



LCPS - OKR Scorecard - Update 10/14

Board Of Directors Meeting

- Review Organizational Priorities and OKRs
- Review Arc of the Year (adjustments)
- Review Dashboard

	Organizational Alignment Priorities	Objectives	LCPS Key Results
QUALITY All Students, every day.	<p>Priority #1: Educational Justice and Excellence: Dramatically improve the quality and create non-racialized outcomes of our academic program.</p> <ol style="list-style-type: none"> LCPS Model Articulation: Develop clear academic programs and expectations aligned to grade-level standards. Lighthouse instructional stances, and college readiness. Strategic Execution of our Academic Core: Consistently implement LCPS core assessments, instructional practices, and curriculum aligned to EL Education across our schools. System-Wide Tools and Processes: Manage the quality of instruction and crew with system-wide tools and processes with fidelity across our schools. Teacher, Leader, and Staff Development: Implement clear talent development strategies for instructional staff. The 2020-21 SY will focus on quality curriculum delivery, instructional effectiveness of virtual and in person learning, and assessment implementation. 	<p>1. Our students are at school and engaged every day.</p>	<p>A) Attain attendance/ engagement + work completion rates of 96%+ at each school and across all student groups.</p>
		<p>2. Our students are learning, equipped with SEL skills, and meeting growth/ performance targets to succeed in college.</p>	<p>A) Meet 50% proficiency across SBAC (or equivalent on MAP/ANET)ELA & Math across Grades 3-8; for Grade 11, 50% in Math and 75% in ELA; eliminate local and state variances by student sub groups.</p>
		<p>3. We grow and develop in the service of our students.</p>	<p>A) 100% of all staff receive a documented biweekly 1:1 check-in with a direct supervisor grounded in observation, data, feedback, and/or development.</p>
CULTURE All Belong. All take responsibility for equity.	<p>Priority #2: Culture of Shared Responsibility for Equitable Outcomes: With an equity lens, strengthen our leadership with 100% follow through on our OKRs, monitoring our progress, and our individual and team expectations.</p> <ol style="list-style-type: none"> LCPS Alignment Priorities: Focus the LCPS leadership and board on a few, high-leverage priorities grounded in equitable outcomes. Accountability: Model accountability through frequent monitoring of progress toward our priorities, key results, and disaggregated data by race or other student sub groups (ELL, SWD, SES) <p>Priority #3: DEI Integration: Develop a yearly Action Plan grounded in our Diversity, Equity, and Inclusion Pillars and Commitments with a focus on addressing Anti-Blackness and systemic racism throughout LCPS.</p> <ol style="list-style-type: none"> Ownership and Planning: Continue our DEI work with a clear action plan. Connection to Quality & Academic Outcomes: Interrupt racialized outcomes for our African American and Latinx students and make explicit DEI connections to our academic program, student and family experiences, and college/career readiness. Teacher and Leader Pipelines: Intentionally develop leadership pipelines and professional development opportunities for our African American and Latinx teachers, deans, APs, and principals. 	<p>4. We create safe, inclusive, and equitable conditions and outcomes for all of our stakeholders.</p>	<p>A) Reduce suspension rates across all student groups to <2%, particularly our African American and SWD.</p> <p>B) 70% positive responses on Family Survey questions on Panorama across all student sub groups</p> <p>C) Increase teacher and operational staff engagement to 70% on annual Q12 across all demographic groups.</p> <p>D) Retain 85% of effective teachers and staff (as measured by LCPS Framework for Transformational Teaching and end-of-year review)</p> <p>E) 50% of all new instructional/ leadership staff for 2021-22 SY identify as African American and Latinx</p>
	IMPACT All in. In Oakland.	<p>Priority #4: Powerful Community Engagement: Build stronger relationships and political presence in our Oakland Community.</p> <ol style="list-style-type: none"> Empowering Informed Voices: Build shared leadership in our students and families through effective School Site Councils (SSC/ELAC) and uplift Black and Brown excellence and joy in our Oakland Community Political Visibility: Organize, mobilize, and be politically visible in school board elections and charter renewals. <p>Priority #5: Strong and Sustainable Financial Model: Ensure strong, sustainable financial model in response to our state funding challenges</p> <ol style="list-style-type: none"> Prioritization and Planning: Ensure LCPS is financially solvent through judicious financial planning and prioritization across the organization 	<p>5. We guarantee our commitment to Oakland children and families.</p>
		<p>6. We have a sustainable financial model.</p>	<p>A) Enroll 100% of budgeted seats every day.</p> <p>B) Finish 2020-21 with a 3.2% contribution to reserves.</p>

	August	October	December	February	April	June
QUALITY All Students, every day.	Educational Justice & Excellence: <ul style="list-style-type: none"> First 3 weeks of School; Distance Learning update Learning Continuity and Attendance Plan hearing and discussion Update on Data and Elements from Charter Renewal 	Educational Justice and Excellence: <ul style="list-style-type: none"> Priority Update: Strategic Execution of Academic Core / System-Wide Tools and Processes First Round of ANET Interim Assessments Lighthouse K-8 Update Lodestar 6-9 Update 	Educational Justice and Excellence: <ul style="list-style-type: none"> Priority Update: Teacher, Leader, and Staff Development Second Round of ANET Interim Assessments Lighthouse 9-12 Update Lodestar K-5 Update 	Educational Justice and Excellence: <ul style="list-style-type: none"> Priority Update: Strategic Execution of Academic Core / System-Wide Tools and Processes Third Round of ANET Interim Assessments Lighthouse K-8 Update Lodestar 6-9 Update 	Educational Justice and Excellence: <ul style="list-style-type: none"> Priority Update: LCPS Model Articulation Fourth Round of ANET Interim Assessments Lighthouse 9-12 Update Lodestar K-5 Update 	Educational Justice and Excellence: <ul style="list-style-type: none"> EOY Review Priority Update: LCPS Model Articulation All Schools Update vs. EOY data Academic Priorities for 2021-22 SY
CULTURE All Belong. All take responsibility for equity.	Culture of Shared Responsibility / DEI Integration: <ul style="list-style-type: none"> Discussion of DEI Action Plan 	Culture of Shared Responsibility / DEI Integration: <ul style="list-style-type: none"> Priority Update: Alignment Priorities and Accountability - Student Subgroup trends for Attendance, Engagement, and Academics by school (Q1) Baseline data (year over year) Priority Update: DEI Action Plan 	Culture of Shared Responsibility / DEI Integration: <ul style="list-style-type: none"> Priority Update: Alignment Priorities and Accountability - Student Subgroup trends for Attendance, Engagement, and Academics by school (Q2) Priority Update: Teacher and Leader Pipeline and Hiring strategy for 2021-22 MOY Student, Family, and Staff Surveys update; trends by school and subgroups 	Culture of Shared Responsibility / DEI Integration: <ul style="list-style-type: none"> Priority Update: Alignment Priorities and Accountability - Student Subgroup trends for Attendance, Engagement, and Academics by school (Q3) Priority Update: DEI Action Plan 	Culture of Shared Responsibility / DEI Integration: <ul style="list-style-type: none"> Priority Update: Alignment Priorities and Accountability - Student Subgroup trends for Attendance, Engagement, and Academics by school (Q4) Priority Update: Teacher and Leader Pipeline and Hiring update for 2021-22 EOY Student, Family, and Staff Surveys update; trends by school and subgroups 	Culture of Shared Responsibility / DEI Integration: <ul style="list-style-type: none"> EOY Review Priorities Update: Student Subgroups Analysis, Teacher / Leadership Hiring Organizational Culture Priorities for 2021-22 SY DEI Action Plan for 2021-22 SY
IMPACT All in. In Oakland.	Powerful Community Engagement / Strong and Sustainable Finance: <ul style="list-style-type: none"> Charter Renewal Update Baseline Data on enrollment and student retention and attrition Priority Update: Budget Update, Cash, Enrollment / Attendance, and Reserves 	Powerful Community Engagement / Strong and Sustainable Finance: <ul style="list-style-type: none"> Charter Renewal Update Lodestar School Site Council (SSC) Update Priority Update: Budget, Cash, Enrollment / Attendance, and Reserves Budget Revision Fund Development 	Powerful Community Engagement / Strong and Sustainable Finance: <ul style="list-style-type: none"> Charter Renewal Update Lighthouse School Site Council (SSC) Update MOY data update: enrollment and student attrition Priority Update: Budget, Cash, Enrollment / Attendance, and Reserves Annual Audit Teacher and Staff Compensation Approval 	Powerful Community Engagement / Strong and Sustainable Finance: <ul style="list-style-type: none"> Lodestar School Site Council (SSC) Update Baseline Data on enrollment and student retention Priority Update: Budget, Cash, Enrollment / Attendance, and Reserves Budget Update: January Revise Auditor Approval 	Powerful Community Engagement / Strong and Sustainable Finance: <ul style="list-style-type: none"> Lighthouse School Site Council (SSC) Update Priority Update: Budget, Cash, Enrollment / Attendance, and Reserves LCAP Hearing 	Powerful Community Engagement / Strong and Sustainable Finance: <ul style="list-style-type: none"> Lodestar School Site Council (SSC) Update Lighthouse School Site Council (SSC) Update EOY data update: enrollment and student attrition Priority Update: EOY Budget, Cash, Enrollment / Attendance, and Reserves Approval of Budget for 2021-22 LCAP Approval

10/9	Objectives	LCPS Key Results	Leading Indicator	Thresholds	Lighthouse K-8	Lighthouse 9-12	Lodestar K-5	Lodestar 6-9	LCPS Aggregate
QUALITY All Students, every day.	1. Our students are at school and engaged every day.	A) Attain attendance/ engagement + work completion rates of 96%+ at each school and across all student groups.	<ul style="list-style-type: none"> Attendance Engagement(Y: 95-96) 	Green: 96%+ Yellow: 95-96% Red: below 95%	● 96.1%	● 95.9%	● 94.3%	● 95.6%	● 95.5%
	2. Our students are learning, equipped with SEL skills, and meeting growth/ performance targets to succeed in college.	A) Meet 50% proficiency across SBAC (or equivalent on MAP/ANET) ELA & Math across Grades 3-8; for Grade 11, 50% in Math and 75% in ELA; eliminate local and state variances by student sub groups.	<ul style="list-style-type: none"> % Proficient on last ANET Interim; K-2 Standard Mastery in Altitude (Y: 45%-50%) 	Green: 50%+ Yellow: 45-49% Red: below 45% NOTE: INCOMPLETE Update by 10/13	<ul style="list-style-type: none"> ● K-2: % ● 3-5: % ● 6-8: % 	<ul style="list-style-type: none"> ● 9-10: % ● 11-12: % 	<ul style="list-style-type: none"> ● K-2: % ● 3-5: % 	<ul style="list-style-type: none"> ● 6-8: % ● 9: % 	<ul style="list-style-type: none"> ● K-2: % ● 3-5: % ● 6-8: % ● 9-12: %
	3. We grow and develop in the service of our students.	A) 100% of all staff receive a documented biweekly 1:1 check-in with a direct supervisor grounded in observation, data, feedback, and/or development.	<ul style="list-style-type: none"> % to date (Y:95-99) 	Green: 100% Yellow: 90-99% Red: below 90%	● TBD % (/)	<ul style="list-style-type: none"> ● 100% ● 17/17 	<ul style="list-style-type: none"> ● 100% ● (14/14) 	<ul style="list-style-type: none"> ● 100% ● (15/15) 	● 100%
CULTURE All Belong. All take responsibility for equity.	4. We create safe, inclusive, and equitable conditions and outcomes for all of our stakeholders.	A) Reduce suspension rates across all student groups to <2%, particularly our African American and SWD.	A. Suspension Rates to date (Y: 1.5-2%)	A. Green: below 1.5% / Yellow: 1.5-2% / Red: below 2%	● 0%	● 0%	● 0%	● 0%	● 0%
	B) 70% positive responses on Family Survey questions on Panorama across all student sub groups	B. % of Families with positive response on latest SLC survey (Y: 65%-69%)	B. Green: 70%+ / Yellow: 65-69% / Red: below 65%	● 80%	● 60%	● 76%	● 79%	● 75%	
	C) Increase teacher and operational staff engagement to 70% on annual Q12 across all demographic groups.	C. % of Staff with positive response on internal survey (Y: 65%-69%)	C. Green: 70%+ / Yellow: 65-69% / Red: below 65%	● 68%	● 53%	● 73%	● 71%	● 66%	
	D) Retain 85% of effective teachers and staff (as measured by LCPS Framework for Transformational Teaching and end-of-year review)	D. Net change of staff from start of year (Y: 1-2)	D. Per school: Green: 0 / Yellow: 1 / Red: 2+ E. Org-wide: Green: 0 -3/ Yellow: 4-7% Red: 7+	● 1	● 3	● 0	● 2	● 6	
	E) 70% of all new instructional/ leadership staff for 2021-22 SY identify as African American and Latinx								
IMPACT All in. In Oakland.	5. We guarantee our commitment to Oakland children and families.	A) Successfully renew charters at Lighthouse K-8 and Lodestar. B) Increase student retention year-over-year to 90% across sites and for all student groups, specifically our African American students. (overall - 96%)	<ul style="list-style-type: none"> % of AA students Retained from last year Net loss of AA students from last year (except Seniors) 	Green: 0%+ from overall Yellow: 0 to -4% Red: below -4%	<ul style="list-style-type: none"> ● 94% ● -3 	<ul style="list-style-type: none"> ● 100% ● -0 (5 seniors graduated)	<ul style="list-style-type: none"> ● 96% ● -3 	<ul style="list-style-type: none"> ● 81% ● -8 	<ul style="list-style-type: none"> ● 92% ● -14
	6. We have a sustainable financial model.	A) Enroll 100% of budgeted seats every day.	<ul style="list-style-type: none"> Enrollment % of Budgeted Enrollment 	Green: 5 students above Minimum Yellow: Minimum to 4 students above Red: below minimum	● 508 (-2)	● 302 (+6)	● 347 (+19)	● 300 (+2)	● 1457 (+25)
	B) Finish 2020-21 with a 3.2% contribution to reserves.	<ul style="list-style-type: none"> School Budgets aligned to reserve contributions 	Green: 3.2%+ Yellow: 2.7-3.7% Red: below 2.7%	● 4.6%	● 5.1%	● 2.8%	● 2.8%	● 3.9%	