



Board of Directors August 17, 2022



EBIA SWOT & Early Recommendations



Data

Explored/Analyzed	Yet to See/Analyze
<ul style="list-style-type: none">● 2:1 Interviews with Leadership● CAASPP Data● AP Pass Rates● MAP Data● 2019 5x5 Tables● Graduation Rates, including C023● Tour of Lower and Upper Campus● FY 23 Budget● Some board minutes from 21-22● 360 reviews of leaders● Embedded support of SLT	<ul style="list-style-type: none">● Teacher Focus Groups● Family Focus Groups● Student Focus Groups● Classroom Walk Throughs

Recommendations & Early Actions - ONE TEAM | ONE SCHOOL

1. **Focus on School Leadership Team Cohesion - *In Progress***
 - a. The school leadership team must repair harm, build cohesion, share accountability, share agreements, focus on equity, and model healthy conflict resolution. The school leadership team is a model for the rest of the staff and students for the vision of a thriving school community. If this team is fractured, the school suffers.
 - b. We have developed multiple subteams to address cohesion issues, and collaboration structures (i.e. CCLT, ALT)

2. **Get the School Leadership Team the professional development to support growth and learning - *In Progress***
 - a. Weekly coaching and check-in meetings will create sounding boards for dilemmas
 - b. All leaders/program managers attend Managing to Change the World & Leading for (or Coaching for) Equity trainings
 - c. HR and Finance trainings for the Senior Director of Operations
 - d. Continue to build skills of leaders around coaching techniques
 - e. All site leaders, Deans receive training in restorative, de-escalating practices and in proper investigation techniques

Recommendations & Early Actions


3. Develop school wide priorities for cohesion and focus. *In Progress*
4. Need to ensure that a strong plan for support the 16 seniors off track from graduation to get back on track. It will not be enough to put them on APEX and expect a different result. They need wrap around services.
5. Institute robust project plans for all school functions. Use these in team meetings to ensure each member of the leadership team knows their job and is held accountable to it. *In progress*
6. Align the culture and climate team on behavioral responses. *In Progress*
7. Build upon family communication methods to build/improve strong family engagement practices. *Communications in Progress; More robust family engagement plan not yet started*
- 8 Support teachers in their growth and development by spreading the caseload of teachers across site leaders and Director of Academic Programs (n = 12 -14 each) *In Progress*

Priorities for 22-23 SY

Priority	Early Actions	Next Steps
#1: We will build a rigorous, standards-based, vertically aligned 6-12 curriculum	<ul style="list-style-type: none">● Seated an Academic Leadership Team to ensure curriculum, instruction, and assessment have time on leaders calendar	<ul style="list-style-type: none">● Launching PLCs focused on rigor and vertical alignment● Supporting curriculum design team to internalize alignment, considering standards institute for PD
#2: Every student has access to a great advisory	<ul style="list-style-type: none">● Determined who is leading advisory development work● Seated a Culture and Climate team which includes	<ul style="list-style-type: none">● Launching PLCs focused on advisory● Advisory curriculum and program inquiry
#3: Our African-American students will thrive	<ul style="list-style-type: none">● Examined data	<ul style="list-style-type: none">● Focus groups of black families, students, and staff● PLCs to integrate a focus on AA student experience and work

Important Updates

Target vs. Enrollment by Grade

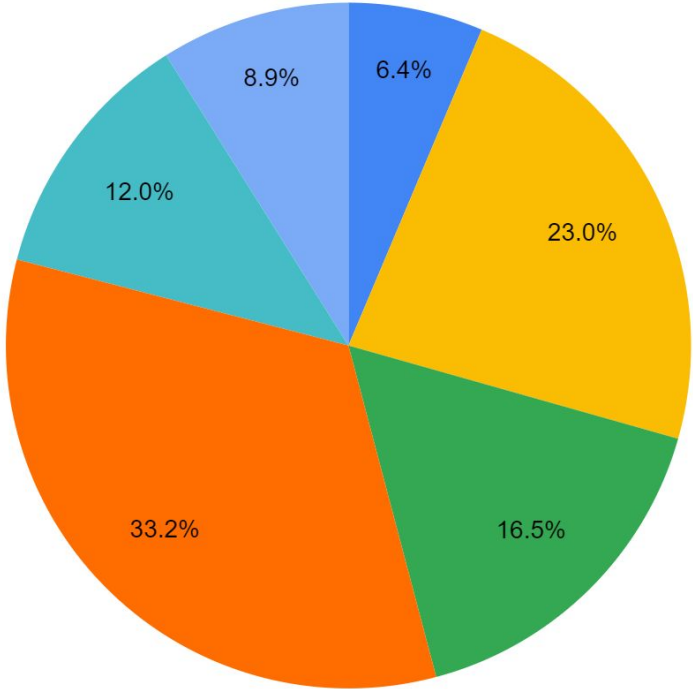


Grade	Target #	Enrolled	Delta
6	90	79	-11
7	110	116	+6
8	110	108	-2
9	80	86	+6
10	60	66	+6
11	35	37	+2
12	65	71	+6
Overall	550	563	+13

Our Students This Year - By Race

Demographic Breakdown

- (200) Asian
- (600) Black or African American
- (700) White
- Hispanic/Latino
- Two or More Race Categories
- Unspecified / Decline to State

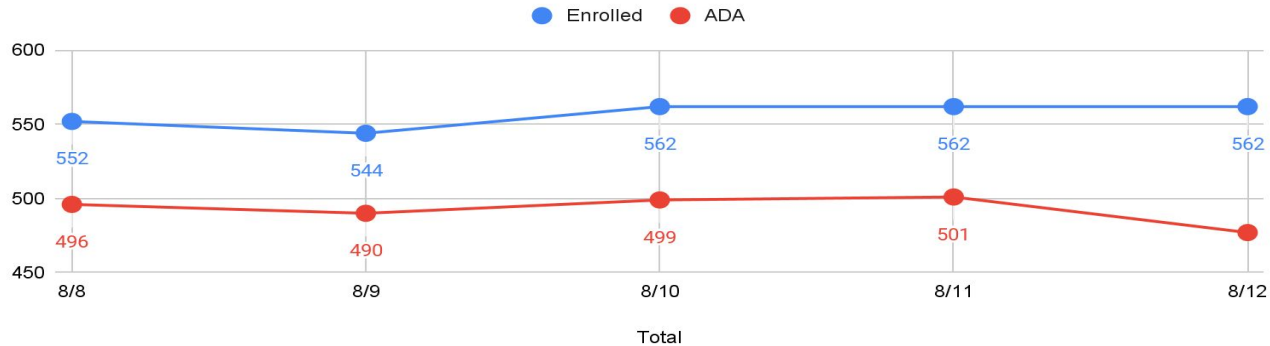


First Week Attendance - Overall

	8/8	8/9	8/10	8/11	8/12
Enrolled	552	544	562	562	562
ADA	496	490	499	501	477
% of Enrolled	89.86%	90.07%	88.79%	89.15%	84.88%

Target ADA is 517
Overall.

Overall Enrolled Vs. ADA

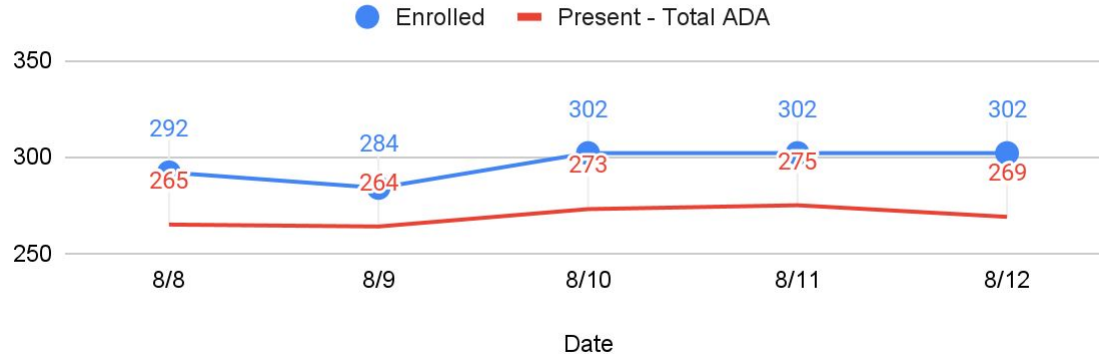


First Week Attendance - Lower School

	8/8	8/9	8/10	8/11	8/12
Enrolled	292	284	302	302	302
ADA	265	264	273	275	269
% of Enrolled	90.8%	93.0%	90.4%	91.1%	89.1%

Target ADA is 297 for Lower School.

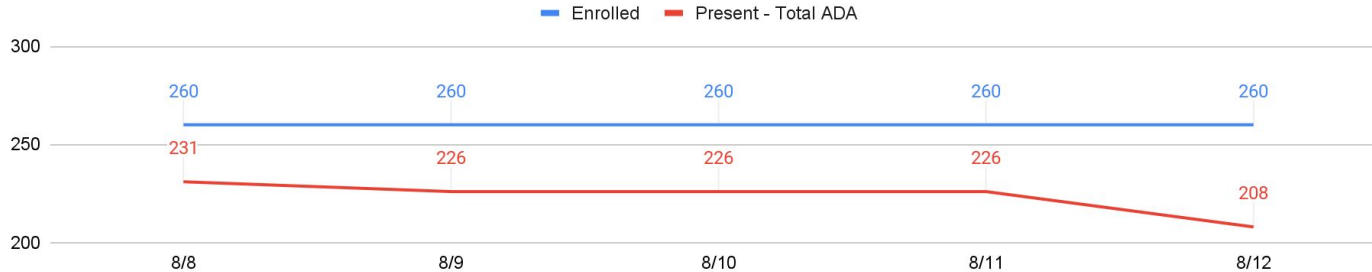
Lower School ADA - Vs. Enrollment



First Week Attendance - Upper School

	8/8	8/9	8/10	8/11	8/12
Enrolled	260	260	260	260	260
ADA	231	226	226	226	208
% of Enrolled	88.8%	86.9%	86.9%	86.9%	80.0%

Upper School ADA vs. Enrollment



Target ADA is 221 for Lower School.

Hiring & Credential Summary

- Started the summer with 12 vacancies
- Started the first day of school with 3 vacancies (6th grade ELA, long-term sub, and Back Office Assistant)
- Hired a credential specialist through edtec to support credential compliance

Williams Act Visit Update

What is it?

All schools in California are affected by laws that are the result of the Williams lawsuit. Known as the "Williams legislation," **the laws seek to ensure that all students have equal access to the basics of a quality education: textbooks, safe and decent school facilities and qualified teachers.**

Implications for EBIA?

- Data shared with them on 8/15
- Visit to lower campus on 8/15 to inspect facilities
- Visit to both campus on 8/22 to inspect instructional materials

Academic Updates

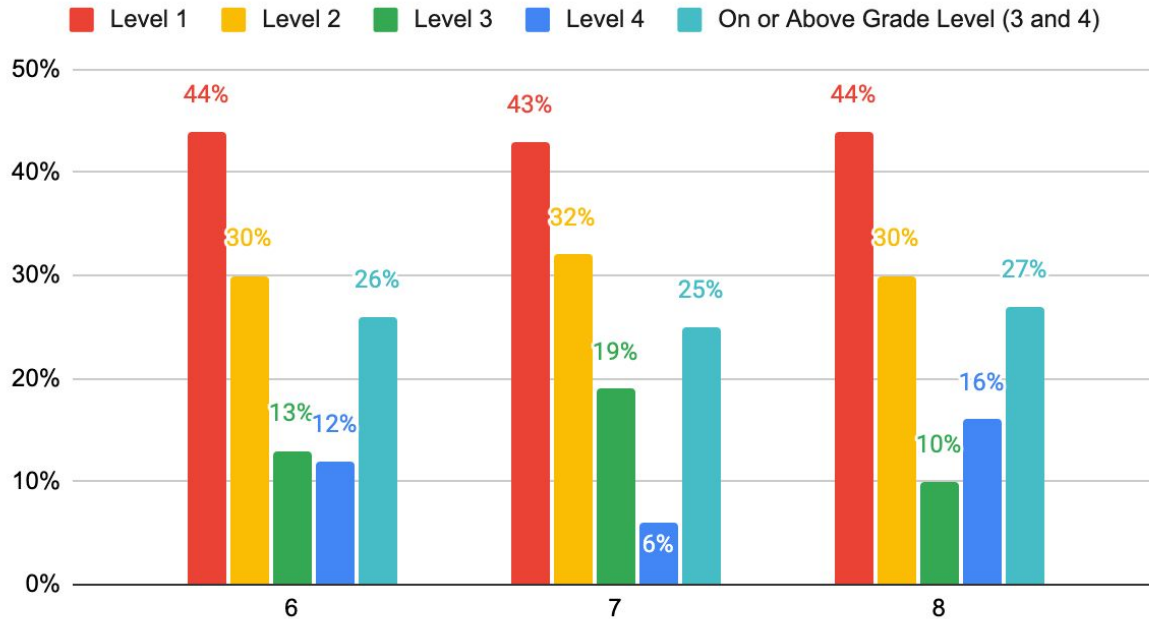
SBAC Data

- ELA and math: grades 6, 7, 8, 11
- Science: grades 8, 12
- In person administration in May 2022
- 284 total students tested at LS; 63 students tested total at US
- 95.7% completed in grades 6-8, 11

In person testing and completion rate across grades shows the results to be directionally valid and reliable.

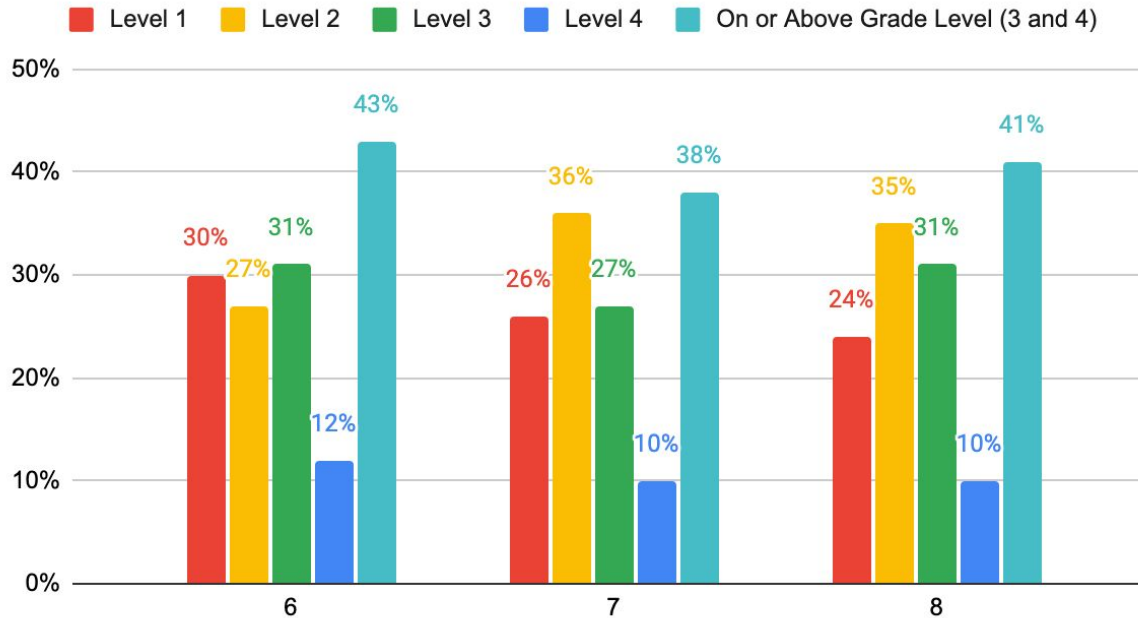
SBAC ELA (Grades 6-8)

LS SBAC MATH Score Range Grades 6-8



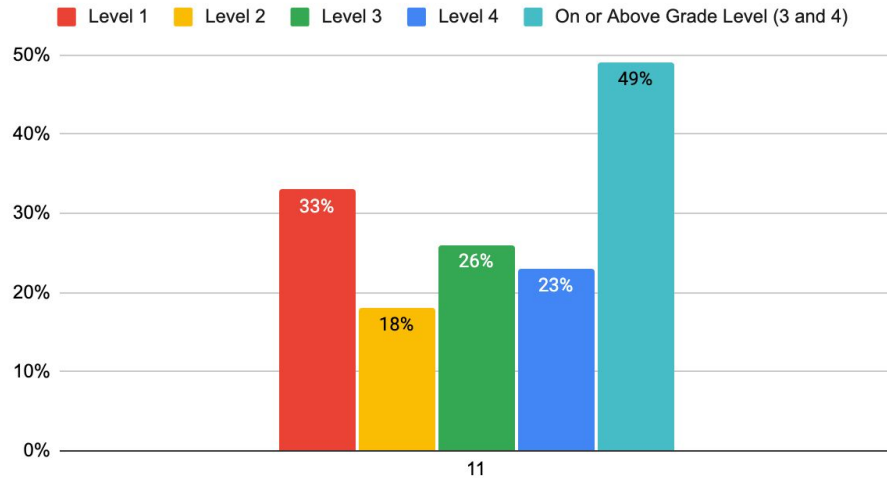
SBAC Math (Grades 6-8)

LS SBAC ELA Score Range Grades 6-8

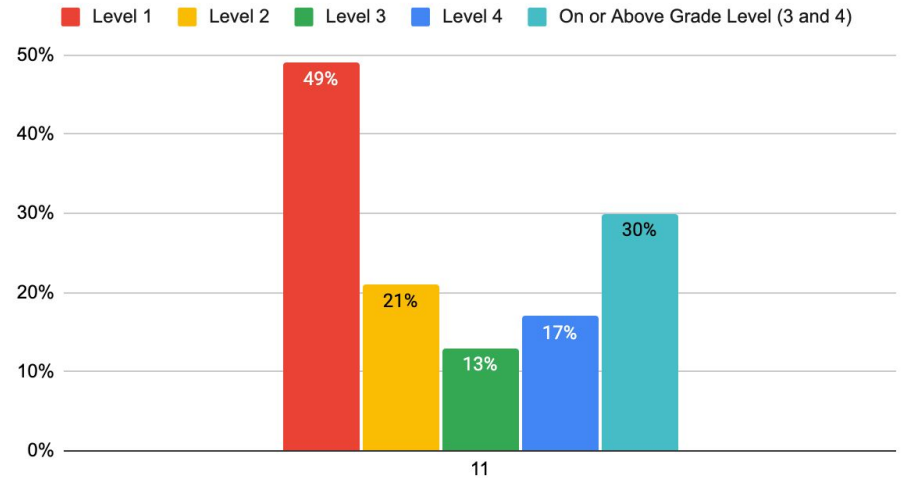


SBAC Math and ELA (11th grade)

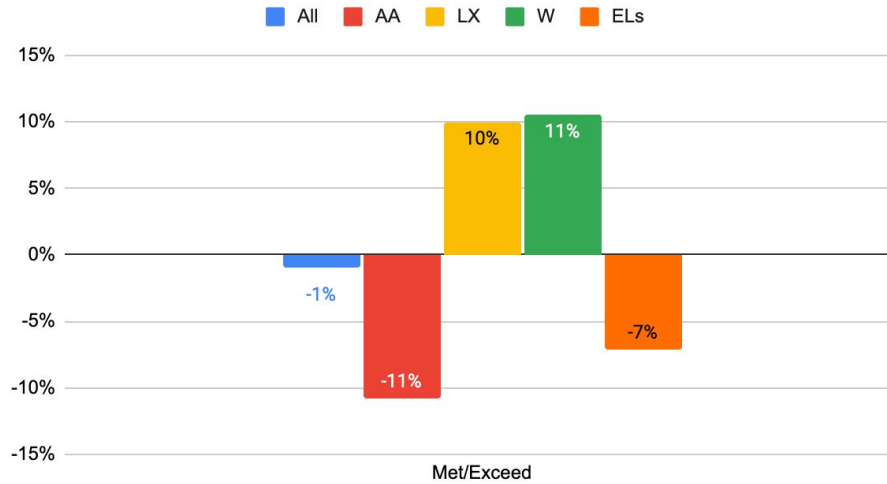
LS SBAC ELA Score Range Grade 11



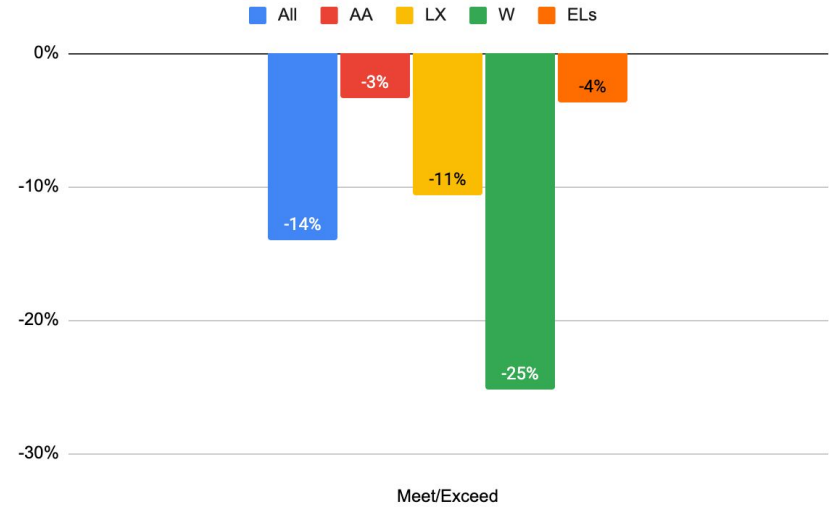
LS SBAC Math Score Range Grade 11



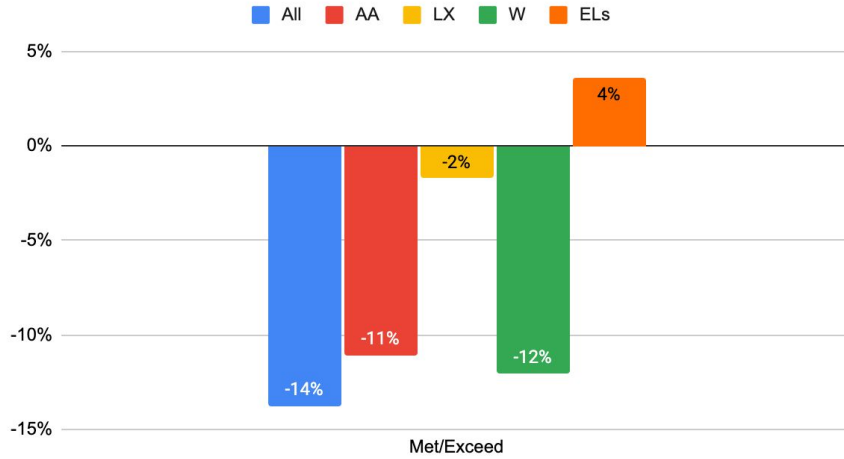
EBIA ELA Proficiency Change: 18/19 - 20/21



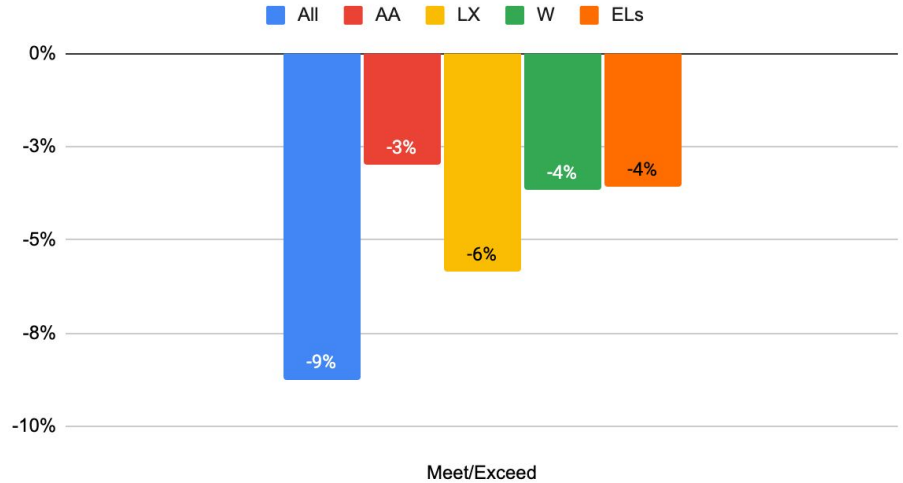
EBIA ELA Proficiency Change 20/21-21/22



EBIA Math Proficiency Change: 18/19 - 20/21

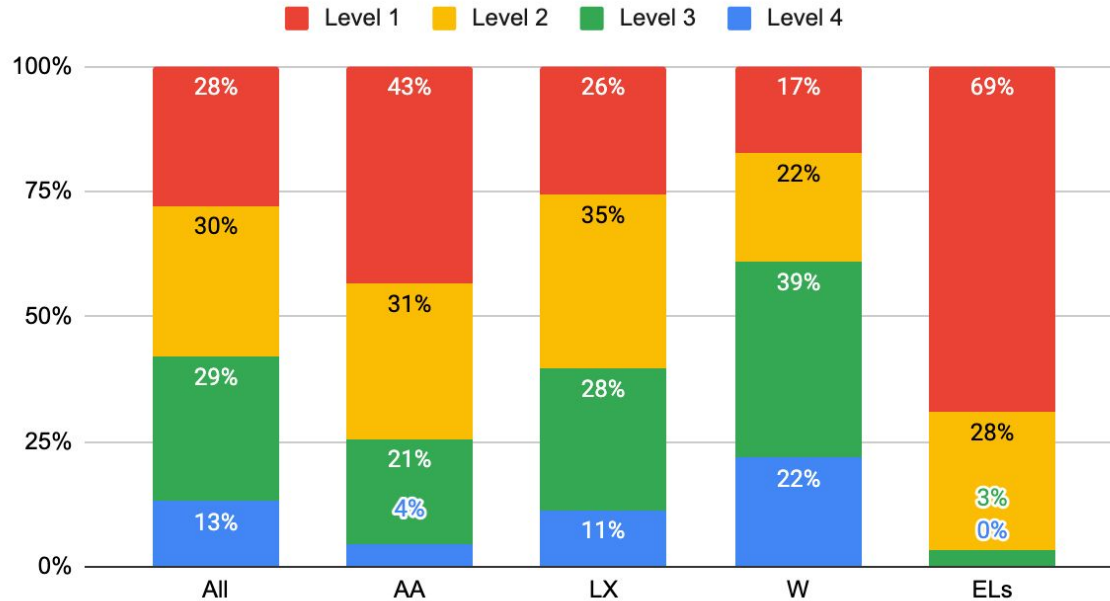


EBIA Math Proficiency Change: 20/21 - 21/22



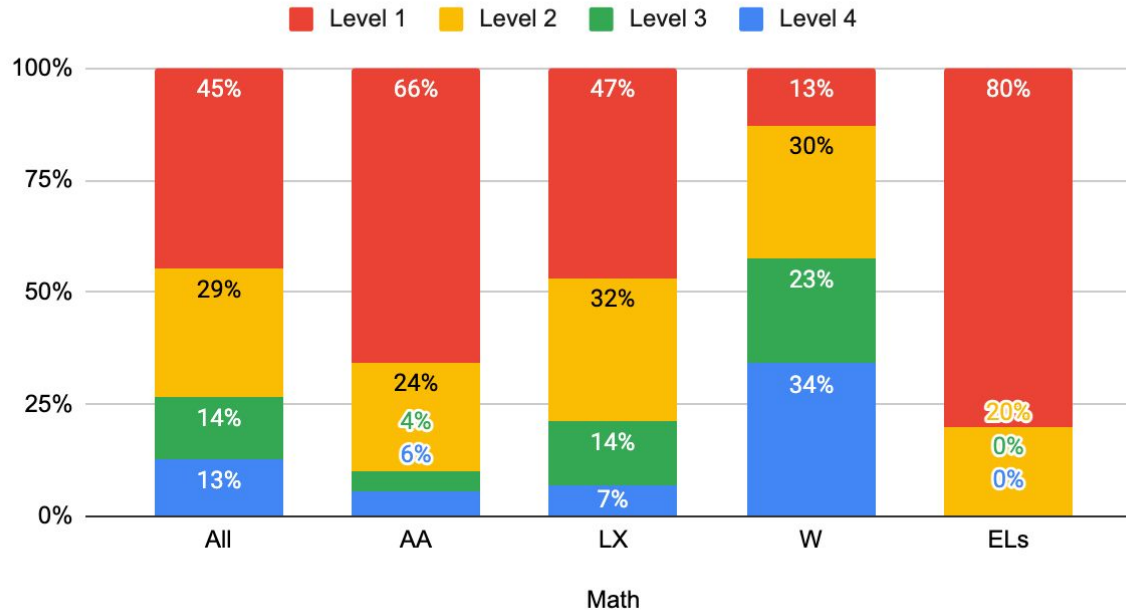
ELA Demographic Data (Grades 6-8, 11)

ELA 21-22 SBAC by SubGroups



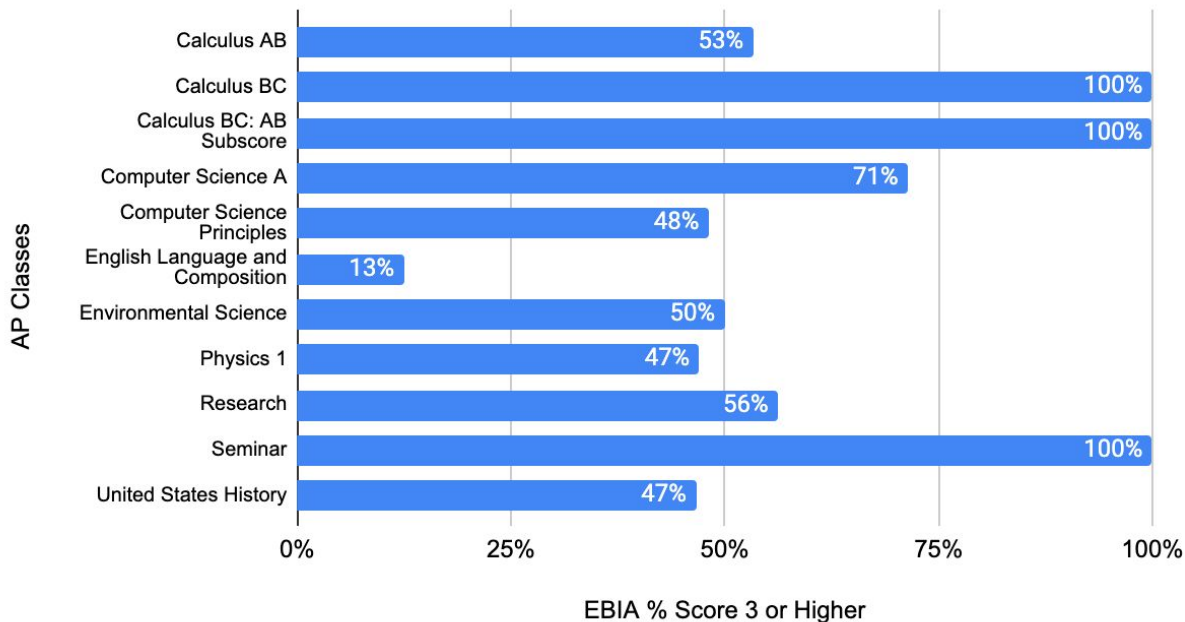
Math Demographic Data (Grades 6-8, 11)

Math 21-22 SBAC by SubGroups



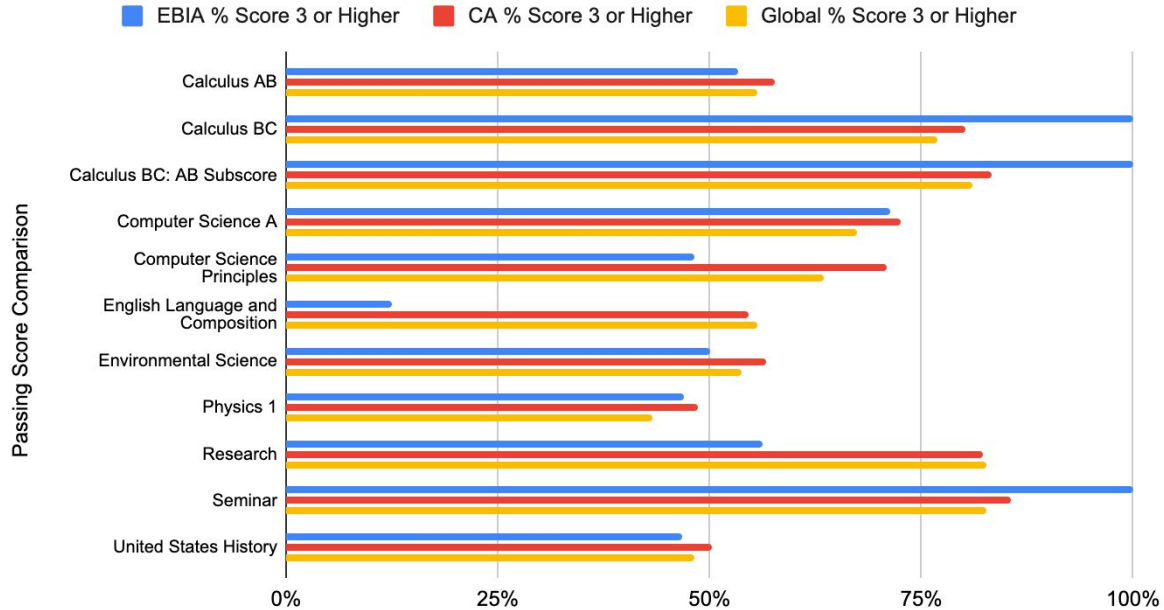
AP Course Pass Rate

EBIA % of Scores 3 or Higher SY21-22



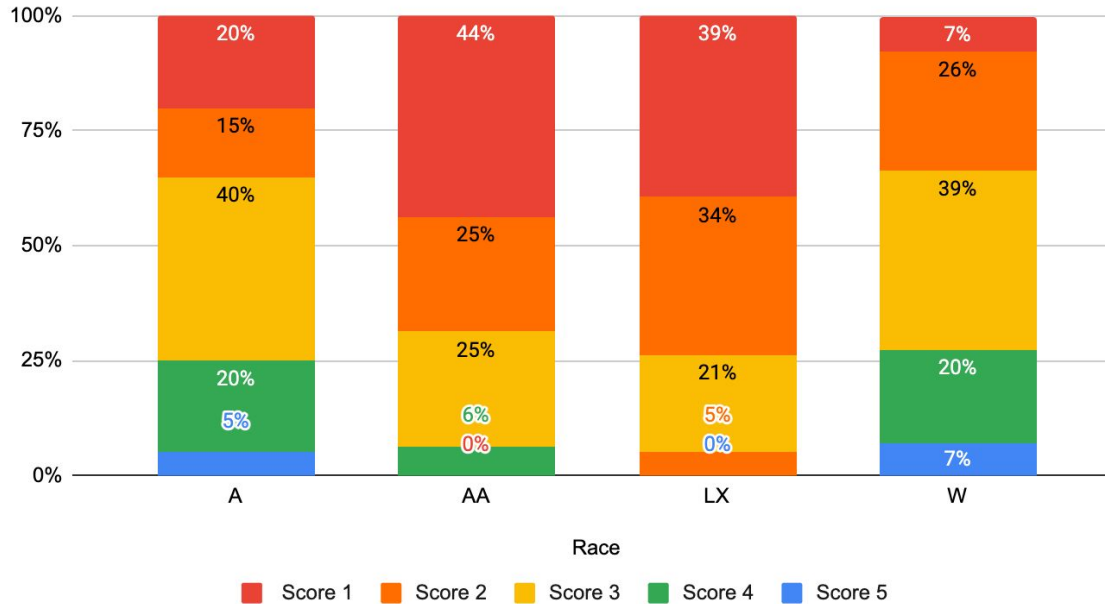
AP Course Pass Rate Comparison

EBIA Passing Score CA and Global Comparison



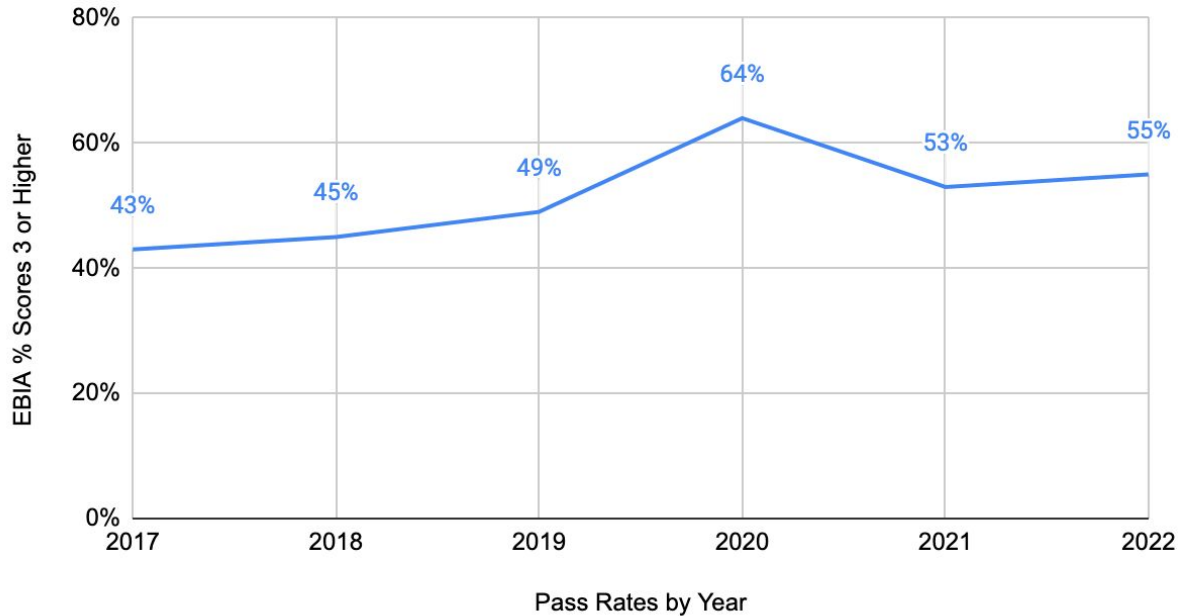
AP Demographic Data 21-22

AP Scores 21-22 by SubGroups



AP Pass Rates (2017-2022)

EBIA % Scores 3 or Higher vs. Pass Rates by Year



Graduation Rates - 20-21

Race / Ethnicity	Cohort Students	Regular HS Diploma Graduates	Cohort Graduation Rate	Graduates Meeting UC/CSU Requirements	Graduates Earning a Seal of Biliteracy	Graduates Earning a Golden State Seal Merit Diploma
African American	15	15	100.0%	14	0	0
American Indian or Alaska Native	*	*	*	*	*	*
Asian	*	*	*	*	*	*
Filipino	*	*	*	*	*	*
Hispanic or Latino	19	19	100.0%	19	0	0
Pacific Islander	*	*	*	*	*	*
White	14	13	92.9%	13	0	0
Two or More Races	13	12	92.3%	12	0	0
Not Reported	*	*	*	*	*	*

Name	Cohort Students	Regular HS Diploma Graduates	Cohort Graduation Rate	Graduates Meeting UC/CSU Requirements	Graduates Earning a Seal of Biliteracy	Graduates Earning a Golden State Seal Merit Diploma
East Bay Innovation Academy	65	63	96.9%	62	0	0
Oakland Unified	3,640	2,806	77.1%	1,870	176	157
Alameda County	17,846	15,504	86.9%	9,534	2,353	4,541
Statewide Total	500,179	417,919	83.6%	217,910	61,976	111,368

Graduation Rates - 21-22



Race/ Ethnicity	Cohort Students	Regular High School Diploma Graduates	Cohort Graduation Rate	Graduates Meeting UC/CSU Requirements	Cohort Meeting UC/CSU Requirements	Graduates Earning a Seal of Biliteracy	Graduates Earning a Golden Seal Merritt Diploma	Cohort Earning a Golden Seal Merritt Diploma
African American	13	13	100%	9	69%	0	4	31%
Asian	2	2	100%	2	100%	0	2	100%
Hispanic or Latino	18	14	78%	11	61%	0	4	22%
White	15	15	100%	15	100%	0	8	53%
Two or more races	11	11	100%	10	91%	0	6	55%
Total	59	55	93%	47	80%	0	24	41%

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Implications for EBIA?

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END
August 17, 2022 Board
Meeting

Appendix: SBAC ELA 6-8 Data

LS SBAC ELA Score Range					
Grade Level SY20-21	6th	7th	8th		
Total Students by Grade Level	94	101	110		
Total Students Tested	90	96	98		
Total Students Tested %	96%	95%	89%	% Tested =	93%
Grade	Level 1	Level 2	Level 3	Level 4	On or Above Grade Level (3 and 4)
6					
Total Students	27	24	28	11	39
Total % by grade level	30%	27%	31%	12%	43%
7					
Total Students	25	35	26	10	36
Total % by grade level	26%	36%	27%	10%	38%
8					
Total Students	24	34	30	10	40
Total % by grade level	24%	35%	31%	10%	41%
Student Levels Grades 6-8	76	93	84	31	115
Student % Levels Grades 6-8	27%	33%	30%	11%	41%

Appendix: SBAC Math 6-8 Data

LS SBAC MATH Score Range					
Grade Level SY21-22	6th	7th	8th		
Total Students by Grade Level	94	101	110		
Total Students Tested	90	95	98		
Total Students Tested %	96%	94%	89%	% Tested =	93%
Grade	Level 1	Level 2	Level 3	Level 4	On or Above Grade Level (3 and 4)
6					
Total Students	40	27	12	11	23
Total % by grade level	44%	30%	13%	12%	26%
7					
Total Students	41	30	18	6	24
Total % by grade level	43%	32%	19%	6%	25%
8					
Total Students	43	29	10	16	26
Total % by grade level	44%	30%	10%	16%	27%
Student Levels Grades 6-8	124	86	40	33	73
Student % Levels Grades 6-8	44%	30%	14%	12%	26%

Appendix: SBAC ELA/Math Grade 11 Data

US SBAC MATH Score Range					
Grade Level SY22-23	11th				
Total Students by Grade Level	70				
Total Students Tested	63				
Total Students Tested %	90%			% Tested =	90%
Grade	Level 1	Level 2	Level 3	Level 4	On or Above Grade Level (3 and 4)
11					
Total Students	31	13	8	11	19
Total % by grade level	49%	21%	13%	17%	30%
US SBAC ELA Score Range					
Grade Level SY22-23	11th				
Total Students by Grade Level	70				
Total Students Tested	61				
Total Students Tested %	87%			% Tested =	87%
Grade	Level 1	Level 2	Level 3	Level 4	On or Above Grade Level (3 and 4)
11					
Total Students	20	11	16	14	30
Total % by grade level	33%	18%	26%	23%	49%