



Superintendent Report to the Board of Education June 13, 2018

OPENING REMARKS

The purpose of the Superintendent Report is to share progress and updates on the Superintendent's priorities: Fiscal Vitality, Quality Community Schools & Organizational Resilience.

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

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.

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.

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 Updates:**
 - Chief Financial Officer (CFO) position: The search process for the CFO position is extended for a couple more weeks to broaden the candidate pool. The finalists from the first round are welcomed to remain in consideration. Mr. Battle will take the lead on the next phases of this hiring process.

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:

- **Water Quality Update:**
 - Progress continues on the expanded sampling by EBMUD. EBMUD will only visit sites once, so the District is working on mapping fixtures, scheduling visits and contacting personnel. Site maps have been updated for the CDCs for fixture locations and six sites will be tested in the next two - three weeks. These sites are Manzanita CDC, Centro Infantil de la Raza, Yuk Yau, Bella Vista, Harriet Tubman and Jefferson CDC. TKs and



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Child Development Centers located on elementary school campuses will be tested at the time the elementary school is tested.

- We continue to implement Board Policy 3511.3. Although sites have been initially tested, site administration will continue to see further testing and possible removal of fixtures that are over 5 ppb (as stated in BP 3511.3).
- **McClymonds Water Quality Updates**
 - Please see the [Water Safety Timeline](#) to see a list of all the repairs that have been completed at McClymonds since August 2016.
 - Check out the McClymonds Water Safety Web Page here: [McClymonds Water Safety: Data & Resources Webpage](#)

- **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:

- GOAL 1: GRADUATES ARE COLLEGE AND CAREER READY:
- GOAL 2: STUDENTS ARE PROFICIENT IN STATE ACADEMIC STANDARDS:
- GOAL 3: STUDENTS ARE READING AT OR ABOVE GRADE LEVEL:
- GOAL 4: ENGLISH LEARNERS ARE REACHING ENGLISH FLUENCY:
- GOAL 5: STUDENTS ARE ENGAGED IN SCHOOL EVERYDAY:
- GOAL 6: PARENTS & FAMILIES ARE ENGAGED IN SCHOOL ACTIVITIES

SCHOOL AREA OF FOCUS: **Alternative Education Network Update**

- **Goal 1: Increasing number of alternative education students graduating college and career ready**
 - In 13-14, only one alternative education school had a pathway. In 17-18, all alternative education schools have developed Linked Learning pathways where students are able to graduate with career technical skills and knowledge, work-based learning opportunities, certifications and dual-enrollment credit.
 - OUSD Executive Director of Alternative Education is on a statewide taskforce to help design a statewide alternative school accountability dashboard scheduled to launch in 18-19 to more accurately assess alternative schools ability to graduate students college and career ready.
- **Goal 2: Increasing proficiency in state academic standards**
 - Moving from a sole focus on “credit recovery” to supporting skill and knowledge acceleration and proficiency.
 - Staff across alternative education schools participated in an Alternative Education Collaborative the past three years in which they formed content Professional Learning Communities (PLCs) and partnered with content specialists to design and implement high-quality and relevant standards aligned instruction.
- **Goal 3: Increasing Reading Proficiency Levels**



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- All Alternative Education principals engaged in literacy cycles of inquiries in 17-18, which included identifying a literacy problem of practice, participating in literacy-focused learning walks, integrating literacy into their site-based professional development and analyzing student data to inform practice.
- **Goal 4: Increasing English Language Learner Fluency**
 - In a partnership between ELLMA and Alternative Education, Ruidsdale Continuation expanded in 17-18 to develop an alternative newcomer program to specifically support older (16+) newcomer students after identifying this subgroup as having some of the highest dropout rates in the district. Ruidsdale Newcomer had their first graduating class of seniors this past week.
- **Goal 5: Increasing Student Engagement**
 - All alternative education schools have robust wraparound supports for students as a means to increase student engagement and attendance, including: advisory structures, low teacher to student ratios, mentorship, case management, mental health supports, student leadership teams, internships, restorative justice and partnerships with local non-profits and industries.
- **Goal 6: Increasing Family and Community Engagement**
 - All alternative education schools have an orientation in which families and guardians are an integral part of the entry process in order to support a successful student transition and to develop strong foundational relationships between the school and the family/guardians.
 - Alternative education schools have starting hosting pathway events aligned to their theme as a means to increase authentic family and community engagement. For example, students in Ralph J. Bunche’s culinary program created a “pop-up” kitchen to which they invited over a hundred community members, industry partners, staff and family.

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:

OUSD Retention Efforts:

- The inaugural OUSD Retention Survey - co-constructed by OUSD employees, for OUSD employees and in partnership with our unions - launched in mid April. It was designed to address retention issues for all staff across the District. 2,157 employees took the survey and we look forward to sharing the results with all staff.

OUSD Recruitment Events:

- Upcoming Recruitment Events: June 13, July 11, July 25
- Other Recruitment Events:
 - Monthly Substitute Teacher Interviews
 - Monthly Special Education Credential Info. Session



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- July 26: Recruitment Event in San Jose focused on displaced credentialed teachers from Puerto Rico

Outreach efforts and strategies:

- Advertisements include: emails to all candidates who have applied to OUSD, calls to candidates, email blasts with East Bay Express, email blasts on LinkedIn, weekly advertisements publicizing events in the East Bay Express print edition, social media posts, calls with candidates and then sharing information about our upcoming events via email follow-up.
- Internet recruitment: post on OUSD Jobs Portal (Recruit & Hire), Craigslist, LinkedIn, Indeed, Idealist, iHire, Handshake, Edjoin
- Targeted outreach to most qualified candidates in Recruit & Hire based on screening results. Once candidates are screened they are engaged by our team and sent directly to principals to support the interview & selection process.
- Sent Talent Recruitment newsletters to University Professors throughout CA advertising our hard to staff subject areas
- Emailing nearby non-profit educational organizations to advertise our events and job openings to increase diversity of candidate pool (e.g. College Track)
- Recruitment team Interviews featured on ABC 7, Univision, KCBS radio
- Weekly ad in East Bay Express

Other events:

- ACOE Teacher Fair
- SFSU Teacher Fair
- National University Teacher Fair in San Jose
- Brandman University Teacher Fair
- Holy Names job fair
- Laney College job fair
- Alliant University job fair in SF
- TFA job fair
- BAYAC, AIM High, BATTI Presentations
- Education Week on-line job fairs
- Visiting Teacher interviews w/Spain and Mexico (via Skype) -- hired 6 visiting teachers this year
- Mock interviews: Stanford, UC Berkeley, Mills College, and EnCorps.
- Unity Festival to recruit in the community



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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.

In closing, I want to remind families and staff that school begins earlier next school year. Our first day is Monday, August 13. If you'd like more information about the new first day or to download the full calendar, please visit our website: ousd.org/newfirstday.