# LCPS - OKR Scorecard - Update 4/14 Board Of Directors Meeting

- Review Organizational Priorities and OKRs (Slide 2)
- Review Arc of the Year with Adjustments (Slide 3)
- Updated OKRs (Slide 4)

| | Organizational Alignment Priorities | Objectives | LCPS Key Results |
|---|---|---|---|
| **QUALITY**<br><br>**All Students, every day.** | **Priority #1: Educational Justice and Excellence:** Dramatically improve the quality and create non-racialized outcomes of our academic program.<br>1. **LCPS Model Articulation:** Develop clear academic programs and expectations aligned to grade-level standards. Lighthouse instructional stances, and college readiness.<br>2. **Strategic Execution of our Academic Core:** Consistently implement LCPS core assessments, instructional practices, and curriculum aligned to EL Education across our schools.<br>3. **System-Wide Tools and Processes:** Manage the quality of instruction and crew with system-wide tools and processes with fidelity across our schools.<br>4. **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. | **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. |
| | | **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. |
| | | **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. |
| **CULTURE**<br><br>**All Belong.**<br><br>**All take responsibility for equity.** | **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.<br>1. **LCPS Alignment Priorities:** Focus the LCPS leadership and board on a few, high-leverage priorities grounded in equitable outcomes.<br>2. **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)<br><br>**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.<br>1. **Ownership and Planning:** Continue our DEI work with a clear action plan.<br>2. **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.<br>3. **Teacher and Leader Pipelines:** Intentionally develop leadership pipelines and professional development opportunities for our African American and Latinx teachers, deans, APs, and principals. | **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.<br><br>B) 70% positive responses on Family Survey questions on Panorama across all student sub groups<br><br>C) Increase teacher and operational staff engagement to 70% on annual Q12 across all demographic groups.<br><br>D) Retain 85% of effective teachers and staff (as measured by LCPS Framework for Transformational Teaching and end-of-year review)<br><br>E) 50% of all new instructional/ leadership staff for 2021-22 SY identify as African American and Latinx |
| **IMPACT**<br><br>**All in.**<br>**In Oakland.** | **Priority #4: Powerful Community Engagement:** Build stronger relationships and political presence in our Oakland Community.<br>1. **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<br>2. **Political Visibility:** Organize, mobilize, and be politically visible in school board elections and charter renewals.<br><br>**Priority #5:Strong and Sustainable Financial Model:** Ensure strong, sustainable financial model in response to our state funding challenges<br>1. **Prioritization and Planning:** Ensure LCPS is financially solvent through judicious financial planning and prioritization across the organization | **5. We guarantee our commitment to Oakland children and families.** | A) Successfully renew charters at Lighthouse K-8 and Lodestar.<br><br>B) Increase student retention year-over-year to 90% across sites and for all student groups, specifically our African American students. |
| | | **6. We have a sustainable financial model.** | A) Enroll 100% of budgeted seats every day.<br><br>B) Finish 2020-21 with a 3.2% contribution to reserves. |

|  | August | October | December | February | April | June |
|---|---|---|---|---|---|---|
| **QUALITY** <br> **All Students, every day.** | • First 3 weeks of School; Distance Learning update <br> • Learning Continuity and Attendance Plan hearing and discussion <br> • Update on Data and Elements from Charter Renewal | • Priority Update: Strategic Execution of Academic Core / System-Wide Tools and Processes <br> • Fall Map Data | • Priority Update: Strategic Execution of Academic Core / System-Wide Tools and Processes <br> • First Round of ANET Interim Assessments <br> • Share Updated Academic Dashboard process | • Priority Update: Teacher, Leader, and Staff Development <br> • Second Round of ANET Interim Assessments <br> • Updated Academic Dashboard | • Priority Update: LCPS Model Articulation <br> • Third Round of ANET Interim Assessments <br> • EOY MAP Data <br> • Updated Academic Dashboard | • EOY Review <br> • Priority Update: LCPS Model Articulation <br> • All Schools Update vs. EOY data <br> • Academic Priorities for 2021-22 SY |
| **CULTURE** <br> **All Belong.** <br> **All take responsibility for equity.** | • Discussion of DEI Action Plan | • Priority Update: Alignment Priorities and Accountability - Student Subgroup trends for Attendance, Engagement, and Academics by school (Q1) <br> • Baseline data (year over year) <br> • Priority Update: DEI Resolution Discussion | • Priority Update: Alignment Priorities and Accountability - Student Subgroup trends for Attendance, Engagement, and Academics by school (Q2) <br> • Priority Update: DEI Resolution Discussion | • Priority Update: Alignment Priorities and Accountability - Student Subgroup trends for Attendance, Engagement, and Academics by school (Q3) <br> • MOY Staff Surveys update; trends by school | • Priority Update: Alignment Priorities and Accountability - Student Subgroup trends for Attendance, Engagement, and Academics by school (Q4) <br> • Priority Update: DEI Action Plan <br> • Priority Update: Teacher and Leader Pipeline and Hiring update for 2021-22 | • EOY Review <br> • Priorities Update: Student Subgroups Analysis, Teacher / Leadership Hiring <br> • Organizational Culture Priorities for 2021-22 SY <br> • DEI Action Plan for 2021-22 SY <br> • EOY Student, Family, and Staff Surveys update; trends by school and subgroups |
| **IMPACT** <br> **All in.** <br> **In Oakland.** | • Charter Renewal Update <br> • Baseline Data on enrollment and student retention and attrition <br> • Priority Update: Budget Update, Cash, Enrollment / Attendance, and Reserves | • Charter Renewal Update <br> • Priority Update: Budget, Cash, Enrollment / Attendance, and Reserves <br> • Budget Revision <br> • Fund Development | • Charter Renewal Update <br> • MOY data update: enrollment and student attrition <br> • Priority Update: Budget, Cash, Enrollment / Attendance, and Reserves <br> • Annual Audit Approval <br> • Teacher and Staff Compensation Approval | • Priority Update: Budget, Cash, Enrollment / Attendance, and Reserves <br> • Budget Update: January Revise | • Priority Update: Budget, Cash, Enrollment / Attendance, and Reserves <br> • **LCAP Hearing (special Meeting in May)** | • Lodestar School Site Council (SSC) Update <br> • Lighthouse School Site Council (SSC) Update <br> • EOY data update: enrollment and student attrition <br> • Priority Update: EOY Budget, Cash, Enrollment / Attendance, and Reserves <br> • Approval of Budget for 2021-22 <br> • LCAP Approval |

| 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.** | • Attendance (external) • Engagement % (internal)) | Green: 96%+ Yellow: 95-96% Red: below 95% | • 96.5% ⬆ • | • 94.1% ⬆ • | • 95.9% ⬆ | • 97.1% ⬆ • | • 95.99% ⬆ • |
| | **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.** | • % Proficient on MAP or last ANET Interim; K-2 Standard Mastery in Altitude (Y: 45%-50%) | Green: 50%+ Yellow: 45-49% Red: below 45% Note: Excluded K | • 1-2: 24%R; 33%M • 3-5: 27%R; 23%M • 6-8: 23%R; 21%M ⬇ 94% complete | • 9-10: 42%R; 38%M • 11-: 31%R; 29%M ⬇ 85% complete | • 1-2: 19%R; 23%M • 3-5: 16%R; 20%M ⬇ 92% complete | • 6-8: 25%R; 12%M • 9: 10%R; 10%M ⬇ 77% complete | • 1-2: 21%R; 28%M • 3-5: 22%R; 21%M • 6-8: 24%R; 16%M • 9-12:33%R;30%M ⬇ 81% complete |
| | **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.** | • % to date (Y:95-99) | Green: 100% Yellow: 90-99% Red: below 90% | 765 total (24) • 31.9 per teacher ⬆ | 483 total (17) • 28.4 per teacher ⬆ | 357 total (14) • 25.5 per teacher ⬆ | 220 total (15) • 14.6 per teacher ⬆ | 3 of 4 schools meeting criteria ↔ |
| **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% | • 77.8% ⬇ | • 66.4% ⬆ | • 89.7% ⬆ | • 88.3% ⬆ | • 79.1% ⬆ |
| | | 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% | • 64% (-4%) ⬇ | • 49% (-4%) ⬇ | • 82% (+9%) ⬆ | • 70% (-1%) ⬇ | • 68% (+2%) ⬆ |
| | | **D) Retain 85% of effective teachers and staff (as measured by LCPS Framework for Transformational Teaching and end-of-year review)** **E) 70% of all new instructional/ leadership staff for 2021-22 SY identify as African American and Latinx** | 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: 4-76 Red:7+ | • 1 | • 4 | • 1 | • 2 | • 8 |
| **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. **MET** B) Increase student retention year-over-year to 90% across sites and for all student groups, specifically our African American students. | • % of AA students Retained from last year • Loss of AA students from last year (except Seniors) / # new AA students | Green: 0%+ from overall Yellow: 0 to -4% Red: below -4% Overall - 96% | • 94% • -3 / +5 | • 100% • -0 / +2 (5 seniors graduated) | • 96% • -3 / +8 | • 81% • -8 / +5 | • 92% • -14 / +20 |
| | **6. We have a sustainable financial model.** | A) Enroll 100% of budgeted seats every day. | • Enrollment • % of Budgeted Enrollment | Green: 5 students above Minimum Yellow: Minimum to 4 students above Red: below minimum | • 512 (+1) ⬆ | • 310 (0) ⬆ | • 333 (+5) ⬇ | • 297 (-1) ⬇ | • 1463 (+5) ⬆ |
| | | B) Finish 2020-21 with a 3.2% contribution to reserves. | • School Budgets aligned to reserve contributions | Green: 3.2%+ Yellow: 2.7-3.2% Red: below 2.7% | • 4.6% ↔ | • 5.5% ⬆ | • 3.2% ↔ | • 3.2% ↔ | • 4.7% ⬆ |