



*Learn. Graduate. Give Back.*

## MWA CEO Report to the MWA Board

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*DEC 2023*

The first semester of the 2023-24 school year is upon us. Through the first half of the year, we have completed or embarked upon a variety of activities and made progress in some key strategic areas.

### Highlights

- Key mid-year hires – 2 Assistant Principals, 1 dean, and 1 Dir. of College and Career Counseling
- Dr. Jackson and the Instructional Leadership Team (ILT) have taken on the following:
  - Collecting and providing feedback to our faculty on their lesson planning documents
  - Targeted trainings that expands our capacity to provide support our faculty
  - Completing a full and formal, school-wide faculty observation/evaluation cycle, along with 1:1 debrief meetings
- Boys' Varsity soccer team advanced to another section, losing in overtime by 1 goal
- Both divisions have hosted student dances
- All students took interim assessments (preparation for the end of the year assessments)
- Field trips to area colleges, a career exploration trip to Habitat for Humanity, and a science trip
- Seniors applying to colleges and faculty writing recommendations for them

Starting in November, I invited various individuals and teams across the school to meet with me to discuss five things: 1) successes, 2) challenges, 3) any data they wanted to share, 4) and pivots so far this year, and 5) any reflections. I have had about five of these meetings so far, with a few more scheduled before the end of the calendar year. I have found all of them to be very helpful. I will conduct a few more in January and then have a round two of meetings with everyone again in the spring.

### 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)

## General WASC/LCAP Updates

WASC Goals/LCAP Priorities	CEO Updates
<p><b>1. 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>• With Dr. Jackson, discussed progress and metrics towards meeting quarterly goals of <u>instructional “playbook”</u> strategy implementation.</li> <li>• With Dr. Jackson, reviewed her <u>detailed data</u> and discussed her analysis of where teachers are in <u>their pacing</u> after reviewing the interim assessment data.</li> <li>• <u>Met with various instructional teams</u> directly and asked them to address 5 areas: 1) successes, 2) challenges, 3) any data they want to share, 4) any pivots made, and 5) reflections so far this year. I have meetings with intervention, extended day, SPED, and some other teams. I will continue to host these meetings through the December and again in the spring.</li> <li>• Continued work on an initial DRAFT of <u>MWA’s programmatic principles</u> (e.g. mission, vision, values, and overall approach for how we do school at MWA).</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><b>2. 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>• I have scheduled longer onboarding meetings with the new <u>Director of College and Career Counseling</u>, Arika Spencer-Brown.</li> <li>• I have scheduled <u>meetings with myself, Arika, and Aiyana, Dr. Wright, and Patrick from MWEF</u> to formally make introductions, introduce pertinent elements of the strategic plan, and lay out a general road map for Arika and the college success team to design an <u>alignment roadmap</u> (between MWA’s college access work and MWEF’s college success work).</li> </ul>
<p><b>3. 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>• Our <u>service provider for DEIB</u> (Diversity Equity Inclusion &amp; Belonging) has completed 2 out of 3 training dates for the year, focused this year on expanding staff awareness of unconscious bias and other self-work staff can do to be better allies and protectors of students.</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

## APPENDIX

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> <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>	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> <i>College &amp; Career Readiness</i> <b>Goal 7:</b> <i>Course Access</i>	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> <i>Student Engagement</i> <b>Goal 6:</b> <i>School Climate</i>	All Leaders

<b>WASC Goal 1:</b>	
<b>Support for All Learners:</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> 1. <i>Shift of service model for social-emotional support (MTSS)</i> 2. <i>A focus on academic achievement and outcomes</i> 3. <i>Ensure long-term financial viability ("right-sizing")</i>
<b><u>Nelson's Goals:</u></b>  <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>  <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>	
<b><u>UPDATES:</u></b>  <ul style="list-style-type: none"> <li>• With Dr. Jackson, discussed progress and metrics towards meeting quarterly goals of <u>instructional "playbook"</u> strategy implementation.</li> <li>• With Dr. Jackson, reviewed her <u>detailed data</u> and discussed her analysis of where teachers are in <u>their pacing</u> after reviewing the interim assessment data.</li> <li>• <u>Met with various instructional teams</u> directly and asked them to address 5 areas: 1) successes, 2) challenges, 3) any data they want to share, 4) any pivots made, and 5) reflections so far this year. I have meetings with intervention, extended day, SPED, and some other teams. I will continue to host these meetings through the December and again in the spring.</li> <li>• Continued work on an initial DRAFT of <u>MWA's programmatic principles</u> (e.g. mission, vision, values, and overall approach for how we do school at MWA).</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>	

### 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 have scheduled longer onboarding meetings with the new Director of College and Career Counseling, Arika Spencer-Brown.
- I have scheduled meetings with myself, Arika, and Aiyana, Dr. Wright, and Patrick from MWEF to formally make introductions, introduce pertinent elements of the strategic plan, and lay out a general road map for Arika and the college success team to design an alignment roadmap (between MWA's college access work and MWEF's college success work).

### 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:

- Our service provider for DEIB (Diversity Equity Inclusion & Belonging) has completed 2 out of 3 training dates for the year, focused this year on expanding staff awareness of unconscious bias and other self-work staff can do to be better allies and protectors of students.