

# We Believe...



**OAKLAND UNIFIED  
SCHOOL DISTRICT**

Community Schools, Thriving Students

That every student should learn in a positive and safe learning environment.

OUSD is committed to meeting the needs of the Oakland's diverse community. Our schools enhance the quality of life of our students and families by providing safe, healthy and environmentally sustainable places for students to learn and thrive.

In the ability of every student to thrive in school and reach their full potential—and are committed to ensuring that they achieve college, career and community success in the 21st century.

OUSD invests in our children's education from Cradle to Career, delivering high quality early learning and academic experiences to every student in safe and healthy schools designed to help him or her thrive in college, a career, and the community.

In celebrating the diversity of our students with respect to race, culture, heritage, exceptional needs, gender and sexual orientation; committing to giving each child what they need; teaching them with high expectations, and supporting them to find joy and success in their education.

OUSD is committed to staffing every school with talented educators dedicated to supporting and working in service of Oakland's youth, and to guaranteeing rigorous instruction in every classroom every day.

In full service community schools that - in addition to providing high quality education—act as an integral part of the health and wellness of our neighborhoods, offering lifelong learning opportunities and support for our students and community members.

OUSD's mission is to focus on high academic achievement while serving the whole child, developing the social, emotional and physical health of students, families and staff. In addition to this mission, OUSD strives to be the resource for positive and continuous growth, enabling adult students to become contributing workers, lifelong learners, global citizens and full participants in the community.

That students are most successful when all of us—students, families, educators and community members from all backgrounds and neighborhoods—can meaningfully and equitably participate in making shared decisions and improving conditions at the district level, school site or in the community.

OUSD continuously works to eliminate barriers to access, learning, and achievement for all students, and strives to create a culture that holds ourselves and our partners accountable for superior outcomes, because all students deserve equal opportunities to thrive.

In the fair and transparent management of our resources in order to ensure the success of all current and future students, and are committed to seeking additional resources.

OUSD is committed to providing the community and our families accessible and easy-to-understand information about our district, our schools, and our students to promote meaningful engagement about the delivery of high quality education through the effective and efficient use of all resources.

# Our Priorities...



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**School Finance.** OUSD supports fiscal policies that provide stable, adequate, and equitable funding that align to the costs of giving our students—regardless of their characteristics—what they need to be successful in school and in the community. State and federal fiscal resources should recognize and accommodate regional cost differences and unique costs of student groups who need additional instructional and non-instructional support to attain educational parity.

**Human Resources.** OUSD supports policies that promote the recruitment and development of a talented workforce trained to meet the needs of California's increasingly diverse student body. Such policies should include investments along the full professional continuum, beginning with high quality teacher preparation programs that provide in-the-classroom experience with master teachers, support for new teachers during the critically important first few years in the classroom, ongoing training educator support to develop and refine skills in multi-cultural literacy as well as ethnic and language diversity, and tenure policies that promote continuous improvement in teaching practices. OUSD supports policies that alleviate the hardship of high workforce attrition as well as the traditional hard-to-place subject matters of science, mathematics, multi-lingual education, and Special Education.

**School Facilities.** OUSD supports the continuation of a state facilities assistance program that ensures the state is meeting its obligation to provide equitable access to a free public education and maintains the state-local partnership essential to building and renovating school facilities that meet the demands of 21<sup>st</sup> century learning. We believe in providing safe, healthy, and environmentally sustainable schools. Consequently, we believe that the state must recognize the continuing need to retrofit existing schools for seismic safety and the need to address California's oldest schools.

**Charter Schools.** OUSD supports student-focused charter school policies along the full policy continuum that promote a shared responsibility to educate all of Oakland's youth. We believe that California must take a careful and comprehensive look at charter school policies relating to the broad spectrum of authorization and renewal, governance, accountability, facilities, funding, and student service practices in an effort to retain charter innovations that benefit students while setting expectations regarding transparency and accountability required of all public school agencies.

**Early Education.** OUSD supports policies that aim to achieve a coherent, high quality pre-kindergarten system, with minimal application complexities and stable, meaningful funding. We know that high quality early learning opportunities benefit our community's neediest children. We are committed to addressing the socio-economic challenges of our families that can impair the success of their children.



## Our Priorities...

**Career Technical Education.** We support the continued investment in the three-year Career Technical Education Incentive (CTE) Grant Program that augments our local parcel tax and supports our effort to expand CTE opportunities to all students. Our local initiative shows great promise to increase graduation rates, which is a top priority for our district.

**Educator Effectiveness.** OUSD continues to face the distinct challenge of attracting and retaining highly qualified educators who we know are the most critical element of student learning and achievement. Our community's high living costs make it difficult for promising young educators to afford teaching in the district; a high-cost community like Oakland warrants additional support to make the reward of teaching our students affordable. To this end, we support innovative policies to attract and retain talent in communities like Oakland. Such innovations that we would like to explore would include affordable housing options and ways to substantially reduce the district's \$60 million outstanding loan. Doing so would enable the district to pay educators a more competitive wage and give them the means to live in the city where they teach.

**School Climate.** OUSD believes that creating safe and supportive schools is essential to ensuring students' academic and social success. We have created health and wellness goals that support social, emotional and physical health and employ a restorative justice model that works to lower our rate of suspension and expulsion and to foster positive school climate. We support legislation and resources that allow the District to address both the physical and mental health needs of our students and allows the district to respond to student misconduct in a constructive, locally determined manner.

**Accountability.** OUSD supports a multiple-measures accountability system that aligns with our continual improvement model catalyzed by the Local Control and Accountability Plan and School Performance Framework, which we believe will propel us towards our five-year performance targets through a guided focus reliant on a careful evaluation of school and student performance data.