

# Superintendent Report

Interim Superintendent, Dr. Denise Saddler  
August 13, 2025



**OAKLAND UNIFIED  
SCHOOL DISTRICT**

*Community Schools, Thriving Students*

## Our Vision

All OUSD students will find joy in their academic experience while graduating with the skills to ensure they are caring, competent, fully-informed, critical thinkers who are prepared for college, career, and community success.

## Our Mission

Oakland Unified School District (OUSD) will build a Full Service Community District focused on high academic achievement while serving the whole child, eliminating inequity, and providing each child with excellent teachers, every day.



# Superintendent Report Overview

Summer Highlights

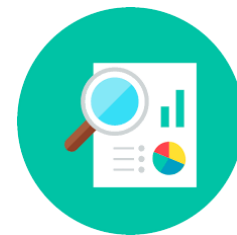
School Site Visits on Day One

Enrollment Update

New Teacher Institute

Leadership Institute

Water Quality Update





# Summer Learning Highlights



# Two OUSD Students are National Champions!



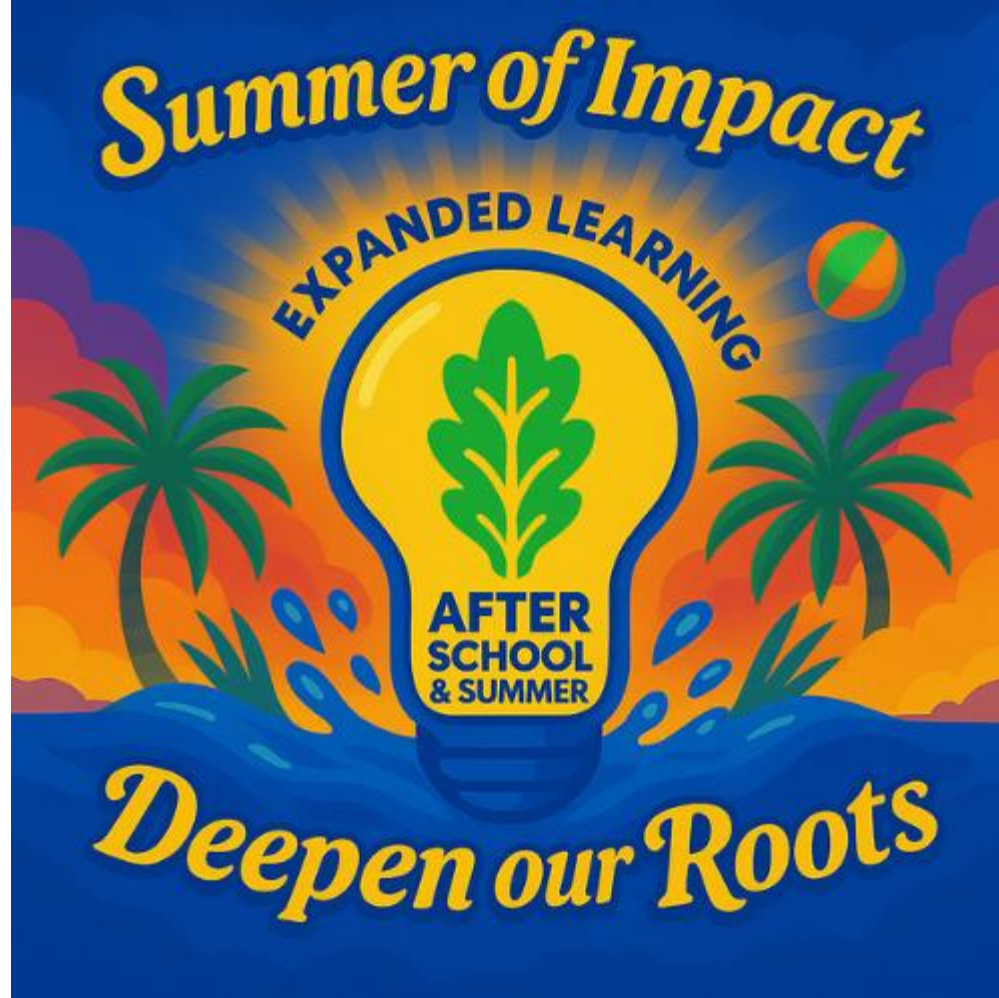
A team of five Oakland athletes traveled to Colorado for the USA Weightlifting Youth National Championships and came home with a combined 11 medals!

Robert Whitlock, a rising junior at Oakland Technical High, made history by becoming the first back-to-back national champion from Oakland. Rucker Johnson, a rising senior at Skyline High was the breakout star of the entire competition. He won the national title in his class, plus, he took home three Gold Medals, three new American Records, and the title of "Best Male Lifter" out of more than 1,000 competitors.

Rucker now has a spot on Team USA which will compete at the Youth Pan American Championships in Mexico in November. Congratulations to Robert and Rucker on your historic achievements!

**Initiative: Joyful Schools**

[www.ousd.org/strategicplan](http://www.ousd.org/strategicplan)







- **7,737 students served PK-12**
- **186 Field Trips**
- **We are still processing:**
  - **Attendance and credits earned data**
  - **Stakeholder feedback (parent, student and staff surveys)**
- **Comprehensive Impact Report will be available in winter**
- **Summer 2026 Program RFP process starts in November for partner organizations**
- **Summer Learning 2026 Kicks off in December**
- **[Click here](#) for a list of all 2025 OUSD Summer learning programs**



## Elementary Summer Programming

**ELOP** (Expanded Learning Opportunity Program Grant) **Funded 5 weeks of 9 hour programs with 3-4 hours of academics from a certificated teacher and enrichment activities with our summer lead agency organizations in the afternoon.**

**Bridge to K-** For children entering kinder/transitional-kindergarten in the fall to learn foundational academic and social emotional skills.

**Springboard/Boost:** Literacy and Math acceleration with small group instruction, tutors, incentives, and family engagement.

**OFASS - Oakland Fine Arts Summer School,** exposure to all the visual and performing arts building towards our always magnificent end of summer showcase.

**Newcomers:** Hands on science based language development across 3 hub sites.

**Students with Extensive Special Education learning needs:** Offered morning ESY (Extended School Year) as well as inclusive afternoon enrichment option.

**RJ Circle Training** - High School Interns run restorative circles with Elementary Youth across multiple sites

# Middle School Summer Programming

**ELOP** (Expanded Learning Opportunity Program Grant) Funded 5 weeks of 9 hour programs with 3-4 hours of academics from a certificated teacher, and enrichment activities with our summer lead agency organizations in the afternoon.

**Expansion** of our literacy tutors to support middle grade literacy across all sites

**Middle School Music Program** brings together community artists and OUSD music teachers for immersive instrument sessions and end of summer concert that should not be missed.

**Aim High** across 4 middle school sites: STEM, Humanities, Issues and Choices class

**Oakland Performing Arts Intensive** - Community Artists and OUSD Dance/Art teachers prepare students to perform in SF Juneteenth Parade

**Students with Extensive Special education learning needs:** Offered morning ESY(Extended School Year) as well as inclusive afternoon enrichment option.

**Math Boost programs** for 8th graders wanting to accelerate their Algebra and Geometry readiness

**Dual Language Hub** - Instruction in Spanish and English

## High School Summer Programming

**Credit Recovery** - Thousands of HS students to earn up to 10 credits to stay on track for graduation.

→ Graduation Ceremony at Oakland Tech on July 3rd for 12th graders that earn their diploma.

**Summer HAcK**- Healing and Academics for Kids - Project based credit recovery for 9th -10 grade students that need inspiration to re engage and stay on track.

**SAILL**- Summer Academy for Integrated Language Learning - High school newcomer students earn credits in a challenging and creative environment.

**Peralta College Dual Enrollment (DE)** - Upon passing the DE course, students earn college units (which can often be applied to college degrees), A-G high school credits\*\*, and receive a GPA bump (increasing their overall GPA).

**ECCCO** - Exploring College, Career, and Community Options - Hundreds of students experience OUSD's teacher-supported summer internship program all across the city.

**Pre Collegiate Academy at Merritt College** - HS students earn credits and get inspired on a college setting.

**Algebra/Geom. Intensive classes** - Allow 9th grade students to fast track to higher level math courses next year.

**Bridge to 9th** - Students meet their new teachers, experience their new high school campus, and develop leadership and academic skills.



# 60+ Students Put in Extra Work to Reach Summer Graduation



As you saw above, 62 dedicated young people spent some extra time this summer finishing the requirements to officially graduate from high school on July 3!

The annual All City Graduation brought together students from across OUSD who didn't let setbacks stop them from earning their diplomas. Through rigorous A-G coursework via APEX and direct study, these graduates proved that persistence pays off.

26 students from Oakland High, 15 from Rudsdale, five from Skyline, five from Dewey Academy, four from Sojourner Truth, three from Castlemont, two from Bunche Academy, and one each from Fremont High and MetWest High School came together to celebrate this milestone achievement.

**Initiative: Empowered Graduates**

[www.ousd.org/strategicplan](http://www.ousd.org/strategicplan)



# School Site Visits on Day One

# First Day of School 2025 Visits

- 01 | United Nation CDC, La Escuelita Elementary, MetWest High School
- 02 | Martin Luther King, Jr. Elementary
- 03 | Peralta Elementary School
- 04 | Montera Middle School
- 05 | Madison Park Academy Primary
- 06 | Frick United Academy of Language
- 07 | Fremont High School



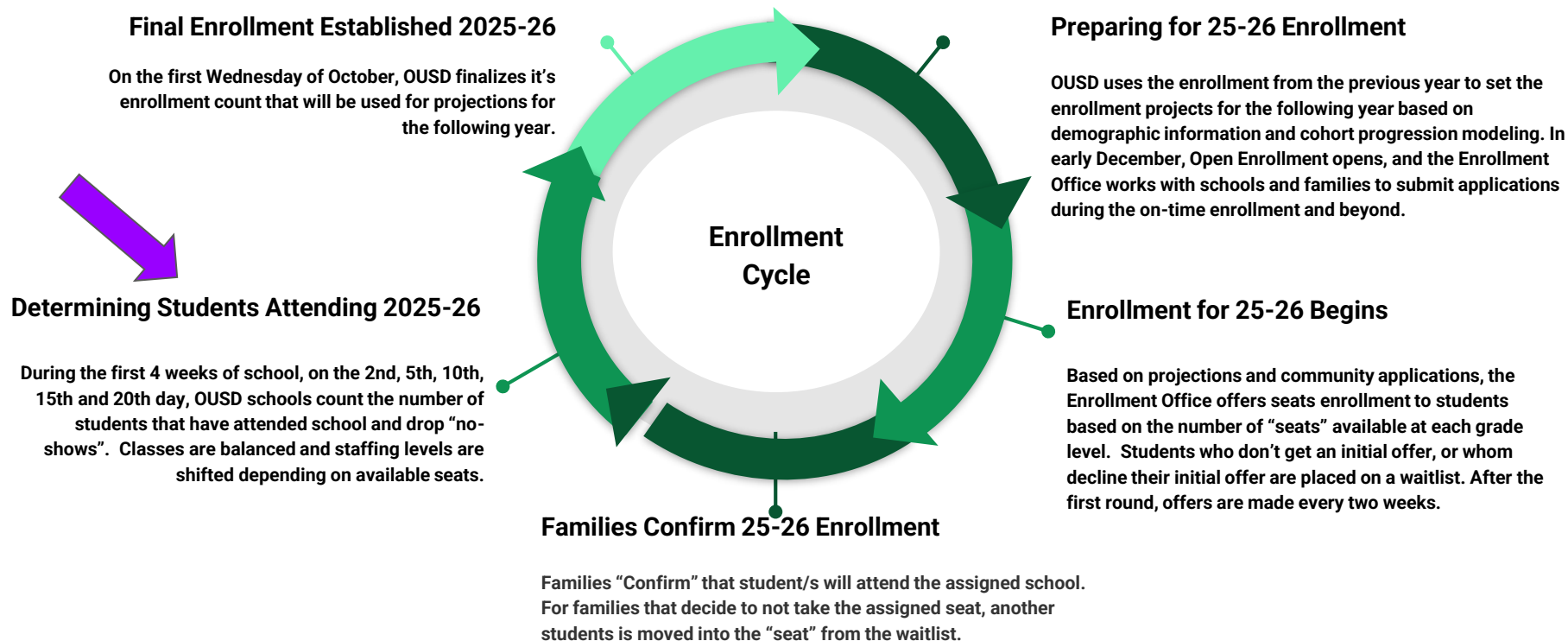




# Enrollment Update

# Enrollment Process\*

\*Students can enroll in OUSD schools any time throughout the year, this is for budget and planning purposes.



Enrollment Milestone	Date	Description
Weekly late offers begin	7/28/2025	Starting on this date, the enrollment office will make offers for schools with space to families on the waitlist, and to families submitting late applications every week on Monday.
2x weekly late offers begin	8/11/2025	Starting on this date, the enrollment office will make offers for schools with space to families on the waitlist, and to families submitting late applications three times per week on M, & Th.
Enrollment Counts begin	8/12/2025	Schools submit official enrollment counts on day-2, day-5, day-10, day-15, day-20 to reconcile accepted offers and Aeries records with actual, confirmed attendance
Waitlists close	8/29/2025	On the 15th day of school) the waitlist will close. Students enrolled in OUSD schools will be expected to remain at their schools for the remainder of the year. Students who have not yet enrolled will be offered spots at available schools.
Day-20 Count	9/8/2025	This is the final official count day. It is also when enrollment is reconciled against projections for the purpose of confirming staffing allocations.



# Enrollment Updates

Grade Span	AERIES Enrollment 8/4	Projected Enrollment	Delta: Aeries vs. Projected	Delta: Projected vs. 24-25 Census Day
Elementary	17,141	16,702	439	(192)
Middle	6,414	6,298	116	(25)
High	9,123	8,782	341	(130)
SCP TK-15	1,587	1,500	87	(47)
TOTAL	34,265	33,282	983	(394)

Currently, we are exceeding projections in all areas. Moreover, we are exceeding projections by more than the anticipated and projected decline. However, we historically see **significant drops** in the first two weeks as schools reconcile no-shows. While positive, it is too early to make judgments or decisions based on these data.

# Enrollment Stabilization

During the summer, we use enrollment data to track schools in need of ongoing support, produce digital and print flyers, and use enrollment tools to do further direct marketing.

This flyer promotes Brookfield Elementary, which will be the home to Oakland Unified's first Montessori program.



## Choose



### WHY BROOKFIELD?

#### TK-5th Grade!

- Home to OUSD's first Montessori program!
- STEM, including coding & robotics!
- Dance, Library, PE, Instrumental Music!
- Adult English classes for families!

[brookfield.ousd.org](http://brookfield.ousd.org)  
401 Jones Ave | 510-879-2103

# Enrollment Stabilization

Designed and purchased billboards promoting the OUSD brand and the start of school in strategic neighborhoods across the city.





# Enrollment Stabilization

Designed and implemented AC transit interior advertisements promoting the start of school and enrollment opportunities.





# New Teacher Institute (NTI)





**The New Teacher Institute welcomed 215 new teachers.**

**A powerful week of professional learning, orientation, and community building.**

**The 25-26 New Teacher Professional Learning Plan focuses on supporting strong classroom culture building, learning content and curriculum, and making progress on credentialing. For the first time, all 1st year teachers will be given a monthly release day to engage in PD focused on these primary areas of need.**



# 2025 Leadership Institute

# 2025 Leadership Institute



Welcomed back school and central leaders for two days of professional learning, planning and collaboration.

The second day focused on safety scenarios and updating safety plans.

The theme of the Institute was “Delivering on our Promise”, a time to celebrate and reflect on the Goals we reached in 2024-2025. We also set updated Goals for 2025-2026.

We are Ready for the New School Year!



# 2025 Leadership Institute Agenda

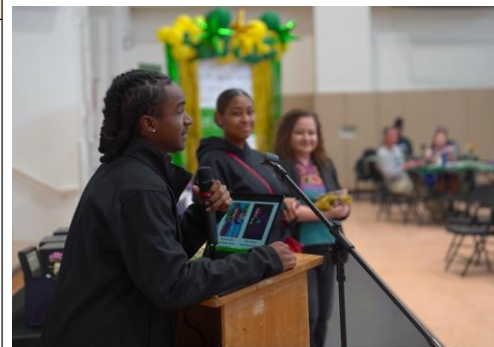
## 2025 OUSD Leadership Institute

*Delivering on Our Promise*

La Escuelita Complex, Tuesday, July 29 - Wednesday, July 30

### Institute Overview

Day 1	Day 1 Outcomes
Tuesday, July 29	<ul style="list-style-type: none"><li>● <b>Build community</b> among principals and central leaders;</li><li>● <b>Celebrate</b> 24-25 successes, <b>acknowledge gaps</b>, and establish the instructional, social emotional and operational outcomes for the 2025-2026 school year; and</li><li>● In Networks, reinforce the ECE/Elementary/Middle School/ High School instructional and social emotional focus areas and plan for the launch of the school year. Build a Network culture grounded in instructional leadership.</li></ul>
Day 2	Day 2 Outcomes
Wednesday, July 30	<p><u>Safety &amp; Operations</u></p> <ul style="list-style-type: none"><li>● Apply Safety, Legal, Labor, Talent, Risk Management, and Buildings and Grounds protocols to Oakland based safety scenarios. In addition, apply the OUSD <b>ICE Response Protocol</b> when appropriate.</li><li>● <b>Update Village Response Plans:</b> Implement the steps to collaborate with a site team to create your village response team plan prior to the deadline of August 29, 2025.</li><li>● <b>Update the Comprehensive School Safety Plan:</b> Work with your school site team to create and implement the CSSP. Provide an overview of the plan and discuss ways to involve your team on updating the plan prior to October 24, 2025.</li><li>● By September 27, 2025 know and update the required <b>Workplace Violence</b> plan for your school site.</li><li>● Implement effective <b>Evaluation</b> practices that are compliant <i>and</i> are grounded in quality coaching practices.</li><li>● Understand and implement updated <b>labor agreements</b> to foster respectful relationships with staff.</li></ul>





# Celebrating Growth, Acknowledging Gaps, & Setting Goals







# Water Quality Update

## Our Vision

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# Water Quality and Lead Issues are not Unique to OUSD

SCHOOL & DISTRICT MANAGEMENT

**Many Schools Have Lead in Their Drinking Water. What the Feds Are Doing**

EDUCATION EQUITY

**OUSD lead crisis: Internal records reveal panic and confusion among school leaders**

**Trump's Plan to Make America Healthy Again? Continued Exposure to Lead in Water.**

No one knows how many lead pipes funnel tainted water into schools and daycares, but the GOP is derailing remediation.

By Eleanor J. Bader, TRUTHOUT  
February 18, 2025

**Elevated lead levels found in 13 more sinks at DODEA elementary school in Germany**

By MATTHEW M. BURKE  
STARS AND STRIPES • May 15, 2025

**Dangerous Levels of Lead Contamination Found At Three MPS Schools**

District says it has remediated situation, but its buildings have been source of lead poisoning.

By Jeramey Jannene and Sophie Bolich - Feb 6th, 2025 01:36 pm

***Milwaukee's Lead Crisis: Flaky Paint, Closed Schools and a C.D.C. in Retreat***

Some children were exposed to lead and investigators found flaking paint inside aging schools. Two federal experts, expected to help guide the response, have lost their jobs.





# Root Cause of the Problem

## Major Policy and Legislative Milestones

Prior to 1986-Lead Solder was used in the construction of OUSD schools and buildings.

### 1986 – Federal Lead Ban (Safe Drinking Water Act Amendment)

- The federal government banned the use of lead pipes and solder in public water systems and plumbing in new construction. “Lead-free” was defined as no more than **8% lead**.

### 1991 – Lead and Copper Rule (EPA)

- Required water systems to monitor drinking water for lead and copper levels and take action if lead concentrations exceeded 15 parts per billion (ppb).
- Triggered corrosion control treatment if levels were too high.

### 2010 – California AB 1953 / SB 1334: Lead-Free Plumbing Law

- California became the first state in the nation to define “lead-free” as no more than 0.25% lead in wetted surfaces (stricter than federal standard).
- Took effect January 1, 2010.
- Applied to all plumbing fixtures, fittings, and materials used for potable water.

### 2011 – Reduction of Lead in Drinking Water Act (Federal)

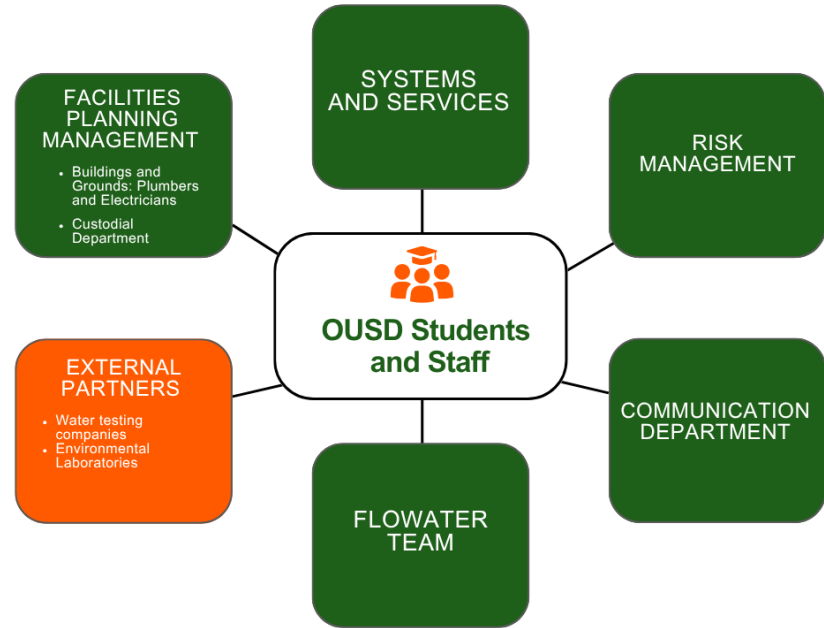
- Aligned federal standards with California’s lead-free standard.
- Nationwide implementation by January 2014.

***What is our plan to ensure safe, clean drinking water in 96 programs still operating in buildings constructed before lead-safe plumbing standards took effect?***

OUSD has **9 schools/Buildings** that were built post 2010:

- Claremont - MPR
- Fremont High School - Building 4000 and 5000
- Oakland High Building G
- Highland Building C
- MetWest/La Escuelita
- Montclair Building C
- Madison Upper (9-12)
- Laurel ECE
- Glenview Elementary

# Effective Systems = Effective Teams



- ❖ The OUSD Board has dedicated \$20.5 Million of Measure J and Y, and one time funding to address this problem.
- ❖ This work brings together teams across OUSD to build healthier, more supportive learning environments at every school.

# Providing Safe, Clean Drinking Water across OUSD

**Strategy 1**  
**Installation of FloWater**  
**Systems**

**Strategy**  
**2: Comprehensive**  
**Diagnostic Testing**

**Strategy 3**  
**Replace Identified**  
**Fixtures**

**Strategy 4**  
**Signage and Visible**  
**Cues**

**Strategy 5**  
**Replace Kitchen Plumbing**  
**Systems**

**Strategy 6**  
**Improve**  
**Communication Systems**



# Summer 2025 Milestones

## FloWater Installations: **60 New FloWater units** installed

- Goal of 100 Students:1 filtered drinking station includes Brita, MDF, FloWater, and Elkay units

## Comprehensive Testing: **6,781 samples** collected

All OUSD sites tested: indoor/outdoor fountains, filtered stations, and kitchen sinks

- 1,949 drinking fountains
- 226 filtered stations
- 236 kitchen sinks

## Site Labeling: **2,411 drinking fountains and filtering stations**

Labeled with asset tags for tracking and monitoring system.

- Expanding to all sinks in the 2025-26 year.

## Kitchen Renovations

- **13** projects to replace sinks, faucets, pipes, and handwashing stations completed

## Transparency & Communication

- Building automated site notifications and publishing of a public dashboard







## Strategy 1: FloWater Installations across Schools

# WE BELIEVE

EVERY HUMAN HAS A FUNDAMENTAL  
RIGHT TO **DRINKING WATER THEY CAN  
TRUST**



# THE MOST ADVANCED WATER PURIFICATION TECHNOLOGY

Removes up to 99.9% of contaminants through a 7x Advanced Purification process

Lead is removed from the  
Advanced Osmosis System

PURIFY



Sediment  
Filter



Carbon  
Filter



Advanced  
Osmosis



Activated  
Oxygen



Alkaline  
Enhanced



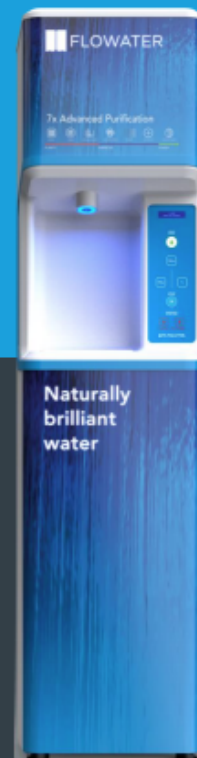
Electrolyte  
Enhanced



Coconut  
Carbon

IMPROVE

FINISH →



# Filtered Water Station Installation Progress

## Why FloWater?

- FloWater adopted as the **district standard** for filtered water stations on March 18, 2025.
- All FloWater units have tested **<1.00 ppb lead**— well below EPA (15 ppb), state, and internal OUSD (5 ppb) action thresholds

## District Progress

- **193 FloWater stations** installed since 2024
- **88 new units purchased** to support hydration access
- Updated goal: **1 FloWater per 100 students** (previously 200:1)

## Installation Timeline

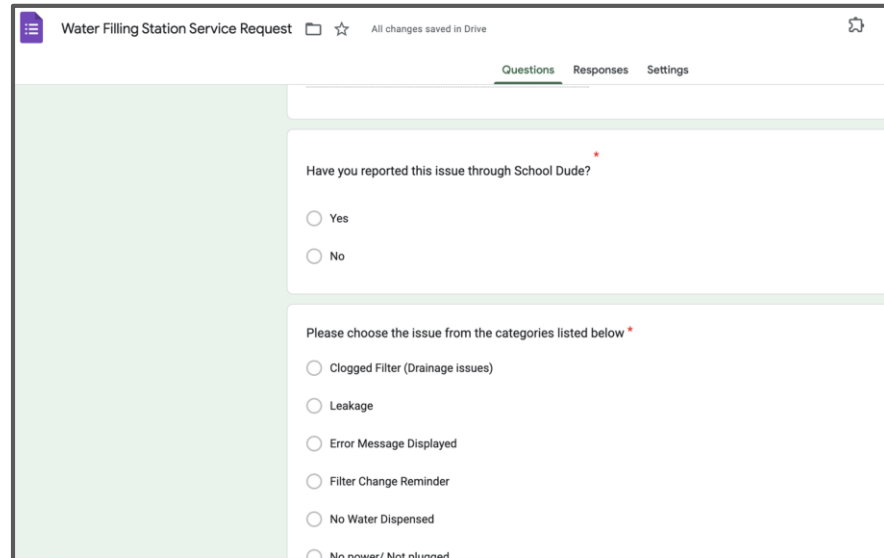
- **Phase I: Summer 2025**
  - Site assessments, plumbing, and electrical work completed
  - **60 units** to be installed before the start of the school year





# Water Filling Station Service Request

QR codes are placed on every FloWater unit. When an issue is reported using the QR code, the form is sent to internal staff, who then coordinate directly with FloWater to arrange repairs and monitor the progress.



Water Filling Station Service Request

Questions Responses Settings

Have you reported this issue through School Dude?

☐ Yes

☐ No

Please choose the issue from the categories listed below

☐ Clogged Filter (Drainage issues)

☐ Leakage

☐ Error Message Displayed

☐ Filter Change Reminder

☐ No Water Dispensed

☐ No power/ Not plugged

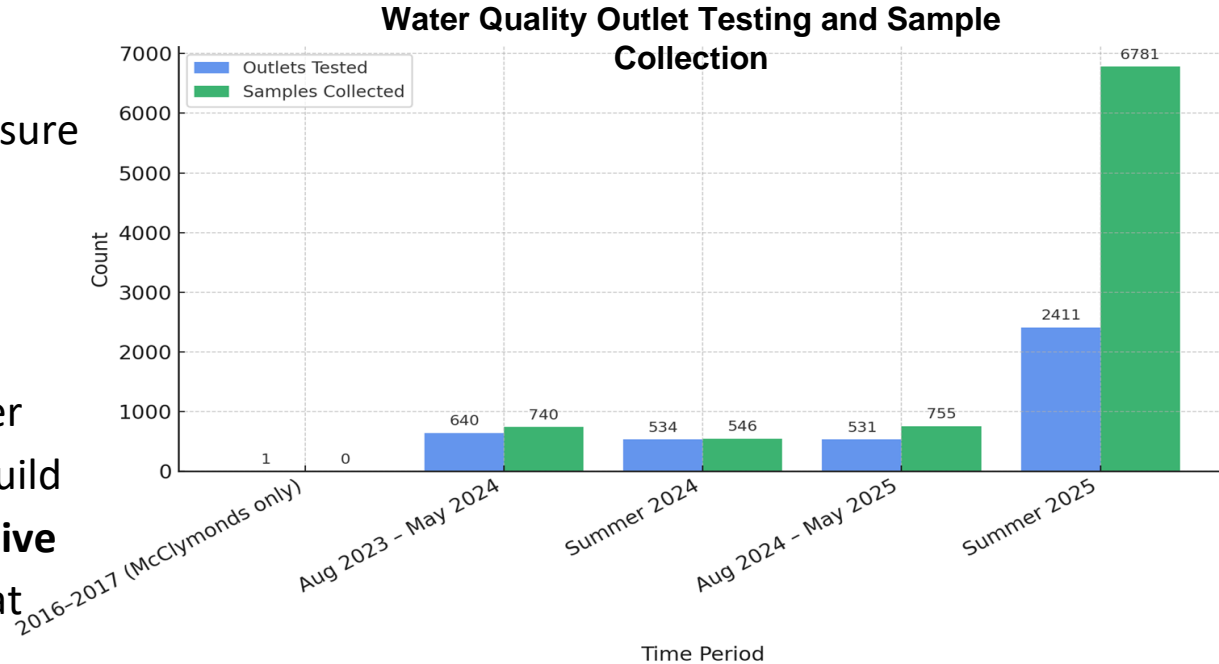


## Strategy 2: Comprehensive Diagnostic Testing

# Testing Data for Recent Testing Windows

We're taking bold, districtwide action to ensure that **every student** has access to **safe, clean drinking water**.

This work brings together teams across OUSD to build **healthier, more supportive learning environments** at every school.



# Testing Protocol

## Environmental Protection Agency (EPA) Guidelines

- OUSD follows EPA guidelines for school water quality testing
- Developed district-wide protocol to ensure consistency and accuracy

## Sequential Testing Protocol (Drinking Fountains and Kitchens)

- Three samples collected per fountain:
  - **125 mL – Bubbler** (tests outlet)
  - **125 mL – Angle Stop** (tests behind fixture)
  - **250 mL – In-Wall Piping** (tests upstream plumbing)
- Allows precise identification of lead source if levels are elevated

## Filtered Water Stations

- Single **250 mL sample** collected per unit
- Assesses filter effectiveness and water quality at point of use

## Fixture Labeling & Tracking

- Unique nomenclature system created for **every** drinking fountain and filtered station
- Labels are matched to test results for targeted repairs
- Enables clear tracking of what's elevated, where it is, and how to fix it

Module 4: Developing a Sampling Plan  
Develop a Code System for Samples

Code each outlet using a system that will allow each unique outlet to be identified by location, type and other relevant characteristics. The text below provides examples for coding by fixture type and sample type. The following is an example template that can be used to designate unique samples in single-buildings.

**Floor-Room Number-Outlet Type-Sample Number**

The following is an example that uses the structure above and the example codes to the right. A first draw sample (P) was taken at a drinking water fountain (DW) on the 3rd floor (003) outside of room 312 (312) and in the 125th outlet counted (015). This sample would be coded as:

**003-312-DW-P-015**

If multiple buildings are being sampled, include the building number as well.

**Building Number-Floor-Room Number-Outlet Type-Sample Number**

Thus, if that same drinking water fountain was located in building 1 (01), it would be coded as:

**01-003-312-DW-P-015**

Important Note: when taking sequential samples, be sure to add a number to the sample to indicate the order the samples were taken in.

- 155= First sequential sample
- 255= Second sequential sample

For example, the first 125-mL sequential sample taken at that same drinking water fountain, would be coded as:

**003-312-DW-155-015**

The coding should be identified on a site map, accompanied by a narrative that describes the observable conditions of each sampling location. It is also important to document any special conditions for the sampling, such as whether it was conducted after a remedy was implemented (e.g., after fixture/plumbing replacement, after PCU filter installation), during a flushing evaluation (e.g., 60 hours after morning flushing), or after aerator or inlet strainer cleaning so that results can be interpreted in the future.

Office of Water (4606M)  
EPA 815-F-18-021  
October 2018

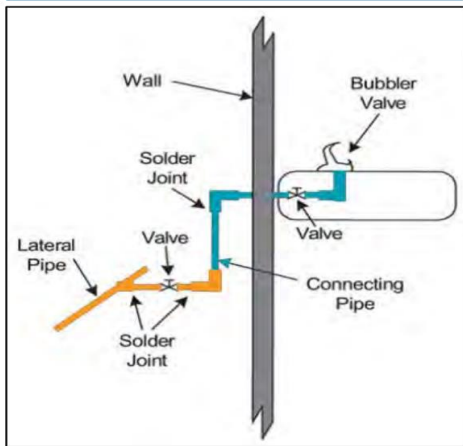
EPA

Code examples can include:

- DW= drinking water fountain
- WC = water cooler (chiller unit)
- CF = classroom faucet
- KF = kitchen faucet
- BF = bathroom faucet
- NS = nurse's office sink
- SC = service connector

As well as the type of sample taken:

- P = primary or first draw sample
- F = follow-up flush sample
- S= sequential sample



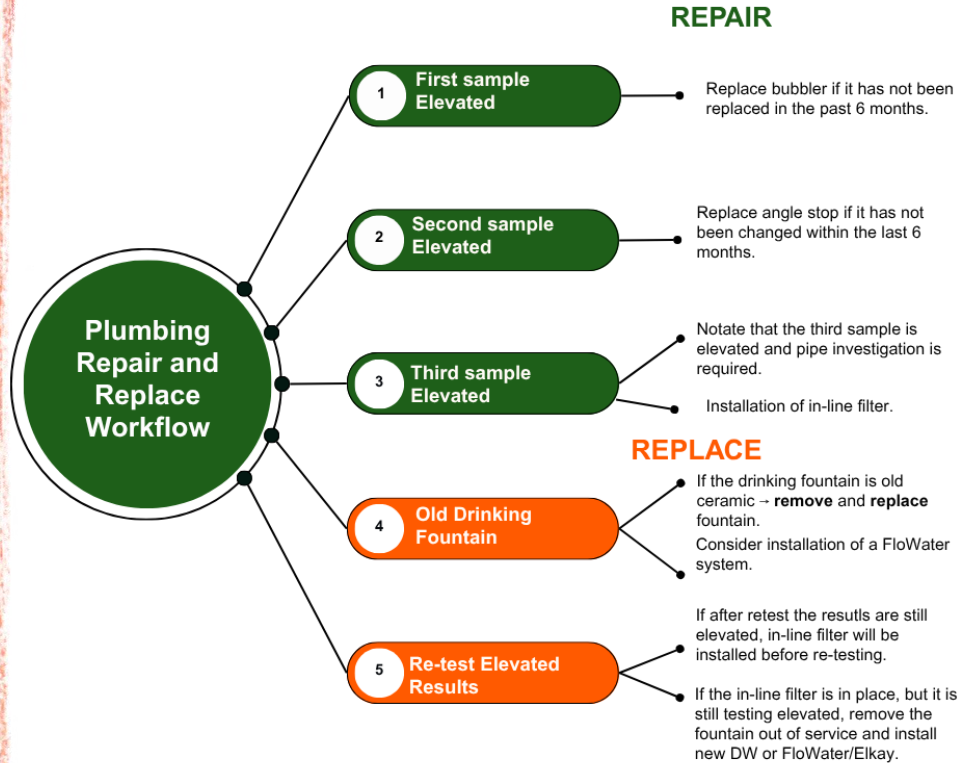
U.S. Environmental Protection Agency. (2021). *3Ts for Reducing Lead in Drinking Water in Schools and Child Care Facilities: Revised Technical Guidance*. Retrieved from [EPA Guidelines](#), pp. 62





## Strategy 3: Replacement of Identified Fixtures

# Replacement and Repair of Fixtures



## REPAIR

## REPLACE





## Strategy 4: Signage and Visible Cues

# Improving Water Testing Visibility with Stickers

To help students and staff easily identify water safety at school



Placed on water fixtures that meet OUSD's water quality standards.



Placed on **classroom sinks** to clarify that these fixtures are **not intended for drinking**, helping students and staff make informed choices.



Signage is posted at **out-of-order drinking fountains**. Water to these fixtures is also **shut off** for repairs





## Strategy 5: Replacing Plumbing in Kitchens

# Overview and Progress

**Goal:** Upgrade kitchen plumbing for safe, reliable water in compliance with health standards

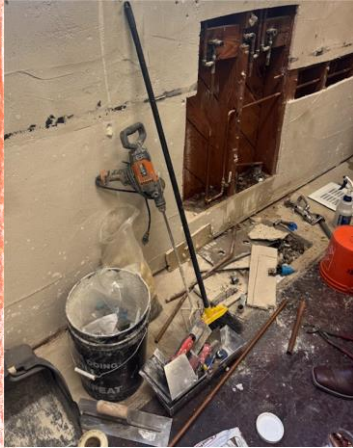
## Key Upgrades

- New Fixtures: sinks, faucets, hand-wash stations
- Pipe Replacement: up to 20 ft per site
- Restored Hot/Cold Access
- Better Water Points for Food Safety
- Completed Before Staff/Student Return

## Sites With Plumbing Upgrades

- |                   |                   |
|-------------------|-------------------|
| ✓ Acorn CDC       | ✓ Jefferson CDC   |
| ✓ Allendale ES    | ✓ Lincoln ES      |
| ✓ Bella Vista ES  | ✓ Madison Primary |
| ✓ Castlemont HS   | ✓ McClymonds HS   |
| ✓ Centro Infantil | ✓ Sequoia ES      |
| ✓ Edna Brewer MS  | ✓ Skyline HS      |
| Hillcrest ES      |                   |

# Kitchen Pipe and Fixture Replacement



Hillcrest K-8



Redwood Heights



Allendale ES



McClymonds HS

## Strategy 6: Communication Strategies





# Internal Communicating and Tracking Repairs

## Internal Tracking

- Each elevated fixture is logged in our **central tracking spreadsheet** A **SchoolDude ticket** is created for the specific school site and assigned to OUSD plumbers
- Once repairs are completed, the ticket is marked closed
- The water quality team is notified and then schedules **retesting** for the repaired fixture

## Dashboard in Development (Fall 2025)

- A searchable, public-facing dashboard is being built to display fixture-level test results by school

## How Schools Are Notified

- **Principals are notified within 24 hours** of any elevated results
- Communication is sent via email by **OUSD Risk Management Officer**
- Schools receive clear information on affected fixtures and next steps
- We are currently developing an **automated notification system** to streamline this process





# Community Schools, Thriving Students



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[www.ousd.org](http://www.ousd.org)



[@OUSDnews](https://twitter.com/OUSDnews)

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