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By:



**Oakland Unified School District
2015 - 2016 Superintendent Work Plan**

1) Continue the Implementation of the Board Priority regarding Professional Culture.

Deliverables:

- 1a.** Expand teacher planning time to support continued development in Common Core State Standards and SEL standards at all school sites, with a specific focus on underperforming schools.
- 1b.** Expand the OUSD/OEA educator effectiveness and leadership effectiveness pilots to include 50 or more schools.
- 1c.** Develop a plan to rollout common district values, professional growth for employees across the organization, and engagement programs.
- 1d.** Continue the implementation of the Human Capital Data Management System.

2) Implement the Board Policy on Quality School Development

Deliverables:

- 2a.** Support all schools to improve their implementation of the Common Core State Standards and Social Emotional Learning Practices.
- 2b.** Support all schools in the development of Professional learning communities, early warning systems, continuous school improvement practices- including continual support to those schools engaged in the Intensive School Support process.
- 2c.** Support all high schools to create pathways using Measure N and other designated funds to increase pathway engagement, intensity, and rigor, and to accelerate the development of intensive individualized supports for students.
- 2d.** Support all schools to develop strategies to improve instruction and support to ELL students.
- 2e.** Support all secondary schools to create pathways and feeder patterns in every Oakland neighborhood.

3) Improve the Quality of Service of our Special Education Program.

Deliverables:

- 3a.** Implement the Special Education Roadmap and increase program efficiency.
- 3b.** Identify schools in most need and develop an intensive support strategy to improve outcomes for students enrolled in special education programs.

4) Implement the Board Policy on Asset Management.

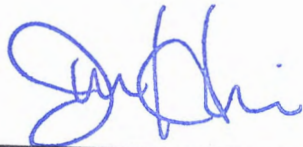
Deliverables:

- 4a. Update the facilities master plan and present to the BOE a strategy to maximize the use of all of OUSD real estate assets.
- 4b. Present two reports updating the Board on the development of the Educational Leadership Complex (reports should include any information about cost overruns, delays in construction, etc.)
- 4c. Develop internal capacity to implement the Board policy on community engagement.

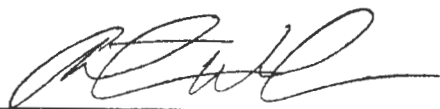
5. Improve the transparency, accessibility, and reliability of the OUSD budget development and financial management systems.

Deliverables:

- 5a. Present a fiscally sound budget for the 2016-17 school year for approval to the Board of Education (Board Policy 3100).
- 5b. Begin the development and implementation of a web based budget tool for public use that displays real-time budget data and clearly displays all revenue streams and expenditures as they relate to district priorities.
- 5c. Develop plan for more effective and efficient use of the 90% of district resources spent in schools or in support of schools in order to support the delivery of an equitable and quality education.
- 5d. Complete fiscal audits for years 2012/13 and 2013/14.



James Harris
President, Board of Education



Antwan Wilson
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