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# Memo

**To** Board of Education

**From** Kyla Johnson-Trammell, Superintendent; Andrea Bustamante, Executive Director, Community Schools & Student Services

**Board Meeting Date** April 11, 2018

**Subject** School Governance Board Policy

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**Action Requested** Approval of revisions to Board Policy 3625 School Governance

## Background

The District’s School Governance Board Policy was adopted in April 2012 to empower school site governance teams with expanded decision-making authority to address the specific needs of their students. The current Board Policy defines the school governance team as the School Site Council (SSC), and at most District schools, SSCs have a strong voice in crafting the Single Plan for Student Achievement (SPSA). However, two District Alternative Schools—Community Day Middle and High School and Gateway to College at Laney College—have consistently struggled to establish and maintain traditional SSCs due to the structure of their programs.

To address these needs, a School Governance Working Group, composed of cross-departmental District staff and representatives of OUSD partner organizations, reviewed options and agreed upon a proposed amendment to Board Policy 3625 that would allow the Superintendent to grant select Alternative Schools permission to use an alternate school governance body as the Governance Team in lieu of a traditional School Site Council. This freedom would permit these schools to convene school governance bodies reflecting the unique makeup of their school communities.

## Discussion

The District’s School Governance Board Policy was last updated in August 2013. The amendment before the Board today seeks to provide an option for an alternate school governance body to better meet the needs of specific schools where programmatic structures make it difficult to convene traditional School Site Councils. This will help to ensure that all District schools have robust school governance teams in place.

This amendment does not change other elements of the current School Governance Board Policy, nor does it affect the mandate that every District school complete a Single Plan for Student Achievement (SPSA).



Additionally, the School Governance Working Group is currently developing an amended implementing Administrative Regulation 3625 to provide an updated School Governance Work Plan beginning in August 2018 and to lay out clear guidelines and procedures for the implementation of Board Policy 3625.

**Recommendation**

Approval by the Board of Education of the recommended changes to the School Governance Board Policy.

**Fiscal Impact**

N/A

**Attachments**

- Board Policy 3625 Redline
- Board Policy 3625 Clean

**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. Alternative Schools may convene an alternate Schoolwide Advisory Group composed of students, staff, parents, and/or community members as the Governance Team upon approval from the Superintendent.

4/25/12; 8/14/13A ; 4/25/18A

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