

Priority 1

Effective Talent Programs

Our work starts with our people. We need to make OUSD the premier employer for educators in the Bay Area. This means we must recruit the best talent, create a system that cultivates their growth, and develop a culture that facilitates high retention of effective employees.

- By 2020, the number of employees who are strongly engaged with OUSD as measured by our Engagement Program will increase to 85 percent.



Employees Engaged

2020.....	85%
Now	Not currently measured

Priority 2

Accountable School District

A school district that supports its people is grounded in values and effective systems. We will ensure that we are one team dedicated to the development of quality schools in every Oakland neighborhood. We will also provide exemplary service to all Oakland schools with an emphasis on increasing achievement and engagement for our students.

- By 2020, the number of high performing and high quality schools, as measured by the district's School Performance Framework, will increase to 75 percent.
- By 2020, at least 80 percent of respondents on OUSD's Performance Management Survey will rate district departments favorably.



High Performing & High Quality Schools

2020.....	75%
Now	Not currently measured

District Departments Performing Favorably

2020.....	80%
Now	Not currently measured

Priority 3

Quality Community Schools

Every student deserves the right to attend a quality community school in their neighborhood. The Community Schools work in Oakland is some of the most compelling work in the country. By targeting our focus, we will build schools that all Bay Area students are proud to attend.

- By 2020, the percentage of high school students in Linked Learning Pathways will increase to 80 percent, 100 percent for rising sophomores.
- By 2020, the cohort graduation rate will increase to 85 percent.
- By 2020, the percentage of African-American, Special Education, English Language Learner (ELL), and Foster Youth students who meet the California College admission requirements for a 4-Year university or college will increase to 60 percent.
- By 2020, the percentage of Long-Term English Language Learners (6+ years in US schools) reclassified to fluent will increase to 50 percent.
- By 2020, the percentage of African-American males without an out-of-school suspension during the year will increase to 97 percent.
- By 2020, the percentage of 3rd grade students who are reading on grade level will increase to 85 percent.



High School Students in Linked Learning Pathways

2020.....	80%
Now	37%

High School Sophomores in Linked Learning Pathways

2020.....	100%
Now	47%

African-American, Special Education, ELLs & Foster Youth Students Meeting Four-Year University or College Requirements

2020.....	60%
Now	23%

Cohort Graduation Rate

2020.....	85%
Now	67%

Long-Term ELLs Reclassified as Fluent

2020.....	50%
Now	7%

African-American Males Without Out-of-School Suspension

2020.....	97%
Now	87%

Third Graders Reading on Grade Level

2020.....	85%
Now	38%

PRIORITIES

STRATEGIES



EFFECTIVE TALENT PROGRAMS

RECRUITING & ORIENTATION

We will focus on recruiting the best talent and develop efficient systems for supporting their successful transition into their roles in the district.

SUPPORTING & EVALUATING

We will make OUSD the employer of choice in the Bay Area by creating conditions for success through effective teams, a culture of professional learning, and the use of observation and constructive feedback.

LEADING & RETAINING

We will create professional growth opportunities that facilitate the development of all employees as educators and leaders within our system in a way that supports the placement and retention of our effective employees.



ACCOUNTABLE SCHOOL DISTRICT

IMPLEMENTING DISTRICT CORE VALUES

We will collaboratively develop a set of district core values that will be used to guide how we support our employees, engage with our families and communities, and provide services to our students. These core values are intended to permeate our culture and will be used to drive us towards a north star of excellence as a school district.

QUALITY SCHOOL DEVELOPMENT

We will engage in a Strategic Regional Analysis to inform where we need more quality programs, and to inform where district facilities need to be used more effectively. Additionally, we will develop a School Performance Framework to measure quality at all individual schools. Finally, we will begin a Call for Quality Schools focused on facilitating the development of effective school models from the ground up and to ensure that every student is able to attend a quality school in their neighborhood.

DISTRICT-CHARTER COMPACT

We will partner with charter schools to provide access to quality schools in every neighborhood while building common systems for enrollment, transfers, discipline, performance, and serving all Oakland students.

PERFORMANCE MANAGEMENT

We will measure the effectiveness of central services to ensure that student needs are put first and schools receive the support they need to be successful. We will engage in cycles of inquiry to elevate exemplary services and to improve our supports to our stakeholders.



QUALITY COMMUNITY SCHOOLS

LINKED LEARNING

We will provide learning opportunities for all of our students that meet college and career readiness standards, provide experiential learning, and embed technology-based learning to ensure students are prepared for college, career, and community success. This will begin with early-childhood education to ensure students are prepared for success by third grade. It continues by focusing extra attention to improve our secondary schools by embedding pathways that prepare students for success in careers in the science, technology, engineering, arts, mathematics, health, and entrepreneurial fields. Each Linked Learning pathway will require students to take college-level Advanced Placement, International Baccalaureate, and/or Dual Enrollment courses while providing support to students who need additional help in meeting college and career-level expectations.

EQUITY-BASED EDUCATION

We will support our schools with implementing strategies that accelerate the academic achievement of all students while ensuring that we are closing the opportunity gap for our African-American, English Language Learner, Foster Youth, and Special Education Students. This includes building upon the progress of African-American Male Achievement; and, it also includes providing additional resources and supports to some schools to promote the success of our most impacted students that our data shows we need to do more to support in reaching higher academic outcomes.

SCHOOL SITE GOVERNANCE

We will focus on clear, transparent, and representative engagement that empowers stakeholders to work collaboratively with the school principal to improve educational outcomes for all students. This will include prioritizing improvement strategies targeted to the needs of the students the school serves and that are tightly aligned with district priorities.