



## 2024-25 BOARD WORK PLAN

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### Reference Documents:

- [2020-21 Board Work Plan](#) | [2021-22 Board Work Plan](#) | [2022-23 Board Work Plan](#) | [2023-24 Board Work Plan](#)

### 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.

### 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 Graduate Profile

Resilient Learners | Collaborative Teammates | Community Leaders | Critical Thinkers | Creative Problem Solvers

### Our Values

- ▶ **Students First:** We support students by providing multiple learning opportunities to ensure students feel respected and heard.
- ▶ **Equity:** We provide everyone access to what they need to be successful.
- ▶ **Excellence:** We hold ourselves to uncompromising standards to achieve extraordinary outcomes.
- ▶ **Integrity:** We are honest, trustworthy and accountable.
- ▶ **Cultural Responsiveness:** We resist assumptions and biases and see the gift of every student and adult.
- ▶ **Joy:** We seek and celebrate moments of laughter and wonder.

### Our Goals

Goal 1: All students graduate college, career, and community ready.

Goal 2: Focal student groups demonstrate accelerated growth to close our equity gap.

Goal 3: Students and families are welcomed, safe, healthy, and engaged.

Goal 4: Our staff are high quality, stable, and reflective of Oakland's rich diversity.

Goal 5: Students, families, and staff have the resources and supports necessary to address the impacts of the COVID-19 pandemic.



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Dear Oakland Unified Community,

[insert letter from Board President]

In Community,

Benjamin “Sam” Davis  
President, Board of Education



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### Overarching Priority Areas:

- Balanced Budget
- District Restructuring
- [insert additional overarching priority areas]

<b>Initiative #1: Ensuring Strong Readers by the Third Grade</b> <i>Accelerating City Wide Efforts to Guarantee Literacy for all Third Graders</i>	
<b>Actions</b>	<b>Deliverables</b>

<b>Initiative #2: Supporting Empowered Graduates</b> <i>Developing Essential Skills to Secure Post-Secondary Success</i>	
<b>Actions</b>	<b>Deliverables</b>

<b>Initiative #3: Creating Joyful Schools</b> <i>Reimagining schools to be places of joy, inclusion, and beauty</i>	
<b>Actions</b>	<b>Deliverables</b>



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### **Initiative #4: Growing a Diverse and Stable Staff**

*Attracting and retaining staff reflective of Oakland's rich diversity*

<b>Actions</b>	<b>Deliverables</b>

### **Initiative #5: Creating a Sustainable and Thriving District**

<b>Actions</b>	<b>Deliverables</b>



**OAKLAND UNIFIED  
SCHOOL DISTRICT**

*Community Schools, Thriving Students*

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