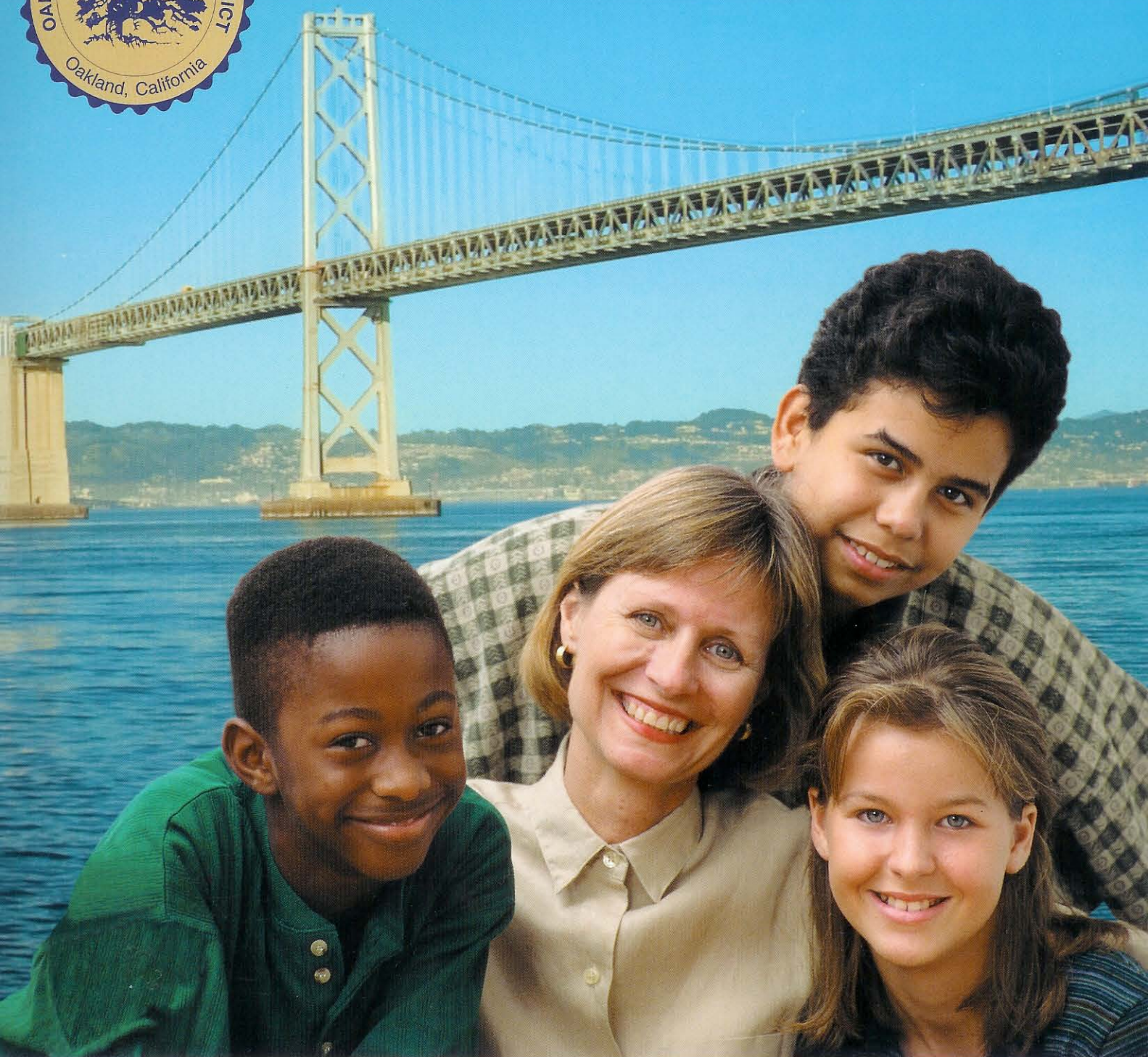
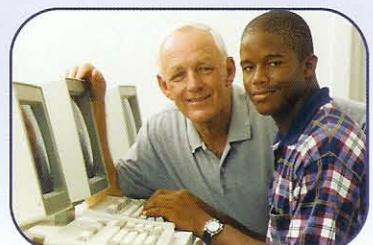




INSPIRING GREATNESS



A VERY DIFFERENT VIEW OF EDUCATION





HOW TO APPLY

You can apply either online, by fax or in person. Please indicate the exact job number and job title on each application form and resume.

Online:

www.teachoakland.org

Fax:

(510) 879-1831

In person:

Applications are accepted Monday through Friday, 8:30 a.m. to 4:30 p.m., and must be received in the Human Resources Lobby, 1025 Second Avenue, Oakland, CA 94606 by closing time.

BOLD LEADERSHIP IN URBAN REFORM



I want to welcome professionals who are considering working in the Oakland Unified School District. We are creating an exciting team and are looking for talented and energetic candidates who are committed to changing the course of education for our children.

As you look through this brochure, you will see why Oakland Unified School District is receiving statewide and national recognition for innovative and systematic approaches to enhancing the quality of learning in the urban setting.

We know many challenges face education throughout the country. However, you can expect that the experience of working in our district will be satisfying and rewarding in ways that are truly profound.

I hope you will join us.

Sincerely,

A handwritten signature in black ink, appearing to read 'R. Ward', with a large, stylized flourish at the end.

*Dr. Randolph E. Ward
State Administrator*

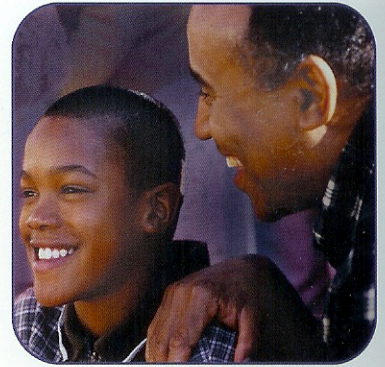
BOLD LEADERSHIP IN URBAN REFORM

BLUEPRINT TO ACHIEVEMENT

A NEW LIFE TO EXPLORE

A PARTNERSHIP FOR SUCCESS

In 2000, the Oakland Unified School District began a unique and historic collaborative partnership with community organizations and private foundations to transform our schools. These smaller schools, featuring teams of dedicated educators and parents, are producing personalized learning environments that foster improved attendance and higher academic performance.



The close synergy among teachers, parents and administrators has resulted in better student-teacher interaction, increased parent-teacher rapport and, most importantly, a more effective learning setting where students do better in school.

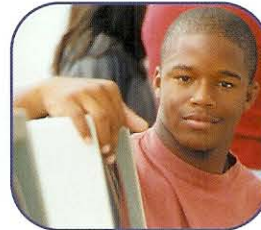
These new schools are the result of the commitment of the Oakland Unified School District to systematic change and its burning focus on improving classroom outcome.



BLUEPRINT TO ACHIEVEMENT

The Oakland Unified School District's goals are equity and high standards. We are committed to closing the achievement gap so that all of our students will have access to post-secondary education. We are focusing on strategies that provide greater opportunities for African American, Latino, second-language learners and students from lower socioeconomic backgrounds.

We already know what works – improved instruction, sensitivity to diversity, high standards and closer relationships among students, parents and educators. OUSD is eradicating the accountability gap so that all parties are collectively responsible for the rise in each child's performance.



What Has OUSD Already Accomplished?

Greater face-to-face interaction and steady, hands-on leadership is producing measurable results:

- **New Small Autonomous School attendance as of 2002-2003 climbed to a rate of 95%-97%* , well outperforming comparison schools**
- **High school enrollment increased 38% across the District (all in one year)****
- **High school graduation rates above national average**

Additionally, we have seen marked increases in individual scores on state-mandated tests. Students who were previously evaluated among those groups displaying lower academic performance are now counted among some of OUSD's strongest performers.

We Have The Blueprint. We Are Reshaping The Future Of Urban Education.

*October 2003 Evaluation of the Effectiveness of OUSD's NSAS Policy
**Bay Area Coalition for Equitable Schools

HOW OUSD WORKS FOR YOU

Imagine working in a school district that has become a national model for urban reform. Where your colleagues' common core values are dedication to education and equity.

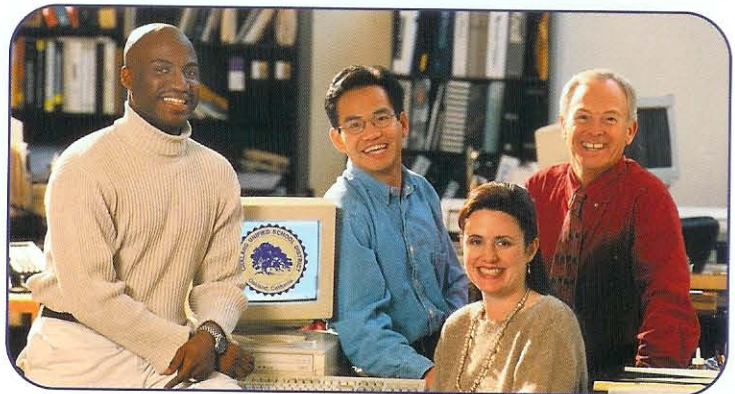
Look inside an OUSD classroom and you'll see for yourself the best examples of multiculturalism in action. Within these walls are individuals from all racial, ethnic and socioeconomic backgrounds working together in an innovative learning atmosphere where they can achieve and grow.

Our District, one of the largest in the state, is tackling head-on the hard issues of budgeting, curriculum, staffing and facilities. We are building safer, more comfortable and up-to-date school environments that take advantage of the latest technology.

Furthermore, we have the advantage of tremendous educational resources in our community. Our teachers and classrooms have access to visiting artists, field trips to local museums, peer counseling, on-site tutoring and guest poets and writers.

The Oakland Unified School District offers an environment where both teachers and administrators can thrive. Along with competitive salaries and excellent benefits, we provide training, new teacher support and other financial incentives to ensure we appeal to the best and brightest.

Our agenda is one of self-improvement, higher achievement and growth as a national trendsetter in urban education. To do so, we must continue to attract the country's most highly-qualified professionals who wish to join us on our mission of higher learning.



A NEW LIFE TO EXPLORE

Oakland is dynamic, diverse and energized – a kaleidoscope of cultures, tastes and interests.

It's a place where you can welcome in the Chinese New Year one day and visit a spectacular space and science center the next.

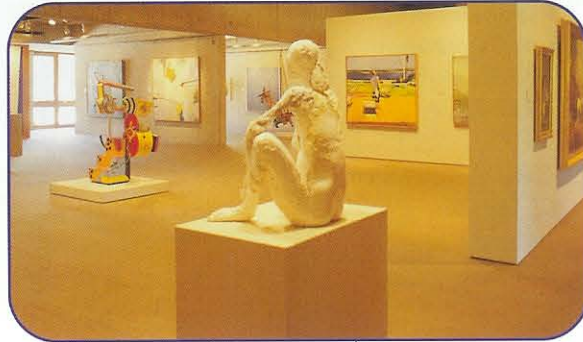
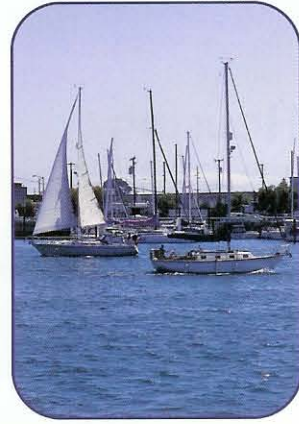
Experience a taste of Italy on a blissful California afternoon floating in an authentic Venetian gondola along Oakland's sparkling Lake Merritt. Lake Merritt borders beautiful Lakeside Park, over 155 acres of parks and scenic views. Inside Lakeside Park, you can visit the city's Bonsai Garden, take a walk by a peaceful waterfall, feed the colorful koi and admire the exquisite flora and fauna of this unique setting.

Oakland has been called "A Celebration of Creative Expression." Our area is distinguished as perhaps one of the largest arts communities in the nation where more than 5,000 professional artists live and work. This vibrant atmosphere is provided by 25 professional dance companies, 36 music groups, 12 theatre companies, 34 visual arts galleries, 15 historic and museum sites and over 20 cultural festivals annually.

We're also a place of winning sports teams, waterfront activities, world-class shopping and fine dining. Nearby universities and colleges affiliated with OUSD enable you to pursue advanced credentials and degrees.

Forbes magazine, which cited us as one of the "ten best places in the U.S. for business and careers," has revised their rankings to move us up two notches to eight. *Money* magazine lists us as the sixth most popular place to live in the United States.

There's so much in Oakland for you to explore and discover. Here you can not only start a new life but transform it into one of the most exciting.



GETTING STARTED IS EASY

HOUSING

- Homefinders
- MetroRent
- ehousing.com
- Homes@InsideBayArea.com
- craigslist.org
- *Oakland Tribune*
- *San Francisco Chronicle*
- newhomesmag.com

HOUSING REFERRAL ORGANIZATIONS

- Eden I & R – affordable housing
- Rent Razor Publications
1610 Harrison St., # C,
Oakland, CA 94612
(510) 465-2079

VEHICLES

- Auto Registration
4000 Alameda Avenue
Oakland, CA
(510) 533-8000
- Motor Vehicles Dept.
303 Hegenberger Rd.
Oakland, CA
(800) 632-3691

UTILITIES

- Pacific Gas & Electric
(800) 743-5000
- East Bay Municipal Utilities
Department (EBMUD)
(510) 278-1380
- SBC
(800) 310-2355

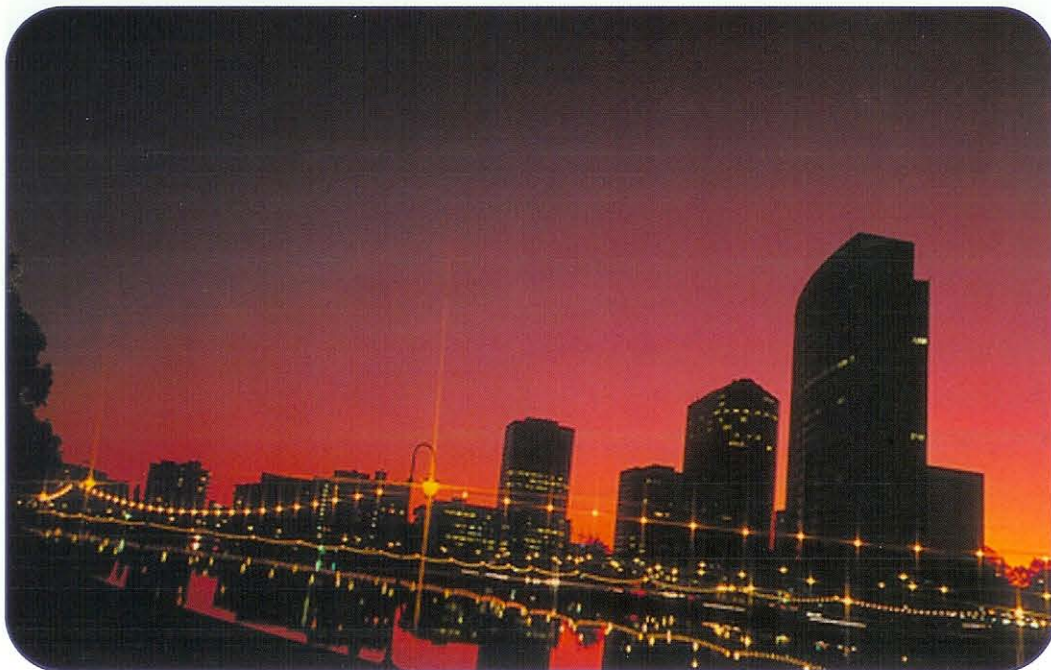
PUBLIC TRANSPORTATION

- Oakland Buses – AC Transit
(510) 817-1717 or 511
- Regional Subway – BART
(510) 465-2278
www.bart.gov

High-speed travel! Board any one of Bay Area Rapid Transit System's 43 stations. An on-time performance record of 95%. Transbay intervals from downtown Oakland to San Francisco just 3.75 minutes during peak commute. Expanded service from the East Bay to SFO.

CREDIT UNIONS

- Patelco Credit Union
(415) 442-6200
- Provident Credit Union
(650) 508-0300
- Meriwest Credit Union
(877) 637-4937



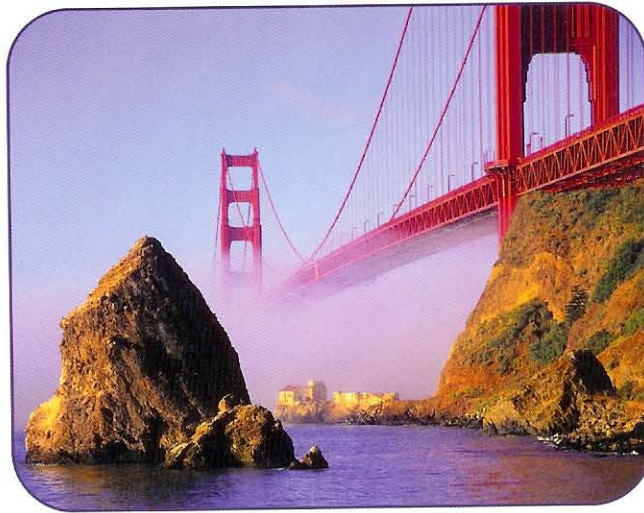
BETTER BY THE BAY

Since its colorful 19th century Barbary Coast days, the San Francisco Bay Area, encompassing San Francisco, Oakland and San Jose, has grown into the fourth-largest metropolitan area in the United States.

Today, the San Francisco Bay Area region has become a knowledge-based economy serving the largest share of high-tech exports, research institutions, venture capital firms and innovative professionals.

SAN FRANCISCO

From the Haight to the Golden Gate, there is no city quite like San Francisco. It's plotted by an eclectic array of sites - from the opulence of Nob Hill to the cliffside wonders of the Pacific off Point Lobos. Only a cable car ride away are museums, an aquarium or a planetarium. Travel to fabled Chinatown for first-class dim sum or head to Fisherman's Wharf for the world's best seafood. Professional sports enthusiasts can choose between Giants baseball and 49er's football. San Francisco is arts, gardens and neighborhoods, each revealing their own glorious history and textured by a boundless ethnic character.



SAN JOSE

The seat of Santa Clara County, San Jose is the bountiful produce producing area of Northern

California. Where wineries and aerospace comfortably coexist, San Jose is the high ground for Silicon Valley's high-technology center. The city boasts parks with natural

mineral springs, a unique Egyptian museum and an acclaimed repertory theatre company. Sharks come to play here but only the National Hockey League kind.

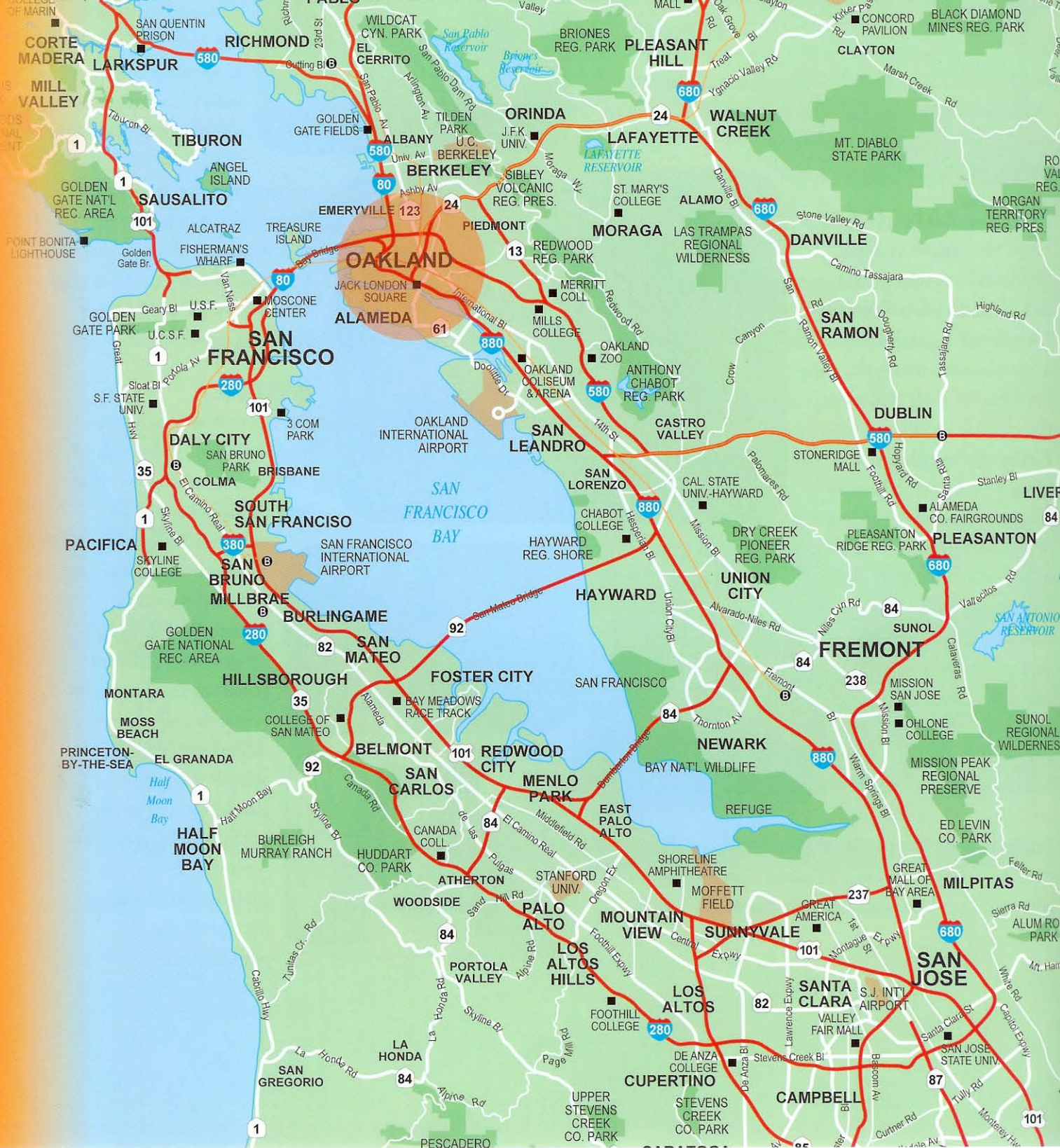
BERKELEY

On the east shore of San Francisco Bay, just north of Oakland, is a "rancho" that became an epicenter for

cultural change. While retaining its activist sensibility, today's Berkeley is a burgeoning business community of scientific research and diverse manufacturing. Free speech has been joined by free-range with Berkeley's cuisine pioneers setting the gastronomic compass for dining the world over.



It's All Mapped Out





Shaping The Future Of Urban Education



Apply Online: www.teachoakland.org