Superintendent's Report

Presented by Antwan Wilson, Superintendent

Presented to Board of Directors, OUSD

June 22, 2016

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Our Vision

OUSD students will find joy in their academic experience while graduating with the skills to ensure they are caring, competent, fully-informed, critical thinkers who are prepared for college, career, and community success.

Our Mission

Oakland Unified School District (OUSD) will build a Full Service Community District focused on high academic achievement while serving the whole child, eliminating inequity, and providing each child with excellent teachers, every day.

I Am Oakland Unified

Our belief is that significant improvement in student outcomes is driven at the school level. Our every action centrally is in the service of one purpose: building quality community schools that prepare students for college, career, and community success.

EVERY STUDENT THRIVES! EVERY STUDENT THRIVES! EVERY STUDENT THRIVES!

Superintendent's Report

- 2015-2016 Work Plan Year End Report
- Live Scan Process
- Update - Staffing Report – 2016-2017 School Year

Superintendent's Report

- 2015-2016 Work Plan Year End Report

Superintendent Work Plan

2015-2016 Year-End Report

Presented by Superintendent Antwan Wilson

Presented to The Board of Education

June 22, 2016

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Agenda

Executive Summary

Effective Talent Programs

Accountable School District

Quality Community Schools

Looking Ahead 2016-17

Our Vision

EVERY STUDENT THRIVES!

All OUSD students will find joy in their academic experience while graduating with the skills to ensure they are caring, competent, fully-informed, critical thinkers who are prepared for college, career, and community success.

Our Mission:
How do we ensure that Every Student Thrives?

*OUSD will build a **full service community district** focused on high academic achievement while:*

Serving the whole child	Eliminating inequity	Providing each child with excellent teachers every day

EVERY STUDENT THRIVES!

OAKLAND UNIFIED SCHOOL DISTRICT
Community Schools, Thriving Students

2015-2020 Pathway to Excellence

Quality Community Schools

Accountable School District

Effective Talent Programs

Executive Summary

Effective Talent Programs

Focus Area Highlights:
Professional Culture

Piloted Leadership and Teacher Growth & Development Systems district wide

Targeted staffing support and professional learning aligned to Common Core State Standards and Social Emotional Learning standards

Engaged employees in high quality values-based leadership development programs

Executive Summary

Accountable School District

Focus Area Highlights:
Asset Management and Budget Development

Kicked off Oakland Equity Pledge

Completed bond sale: $25 million savings & funding for 30 projects

Equitable school budget allocations based on multiple indicators

Revised the Request for Qualifications to update the Facilities Master Plan

Launched web based budget tool providing real-time data

Community engagement for 9 out of 12 projects led by District team

Completed outstanding fiscal audits and 2015-16 audit to be completed on time

Executive Summary

Quality Community Schools

Focus Area Highlights:
Quality School Development and Programs for Exceptional Children

Launched School Performance Framework to provide common picture of school quality across the District

Supported creation of feeder patterns with Call for Quality Schools

Adopted regionalization strategy to afford students and families continuum of PEC services close to their homes

Progress on our Pathway to Excellence

To indicate the District's progress, goals within each Priority Area are color coded according to the following benchmarks:

Completed

Significant progress, meeting expectations

Started, significant progress although slightly off track

Started, delayed significantly

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Effective Talent Programs

Focus Area:

Continue the implementation of the Board Priority regarding Professional Culture.

Expand teacher planning time to support continued development in Common Core State Standards (CCSS) and Social Emotional Learning (SEL) standards at all school sites, with a specific focus on underperforming schools.

Expand the OUSD/OEA educator effectiveness and leadership effectiveness pilots to include 50 or more schools.

Develop a plan to rollout common district values, professional growth for employees across the organization, and engagement programs.

Continue the implementation of the Human Capital Data Management System.

Next Steps: Professional Culture

Transforming OUSD's culture requires us to standardize and differentiate to meet the needs of all our employees.

Strengthen efforts to support strategic staffing

Embed common district values within organization systems

Improve quality of teacher planning time

Accelerate the transition to a new Human Capital Data Management System

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Accountable School District

Focus Area:

Implement the Board Policy on Asset Management.

Update the Facilities Master Plan and present to the Board of Education a strategy to maximize the use of all OUSD real estate assets.

Present two reports updating the Board on the development of the Educational Leadership Complex.

Develop internal capacity to implement the Board Policy on community engagement.

Next Steps: Asset Management

We will continue to focus on maximizing the use of our current real estate assets while engaging school communities in the exciting work of reimagining what their learning environment could look and feel like.

Prioritize facilities and planning management projects while building organizational capacity

Increase communication and transparency of information as it relates to facilities projects

Groundbreaking April 2016   Opening Fall 2017

Accountable School District

Focus Area:

Improve the transparency, accessibility, and reliability of the OUSD budget development and financial management systems.

Present a fiscally sound budget for the 2016-17 school year for approval to the Board of Education.

Begin the development of a web based budget tool for public use that displays real-time data and all revenue streams and expenditures as they relate to district priorities.

Develop a plan for more effective and efficient use of the 90% of district resources spent in schools or in support of schools in order to support the delivery of an equitable and quality education.

Complete fiscal audits for years 2012-13 and 2013-14.

Next Steps: Budget Development

How we use the resources available to us will determine whether we achieve our mission of serving all children and eliminating inequity.
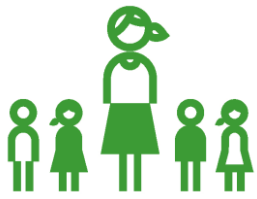
Maintain focus on fiscal transparency

Prioritize strategic budgeting

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Quality Community Schools

Focus Area:

Implement the Board Policy on Quality School Development.

Support all schools to improve their implementation of the Common Core State Standards and Social Emotional Learning practices.

Support all schools in the development of Professional Learning Communities, early warning systems, continuous school improvement practices – including continual support to those schools engaged in the Intensive School Support process.

Support all high schools to create pathways using Measure N and other designated funds to increase pathway engagement, intensity, and rigor, and to accelerate the development of intensive individualized supports for students.

Support all schools to develop strategies to improve instruction and support to English Language Learner students (ELLs).

Support all secondary schools to create pathways and feeder patterns in every Oakland neighborhood.

Next Steps:
Quality School Development

Ensuring that OUSD is a district in which Every Student Thrives requires that we provide resources equitably to support all our students, meeting them where they are.

Systematize implementation of Common Core State Standards and Social Emotional Learning Standards

Streamline schools' focus and align resources to continuous school improvement practices

Work toward developing a feeder pattern in every Oakland neighborhood
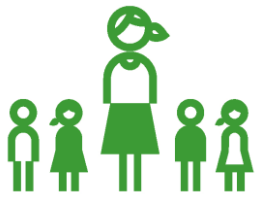
Focus Area:

Improve the Quality of Service of our Programs for Exceptional Children.

Implement the Special Education Roadmap and increase program efficiency.

Identify schools in most need and develop an intensive support strategy to improve outcomes for students enrolled in special education programs.

Next Steps:
Programs for Exceptional Children

Each student deserves recognition, attention, and respect; and all students must be offered rigorous academic programs and classrooms that support high achievement.

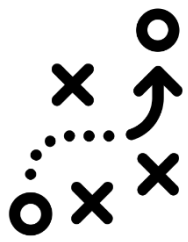Fully implement Multi-Tiered System of Supports and School Site Supports

Use data driven recommendations to inform ongoing strategic planning and implementation

Improve community engagement

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Looking Ahead 2016-17

OAKLAND UNIFIED
SCHOOL DISTRICT
Community Schools, Thriving Students

Pathway to Excellence Priorities

Effective Talent Programs

Focus Area: **Professional Culture**
We want our employees to feel supported.

Accountable School District

Focus Area: **Communication & Transparency**
We must provide exemplary service to all our schools and the community.

Quality Community Schools

Focus Area: **Quality School Development**
We want to empower our schools to make decisions best suited for the needs of their children.

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SCHOOL DISTRICT
Community Schools, Thriving Students
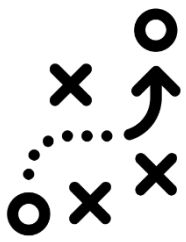
Pathway to Excellence Priorities

Strengthen efforts to support **strategic staffing**

Accelerate transition to a new Human Capital Data Management **system**

Continue to make progress with **labor agreements** for our employees

Improve **internal communications and service** to our schools and the community

Increase **communication and transparency** as it relates to facilities and finances

Streamline school focus and align resources to continuous improvement practices

Support growth of Professional Learning Communities and empower **student and teacher voice**

EVERY STUDENT THRIVES!

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1000 Broadway, Suite 680, Oakland, CA 94607

Superintendent's Report

- Live Scan Process

Live Scan Process

- All School Employees (Cal Ed Code)

- Criminal background checks

- Fingerprints are captured electronically

- Sent to the California Department of Justice and the FBI

Live Scan Process

- Fingerprints are searched in the database

- No matching fingerprints

- Return will come back within 48 hours

- Fingerprints match/indeterminate amount of time

Live Scan Process Delays

- Print quality (Live scan system)

- Hand searching

- Applicant needs to be re-printed

Live Scan Process Old Process
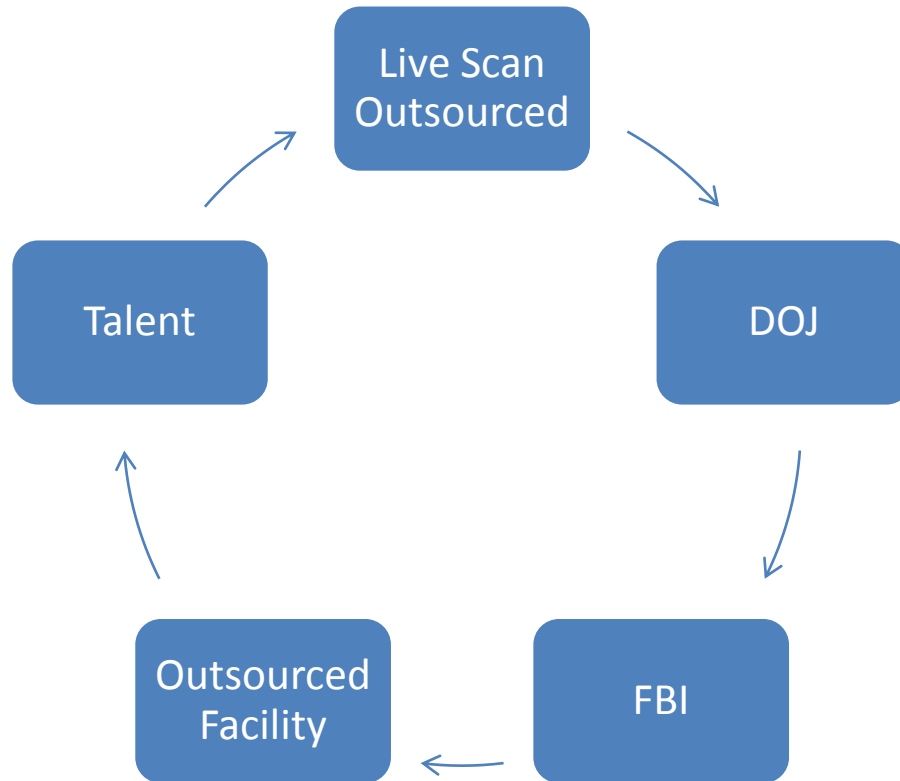
Live Scan Process

- Delayed returns

- Employee confusion

- Misinformation/No control with returns

- Wasted time in hiring process

Live Scan Process

OUSD New Process

- Fingerprints will be handled within Police Services
- Better control of information
- Better communication with Talent
- Processing time will be shortened

Live Scan Process New Process

Live Scan Police → DOJ → FBI → Police Services → Talent → Live Scan Police
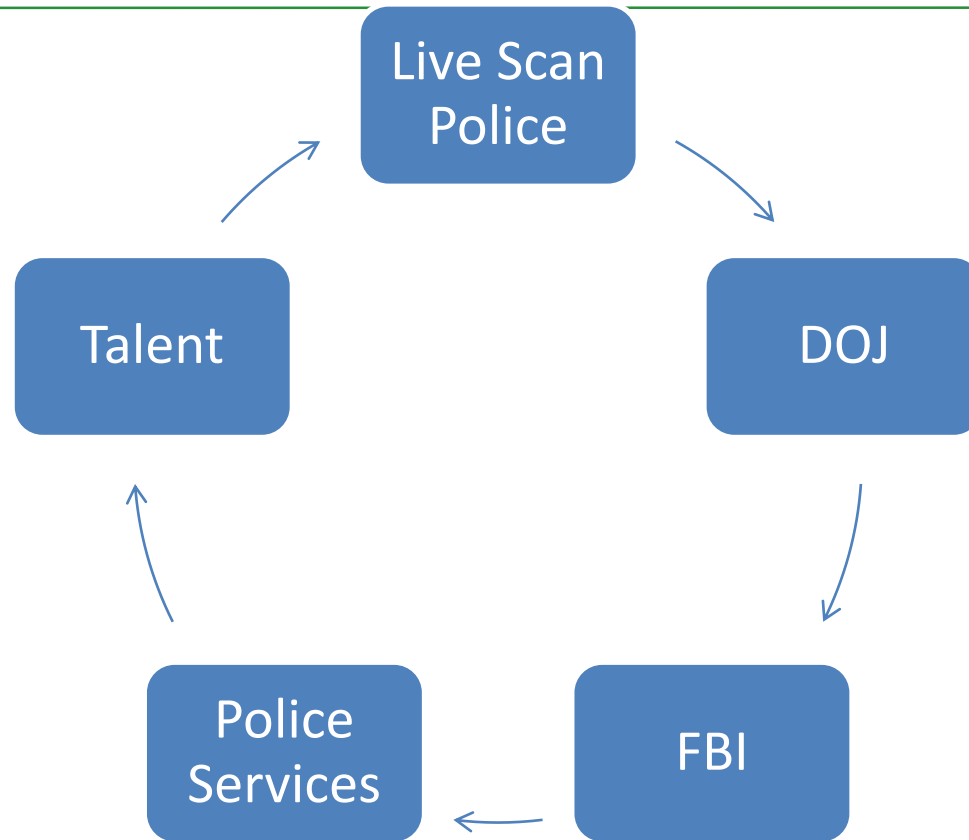
Live Scan Process

Project Status

- Equipment Ordered
- Preliminary DOJ approval
- Talent (2FTE's) 16/17
- Transition with Talent

QUESTIONS

Ink Fingerprints

**Fingerprinting Services
Certified and DOJ approved**

LIVE SCAN FINGER PRINTING

Superintendent's Report

- Update - Staffing Report – 2016-2017 School Year

OAKLAND UNIFIED SCHOOL DISTRICT
Community Schools, Thriving Students

Update - 2016-17 School Staffing Report

Presented by Tara Gard, Talent Division

Presented to the Board of Education

June 22, 2016

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Classroom Teacher Vacancies and Hires as of June 22, 2016

Classroom Teachers				
Month	Jan-Apr	May	As of June 7th	As of June 22nd
Beginning Vacancies	243	252	178	163
Additional Vacancies*	97	49	12	25
Total Vacancies	340	301	190	188
- Hires**	**88**	**123**	**27**	**45**
Ending Vacancies	252	178	163	143

* Additional Vacancies (include new separations, candidate withdrew from hiring process or new position creation)
** Total Hires (includes internal and external)

Overall Total: Classroom Teacher Positions & Selections as of June 22, 2016

Classroom Teachers	
Total Vacancies	426
Total Hires	**283**
Total Vacancies	143

Classroom Teacher Vacancies by Subject as of June 22, 2016

Subject	# of Vacancies as of June 8th	# of Vacancies as of June 17th	Change
Multiple Subjects	59	58	-1
Special Education	23	18	-5
English	15	15	0
Math	15	13	-2
Bilingual Multiple Subjects	9	6	-3
Science	9	8	-1
Social Science	9	6	-3
Multiple Subjects Core	8	6	-2
Physical Education	6	4	-2
Dual Immersion	2	1	-1
Elective	2	2	0
Foreign Language: Spanish	2	3	1
Math/Science	2	1	-1
Art	1	1	0
Music	1	1	0
Total Vacancies	**163**	**143**	**-20**

Certificated School Site Staffing (by Network) as of June 22, 2016

Network	# of School Leader Vacancies*	2015-16 Authorized Classroom Teacher Positions*	2016-17 Classroom Teacher Vacancies*
Network 1	1	356	8
Network 2		293	17
Network 3		232	13
Network 4		255	6
High School Network		458	32
Middle School Network		257	15
Elevation Network		360	52
Total	1	2211	143

* Vacancies and Authorized FTE will continue to fluctuate due to staffing changes.

School Leader Hires (Detail by School Site) as of June 22, 2016

School Leaders	
Vacancies as of June '16	**20**
- Selected Candidates	**19**
Total Current Vacancies	**1**

School Site	Name of Selected School Leader
Skyline	Nancy Bloom & Vinnie Blye
McClymonds	Jaron Scott & Plashan McCune
Fremont	Rosemary McAtee & Tom Skjevhiem
Westlake	Jonathan Ferrer
New Highland	Yolanda Cater
La Escuelita	Jeff Franey
Greenleaf	Romy Trigg-Smith
Kaiser	Dennis Guikema
Hillcrest	Vacancy
Montclair	Elizabeth Austin
Futures	Shelley Hawkins-McCray
Garfield	Alicia Arenes
ICS	Eleanor Alderman
Korematsu	Aime Lamontagne
RISE	Sam Keller
CUES	Humphrey Kiuriw
East Oakland Pride	Michelle Grant

OUTREACH
- Weekly Recruitment Fairs – Special Education Teachers
- Bi-Weekly Recruitment Fairs – All other positions
- Recruitment Partnerships
- Retirees