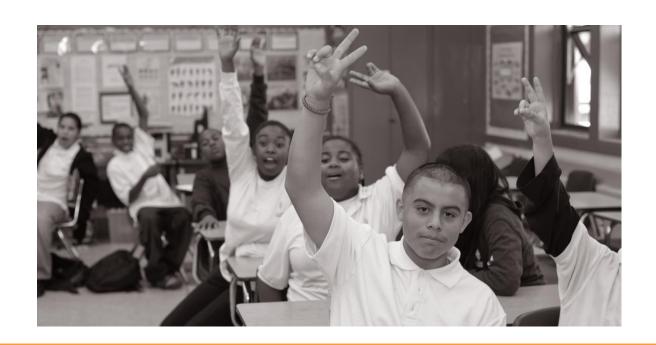


Human Capital Budget Presentation August 28, 2013



OAKLAND UNIFIED SCHOOL DISTRICT

Board Action—June 26, 2013

Community Schools, Thriving Students

Allocate \$300,000 to leverage non OUSD funding supporting the Human Resources Department development of an integrated Human Capital Database Management System and the implementation of Performance Evaluation pilots as per the June 2013 Tentative Agreement Memorandum of Understanding between the District and the OEA.

Proposed Allocation





Human Capital Data System

Description	Allocation
Fund consultant to define and craft full scope of required	\$100,000
investment, including:	
1. Clarifying the data that we need but don't currently collect in a	
systematic and reliable way	
2. Identifying data that we collect and have, but that is hard to	
access	
3. Evaluating the current data collection and storage system	
adequacy	
4. Developing organizational practices that ensure that every	
process includes a data collection definition step	



Performance Evaluation Pilots Community Schools, Thriving Students

System Elements	Personnel	Contracted Services
Framework	•Stipends for training for observers\$5000	•Online professional resources library\$40,000
Supports		 Instructional coaching for teachers\$40,000 Leadership team coaching\$20,000 Site allocations for professional learning\$25,000
Measures		•Student surveys\$25,000
Infrastructure	•Stipends for Effective Teaching Task Force/Joint Study Committee\$5000	Pilot project evaluator\$20,000Online observation tools\$20,000