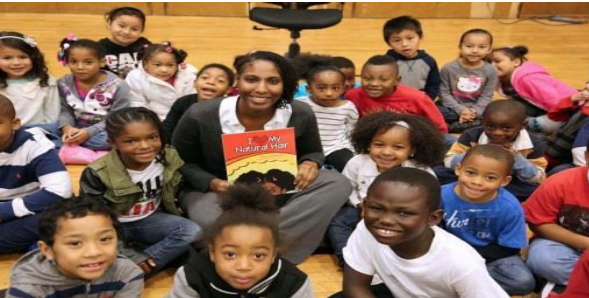




**OAKLAND UNIFIED
SCHOOL DISTRICT**

Community Schools, Thriving Students

2016-17 Staffing: Teacher Recruitment Partnership with Teach for America



www.ousd.org



@OUSDnews

Teach For America - Oakland Report



OUSD & TFA Oakland - Approach

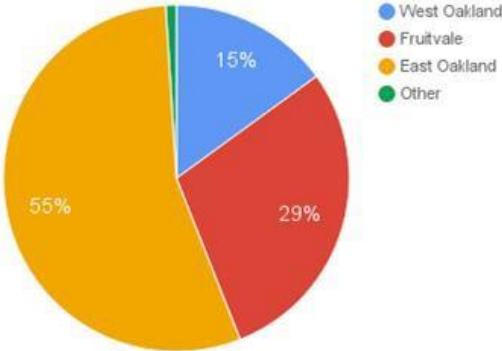
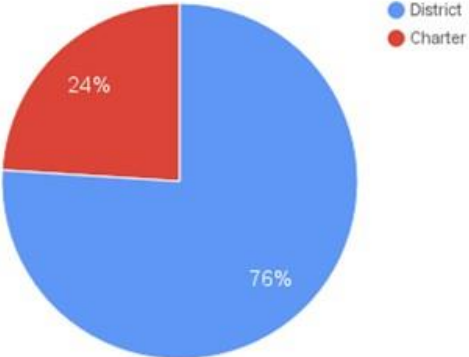
TFA-Oakland seeks to serve OUSD students and families by supporting OUSD's Pathway to Excellence plan while continuously improving our practice through the following approach:

1. Bring in a more diverse corps that is reflective of the community
2. Retain and recruit experienced teachers in Oakland schools
3. Ensure the quality of all TFA Oakland teachers

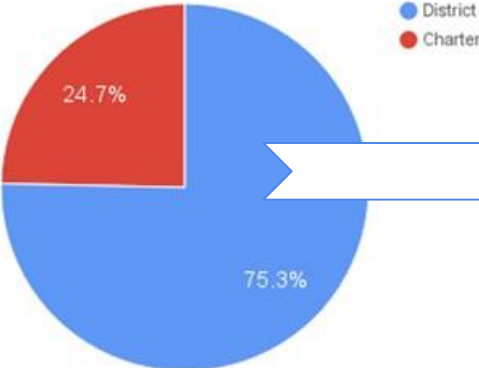
OUSD & TFA Oakland - SY 2015 -16 Fast Facts

- Completed first year of three year contract in June 2016
- All data covers SY 2015-2016

Total # of Corps Members: 91



Total # of Alumni Educators: 223*



30 alums currently in OUSD school leadership roles (Principal, AP, Instructional Coach, etc.)

*Data self-reported from 2015 TFA Alumni Survey

SY 2015 -16 Headlines

- We are working to build a local leadership pipeline through investment in young people of color from Oakland
- We are helping school partners drive towards quality by developing new teachers, experienced educators and visionary school leaders
- We are investing in teacher supports to ensure our teachers meet and exceed OUSD's bar for teacher effectiveness

PROGRESS: Corps Diversity

Goal: At least 65% people of color (PoC) and/or from Oakland

PTG: 68% of corps (1st & 2nd years) were PoC and/or from Oakland

Successes:

- Leveraged recruitment team to focus on local talent
- Stronger retention & engagement
- PoC applicants confirming offers at strong rates

Challenges:

- Financial constraints - cost of living, cost of credentialing - pose challenges to our ability to continue to recruit and retain PoC to Oakland

WHAT'S NEXT: Corps Diversity

Goal: At least 65% people of color (PoC) and/or from Oakland

Current SY: 64%

Initiatives:

- Work with OUSD and local organizations (ie Oakland Promise, East Bay College Fund) to recruit local, diverse talent
- Homegrown campaign for local applicants to preference Oakland for placement

PROGRESS: Retention & Recruitment

Goal: Recruit 25 alumni teachers to Oakland & retain 60% of 2nd Year Corps Members for a third year

PTG: 10 alumni recruits from outside Oakland & 48% of 2nd Year Corps Members retained for third year

Successes:

- Leveraged 25th Anniversary Summit to connect to alumni
- Alumni resume sharing for school partners

Challenges:

- High cost of living
- Late recruitment window

WHAT'S NEXT: Retention & Recruitment

Goal: Recruit 25 alumni teachers to Oakland & retain 60% of 2nd Year Corps Members for a third year

Initiatives:

- Stronger transition from 2nd to 3rd year
- Target non-Bay area alumni with ties to Oakland
- Recruitment tracked to OUSD hiring timeframe
- Creating & fostering development opportunities as a retention strategy

PROGRESS: Teaching Quality

Goal: All TFA-Oakland teachers meeting or exceeding goals based on summative observation of TGDS

PTG: 100% of 1st year teachers met goal (“developing” or “effective”)

Successes:

- Offered more autonomy and choice for teachers in their own development
- Ensured every teacher is part of robust community of practice

Challenges:

- 4 teachers non-reelected

WHAT'S NEXT: Teaching Quality

Goal: All TFA-Oakland teachers meeting or exceeding goals based on summative observation of TGDS

Initiatives:

- Ensure our support infrastructure is in line with OUSD's centralized support and school-based supports
- Working with schools to better match teachers to fit and position
- Implemented a more robust content support team

Looking Ahead

- Continue to partner w/district to recruit a local and diverse group of teachers, aligned to OUSD hiring timelines
- Continue to deepen our partnership with our schools to build additional strategies to retain and recruit our teachers in the district
- Continue to refine our program model to support teachers' efficacy in their classrooms and schools

A group of diverse children and a teacher are smiling and huddled together in a schoolyard. The scene is overlaid with a dark blue tint. In the background, a school building and a playground are visible.

*One day, all children in Oakland
will have the opportunity to attain
an excellent education.*