



OAKLAND UNIFIED
SCHOOL DISTRICT

Community Schools, Thriving Students

Human Capital Budget Presentation

August 28, 2013





Board Action—June 26, 2013

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
<p>Fund consultant to define and craft full scope of required investment, including:</p> <ol style="list-style-type: none">1. Clarifying the data that we need but don't currently collect in a systematic and reliable way2. Identifying data that we collect and have, but that is hard to access3. Evaluating the current data collection and storage system adequacy4. Developing organizational practices that ensure that every process includes a data collection definition step	<p>\$100,000</p>



Performance Evaluation Pilots

System Elements	Personnel	Contracted Services
Framework	<ul style="list-style-type: none">•Stipends for training for observers--\$5000	<ul style="list-style-type: none">•Online professional resources library--\$40,000
Supports		<ul style="list-style-type: none">•Instructional coaching for teachers--\$40,000•Leadership team coaching--\$20,000•Site allocations for professional learning--\$25,000
Measures		<ul style="list-style-type: none">•Student surveys--\$25,000
Infrastructure	<ul style="list-style-type: none">•Stipends for Effective Teaching Task Force/Joint Study Committee--\$5000	<ul style="list-style-type: none">•Pilot project evaluator--\$20,000•Online observation tools--\$20,000