

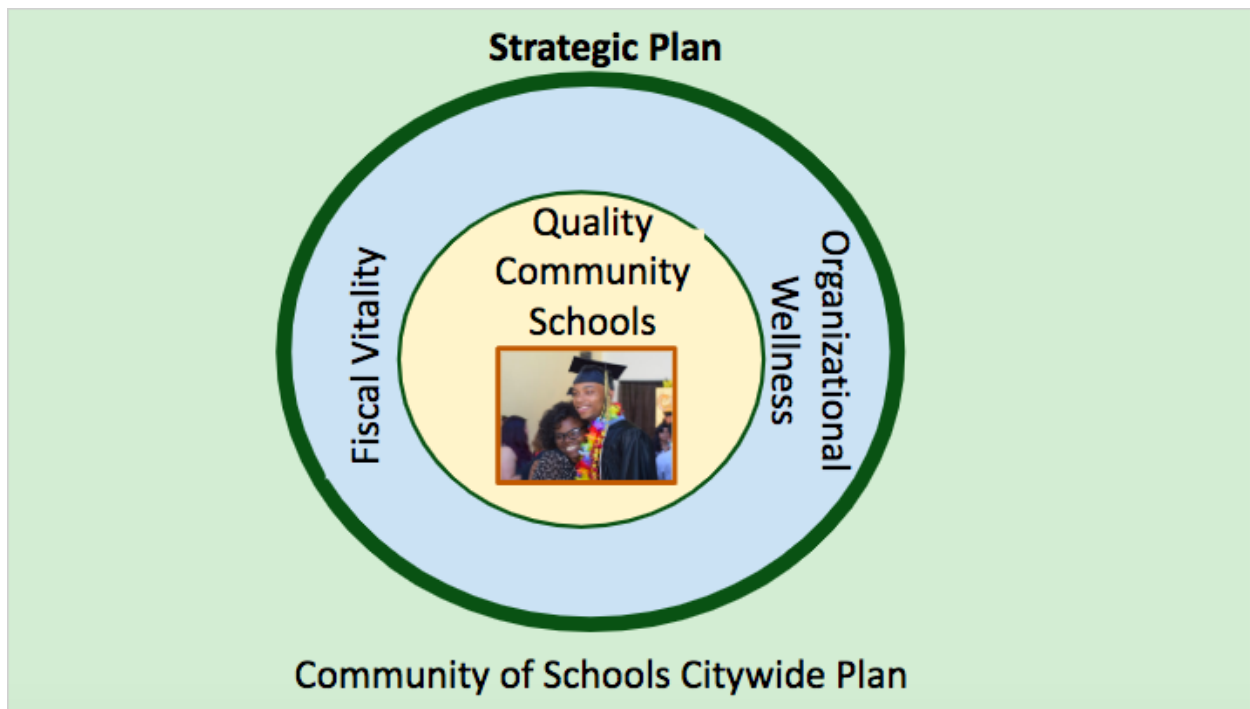


**Superintendent Report to the Board of Education  
August 14 2019**

<p><b>Vision:</b> 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.</p>	<p><b>Mission:</b> To become a <b>Full Service Community District</b> focused on high academic achievement while serving the whole child, eliminating inequity, and providing each child with excellent teachers, every day.</p>
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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 Wellness and the Citywide Plan that are part of the 2019-20 Superintendent Work Plan.



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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### 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:

- **First Day of School Highlights:** The Senior Leadership Team (Kyla Johnson Trammel, Superintendent; Curtiss Sarikey, Chief of Staff; Sondra Aguilera, Chief Academic Officer; Tara Gard, Deputy Chief of Talent; and Preston Thomas, Chief Systems and Services Officer) visited the following schools: Hoover, Westlake, Metwest Expansion, Frick, Elmhurst United, CCPA and Global Family, to welcome students back to school and to be part of several Backpack Giveaways.
  
- **Back to School Preparation to support the first day of school:** Staff used a new Back To School Tracker to have a 100% response rate to issues raised by principals for the following departmental support:
  - **Enrollment/Registration**
  - **Buildings and Grounds Maintenance**
  - **Custodial Deep Cleaning:**
  - **Transportation:** We Rolling out Free AC Transit bus passes to 13 Middle & High Schools.
  - **Technology**
  - **Nutrition Services**
  - **Special Education**
  - **Escape Training:** All principals were trained on Escape to run budget and position staffing reports, create online orders, submit changes to positions, and transfer funds. 100% of principals reported that the training was useful, and continued training will happen this fall. 100% of clerical staff are scheduled to be trained in August.
  
- **Summer Leadership Institute:** The three day Leadership Institute kicked off on July 29 with students from the All City Council leading the way! Our students provided us advice on how to create a welcoming and nurturing school community. OUSD leaders also engaged in looking at student data to inform standards based instruction and the implementation of language and literacy practices for all students. Finally, OUSD leaders engaged in identifying key areas of operational growth and success for the year.

The specific outcomes for our time together were the following:

Instructional Leadership

- Build shared purpose and trust to support adult learning within networks
- Analyze data to reflect on the impact of practices in 2018-19
- Refine their school's instructional focus and establish goals for 2019-2020
- Learn from colleagues about Instructional Focus Practices
- Develop and receive feedback from colleagues on inquiry plans

Operational Leadership:

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- Prepare to open school and meet key operational expectations
- Use Escape to support operational effectiveness
- Prepare for the launch of evaluations: UAOS, OEA, SEIU, AFSCME
- Understand the updates to the Discipline Matrix
- Understand the mandated training necessary for the launch of the school year: Mandated Reporter, etc.
- **2019-20 New Principals** include (those names with asterisks indicate OUSD employees or former OUSD employees transitioning to the new principal role):
  - **Theresa** Lozac’h, Burbank\*
  - **Maite** Barloga, Montclair\*
  - **Amapola** Obrera, SOL\*
  - **Ada** Carter, Sequoia
  - **Karen** Schreiner, TCN\*
  - **Dwayne** Bartholomew, Bunche
  - **Jacqueline** Cedillos, New Highland
  - **Faris** Jabar, La Escuelita\*
  - **Mukta** Sambrani, Lincoln\*
  - **Tierra** Mesa, UPA\*
  - **Brianne** Zika, MLA
  - **Jeffrey** Taylor, McClymonds\*
  - **Michael** Ray, Frick\*
  - **Julissa** Lambert-Yank, Acorn\*
  - **Deitra** Atkins, Franklin\*
  - **Casey** Beckner, Grass Valley\*
  - **Michael** Scott, Castlemont\*
  - **Amy** Jones, Manzanita Community School\*
  - **Juan** Vaca, Global Family\*

### 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 deploy financial resources in a manner that is strategic, transparent and aligned to key district priorities. Here are some overarching highlights:

- **Interim Chief Financial Officer: Luz T. Cazares;** Ms. Cazares will be OUSD’s Interim Chief Financial Officer for 6 months while we recruit and hire a permanent CFO. She is an innovator and expert in PK-12 leadership, finance and operations and a fierce advocate for equity in education. For five years, Luz served the Alameda Unified School District with an aim toward long-term stability and quality. Luz was hired as the Director of Fiscal Services, and 18 months later, was promoted to Chief Financial Officer. As CFO, Luz demonstrated her keen ability to take complex education and finance-related information and translate it into digestible, meaningful components. Luz’s presentation Budget Building Blocks became the foundation for community forums and board meetings on the district’s finances. Luz helped establish a common understanding and common language about the school district budget so the community and the district could engage in meaningful conversations about priorities.

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- **Summer Facilities Projects:** The Facilities Planning & Management Department continues to support the 4 major construction projects at:
  - **Fremont High School:** The new two story classroom wing on the corner of Foothill and 47th is now complete. Work has started on a complete renovation of the classroom building along Foothill and the Gymnasium will be rising over this coming year.
  - **Glenview:** The building is now getting finishes inside and out and site features will be completed over the fall.
  - **The Center (New Central Commissary):** The site is getting the final touches for completion in October
  - **Madison:** The project has suffered a delay due to the managing partner of the Joint Venture seeking financial assistance from their surety. The surety has now taken over the project and a new completion date has been set for December 31, 2019
  - In addition to these major projects we have completed fields at Westlake and Claremont Middle schools, a new kitchen at Laurel Elementary School, and a Lighting upgrade project at 14 sites
- **Fiscal Vitality Plan Update:**
  - **To stay updated on our financial work and progress,** please visit our Fiscal Vitality website ([www.ousd.org/fiscalvitality](http://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](#).
  - We released a [Fiscal Transparency Dashboard](#) for 2018-19 (available to the public on [www.ousdata.org](http://www.ousdata.org)) and will do the same for 2019-20 in the next couple months.

### **ORGANIZATIONAL WELLNESS**

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:

- **New Teacher Institute:** Over 150 new teacher hires attended our 2019 New Teacher Institute. Over the course of the three day event, teachers deepened their understanding of OUSD's Instructional Focus by engaging in professional learning sessions focused on creating positive conditions for student learning and implementing core curriculum and standards-based instruction. Over 90% of teachers who responded to the feedback survey rated the Institute as helpful to their preparation for the school year and nearly 85% are likely to recommend OUSD's New Teacher Institute to other new teachers. For more details on the event, please refer to the [overview and agenda](#).
- **New Teacher Mentor Training:** As part of our scaled grant-funded partnership with the New Teacher Center, OUSD's New Teacher Support & Development Team kicked off its year of professional learning for 50 of our 150 instructional mentors who will be supporting 400-500

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early career teachers across the district through our Intern Support and Teacher Induction Programs. Over the course of the 2019-20 school year, our mentors will engage in robust, differentiated, high quality professional learning to elevate their impact on teacher growth and student learning.

### **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.