



OAKLAND UNIFIED
SCHOOL DISTRICT

Community Schools, Thriving Students

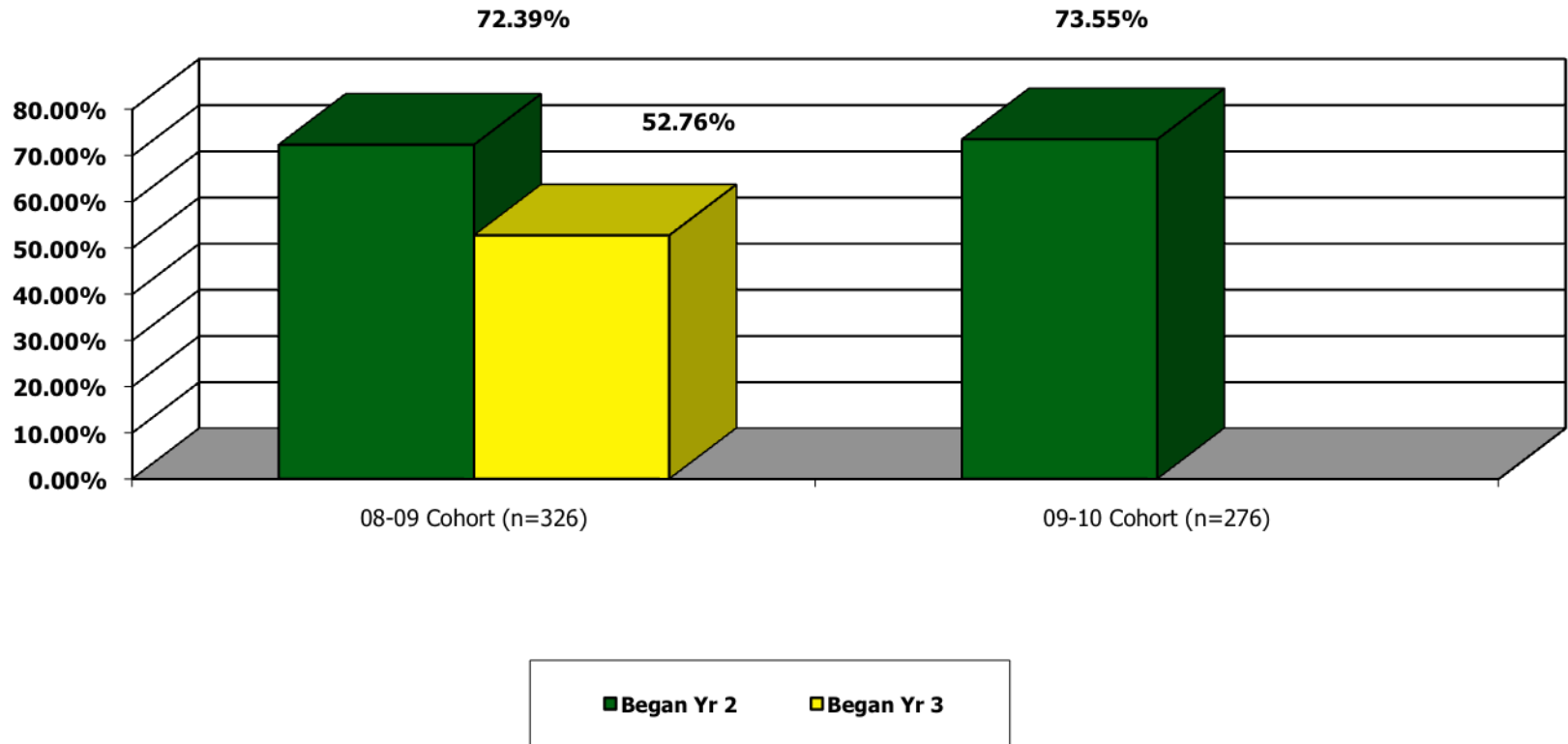
The Talent Development Office

October 17, 2011
Director, Kyla Johnson-Trammell
Manager, Lisa Spielman

WHY FOCUS ON TALENT?

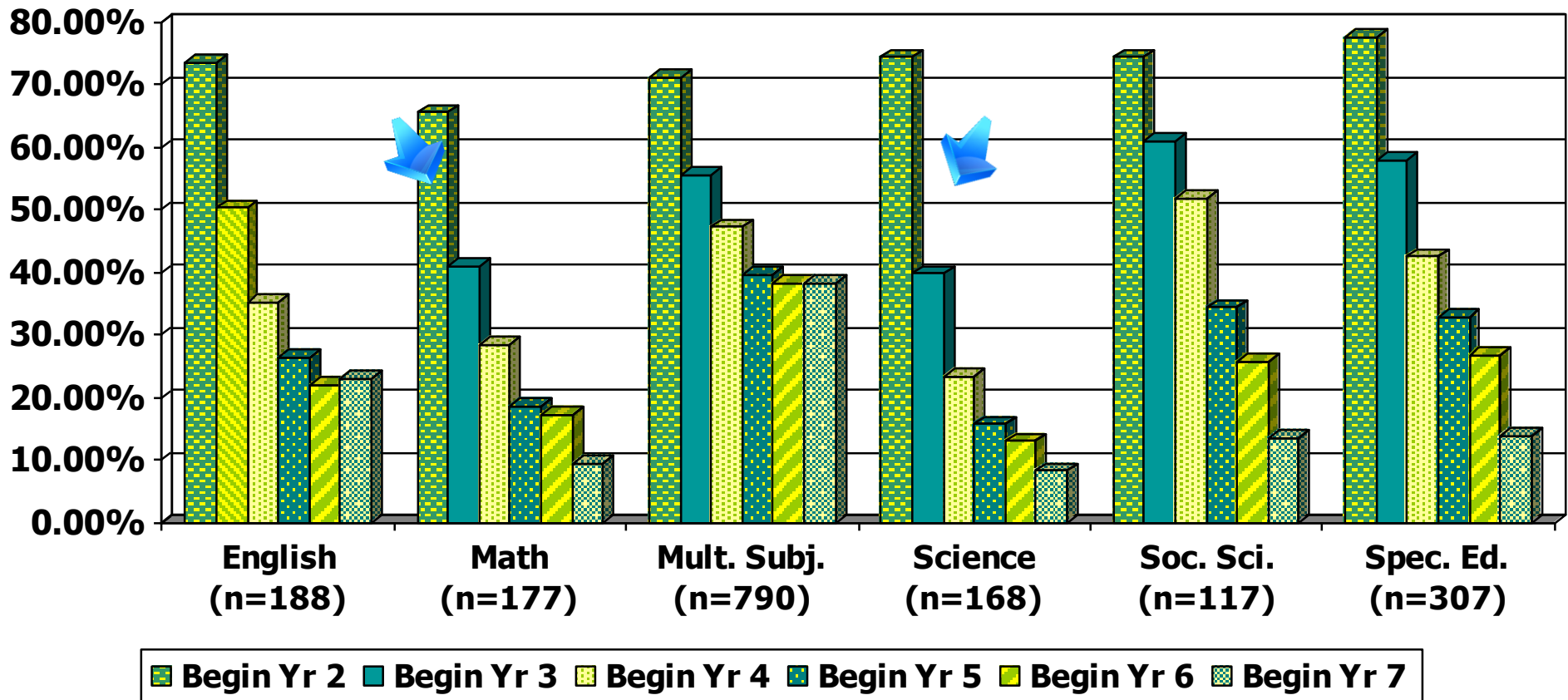
Approximately 27% of New Hires Leave Oakland After 1 Year

New Teacher Hire Retention by Year



Math & Science Have the Highest Turnover

Cumulative BTSA and Intern Retention by Credential Subject 04-10 (% Remaining)



Principal Retention

- SY 2009-2010—16 principal vacancies
- SY 2010-2011—17 principal vacancies

Goal 3 The Strategic Plan

	Talent Development Objectives
1	Setting the Conditions
2	Preparation
3	Recruitment
4	Induction
5	Professional Development
6	Retention

Talent Development Office Mission

TDO will help build a district infrastructure through ***cross-departmental collaboration*** that will create the conditions to foster the development of excellent teachers and leaders with a strong equity focus. Through strategic focus on: ***university preparation, recruitment, induction, and professional development*** efforts that are aligned to our framework for excellent teaching and leadership, we will **retain 70%** of talented teachers and leaders who are equipped with the necessary skills to ensure that students, at every school and classroom thrive.

Setting the Conditions

- Define excellence and equity in teaching and leadership

Year One Actions:

- **Teacher Task Force**
- **Leadership Task Force**
- **Examine TELL Survey data**

University Preparation

- Equip talent with foundational skills necessary to serve as OUSD teachers/leaders

Year One Goals:

- Partner with HR to strengthen partnerships with IHEs
- Examine SPED University/Teacher Preparation Programs
- Host University/Teacher and Leader Prep program mtg.

Recruitment—selecting/placing the *right people*

- Develop recruitment vision for teachers and leaders—the “Oakland Way”
- Recruit, hire and strategically place talent

Year One Actions:

- **Establish cross-departmental recruitment team**
- **Co-develop OUSD recruitment unit with HR**
- **Sunset MOU with The New Teacher Project effective 9/30/11**
- **Identify and support current OUSD multiple subject teachers into SPED/Math/Science areas**
- **Partner with New Leaders to develop OUSD leadership pipeline**

TTO STEM Recruitment Grant

Approximately \$330k for Year 1

Purpose

- Design and implement specific recruitment strategies to identify “Oakland Way” Math/Science teachers
- Support current OUSD multiple subject teachers into Math/Science focus

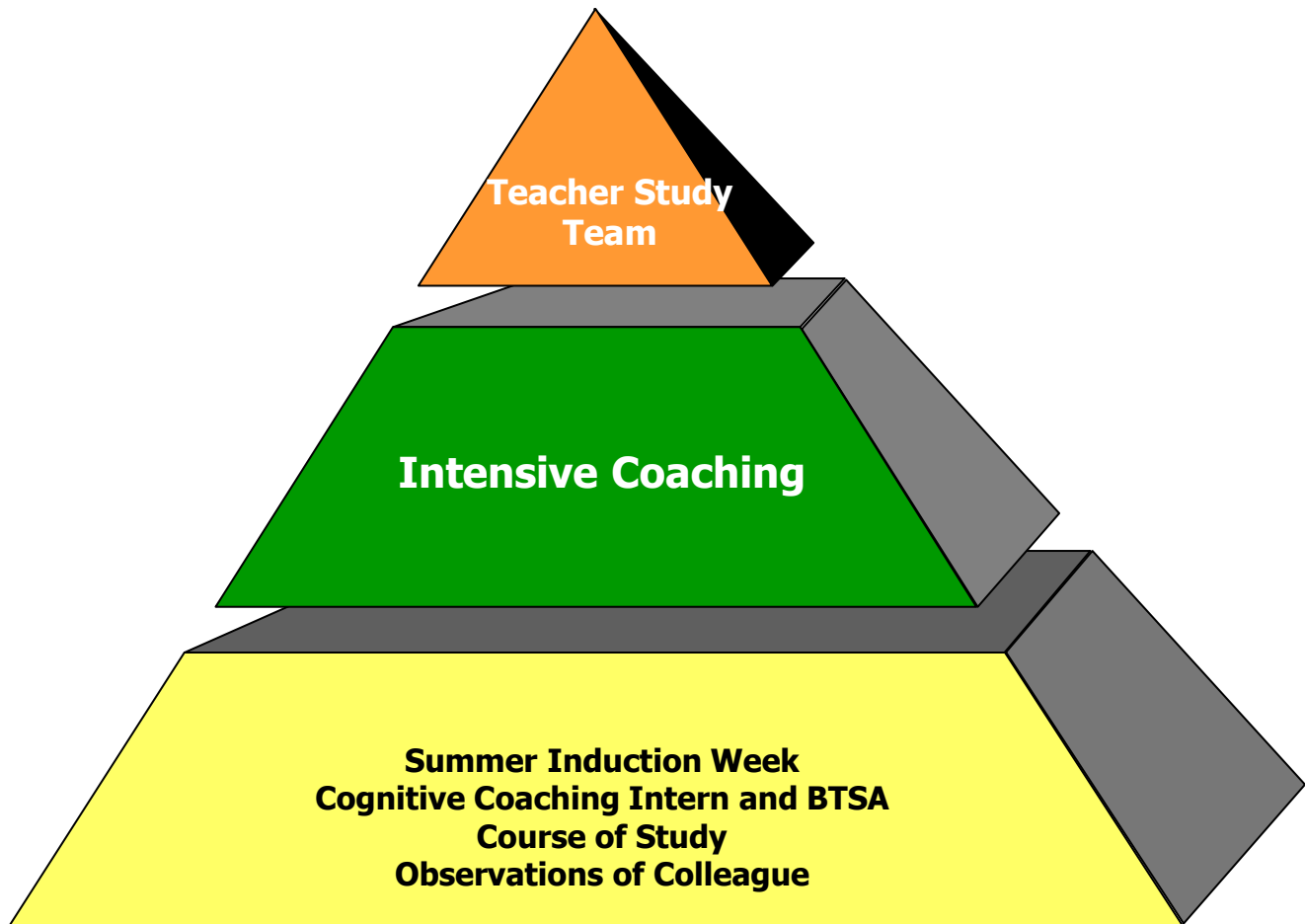
Year One Actions:

STEM grant will fund two positions:

- 1 FTE: STEM Coordinator, who will work in partnership with West Oakland STEM work already in place
- 1 FTE: Recruiter with focus on developing the strategies to recruit and retain teachers with a 5 year commitment to The Oakland Way,

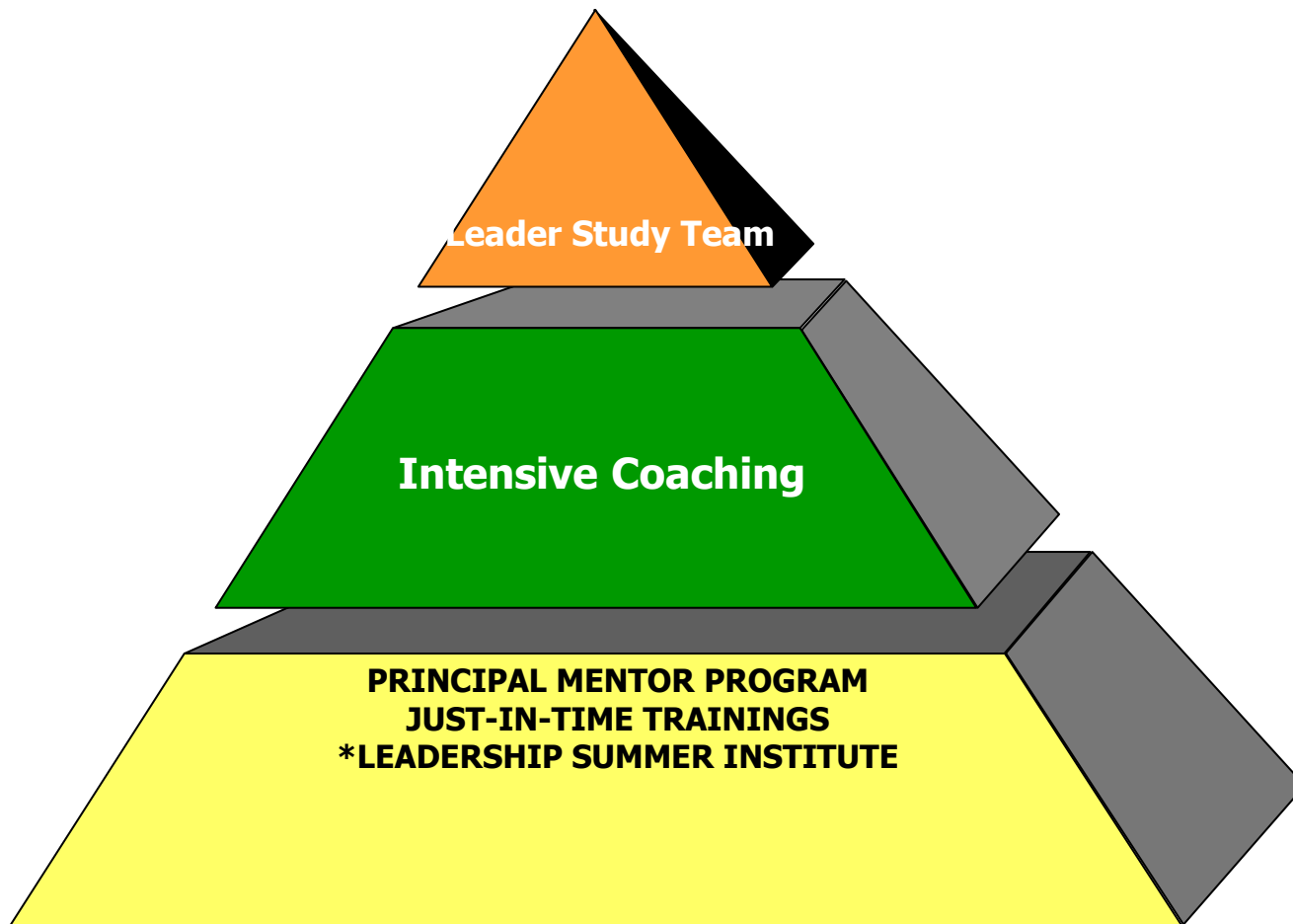
INDUCTION

Novice Teacher Through RTI Framework



INDUCTION

Novice Leader Through RTI Framework



Professional Development

- Nurture and maximize talent to get the most out of *every* individual

Year One Actions:

- Coaching for Equity—Teacher Leaders
- Host two Teacher Conventions—12/11 and 5/12
- Begin process of PAR re-culturing
- Establish Principal Mentoring Program
- Establish Principal Critical Friends Group

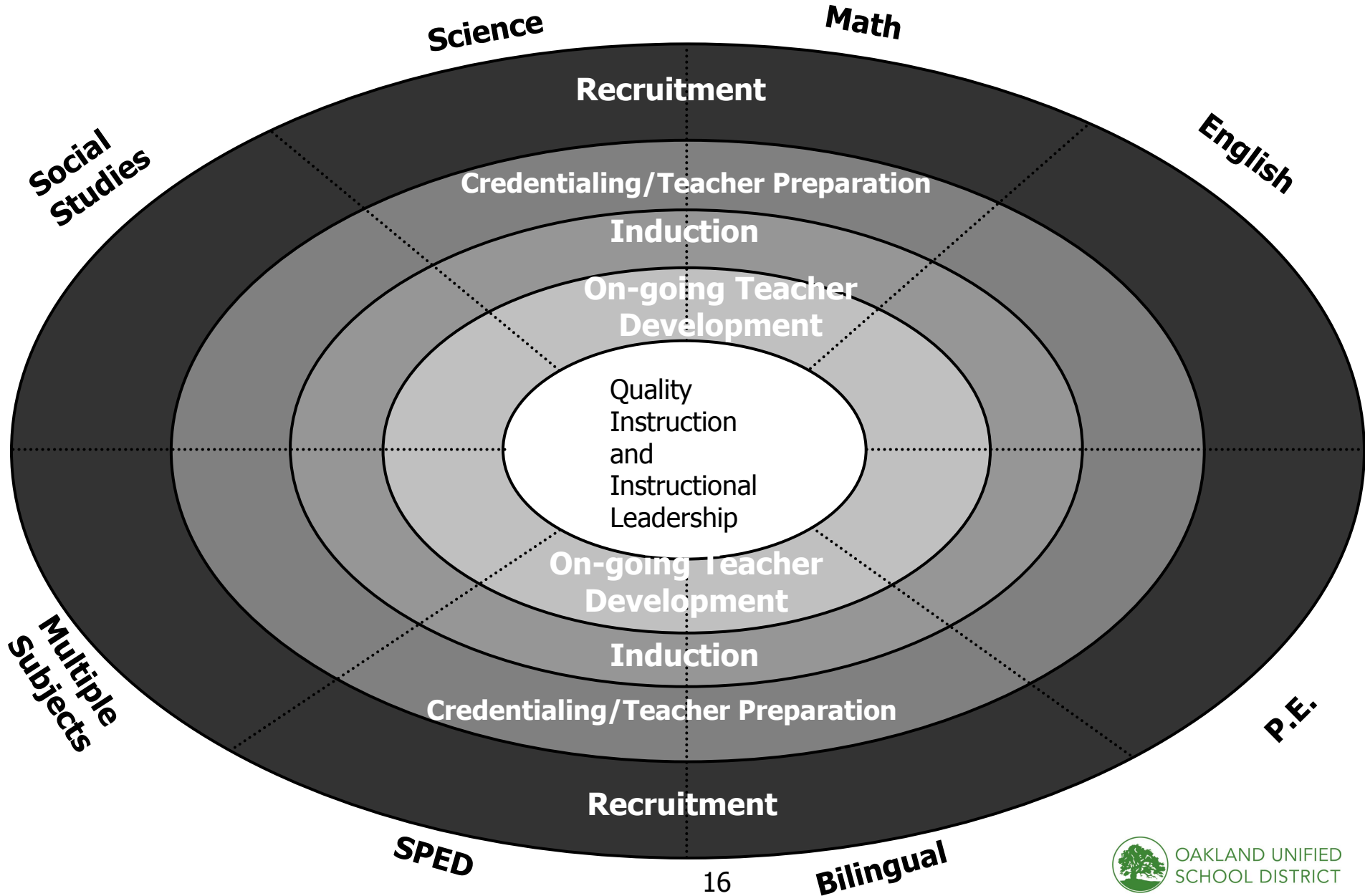
Retention

Create career pathways for talented individuals within the system

Year ONE Actions:

- **Examine current human capital database systems and identify action steps**
- **Recognition/Celebration ceremonies**
- **Establishment of LCI Specialists—Teacher Leaders**
- **Develop school site induction plans**

Talent Development Office (Teacher)



Talent Development Office (Leader)



**Our greatest glory is not in
never failing, but in rising every
time we fail.**

- Confucius