



OAKLAND UNIFIED  
SCHOOL DISTRICT

*Community Schools, Thriving Students*

# Superintendent's Report



Presented by Antwan Wilson, Superintendent

Presented to Board of Directors, OUSD

May 25, 2016

[www.ousd.org](http://www.ousd.org)



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### 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

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- Measure N Update
- 2016 Local Business Utilization Report
- Staffing Report



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# Superintendent Report

## Measure N Update



Presented by Preston Thomas, Lucia Moritz and Joanna Vazquez

Presented to Oakland Unified School District Board of Directors

May 25th, 2016

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## ***“Pathway to Excellence” 2020 Goals***



### ***How will we know we are meeting the vision in 5 years (2020)***

- 80% of high school students are in Linked Learning Pathways
- 100 % of rising sophomores are in Linked Learning Pathways
- 85% Cohort graduation rate across the city.
- 75% of graduates will meet UC/CSU’s A-G criteria
- 60% of African-American, Latino, Special Education, English Language Learner (ELL), and Foster Youth meet A-G requirements.
- 50% of LTEL’s will be reclassified to fluent
- 97% of African-American males without an out of school suspension.



# Education Improvement Plan

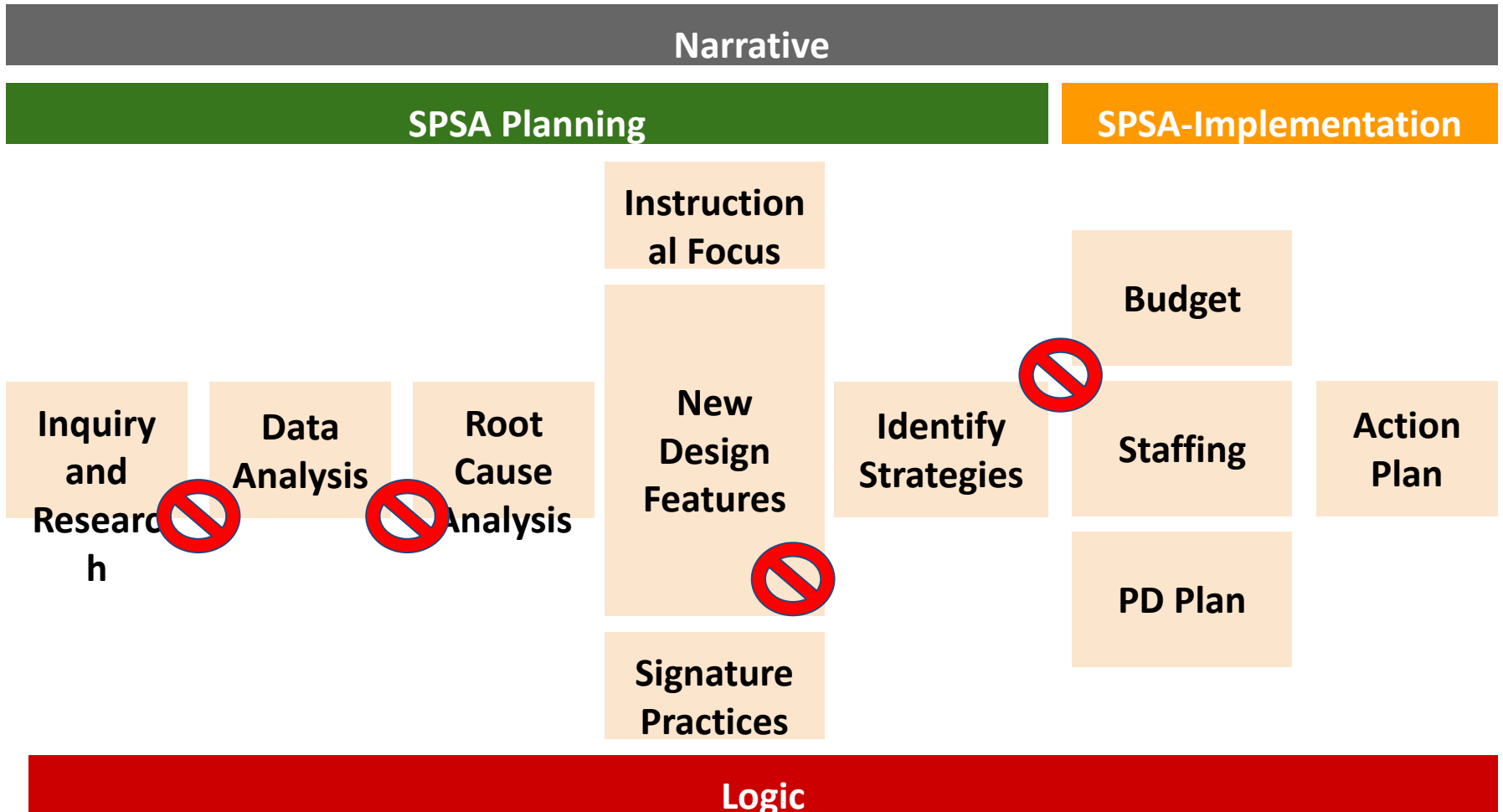
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An approved education improvement plan shall include, at minimum:

1. Completion of a diagnostic self-evaluation of the school and pathways that identifies key areas needed to implement the full continuum of an integrated college and career preparation pathways for all students.
2. Annual and Three-Year accountability indicators toward achieving the stated purpose and goals of this Measure
3. Evidence-based strategies designed to meet the accountability indicators.
4. Annual benchmarks for the implementation of new or enhanced structures and systems that equitably place all students in career pathways or academies.
5. Description of how school staff, time schedules, and budgets are coherently structured to implement the school improvement plan's strategies and activities.



# The Overall Process





# Gold Standard for Quality Design

**Power  
of  
Community  
Planning**

**Coaching**

**Community Based  
Design Team**



**Engaged Site Leader**



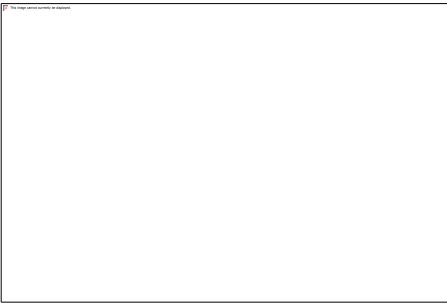
**Quality Design**





# Public Demonstration of Plans

## Power of Continuous Improvement



1. Site Plan Aligned to design thinking and to Continuous Improvement Guide
1. Community of Practice - Principals
1. Budget Review for OUSD Schools by Academic Leadership Team
1. Public Presentation of School Plans
1. Community of Practice: City of Oakland



# Highlights from Measure N Plans

Oakland Tech: Partnership with Mills Teacher Scholars and English Language Development Professor to pilot a yearlong inquiry-based PD cycle within the 9th grade team

Oakland International: Re-engaging Oakland International alumni by hiring them as Academic Assistants to support student cohorts in 9th-10th grade

Wall to wall Community Leadership Pathway at CCPA with three strands: Entrepreneurship, Computer Science and Social Justice

Oakland High and Skyline will be wall to wall large comprehensive high schools in the 10th grade next year

**“Students should not  
get lucky just  
because they walk  
through our door.”  
Sherene Judeh,  
Lighthouse**



# Bunche Academy

## Pathway of Hospitality, Tourism, and Recreation

*Pathway Foci: Culinary Arts, Entrepreneurship, and Professionalism*

### DESIGN PROCESS

**Design Thinking:** Cross-site Design Labs, Site Based Design Team Meetings, & Design Team Retreats

**Stakeholder Engagement:** Students, Families, Communities, & Teaching Staff

**Prototyping and Piloting:** Culinary Student Prepared Bunche Breakfast and Lunch

**Industry Partnerships:** Faith Network, Visit Oakland, & Oakland and the World (OAW)

### PATHWAY DESIGN FEATURES

- Culinary pathway and student-prepared meals for whole school
- Student-managed school reception area ('The Front Room')
- Site-based kitchen build-out and partnership with The Center
- Diploma Plus: Dual-Enrollment and Certification
- Work-Based Learning and Internship Program
- Project-Based Learning and Block Scheduling
- Expand Restorative Justice (e.g. morning circles)
- Utilizing Asset and Strength Based Pedagogy
- Student Data Tracker and Targeted Interventions

# LPS Oakland R&D:



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## Entrepreneurial Technology Pathway

### Our Design Process: Engaged all constituents & incorporated into our existing structures

- Discovery → Interpretation → Ideation → Experimentation → Evolution
- Design Meetings, Family Meetings, Industry Partners, Site visits, Full Staff Equity Data Analysis
- Key Feature: Incorporate into our existing structures

### Areas of Focus:

- Improve male graduation rates
- Increase advanced (AP & dual enrollment) course offerings for *all* students
- Decrease the chronic absence rate
- Improve SBAC math performance



### Key Technical Pathway Features:

- 9th: Ethnic Studies--Who am I in relation to my community?
- 10th: Entrepreneurship--What impact can I have on my community?
- 11th: Computer Science--How can the tools of technology impact my community?
- 12th: Merritt Courses, WBL, Internships (student choice)

# Fremont High School



## Measure N Planning & Design:

- **Shifting the Culture** - Towards a focus on whole school awareness and unified movement
- **Collective** - Catalyst for empowering site teams to engage in democratic decision-making
- **Stakeholders** - Engaging students, family, community and industry partners

## Instructional Focus:

- **Literacy strategies** specifically focused on annotation, writing-to-learn, and academic conversation.
- Training, coaching and collaboration time for developing **project-based learning** units and curricula.
- Building on the successes of the last two years with the **Graduate Capstone**, coaching and collaboration for vertically aligning oral presentation and research skills across multiple content areas.
- Creating **common rubrics and grading standards** that reflect mastery of learning.

## Pathway Design Features for 2016-17: *Media Academy*

- **Reinvisioning the CTE course sequence** to reflect industry developments in digital media and production.
- **Formalizing cross-curricular connections** in core academic courses, i.e. English 10 and US History focus on filmmaking and journalism.
- Each student in pathway will build **cross-curricular portfolios** beginning in the 10th grade culminating in a semester portfolio presentation based on current industry standards.



# Recommendations for Commission

<b>Developing</b>	<b>Approaching</b>	<b>Conditionally Approved</b>	<b>Approved</b>
Envision Lighthouse Madison Park Street Academy Unity High School	Oakland Tech Lionel Wilson McClymonds ARISE	LPS Oakland Skyline	CCPA Life Academy MetWest Oakland International  Castlemont Fremont Oakland High  Bunche Community Day Dewey Rudsdale Sojourner Truth



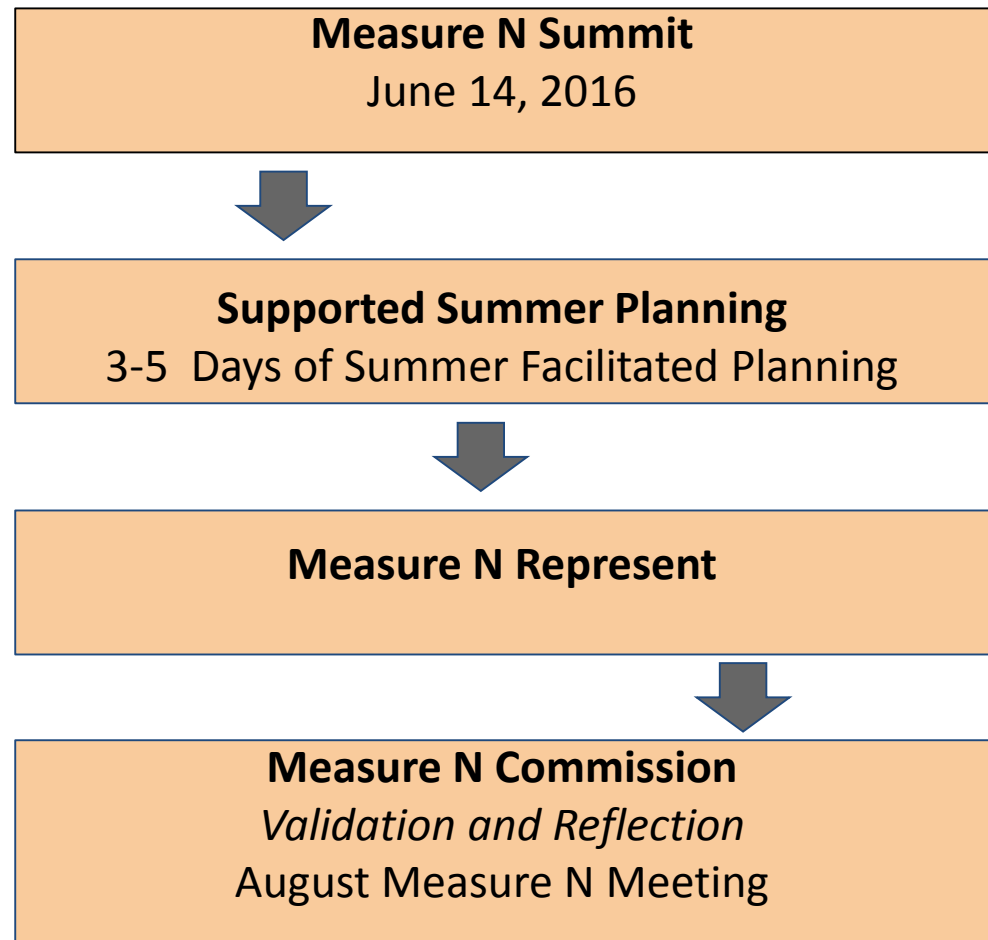
# Measure N Next Steps

**“Plans are nothing;  
planning is  
everything.”**

**Dwight D.  
Eisenhower**

**“People don’t plan  
to fail, they fail to  
plan.”**

**Steve Miller**





**EVERY STUDENT THRIVES!**



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# 2016 Local Business Utilization Report

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In 2008, OUSD Board of Education passed its first Local/Small Local Business Policy establishing that all District contracts had 20% local business utilization (LBU) requirements.

In 2014, Board amended policy to increase LBU on Capital Program to 50% requirement of all contracts.



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## Local/Small Local Business Policy Overview



360 Total Concept  
(Team 360) is District's  
contract compliance  
team overseeing local  
business program to  
ensure policy  
requirements are met.

Based on overall  
success of the  
program, we have  
received national  
recognition for Best  
Practices.

## Importance of Monitoring

- Monitoring Component helps to ensure Program goals are met
- Compliance team tracks monthly contract dollars spent
- Monthly reports verify that contracts are in compliance with Local Business Policy
- We conduct technical assistance workshops to provide support to local contractors



# Local Business Definitions

LBU Type	Definition
Local Business (LBE)	An Oakland business (a) with a substantial presence in the District's geographic boundaries (b) fully operational for 12 consecutive months and (c) a valid business tax certificate.
Small, Local Business (SLBE)	A business that (a) meets the Size Standard set by the District for small businesses; (b) is an independent business headquartered in the District's geographical boundaries; (c) has a substantial presence within the District's geographic boundaries; (d) is a full operation conducting business for at least 12 consecutive months; and (e) holds a valid business tax certificate.
Small, Local Resident Business (SLRBE)	A business that (a) meets the Size Standard set by the District for small businesses; (b) is an independent business headquartered in the District's geographical boundaries; (c) is wholly owned and operated by persons whose principal place of residence is located within the boundaries of District's geographical boundaries; (d) is a full operation conducting business for at least 12 consecutive months; and (e) holds a valid business tax certificate.

Team 360 certify Small, Local Resident Businesses. These are the Oakland property, business owners whose taxes fund the Capital Program bonds.

This certification gives teams with SLRBE's additional preference points or bid discounts.

In 2015 certified SLRBE's increase by 31%

# SLRBE Certification



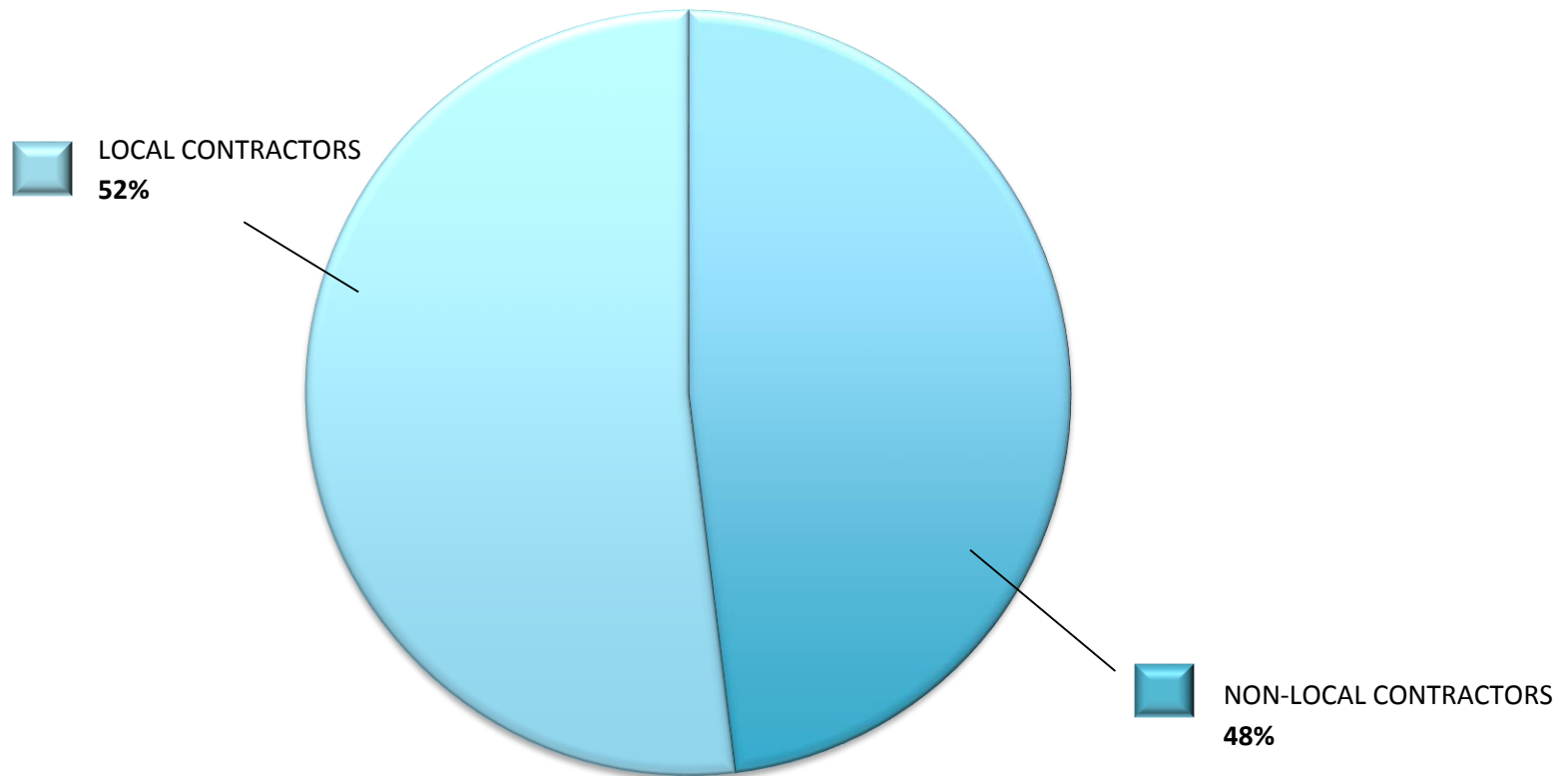
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# Capital Program Local Business Utilization (Cumulative)

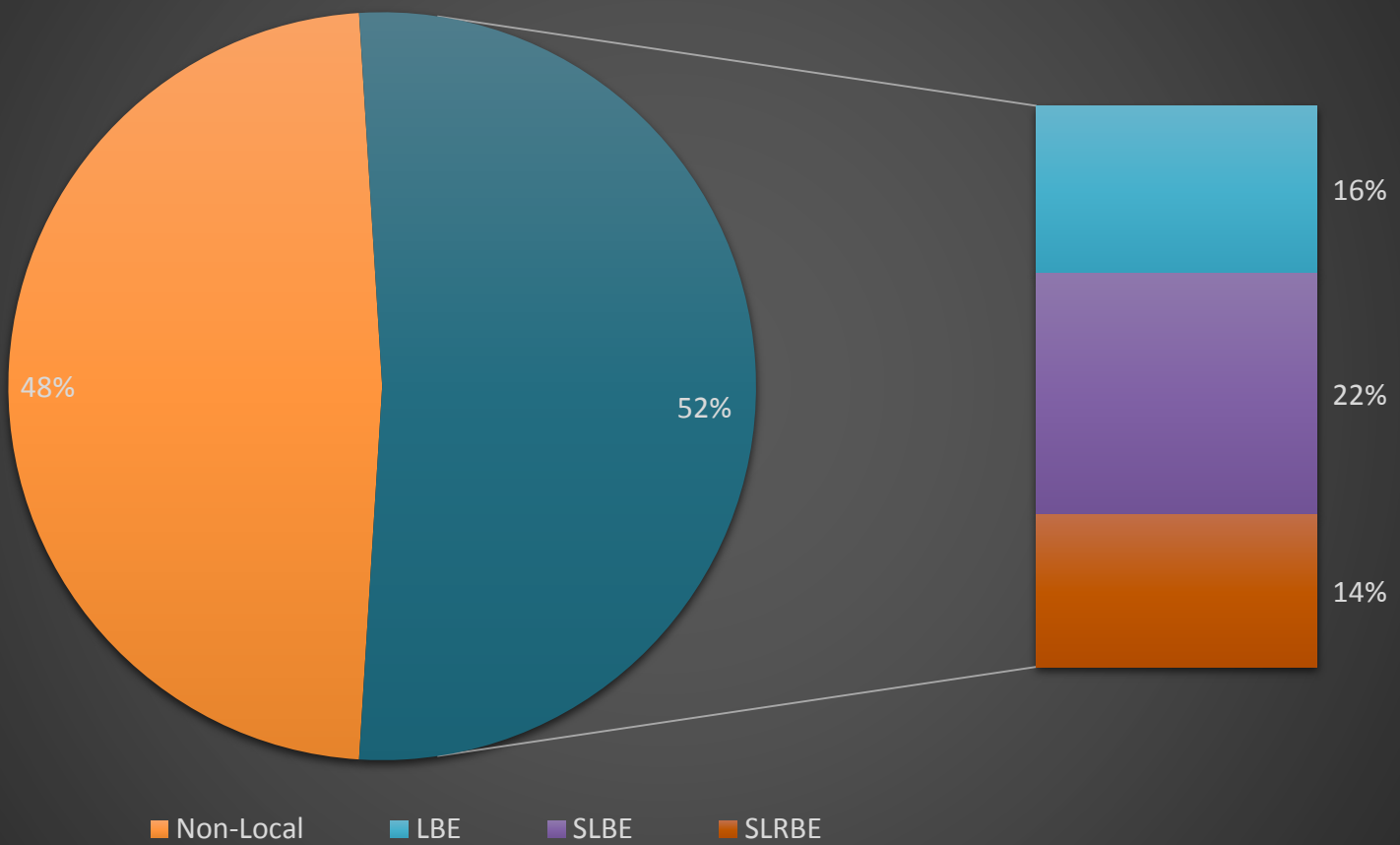
ESTIMATED TOTAL CONTRACT DOLLARS: \$328,647,983  
CURRENT TOTAL LBU CONTRACT DOLLARS: \$170,724,810



As of December 2015

# Cumulative Local Business Utilization Break Down (by category)

### Overall LBU Participation Breakdown

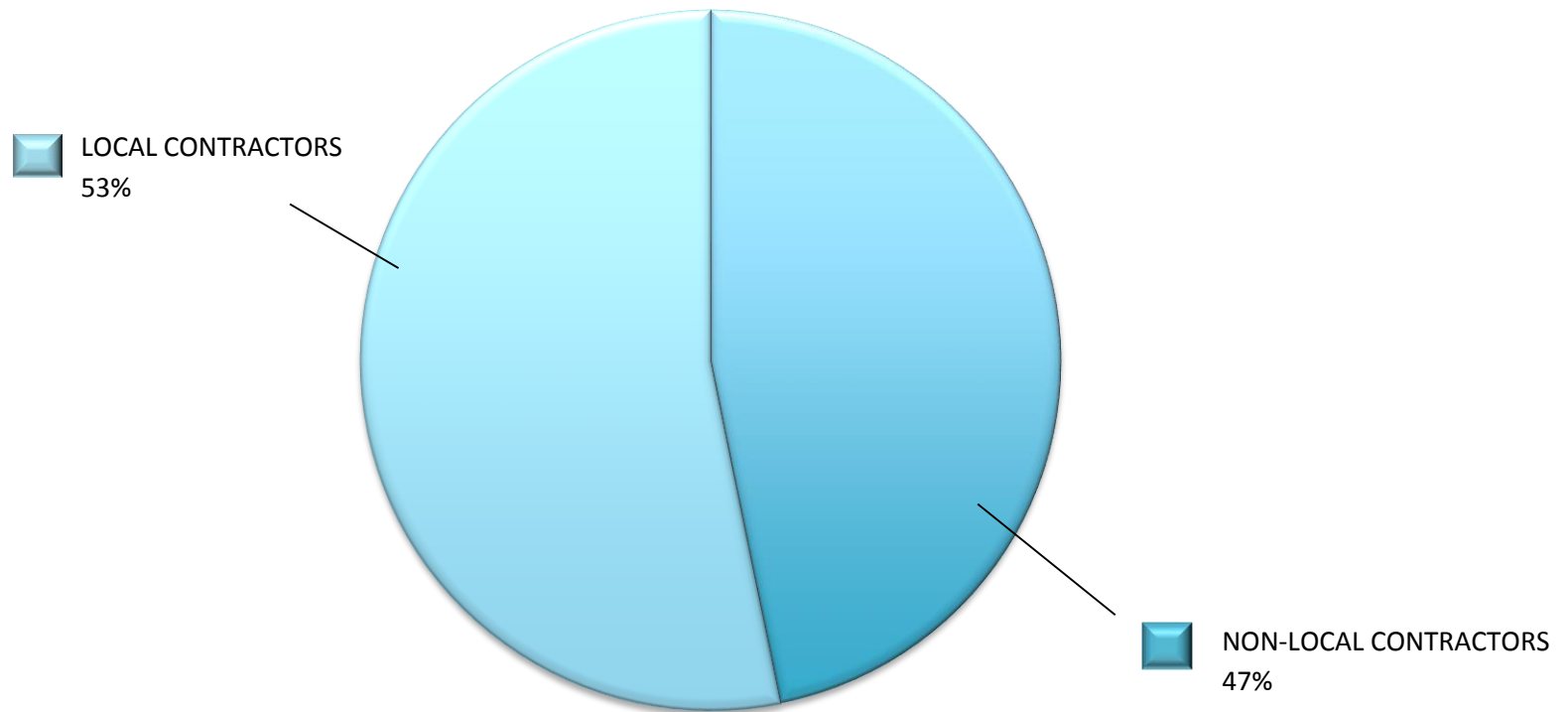




# Capital Program

## Local Business Utilization CY2015

ESTIMATED TOTAL CONTRACT DOLLARS: \$75,308,795  
CURRENT TOTAL LBU CONTRACT DOLLARS: \$40,065,942\*



January - December 2015



# Project Highlight – Greenleaf at Whittier Phase I

Project Manager:  
Kenya Chapman

JV Partners:  
Cahill/Focon 100% Local JV  
Prime

Project LBU: 61%

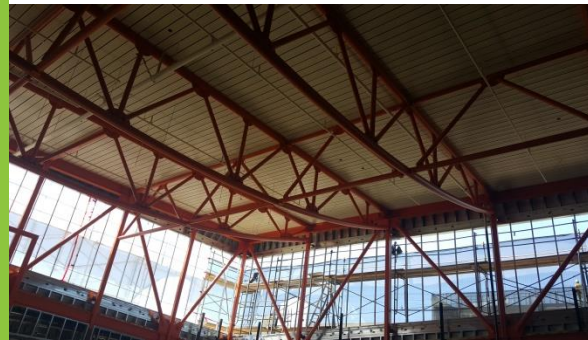
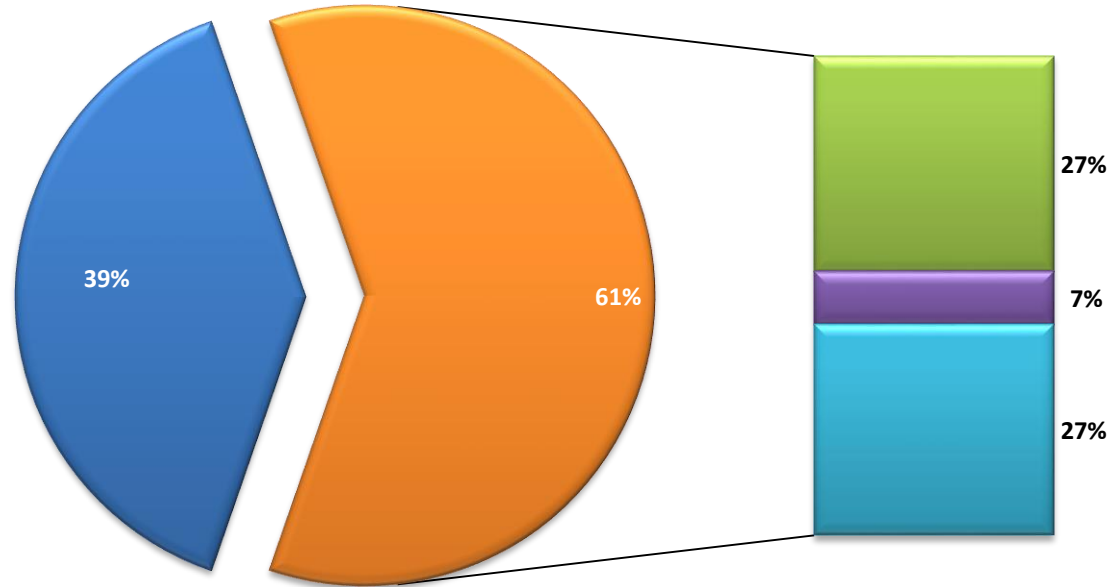
Project Amount:  
\$5,381,035

LBU:  
\$3,301,242

Completion Date:  
August 2015

Local Hire: 49%\*  
Oakland Apprenticeship: 60%\*

■ Non-Local   ■ Local   ■ LBE   ■ SLBE   ■ SLRBE



\*Local Hire Data provided by DSI

# SUCCESS STORIES –LOCAL BUSINESS TESTIMONIALS



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# SUCCESS STORIES –LOCAL BUSINESS TESTIMONIALS



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# SUCCESS STORIES –LOCAL BUSINESS TESTIMONIALS



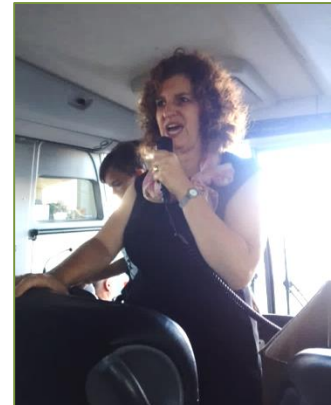
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*As Part of our monitoring and compliance work Team360 partners with OUSD to host Legislative Bus Tours for local leaders to see first hand how voter approved bond money is spent to improve schools for Oakland students*



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Hosting the legislative bus tours highlight the District as a formidable **community partner**

# Why Buying Local is Worth Every Cent



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## Community Benefits stem from Local Business Program

If every family in the U.S. spent an

**extra \$10 a month**

at locally owned, independent business

**over \$9.3 billion**

would be directly returned to our economy.



A \$78 out of every \$100 spent with a local business is returned in some form to the community.



- Local First

-- American Independent Business Alliance

Content Source: <http://www.amiba.net/resources/multiplier-effect/>

OUSD Local Business Program is good for Oakland businesses, residents and the Community at-large





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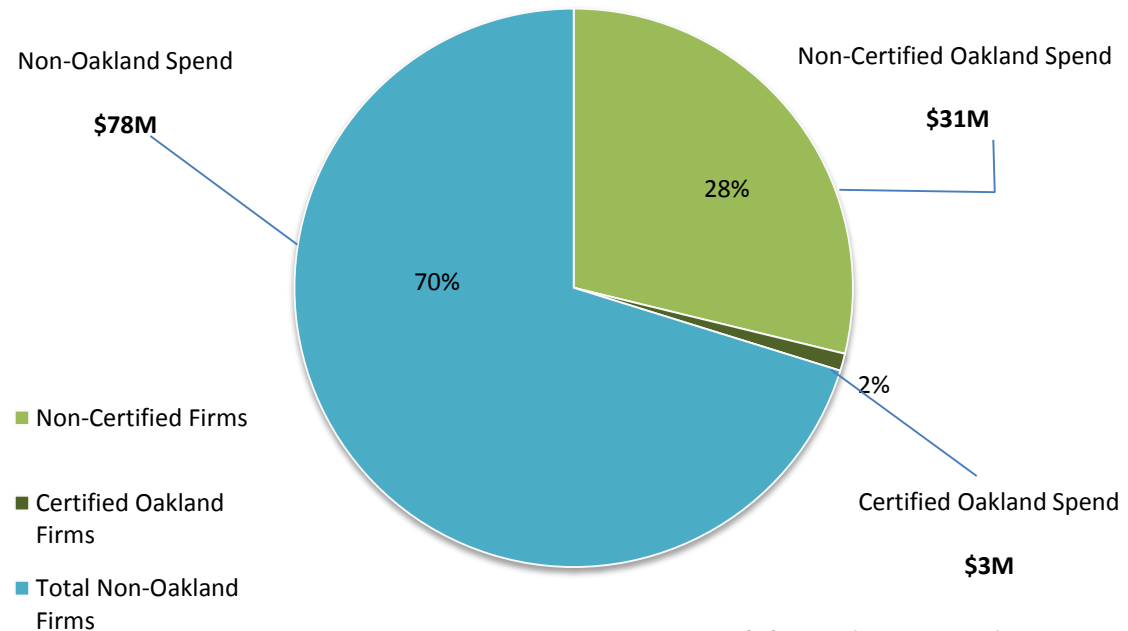
# OUSD LOCAL BUSINESS UTILIZATION FOR PROCUREMENT





**Breakdown of Total Spend  
Fiscal Year July 2014-June 2015  
Certified Oakland Firms vs. Non-Certified Oakland Firms vs. Non-  
Oakland Firms**

Total Procurement Spending: **\$112M**



Procurement Oakland spend is now 30% exceeding 25% requirement. In 2008 the Oakland spend was 6%.

*It is the District's goal to have Procurement under same 50% requirement as the Capital Program.*

*Team 360 worked with the Procurement team to create a culture of "Oakland First" modeled after Facilities success, as a way to increase LBU.*

*Team 360 created a campaign to brief department leads on Local Business Program and importance of spending District money with local community.*



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*Team360 in collaboration with OUSD Procurement and City of Oakland hosting for the first time in Oakland history an On-Site Certification workshop.*

*Firms Certified at Workshop:*

*Pacific Rim Produce*

*Revolution Foods*

*Safe Passages*

*National Equity Project*

*Oakland Ed Fund*

*Galaxy Travel*

*East Bay Consortium*

*East Bay Asian Youth Center*



**“\$78 out of every \$100 spent with a local business is returned in some form to the community.” ~Local First**

# #LocalBusinessMatters



photo credit: Oakland Ed Fund



photo credit: Spotlight



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# 2016-17 School Staffing Report



Presented by Tara Gard, Talent Division  
Presented to the Board of Education

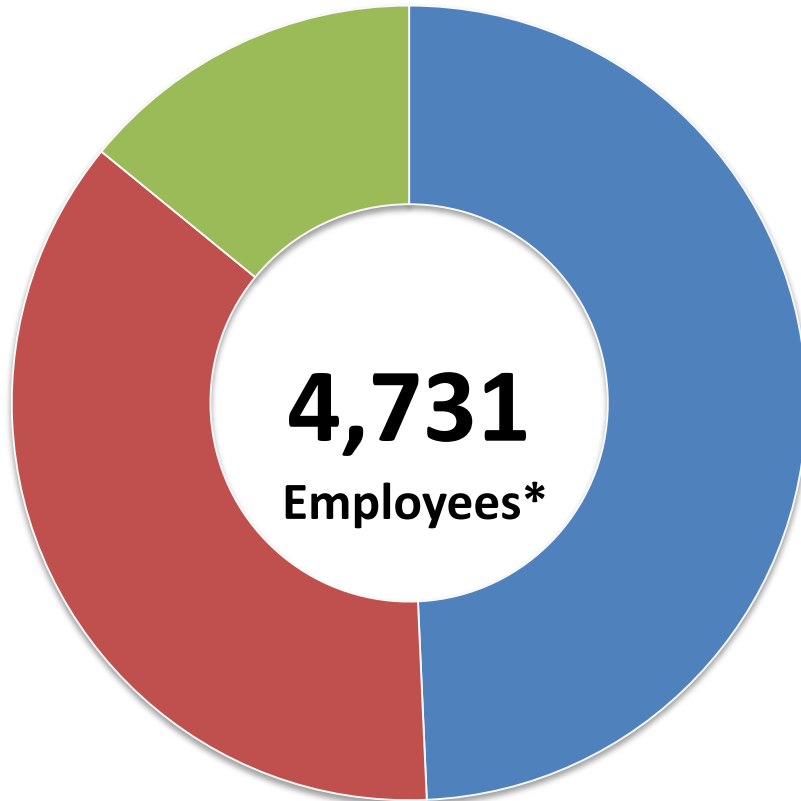
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# 2015-16 OUSD Employees



\* Fast Facts 2015-16

<b>Teachers</b>	<b>1,898 TK-12 Teachers, 50 Early Childhood Education Teachers, 378 Programs for Exceptional Children Teachers, 6 Adult Education Teachers = 2,332 Total Teachers</b>
<b>Other School Staff</b>	<b>141 Principals, Assistant Principals, and Early Childhood Administrators, 1,591 Support Staff = 1,732 Total Other School Staff</b>
<b>School Support and Infrastructure Staff</b>	<b>667 employees including Buildings &amp; Grounds, Security Officers, Nurses, Counselors, etc.</b>

# School Site Staffing for 2016-17 as of May 2016 (Certificated)

<b>Classroom Teachers</b>	
<b>Vacancies as of May 2016</b>	<b>301</b>
<b>- Hires</b>	<b>82</b>
<b>Total Current Vacancies</b>	<b>219</b>

<b>School Leaders</b>	
<b>Vacancies as of May 2016</b>	<b>15</b>
<b>- Selected Candidates</b>	<b>14</b>
<b>Total Current Vacancies</b>	<b>1</b>

# Certificated School Site Staffing (by Network) as of May 2016

Network	# of School Leader Vacancies*	2015-16 Authorized Classroom Teacher Positions*	2016-17 Classroom Teacher Vacancies*
Network 1		300	13
Network 2	1	237	25
Network 3		176	17
Network 4		195	18
High School Network		402	50
Middle School Network		201	9
Elevation Network		304	67
Special Education		396	20
<b>Total</b>	<b>1</b>	<b>2211</b>	<b>219</b>



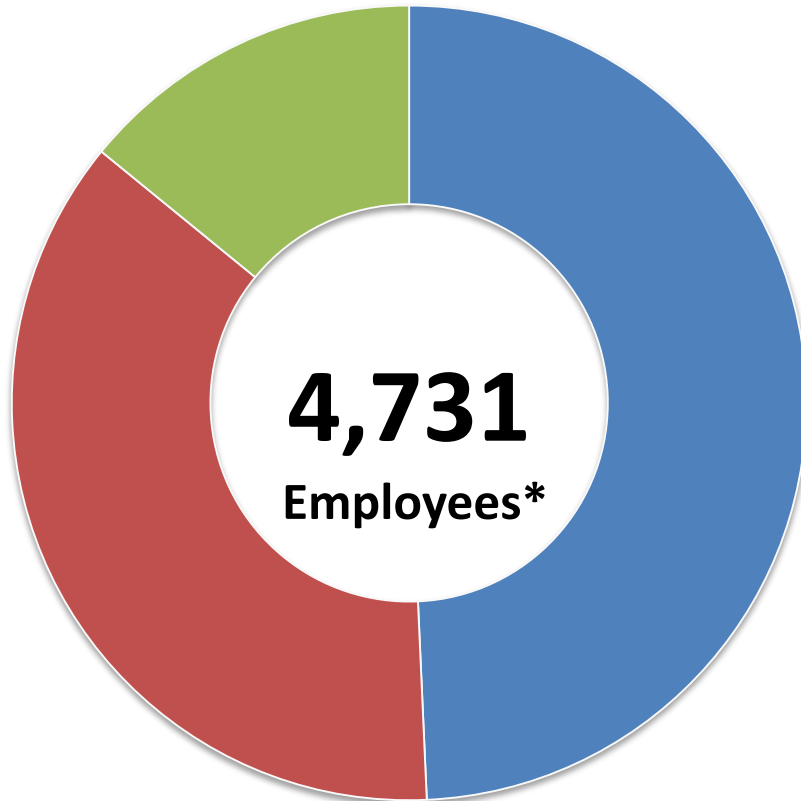
# Looking Ahead

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- Talent Pipelines (Certificated Recruitment)
  - Partnerships with Higher Education
  - Alternative Routes to Credentialing
  - “Growing our Own”: STIP Substitutes, Instructional Support Specialists
- Talent Pipelines (Classified Recruitment)
  - Focused Advertising (Linked In, Trade Associations, Community Outreach)
- Improved and consistent reporting



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