
Building Professional Culture

Superintendent Work Plan Progress Report | February 11, 2015



OAKLAND UNIFIED
SCHOOL DISTRICT

Community Schools, Thriving Students

Building Professional Culture

1.a.

Expand time and support for teacher-driven planning, preparation, and professional collaboration focused on improving instructional quality aligned to the Common Core State Standards

1.b.

Expand the use of the Teacher and Principal Evaluation Pilots

1.c.

Establish and utilize a Human Capital Data Management System

Developing and Sustaining Effective Instruction & Leadership



1a Expanded Collaboration Time

Common Core Teacher Leader

- 20 positions from Teaching and Learning reallocated to School Sites
- Language and Literacy Focus
- Reading intervention
- Teacher professional development and coaching



1b Expand the use of Teacher Evaluation Pilot Teacher Growth and Development System

Implementation Status:

15 of 16 Pilot Sites On Track

+ Improving teaching practice

- Time for feedback and implementation



OETF Revisions

Platform Selection

Observer Training
and Certification

TGDS 1516
Proposal

1b Expand the use of Leader Evaluation Pilot Leader Growth and Development System

Implementation Status:
Majority of Principals are On Track.

- + Promoting leader growth
- + District wide participation
- Supervisor time



Dimensions Revisions

Platform Selection

Supervisor Training
and Certification

LGDS 1516 Proposal

Key Updates

- Workday Phase I will go live: November 2015
- Workday Benefits added to Phase I scope



New Hire

Employees complete onboarding online

Employee

Employees can initiate HR processes online

Manager

Managers have data on direct reports



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Home



[Provide Feedback](#)



Personal Information



Favorites



My Team



Directory



Dashboards



Team Performance



Compensation



Pay



Benefits



Time Off



Expenses



Birthdays



Anniversaries



Jill Jones 

Vice President

P-00001 Vice President

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 View Team

 Main Campus

ADMN 3100

 **Patrick Gregory**
Manager



- Academic
- Job
- Contact
- Personal
- Career
- Performance**
- Compensation
- Company Prop 

- Personal Goals**
- Performance Reviews
- Development Plans
- Feedback Given
- Feedback Received

In-Progress Goals

Edit

Goal
Continue growth in position

Description
Continue to grow in my current position.

Category | People/Learning | Supports | Due Date |

Associated Reviews | Annual Performance Review for Non-Faculty 2008; Annual Performance Review for Non-Faculty 2009; Annual Performance Review for Non-Faculty 2010; Annual Performance Review for Non-Faculty 2011; Annual Performance Review for Non-Faculty 2012; Annual Performance Review for Non-Faculty 2013

| Status | Notes

Goal
Continue to enhance skills

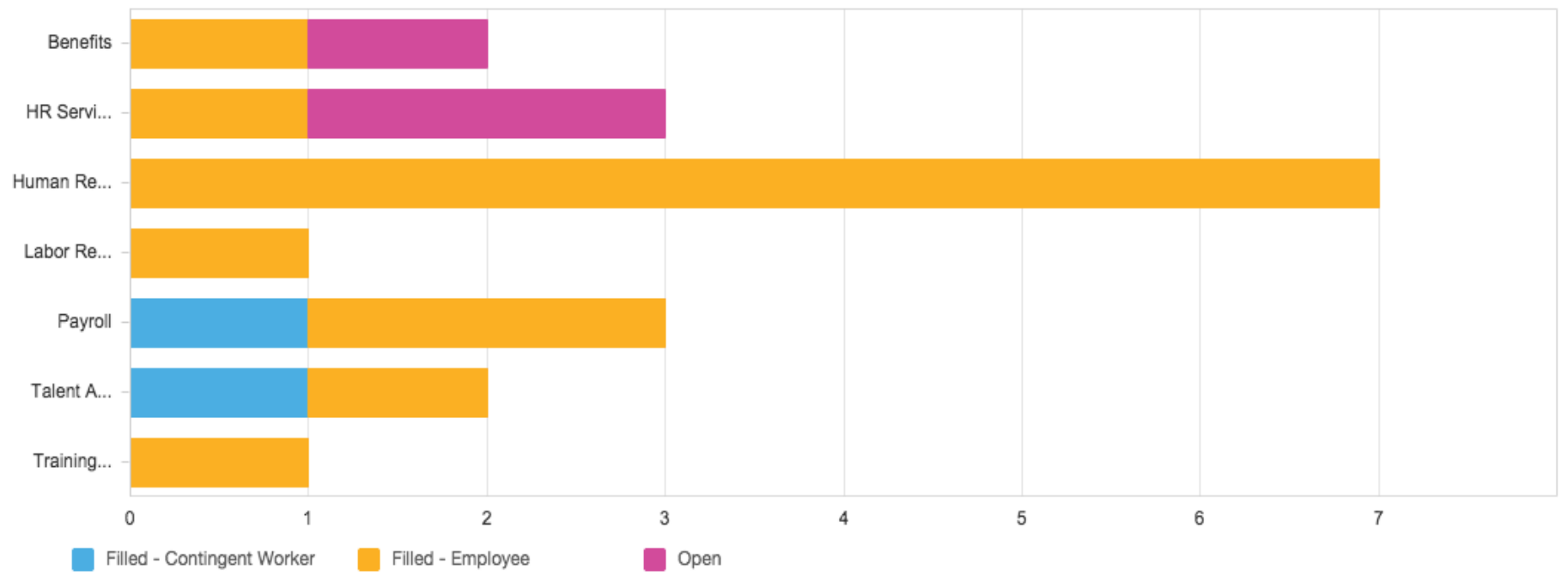


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Headcount & Open Positions



Position Count 19

Developing and Sustaining Effective Instruction & Leadership

