

## Oakland Unified School District School Board 2019-20 Work Plan

### **What it is and what it is not:**

This work plan is an outline of the highest-level actions for the School Board. It also includes a timeline for each of the actions and the connection to the key strategies within the Superintendent's Work Plan (if applicable). It is not an outline of all the various actions that the Board will undertake.

### **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.

**Priority Area #1: Quality Community School. Ensure every school is a thriving community of learning and every student is on track to graduate college, career, and community ready.**

*Every school must be a thriving community of learning and every student, regardless of their background or zip code, deserves access to a high quality education. This is why OUSD is committed to learning, growth and success for every student. Our #1 job is to deliver culturally responsive, standards-based instruction because we believe all students will learn at high levels when instruction meets their needs.*

Action/Deliverable	Time Commitment/ Timeline	Action is connected to the following <u>Key Strategies</u> in Superintendent’s Work Plan
Review and adopt LCAP		
Review and Adopt the SELPA Plan		
Hold 2 study sessions to review student achievement data		
Approve revised Quality School Development Policy (BP 6005)		
Approve Blueprint for Quality Schools Action Plan – Cohort 2		
Approve Blueprint for Quality Schools Action Plan – Cohort 3		
Approve revised Open Enrollment Policy		

If the Board performs these activities, the District will ultimately see improvement in the following metrics:

- Chronic absenteeism rates for all students & targeted student populations
- Suspension rates for all students & targeted student populations
- Proportion of kindergarten, first and second grade students at benchmark
- Average distance from standard for all students & targeted student populations in English Language Arts, Mathematics, and Science
- Proportion of 9th graders on track for graduation
- Graduation rates for all students & targeted student populations
- Proportion of English Learners making one-year growth towards reclassification
- Student-School connectedness

**Priority Area #2: Fiscal Viability. Ensure the prioritization of resources to maximize the impact on students with the greatest needs.**

*OUSD must be a financially healthy district that invests resources equitable and strategically- providing the necessary programs and services to students with the greatest need. This will require central office departments working collaboratively to revamp the budgeting process, leveraging the recommendations of the Government Finance Officers Association. When we are able to operate at optimal levels, we will be able to spend more of our time, resources and money on our core business of teaching and learning, thus improving the district’s academic return on investment.*

Action/Deliverable	Time Commitment/ Timeline	Action is connected to the following <u>Key Strategies</u> in Superintendent’s Work Plan
Approve budget development process		
Approve 2020-21 budget with expenditures of \$XXX million		
Hold study session reflecting on budget development process		
Approve revised BP 3150		
Approve revised procurement policy		
Review and adopt a Facilities Financial Audit		
Review and adopt of a Citizen’s Bond Oversight Committee Audit Report		
Approve a new 2019-2023 Facilities Master Plan		
Consider a Resolution to put a facilities bond on ballot in 2020		
Convene two phases of a 7-11 Committee to review property to be considered surplus		
Receive update on procurement and contracting processes		
Revise procurement policy to include sustainability goals		

If the Board performs these activities, the District will ultimately see improvement in the following metrics:

- Enrollment
- Attendance
- 3% end-of-year budget reserve
- On-time completion of capital fund projects

**Priority Area #3: Organizational Wellness: Ensure a culture divergent perspectives, creative problem-solving and mutual accountability between central office, schools, and community.**

*The bedrock of an effective organization is people so we must care for and support each other. As part of our ongoing efforts to create a more collaborative and mutually respectful organization, we must continue to improve upon transparent communication and quality engagement. Schools and their communities are the unit of change and the work of central office is to focus on customer service and quality support. We are who we've been waiting for: The unique talents, dedication and love we all have of OUSD and the City of Oakland will strengthen our Organizational Wellness. It takes all of us. Together, we are tough and able to overcome any challenge or setback.*

Action/Deliverable	Time Commitment/ Timeline	Action is connected to the following <u>Key Strategies</u> in Superintendent's Work Plan
Approve timeline and process to develop 3-5 Year District Strategic Plan		
Approve 3-5 Year District Strategic Plan		
Approve revisions to Governance Handbook		
Approve revisions to board meeting structure		
Hold 3 governance retreats		
Approve policy for revising/adopting BPs		
Evaluate Superintendent		
Evaluate General Counsel		
Revise board self-evaluation process		
Conduct board self-evaluation		

If the Board performs these activities, the District will ultimately see improvement in the following metrics:

- Survey of customer service quality
- Percentage of teachers of color
- Position vacancy rate
- Length employment rate
- Survey of family engagement