



Learn. Graduate. Give Back.

MWA CEO Report to the MWA Board

JUNE 2024

We completed our 3rd post-pandemic school year! While addressing a myriad of adaptive challenges, with new leaders, new faculty, and new staff, we continue to see a lot of progress that was made during the 2023-24 school year.

Highlights

- New principal, Dr. Jackson, made significant progress in the areas of instructional support, coaching, and evaluation systems to track accountability and progress.
- Dr. Jackson's school-wide senior leadership team (SLT) worked collaboratively to support the creation of the new systems, discuss data and teaching practices, level set on expectations, and build capacity for faculty, staff, and themselves.
- Dr. Jackson and her Assistant Principals developed and utilized our first ever "Instructional Playbook" with ten core instruction and cultural practices we are looking to see school-wide in classrooms. I developed and shared a "programmatic principles" document that summarizes our core beliefs and approaches that can serve as a digest of our charter for new and existing staff.
- Utilized curricular and instructional pacing guides in English and math to assess adequate pacing to prepare for annual state assessments.
- Closed out the final year of our LCAP and combined the new LCAP and WASC goals to form one unified plan to address school-wide goals.
- Completed our 17th year and added a new Wave (30th Wave for 5th grade in 2024-25).
- Graduated our 10th senior class.
- Made significant progress in our approach to "right size" our budget and resource allocations.
- MWA hosted its annual charter authorizer board member visit to MWA. CCCBOE President, Mike Maxwell, and member, Sarah Butler, visited and had a good visit with us.

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>1. Support for All Learners</p> <p><u>LCAP Priority Areas:</u> Goal 1: Basic Conditions Goal 2: Academic Standards Goal 3: Family Partnerships Goal 8: Academic Growth</p>	<ul style="list-style-type: none"> • With Dr. Jackson, continued to <u>review detailed data</u> and her analysis and approach to monitoring teaching and learning at MWA. • Met with Dr. Jackson and Instruction Partners (consulting thought partner and service provider) on the <u>scope of work for 2024-25</u>. Discussed priorities, shifts, and staffing for next year. • Continued to get updates on <u>state testing</u> in May. MWA <u>met its 95% participation rate requirement</u> for all subgroups for state testing. • Worked with others to <u>finalize elements</u> of the retiring <u>LCAP</u> and the new <u>LCAP/WASC</u> plan and metrics. • Hosted the annual <u>WASC Advisory Committee of the Board</u>. We agreed on a new approach beginning next year as we combine the work of the LCAP and WASC. • I continue to collect and <u>share out school-wide data with the community</u> that are shared on the monitors around campus on a monthly basis.
<p>2. College and Career Readiness</p> <p><u>LCAP Priority Areas:</u> Goal 4: College & Career Readiness Goal 7: Course Access</p>	<ul style="list-style-type: none"> • I met with Dr. Jackson and members of the College and Career Counseling team to learn more about the approach and status for <u>course schedule for 2024-25</u>, looking for points of course access for students and teacher course and responsibility load. • I collaborated with members of the MWEF team and MWA team to discuss progress towards a road map for <u>college access education</u> for MWA students, families, and staff for 2024-25. With still some work to do to complete it, it is clear we have much more than the current year planned for next year. We will have to assess what we can plan effectively for, what elements we can hold fidelity to, and what education elements are resonating or need more workshopping to refine and improve impact. • I attended the <u>“senior send-off”</u> where seniors tell us what they plan to do next year before shaking the cowbell to affirm their choice. • I shared some thoughts with the MW Executive Team on items that I think would strengthen our approach to college and career readiness.
<p>3. Diversity, Equity, & Inclusion</p> <p><u>LCAP Priority Areas:</u> Goal 5: Student Engagement Goal 6: School Climate</p>	<ul style="list-style-type: none"> • I had a brief conversation with a <u>service provider with deep experience in DEI work</u> about their approach. I have plans to follow up with them over the next couple of months to see if these approaches might help us continue to move things forward here. • Engaged with our current DEIB service provider about supports that can occur <u>before the end of the school year</u> and met to discuss an approach to next school year.

Other Responsibilities/Activities

Role	Entity	Activity	Meeting Frequency
<i>NCS Board President</i>	North Coast Section	High school. athletics – rules, policies, & championships in the northern coastal counties.	7 Board & Exec. Mtgs.
<i>CIF Executive Committee Member</i>	CA Interscholastic Federation for state rules, policies, & playoffs	High school. athletics – rules, policies, & championships for the state of California.	7 Board & Exec. Mtgs
<i>5C Executive Sponsoring Committee Acting President</i>	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

Updates

<i>NCS</i>	<ul style="list-style-type: none"> No updates.
<i>CIF</i>	<ul style="list-style-type: none"> The final <u>executive committee meeting</u> of the year is scheduled for June 14th in southern California.
<i>5C</i>	<ul style="list-style-type: none"> Continue to support our <u>Parent Organizer</u>, Mariela. 5C held a <u>social event</u> here in Richmond for 5C school leaders and key organizing staff from our respective 6 schools. It was a great event to strengthen relationships and continue to educate others on what 5C is. We had our <u>annual meeting with the 5C Executive Director</u> to discuss success and challenges from the school year and what our priorities are for next year. We also discussed ways to continue to strengthen communication. MWA agreed to host a <u>CCCBOE candidate forum</u> on our campus next fall. It will be a way for parents and community members to learn more about what the candidates running for the CCCOE school board are focused on and to hear what our parents care about. The <u>MWA 5C Parent Leadership Team (PLT)</u> met with <u>CCCBOE member, Annette Lewis</u>. It sounds like our parents had a great meeting with her and left the meeting encouraged that Board Member Lewis had good things to say about MWA.

Central Office “Big Rock” Updates

Central Office – Big Rock #1:

Shift of service model for social-emotional support (MTSS)

Monitor and support the work of the COO, Principal, and Assistant Principal for Student Support in creating an infrastructure for a comprehensive and integrated system for implementing MWA’s Multi-Tiered Systems of Support (MTSS).

UPDATES:

- The work stalled a bit here in terms of organized supports. Competing priorities and mid-year leaves impacted steady growth in terms of the MTSS development. With that being said, basic systems of identifying the tracking students have been developed. To the extent they are being consistently utilized is the open question.
- I continued to review data related to suspensions and restorative conferences. Restorative conferences increased significantly over last year. There have been over 350 restorative conferences this year, through April. The 2 deans in the middle school facilitated the conditions to facilitate more conferences, while the 1 dean in the upper school presented a challenge to consistently schedule them.
- Dr. Jackson, Dr. Spencer-Brown, and others have developed a pretty robust approach to Homeroom and Advisory programming for 2024-25. I expect much more consistency and fidelity next year in terms of more opportunities for SEL development for our students.

Central Office – Big Rock #2:

A focus on academic achievement and outcomes

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.

UPDATES:

- Dr. Jackson, along with her ILT, made significant progress in creating and continuing to build capacity for a system of accountability and effective instructional practices. We continued to review triangulated data to assess the growth of individual teachers and coaches, along with the practice of running her system.
- Dr. Jackson repurposed some existing positions to be able to add two more instructional coaches for next school year. Having more “hands on deck” be at the ready to provide coaching, mentoring, and support for teachers should help us to continue to strengthen academic achievement and outcomes.
- Dr. Jackson and Ms. MArtinez discussed an approach to supporting the Special Education team that will help to better integrate the SPED RSP teachers and aides with core day instructors. These shifts could bring more direct support into the classroom as well build tighter collaboration and support among and between core day teachers in Tier 1 instruction and the RSP teachers and aides.
- Dr. Jackson and I met with Instruction Partners (service provider) about the approach to next school year. We discussed successes from the year and ongoing challenges and opportunities. Dr. Jackson was able to share potential constraints next year in terms of time and staffing in key positions but also opportunities to build capacity utilizing her returning team and new instructional coaches.

Central Office – Big Rock #3:

Ensure long-term financial viability (“right-sizing”)

Continue to work with Wallace (MWA CFO) and the MWEF finance team and CEO on “right-sizing” MWA services and support with a focus on compensation models, FTE shifts, and program models.

UPDATES:

- The approach to “right-sizing” is helping us realize some material savings in our FY 25 budget as well as freeing up resources for some new positions.
- I suspect the next 1-2 years we will see some additional material shifts that continue to keep us on track for meeting our long-term financial viability goals for MWA.