



OAKLAND UNIFIED  
SCHOOL DISTRICT

*Community Schools, Thriving Students*

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# **2011-2012 Addressing the TELL Survey Findings**

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# Action Steps Taken:

- Established a Talent Development Office to build the structures and processes to support recruitment, development, retention, and evaluation of principals and teachers
- Established Principals' professional development Advisory group

# Next Steps to Facilitate District-Wide Conversations:

- Create an online toolkit that includes: FAQ for accessing survey results, training materials, facilitator guides and other necessary materials to support site-based discussion
- Host teacher task force meetings to discuss survey results and inform the work of 2011-2012
- Use Principal Advisory as a forum to discuss principal results in order to identify key district improvement goals
- Examine the availability and reliability of technology for teachers and administrators

# Next Steps to Strengthen Teacher Development:

- Develop OUSD Effective Teaching Framework
- Provide differentiated professional development to address teachers' needs for content knowledge and strategies to differentiate for underserved populations such as African American Males, Students with Disabilities, and English language learners
- Use data to inform the design, implementation and monitoring of new teacher induction centrally and at the school site
- Design and implement a process for professional development evaluation and reporting

# Next Steps to Strengthen Teacher Leadership:

- Develop teacher leadership networks
- Provide multiple venues for teachers to inform improvement decisions
- Offer a variety of sustained professional development opportunities for teachers
- Create a directory of resources to support cross-site teacher visitations
- Evaluate current central and site based professional development to ensure that professional development opportunities meet the needs of students and are informed by teacher leader needs and interests across all content and grade levels

# Next Steps to Strengthen School Leadership:

- Develop OUSD Leadership Dimensions Framework
- Design and pilot new evaluation tools aligned to the frameworks
- Improve evaluation procedures for teachers
- Provide professional development on distributed leadership
- Host sessions for leaders to discuss survey results to inform SPSA planning process
- REXOs/NEXOs will follow-up with sites where survey results evidenced conditions that require structured follow-up