



Learn. Graduate. Give Back.

## MWA CEO Report to the MWA Board

SEP 2023

So far, we are having a strong start to the school year. Despite the strong start, staffing continues to be a challenge, which can limit our ability to make the progress we want. In addition to mid-year resignations and key leadership positions being vacant, we are also onboarding many new people to the community. As a result, we are making real-time pivots, in terms of staffing, to help us try to stay on track with our larger goals. This year, MWA is shifting our holistic approach to a more school-appropriate model (Multi-Tiered Systems of Support – MTSS), strengthening curricular-aligned instruction and pacing, and looking to have stronger academic outcomes earlier, such as with our 5<sup>th</sup>-6<sup>th</sup> grade Wave-Makers.

We are so excited to have our new principal, Tameka Jackson, leading the charge with her experience, observations, focus on systems and goals, and her desire for strong outcomes for our students. Taking a page from our new Principal, Dr. Jackson, I am going to use a different format to provide updates in my reports this year. I will share updates, narratives, and data connected to our three WASC goals, as well as other updates as they relate to governance and other activities I will be involved in this school year.

### WASC/LCAP/“Big Rocks” Glossary

- **WASC** (Western Association of Schools and Colleges) – MWA’s school accreditation organization; requires renewal every 6 years and assesses a school’s progress against self-identified goals
- **LCAP** (Local Control Accountability Plan) – State’s accountability tool tied to priority funding areas
- **“Big Rocks”** – priorities; tasks, projects, goals, and mission critical objectives (Forbes, 1/20/21)

### WASC/LCAP Goal Setting Framework (Framework used by MWA leaders to set individual goals)

WASC/LCAP Goals	“Big Rocks”	Individual Goals
The LCFF State Priority Goal Areas (8) aligned with the explicit WASC Goals (3)	MWA’s school-wide priorities for the year	Set by individuals in the form of year-long goals and quarterly OKRs (Objectives Key Results).  Staff goals must be aligned with a WASC/LCAP goal.  Brings transparency to how staff individual goals are aligned with the WASC/ LCAP goals

## General WASC/LCAP Updates

WASC Goals/LCAP Priorities	CEO Updates
<p>1. <b>Support for All Learners</b></p> <p><u>LCAP Priority Areas:</u>  <b>Goal 1: Basic Conditions</b>  <b>Goal 2: Academic Standards</b>  <b>Goal 3: Family Partnerships</b>  <b>Goal 8: Academic Growth</b></p>	<ul style="list-style-type: none"> <li>• Support of the Principal (Dr. Jackson) developing an <u>instructional “playbook”</u> for MWA faculty to use a reference that shares the proven best practices and approaches MWA faculty are expected to use.</li> <li>• Developed an initial DRAFT of a document that states <u>MWA’s programmatic principles</u> that is aligned with our mission, vision, values, and overall approach for how we do school at MWA.</li> <li>• So far, conducting 2 <u>walk-throughs</u> per week, on average, to get a sense of classroom practices – both instructional and classroom management-wise.</li> <li>• Viewed and discussed <u>Dr. Jackson’s data dashboard</u> with the indicators she and her team will use to assess progress on our new initiative to ensure math and English curricular instruction and instructional pacing.</li> <li>• Supported central office staff to inquire about and assess the extent to which we have <u>curricular materials</u> for all core instructional classes.</li> <li>• Shared and discussed the <u>school-wide data dashboard</u> that I will use to collect schoolwide data that will be shared with the community.</li> </ul>
<p>2. <b>College and Career Readiness</b></p> <p><u>LCAP Priority Areas:</u>  <b>Goal 4: College &amp; Career Readiness</b>  <b>Goal 7: Course Access</b></p>	<ul style="list-style-type: none"> <li>• Supporting Dr. Jackson with a <u>Director of College and Career Counseling search</u>.</li> <li>• Supporting CCC staff to ensure we offer the <u>PSAT</u> this year in October</li> </ul>
<p>3. <b>Diversity, Equity, &amp; Inclusion</b></p> <p><u>LCAP Priority Areas:</u>  <b>Goal 5: Student Engagement</b>  <b>Goal 6: School Climate</b></p>	<ul style="list-style-type: none"> <li>• Had initial meetings with our <u>service provider for DEIB</u> (Diversity Equity Inclusion &amp; Belonging) to secure training dates for the year and affirm a commitment for the service provider to continue their work with some student groups.</li> </ul>

## Other Responsibilities/Activities

Role	Entity	Activity	Meeting Frequency
<b>NCS Board President</b>	North Coast Section	High school. athletics – rules, policies, & championships in the northern coastal counties.	7 Board & Exec. Mtgs.
<b>CIF Executive Committee Member</b>	CA Interscholastic Federation for state rules, policies, & playoffs	High school. athletics – rules, policies, & championships for the state of California.	7 Board & Exec. Mtgs
<b>5C Executive Sponsoring Committee Acting President</b>	Contra Costa County Charter Coalition	School sponsored & supported entity that looks to support parents in organizing and amplifying their voice for high quality, public education options.	Weekly meetings

## CAASPP – SBAC Results for AY 2022-23

The Results for AY 2022-23 have been shared with schools but have not been published yet on the CA Schools Dashboard website as of yet. Typically, we like to show the result data in comparison to the state, the local school district, and area schools within the district, other area charter schools, and suburban schools within the county. As a result, I share some of the data, below, in comparison to past school years versus in comparison to other schools.

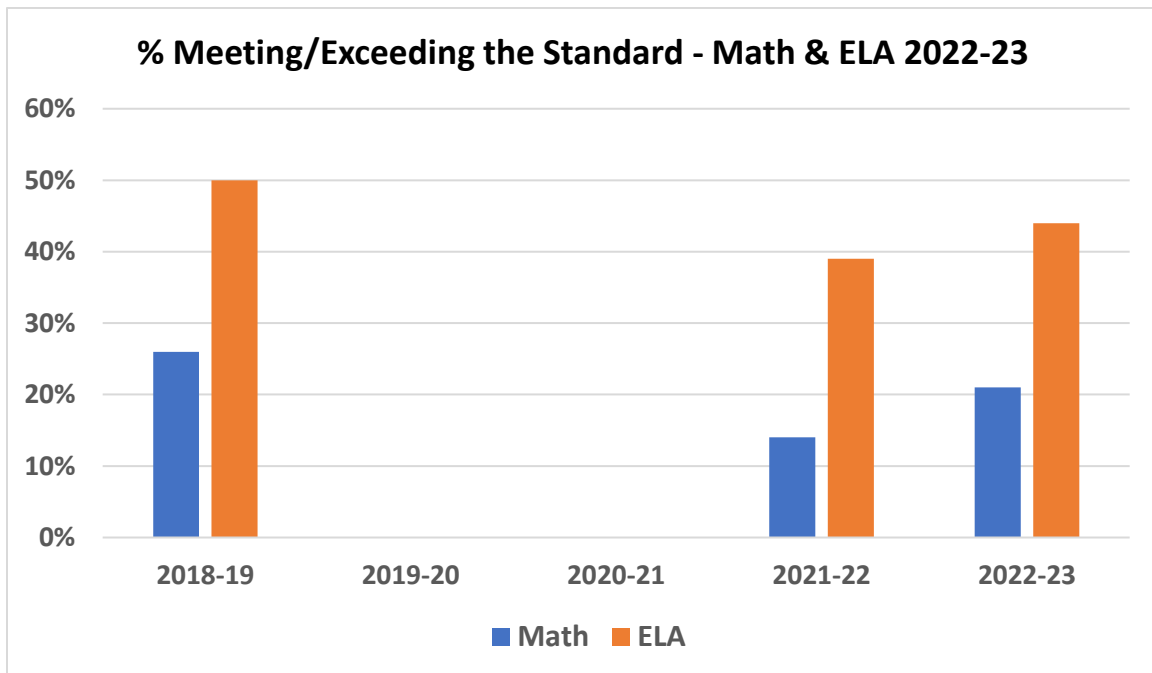
### Successes

- Met participation rate requirements
- Had very few testing irregularities

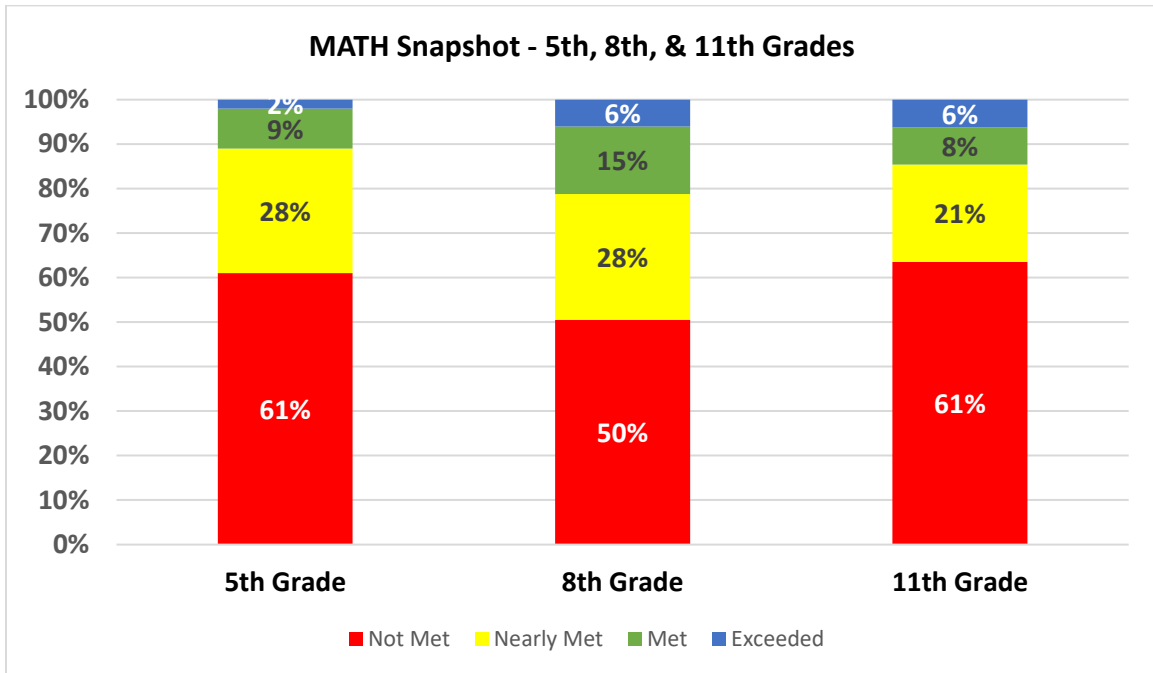
### Challenges

- Sporadic daily substitute teachers and needing to utilize long-term substitute teachers in core English and math classes resulted in uneven, rigorous instruction
- Challenges in consistent utilization of curricular materials
- Challenges in consistent scope and sequence pacing

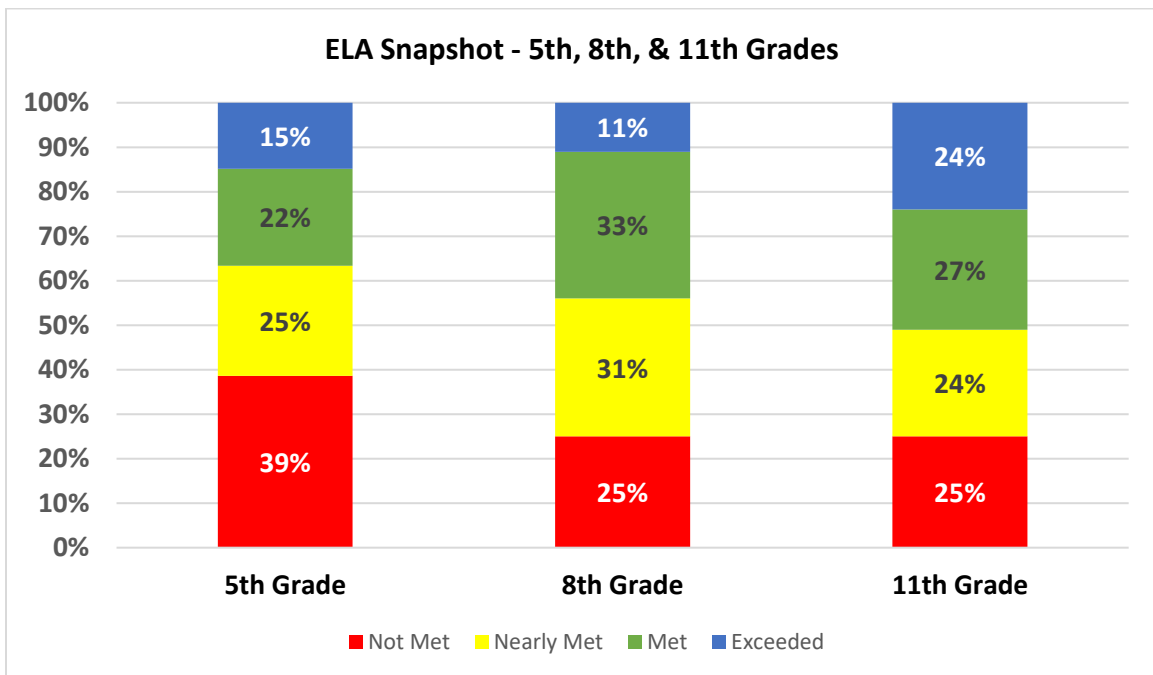
### SBAC Data – Aggregate



**Grade Level Comparison Snapshots for MATH (5<sup>th</sup>, 8<sup>th</sup>, & 11<sup>th</sup> grades)**



**Grade Level Comparison Snapshots for ELA (5<sup>th</sup>, 8<sup>th</sup>, & 11<sup>th</sup> grades)**

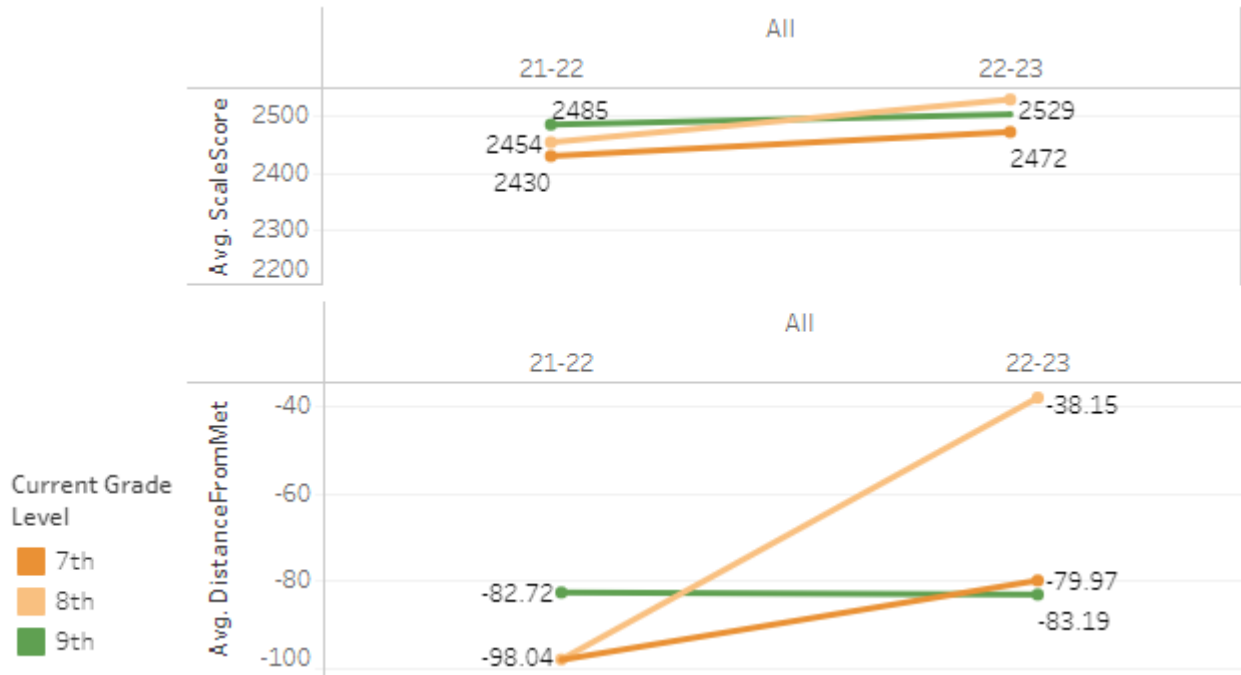


**Minimum "Standard Met" Score by Subject & Grade Level**

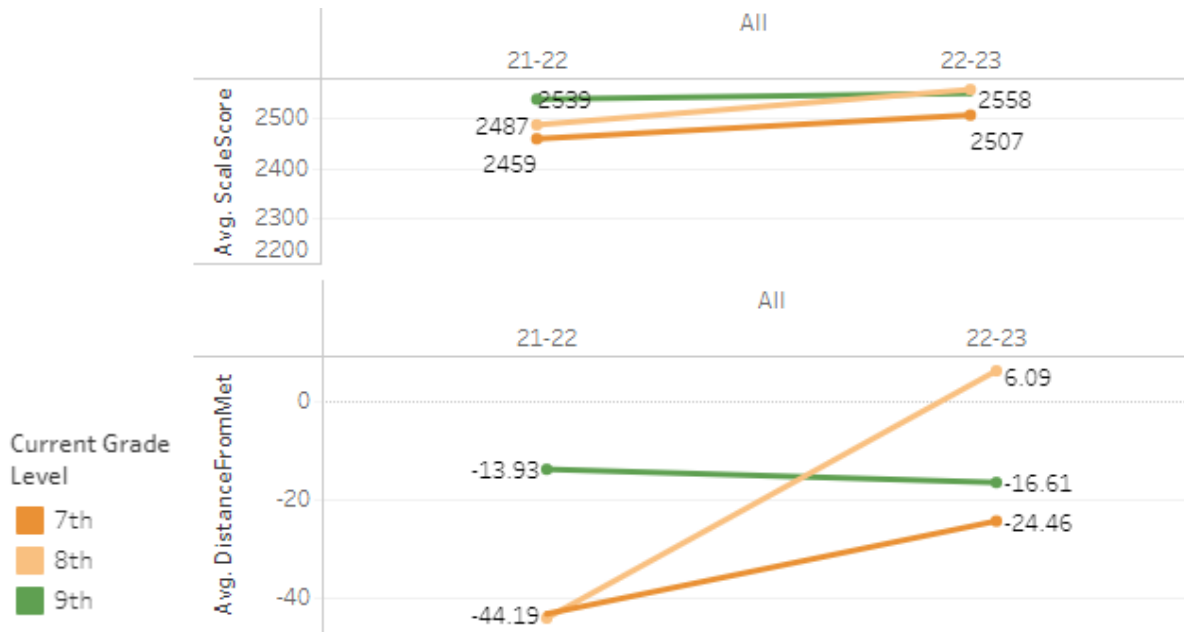
	5 <sup>th</sup> Grade	6 <sup>th</sup> Grade	7 <sup>th</sup> Grade	8 <sup>th</sup> Grade	11 <sup>th</sup> Grade
<b>Math</b>	<b>2528</b>	<b>2552</b>	<b>2567</b>	<b>2586</b>	<b>2628</b>
<b>ELA</b>	<b>2502</b>	<b>2531</b>	<b>2552</b>	<b>2567</b>	<b>2683</b>

**Math (Current 7<sup>th</sup>-9<sup>th</sup> Graders):**

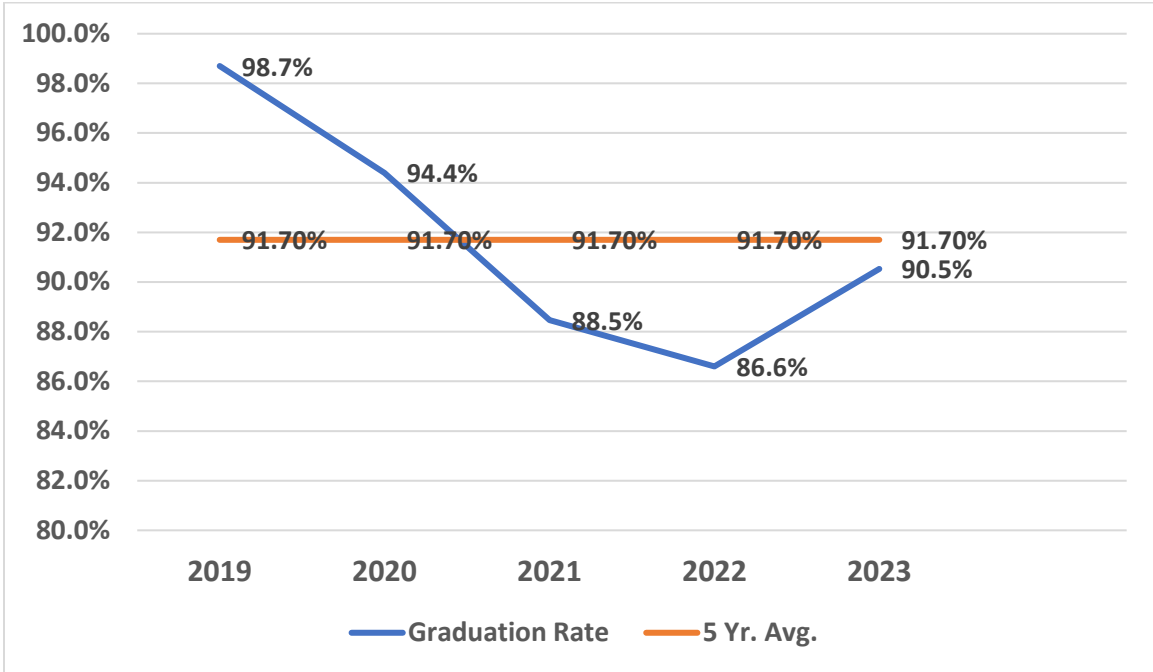
*Longitudinal Cohort Performance Over Time – Avg. Scale Score & Distance From "Met"*



**ELA (Current 7<sup>th</sup>-9<sup>th</sup> Graders)**



### High School Graduation Rates



## APPENDIX

### Detailed Updates

Moving forward, I will share my goal updates within the area of the WASC/LCAP/Big Rocks goal the updates are specifically related to.

At a high level, this should make it a bit easier to see which goals are receiving the most attention. At an operational level, sharing updates this way can help me make sure I am working strategically and intentionally in efforts to meet these goals.

<b>WASC Goal 1:</b>	
<b><i>Support for All Learners:</i></b> Develop and refine vertically aligned programs to support all learners.	
<u>LCAP Priorities:</u> <b>Goal 1:</b> <i>Basic Conditions</i> <b>Goal 2:</b> <i>Academic Standards</i> <b>Goal 3:</b> <i>Family Partnerships</i> <b>Goal 8:</b> <i>Academic Growth</i>	<u>Central Office Big Rocks:</u> <ol style="list-style-type: none"><li>1. <i>Shift of service model for social-emotional support (MTSS)</i></li><li>2. <i>A focus on academic achievement and outcomes</i></li><li>3. <i>Ensure long-term financial viability (“right-sizing”)</i></li></ol>
<b><u>Nelson’s Goals:</u></b>	
<p><i>Through classroom observations, data, and discussions, I will assess the efficacy and progress towards more targeted, curricular-aligned, engaging, and effective Tier 1 Core instruction, particularly in math and English classes.</i></p> <p><i>Continue to work with Wallace (MWA CFO) and the MWEF finance team and executive on “right sizing” MWA services and support with a focus on compensation models, FTE shifts, and program models.</i></p>	
<b><u>UPDATES:</u></b>	
<ul style="list-style-type: none"><li>• Support of the Principal (Dr. Jackson) developing an <u>instructional “playbook”</u> for MWA faculty to use a reference that shares the proven best practices and approaches MWA faculty are expected to use.</li><li>• Developed an initial DRAFT of a document that states <u>MWA’s programmatic principles</u> that is aligned with our mission, vision, values, and overall approach for how we do school at MWA.</li><li>• So far, conducting 2 <u>walk-throughs</u> per week, on average, to get a sense of classroom practices – both instructional and classroom management-wise.</li><li>• Viewed and discussed <u>Dr. Jackson’s data dashboard</u> with the indicators she and her team will use to assess progress on our new initiative to ensure math and English curricular instruction and instructional pacing.</li><li>• Supported central office staff to inquire about and assess the extent to which we have <u>curricular materials</u> for all core instructional classes.</li><li>• Discussed the <u>school-wide data dashboard</u> that I will use to collect schoolwide data that will be shared with the community.</li></ul>	

**WASC Goal 2:**

**College and Career Readiness:** Refine holistic support for college and career readiness that builds all students' capacity for graduation and success beyond high school.

LCAP Priorities:

**Goal 4:** College & Career Readiness

**Goal 7:** Course Access

Central Office Big Rocks:

1. Shift of service model for social-emotional support (MTSS)
2. A focus on academic achievement and outcomes
3. Ensure long-term financial viability ("right-sizing")

**Nelson's Goals:**

*I will develop, in partnership with others, a scope and sequence for college and career readiness (5th-12th grades), integrating and adapting elements of Making Waves Education Foundation's (MWEF) college success framework in order to help students and families be more informed about college and career-related decisions and attributes.*

**UPDATES:**

- I am supporting Dr. Jackson with the hiring of a new Director of College and Career Counseling.
- I connected MWEF's Patrick O'Donnell and Jon Siapno with CCSA. CCSA is doing a promo video highlighting CA charter schools who had great University of CA admissions results in 2022. They want to feature charter schools that are demonstrating what is possible and share any best practices from MWA.
- Supporting CCC staff to ensure we offer the PSAT this year in October.



**WASC Goal 3:**

**Diversity, Equity, & Inclusion:** Create a safe, inclusive, and high-performing environment for all students and adults that are informed through the lens of diversity, equity, and inclusion.

LCAP Priorities:

**Goal 5:** Student Engagement

**Goal 6:** School Climate

Central Office Big Rocks:

1. Shift of service model for social-emotional support (MTSS)
2. A focus on academic achievement and outcomes
3. Ensure long-term financial viability (“right-sizing”)

**Nelson’s Goals:**

*I will champion and address issues of diversity, equity, inclusion, and belonging more consistently throughout the year with parents, students, and staff through staff PDs, discussions, written communication, and engagements with students and parents.*

**UPDATES:**

- In onboarding a new dean and supporting Liz’s direct supervision of them, I am calibrating and norming with the deans and Liz (COO) on ways we expect the student discipline and restorative practices approach to support MWA DEIB efforts (Diversity Equity Inclusion & Belonging).
- Engaged with our service provider for DEIB support to finalize dates for staff training and ongoing supports for student groups. We also discussed preparing for the initial staff survey related to diversity and belonging at MWA.

WASC Goals	LCAP Goals (LCFF Priority Areas)	Lead(s)
1. <b>Support for All Learners:</b> Develop and refine vertically aligned programs to support all learners.	<b>Goal 1:</b> Basic Conditions <b>Goal 2:</b> Academic Standards <b>Goal 3:</b> Family Partnerships <b>Goal 8:</b> Academic Growth	T. Jackson E. Becker (K. Le) K. Mason (Nelson & Martinez)
2. <b>College and Career Readiness:</b> Refine holistic support for college and career readiness that builds all students’ capacity for graduation and success beyond high school.	<b>Goal 4:</b> College & Career Readiness <b>Goal 7:</b> Course Access	Dir. of CCC (Jackson, Becker, & Nelson)
3. <b>Diversity, Equity, &amp; Inclusion:</b> Create a safe, inclusive, and high-performing environment for all students and adults that are informed through the lens of diversity, equity, & inclusion.	<b>Goal 5:</b> Student Engagement <b>Goal 6:</b> School Climate	All Leaders