



# Academic Excellence November, 2018

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# First Trimester Academic Report

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# First Trimester Academic Report

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- Pass Rate Analysis per Course
  - Proportionality of registration by demographic group
  - Overall pass rate
  - Proportionality of F grades by demographic group
  - Black and Latino pass rate
  - IEP pass rate
  
- Next Steps
  - Finalize data analysis
  - Root cause analysis
  - T2 goal setting and strategic coaching



# First Trimester All Staff Survey

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EAST BAY  
INNOVATION  
ACADEMY



# All Staff Survey

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- Promise54 Survey
  - Staff Experience Report - Capture staff perspective and experience around Diversity, Equity and Inclusion (DEI) at EBIA in comparison to similar sized schools
  - Organization Profile Report - Analyzes organization demographic profile in comparison to similar sized schools
  
- Summary Score - Diversified
  - High levels of diversity, but lower equity and inclusion

# All Staff Survey

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- Strengths

- Belief that leaders prioritize DEI and that initiatives are effective
- Increase in diversity of staff and attempt to remove bias in the hiring process
- Culture that respects individuals and values differences

- Growth Areas

- Organizational advocates: intent to stay and net promoter
- Ongoing, frequent conversations about race (e.g. how we work, affinity groups)
- Perspective gap based on identity



# Fall 2018 Intersession Report Out

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# Petition Renewal Update

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# OUSD Staff Report

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- Summary
  - Staff recommends for renewal
  - Renewal Standard I: Is the school academically sound? **3.8 out of 5**
  - Renewal Standard II: Is the school an effective, viable organization? **4.0 out of 5**
  - Renewal Standard III: Has the school been faithful to the terms of its charter? **Deemed yes**
  - Renewal Standard IV: Does the charter contained required elements? **Deemed yes**

# OUSD Staff Report

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- Strengths

- Key subgroups perform considerably higher than district averages for those subgroups: African American students, Latino students, students with disabilities, and economically disadvantaged students at EBIA all performed at least 10 percentage points above their peers district-wide in 2017-18.
- Commitment to serving an ethnically diverse population and students with disabilities. The proportion of students with disabilities (15%) is above the district average (12%), and has been rising. Though not representative of the OUSD population, EBIA's 2017-18 student population was diverse: 30% Latino, 18% African American, 5% Asian, and 29% White.

# OUSD Staff Report

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- Areas for Growth

- Reverse slight downward trajectory in both subjects: ELA proficiency has declined from 59% to 53% over the charter term, and Math proficiency has declined from 53% to 48%. In 2017-18, EBIA outperformed 2 of 4 comparison schools in ELA and 2 of 4 comparison schools in Math. However, staff notes that EBIA does not have particularly similar comparison schools.
- Increase the enrollment of economically disadvantaged students and English Learners. In 2017-18, 24% of students enrolled at EBIA were economically disadvantaged, compared to the OUSD average of 76%, and 7% of students enrolled were English learners, compared to the OUSD average of 23%. The proportions of Latino and African American students are also lower than the OUSD average.