

**Exhibit "A"**  
**Oakland Unified School District**  
**2013-2014 Superintendent's Work Plan**  
v5 – for Board adoption on August 28, 2013

<b>Deliverable</b>	<b>Date for Board Action</b>
1. Develop and recommend for Board adoption a new OUSD Balanced Scorecard (goals, objectives, annual growth targets) consistent with the State of California Local Control Funding Formula and the federal waiver from NCLB granted to the California Office to Reform Education.	<p style="text-align: center;"><b><u>October 2013</u></b> (work session)</p> <p style="text-align: center;"><b><u>November 2013</u></b> (first reading)</p> <p style="text-align: center;"><b><u>December 2013</u></b> (adoption)</p>
2. Consistent with the newly Board-adopted OUSD Balanced Scorecard, establish an implementation plan to have 80% of all high school students enrolled in high-quality college preparatory career pathways by 2015-2016, beginning with Castlemont, Fremont, and McClymonds high schools.	<p style="text-align: center;"><b><u>October 2013</u></b> (study session)</p> <p style="text-align: center;"><b><u>January &amp; May 2014</u></b> (progress reports)</p>
3. Consistent with the newly Board-adopted OUSD Balance Scorecard, establish an implementation plan to accelerate the elimination of racial disparities in student discipline (Voluntary Resolution Plan on Student Discipline).	<p style="text-align: center;"><b><u>November 2013</u></b> (study session)</p> <p style="text-align: center;"><b><u>February &amp; June 2014</u></b> (progress reports)</p>
4. Consistent with the newly Board-adopted OUSD Balance Scorecard, establish an implementation plan to accelerate quality in Special Education services and improvement in student outcomes.	<p style="text-align: center;"><b><u>December 2013</u></b> (study session)</p> <p style="text-align: center;"><b><u>March 2014</u></b> (progress report)</p> <p style="text-align: center;"><b><u>May 2014</u></b> (ratification)</p>
5. Establish an implementation plan for a comprehensive teacher training, collaboration, and evaluation system that effectively informs and enhances teaching practice; informs and enhances District support to schools and classrooms; and contributes to the increased retention and professional growth of teachers.	<p style="text-align: center;"><b><u>August 2013</u></b> (progress report)</p> <p style="text-align: center;"><b><u>March 2014</u></b> (progress report)</p>
6. Establish a comprehensive plan to implement the Board Policy on Quality School Development.	<p style="text-align: center;"><b><u>August 2013</u></b> (progress report)</p> <p style="text-align: center;"><b><u>March 2014</u></b> (progress report)</p>

<b>Deliverable</b>	<b>Date for Board Action</b>
7. Establish a comprehensive plan to implement the Board Policy on Results-Based Budgeting.	<p align="center"><b><u>February 2014</u></b> (proposed 2014-2015 Budget)</p> <p align="center"><b><u>June 2014</u></b> (adoption of final 2014-2015 Budget)</p>
8. Establish a comprehensive plan to implement the Board Policy on Asset Management Policy.	<p align="center"><b><u>December 2013</u></b> (Initial Framework)</p> <p align="center"><b><u>June 2014</u></b> (Final Plan, including disposition of 1025 2<sup>nd</sup> Ave)</p>
9. Implement corrective actions identified by Independent Audit Reports for FY 2010-2011 and 2011-2012.	<p align="center"><b><u>January 2014</u></b> (Audit Committee report)</p> <p align="center"><b><u>May 2014</u></b> (Audit Committee report)</p>
10. Implement Board/Superintendent communication protocols.	<p align="center"><b><u>June 2014</u></b> (joint evaluation)</p>