



OAKLAND UNIFIED
SCHOOL DISTRICT

Community Schools, Thriving Students

Superintendent's Report



Presented by Antwan Wilson, Superintendent

Presented to Board of Directors, OUSD

October 26, 2016

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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.

Our Vision

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.

I Am Oakland Unified

Our belief is that significant improvement in student outcomes is driven at the school level. Our every action centrally is in the service of one purpose: building quality community schools that prepare students for college, career, and community success.



Superintendent's Report

- Goal 2b: Linked Learning Pathways - Measure N
- Staffing Update



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Superintendent Report

High School Linked Learning Office



Presented by Bernard McCune, Preston Thomas,
Lucia Moritz and Joanna Vazquez

Presented to Oakland Unified School District Board of Directors

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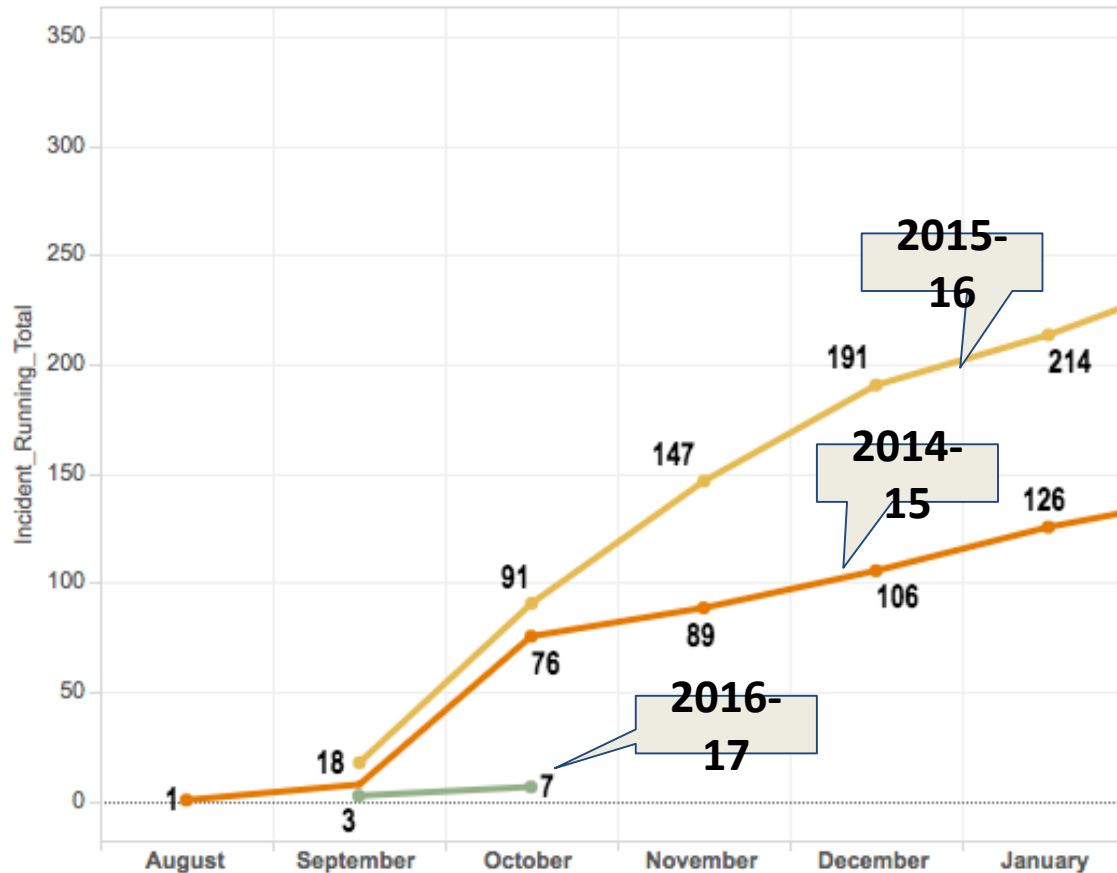
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Skyline High School - 2016-17

Running Total

Network/School(s) filtering may be present.



- Instructional Focus on SEL and engagement strategies across the school.
- Measure N Increased SEL support staff for students.
- **92.3% Reduction** in Suspensions (October: 91 last year, **7** this year)



Skyline High School

Wall to Wall Pathways in 2016-17

Education and Health Academy (Certified Linked Learning Pathway)

- Technology: chromebooks in each pathway classroom and using Google Classroom in all grade levels
- Launched two cohorts of *Intro to Community Health* in 10th grade, and dual enrollment course psych 7A Child Development
- New job shadow and internships with Alameda Co. Public Health Dept, Highland Hospital, OUSD's Shu the Flu, MIMS

Green Academy (Certified Linked Learning Pathway)

- A TSA is dedicated to develop systems for students off track for graduation to support them academically and socially/emotionally to get them back on track.
- Adult mentors are supporting seniors to complete their senior capstone research projects.

Skyline High School

Wall to Wall Pathways in 2016-17

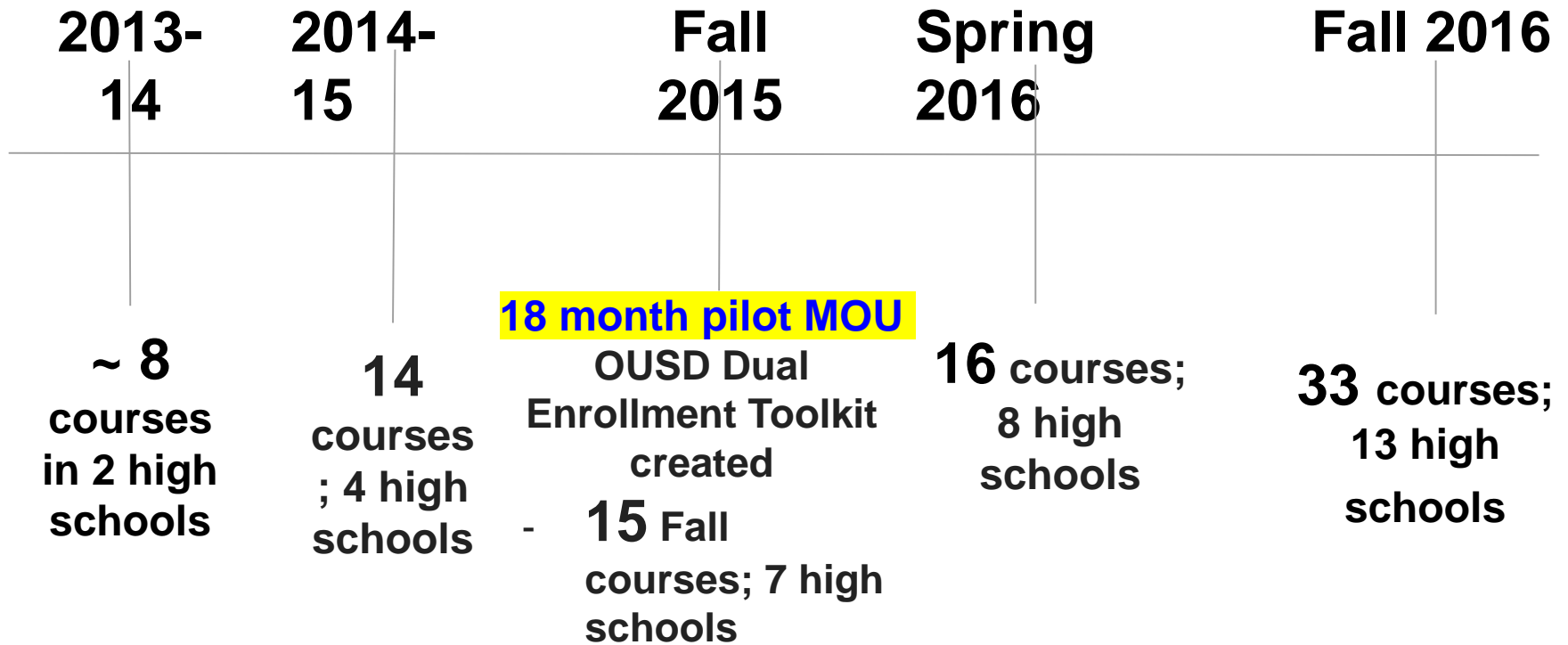
Visual and Performing Arts

- Pilot year: Focus on strengthening community building through the use of PBIS, SEL, and RJ, with all four tenth grade student cohorts to set a positive example to our incoming students next year
- Developing more student-led cross-curriculum projects, embracing engagement and all five of the SEL standard skills

Computer Science Academy (Certified Linked Learning Pathway)

- Formal partnership with Corporate Software giant SAP
- Formal partnership with Berkeley City College
- Successful press conference with the White House Chief Technology Officer Megan Smith at Skyline
- Pathway wide instructional strategies to increase engagement and success.

OUSD Dual Enrollment Timeline



In 1 year and 3 months....

64 college courses

13 high schools

~1,767 students

220% growth (from F 15 to F 16)

\$697,697.34 student savings in tuition/fees/books

Fall 2016 Courses!

EMT—Intro to First Responders Training
African American Studies—Racism in America
Business—Financial Literacy
Ethnic Studies—Intro to Ethnic Studies
Math—Pre-Prob Stats
Humanities—Human Values
Medical Assisting—Intro to Medical Assisting
Environmental Management—Oakland Food Culture
English—Film Criticism and Analysis
Multimedia Arts—Website Design
Kinesiology—Care and Prevention of Injuries
Psychology—Psychology of Childhood
Engineering—Sustainability & Environmental Justice
Carpentry—Intro to the Skilled Trades

What do students think?

- **86%** I'm more prepared for college
- **79%** more excited about attending college
- **89%** understand what to expect from a college course
- **80-84%** passed with **C or higher** in 2015-16 (806 students)

When people look at me they think, 'Oh, he's a bad kid, he's not going to be able to make it' but when I saw my grades I realized, I can make it.

RECOGNITION OF EXCELLENCE



**SKYLINE
HIGH
SCHOOL**

**Achievement of
3
Linked Learning
Certifications!**



EVERY STUDENT THRIVES!



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1000 Broadway, Suite 680, Oakland, CA 94607

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**OAKLAND UNIFIED
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Community Schools, Thriving Students

2016-17 School Staffing Update

as of October 26, 2016



Business and Operations Leadership Team (B.O.L.T)

We strive to be: Easy to follow; User friendly;
Accountable; Invisible (like the internet); with
high quality customer service



Tara Gard
Interim Deputy Chief of Talent
Talent Division
October 26, 2016

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Talent Division: Vision

*We are committed to the belief that **all employees matter**. The success of every employee contributes to the success of every student.*



New Employee Orientation 2016-17

365 new employees
have attended in-person
orientation

Orientation held every Friday
includes:

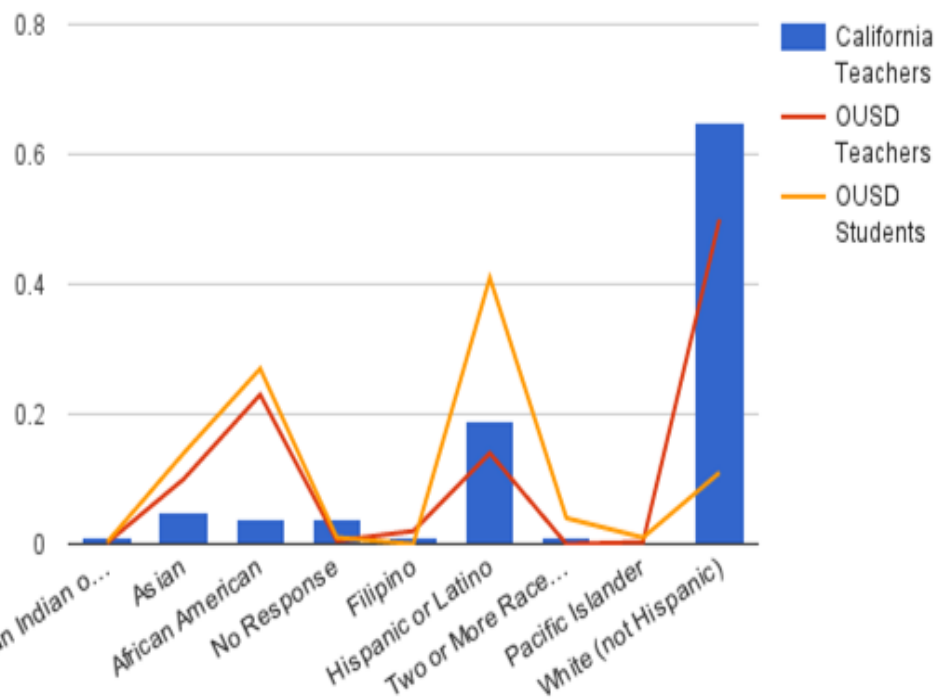
- District vision,
Pathways to
Excellence
- Mandated training
- Meet & greet union
- Health Benefits

Upcoming additions to
orientation:

- District Values and Pin
Protocol
- Equity Office



Teacher Staff Diversity by Ethnicity




| Ethnicity | California Teachers* | OUSD Teachers | OUSD Students |
|----------------------------------|----------------------|---------------|---------------|
| American Indian or Alaska Native | 1% | 0.2% | 0.3% |
| Asian | 5% | 10% | 14% |
| African American | 4% | 23% | 27% |
| No Response | 4% | 0.5% | 1% |
| Filipino | 1% | 2% | 0% |
| Hispanic or Latino | 19% | 14% | 41% |
| Two or More Races | 1% | 0% | 4% |
| Pacific Islander | 0% | 0.3% | 1% |
| White | 65% | 50% | 11% |


* California Department of Education (CDE) 2014-15 Ethnic Distribution of all Public School Teachers




OUSD Teacher Staff Diversity Changes

New Teacher Hiring 2016-17

 45% Increase in the number of Hispanic or Latino new teachers hired at OUSD for the 2016-17 school year compared to 2015-16 school year hiring

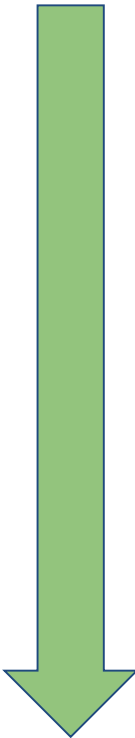
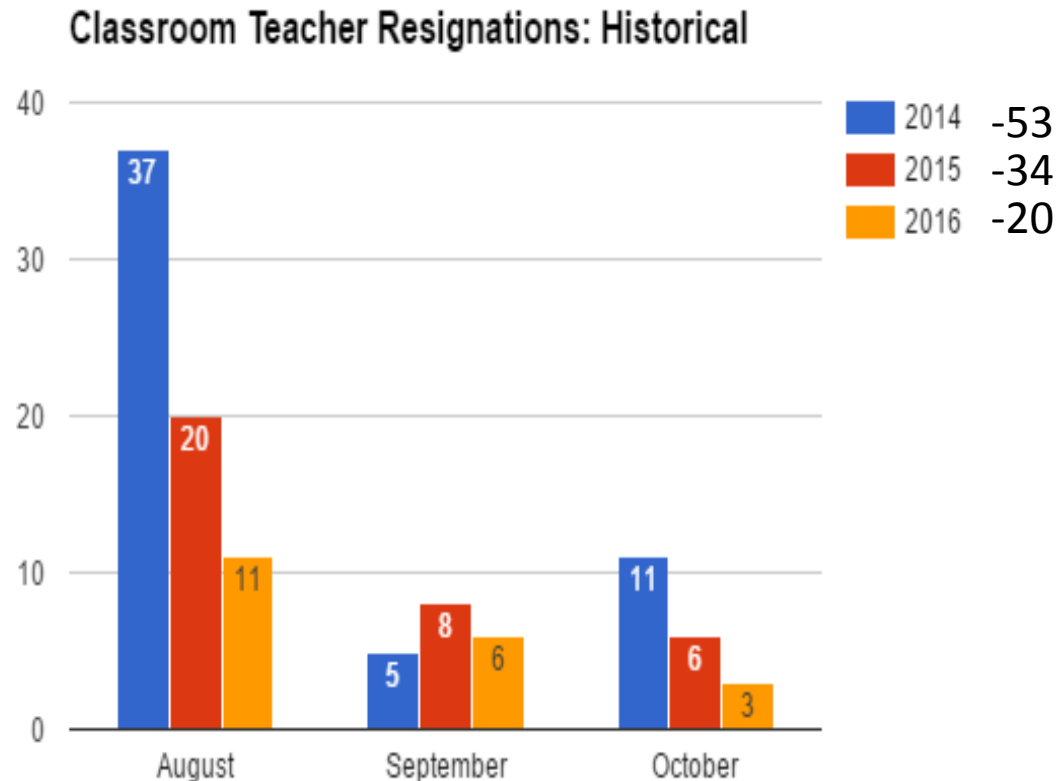
 No change in the number of African American teachers hired at OUSD for the 2016-17 school year compared to 2015-16 school year hiring

 1% Decrease in the number of Asian teachers hired at OUSD for the 2016-17 school year compared to 2015-16 school year hiring

| Ethnicity | # of teachers hired 2015-16* | # of teachers hired 2016-17* |
|---|------------------------------|------------------------------|
| American Indian or Alaska Native | 1 | 4 |
| Asian | 35 | 34 |
| Black or African American | 78 | 78 |
| Decline to State/Not Reported | 2 | 4 |
| Filipino | 7 | 7 |
| Hispanic or Latino | 51 | 74 |
| Multiple Ethnicity | 0 | 0 |
| Native Hawaiian or Other Pacific Islander | 2 | 2 |
| White | 151 | 217 |
| Total # of new teacher hires | 327 | 420 |

*Data reflects classroom teacher hires who are new to OUSD

Classroom Teacher Resignations August - October 10, 2016



Decline in
the number
of teachers
leaving OUSD
from August -
October

Current Classroom Teacher Vacancies

| Network | Location | General Subject | FTE |
|---------------|--------------|-------------------|----------|
| Elevation | Lafayette | SDC-Mild/Moderate | 1 |
| High School | Fremont | Spanish | 1 |
| High School | Oakland High | Biology | 1 |
| High School | Skyline | Physics | 1 |
| Middle School | Edna Brewer | Spanish | 1 |
| Network 2 | Sequoia | SDC-ICE | 1 |
| | | Total | 6 |

Talent Division 2016-17 Upcoming Recruitment Events

- Open House 'Meet & Greet' weekly beginning December 2, 2016
- Personnel Committee Engagement (month of December)
- Job Fair Dates: February 8, 2017, February 22, 2017, March 8, 2017, March 22, 2017, May 10, 2017, May 24, 2017, June 14, 2017, June 28, 2017, July 12, 2017, July 26, 2017 and August 9, 2017
- Out of state recruitment: New Mexico, Texas, New York
- California Department of Education Partnership: Spain & Mexico
- Variety of Colleges and Universities: Student teacher pipelines
- Substitute teacher and Instructional Aides career pathways recruitment events



APPENDIX: 2016-17 School Staffing Update

OUSD Teachers by Ethnicity as of 10/1/2016

| Ethnicity | 2015-16 New Teachers | | 2016-17 New Teachers | | 2016-17 All Teachers | | Students | |
|---|-------------------------|-------------|-------------------------|-------------|-------------------------|-------------|---------------|-------------|
| | # | % | # | % | # | % | # | % |
| American Indian or Alaska Native | 1 | 0.3% | 4 | 1.0% | 6 | 0.2% | 111 | 0.3% |
| Asian | 35 | 10.7% | 34 | 8.1% | 248 | 10.3% | 5,339 | 14.4% |
| Black or African American | 78 | 23.9% | 78 | 18.6% | 559 | 23.1% | 10,159 | 27.4% |
| Decline to State/Not Reported | 2 | 0.6% | 4 | 1.0% | 9 | 0.4% | 519 | 1.4% |
| Filipino | 7 | 2.1% | 7 | 1.7% | 43 | 1.8% | -- | -- |
| Hispanic or Latino | 51 | 15.6% | 74 | 17.6% | 342 | 14.2% | 15,238 | 41.1% |
| Multiple Ethnicity | -- | -- | -- | -- | -- | -- | 1,298 | 3.5% |
| Native Hawaiian or Other Pacific Islander | 2 | 0.6% | 2 | 0.5% | 8 | 0.3% | 408 | 1.1% |
| White | 151 | 46.2% | 217 | 51.7% | 1200 | 49.7% | 4,004 | 10.8% |
| Total | 327 | 100% | 420 | 100% | 2415 | 100% | 37,076 | 100% |

OUSD Teachers by Gender as of 10/1/2016

| Gender | 2015-16 New Teachers | | 2016-17 New Teachers | | 2016-17 All Teachers | |
|--------|-------------------------|-------|-------------------------|-------|-------------------------|-------|
| | # | % | # | % | # | % |
| Female | 224 | 68.5% | 288 | 68.6% | 1716 | 71.1% |
| Male | 103 | 31.5% | 132 | 31.4% | 699 | 28.9% |
| Total | | | | | | |

Ethnic distribution of public school teachers: 2014-2015

| Ethnicity | Number of Male Teachers | Number of Female Teachers | Total* |
|----------------------------------|-------------------------|---------------------------|---------|
| American Indian or Alaska Native | 475 | 1,052 | 1,527 |
| Asian | 3,662 | 12,331 | 15,993 |
| Pacific Islander | 264 | 675 | 939 |
| Filipino | 1,134 | 3,173 | 4,307 |
| Hispanic or Latino | 15,033 | 39,956 | 54,989 |
| African American | 3,448 | 7,929 | 11,377 |
| White (not Hispanic) | 51,401 | 140,285 | 191,686 |
| Two or More Races Not Hispanic | 648 | 1,637 | 2,285 |
| No Response | 3,149 | 8,773 | 11,922 |
| Total* | 79,214 | 215,811 | 295,025 |

*Some totals in the Public School Teachers table may not match due to difference in reporting strategy**Data from California Department of Education <http://www.cde.ca.gov/ds/sd/cb/ceffingertipfacts.asp>

School Leaders by Ethnicity (Principals & Assistant Principals) as of 10/1/2016

| Ethnicity | # | % |
|----------------------------------|----|-------|
| American Indian or Alaska Native | 2 | 1.4% |
| Asian | 14 | 10.1% |
| Black or African American | 50 | 36.2% |
| Decline to State/Not Reported | 1 | 0.7% |
| Filipino | 1 | 0.7% |
| Hispanic or Latino | 25 | 18.1% |
| White | 45 | 32.6% |
| Total | | |

| Gender | # | % |
|--------|----|-------|
| Female | 95 | 68.8% |
| Male | 43 | 31.2% |
| Total | | |