



# Board of Directors February 15, 2023

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# Executive Director Report

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# January ADA

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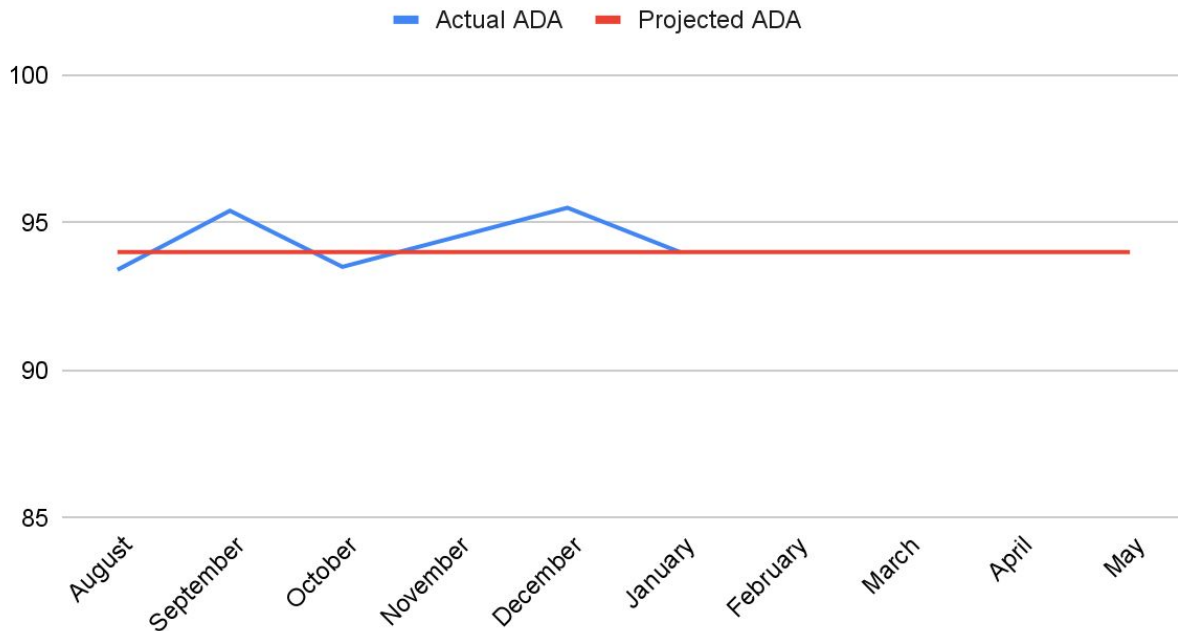
Grade Level	ADA	ADA %
6	74	97%
7	104	96%
8	100	97%
9	70	93%
10	57	94%
11	32	86%
12	57	91%
Total	494	94%

Target ADA is 517  
Overall.

# ADA Over Time



Actual ADA and Projected ADA



# REPORT CARD PROCESS AND REVIEW TRI 2 - SY22-23

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# End of Trimester Grading Process

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As a leadership team, we reviewed the report card / transcript process and aligned on end of trimester deadlines, built in quality and completion checks, and identified roles and responsibilities for approvals, checkpoints, and submitters.

## Revisions to Process

- Upper School: Transcripts
- Extensions
- Submitting Grade Changes
- Grading Codes

# Trimester 2 Approval and Quality Checks Dates



<b>Process</b>	<b>Admin Review Date</b>	<b>Approval</b>	<b>Quality Check</b>	<b>Date Sent</b>
Upper School: End of Trimester 2 Gradebook Review	February 22, 2023 *Day grades are due for teachers	<ul style="list-style-type: none"><li>● Director of Academic Programs</li><li>● Principal</li></ul>	Senior Director of Ops	N/A
Upper School: Mid-Year Transcript Review	February 23, 2023 *Day after grades are due for teachers	<ul style="list-style-type: none"><li>● Director of College Career Readiness</li><li>● Principal</li></ul>	Director of Academic Programs	February 24, 2023
Upper School: Extensions for D42 and 504 Students Gradebook & Transcript Review	March 6, 2023 *1 Day after grades are due for teachers	<ul style="list-style-type: none"><li>● Director of College Career Readiness</li><li>● Principal</li></ul>	Director of Academic Programs	March 7, 2023

# Trimester 3 Approval and Quality Checks Dates

Process	Admin Review Date	Approval	Quality Check	Date Sent
Upper School: End of Trimester 3 Gradebook Review for Seniors	May 24, 2023 *Day grades are due for teachers	<ul style="list-style-type: none"><li>• Director of Academic Programs</li><li>• Principal</li></ul>	Senior Director of Ops	N/A
Upper School: Trimester 3 Transcripts Review	May 25th, 2023 *Day after grades are due for teachers	<ul style="list-style-type: none"><li>• Director of College Career Readiness</li><li>• Principal</li></ul>	Director of Academic Programs	N/A
Upper School: Extensions for D42 and 504 Students Gradebook & Transcript Review	June 2, 2023	<ul style="list-style-type: none"><li>• Director of College Career Readiness</li><li>• Principal</li></ul>	Director of Academic Programs	N/A
Upper School: End of the year Transcript Review	June 12th, 2023 *1 week after Community College Grading deadline	<ul style="list-style-type: none"><li>• Director of College Career Readiness</li><li>• Principal</li></ul>	Director of Academic Programs	June 13, 2023



# Intersession Plans - PD Overview

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- The Spring PD will focus on Schoolwide Priorities: 1. ... ; and 2. ...
- PD sessions have been planned to build off of PLC's (personal learning communities), where teachers have spent the last few months...
- The academic leadership team has identified schoolwide PD goals around...
- Shannon Wheatley will be leading workshop sessions on...

# Intersession Plans - PD Overview

Schoolwide Priority	Updates on Progress...
We will build a rigorous, standards-based, vertically aligned 6-12 curriculum	<ul style="list-style-type: none"><li>• Shannon Wheatley from Lane 9 Consulting is returning to lead a series of professional learning experiences to support us to better understand and take action on both of these priorities.</li><li>• PD has been aligned to the work completed in PLC's (Professional Learning Communities) around writing standard alignment, building learning partnerships with Black students, and readings grounded in <i>Culturally Responsive Teaching and the Brain</i> by Zaretta Hammond</li></ul>
Our African-American students will thrive	<ul style="list-style-type: none"><li>• The current PD arc will include sessions focused on understanding personal biases in order to improve teaching and learning; exploring cultural reference points; using learning partnerships and trust generators to understand and promote authentic engagement with our Black students; and aligning to the Zaretta Hammond reading on chapters 4-7.</li><li>• The PD sessions will align with the <u>TNTP CORE Teaching Rubric</u> by exploring teacher practices and allowing planning around Academic Ownership to support and increase student engagement.</li></ul>

# Interession for Our Students! - Overview

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- Fall and winter Interessions at EBIA Lower School are an opportunity for students to work with local Oakland providers such as Hip Hop 4 Change, Hands on Tech (STEM), and Get Empowered!
- The winter interession will include an integration of Arts, History, STEM, and physical well being.
- Students will experience 2-3 workshops each day.
- The winter interession will culminate in a project expo to showcase

# Intercession for Our Students - Lower School

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## Theme: **Lifelong Learners**

- In-person sessions on Tuesday, 2/21 to Friday, 2/24
- Intercession Expo Showcase on Friday, 2/24 in the afternoon
- **9:00 am to 10:00 am:** Advisory (Tuesday - Thursday)
- **10:00 am to 3:30 pm:** Intercession Programs

## Samples of Programs Offered:

- Oakland Strokes
- Hand on Tech
- Get Empowered - Capoeira, Drumming, and Theater Arts
- Science Olympiad and The Addams Family Musical

# Intersession for Our Students - Upper School

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## Theme: **Lifelong Learners**

- In-person sessions on Tuesday, 2/21 to Friday, 2/24
- Intersession Expo Showcase on Friday, 2/24 in the morning
- **9:00 am to 10:00 am:** Advisory (Tuesday - Thursday)
- **9:30 am to 3:15 pm:** Intersession Programs

## Samples of Programs Offered:

- Rob Skate
- Hip Hop 4 Change
- Get Empowered!
- SAT Prep/College Prep

# Teacher Evaluation Process Update for 22-23

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# Side Letter Highlights

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- Evaluation will NOT be tied to performance bonuses this year
- The evaluation tool allows teachers to use either selected items from the (existing) EBIA Teacher Evaluation Rubric or the TNTP Core Teaching Rubric that we've piloted this year on our coaching program
- The tool and process for our D42 Education Specialist will be slightly different and more different for our school psychologist/counselor
- Evaluation “evidence” includes one formal observation/debrief and a teacher self-assessment. Teachers may elect to provide additional evidence e.g. observations used in coaching cycles, lesson plans, parent communications

# Evaluation Timeline

Date	Activities/Deliverables	Responsible
2/20/2023	Formal Observation & Self-Assessment Period Begins	All
2/20-3/10	Evaluator & Teacher Evaluation Kick Off Meeting Formal Observation and Debrief Meeting Scheduled	Evaluator
2/27-3/24	Lesson Plans for Formal Observation Submitted to Evaluator <i>One day prior to observation</i>	Teacher
2/27-3/24	Formal Observations Conducted	Evaluator & Teacher
2/27-3/24	Observation Notes and Feedback Provided to Teachers <i>Within 2 business days of the observation</i>	Evaluator
2/27-3/24	Observation Debrief Meeting Conducted	Evaluator & Teacher
2/27-3/24	Teacher Self-Assessments Completed	Teacher
3/24/2023	Formal Observation & Self-Assessment Period Ends	All
3/27-4/10	Formal Evaluations Drafted	Evaluator
4/10-14	Evaluations Reviewed	Executive Director
4/17-21	Evaluations Finalized & Provided to Teachers Evaluation Debrief Meetings Scheduled	Evaluator
4/24-5/5	Evaluation Debrief Meetings	Evaluator & Teacher
5/5/2023	Signed Evaluations Due	Teacher



# Hiring for 23-23 SY

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# 23-24 Hiring Timeline

Week Of	Stay_GO	Hiring
2/27/2023	3x3 Talent Grid by Managers	Aggressive recruitment
3/6/2023	Stay/Go conversations as a part of debriefs	Post all specific open positions
3/13/2023 BOARD MTG	Stay/Go conversations as a part of debriefs	Aggressive recruitment
3/20/2023	Stay/Go conversations as a part of debriefs	If offers need to be made in this time frame, we will do our best to mirror what we think the new salary schedule will be
4/10/2023		Offers go out with new salary schedule
4/17/2023 BOARD MTG		Offers go out with new salary schedule
4/24/2023	COE's Distributed on Monday	Offers go out with new salary schedule
5/1/2023	COE's Due by Friday, 5/5	Offers go out with new salary schedule

