

# Sustainable Community Schools Redesign Process A School Improvement Framework

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**OAKLAND UNIFIED  
SCHOOL DISTRICT**

*Community Schools, Thriving Students*

## Our 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.

## 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.



# Ask of the Board

This item is presented for the purpose of obtaining feedback on a proposed School Improvement Framework, a response to Redesigning OUSD schools as noted in Resolution No. 2223-0036 & No. 23-2814.

# Outline

- Provide an update on the feedback provided by Board Directors during the May 24, 2023 Board Meeting;
- Overview of the proposed School Improvement Process;
- Overview of the proposed School Improvement Domains; and
- Overview of the proposed way to identify schools for improvement.



# Update on Feedback

# Guiding questions for Engagements:

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What data should be considered to help us identify a school's area for improvement?

What's most important to you in improving a school? What are bright spots in OUSD schools? What do you wish were different?

*The intention of our engagement work:*

*1) center voices of those who have not traditionally been listened to in the redesign process and*

*2) lift up patterns from these engagements and share with the Board.*









# Initial Patterns Observed in the Engagement Data

# Patterns in the Data



Staff, Families,  
and Students  
want schools to  
be safe,  
welcoming, and  
joyful.



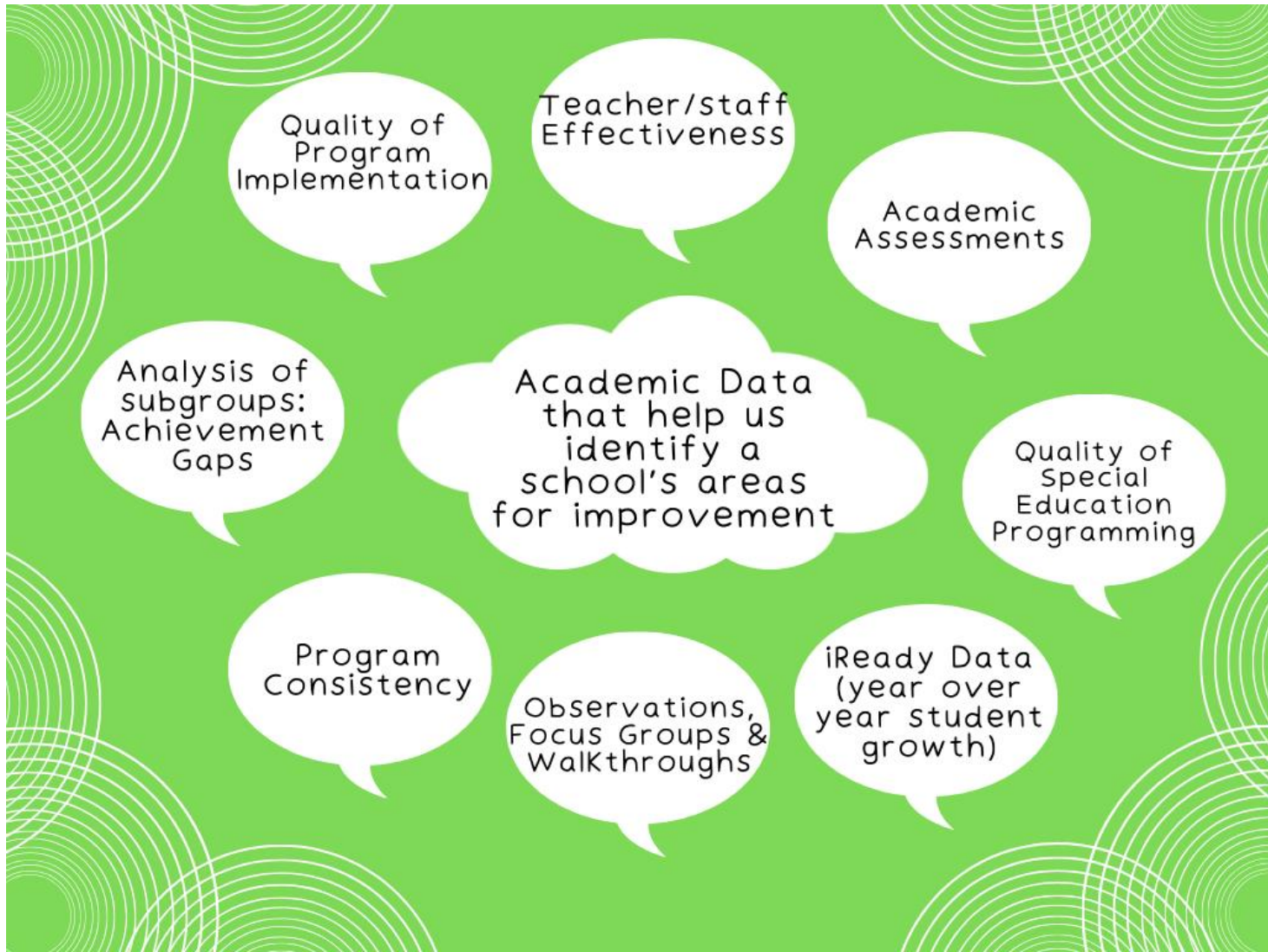
It's important to  
hire, train,  
support, and  
retain high-  
quality teachers,  
administrators,  
and staff.

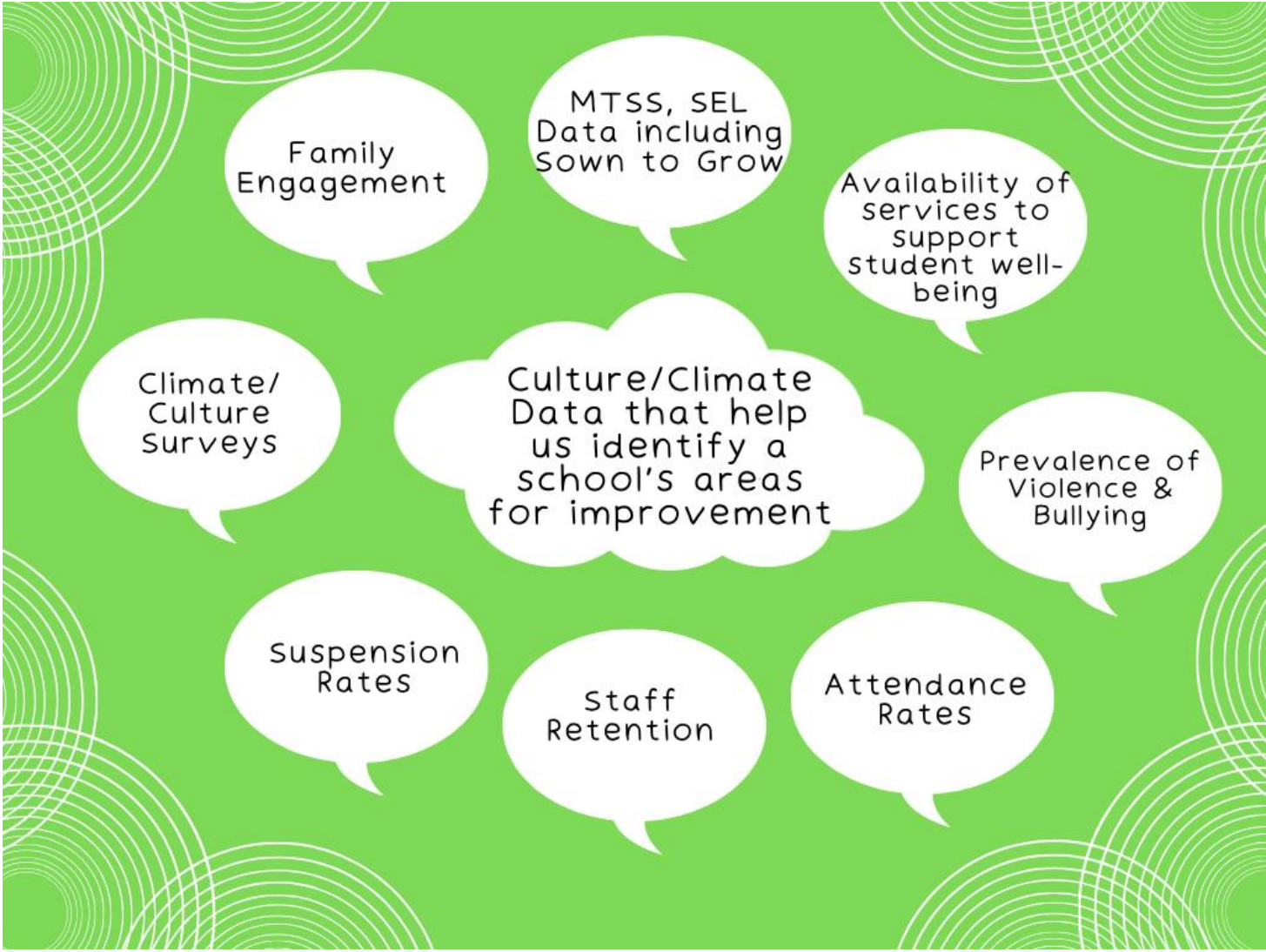


Families, students,  
and staff want  
strong academic  
programming across  
subjects that  
supports a range of  
learners, is culturally  
relevant, and  
includes  
enrichments.



Equity, access  
and inclusion  
for all students  
and families is  
critically  
important.





# Bright Spots

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*“This school has been a total blessing. I come here because of the community. It is beautiful. I could not ask for a better and more warm community.” (parent)*

*“We work so hard to make this a positive, uplifting and, joyful place for learning.” (staff)*

*“My child’s teachers have been caring, dedicated, talented, professional, and creative.” (parent)*

*“I love learning.” (student)*

*“My family feels safe in this school. We love the greetings, love, support and accountability provided to students, appreciate the levels of communication and transparency with staff and administrators, and appreciate the regular community engagement activities.” (parent)*

*“Extracurriculars and special events make school fun, give us things to look forward to.” (student)*

*“Teachers care about your well-being, not just your education.” (student)*

*“Being enrolled in a dual language program has helped my son become literate in English and Spanish. He is on track to reclassify to fluent English proficient next fall.” (parent)*



# School Improvement Process

# Two Paths for School Improvement



**TARGETED  
Improvements**

Majority of  
Schools

**TRANSFORMATION**

Small Selection of  
Schools

# OUSD Sustainable Schools Redesign Process



**Ground in Community Voice**  
Determine program needs through comprehensive asset mapping, and community engagement



**Convene a Community Design Team**  
Convene a team of parents, students, staff, school leaders, and community members to analyze data



**Develop a Strategic Plan**  
Identify program priorities that build on assets and address quality, equity and sustainability gaps



**Implement Plan**  
Use continuous improvement and instructional best practice to implement priorities



**Monitor Progress towards Equity, Quality, and Sustainability**  
Monitor progress on implementation



# OUSD SUSTAINABLE SCHOOLS REDESIGN PROCESS





# School Improvement Domains

# Improvement Domains



**Mission &  
Vision**



**Quality  
Program  
Implemen-  
tation**



**Collective  
Leadership &  
Professional  
Learning**

# Improvement Domains

## Mission & Vision

**INSTRUCTION:** Do we have a shared vision of academic excellence for all students?

**CULTURE:** Do we have a shared vision of a joyful school community?

**SYSTEMS & STRUCTURES:** Is our school effectively organized to keep us focused on and working toward our mission and vision?

## Quality Program Implementation

**INSTRUCTION:** Are we consistently implementing a high quality instructional program?

**CULTURE:** Are we consistently implementing best practices for cultivating a school culture of safety and belonging?

**SYSTEMS & STRUCTURES:** Is our school effectively organized to support high-quality program implementation?

## Collective Leadership & Professional Learning

**INSTRUCTION:** Does our school effectively engage all adults in supporting students to achieve academic excellence?

**CULTURE:** Do the adults in our school have collaborative professional relationships that help us work together in service of students?

**SYSTEMS & STRUCTURES:** Is our school effectively organized to involve all stakeholders in shared leadership and decision-making?



# School Improvement Metrics

# Norm Referenced vs. Criterion Referenced

Norm Referenced	Criterion Referenced
<p>How schools compare to other schools.</p> <p>Rank and Compare.</p>	<p>How schools compare to a set criterion, such as a predetermined standard.</p> <p>Set a standard and compare schools against that standard.</p>

## Recommendation: Criterion Referenced

**All Schools are compared against a standard (set of metrics).**

# Qualitative and Quantitative Data

- Self Assessment Rubrics that schools complete to reflect on each Improvement Domain;
- School Quality Reviews (SQRs) which includes observing teams, conducting interviews and hosting focus groups;
- Participation in and results from Curriculum Embedded Assessments; and
- CA Dashboard.

# Next Steps

- Continue to discuss and update the School Improvement Framework in the Teaching and Learning Committee; and
- Collect Board Director feedback to refine the School Improvement Framework.



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# Community Schools, Thriving Students



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