

Oakland Unified School District 2021-2024 Local Control & Accountability Plan (LCAP) Goals, Actions & Services

Last revised May 2023

Goal 1: All students graduate college, career, and community ready.

Actions & Services

Action 1.1 Comprehensive & Cohesive Instructional Program: *Offer a comprehensive and cohesive instructional program to ensure that all students continuously grow towards meeting or exceeding academic standards.*

Expenditure Areas:

- Academics & Instruction
- Visual & Performing Arts
- Physical Education
- Academic Acceleration

Action 1.2 Early Childhood Learning & Early Literacy: *Offer opportunities for early childhood learning and invest in early literacy supports to ensure that all students are strong readers by third grade.*

Expenditure Areas:

- Early Childhood Learning & Pre-Kindergarten Programs
- Early Literacy Program

Action 1.3 Quality Standards-Aligned Curricula: *Provide and monitor the quality of standards-aligned curricula, ensuring all teachers and school leaders have appropriate materials, guidance and foundational training.*

Expenditure Areas:

- Curriculum Adoption
- Curriculum Implementation
- Instructional Technology



Action 1.4 Equitable Access to High Quality Programs: *Create equitable access to high quality programs for all students.*

Expenditure Areas:

- Multilingual Programs
- Network-Based School Supports
- Building OUSD Middle Schools
- Linked Learning: College & Career Pathways
- Linked Learning: Comprehensive Student Supports
- Linked Learning: Rigorous Academics
- Linked Learning: Work-Based Learning
- Linked Learning: Career Technical Education (CTE)
- Alternative Education
- Continuous School Improvement

Goal 2: Focal student groups demonstrate accelerated growth to close our equity gap.

Actions & Services

2.1 Targeted Initiatives for Black/African American Students: *Implement student achievement strategies to address the specific and unique needs of Black/African American students.*

2.2 Targeted Initiatives for Latino Students: *Implement student achievement strategies to address the specific and unique needs of Latino students.*

2.3 Targeted Initiatives for Arab, Asian & Pacific Islander Students: *Implement student achievement strategies to address the specific and unique needs of Arab, Asian and Pacific Islander Students.*

2.4 Supports for Students with Disabilities: *Implement Specialized Academic Instruction (SAI) and provide related service support and resources to students with Individualized Education Programs (IEPs) participating in our Special Education Program.*

2.5 Supports for Unhoused Student & Families: *Provide services to address the unique needs of unhoused students and families.*



2.6 Supports for Foster Youth: *Provide services to address the unique needs of foster youth.*

2.7 Supports for English Learners: *Implement quality integrated and designated English Language Development (ELD) to improve English Language Learner progress and reclassification.*

Expenditure Areas:

- English Language Development

2.8 Supports for Newcomers: *Implement responsive instructional and social emotional supports for newcomers, migrant students, and refugee/asylee students.*

2.9 Expanded Learning Opportunities: *Provide expanded learning opportunities to students furthest from success in academic recovery and literacy acceleration.*

Expenditure Areas:

- Summer and Saturday Learning Programs
- After-School Programs

2.10 Research & Data Analysis: *Provide data collection, analysis, and coordination support for comprehensive, interactive data dashboards for both state and local indicators.*

Expenditure Areas:

- Data Reporting & Analytics
- Assessments

Goal 3: Students and families are welcomed, safe, healthy, and engaged.

Actions & Services

3.1 Positive School Culture & Climate: *Implement a multi-tiered system of support to coordinate strategies that foster positive school culture and climate in order to accelerate student learning.*



Expenditure Areas:

- Community Schools
- Restorative Practices
- Peer Restorative Justice
- Behavioral & Mental Health
- Trauma-Informed Positive Behavioral Support

3.2 Creating Safe Schools: *Provide services and support to create conditions for safe schools.*

Expenditure Areas:

- School Safety Teams
- Supports for Justice-Involved Youth and their Families
- Human Trafficking Prevention & Education

3.3 Attendance Supports: *Implement programs to improve attendance and reduce chronic absence.*

3.4 Social Emotional Supports: *Implement services that support students to reach high levels of academic and social emotional achievement.*

Expenditure Areas:

- Social-Emotional Learning
- Counseling & Equitable Master Scheduling

3.5 Student Health & Wellness: *Implement student health and wellness programs.*

Expenditure Areas:

- Lesbian, Gay, Bisexual, Transgender & Queer/Questioning (LGBTQ) Programs
- Health Services
- School Wellness & Health Education
- Alcohol, Tobacco & Drug Intervention

3.6 Youth Engagement: *Provide enrichment and leadership opportunities for students.*

Expenditure Areas:



- Student Athletics
- Enrichment Programs
- Youth Leadership

3.7 Family & Community Engagement: *Engage families in learning partnerships and site- and district-level decisions about student learning and school improvement.*

Expenditure Areas:

- Enrollment Support
- Family Partnerships
- Language Access for Families
- Districtwide Communication Support

Goal 4: Our staff are high quality, stable, and reflective of Oakland's rich diversity.

Proposed Actions & Services

4.1 Staff Recruitment & Retention: *Attract and retain staff reflective of Oakland's rich diversity.*

Expenditure Areas:

- Staff Recruitment & Retention
- Teacher Compensation to Improve Retention

4.2 Staff Growth & Development: *Support the professional growth and development of staff.*

Expenditure Areas:

- Foundational & Asset-Based Professional Development
- Staff Well-Being
- Teacher Collaboration Time
- School & District Governance Learning for Leaders

4.3 New Teacher Support & Development: *Provide mentoring, coaching, and other supports to develop and retain new teachers.*

Goal 5: Students, families, and staff have the resources and supports necessary to address the impacts of the COVID-19 pandemic.

Actions & Services

5.1 Coordinated Districtwide Pandemic Response: *Implement a coordinated districtwide response to the COVID-19 pandemic to provide students with stability during the pandemic.*

Expenditure Areas:

- COVID-19 Response Coordination
- Staffing Stability & Continuity of Services

5.2 Educational Technology & Technical Support: *Provide additional educational technology and technical support to ensure that students, families, teachers, and staff can participate in distance or hybrid learning.*

Expenditure Areas:

- Additional Devices & Educational Technology Platforms
- Additional Technical Support

5.3 COVID-19 Health & Safety: *Address health and safety concerns related to COVID-19 to provide safe environments for students, families, and staff.*

Expenditure Areas:

- Personal Protective Equipment (PPE)
- School Public Health Measures
- Expanded Custodial Supports