



OAKLAND UNIFIED  
SCHOOL DISTRICT

*Community Schools, Thriving Students*

# Superintendent's Report



Presented by Antwan Wilson, Superintendent

Presented to Board of Directors, OUSD

August 24, 2016

v4

[www.ousd.org](http://www.ousd.org)



@OUSDnews

### 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.



# Board & Superintendent Recognition

---



Talent Division



Fiscal Division

Diligence and outstanding work over the past year!

# Superintendent's Report

---

- Implementation-Equitable, Efficient and Transparent Systems: Robust Human Capital Data Management System
- Developing Quality Community Schools- Facilitates Master Plan

# EVERY STUDENT THRIVES!



**OAKLAND UNIFIED  
SCHOOL DISTRICT**  
*Community Schools, Thriving Students*

1000 Broadway, Suite 680, Oakland, CA 94607

[www.ousd.org](http://www.ousd.org)



@OUSDnews



**OAKLAND UNIFIED  
SCHOOL DISTRICT**

*Community Schools, Thriving Students*

# HUMAN CAPITAL and BUSINESS SYSTEMS UPDATE



Presented by Talent, Finance, & Information Technology Services

August 24, 2016

[www.ousd.org](http://www.ousd.org)



@OUSDnews

# Agenda

## Background

- Talent Department Goals, Tara Gard, Talent Department
- Finance Department Goals, Ruth Alahydoian, CFO

## Systems

- Systems Overview, John Krull, Chief Technology Officer

## Plan

- Strategic Plan for Business Management Portal



# Talent Department Goals

---

## GOALS OF HUMAN CAPITAL SYSTEMS IMPROVEMENT

- Recruitment & hiring 👍
- Pre-employment process
- Onboarding 👍
- Orientation
- Induction
- Growth and Development 👍
- Personnel Actions 👍
- Career Pathways
- Off boarding 👍

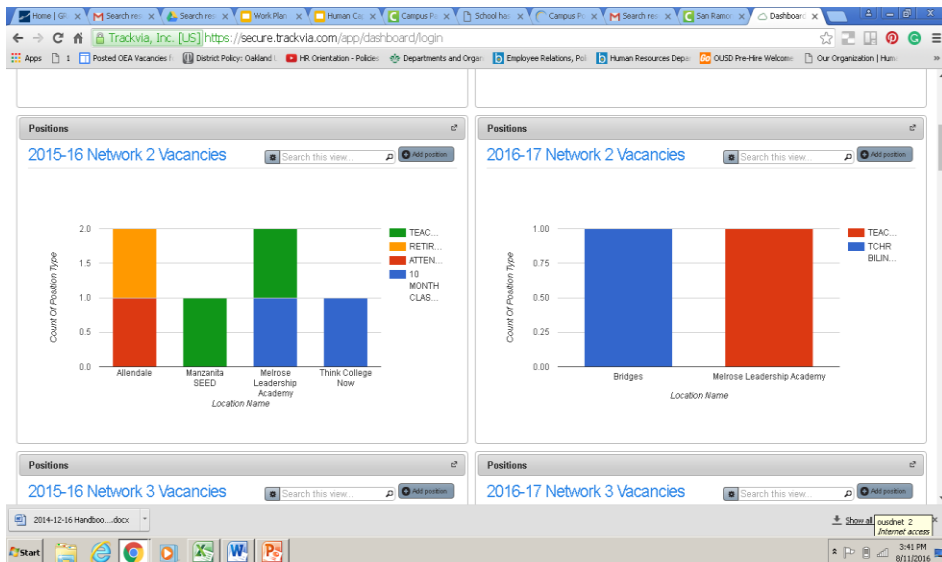
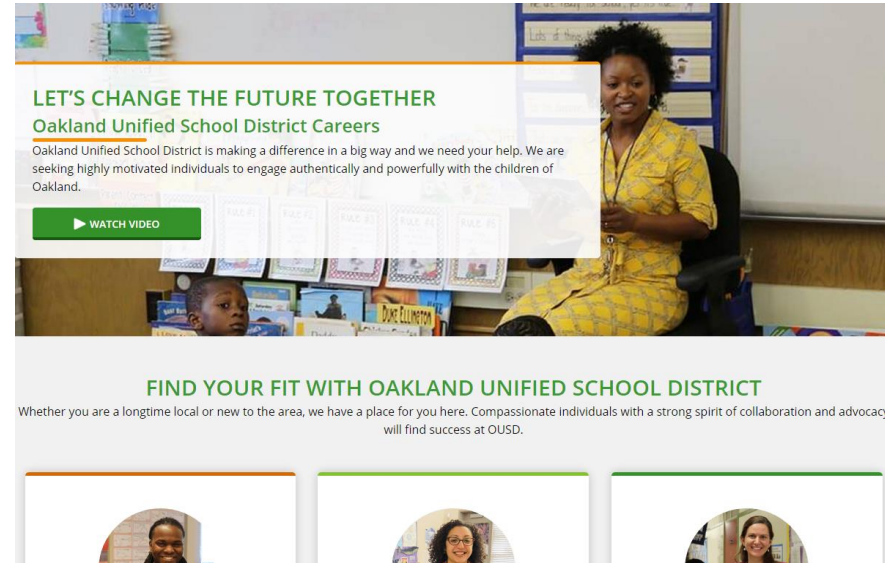
Effective  
Talent  
Programs





# Talent Systems Improvement

New Web Presence



Online Tracking Database



# Business Department Goals

---

## GOALS OF BUSINESS SYSTEMS IMPROVEMENT

- Improve the Transparency, Accessibility, and Reliability of the OUSD budget development and financial management system
- Align systems with Alameda County Office of Education (ACOE)

Accountable  
School  
District



# Finance Team improvements

Budget Transparency

QUICK START – FINANCIAL DASHBOARDS

**Budgeted Expenses Dashboard**

Filter by selecting a school/year, or by selecting a bar or segment

Select Fund: 0000 | Select Resource Type: 000 | Select Resource: 000 | Select School or Dept: 000 | Select Budget Category: 000

Total Budget: \$677,787,668

**FILTERS**  
Filter data by fund, site, resource, budget category, etc. to target the info you want. Charts and data table will adjust automatically.

**DATA TABLE**  
Table of individual expenditures adjusts based on filters applied.

**INFO**  
Hover for additional information on this dashboard including link to our survey

**TOOL TIPS**  
Hover over chart sections to reveal more information.

**DOWNLOAD**  
Download in available formats.

**REFRESH**  
Refresh data with current filters applied

**SHARE**  
Share link to dashboard with others

**Actual & Encumbered vs. Balance**

**Budget by Category**

**Budget by Resource Type**

Resource Type	Actual	Encumbered	Balance
UNRESTRICTED - SALARY	300,000	100,000	200,000
UNRESTRICTED - BENEFIT	100,000	30,000	70,000
UNRESTRICTED - OTHER	50,000	10,000	40,000

Resource Type	Actual	Encumbered	Balance
1100 - TEACHERS SALARIES	300,000	100,000	200,000
3100 - OTHER CERTIFICATED	100,000	30,000	70,000
3200 - NON-CERTIFICATED	50,000	10,000	40,000



## Budget Development Tool

- 1 Site Information
- 2 Projected FTE Requirements
- 3 Projected FTE Expenditures
- 4 Expenditure Allocation to Funding Resources
- 5 Non-S

Please Project Number Of Employees For Year 2016-2017

1000 Certificated Employees

Job Position	FTE This Year Actual	FTE Next Year Assigned

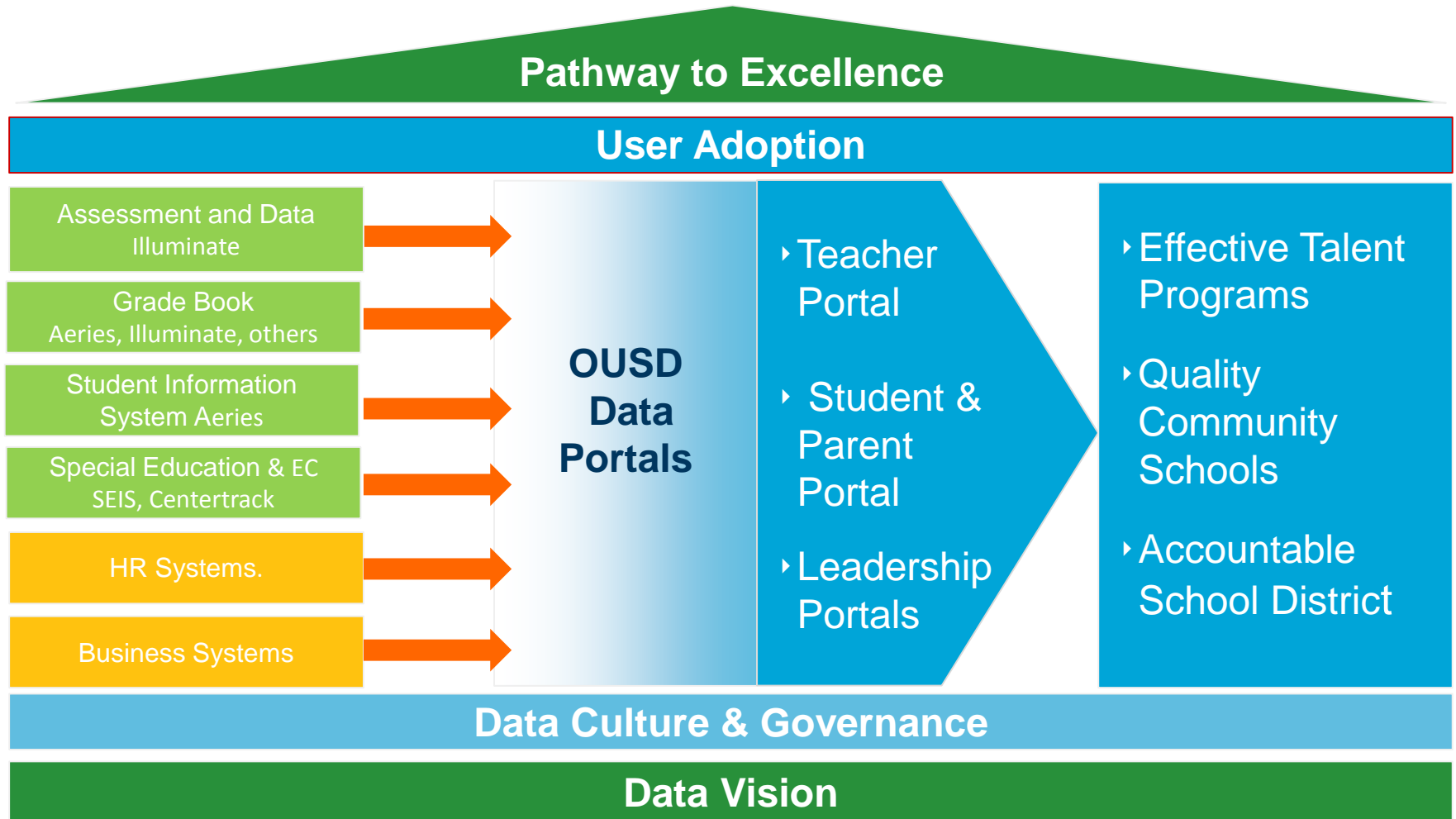
2000 Classified Emplo

Job Position
2200CL SUPP

Budget Development



# Data Systems Scope









# Portals




OAKLAND UNIFIED  
SCHOOL DISTRICT

Community Schools, Thriving Students

## FINANCE AND BUSINESS

 IFAS 7.9.9	 IFAS 7.9.9 DASHBOARD	 FINANCIAL TRANSPARENCY	 BUDGET DEVELOPMENT	 CONTRACTS ONLINE	 E- MARKETPLACE
-------------------------------------------------------------------------------------------------	--------------------------------------------------------------------------------------------------------------	----------------------------------------------------------------------------------------------------------------	--------------------------------------------------------------------------------------------------------------	------------------------------------------------------------------------------------------------------------	----------------------------------------------------------------------------------------------------------

## SCHOOL AND STUDENTS

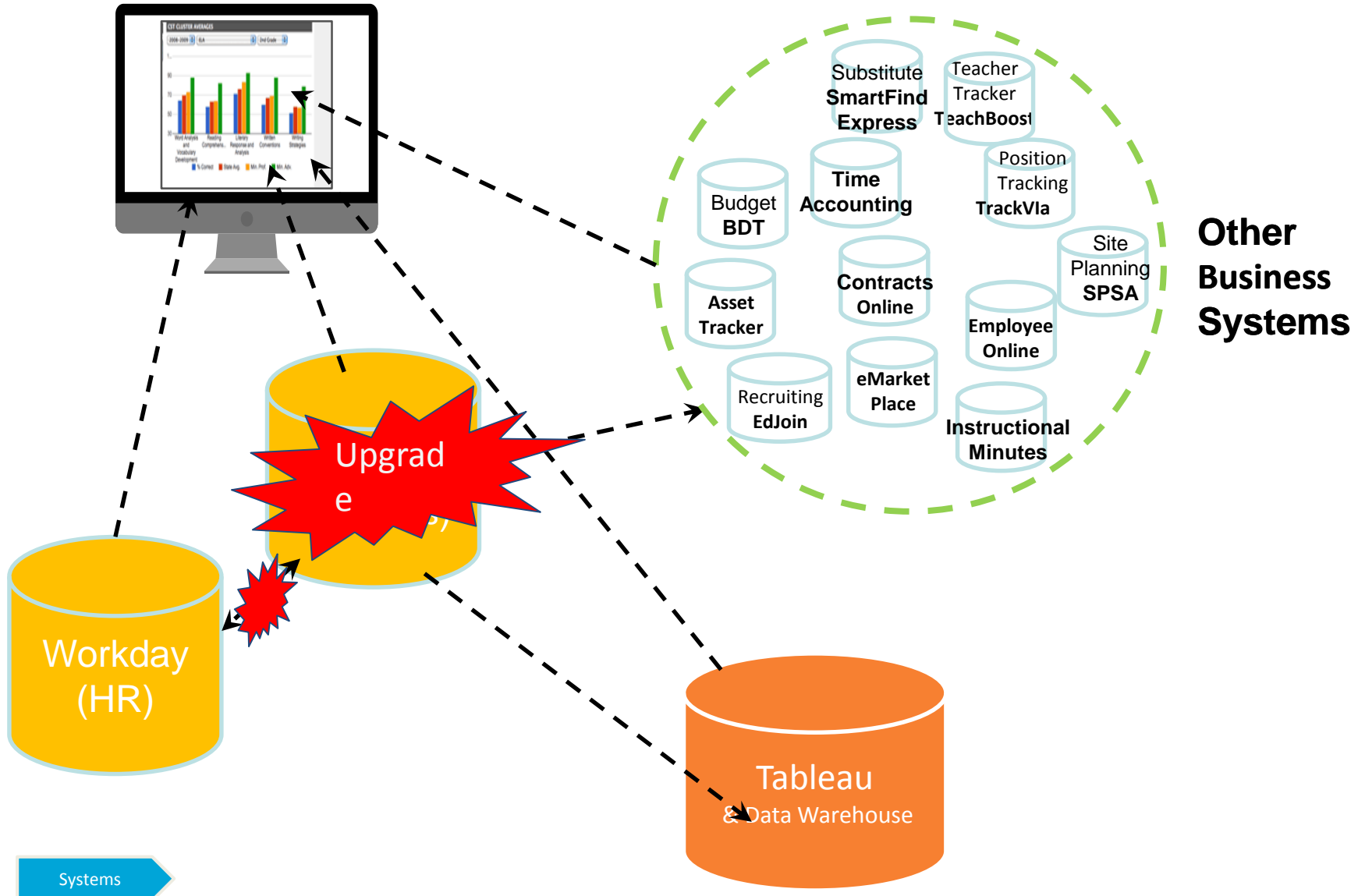
 SMARTFIND	 AERIES.NET	 ILLUMINATE	 DASHBOARDS & REPORTS	 ASSESSMENTS	 SCHOOL MESSENGER
 FEDERAL TIME ACCOUNTING	 INSTRUCTIONAL MINUTES	 SEIS	 WEB 504	 FACILITIES WORK ORDERS	 SAFETY PLANS
 SPSA TOOL	 SUMMER LEARNING				

## EMPLOYEE SUPPORT

 EMPLOYEE ONLINE	 CHROMEBOOK CHECKOUT	 ON-TRACK	 IT HELP DESK	 PAY RESOLUTION	 AUTHORIZATION FORMS
-----------------------------------------------------------------------------------------------------------	---------------------------------------------------------------------------------------------------------------	-------------------------------------------------------------------------------------------------	-------------------------------------------------------------------------------------------------------	------------------------------------------------------------------------------------------------------------	-----------------------------------------------------------------------------------------------------------------

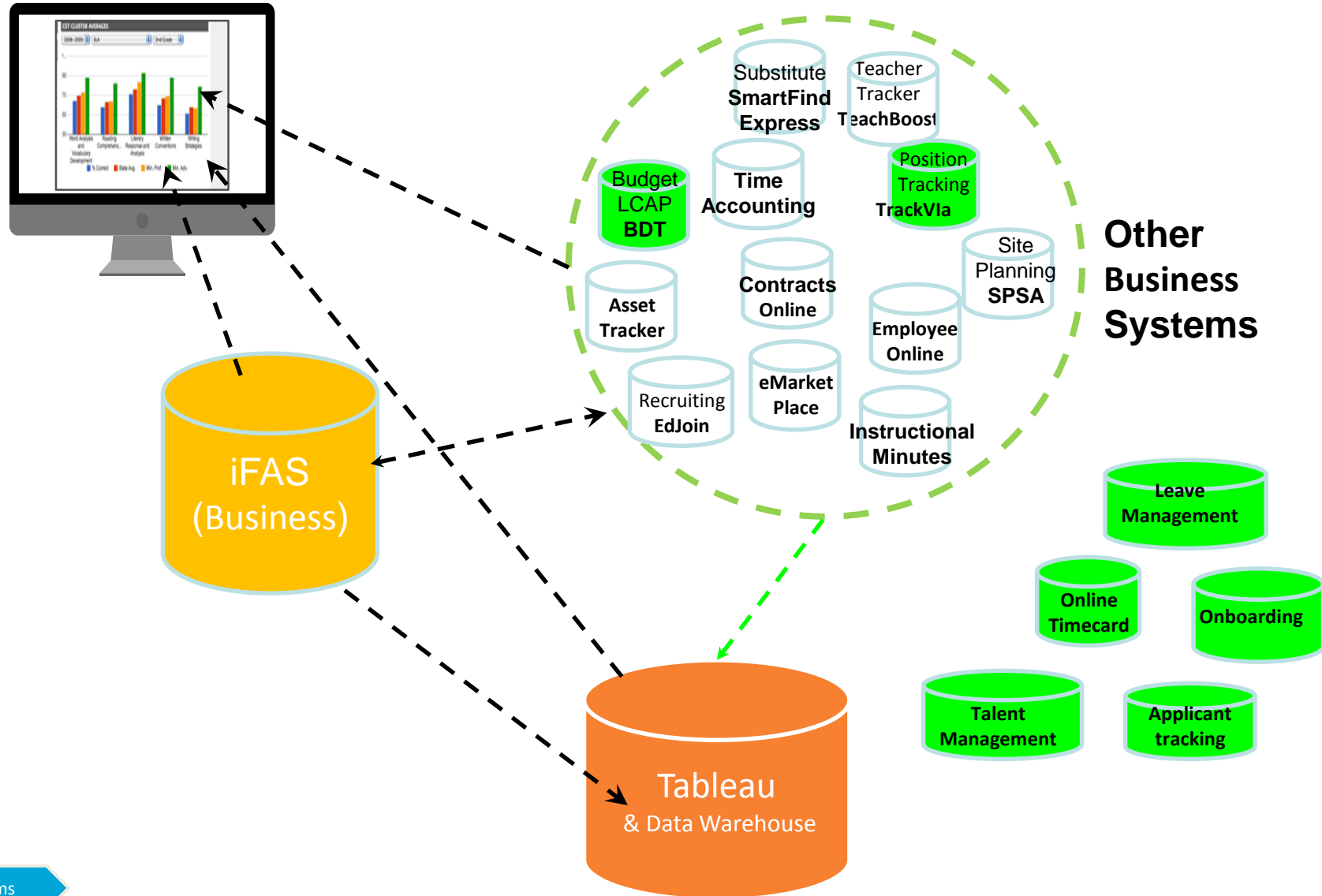
# Business Systems

## 2015



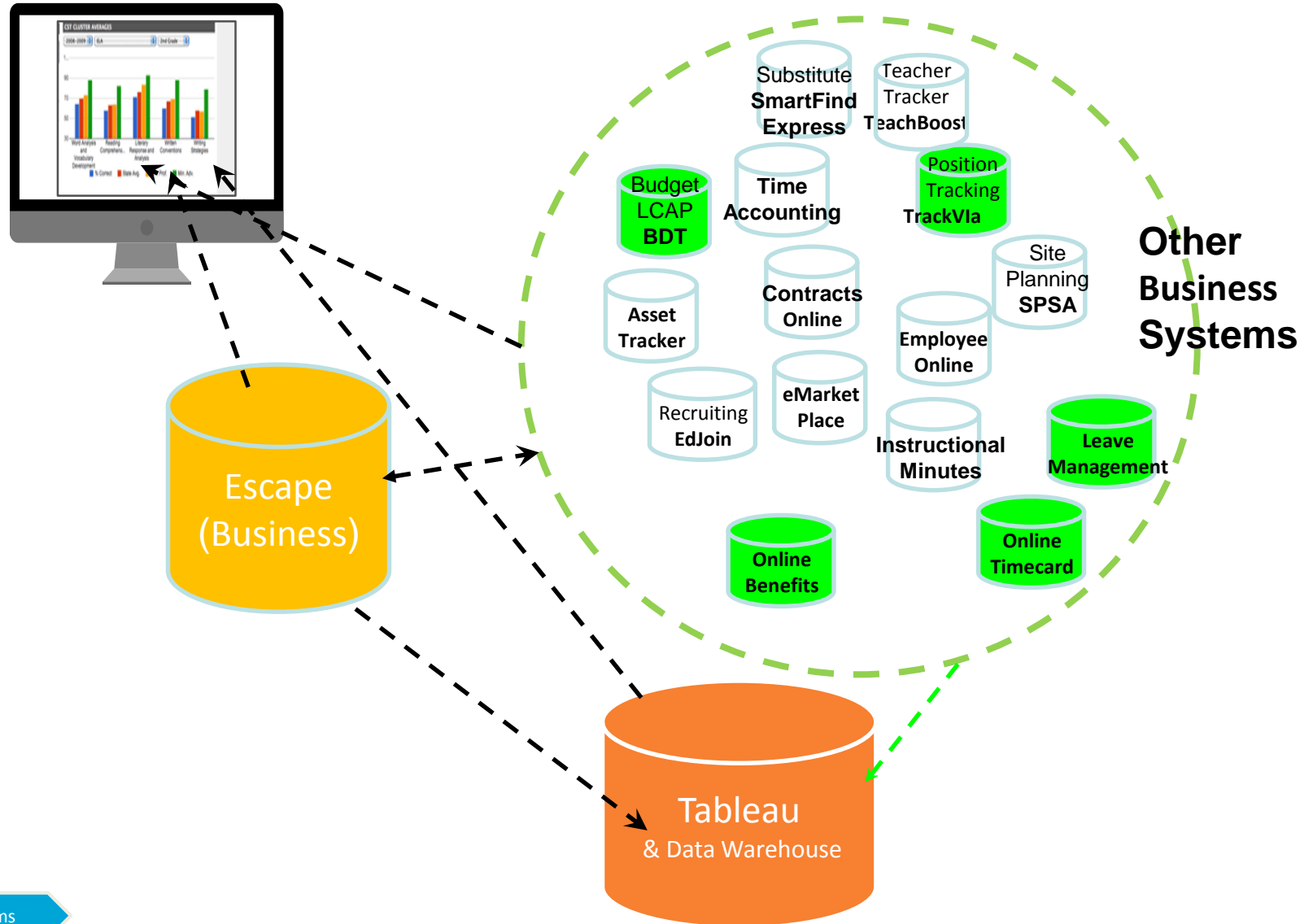
# Business Systems

## 2016-18



# Business Systems

2018





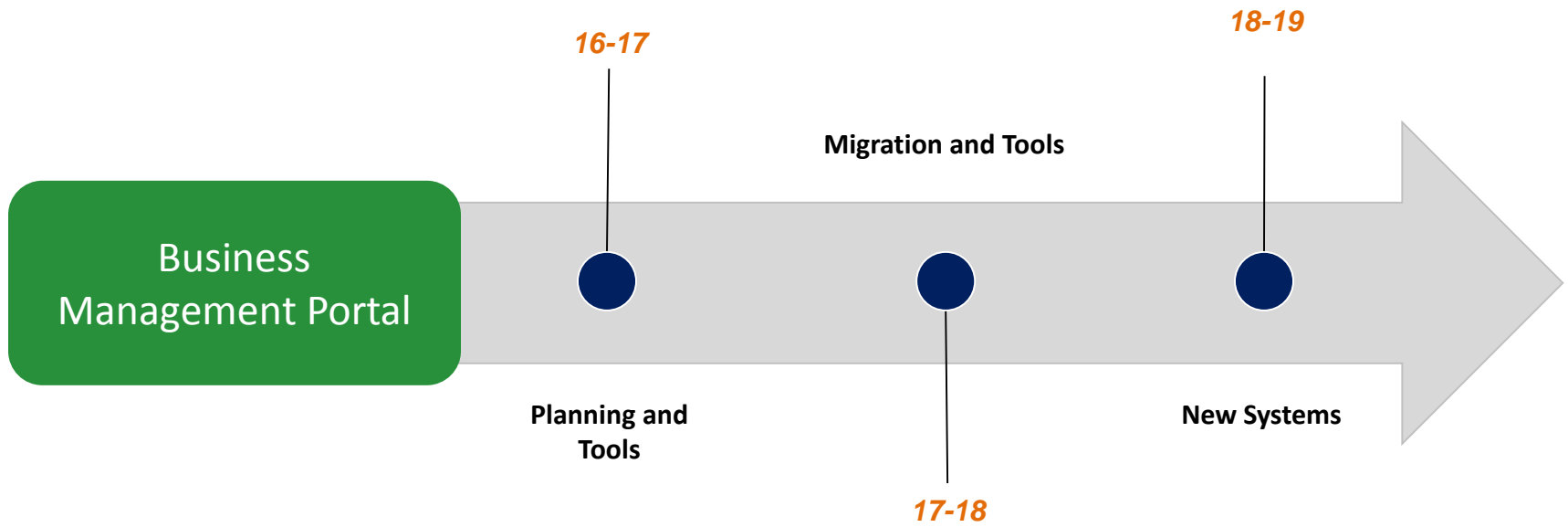


# Business Operations Portal



\* Business Management Portal is complete integrated best-of-breed suite of systems that are easy to follow, user friendly, accountable, invisible, and provide high quality customer service to build an Effective Talent Program and Accountable School District

# Timeline



# Why Escape?

---

- Contracted and Hosted by Alameda County Office of Education (ACOE) to improve support and accountability
- Recent, applicable implementation experience - Fremont Unified and Castro Valley Unified
- Proven California K-12 Education Financial System
- Integrated Solution: Human Resources, Finance/Budget/Accounting, Payroll

Presenting full contract and cost to Board in October

# EVERY STUDENT THRIVES!



**OAKLAND UNIFIED  
SCHOOL DISTRICT**  
*Community Schools, Thriving Students*

1000 Broadway, Suite 680, Oakland, CA 94607

[www.ousd.org](http://www.ousd.org)



@OUSDnews



**OAKLAND UNIFIED  
SCHOOL DISTRICT**

*Community Schools, Thriving Students*

# Board of Education Update

## Facilities Master Plan



Presented by Joe Dominguez – Deputy Chief Facilities & Planning

August 24, 2016

[www.ousd.org](http://www.ousd.org)



@OUSDnews

# Facilities Master Plan VISION

---

- ✓ Assure safe, appropriate, inspiring and cooperative learning environments for students, staff and community
- ✓ Provide and maintain efficient and sustainable facilities and physical assets that support learning and promote community connections by being community assets for all
- ✓ Assure appropriate access to technology and resources for all students, staff and community
- ✓ Continue our community investment in innovative, flexible, and collaborative learning environments that support dynamic and evolving educational approaches



# Review of Facilities Master Plan

---

- Master Plans are Long – Term Plans
  - 10 to 20 year timeframe
  - Living document – regularly revisited and revised
  
- Scope of Facilities Master Plan
  - Facility Condition Assessments
  - Demographic analysis
  - Education Adequacy Assessment
  - ADA Assessment and Transition Plan
  - Demographic Study
  - Community Outreach meetings
  
- Master Plans Created for Each Campus
  - Developed by school/community Sit Planning groups



# Review of Master Plan Process

---

- Site Planning Groups Refined Categories
  - Critical Facility Needs
  - Educational Program Needs
  - Future Facility Needs
- Obtain User & Community Input
  - School site based leadership
  - Community Outreach Meetings by Network
  - PTA/School Site Council



# Next Steps

---

- Finalize RFQ Process
  - Panel Interview of Firms
  - Board Approval of Selected Firm
  - Completion of Draft Facilities Master Plan (4-5 months)
  - Completion of Final Draft (5-6 months)



**EVERY STUDENT THRIVES!**



**OAKLAND UNIFIED  
SCHOOL DISTRICT**  
*Community Schools, Thriving Students*

1000 Broadway, Suite 680, Oakland, CA 94607

[www.ousd.org](http://www.ousd.org)



@OUSDnews