



EAST BAY
INNOVATION
ACADEMY

Strategic Implementation Plan

July 2014

OUR MISSION

TO PREPARE A DIVERSE GROUP OF STUDENTS TO BE SUCCESSFUL IN COLLEGE AND TO BE THOUGHTFUL, ENGAGED CITIZENS WHO ARE LEADERS AND INNOVATORS IN A 21ST CENTURY GLOBAL WORLD.

INTRODUCTION

To ensure our success in meeting the goals set forth in our charter, East Bay Innovation Academy has developed the following strategic implementation plan, outlining our charter's goals with relationship to five categories: Learning and Teaching, School Culture, Aligned Staff, Systems and Operations, and Revenue and Growth. Each goal has an assigned detailed action plan, serving as a guide to measure our progress throughout the year. All components of this plan will demonstrate commitment to our vision and core beliefs, personified in EBIA's Innovator Norms. This 2014-2015 implementation plan will guide our work, maintaining our alignment of actions to goals. Understanding that innovation is at the heart of everything we do, this document is a fluid and dynamic framework, open to iteration. Students, staff and family will build a culture of caring and responsibility and the EBIA community will be safe, inclusive and welcoming. Using design thinking principles that are human-centered, optimistic, collaborative, reflective and experimental, the EBIA community will make a difference, re-imagining education in Oakland.

VISION AND FOCUS

East Bay Innovation Academy (EBIA) is re-thinking the way schools are run and structured, so that they better reflect the needs of a 21st century world. At EBIA, education happens through a combination of projects, differentiated instruction through use of technology and an innovative model of experiential learning designed to cultivate the innovator's mindset in every student.

Our six **Innovator Norms** will be woven throughout our culture, classrooms and community.

Perseverance (Possibility and Perseverance): maintaining a steady persistence in a course of action, and exhibit a commitment to purpose and tenacity, in spite of difficulties, obstacles, or discouragement. Innovators are courageous in the face of difficulty, know that effort and hard work will improve their future, and move past frustrations and setbacks quickly.

Curiosity: (Creativity and Curiosity): eagerly desiring to know and learn; to take initiative and to be inventive.

Kindness: (Greater Good): being considerate or helpful.

Respect: (Community): honoring or being considerate towards self, property, and others.

Conscientiousness: (Possibility and Perseverance): being careful, meticulous; being thorough or vigilant; desiring to do a task well and to completion, being accountable, prioritizing to set and meet goals, and achieve results.

Citizenship and Leadership: (Community, Greater Good, and Diversity): the quality of an individual's membership in, and contribution to, a community. As articulated in the Expeditionary Learning arena, there are no passengers, only crew.

Our Goals

- To develop both young and mature leaders who collaborate, manage change and take ownership of their learning experiences.
- To offer families a coherent 21st century program that offers new, innovative and alternative educational offerings to the ones currently provided in Oakland.
- To increase the number of students who excel in math, technology, and innovation to become leaders in a new, rapidly evolving economy.

ACADEMIC PROGRAM

EBIA will be a rigorous, college preparatory school in which students of all previous preparation levels will find success. Our model is based on the following core elements: STEAM based, Rigorous academic course load, Project Based Learning, Blended Learning, Service Learning, Personalized learning and Advisory, Integrated classrooms and a heterogeneous student body, Community-based intersessions, High quality professional development, Data driven and competency based instruction, and a Focus on Social-Emotional learning.

The following page provides a table outlining our goals as they relate to five key components necessary for EBIA's success. A more detailed plan is accessible for continually gauging our progress towards goal achievement and attainment. EBIA staff will constantly examine and refine its student and school outcomes over time to reflect the Charter School's mission and any changes to state or local standards.

Learning and Teaching	School Culture	Aligned Staff	Systems and Operations	Revenue and Growth
<ul style="list-style-type: none"> ● All staff will be proficient in Design Thinking principles, applying them to curriculum development and instructional delivery and 80% of students will be able to articulate how they apply DT principles to their work. ● Every teacher will develop engaging, rigorous, differentiated and standards-aligned unit and lesson plans, with comprehensive playlists, articulating into the 6-12 vertically aligned curriculum map. ● Blended Learning will be incorporated into 20%-25% of the curriculum. ● Project-Based Learning will be evident in all core academic subjects and all students will exhibit one end-of-year culminating project. ● Each teacher will create 4-5 benchmark assessments to assess student learning, inform instruction and create interventions. ● 75% of students will successfully complete all goals in Personalized Learning Plan. 	<ul style="list-style-type: none"> ● Clear and agreed-upon behavioral norms, expectations and disciplinary system will be consistently enforced. ● A sense of community, accountability and responsibility will be established through Morning Meetings and Advisory. ● Students will learn interpersonal skills and model the Innovator Norms, as a result of Socio-Emotional Learning curriculum delivered throughout the year. ● 75% of students will score proficient or advanced on SEL rubric. ● 80% of students will report feeling “part of the EBIA community” on the annual community survey. ● 80% of students will report feeling safe and supported on campus. ● At least 85% of families will report that their child is in a safe learning environment. ● At least 80% of families will report that they would recommend EBIA to friends and families. ● The suspension rate will be less than 10%. 	<ul style="list-style-type: none"> ● Highly qualified, caring and dedicated staff will be hired and onboarded with understanding of Design Thinking, Blended Learning, Project-Based Learning and Socio-Emotional Learning. ● All staff will engage in continuous data analysis, leading to reflection, iteration and innovation in instructional approach. ● All staff will be calibrated in grading policies, evaluation and assessment practices. ● Teachers will co-develop and implement inter-disciplinary units. ● All staff will receive need-based professional development throughout the year. ● All staff will set professional goals and be evaluated using an agreed-upon observation and evaluation tool. ● 85% of faculty will reach Personal Educator Plan goals. ● There will be an 85% teacher satisfaction on community survey. 	<ul style="list-style-type: none"> ● The student information system will be used to track academic performance and school attendance. ● Policies, regulations, procedures, protocols and long-term plans that communicate and support EBIA’s mission and vision will be created, revised and published. ● A balanced budget, with a high level of oversight, managing risk, compliance and monitoring cash flow will be maintained. ● To ensure all local, state and federal compliance issues are met, timelines and a calendar will be established and followed. ● Partnerships will be developed, contracts and MOUs with outside vendors and service providers will be established to ensure students’ needs are met. ● Positive relationship with OUSD regarding facilities and chartering needs will be maintained. ● Partnerships with charter schools/networks to access services and develop more effective systems and operations will be developed. 	<ul style="list-style-type: none"> ● Achieve 95% attendance rate. ● Engage in active recruitment for rising 6th graders throughout Oakland to ensure capacity registration. ● Examine feasibility of increasing current 7th grade class. ● Maintain regular external communications and publicize EBIA’s success to attract and students, families and community members to the school, generating interest. ● Conduct community outreach to establish partnerships that will result in external funding and resources being provided at no cost. ● Develop a plan to ensure 15% of EBIA’s budget is subsidized by fundraising efforts. ● Create a plan for expansion of Marshall campus or relocation to another site to account for growth of student body. ● Consider possibility of model replication.