



Superintendent Report to the Board of Education
May 8, 2019

<p>Vision: All OUSD students will find joy in their academic learning 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.</p>	<p>Mission: To become 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.</p>
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OPENING REMARKS

The purpose of the Superintendent Report is to share progress and updates on our District Priorities: Fiscal Vitality, Quality Community Schools & Organizational Resilience and 12 major goals that are part of the [2018-19 Superintendent Work Plan](#).



Superintendent Work Plan 2018-19



3 District Priorities **12** Major Goals

Quality Community Schools	Fiscal Vitality	Organizational Resilience
<ul style="list-style-type: none"> 1. Student Achievement 2. Blueprint for Quality Schools 3. Outcomes for Students with Disabilities 	<ul style="list-style-type: none"> 4. Budget Development 5. Budget Management & Monitoring 6. Facilities Bond Management 7. Revenue Generation 	<ul style="list-style-type: none"> 8. Central Office Redesign 9. Employee Retention & Improvement 10. Leadership Management & Development 11. Equity/SEL Practices District-Wide 12. Family & Community Relationships

Focusing on these priorities are in service of reaching our mission and vision of creating quality community schools where our students can thrive.



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FISCAL VITALITY

Ensuring a healthy financial district is critical towards providing the necessary resources and services to provide Quality Community Schools in every neighborhood. We continue to work on a comprehensive approach to fiscal management that ensures OUSD garners and deploys financial resources in a manner that is strategic, transparent and aligned to key district priorities. Here are some overarching highlights:

- **Fiscal Vitality Plan Update:**
 - **To stay updated on our financial work and progress**, please visit our Fiscal Vitality website (www.ousd.org/fiscalvitality) to view: Superintendent budget updates, Special Committee on Fiscal Vitality presentations as well as board presentations. If you are interested in obtaining more detailed financial information, please click the [Fiscal Transparency Link](#).
- **Update on ACOE Assistance:**
 - **We continue to collaborate with the Alameda County Office of Education (ACOE) to move our Fiscal Vitality Plan forward through a short term Intensive Support and Technical Assistance Initiative.** Since April 10, the ACOE has come to District offices to work directly with our fiscal services team (accounting, accounts payable, budgeting, payroll and procurement) three days a week. ACOE continues efforts to support improvements in our fiscal procedures, standards and practices. These efforts are moving forward and are take place as the district undergoes a central office redesign that includes the fiscal team. We plan to collaborate with ACOE's team through the end of the fiscal year (June 30, 2019). At that time, we will assess progress and determine ongoing collaboration. If you would like more information on the Intensive Support and Technical assistance, please click [here](#) to view the Intensive Support and Technical Assistance Focus Areas.

QUALITY COMMUNITY SCHOOLS

To ensure that students with the greatest need have access to PreK-12 schools that provide quality academic and social emotional programs, excellent teachers and a nurturing learning environment to ensure that every student is college, career and community ready. Here are some highlights of progress we are making in this goal area:

- **School Network Update:** In each Superintendent Report going forward, I will be sharing successes in 1-2 of our School Networks. The successes I share will be related to the work happening in the Networks toward achieving our LCAP goals for all our students.

Network Focus: High School

- **GOAL 1: STUDENTS ARE COLLEGE AND CAREER READY:**



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- High School Linked Learning Office has received 2 significant grants that will support for Career Technical Education and transitions supports from middle school to high school and from high school to college.
 - Career Technical Education Incentive Grant (CDE)
 - Strong Workforce (Chancellor’s Office and CDE)
- 4 Oakland Schools will be participating in the Breakthrough Success Community sponsored by the CORE Districts that is focusing on 9th grade on-track. Fremont High School, Oakland High School, Oakland Tech, and Skyline will be participating in the community of practice, receive technical support, and advanced data analytics. Oakland’s work around high school transformation and on track supports, showed dramatic results when compared to the other participant schools. A particular stand out is Oakland High that is showing dramatic results across all demographic subgroups within the school.
- **GOAL 2: STUDENTS ARE PROFICIENT IN STATE ACADEMIC STANDARDS:**
 - Seniors throughout the High School Network have launched into their Senior Capstone presentations. Students will present on a topic they have researched throughout the year to a panel of teachers, as well as industry and community partners. These projects are grounded in their pathway themes, and students must defend their stance using research skills and evidence-based writing. The first round of capstone presentations kicked off in late April, and they will continue across all high schools through the month of May.
- **GOAL 3: STUDENTS ARE READING AT OR ABOVE GRADE LEVEL:**
 - Principals across the high school network have engaged in professional learning throughout the year around how to support teachers and students to engage with complex text. During May’s Principal Professional Learning session, principals and their leadership team members will engage in planning their site’s professional learning plan focused on their SPSA Language and Literacy goals for 2019-2020.
- **GOAL 5: STUDENTS ARE ENGAGED IN SCHOOL EVERYDAY:**
 - In an effort to support student transitions from middle to high school, Castlemont High School hosted their first annual Knight Initiation for incoming 9th grade students and families on Saturday, April 27th. Incoming Knights had a chance to meet their teachers and administrators as well as to learn about Castlemont’s academic pathway programs and available supports.
- **GOAL 6: PARENTS & FAMILIES ARE ENGAGED IN SCHOOL ACTIVITIES**



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- Recruitment strategies across the high school network have really generated tremendous interest in the 9th grade programs at many of our schools.
- **Effort to Enhance Water Consumption Among Oakland Students and Mitigate Lead in School Water Fixtures Nears Completion:** On Tuesday, April 30, leaders from OUSD, the City of Oakland, Alameda County, and Water Refill Station-Maker, FloWater, came together with health experts at Allendale Elementary School for a news conference announcing the progress the District has made in its effort to protect student health. Leaders detailed the amount of change that has happened across the District since the City directed \$371,000 from Measure HH, the sugar-sweetened beverage tax to the District to install hydration stations. Alameda County Supervisor Wilma Chan added to the project fund with \$100,000 of Measure A money. The overall goals of this effort are to give schools another way to mitigate trace amounts of lead in water fixtures, and to get young people to drink more water and less sugar-sweetened beverages thereby protecting them from obesity and tooth decay.
- **Culturally Responsive Speaker Series:** The OUSD Culturally Responsive Practices Task Force (including the following departments: Behavioral Health, Office of Equity, Teacher Support & Retention, After School Expanded Learning and Special Education) has created a Culturally Responsive Speaker Series this spring. You can find information on the full series here: www.ousd.org/equity There is one remaining events for all OUSD staff to attend- check it out!
 - **Thursday, May 9th, 4-6:30pm @ Frick Middle School Library, 2845 64th Ave. Marlecia Autrey, M.A., EPOCH: *Intersections of the "Other": Bias & Dis/ability in Education***
Download + print the [flier](#)! RSVP [HERE](#)
- **2019-20 School Year Calendar Now Available:** On March 13, 2019, the Board of Education approved the 2019-20 school year calendar. Download your copy today, available in multiple languages at: www.ousd.org/districtcalendar

ORGANIZATIONAL RESILIENCE

The bedrock of an effective organization is people. To promote organizational resilience we must continuously invest in building the capacity of staff as we work towards creating a high quality school system. Here are some highlights of progress we are making in this goal area:

Retention, Recruitment and New Teacher Support Update:

Recruitment:

School Leadership:

- There have been 50 people applying to be a principal in Oakland. We have invited 18 candidates to the Performance Based Interviews. 17 Candidates have passed the Performance Based Interviews and are now heading to the school based Principal Recommendation Committees.



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- We are gearing up for another round of PBI where 6-8 more applicants will be interviewed. We will continue to hold sessions until all our vacancies are filled.

New Teacher Staffing Process:

- **Early Contracts** - Early Hiring continues to target diverse talent in hard to staff subject areas (Spanish, Math, Science, & Special Education).
- **Retention & Recruitment Team: Article 12** - Phase 3, Advisory Matching, takes place from 4/29-6/30. Updates are being provided to school sites. Training is provided continuously as needed.

Incentives to attract top diverse talent:

- **Teacher/Employee Housing Options**

Landed: Since Fall 2018, Landed is on a mission to help educators build financial security near the communities they serve. One of the ways they do this is by providing down payment support and homebuyer education to help educators overcome a major barrier to homeownership.

www.landed.com/signup

- 100 OUSD employees attended Landed's Financial Wellness Pop-Up in October
- 396 OUSD employees have had a conversation with Landed about their homebuying journey
- 13 OUSD employees are currently in process with Landed
- 7 OUSD employees have purchased a home with Landed support, including Dewey Academy teacher and [down payment giveaway winner](#), Nestor Gonzalez!

Roomily

Housing and living costs have skyrocketed in the Bay Area, and this is especially true here in Oakland. In the spirit of connecting the greater OUSD community with new housing resources, we wanted to share news about Roomily, a local housemate matching platform. We have been working with Roomily which is focused on helping OUSD educators and staff, as well as other vital community professionals. Now in pilot, Roomily is offering its services for free. www.goroomily.com/contactus

We've seen this model in action and it works. In fact, several OUSD families have rented to teachers and it's been a great success. According to Vicki McGuire, an Oakland Tech parent, "Renting to teachers works out well because we are helping each other. I keep rents on the low side, and they still pay about half my mortgage. I will rent to teachers as long as I can."



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Vicki McGuire, OUSD parent with two visiting teachers, Barbara Rebecca Silverio Freer and Eliut Ivan Ortiz Gonzalez.

- **April 30th Recruitment Event:** was well attended by candidates and schools. The La Plazita Dance Crew performed two dances (traditional Cumbia and a modern number). The TK, K and 1st graders represent a cross section of OUSD schools. The purpose of the performance was to showcase the diversity of OUSD students.
- **University Career Fairs/Classroom Visits/Non-Profit Organization Presentations/Webinars:** St. Mary's, Stanford, UC Berkeley, Fresno, BATTI, Super Stars Literacy Program, Mills, SFSU, CSUEB, Edjoin Virtual Job Fair, Santa Clara University, UC Davis, Edweek On line Job Fair, San Jose State Education Career Fair, etc.
- **Visiting Teacher Program/International Teachers:** Ten teachers have been selected from Mexico and Spain through the Visiting Teacher Program to teach Math, Special Education, Bilingual Elementary, and Single Subject Spanish.
- **Teach for America:** Seven teachers have been placed. We anticipate to hire at least 25 more Teach for America teachers to serve in targeted schools.

New Teacher Support & Development:

In the 2019-20 school year, we are excited to scale the [partnership with the New Teacher Center](#) to include all ~150 Induction Coaches, ~90 Intern Mentors, and the ~600 early career teachers they support. We are in the process of preparing common methods for instructional coaching/mentoring,



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improved programmatic design that elevates the support and minimizes compliance, and common practices for measuring outcomes in mentor and teacher growth and student learning.

CLOSING REMARKS

We are collectively responsible for the narrative of OUSD. While we must hold each other accountable and continue to transform the system, it is equally important to share our good news--in public forums and in our day to day interactions-- as a reminder of the incredible work happening in our schools and across our district on a daily basis.