



Sunshining of Proposals for Negotiation of Successor Contract with the Oakland Education Association

September 27, 2012

Our Mission

**The OUSD Board of Education
is united around its mission to build a
Full Service Community School District
that serves the whole child,
eliminates inequity, and
provides each child with
excellent teachers every day.**

Our Theory of Action

IF

- ➔ We provide high quality instruction in every classroom; and
- ➔ School governance teams are empowered to align and manage resources to effectively address their students' needs; and
- ➔ We strategically partner with certified providers;

THEN

- ➔ OUSD will be a full service community school district effectively fostering the social, emotional, and academic growth of all students.

Our Goal

**To reach agreement with the
Oakland Education Association on
key objectives and strategies
that strengthen the
effectiveness and leadership of
all teachers and schools.**

Assignment & Transfer

The Board of Education seeks to:

- 1 Provide school governance teams greater voice in determining the composition of their school staff teams.**
- 2 Recognize the value of seniority as a reflection of a career commitment to instructional leadership.**

Performance Evaluation

The Board of Education seeks to:

- 1** Allow teachers with exemplary performance evaluations to engage in an alternative process that enables them to provide meaningful instructional leadership to their school or to the district.
- 2** Integrate the use of multiple student learning outcomes as a tool for teachers to enhance their instructional quality and effectiveness.

Compensation

The Board of Education seeks to:

- 1** Substantially increase the retention of new teachers who have successfully obtained their “Clear Credential” by restructuring the step/column process.
- 2** Establish a career ladder for teacher leadership.

School Governance

The Board of Education seeks to:

Provide school governance teams the ability to build a staff team and modify work hours or calendar to improve school quality and student learning as defined by their adopted Community Schools Strategic Site Plan.