



**OAKLAND UNIFIED
SCHOOL DISTRICT**

Community Schools, Thriving Students

Superintendent's Report



Presented by Antwan Wilson, Superintendent

Presented to Board of Directors, OUSD

August 10, 2016

www.ousd.org



[@OUSDnews](https://twitter.com/OUSDnews)

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.

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.

I Am Oakland Unified

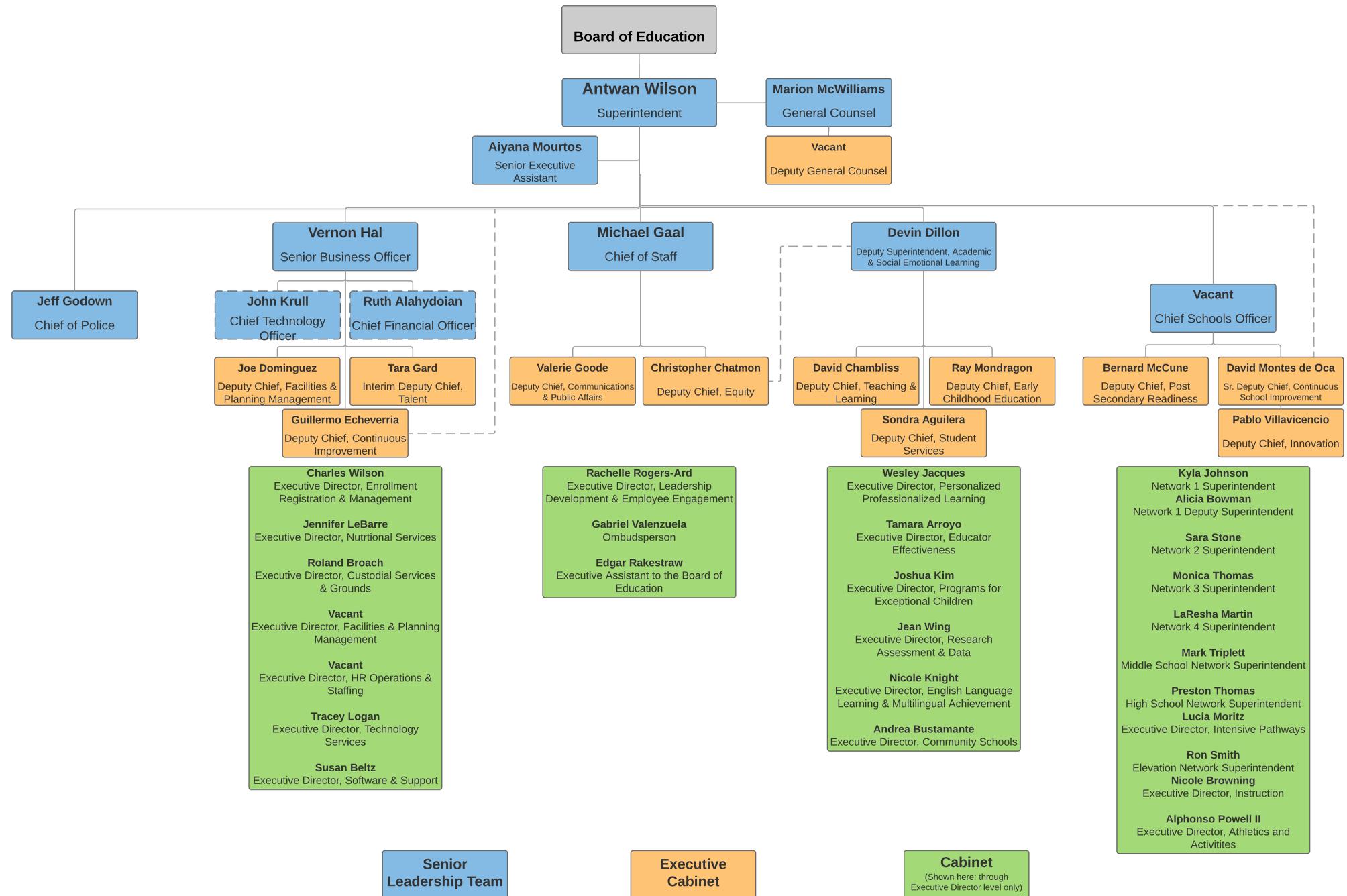
Our belief is that significant improvement in student outcomes is driven at the school level. Our every action centrally is in the service of one purpose: building quality community schools that prepare students for college, career, and community success.



Superintendent's Report

- Org Chart - Executive Cabinet, Cabinet and Network Structure
- New Principals and Assistant Principals
- Teacher Staffing Update
- Plans for New Teacher

2016-2017 OUSD Leadership





2016-17 PK-12 NETWORKS

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Network 1 Elementary (PreK-5)	Network 2 Elementary (PreK-5)	Network 3 Elementary (PreK-5)	Network 4 Elementary (PreK-5)	?	?	?
Elementary (PreK-5)	Elementary (PreK-5)	Elementary (PreK-5)	Elementary (PreK-5)	Middle School	High School	Elevation Network
<p>Network</p> <p>Superintendent: Kyla Johnson-Trammell</p> <p>415-595-0016</p> <p>kyla.johnson@ousd.org</p> <p>Deputy Superintendent: Alicia Bowman</p> <p>alicia.bowman@ousd.org</p>	<p>Network</p> <p>Superintendent: Sara Stone</p> <p>510-499-6574</p> <p>sara.stone@ousd.org</p>	<p>Network</p> <p>Superintendent: Monica Thomas</p> <p>323-828-6481</p> <p>monica.thomas@ousd.org</p>	<p>Network</p> <p>Superintendent: LaResha Martin</p> <p>510-409-4161</p> <p>laresha.martin@ousd.org</p>	<p>Network</p> <p>Superintendent: Mark Triplett</p> <p>347-239-7509</p> <p>mark.triplett@ousd.org</p>	<p>Network</p> <p>Superintendent: Preston Thomas</p> <p>510-579-2022</p> <p>preston.thomas@ousd.org</p>	<p>Network</p> <p>Superintendent: Ron Smith</p> <p>510-529-1974</p> <p>ron.smith@ousd.org</p>
<p>Schools</p> <ul style="list-style-type: none"> - Bella Vista - Carl Munck - Chabot - Cleveland - Crocker Highlands - Franklin - Hillcrest - Joaquin Miller - Kaiser - Lincoln - Montclair - Peralta - Piedmont Avenue - Redwood Heights - Thornhill 	<p>Schools</p> <ul style="list-style-type: none"> - Bridges @ Melrose - Community United - Esperanza - Garfield - Global Family - ICS - Korematsu - Manzanita - Manzanita SEED - Melrose Leadership 	<p>Schools</p> <ul style="list-style-type: none"> - ACORN Woodland - Burckhalter - East Oakland Pride - Encompass - Greenleaf - Grass Valley - Horace Mann - Howard - New Highland - RISE 	<p>Schools</p> <ul style="list-style-type: none"> - Allendale - Fruitvale - Futures - Glenview - La Escuelita - Laurel - Markham - Parker - Sequoia - Think College Now 	<p>Schools</p> <ul style="list-style-type: none"> - Bret Harte - Claremont - Edna Brewer - Madison Lower - Montera - Roosevelt - Roots International - United for Success - Urban Promise Academy 	<p>Schools</p> <ul style="list-style-type: none"> - Coliseum College Prep - LIFE Academy - Madison Upper - Met West - Oakland High - Oakland Tech - Skyline - Bunche - Community Day/Barack Obama - Dewey - Gateway To College - Oakland International - Rudsdale - Street Academy - Sojourner Truth 	<p>Schools</p> <ul style="list-style-type: none"> - Alliance - Brookfield - Castlemont - Elmhurst - Emerson - Fremont - Frick - Hoover - Lafayette - McClymonds - MLK Jr. - PLACE @ Prescott - REACH - Sankofa - Westlake - West Oakland Middle

?





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Community Schools, Thriving Students

2016-17 School Staffing Report

as of August 5, 2016



Businesses and Operations Leadership Team (B.O.L.T)



We strive to be: Easy to follow; User friendly; Accountable; Invisible (like the internet); with high quality customer service

Tara Gard

Interim Deputy Chief, Talent Officer

August 10, 2016

www.ousd.org



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2016-17 School Staffing Report

as of August 5, 2016

School Leader and Assistant Principal Staffing



100% of School Leader Vacancies Filled

[20 School Leader positions were vacant]



100% of Assistant Principal Vacancies

Filled [15 Assistant Principal positions were vacant]



2016-17 School Staffing Report

as of August 5, 2016

Newly Hired School Leaders

Network 1

- **Hillcrest:** Sherry Segura*
- **Montclair:** Elizabeth Austin*
- **Kaiser:** Dennis Guikema**

Network 2

- **Garfield:** Alicia Arenas**
- **Community United:** Humphrey Kiuruwi*
- **Korematsu:** Amie Lamontagne**
- **ICS:** Eleanor Alderman**

Network 3

- **East Oakland Pride:** Michelle Grant**
- **Greenleaf:** Romy Trigg-Smith**
- **New Highland :** Yolanda Cater**
- **RISE:** Samantha Keller**

Network 4

- **La Escuelita:** Jeffrey Franey**
- **Futures:** Shelley Hawkins-McCray**

High School

- **Skyline:** Nancy Bloom** & Vinnie Blye***

Elevation Network

- **Westlake:** Jonathan Ferrer**
- **Fremont:** Rosemary McAtee * & Tom Skjervheim*
- **McClymonds:** Jarod Scott* & Plashan McCune**

*New to the district - 6

**Internal promotion - 13

***Internal transfer - 1



2016-17 School Staffing Report

as of August 5, 2016

Newly Hired Assistant Principals

Network 1

- **Montclair:** Cheryl Ousley**

Network 4

- **Parker:** Sarah Mehrizi**

Middle School

- **Edna Brewer:** Helida Silva**
- **ROOTS International:** Shawna Myers**

High School

- **Life Academy:** Amandeep Kang*
- **Oakland HS:** John-Paul Ballou*
- **Skyline:** Rachelle Sallee** & Candidate Pending Onboarding**

Elevation Network

- **Hoover:** Jazmin Lavezzo*
- **Sankofa:** Mahru Elahi*
- **Fremont:** Alison Hill** & Nidya Baez Arredondo**
- **Alliance:** Faris Jabbar*
- **Frick:** Eugene Stovall IV**
- **West Oakland:** Jessica Wright-Davis**

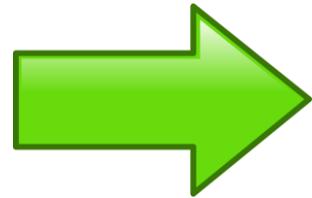
*New to the district - 5

**Internal promotion - 10

2016-17 School Staffing Report

as of August 5, 2016

Classroom Teacher Staffing Snapshot



92% of Classroom Teacher Vacancies

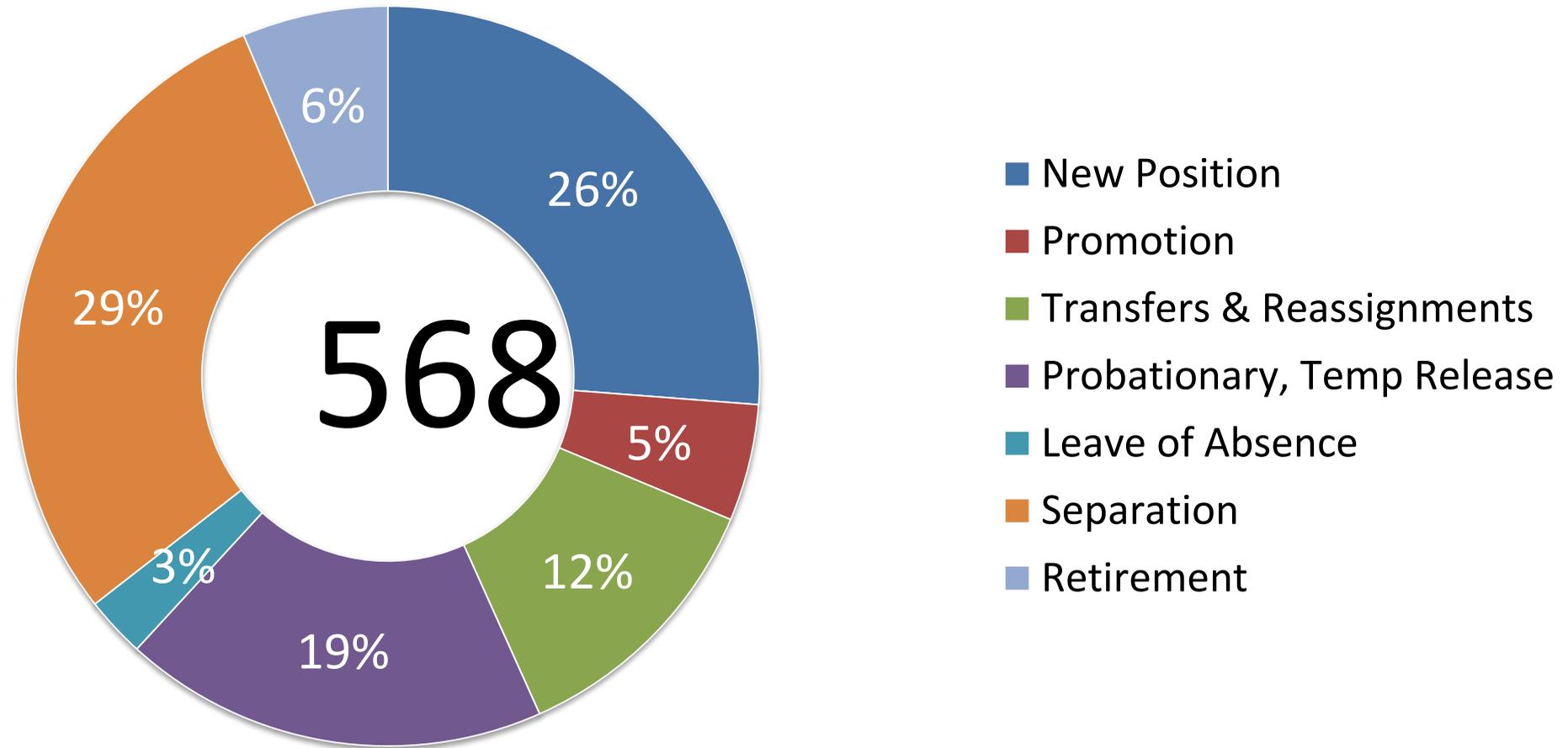
are Filled [568 Classroom Teacher positions

were vacant; **523** are filled with **45** vacant

2016-17 School Staffing Report

as of August 5, 2016

Classroom Teacher Vacancies and Reasons*



***Source : Data retrieved from tracking system as reported by School Leaders and Talent.**

Numbers reflect reason for a vacancy and does not reflect total number of separations or new positions in the District. Note: Less than 30% of our vacancies are due to separations

2016-17 School Staffing Report

as of August 5, 2016

Total Classroom Teacher Positions (Vacancies and Hires)

Network	2016-17 Classroom Teacher Hires	2016-17 Classroom Teacher Vacancies	2016-17 Total Classroom Positions
Central (PEC & ECE)	6	4	10
Network 1	48	3	51
Network 2	70	3	73
Network 3	41	3	44
Network 4	35	7	42
High School Network	103	14	117
Middle School Network	75	4	79
Elevation Network	145	7	152
Total	523	45	568

2016-17 School Staffing Report

as of August 5, 2016

Remaining Classroom Teacher Vacancies

NETWORK	SCHOOL	SUBJECT	GRADE	FTE
Elevation	Alliance	Math	7 th	1
Elevation	Alliance	Math/Science	6 th	1
High School	Oakland HS	PE	9 th -12 th	1
High School	Oakland HS	Science	9 th -12 th	1
High School	Oakland HS	Science	9 th -12 th	1
High School	Oakland Tech	Foreign Language – Spanish	9 th -12 th	1
High School	Oakland Tech	Science	9 th -12 th	1
High School	Skyline	Math	9 th -12 th	1
Middle	Montera	Multiple Subjects – Core	6 th	1
Network 1	Piedmont Ave	Multiple Subjects	4 th	1
Network 1	Piedmont Ave	Multiple Subjects	3 rd	1
Network 2	Bridges	Multiple Subjects – Spanish Bilingual	K	1
Network 4	Futures	Multiple Subjects	TK/K	1
Network 4	Parker	Multiple Subjects	5 th	1
Total Classroom Teacher Vacancies (General Education)				14

2016-17 School Staffing Report

as of August 5, 2016

Remaining Special Education Teacher Vacancies

NETWORK	SCHOOL	SUBJECT	FTE
Central	PEC	RSP	2
Central	PEC	RSP	1
Early Childhood	Burbank CDC	SDC-MM	1
Elevation	Alliance	RSP	1
Elevation	Elmhurst Community Prep	SDC-MS	1
Elevation	Lafayette	SDC-MM	1
Elevation	West Oakland	RSP	1
Elevation	Westlake	SDC-MS	1
High School	Oakland HS	SDC-MS	1
High School	Oakland Tech	SDC-MM	1
Middle	Edna Brewer	RSP	1
Middle	Roosevelt	RSP	1
Middle	Urban Promise Academy	SDC-MM	1
Network 1	Peralta	RSP	1
Network 2	Korematsu	RSP	1
Network 3	EnCompass	SDC-MM	1
Network 3	Horace Mann	RSP	1
Network 3	Howard	SDC-MM	1
Network 4	La Escuelita	RSP	2
Network 4	Markham	SDC-MM	1
Network 4	Markham	RSP	1
Total Classroom Teacher Vacancies (Special Education)			23

2016-17 School Staffing Report

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Remaining Classroom Teachers on Special Assignment (TSA) Vacancies

NETWORK	SCHOOL	SUBJECT	FTE
Elevation	PLACE at Prescott	Classroom TSA	1
High School	Madison Park (Upper Campus)	Classroom TSA	1
High School	Skyline	Classroom TSA	4
Network 2	Global Family	Classroom TSA	1
Network 4	Allendale	Classroom TSA	1
Total Classroom Teacher on Special Assignment (TSA) Vacancies			8

2016-17 School Staffing Report

as of August 5, 2016

Classroom Teacher Vacancy Support Plan

- Consolidation of vacancies

- Central Office Volunteers

- Central Office Placements

- Credentialed Substitutes

- Retirees

EVERY STUDENT THRIVES!



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Plans for New Teacher Induction



Presented by Superintendent Antwan Wilson and Senior Staff

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Plans for New Teacher Induction

Two Day Kick-Off for New Teachers: August 4-5 @ La Escuelita

131 New Teachers Attended

Focus Areas:

- Managing Behavioral Expectations and Routines
- Establishing a Culture for Learning
- Social-Emotional Learning
- Promoting an Environment of Respect and Rapport
- Organizing Physical Space and Resources to Support Students

New Teacher Kick Off

Breakout Sessions:

- ◆ No Nonsense Nurturer
- ◆ Identity in Classroom Culture (Facing History, Facing Ourselves)
- ◆ Programs for Exceptional Children
- ◆ Oakland Effective Teaching Framework
- ◆ Introduction to Oakland Education Association
- ◆ Welcome BBQ and Scavenger Hunt

Ongoing Support with BTSA throughout the year

So What Did our New Teachers Have to Say?

The presenters were very good. I enjoyed talking with other teachers. I am very inspired and excited!

All the information I received today was very helpful, important and interesting. Every presenter was fantastic. The whole group of new teachers were beautiful! I am falling in love with OUSD!

So What Did our New Teachers Have to Say?

I appreciated all the time that was taken to make the space useful, authentic and engaging! Excited for future PDs through the district.

The coaches were passionate about their topics and delivered their information well. I feel as though when and if I run into a problem I can't solve - I have backup and support.

Emergency Credential Teachers

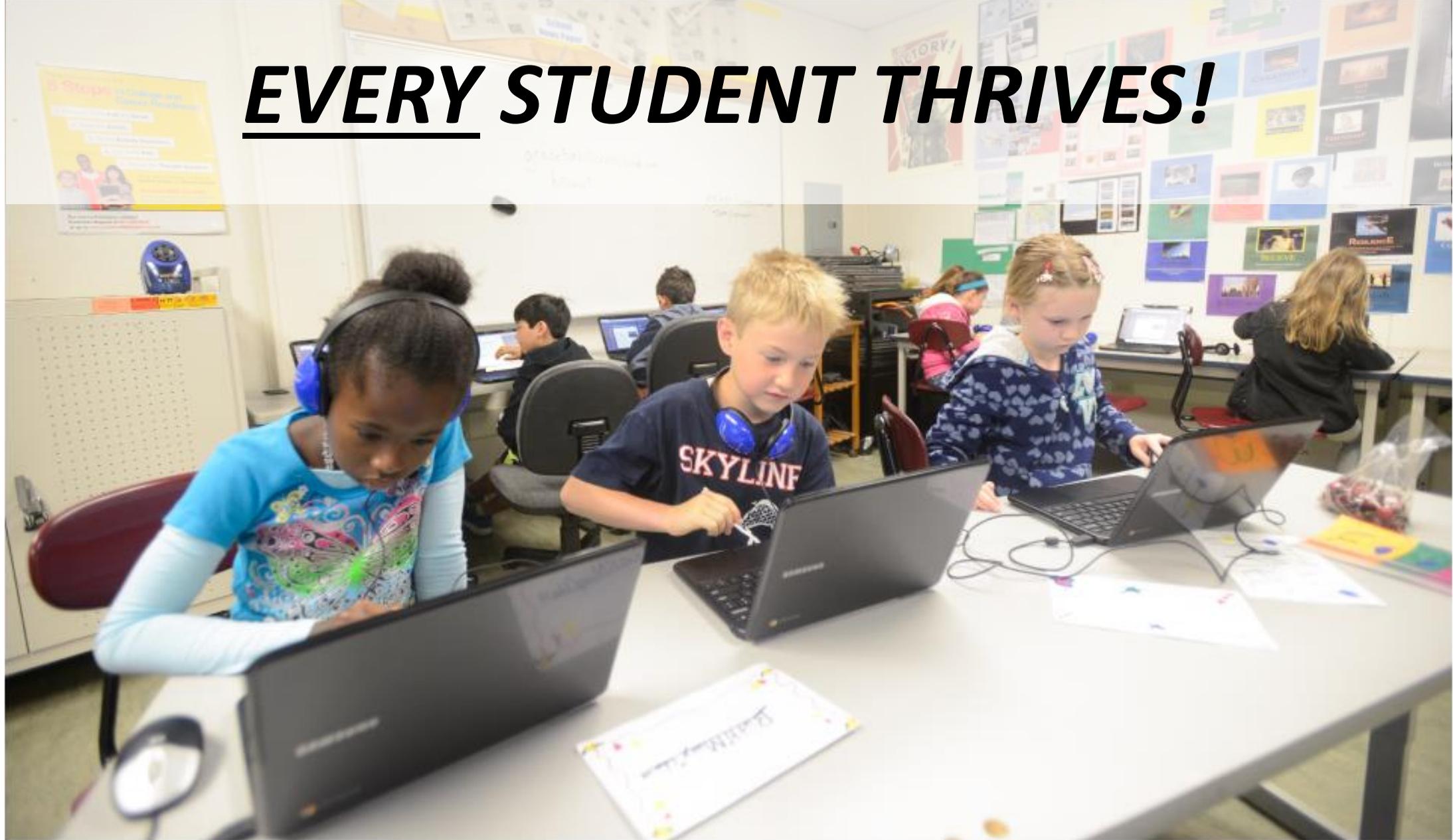
New Support Program for 2016-17

Led by Darian Dabner, formerly of Teach Tomorrow Oakland

Emergency Credential Teacher Leaders support up to 10 new teachers

Ongoing coaching and meetings throughout the year

EVERY STUDENT THRIVES!



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