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## Exhibit "A"

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# OAKLAND UNIFIED SCHOOL DISTRICT Board Policy

BP 3625

## Business and Noninstructional Operations

### School Governance

The Board of Education is responsible for fostering conditions that enable every school in the Oakland Unified School District to create learning environments that make more effective teaching and learning possible.

The Board of Education believes that those closest to students at a school - employees, parents, students, community partners - are generally in the best position to know the specific academic, social, and emotional needs of their students, and how best to address those needs.

The Board of Education, within the context of established OUSD strategic priorities, performance accountability standards, and collective bargaining agreements, believes that empowering school governance teams to align and manage resources to effectively address the specific needs of their students is a necessary and fundamental condition to enable every school to make more effective teaching and learning possible.

Therefore, the Board of Education hereby establishes its intent to:

1. Provide school governance teams increased decision-making responsibility and authority to:
  - a. Engage their entire school community - employees, parents, students, and community partners - in a continuous process of school improvement.
  - b. Establish a coherent Theory-Of-Action and program strategy to improve student attendance, academic achievement, and wellness based on a specific understanding of the needs and conditions of their students.
  - c. Align and manage resources - people, programs, money, and time - to their school's established Theory-Of-Action and program strategy.
2. Ensure the Superintendent provides meaningful support, guidance, and feedback to school governance teams- commensurate to the unique needs of each team - to foster

their effectiveness in the performance of their decision-making responsibilities and authorities.

3. Ensure the Superintendent reports each year to the Board of Education individual school outcomes for student attendance, academic achievement, and wellness, using established OUSD student and school performance assessments.
4. Strengthen the ability of school governance teams, through established collective bargaining protocols and agreements, to determine the composition of their employee teams.
5. Allocate funding to schools in a manner that:
  - a. Equitably distributes financial resources based on the different needs and life circumstances of students.
  - b. Maximizes the percentage of all OUSD revenues to be distributed to schools.
6. The Governance Team will be the School Site Council, ~~composed of twice the minimum number of members as stated by the California Department of Education.~~

4/25/12; 8/14/13A