

Superintendent Report

Interim Superintendent, Dr. Denise Saddler
April 22, 2026



**OAKLAND UNIFIED
SCHOOL DISTRICT**

Community Schools, Thriving Students

Our Vision

All 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.

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.



Superintendent Report Overview

School Highlights

Student Attendance Strategies

Attendance Appendix





Unsung Heroes

We Celebrate OUSD's Unsung Heroes

Lisa Walker

Administrative Assistant
Glenview Elementary

"Ms. Lisa's official job title is Admin Assistant, but that doesn't cover how crucial she is to Glenview's culture, spirit, and success. The level of institutional knowledge she carries from her 12 years at Glenview creates such a comforting presence for teachers and staff, and the way she cares for students with empathy, humor, and love is aspirational for any educator. You'll never see her in photos, as she's the most camera-shy person on the planet, but she is the heart of our school!" - Glenview colleague



We Celebrate OUSD's Unsung Heroes

Ariana Bostick

Speech and Language Pathologist
Burbank Early Learning Center

"Ariana is not only a super skilled speech pathologist who always goes above and beyond her own work with our preschoolers, but she is a leader in our school community. She has spearheaded the garden projects at our school and is integrating work with Cal Fresh to support our students learning more about gardening, vegetables, and eating healthy. We don't know what we would do without Ariana on our campus!" - ECE colleague



We Celebrate OUSD's Unsung Heroes

Humphrey Garrett

Culture Keeper Ambassador

Marcus A. Foster Leadership Center

"Mr. Humphrey goes above and beyond to create a welcoming, respectful, and supportive environment at the Foster Center. His calm presence, professionalism, and genuine care for others make a meaningful difference for staff, visitors, and everyone who walks through the doors. Mr. Humphrey is truly the light of the workplace, always uplifting others and bringing positivity when spirits are low. His warmth, kindness, and genuine care creates a beautiful environment!" - OUSD colleague





School Highlights

23 OUSD Teachers Honored for Their Science Teaching Excellence

The organization **Community Resources for Science** announced last week that 23 of OUSD's elementary teachers are "Champions of Discovery" who, along with their classes, earned recognition for excellence in science for the 2025-26 school year. To receive this recognition, teachers documented and reflected on some of the ways their students explored science in their daily lives, collected and evaluated data, met or learned about **STEM** role models, and imagined their own future place in science. Congratulations to all these outstanding educators!

Carl B. Munck Elementary

Christine Clark

Highland Community School

Tracy Dordell

Laurel Elementary

Melissa Cox

Lockwood STEAM Academy

Pablo Pitcher DeProto

Martin Luther King Jr.

Elementary

Hannah Welsh

Marta Sato

Piedmont Avenue Elementary

Concepcion Arenal

Dexter Coleman

Juli Ward

Kimberly Wong

Mareme Samb

Merany Mathews

Neziah Nesbeth

Piedmont Avenue

Rachel Martin

Rose Fruci

Roxana Miles

Sarah Wheels

Shizuka Kuroiwa

Steven D. Day

Tamarra Rogers

Theodus Ambers

Trent Liddicoat

Thornhill Elementary

Caitlin Dobson

Oakland Mayor Celebrates OUSD's Blue Ribbon Winner

Oakland Mayor Barbara Lee welcomed the **Crocker Highlands School** community to City Hall in March to celebrate them for their winning a 2025 Blue Ribbon Award.

State Superintendent Tony Thurmond honored Crocker as one of just 31 schools in the state with Blue Ribbons for their academic excellence, and closing achievement gaps.

Mayor Lee presented Principal Dung Kim Nguyen with a proclamation honoring the school's success, especially in English Language Arts, Math, and student engagement. Congratulations to Crocker Highlands!



ICS & TCN Unveil Their New Athletic Fields

International Community School and Think College Now plus the adjacent International CDC now have some beautiful new play spaces thanks to the taxpayers of Oakland. In March, the schools celebrated the opening of their new soccer pitch and baseball diamond. This project was funded by taxpayers through the 2020 Measure Y Bond. The fields will provide years of play and joy for the schools, and elementary students from across the District through the Oakland YES Sports initiative.

The Oakland Ballers and Oakland Roots Sports Club were on hand to help celebrate with students, including Roots defender David Garcia (photo) worked out with students and got them running up and down the field. Thanks to the Roots and Ballers!

Congratulations to the schools for their upgraded facilities!



Huge Crowd Turns out for Latino Honor Roll Event

Fremont High School hosted the 26th Annual Latino Student Honor Roll event on March 28, drawing a huge crowd to celebrate students who have achieved a cumulative GPA of 3.75 or higher. The ceremony highlighted both individual achievement and community pride, with students and families expressing how meaningful it was to see Latino academic success recognized.

Yarezi C. is a senior at Fremont High (center in photo with her principal, Nidya Baez to her left and District staff). “It just feels like an honor... like I’m in a community, and my peers are hard workers... it just feels so heartwarming.” She also won a scholarship at the event, which will help next fall when she starts at her dream school, U.C. Berkeley.

Additional honor roll events are scheduled later this month and in May.





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Student Attendance Strategies Presentation March 2026



Shelia White, Sr. Director, Strategic Projects
Dwayne Bartholomew, Director, Multi-Tiered Systems

Who Are We?



Shelia White,
Sr. Director, Strategic Projects
Student Attendance, Attendance Audits & QAT



Dwayne "B" Bartholomew,
Director of Multi-Tiered Systems of Support
Attendance, Behavior, Social Emotional Learning

Highlights Of Presentation (Slides of Note)

- [Attendance Audits](#)
- [Clerical Mentorship Program](#)
- [Oakland Natives Give Back](#)
- [MTSS Attendance Framework](#)
- [Chronic Absenteeism Success Story](#)

Historical Data Re: Student Attendance Audits

Prior to Shelia White's assignment

2010-11

\$800K

2011-12

\$1.2m

**State lowered these findings after protocols were established*

Audits under Shelia White's Supervision

2012-14

\$150k

**Protocols being established*

\$26k

Findings on Independent Study

***10 school years of \$0 financial impact**



Clerical Mentors Support Site Clerical, Principals, Kaboom Builds, OUSDs Health Fair & More...

- Partnership with SEIU
- 10 Mentors provide 1-to-1 training to clerical
- Support principals & other departments as needed (*clerical sub shortage*)
- Mentors receive a \$6,000 annual stipend
- Lead with excellence & create more joy in our schools!
- Mentors receive a \$6,000 annual stipend



DR. SADDLER'S ATTENDANCE INITIATIVE

OUSD Partnership w\ Oakland Natives Give Back



Every Day Counts Initiative!

Unverified Absences w Oakland Natives Give Back Support

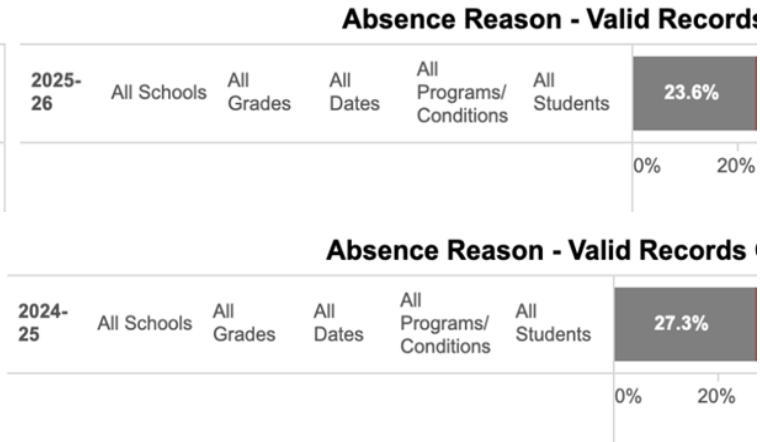
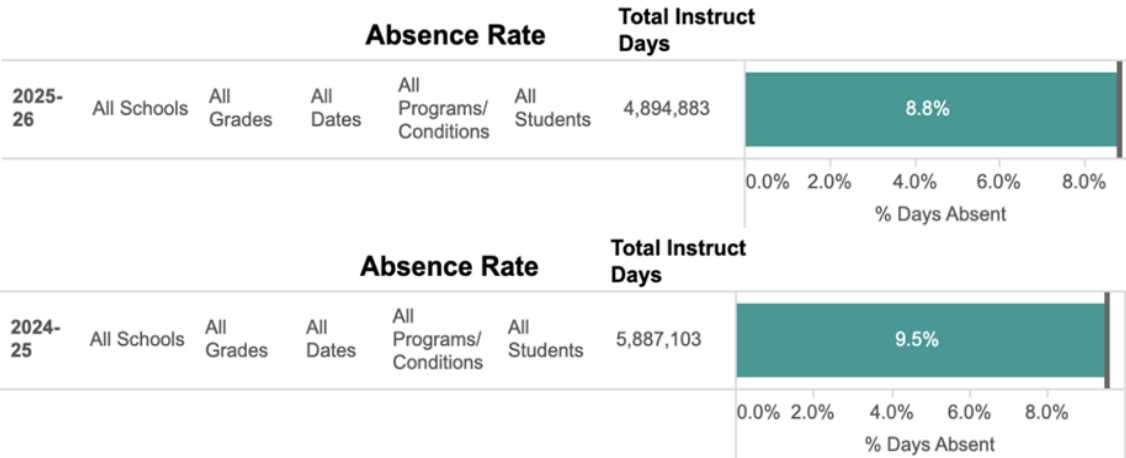
Castlemont's Unverified Absence Rate

*(in January, was highest in OUSD)

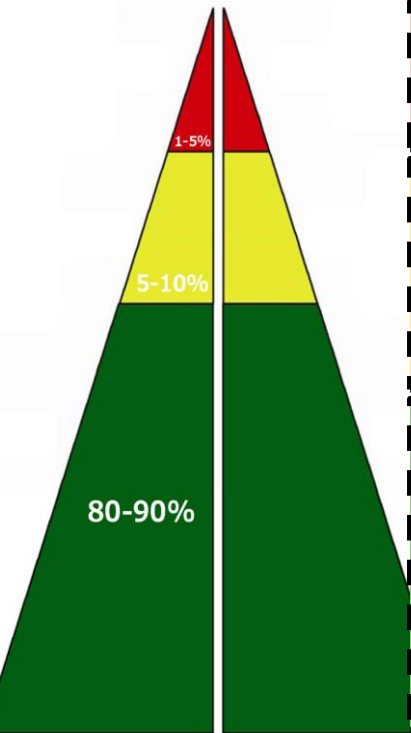
- 1/16/26 - Unverified Absences 74.3%
- 4/15/26 - ONGB Phone banking support **59.8%** (14.5% variance)

Bret Harte's Unverified Absence Rate

- 1/16/26 - Unverified Absences 17.2%
- 4/15/26 - ONGB Phone banking support **14.6%**



MTSS: Multi-Tiered Systems of (Attendance) Support



Tier 3: Intensive (a few students)

1. Student Attendance Review Board meetings
2. Coordination of Services Teams
 - a. Alameda County Office of Education; Positive Attendance Care Team

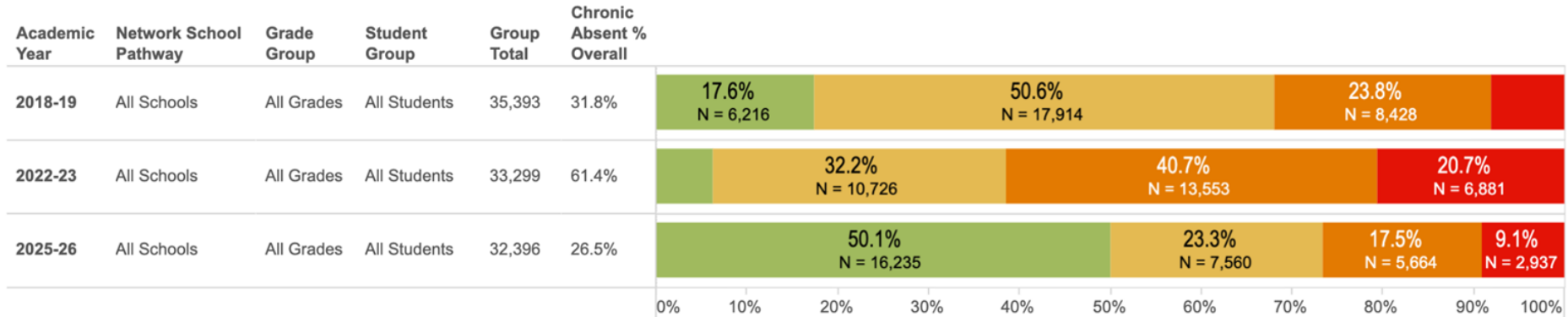
Tier 2: Targeted (some students)

1. Targeted Caseloads and Case Management
2. Student Attendance Review Team meetings
3. Home Visits
4. Coordination of Services Teams;
 - a. School Site Supports
 - b. District-Wide internal supports
 - c. Community Based Organization Partnerships

Tier 1: Universal (all students)

1. Relationships, relationships, relationships!
2. Attendance Teams - attendance plans - data based attendance agenda
3. Absence Verification (Calls home from Attendance Specialists)
4. Attendance Incentives for Perfect and Improving Attendance
 - a. Staff Celebrations and Highlighting Great Work
5. Annual District Wide Attendance Summit
6. Communications Team (reminders and community education)
7. Independent Studies
8. Attendance Recovery (After School and/or Saturday School)

Chronic Absenteeism (Pre to Post Covid)



The Power of Together

Most of all we all need to be on the same message about the importance of Attendance!

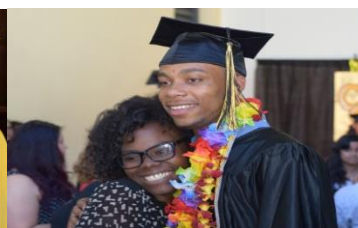
Attendance is one of our district goals that we have been moving in a positive direction. In order to keep that positive trend, we need to continue our current approach and support the addition of Attendance Recovery and increase our Independent Study utilization in order



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Attendance Appendix (Linked Here)





THANK YOU!



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www.ousd.org     @OUSDnews

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