

Superintendent Report

Superintendent, Dr. Kyla Johnson-Trammell
April 23rd, 2025



**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



District Highlights

Elementary Network 3 Update

Middle School Network Update



District Highlights

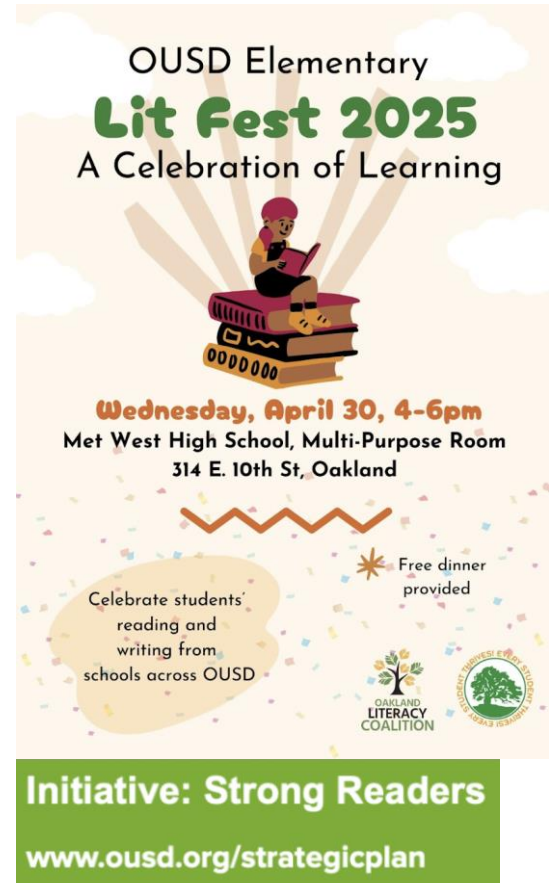
OUSD Lit Fest 2025 is Coming April 30

Our second annual district-wide celebration of K-5 literacy learning - Lit Fest - will bring the community together on April 30 to celebrate OUSD readers and writers.

Building on the success of Lit Fest 2024, attendees can expect the following:

- *School displays of student writing projects (CEAs)*
- *Reading zones where students can sign up to show off their reading*
- *A scavenger hunt for students to explore the Lit Fest content*
- *A station for families to learn about how kids learn to read!*
- *Hands-on Sight Word games and other Early Literacy activities*
- *Game stations with OLC and OPL*
- *Student docents to help guide families through the writing journeys on display!*
- **LOTS OF FREE BOOKS, LIT FEST GIFTS, AND DINNER FOR ALL**

We hope to see you at Lit Fest! Everyone is welcome.
April 30 from 4:00 to 6:00 PM at MetWest High School



Inclusion Matters Week at Montera Middle School

Montera Middle School students and staff recently partnered with the OUSD Disability Access Team to hold Inclusion Matters Week at the school.

Activities included student presentations, school-wide announcements, a door decorating contest and a culminating event to educate and raise awareness about disabilities.

Participants shared joy in seeing "students connect" and the importance of being "proactive to bringing awareness and interventions to Montera."

Amanda Seaton of the Disability Access Team reflected on the week's success: *"It was so amazing to see all of the teachers and students come together to hold these events. It was really inspiring to see ALL kids openly talking and learning about disability."*

The goal is to make this an annual event at Montera.



Initiative: Joyful Schools

www.ousd.org/strategicplan

College Decision Day Approaches; OUSD Seniors Are Making Hard Choices

The time is approaching for many seniors to decide what schools they will attend in fall 2025, four year colleges or universities, community colleges, or trade schools.

Many seniors have lots of choices, and one great example is Guadalupe Segura, from Coliseum College Prep Academy. She applied to 34 colleges and universities, and was accepted to 30 of them! That included acceptance to all University of California schools, the University of Southern California, and Tulane University in New Orleans.

With the deadline to accept admittance to most California schools set for May 1, Guadalupe expects to make her choice soon. It's now between UCLA and USC. She plans eventually to go to medical school.



Initiative: Empowered Graduates

www.ousd.org/strategicplan



Elementary Network 3 Update

Network 3



Who We Serve



- Network 3 leadership is responsible for supervision of schools
 - 17 schools serving 5600 students
 - 15 TK-5, 2 TK-8
 - 3 Dual Language Schools
 - Schools located in Districts 2, 3, 4, 5, 6, 7
 - 63% Latino and 18% Black/AA Students
 - 87% Students Receiving Free & Reduced Lunch
 - 17% Students with IEPs
 - 44% ELL Students, 18.5% Newcomers

A photograph of a graduation ceremony. In the foreground, a young woman with dark hair, wearing a white graduation cap and gown, is cheering with her mouth open and arms raised. She is wearing a red sash and a pink lei. To her left, a young man in a red graduation cap and gown is looking towards the camera. To her right, another young man in a red graduation cap and gown is looking towards the camera. In the background, other graduates in white gowns and caps are visible, some with their arms raised. The background is slightly blurred.

Network 3 Vision

**Principals will lead
high-achieving, safe
and supportive
schools where all
students, staff and
families can
THRIVE!**

Network 3 Core Values

● Students First

- Grounded in Student Data
- Daily connection w/students
- Reflection and inquiry around students at every meeting

● Equity

- Ground instruction in grade level content

● Joy

- Grounding in why we do this work

● Integrity

- Actions match words
- Video matches the audio and is streaming
- Do the right thing even when not public

How We Serve



- Provide on-site, side-by-side coaching and leadership development
- Strategically align central services to schools across networks and departments
- Act as daily first responders to all schools for safety and community concerns

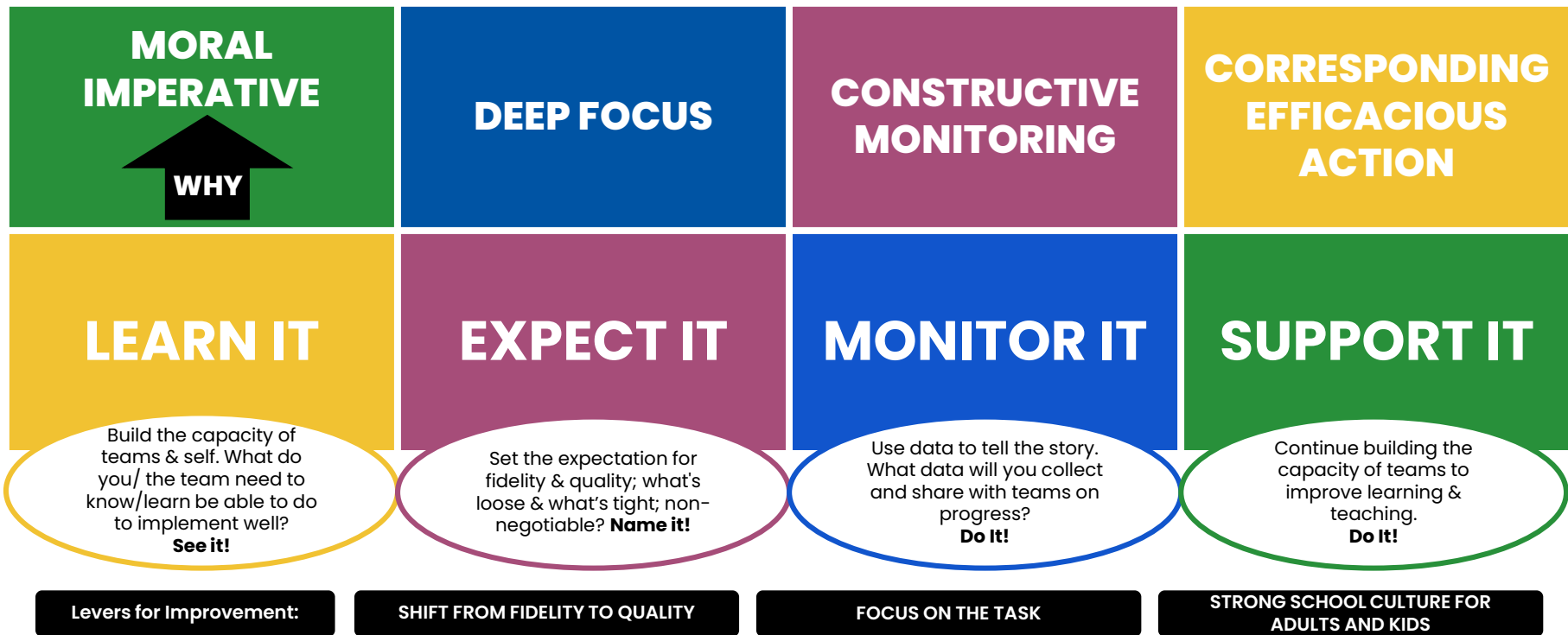
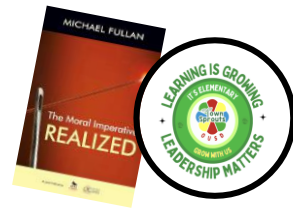
Elementary Key Performance Indicators (KPI)



LEADING INDICATORS (PROGRESS MONITORING)	LAGGING INDICATORS
SIPPS Mastery Tests (Passing 1+ per month) Kinder Letter ID	SIPPS MT @ or above target lesson for K-2 EOY i-Ready Proficiency and Growth for K-2
iReady ELA Proficiency and Growth (3x) Curriculum-embedded interims (4x)	SBAC ELA EOY i-Ready Proficiency and Growth
iReady Math Proficiency and Growth (3x) Curriculum-embedded assessments (6x)	SBAC Math EOY i-Ready Proficiency and Growth
iReady ELA (3x) EL Growth and Proficiency	Reclassification
Suspensions (monthly)	Suspension rate (annual)
Positive Daily Attendance (monthly) Chronic Absence (monthly)	Positive Daily Attendance and Chronic Absence
Sown to Grow weekly surveys	Student wellness surveys (CHKS)
ASR and Lectura (3X) Curriculum-embedded assessments	ASR proficiency Biliteracy Zone (at/above GL in one language, approximating in the second)

Implementation Framework

"...leaders *must* concentrate on a cluster of three essential practices: **FOCUS**, monitoring in relation to the focus and displaying a strong sense of efficacy." Doug Reeves



ELEMENTARY LEADERSHIP PRIORITIES 24-25



Ensuring High Quality Systems of Standards-Based Instruction

Principals and school leaders **monitor and support instruction through observation, feedback, coaching, and professional development in collaboration** with teachers.

(LGDS Dimension VI)

Developing Teams

Principals focus on **building strong teams**, such as **ILTS, attendance teams, PLCs, COST, and SSC**, to share responsibility for leadership toward the shared vision.

(LGDS Dimension V)

Strengthen MTSS at Schools

School leaders use action planning tools to **set goals for students, build strong relationships, monitor progress, and create data-based action plans to improve instruction** and student outcomes.

(LGDS Dimension VI)

Leadership for Effective Operations and Organization

School leaders organize, implement, and monitor operational systems to facilitate learning, productivity, and collective responsibility for equitable outcomes with **clear decision making and communication**.

(LGDS Dimension V)

OBSERVATION AND FEEDBACK

STRONG ILTs, SSCs &
ATTENDANCE TEAMS

DEMONSTRATED ACTIONABLE USE
OF INQUIRY PLANNING TOOL

DELIVERABLES
STAFF HANDBOOK

Early Literacy

More than half of N3 1st and 2nd graders already meeting annual goals



Tiered supports for our earliest readers: Small group and 1:1 tutoring

Network 3 piloting new Foundation Skills curriculum at Cleveland, Acorn, OAK, Hoover, EnCompass

Joyful Schools



Learning from our own
expertise: Burckhalter
and Hoover EL Education
Lab Schools



Family Engagement/
Community Schools

Exhibitions
of student
learning





Professional Staff



2x a year ILT
Summit Network
convening



High rates of principal
retention year over year
in Network 3



40+ teachers honored for
accelerated student
growth at 24-25 Midyear

Progress on Leading Indicators



LEADING INDICATORS (PROGRESS MONITORING)	Network 3 Progress Headlines March 2025
SIPPS Mastery Tests (Passing 1+ per month) Kinder Letter ID	85% of Kinder students at grade level in Letter ID; 50% 1st and 2nd graders on track to meet goals
iReady ELA Proficiency and Growth (3x) Curriculum-embedded interims (4x)	61% of students made or exceeded typical growth in ELA; High participation in CEAs, though impacted by pacing
iReady Math Proficiency and Growth (3x) Curriculum-embedded assessments (6x)	60% of students made or exceeded typical growth in Math; High participation in CEAs, though impacted by pacing
iReady ELA (3x) EL Growth and Proficiency	EL growth in ELA continues to be a challenge across the Network
Suspensions (monthly)	.5% Suspension rate, well under district goal of 2%
Positive Daily Attendance (monthly) Chronic Absence (monthly)	Positive daily attendance up by 1%; Chronic absence down by 10%
ASR and Lectura (3X) Curriculum-embedded assessments	Dual Language schools implementing Benchmark 2.5; high participation in CEAs in DL schools

Network Alignment to LCAP Goals

- 1-All students graduate college career and community ready.
- 2-Focal student groups demonstrate accelerated growth to close equity gaps.
- 3-Students and families are welcomed, safe, healthy, and engaged.
- 4- Our staff are high quality, stable, and reflective of Oakland's rich diversity.

All schools goals and priorities cascade from LCAP goals in annual SPSAs

Cycles of Inquiry are focused on student outcomes for ELLs, AA/Black students and Students with IEPs

Family engagement and community schools work

Focus on building strong teams with collaborative leadership



Thank you

For more information, please reach out:

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Middle School Network Update

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.



Outline

- Headline and Takeaway
- Network Priorities
- Alignment to District Initiatives
- Impact-Focused Data
- Rationale for Strategic Importance



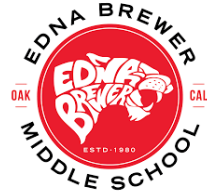
Headline:

“The OUSD Middle School Network holds a laser-like focus on student outcomes and uses an MTSS framework of strategies to deliver results.”

Takeaways:

- Student outcomes should drive our decisions.
- Equity means ALL student groups achieve at world-class levels and have a joyful experience.
- Success requires a commitment to the collective, focus on student outcomes, and alignment of all stakeholders.

Middle School Network





Network Priorities

Middle School Network Mission*

To provide all students with a world-class education and a joyful experience.

*nests within OUSD mission



Middle School Network Mission*

Each year, the MSN is the best we've ever been.

MSN Key Performance Indicators

World-Class Education

- SBAC ELA (DFS)*
- SBAC Math (DFS)*
- ELPI Growth*
- Mastery of Standards

(*on CA Dashboard)

Joyful Experience

- Suspensions*
- Daily Attendance
- Chronic Absence*
- Student Wellness Surveys

MSN Key Performance Indicators

LEADING INDICATORS (PROGRESS MONITORING)	LAGGING INDICATORS
<ul style="list-style-type: none">● iReady ELA (3x)● curriculum-embedded interims (2x)	SBAC ELA
<ul style="list-style-type: none">● iReady math (3x) (TBD)● curriculum-embedded interims (2x)	SBAC Math
<ul style="list-style-type: none">● iReady ELA (3x)● grades	Reclassification (ELPI growth)
<ul style="list-style-type: none">● suspensions	suspensions
<ul style="list-style-type: none">● attendance	attendance
<ul style="list-style-type: none">● Sown to Grow weekly surveys	student wellness surveys (CHKS)

MSN MTSS Framework

For each student outcome (KPI):

1. **Set Team** - Form a team with a leader. (i.e. ILT for instruction, COST for student wellness, culture team for suspensions, attendance team)
2. **Set Metrics/Goals** - Teams identify leading indicators that are predictive of the lagging indicator and set goals on them.
3. **Set Strategies** - Teams design and implement tiered strategies.
 - a. Tier I - all students
 - b. Tier II - groups of students
 - c. Tier III - individual students
4. **Progress Monitor** - Teams meet to progress monitor and adjust (implementation of strategies and impact on student outcomes).

MSN Instructional Priorities

1. Standards-based lessons every class, every day.
1. Student-to-student talk at least every 15 min.
1. Frequent checks for understanding and feedback.
1. Run improvement cycles in PLCs, using student data.
1. (New for 2025-26) Scaffolding for rigor, keeping standards high and providing supports for all students.

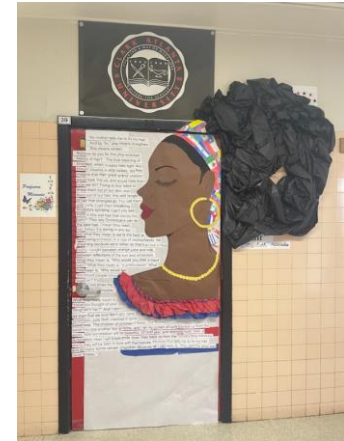
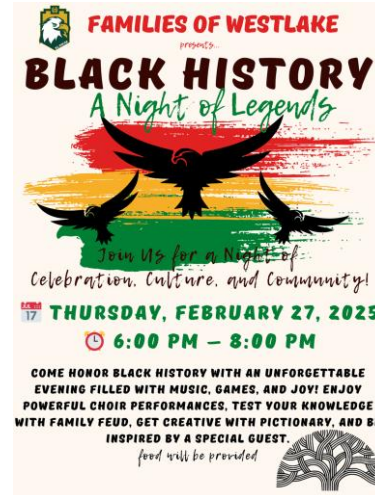


Alignment to District Initiatives

1. Joyful Schools

Every month, celebrations like:

- WOM Students enjoyed our second annual “Taste of the Black Diaspora” potluck last Wednesday, and Student-Led Conferences (SLC) all this week
- Schoolwide Black History Month assembly and door decoration at Brewer
- Elmhurst Black History Month at Burckhalter
- Annual Middle School Ethnic Studies conference
- Westlake’s “A Night of Legends”



Alignment to District Initiatives

2. Empowered Graduates - The “math” KPI of the MSN’s six KPIs falls within the “8th grade math” priority of “empowered graduates”.

3. Dashboard Outcomes - As per CCEE accountability, the MSN aligns outcomes with OUSD’s LCAP and the CA State Dashboard.

Vertical Alignment

1. Alignment with High School
 - a. Align 8th grade outcomes with high school graduate student profile.
 - b. Use of iReady reading for consistency.
 - c. Same focal instructional strategies.

1. Alignment with Elementary
 - a. Align elementary milestones with middle and high school graduate student profile.
 - b. Use of iReady reading for consistency.



Impact Data

Impact - Fall Math Interim Progress

6th grade:

0.5% more students scored proficient in fall 2025 than 2024.

7th grade:

5.6% more students scored proficient in fall 2025 than 2024.

8th grade:

4.6% more students scored proficient in fall 2025 than 2024.



Rationale for Strategic Importance

Rationale for Strategic Importance

- This initiative is important for advancing strategic importance because math is one of the California Dashboard indicators.

Roles

Network Leaders

1. Align sites on the collective vision, mission, goals, and priorities
2. Model network values of students first, integrity, equity, excellence, and joy
3. Develop transformative leaders
4. Build efficient/effective systems for improving daily instruction
5. Help sites during crises.
6. Hold staff accountable for important deliverables.
7. Hold accountable for playing their role to achieve results.

Site Leaders

1. Keep school staff aligned on the collective vision, mission, goals and priorities.
2. Model network values of students first, integrity, equity, excellence, and joy.
3. Develop a culture of collaboration and coherence to transform outcomes
4. Help staff be more effective at their jobs to achieve student outcomes.
5. Build efficient/effective site systems.
6. Hold staff accountable for important deliverables.
7. Help staff and hold accountable for playing their role to achieve results.

Thank you

For more information, please reach out:

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