



OAKLAND UNIFIED  
SCHOOL DISTRICT

*Community Schools, Thriving Students*

**Together, We Are Building**

a full-service community school district that serves the whole child,  
eliminates inequity and provides each child with an excellent teacher, every day.

# Oakland Unified School District

## Special Education Strategic Plan Update

12.18.13

Presentation by:

Sheilagh Andujar, Associate Superintendent

Programs for Exceptional Children

# VISION AND MISSION FOR ALL OUSD STUDENTS

## OUSD VISION



## OUSD MISSION

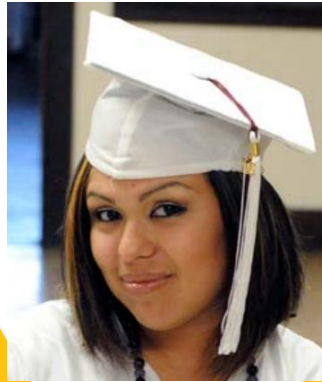
All students will graduate from high school. As a result, they are caring, competent, and critical thinkers, fully-informed, engaged and contributing citizens, and prepared to succeed in college and career.

Oakland Unified School District is becoming a full service community district that serves the whole child, eliminates inequity, and provides each child with excellent teachers, every day.

# ASSOCIATE SUPERINTENDENT ANDUJAR'S VISION FOR PEC

## VISION

Through collaboration with our general education partners and the entire OUSD Team, the staff in PEC is focused on maximizing the abilities and academic achievement of each special needs student to include high school graduation with a diploma or certificate of completion and successful transition into adult life.



## MISSION

Based on the Special Education Framework presented to the Board in June, the PEC Department staff will engage district and community constituents in the Strategic Planning process that will address student instruction and achievement, PE staffing and support and compliance with state and federal legal requirements.

# OUSD STRATEGIC PLAN WILL INCLUDE ALL STUDENTS





# The OUSD *Community Schools, Thriving Students* Model



# COMMUNITY SCHOOLS, THRIVING STUDENTS – ALL MEANS ALL

June, 2011 District Strategic Plan Developed

Aligned to Vision and Mission

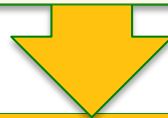
Intended for all Students

Needs to Include SPED Students



Spring, 2012 Board Recognized Need to Develop a SPED Strategic Plan

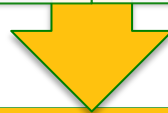
Need to Align with the District's Strategic Plan



Fall, 2012-June, 2013 Stakeholder Engagement For SPED Framework

Established 5 Focus Areas from Community & Organizational Review

Reorganized the PEC Dept. Led by an Assoc. Supt. and Two EXOs



September, 2013 SPED Strategic Plan Steering Committee and Workgroups Met

Developed SPED Goals For Strategic Plan from Stakeholder Input

# REVIEW OF 2012-13 STAKEHOLDER INPUT INTO SPED FRAMEWORK

## PEC

1 Specialist Meetings, 9 Administrator Individual Conversations, 6 Coordinator Meetings-(22)



## CENTRAL OFFICE

LCI-1 LCI Admin. Focus Group (6); 1 PEC/LCI Joint Focus Group (35); 1 FSCP Admin. and Staff Focus Group (11); Insight Overview- (17); 4 RAD (5), 10 Budget; 3 Student Placement/Technology (8)

## PARENTS AND COMMUNITY

8 Parents/Families and Community Focus Groups (104+); 8 CAC (20); Surveys-523; 5 SPED Task Force Meetings-(12)

## SITES

5 Teacher Focus Groups (44+); 1 OEA SPED Caucus (7); Surveys-716; 6 Site Leader Focus Groups in (100+); Classified Staff-To Be Arranged

Over 1500  
STAKEHOLDERS'  
2012-13 INPUT

# JULY 2013-PRESENT ACCOMPLISHMENTS

2013-14

**RESOURCE DIRECTORY AND PROGRAM GUIDE**

**EXTENSIVE TRAINING IN CURRICULUM,  
INSTRUCTION AND SOCIAL EMOTIONAL LEARNING**

**COLLABORATION WITH HUMAN RESOURCES TO  
STAFF POSITIONS**

**INCREASED COLLABORATION WITH COMMUNITY  
ADVISORY COMMITTEE**



# JAN 2013 TO PRESENT-RECRUITMENT & HIRING ACCOMPLISHMENTS

**Conducted 240  
Phone  
Interviews**

**Increased  
University  
Outreach and  
Collaboration**

**Increased  
Collaboration  
with Unions**

**Facilitated 88  
Hiring Events**

**Increased Site  
Leader and  
Teacher  
Participation in  
Hiring**



# INCREASED COLLABORATION BETWEEN PEC AND CAC



**CAC and  
PEC  
Leadership  
Meetings**

10/7  
10/28  
11/20  
12/3

**CAC  
General  
Meetings**

9/9  
10/14  
11/18  
12/9

**Assoc.  
Supt., CAC  
Leadership,  
Bd.  
President  
Meet**

11/22

# 2013-14 ON-GOING WORKSTREAMS

## ON-GOING WORK

**TRANSITION TO SPECIAL EDUCATION  
INFORMATION SYSTEM (SEIS)**

**PROCEDURES MANUAL**

**FACILITIES PROJECTIONS AND PLANNING**

**TRAINING AIDES ON MEDICATIONS AND  
PROCEDURES**

**COLLABORATION WITH PEC/HR/FISCAL TO  
DECENTRALIZE UNIQUE POSITION CODES**

**COLLABORATIVE PD WITH LCI ON COMMON  
CORE STATE STANDARDS**

# FORMATION OF THE STEERING COMMITTEE

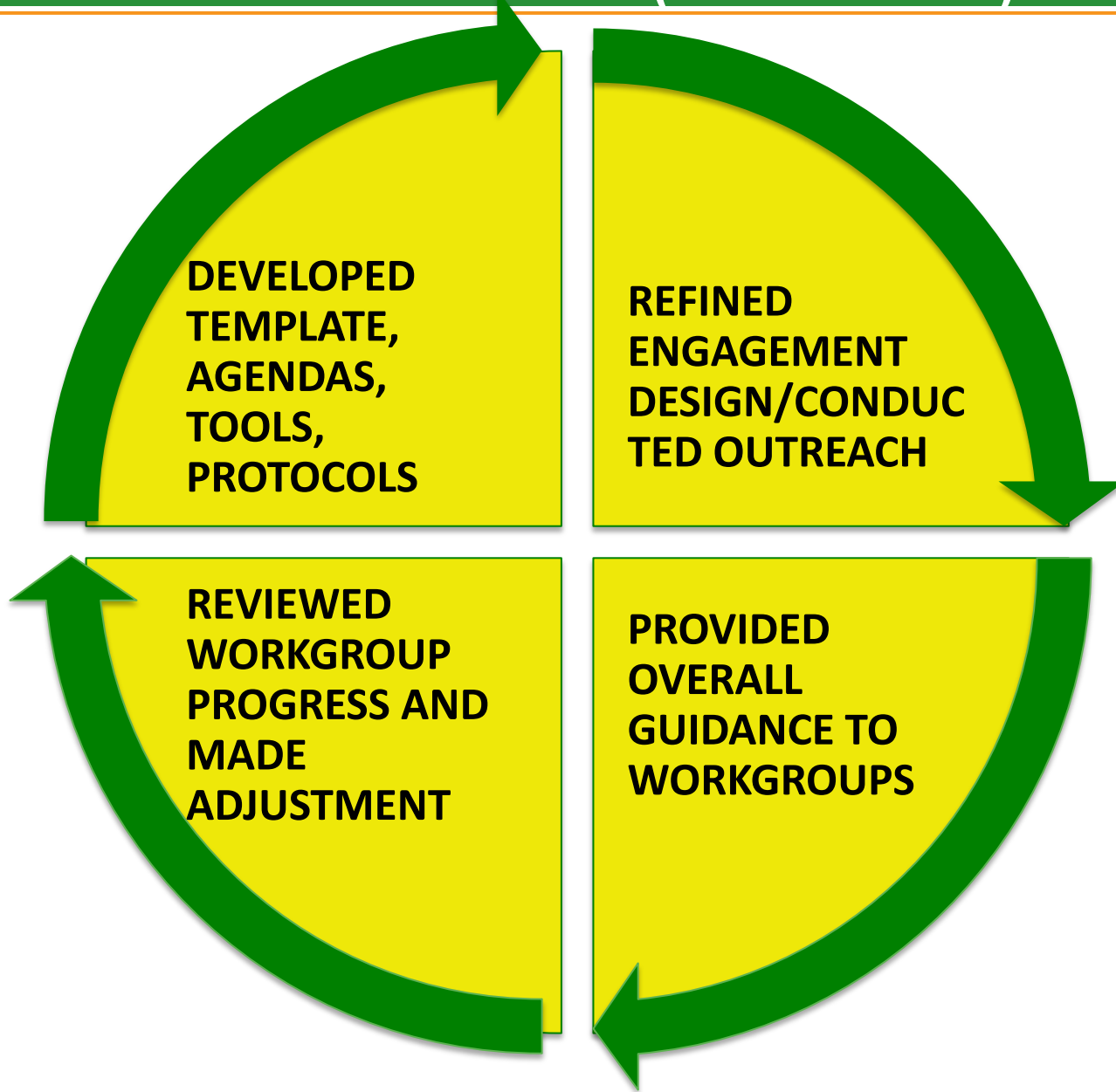


# SPRING 2013-STEERING COMMITTEE ROLE FOR SPRING 2013

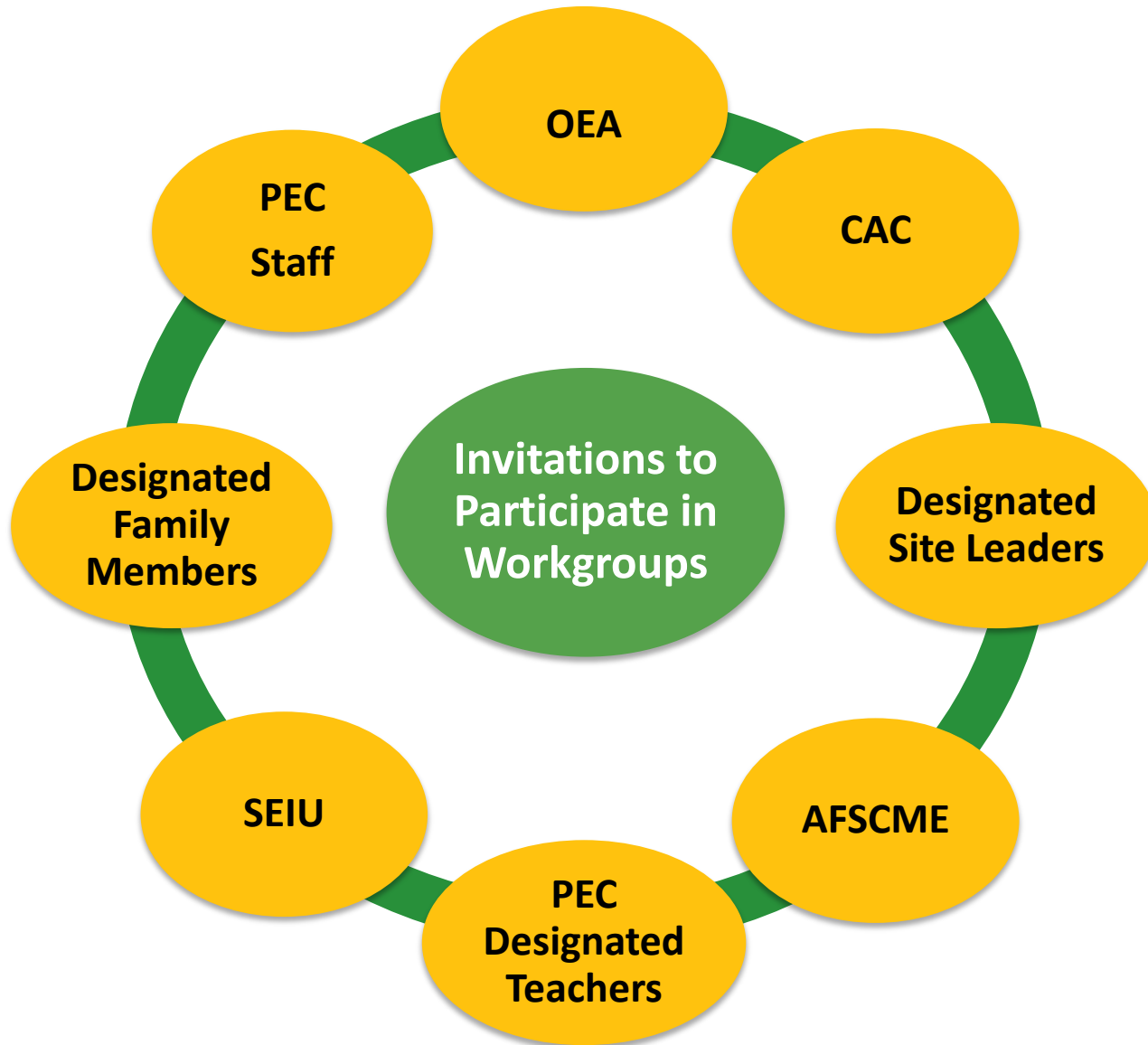




# SEPTEMBER 2013-PRESENT STEERING COMMITTEE ROLE FOR STRATEGIC PLANNING (MET 15 TIMES)



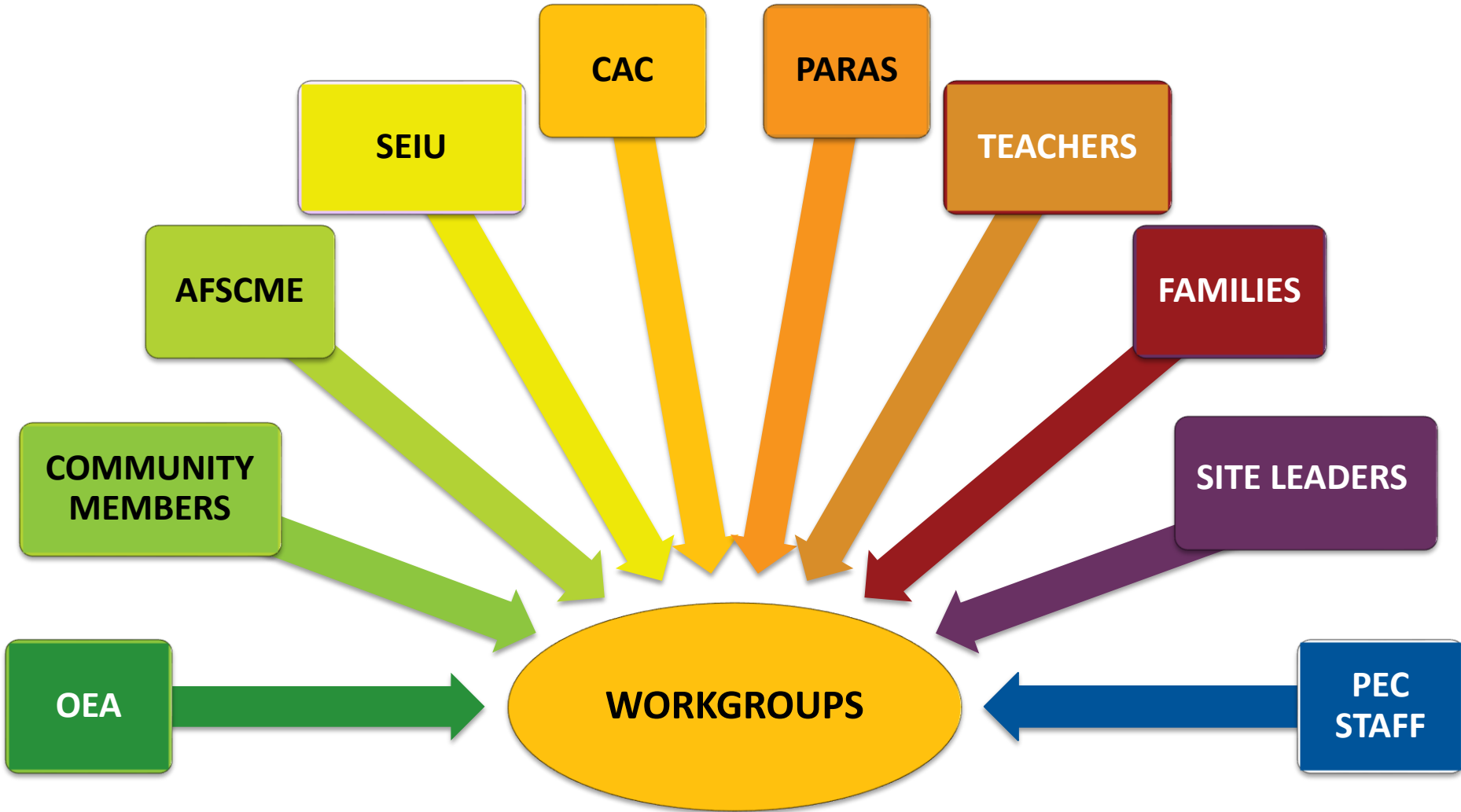
# INVITATIONS FOR PARTICIPATION IN WORKGROUPS



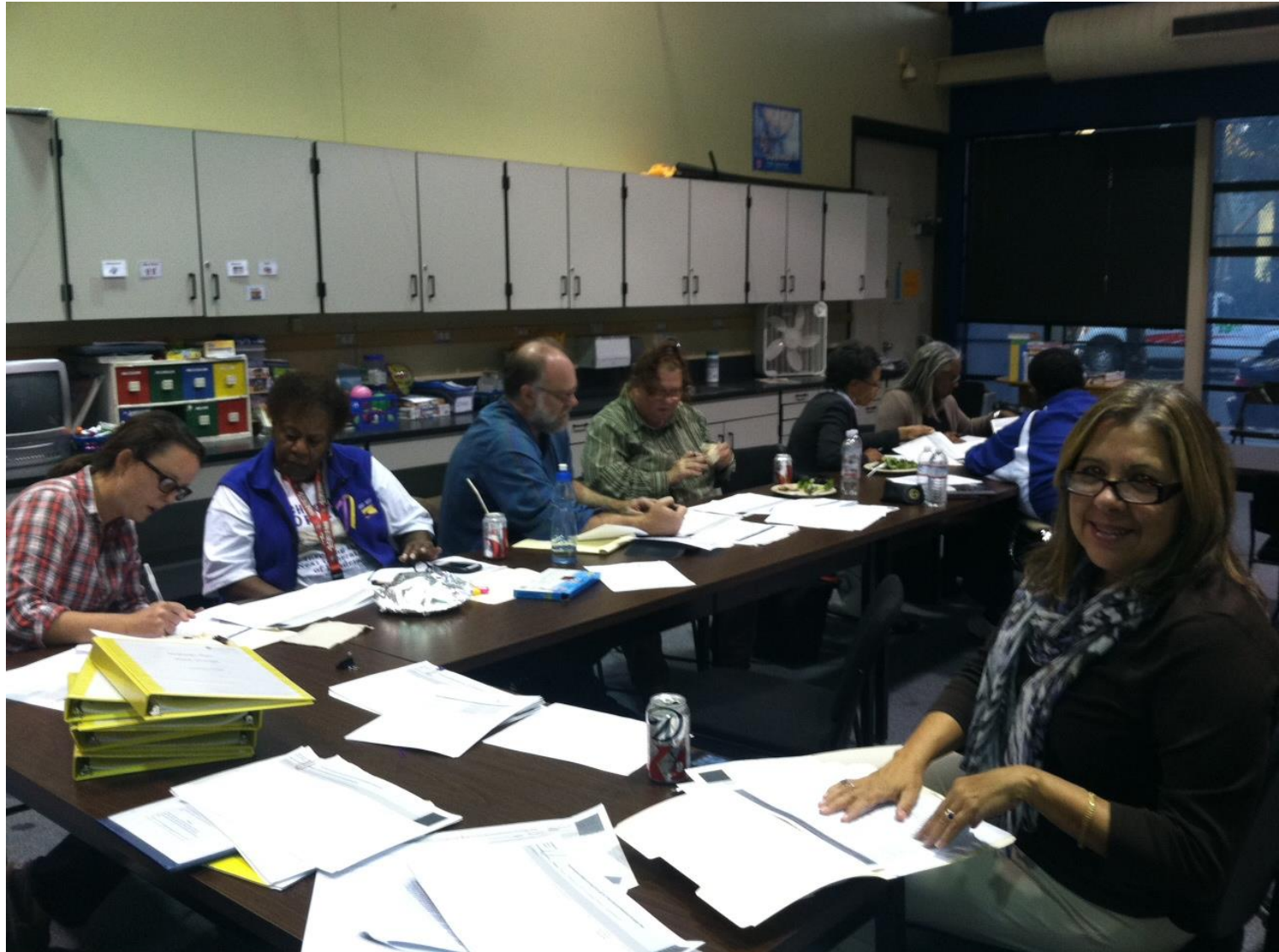
# 2013-14 FOCUS AREAS GROUPS FOR STRATEGIC PLANNING



# WORKGROUP MEMBERS

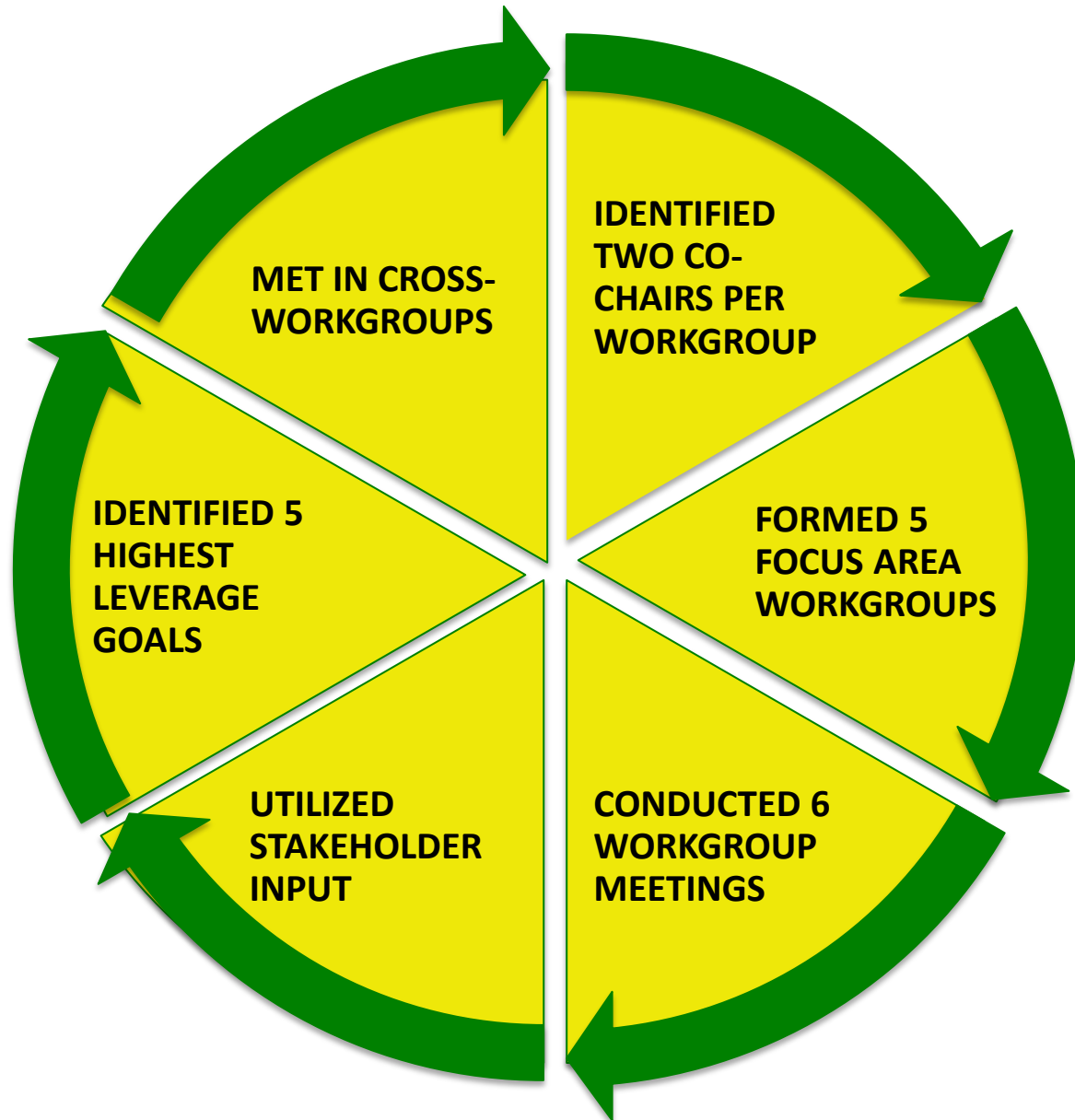


# WORKGROUP AT WORK





# WORKGROUP PROCESS



# TASKS AND PRINCIPLES FOR WORKGROUPS

## Developed SPED Goals from Stakeholder Input Aligned with District Goals

### Use Stakeholder Input

Identified Five High Leverage Goals with:

- Objectives
- Actions

### Use Template

1. High Leverage Actions
2. Timelines and High Leverage Benchmarks
3. Next Steps
4. Person(s) and Department(s) responsible
5. Fiscal Impact

# COMMUNITY ENGAGEMENT OUTREACH

**AUTOMATED  
CALLS IN  
SPANISH,  
CHINESE &  
ENGLISH**

**FLYERS AT  
SITES VIA  
FAMILY  
LIAISONS**

**OUTREACH  
TO CAC**

**RISE  
NEWSLETTER**

# BROADER COMMUNITY ENGAGEMENT

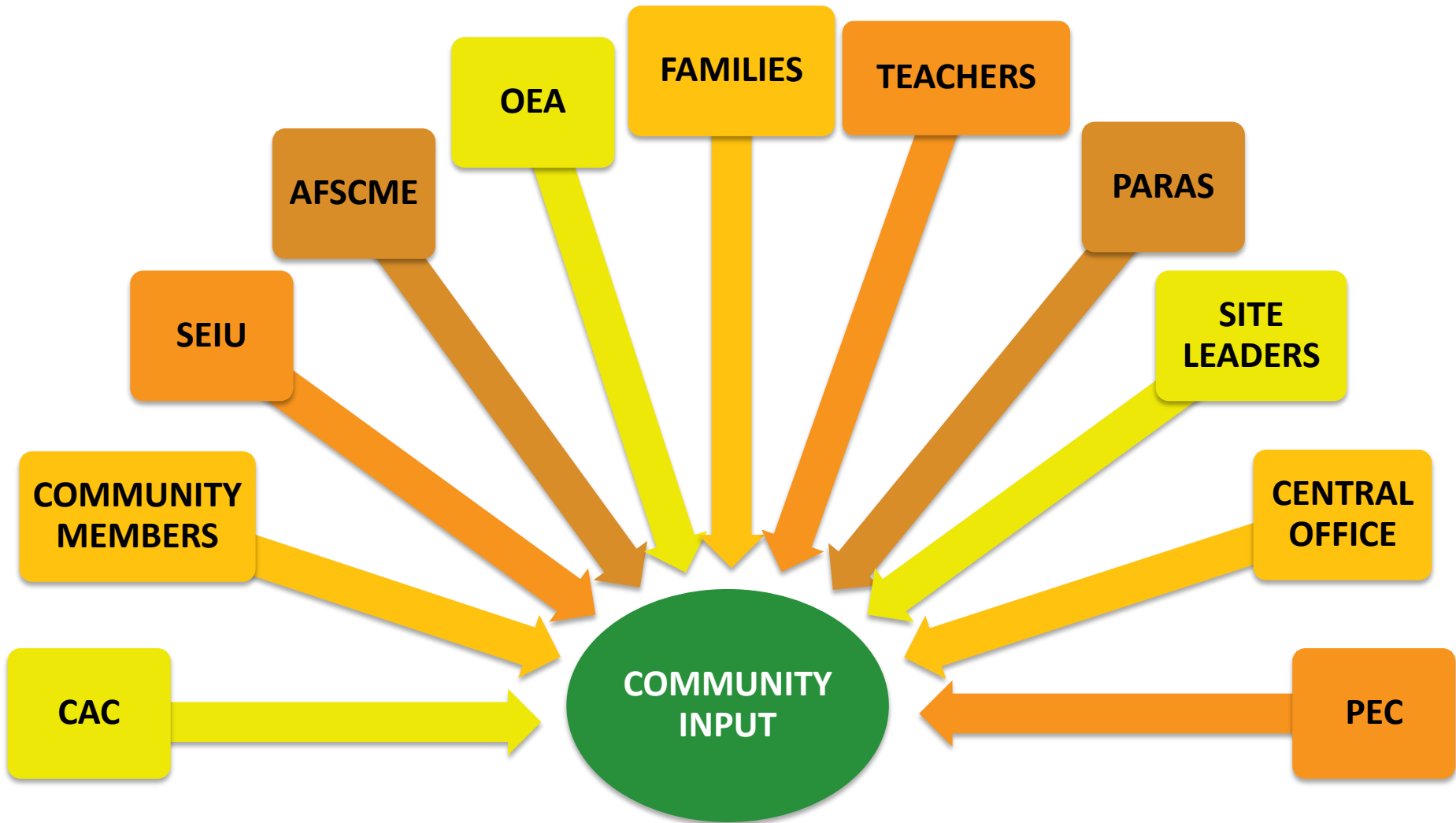
10/24, 11/7, and 11/21

RECEIVED  
UPDATES  
FROM  
WORKGROUPS

ASKED  
QUESTIONS  
REGARDING  
IDENTIFIED  
GOALS

PROVIDED  
FEEDBACK  
REGARDING  
GOALS

# COMMUNITY INPUT REPRESENTATION

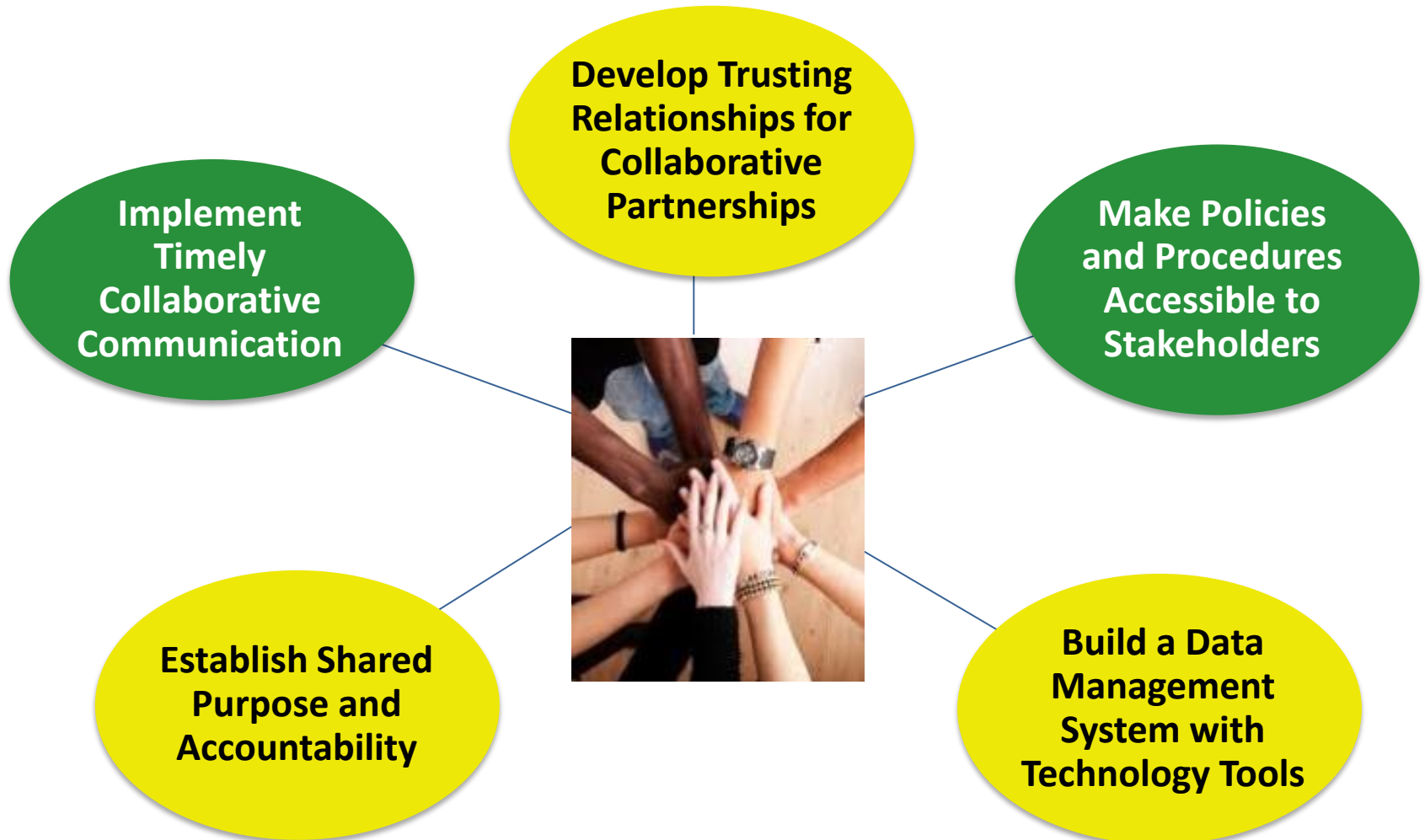




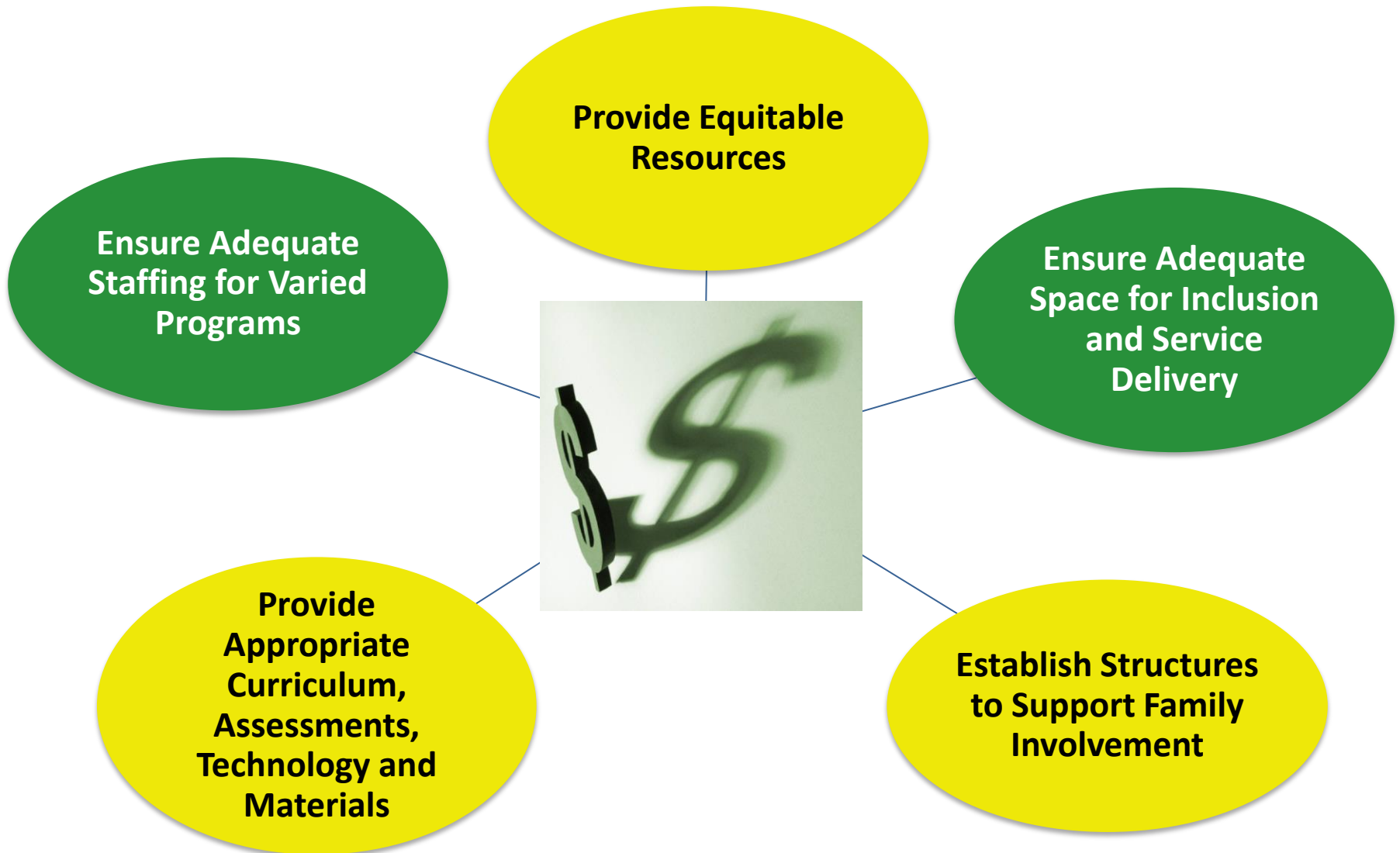
# CORE AND SPECIALTY CURRICULUM WORKGROUP GOALS



# SELPA PROCEDURES & PROTOCOLS, DATA MANAGEMENT, TWO-WAY COMMUNICATION, ENGAGEMENT, ACCOUNTABILITY TO STAKEHOLDERS



# FISCAL MANAGEMENT: CLASSROOM/SITE SUPPORTS, CURRICULUM/STAFF SUPPORT



# PROGRAM DESIGN, EQUITABLE PROGRAM PLACEMENT AND FACILITY NEEDS

**Review  
Placement of  
Programs**

**Develop  
Facilities  
Standards For  
all Sites**



**Access to Safe  
and Optimal  
Learning  
Environment**

**Identify  
Needed  
Improvements  
and  
Renovations**

# HUMAN RESOURCES

**Reduce Turnover Rate**

**Identify and Maintain Appropriate Staffing Ratios**

**Continued Recruitment of Qualified and Credentialed Teachers**



**Support Quality and Timely Evaluations for Accountability**

**Collaborate with PEC/LCI/FSCP to Retain and Support Qualified Staff**





# NEXT STEPS IN FINALIZING THE STRATEGIC PLAN

12/18

**Conduct Board Study Session for Revisions**

1/14-2/14

**PEC Project Management Drafts Strategic Plan with Input from all PEC Staff**

3/14

**Vet Draft Plan With Workgroups And Community, CAC and Unions**

3/26/14

**Conduct Board Study Session**

4/14-5/14

**PEC Makes Revisions**

5/28/14

**Present Final SPED Strategic Plan to Board**

# THREE YEAR SPED STRATEGIC PLAN OF ACTION

**Include  
Recommendations  
Per 12/18 Board  
Meeting  
  
Present Plan to  
Board in May, 2014**

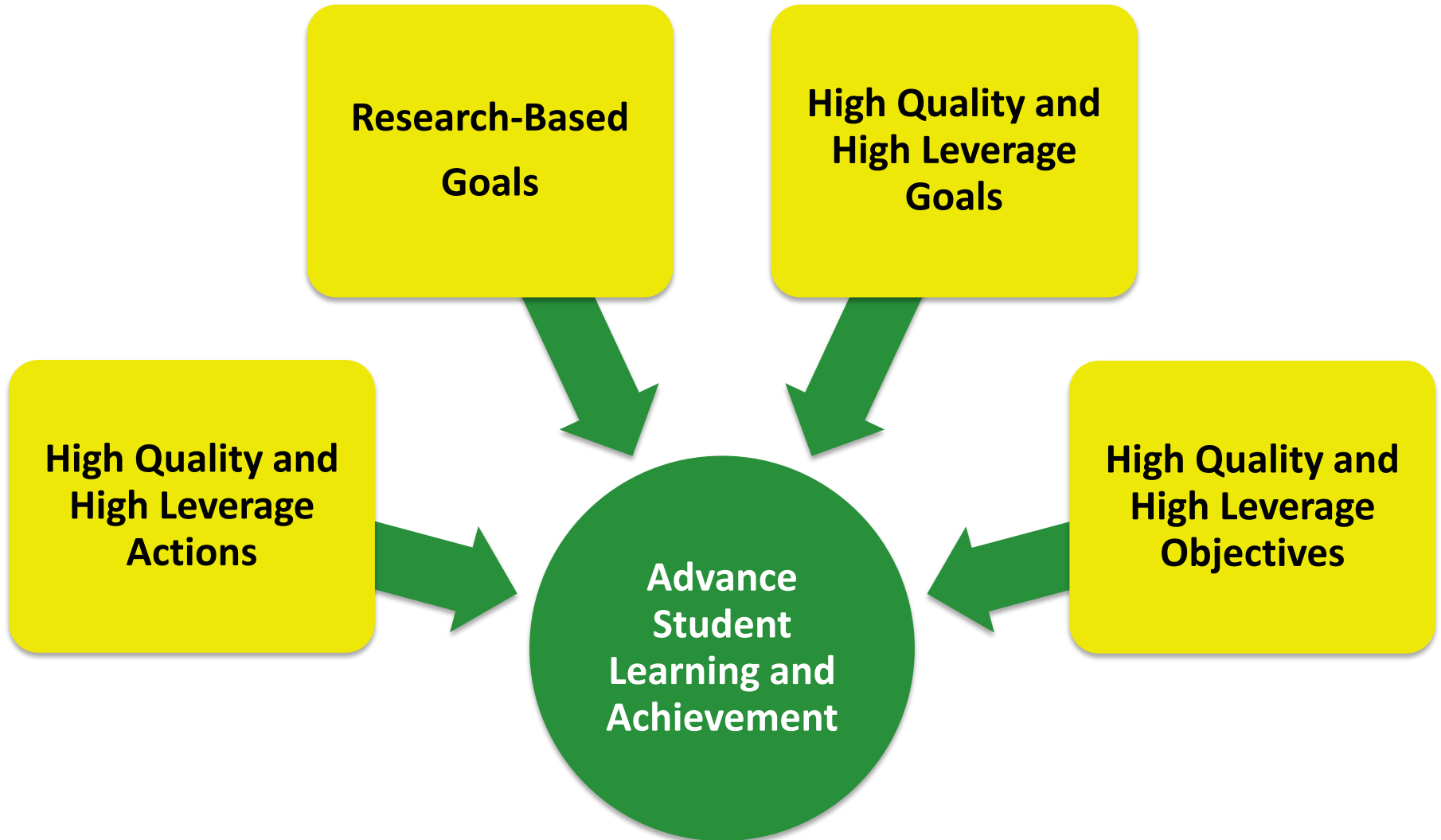
## **Project Management Team**

- Refine goals, Objectives and Actions**
- Organize Work for Strategic Planning**
- Prioritize Goals**
- Identify Implementation Teams as Needed**
- Finalize Strategic Plan for Board Submission**

**Intensive All PEC  
Staff Strategic  
Planning Input**

**Vet Draft Strategic  
Planning with  
Stakeholders**

# CRITERIA STANDARDS FOR STRATEGIC PLANNING



## SAMPLE GOAL, OBJECTIVE & ACTION STEPS: *COMMUNICATION*

**GOAL:** Practice transparent, timely and accurate multi-directional communications among all stakeholder groups to foster mutual understanding, collaborative decision making, and trusting and supportive relationships to better serve students with disabilities.

**OBJECTIVE:** Establish appropriate communication systems and structures, with clarification about who is responsible for implementing day-to-day communication practices.

### **ACTION STEPS:**

- Establish clear lines of communication and identify departmental roles, responsibilities and protocols to receive and respond to questions and concerns.
- Adopt departmental communication norms and standards.
- Plan use of communication tools that promote effective communication at, across and between sites and the district, and among families and the broader Oakland community.

# OUSD – ALL MEANS ALL





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