* ·*New Teachers, Subs, Residents* ·*Non-faculty Staff* ·*After-school Team*
 - Humanities Teachers* ·*Non-executive School Leaders* ·*Math/Science/Art Teachers*
- **68 participants overall** – about 50% of total – **and good representation in each group**
- **Questions posed:**
 - What is working well/better?* ·*What are challenges/pain points?*
 - What suggestions do you have for leadership?*
- **Solution-oriented mindset was evident**
- **Most expressed deep care for MWA staff culture, student culture, learning and safety**
- **Broad acknowledgement that everyone is stretched thin, including leaders, and that issues are occurring within the context of a challenging year for schools everywhere**

Bright Spots

- **All Groups:**

- *Support of colleagues (mostly laterally)*

- **Most Groups:**

- *Increased listening by leadership*
- *Hiring/permanent subs*
- *People are stepping up, chipping in, learning to manage*
- *Recent community building , improving sense of community*

- **Also mentioned:**

- *Students are great*
- *Improving student behavior*
- *Resources, compensation/benefits, opportunities for career growth*
- *ASB announcements are back!*

High-level Themes

Respect & Community

Communication

Tools & Support

Student Behavior

Pain points

Staff feeling **lack of community** and not **feeling valued**, particularly with staff turnover

Pressure to be perfect and **fear of admitting mistakes/raising red flags**

Last-minute communication
Slow and **opaque decision making**

Lack of responsiveness to questions and concerns

Understaffing causing extra burden on staff and lack of support for teachers

Poor planning and lack of systems leading to disorganization and confusion

Challenges with **behavior management** and lack of support

Concern for **student achievement, experience, equity and safety**

Example solutions

- Community building for students and staff
- Focus on making people feel valued
- Make time for collaboration

- Improved communication from school and leadership
- Add teacher voice to board meetings

- Improve systems and planning
- Hire more supervisors and temps
- Provide more support for new teachers

- Set expectations for students, have consequences
- Hire more deans

Follow-up Steps Taken to Date

- Detailed reports from all sessions provided to executive leaders
- Follow-up email sent by Alicia to staff prior to Thanksgiving
- Board members engaged on the project debriefed with Alton
- Alton discussed reports with senior leaders
- This presentation to the full board

Next Steps

- Share this presentation with all staff
- Leadership will engage with staff on findings
- Board members on the project will hold a second discussion with Alton on short/long term fixes
- Leadership will develop tactical plans for shorter term items and strategic plans for larger issues
- Position for reset in Semester 2
- Explore ways to make sure the board regularly hears teacher perspectives

Implications for Board Committees

Working to Support and Advise Leadership

- **Culture and Climate Advisory Committee will focus on:**
 - *Aligning priorities for both students and staff, centering on school pride, Wave-Maker identity and culture to enable community building and appreciation of each other*
 - *Clearly defining and enhancing communication channels, transparency and expectations at all levels of leadership*
 - *Improving the student experience, culture and climate – in and out of the classroom*
 - *Tracking, understanding and addressing staff turnover*
- **DEI Advisory Committee will focus on:**
 - *Improving communication to all stakeholders, ensuring that improvement plans are connected to DEI workstreams*
 - *Working to increase the authentic connection people are craving through DEI activities/events, in partnership with the Culture and Climate Committee*



NCS Championship: Acknowledgement of Soccer Team



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ASB Board Report

ASB Members

December 9, 2021



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Table of Contents

- **Successes**
- **Challenges**
- **Priorities**
- **Questions & Conversation**



Successes

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Successes

- **Student Activities & School Culture**
 - *Fall Festival*
 - Getting students more involved with clubs (in place of a club fair)
 - *Spirit Week*
 - Had middle and upper school participation
 - *Kindness Week*
 - Focus on mental health and spreading kindness
 - *Morning Announcements*
 - Full school
 - **Meeting with Mr. Nelson and with the MWA Board**
 - Productive spaces for ASB to give direct feedback



Challenges

1
7

Challenges

- **Communication**
 - Specifically school leaders to student community
 - *Example:* Confusion around grading system changes at the quarter
- **COVID Safety**
 - No testing required following “close contact”
 - Students can be on campus with only proof of vaccination
 - Curiosity around contact tracing protocol not in class or clubs (lunch, hallways, etc.)



Priorities

Priorities

- **Day of Lights - End of Semester 1 Celebration**
 - Winter potlocks, door decorations, and advisory community building

- **Assemblies and Pep Rallies - Semester 2**
 - Prioritizing COVID safety and upper school community building
 - Starting with wave-wide community building (smaller pep rallies)

Questions & Conversation



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Mission Connection: ELAC Parents and Students

December 9, 2021



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ELD Deep Dive
Aurelio Garcia
Thursday, December 9, 2021



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Table of Contents

- **ELD Programming**
- **Reclassification and ELPAC**
- **ELAC**
- **Board Member Feedback**



ELD Programming

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English Language Development (ELD) Overview

School Wide Objectives

- Aligned with Intervention Services
- All English Learners (EL) students are enrolled in our ELD program
- Provide ELD instructional support for faculty
- Case manage English Learners (EL)
- Facilitate ELAC meetings
- Oversee state ELPAC testing and EL Parent Outreach
- Work with various education partners to achieve positive EL student outcomes
- Reclassification!

“I joined ELAC to understand and be aware of families that share the experience of their child reclassifying and to work together to help the school, community and the teachers ”

“Having the privilege of being bilingual opens many doors”

ELD Enrollment Data

English Learners at Making Waves

- ELs are 28% of the student body
- 33% of students at MS are ELs
- 21% of students at US are ELs
- 9% of ELs are SPED students
- 84% of ELs are LTELs*
- 49% of students at MWA are RFEP*

*LTEL- Long Term English Learners: 5 years as EL

*RFEP- Reclassified (Fluent English Proficient)

| Grade | ELD Students |
|------------------|--------------|
| 5 th | 57 |
| 6 th | 60 |
| 7 th | 51 |
| 8 th | 47 |
| 9 th | 52 |
| 10 th | 23 |
| 11 th | 19 |
| 12 th | 5 |

| School | Total ELD students |
|---------------|--------------------|
| Middle School | 215 |
| Upper School | 99 |
| Total | 314 |

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Reclassification and ELPAC

Reclassification Criteria

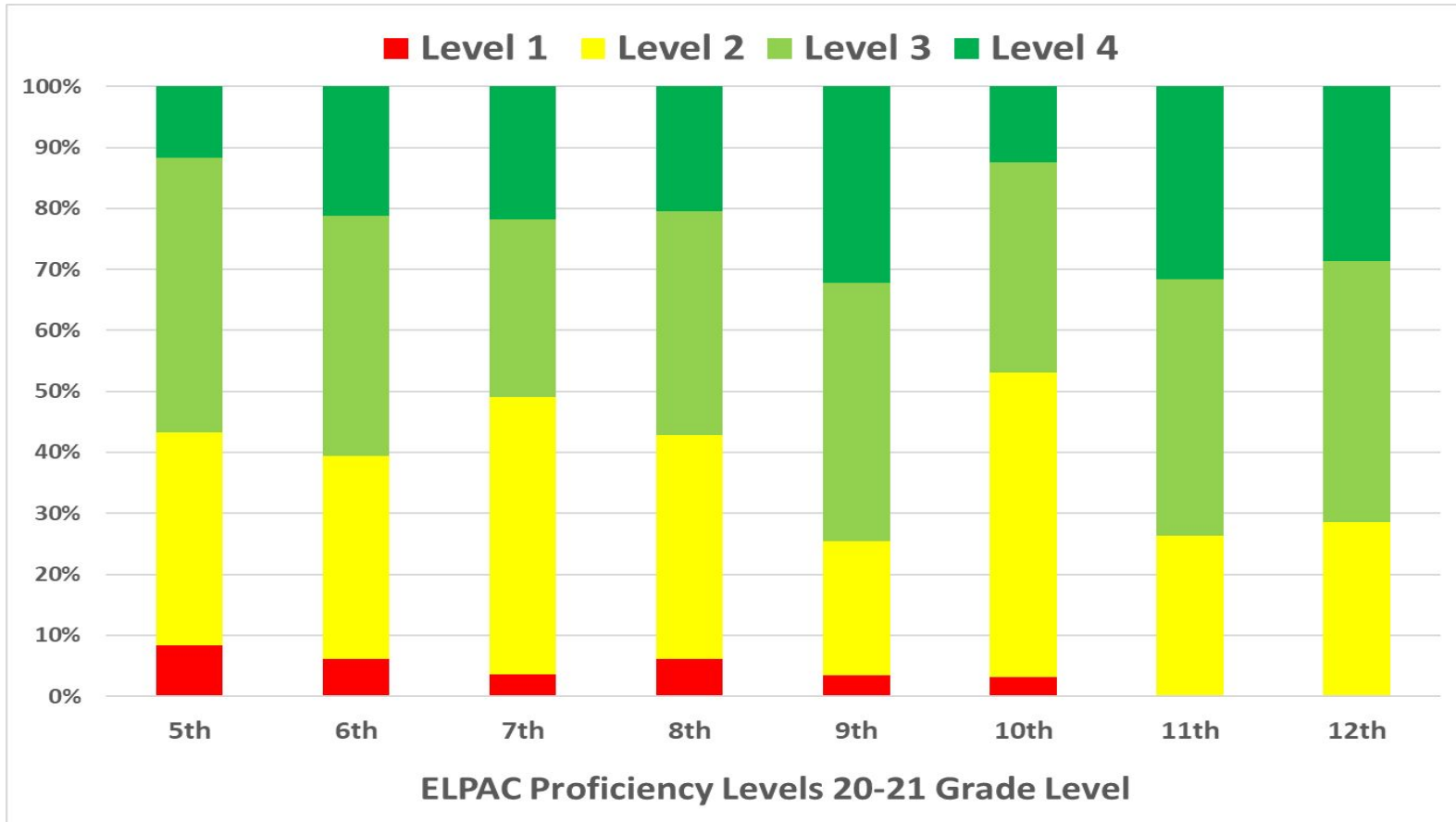
ELD Reclassification 21-22

| California Requirements | Acceptable Standard |
|--|--|
| 1. English proficiency demonstrated on the ELPAC in Listening, Speaking, Reading, and Writing | ELPAC: Overall Proficiency Level (OPL) of Level 4 with at least two subset levels of 3 or 4 and domain performances at level 2 or 3 |
| 2. Basic Skills - Demonstrates average proficiency on the ELA SBAC or ICA or Demonstrates proficiency on STAR Reading | ELA Standardized Tests: Performance Level of 3 or higher STAR Reading: Performing within one bandwidth of grade level; equivalent to average of native speakers |
| 3. Teacher Recommendation | Teacher may use student work such as writing samples or GPA to support their recommendation. |
| 4. Parent Consent | After above requirements are met, Parent/Guardian is consulted and given an opportunity to provide input regarding programs to further increase prospects for academic achievement |

*Reclassification SPED Criteria -

If the SPED student does not meet the criteria, the IEP team determines that the primary reason the student does not meet reclassification criteria is due to the disability rather than limited English proficiency.

ELPAC Overall Scores 20-21



ELPAC Deep Dive

- Overall, **24% of our students scored a Proficiency Level of 4** (which is needed to Reclassify).
- This is an **impressive jump** in comparison to 2018-2019! **14.9%** MWA and **16.4%** statewide K-12 in 2018-2019.
- 97% (**282/289**) of all ELs at MWA completed the remote Summative ELPAC in 20-21.
- **33 students have been identified to reclassify!**

| Students Identified for Reclassification | |
|--|--------------------|
| Division | Total ELD students |
| Middle School | 24 |
| Upper School | 9 |
| Total | 33 |



ELAC

3

Discussion Prompts

How can we continue to keep a sense of urgency in our support of English Learners?

What additional factors must we consider to make sure our English Learners are given the appropriate support towards reclassification and beyond?

Contact Information

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(510) 262-1511



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Curriculum Review Committee Update

December 10, 2021

Fall Semester Review

Meeting – October 2021

Presented by Alicia Mallet Klein and Esther Hugo



Curriculum Review Committee Presentation Overview

- Committee Members
- Leadership Priorities
- Staffing Issues
- COVID-impacts on Curriculum and Campus Return
- College and Career Update
 - Robot – Use of AI to respond to College & Career Issues - demo

The CRC Team



Alicia Malet Klein (she/her)



Dr. Evangelia Ward-Jackson She/Ee/Her



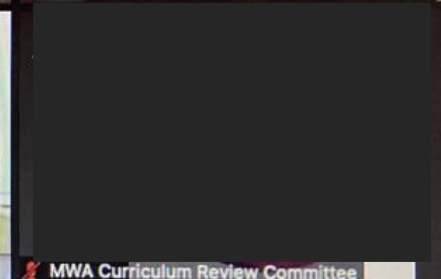
Micah Stilwell



Alton Nelson Jr. (he/him/his)



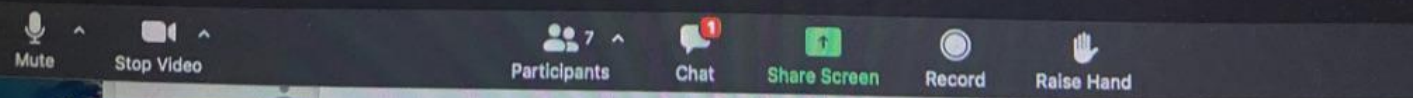
Jon Siapno (he/him/his)



MWA Curriculum Review Committee

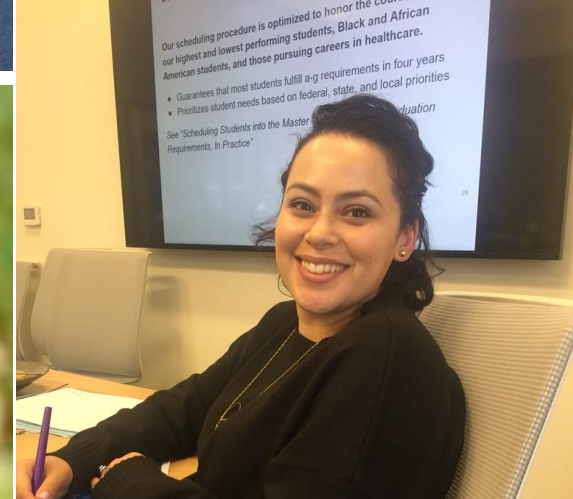


Esther Hugo





CRC Members



CEO Mr. Nelson Sets Tone and Focus



Context and
Information:

Climate and
Culture
Update



- 8th Year of CRC Committee!
- Dialogue encouraged
- COVID impact and physical plant changes
- Current population – majority new to campus.
- Middle School – half new students



Staffing is Challenging

- Year started with 11 vacancies
- In October, 10 vacancies; 8 onsite subs
- Instructional leaders provide classroom coverage – and still need support.
- Academic Instruction Team and Senior leaders covering daily absences.



Pivots and Responses

Multiple modes of communication

Using Slack, - group text and portals

Model accountability for real-time errors

Culture and climate Reboot

Prioritize PD Fridays

Alternate substitute coverage

PD Sessions for on-site Substitute team



College and Career Update : Overview

- What's Next in College Readiness
 - AB 104 Legislation
 - Expanding the Curriculum
- 19th Wave Preview
- ROBOT Demonstration



AB 104 – California Legislation

- Allows high school graduation flexibility in state requirements
- Students able to opt for “Credit” instead of a grade
- Might impact Cal Grant, which is dependent on GPA
- Consideration: How will colleges view the transcript?

Curriculum Expansion through Community Colleges



**CONTRA
COSTA
COLLEGE**

**APPLICATION & CAMPUS OVERVIEW
FEATURING**

CONTRA COSTA COLLEGE

**JOIN US ON MONDAY, DECEMBER 14TH,
2020
FROM 3:00-4:00 PM**

TO RSVP:
[tinyurl.com/rp-
ccworkshop](https://tinyurl.com/rp-ccworkshop)

All attendees will be entered in a raffle for a chance to win a printer or \$25 Gift Card (4 available)

The poster features a blue background with white and yellow text. It includes icons of a printer and a green gift card. The background also shows faint silhouettes of people's heads.

Community College - Dual Enrollment Benefits



- Exposure to College
- Community-Building
- Academic Advancement
- No additional staffing needed



More Curricular Options

- Use of UC Scout for missing A-G and AP classes
- Codesters – CISCO coding program
 - Follows students through graduation
 - CTE Pathway
 - Students can earn a certification and a six-figure job



Pandemic Impact: Testing Optional, Yes or No?

- ACT/SAT/PSAT
 - Cultural and experiential impacts of not taking the test
 - Testing as a Tool to build Aspiration
 - Value in taking the PSAT
-

PSAT Values for Wave-Makers

- Exposure to college testing
 - Gives colleges exposure to students
 - AP Potential
 - National Merit Scholarship eligibility
 - Student Search
 - Rich Data about our instructional program
-





19th Wave Preview: Having the Best Year?

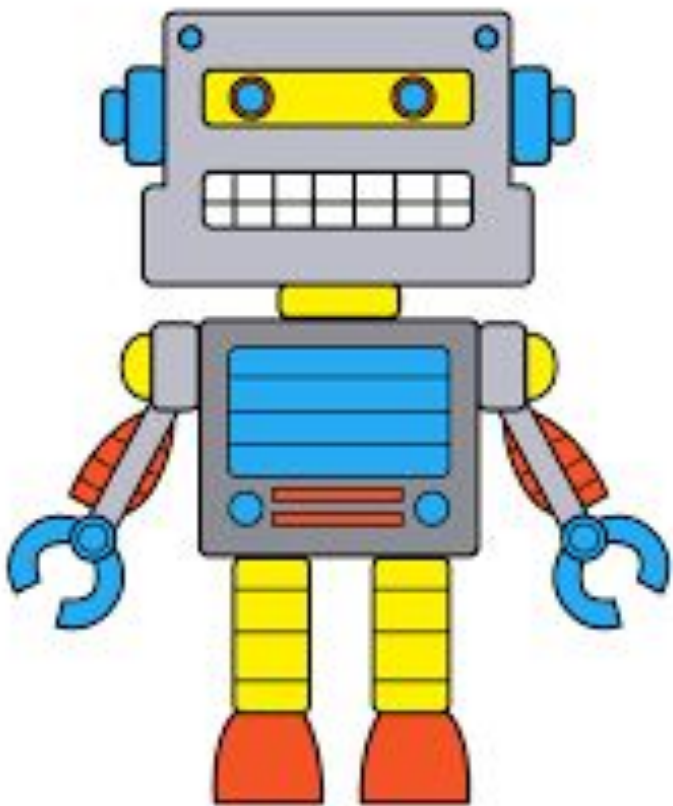
- Challenging Wave – known as “high crisis”
- Class experienced:
 - Most teacher turnovers
 - High trauma
 - Highest percentage of SPEDS
 - Most homeless students



19th Wave Transformation

- Students enjoying “structure” of returning to campus
- Students with multiple F’s are now earning straight A’s
- 70% of 19th Wave are CSU and/or 4-year College Eligible





The ROBOT offers more “inclusive” approach

- Five modernization efforts to reach students
- Effective mass-communication tool
- Online appointment system
- Artificial Intelligence Chatbot

ROBOT Uses

- 390 unique users to the Website
- Information goes direction to student
- Available for 8th graders to learn about high school
- Helps parents and students get connected
- Question bank is limitless – we can design, create and customize it



Creating an aspirational culture by explaining options, giving information, providing guidance





Robot Demonstration
-Mr. Siapno, Director,
College and Career Counseling



Questions, Feedback, and Comments

