



Superintendent Report to the Board of Education
April 24, 2019

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.
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OPENING REMARKS

The purpose of the Superintendent Report is to share progress and updates on our District Priorities: Fiscal Vitality, Quality Community Schools & Organizational Resilience and 12 major goals that are part of the [2018-19 Superintendent Work Plan](#).



Superintendent Work Plan 2018-19



3 District Priorities **12** Major Goals

Quality Community Schools	Fiscal Vitality	Organizational Resilience
<ul style="list-style-type: none"> 1. Student Achievement 2. Blueprint for Quality Schools 3. Outcomes for Students with Disabilities 	<ul style="list-style-type: none"> 4. Budget Development 5. Budget Management & Monitoring 6. Facilities Bond Management 7. Revenue Generation 	<ul style="list-style-type: none"> 8. Central Office Redesign 9. Employee Retention & Improvement 10. Leadership Management & Development 11. Equity/SEL Practices District-Wide 12. Family & Community Relationships

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

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FISCAL VITALITY

Ensuring a healthy financial district is critical towards providing the necessary resources and services to provide Quality Community Schools in every neighborhood. We continue to work on 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 overarching highlights:

- **Fiscal Vitality Plan Update:**
 - **To stay updated on our financial work and progress**, please visit our Fiscal Vitality website (www.ousd.org/fiscalvitality) to view: Superintendent budget updates, Special Committee on Fiscal Vitality presentations as well as board presentations. If you are interested in obtaining more detailed financial information, please click the [Fiscal Transparency Link](#).

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:

- **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.
Network Focus: Middle School
 - **GOAL 1: STUDENTS ARE COLLEGE AND CAREER READY:**
 - This spring we have a host of middle schools taking students to visit colleges, both nationally, and locally, including 128 8th graders who will be visiting UC Santa Cruz in the next month. These trips are an important aspect of students being able to set goals and visualize themselves in college.
 - We now have computer science classes in every one of our middle schools! Students are learning to code and are developing as computer programmers. A special shout out to Ms. Parnell at Bret Harte, who leads an All Girls Coding Class!
 - **GOAL 2: STUDENTS ARE PROFICIENT IN STATE ACADEMIC STANDARDS:**
 - This year all our middle schools have rolled out the use of the new Interim Assessment Blocks, which are being used to inform classroom instruction and prepare students for the SBAC state assessment later this month.
 - **GOAL 3: STUDENTS ARE READING AT OR ABOVE GRADE LEVEL:**
 - Congratulations to United for Success for their incredible work with reading. On the midyear assessment (SRI) they decreased the number of students reading

multiple years below grade level by 10%. In addition, over 60% of their students met the midyear growth target on the Scholastic Reading Inventory test which measures reading levels.

- GOAL 4: ENGLISH LEARNERS ARE REACHING ENGLISH FLUENCY:
 - Shout out to Urban Promise Academy who received an award for their outstanding success reclassifying LTELs (Long Term English language learners). UPA had a 35.7% reclassification rate, as compared to the district average of 14.4%.
- GOAL 5: STUDENTS ARE ENGAGED IN SCHOOL EVERYDAY:
 - As part of our new Oakland Goes Outdoors Initiative (or OGO) we have 640 middle schoolers from 13 schools taking outdoor overnight camping trips just this spring! This initiative will ensure that all our students have at least one outdoor experience as part of their middle school years.
 - Thanks to Measure G1, we now have more music, arts, and world language classes in all of our middle schools, resulting in deeper level of engagement in learning and the ability for students to explore their artistic intelligence and creativity.
- GOAL 6: PARENTS & FAMILIES ARE ENGAGED IN SCHOOL ACTIVITIES
 - Fifth grade families have now received their selection letters to middle school! Families should be on the lookout for invitations from their middle school to attend fun and exciting events this spring, including science nights, orientation sessions, and expos (expositions of work). Schools will also be holding summer bridge programs for incoming 6th graders. These are great ways for future middle school families to get to know their middle school, so their child is ready in August for the 6th grade.
- **Early Childhood Education Update:** [ECE Slide Deck Update](#)
 - **Quality Classrooms:** Oakland Unified School District is pleased to announce that seven of its child development centers have received 5-star ratings through the District's participation in Quality Counts, Alameda County's Quality Rating Improvement System (QRIS). The remaining 21 facilities all receive 4-star ratings. Re-ratings occur every 2 years a new cycle began in Fall 2018. New ratings will be shared next Fall.
 - **Enrollment:** ECE Enrollment has been at 98% since October 1st. Highest enrollment in CDCs and State Preschool Classrooms since 2010.
 - **Budget Update:** Continue to increase earnings from the state due to higher enrollment, increased reimbursement rates and opening new classrooms based on parents requests and waitlist information
 - **Kinder Readiness and Transitions:** Piloted with 5 sites during 2017-2018 school year and delivered in Fall 2018. The Transition Tool is a google form that PreK teachers complete

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for children entering Kinder/TK in the fall. PreK teachers complete the form which is then shared with the child's K/TK teacher to help them have a smooth transition into elementary school. This is especially useful for children that we have worked hard with and would like to see succeed. The project has been scaled to include all PreK sites to be delivered to sites in Fall 2019.

- **Help an OUSD All-Star Teacher Win Big!**
 - Of the five Bay Area teachers nominated for the [NBC Sports Bay Area All-Star Teacher Award](#), two are from OUSD! That's right, both humanities teacher **Marquel Coats** from [Greenleaf TK-8](#) and drama teacher **Awele Makeba** from [Skyline High School](#) are up for the award and the \$20,000 school grant that comes with it. Let's make sure that one of these amazing teachers takes home the top prize. You can vote every day through June 1, 2019.
- **2019-20 School Year Calendar Now Available:** On March 13, 2019, the Board of Education approved the 2019-20 school year calendar. Download your copy today, available in multiple languages at: www.ousd.org/districtcalendar
- **Teacher Opportunity: Agency by Design Oakland Teacher Fellows:** Saturday, May 4, 2019 | 9 AM—12 PM at Urban Promise Academy. 3031 E 18th St, Oakland. Breakfast will be served followed by hands-on activities, displays of student work, ignite talks, and workshops, all led by the [2018-2019 Agency by Design Oakland teacher fellows](#). Highlighting Maker-Centered Learning, Thinking Routines, Instructional Strategies, Systems Thinking and School and Classroom Culture. [Click Here](#) to learn more about the Agency by Design Oakland Teacher Fellowship. Applications for **2019 - 2020** open April 22nd.

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 Health and Wellness Fair: On. OUSD is offering a Health Fair on May 1, 2019 At La Escuelita from 1:30-5:30pm. All staff are encouraged to join the event for the following activities and for chances to win raffle and door prizes. A free shuttle from Cole and 1000 Broadway is being provide:

- *Healthy Eating:* We've got cooking demos from Souley Vegan Restaurant and PinX Catering, a spa water demo, and you can pedal one of two blender bikes to make green and fruit smoothies
- *Self Care:* Indulge a little by partaking in a chair massage or reiki therapy
- *Health Education and Screenings:* Get biometric, cholesterol, blood pressure and glucose screenings; and speak with health educators from across Alameda County

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- *Benefits Updates:* Make changes to benefits, re-enroll in flexible spending plans and meet health insurance vendors

Retention, Recruitment and New Teacher Support Update:

New Teacher Support: The New Teacher Support Team manages our district's Teacher Induction Program (formerly known as BTSA) and our current grant-funded partnership with the New Teacher Center to develop high quality teacher development coaches/mentors in OUSD.

- **New Teacher Center Partnership:** Awarded \$600k for a 2.5 year grant-funded partnership with the New Teacher Center to improve the quality of our Teacher Induction Program and develop a common coaching/mentoring model that can be applied district-wide. We are excited to report significant growth in both teacher and coach practice from beginning to mid-year assessments. You can view the [full report here](#).
- **Primary Teacher Induction Program:** Upon mid-year review of each Participating Teacher's Individualized Learning Plan, 95.5% demonstrated sufficient to exemplary engagement with goal-setting and inquiry, positioning their forward movement in the path to a California Clear Credential.

CLOSING REMARKS

We are collectively responsible for the narrative of OUSD. While we must hold each other accountable and address areas where we must transform the system, it is equally important that we take the time to share the good news--in public forums and in our day to day interactions-- about the incredible work happening in our schools and across our district on a daily basis.