



Superintendent Report to the Board of Education
Sept 12, 2018

<p>Vision: All OUSD students will find joy in their academic learning 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.</p>	<p>Mission: To become 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.</p>
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OPENING REMARKS

The purpose of the Superintendent Report is to share progress and updates on our District Priorities: Fiscal Vitality, Quality Community Schools & Organizational Resilience and the 12 major goals that are part of the [2018-19 Superintendent Work Plan](#).



Superintendent Work Plan 2018-19



3 District Priorities **12** Major Goals

Quality Community Schools

- 1. Student Achievement
- 2. Blueprint for Quality Schools
- 3. Outcomes for Students with Disabilities

Fiscal Vitality

- 4. Budget Development
- 5. Budget Management & Monitoring
- 6. Facilities Bond Management
- 7. Revenue Generation

Organizational Resilience

- 8. Central Office Redesign
- 9. Employee Retention & Improvement
- 10. Leadership Management & Development
- 11. Equity/SEL Practices District-Wide
- 12. Family & Community Relationships



Focusing on these priorities are in service of reaching our mission and vision of creating quality community schools where our students can thrive.



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FISCAL VITALITY

Ensuring a healthy financial district is critical towards providing the necessary resources and services to provide Quality Community Schools in every neighborhood so that students with the greatest need receive the resources they deserve. To promote fiscal vitality we must design and launch a comprehensive approach to fiscal management that ensures OUSD garners and deploys financial resources in a manner that is strategic, transparent and aligned to key district priorities. Here are some highlights of progress we are making in this goal area:

- **Leadership Vacancy Update:**
 - Deputy Chief of Innovation Position: Our finalist accepted the position and is beginning the hiring process
 - Director of Diverse Providers Position (Director Charter Schools Officer): Our finalist accepted the position and is beginning the hiring/onboarding process
 - New ED of Nutrition Services:, Mr. Mark Chavez, started Tuesday September 4th. Please join me in extending a warm and enthusiastic OUSD welcome to Mark.
 - New ED of Budget Services: Mrs. Gina Murphy-Garrett will start at OUSD on Tuesday, September 18. Gina has worked in large and small districts including Fresno Unified, Linden School District, and Byron Unified. She has over 25 years of school finance and budgeting expertise and will be a welcome addition to the team.
 - New Fiscal Services Budget Director: Leslie Tavanier will start at OUSD on Monday, September 17. Leslie is currently a Senior Accountant at Pleasanton Unified School District. Leslie has over 20 years of private industry and schools fiscal experience. Leslie will be a great addition to our fiscal leadership team.

- **Nutrition Services Update:** Our nutrition services team, along with key partners (e.g. Alameda County Food Bank, Revolution Foods, and the Alameda County "All in Initiative"), are working on options/plans to reinstate our supper program for this year.

- **ESCAPE Update:** Payroll was complete by OUSD and submitted to Alameda County on 8/27 for the 8/31 pay date as expected. Employee payroll checks, payroll vendor checks, direct deposit files and payroll vendor interface files were all provided to OUSD by ACOE on 8/28 and picked up by OUSD the same day. OUSD mailed employee paychecks and payroll vendor checks out on 8/30.
 - 5,049 employees were paid for a total of \$23,107,693.28 gross earnings and \$15,155,410.41 net pay – 4,241 direct deposits and 798 physical paychecks. This payroll included all employees and was the first pay run for teachers and school site classified staff.
 - On payday 8/31, a payroll triage was held by Talent, Payroll and Escape so employees would have a place to meet with team members to discuss their pay concerns. All concerns are being reviewed and resolved at this time.



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- The team will continue to collaborate together to further improve the new processes available in Escape. We should all be encouraged by this good teamwork, collaboration and success. Kudos to the entire ESCAPE Team!

- **Legislative Update:** On August 31, in the final day of the legislative session, both the State Assembly and the Senate passed AB 1840. This legislation is an endorsement of the spirit of the Oakland Unified School District [Fiscal Vitality Plan](#), which calls for implementing strong budget accountability, improving business practices, reestablishing the reserve, and rightsizing OUSD. AB 1840 represents the State Department of Finance’s proposal for School Districts in Financial Distress, and was part of the Education Trailer Bill. The bill now goes to Governor Brown for final approval.
 - Key Highlights:
 - There are clear mandated benchmarks required to receive support from the State. AB 1840 provides much needed fiscal relief to the District for the next five years and also requires OUSD to meet certain conditions and benchmarks for fiscal recovery.
 - The benchmarks include short- and long-term steps that closely align to our current Fiscal Vitality Plan and Blueprint for Quality Schools. For instance, OUSD will be required to partner more closely with County and State officials, adopt multi-year financial projections that would eliminate our deficit, and produce a plan to right size the District.
 - The proposal is not final until the Governor signs it. The Assembly and Senate Budget Committees passed the Department of Finance’s proposal for School Districts in Financial Distress as part of the Education Trailer Bill. The final step is the Governor to sign AB 1840.
 - The support will not eliminate our need to make difficult decisions as we right size and improve quality across OUSD. The State support is to address our structural deficit, allowing us the time to institutionalize needed changes to keep students first as we address our structural deficit.

More Information:

To read the full Proposal and/or Education Trailer Bill, please use the links below.

- EdSource summarized the bill in [this article](#).
- [Education Trailer Bill](#) (AB 1840; note the sections pertaining to Oakland and other districts are part of a larger education trailer bill)

QUALITY COMMUNITY SCHOOLS

To ensure that students with the greatest need have access to PreK-12 schools that provide quality academic and social emotional programs, excellent teachers and a nurturing learning environment to ensure that every student is college, career and community ready. Here are some highlights of progress we are making in this goal area:



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- **Oakland Athletic League (OAL) Update:**
 - In August, during the final preparation for the launch of school, **OAL identified a significant gap in the planned vs. allocated budget.** As a result, OAL presented a plan that required the reduction of 10 sports teams in order to stay within the allocated budget. Although the plan maintained the teams with the highest participation and maintained the same number of teams for boys and girls, it unintentionally disproportionately impacted the percentage of girls accessing sports.
 - As a follow up, OUSD has been working to **identify funds both internally and externally to restore as many sports teams as possible this year while also working to develop a sustainable funding stream for 2019 and beyond.**
 - Through an anonymous donation, **we have already reinstated girls' golf and girls' tennis for the fall season** and received a \$250k donation from the Raiders. We will continue to work with our budget to identify a plan to restore additional sports and will keep the community updated as we know more.
 - Oakland Unified School District and the Oakland Public Education Fund have set up a website for all supporters of our students, our athletes and our sports to donate to the Oakland Athletic League, which runs our sports programs. We currently need about \$500,000 to ensure all sports across the District are saved for the 2018-19 school year. To donate to Save Oakland Sports, please click here: <https://give.classy.org/OaklandSOS>. From all of us at OUSD and the OAL, many thanks to all our donors!
 - OUSD/OAL is also in conversation with additional funders / interested individuals to create a sustainable funding strategy and long term implementation plan that will include a recommendation on which athletic teams should be offered and supported district-wide for both varsity and club, a plan to address concerns related to safety & transportation, and a plan to increase access to sports and physical activity for our athletes overall.
 - For more information, see the [OAL Frequently Asked Questions](#)
 - Additional questions can be sent to us at ousdsports@ousd.org or directly to Sonjha/Andrea.

- **School Network Update:** In each Superintendent Report going forward, I will be sharing successes in 1-2 of our School Networks. The successes I share will be related to the work happening in the Networks toward achieving our LCAP goals for all our students.
 - **Network Focus: Network 2:**
 - GOAL 1: GRADUATES ARE COLLEGE AND CAREER READY: This year, our work with our leaders in N2 will focus on building **trusting relationships** among adults and students, build **collective efficacy** amongst teachers and leaders, and use **data driven inquiry and**



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standards to plan culturally and linguistically responsive tasks, so that students are provided with experiences each and every day that build **intellective capacity**.

- **GOAL 2: STUDENTS ARE PROFICIENT IN STATE ACADEMIC STANDARDS: N2 is focused on doing a deeper dive on why students are being referred to Special education at each site and eliminating the disproportionality in this data. In N2 14.4% of our Special education students were proficient/advanced in ELA and 13.5% were in math. We will be continuing our work connected to the [Network 2 strategic plan](#).**
- **GOAL 3: STUDENTS ARE READING AT OR ABOVE GRADE LEVEL: Sankofa staff are being trained/re-trained on all Tier 1 curriculum, starting with Lucy Calkins and Caring School Community**
- **GOAL 4: ENGLISH LEARNERS ARE REACHING ENGLISH FLUENCY: 17.5% of students in N2 met ELPAC requirements for reclassification in the Spring, our goal is to move this to 25% by this spring.**
- **GOAL 5: STUDENTS ARE ENGAGED IN SCHOOL EVERYDAY: Crocker Highlands and ICS are both doing a year long inquiry cycle on culturally responsive teaching- using “Culturally Responsive Teaching and the Brain” by Zaretta Hammond.**
- **GOAL 6: PARENTS & FAMILIES ARE ENGAGED IN SCHOOL ACTIVITIES- KDA is offering GED courses on site for parents**

- **Blueprint for Quality School Update:**
 - Cohort 1 Update:
 - Futures and CUES:
 - Initial meeting with the community to overview the work plan for the year and alignment with the Blueprint work happened on Wednesday, 9/5.
 - Cross-school design team is in the process of being established
 - Alliance and ECP:
 - Cross-school design team has been established and work is underway to get to know one another, each school’s strengths and areas for development, and to review data
 - Attention is turning towards developing ideas for potential configurations of the new school.
 - A cross-school parent leadership team has been identified and will begin attending planning meetings later this month, and will provide insight into potential configuration as well as broader community engagement
 - Students from both campuses will be engaged in the month of September as well.
 - MetWest:
 - A design team has been identified and has begun work imagining and interrogating different potential models to expand MetWest’s program.



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- Several community engagement meetings will be conducted in September to gather feedback from staff, students, and current families.
- Cohort 2 Update:
 - Phase one has been completed: We posted a Preliminary Proposal for School Reconfiguration application during the month of August. Proposals were due August 30th
 - The district received interest from three vendors to support the transformation work, two suggestions for new school designs from outside constituents, and seven in-district (school and department level) proposals.
 - The Strategic School Decision team is in the process of evaluating all proposals
 - We are moving into phase two of the selection year where the district will be conducting its own internal analysis to identify potential schools for inclusion in Cohort 2. All potential schools will be notified by the end of September.

ORGANIZATIONAL RESILIENCE

The bedrock of an effective organization is people. To promote organizational resilience we must continuously invest in building the capacity of staff as we work towards creating a high quality school system. Here are some highlights of progress we are making in this goal area:

- **Sanctuary District Update:**
 - Principals reviewed our Sanctuary resolution and ICE protocols during their August institute.
 - On Saturday, August 25th, about 100 educators came out to our Sanctuary Kick-Off event, made possible by a generous grant from the San Francisco Foundation.
 - The program included student performers, a panel to provide a review of the OUSD Sanctuary resolution, updates on immigration policy and the Muslim Ban, and workshops on creating a welcoming environment, art for change, and supporting family preparedness in the event of ICE activity or detentions. It was emceed by 3 youth leaders, including our 2 student directors.
 - We are proud to continue to grow our movement of unafraid educators. Each convening, we are stronger, more informed, and more united.
 - For coverage of the event and resources from our workshops, please visit www.ousd.org/sanctuary. Stay posted for upcoming Sanctuary events we will host throughout the year.
- **Retention & Recruitment Update:**



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- Our first Special Education cohort launched in partnership with Loyola Marymount University on August 27. Special education leaders in OUSD serve as professors for a cohort of 15 teachers who had emergency permits last year and are becoming certificated as Education Specialists, with a 46% tuition scholarship as part of OUSD.
- Teachers are currently being matched with mentors and coaches as part of a comprehensive New Teacher Support plan for teachers with emergency, intern and preliminary credentials. Veteran teachers from across our schools are being trained and compensated for their work to support their newer colleagues working toward clear credentials.
- We are working diligently with Special Education teacher leaders to plan a partnership proposal with Alder Graduate School of Education to build a Special Education Teacher Residency, as well as to apply for two important state grants: the residency capacity grant and the local solutions grant to support retention of Special Education teachers.
- As of September 2, there were 22 vacancies across Oakland schools, and half of these are in Special Education. We are using a variety of strategies in attempts to close our remaining 22 vacancies:
 - Reaching out to candidates via email to arrange phone calls to talk more at length about experience, qualifications, and desire to teach in Oakland.
 - Posting teacher vacancies on LinkedIn, Indeed, Craigslist.
 - Using EdJoin database to send mass emails to credentialed candidates in high-needs subject areas of math, science, and Special Education.
 - Sharing a candidate overview list, with a contact information and a synopsis of each teacher candidate with school site hiring managers.

CLOSING REMARKS

We are collectively responsible for the narrative of OUSD. We need to share the good news and continue to get the word out about all the incredible work happening in our schools on a daily basis.