



OAKLAND UNIFIED
SCHOOL DISTRICT

Community Schools, Thriving Students

Together, We Are Building

a full-service community school district that serves the whole child,
eliminates inequity and provides each child with an excellent teacher, every day.

Community Schools, Thriving Students

Five Year Strategic Plan • Version 2.0

2011-2016

Building the Plan Together

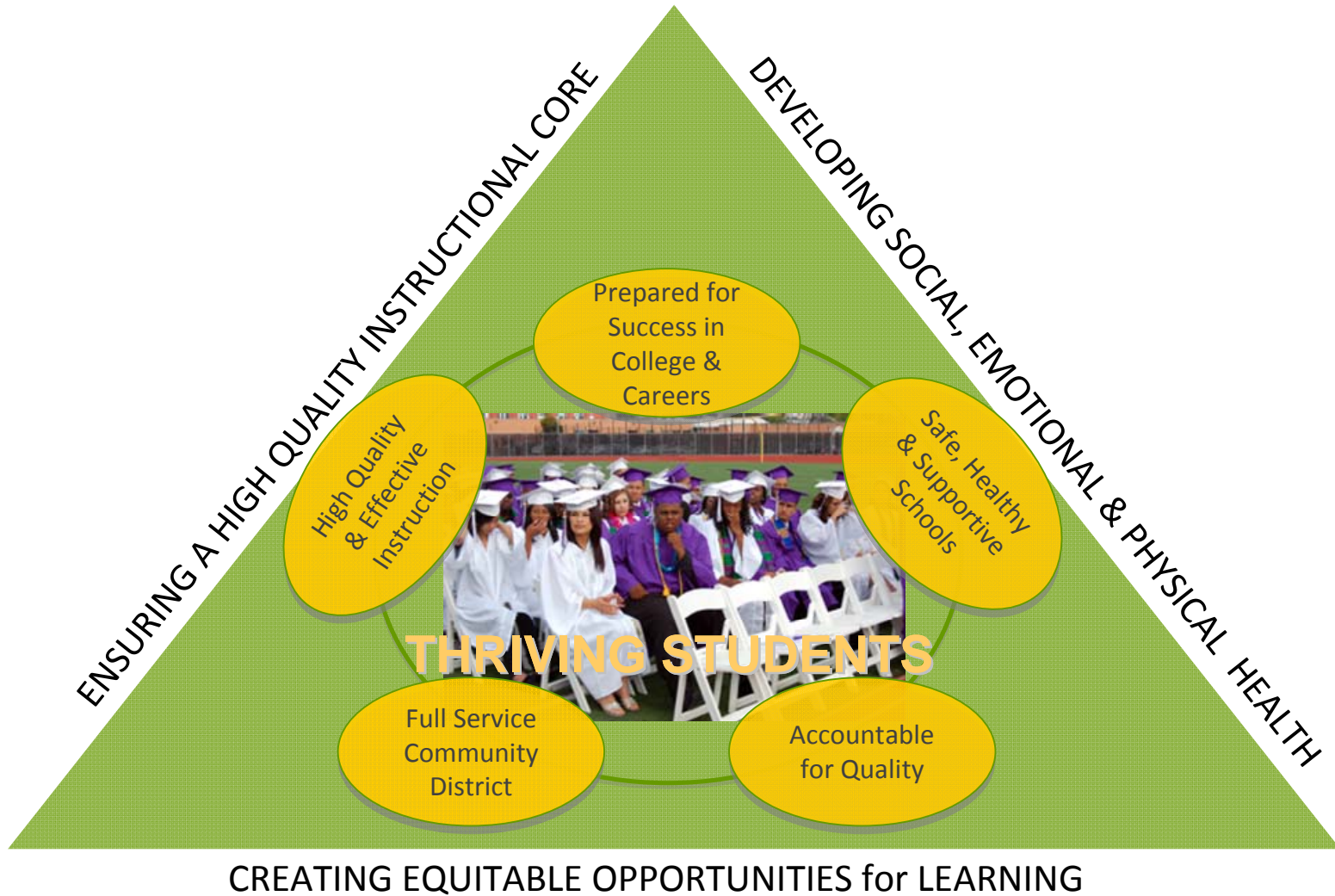
Oakland Unified School District

June 18, 2011



June 18, 2011

OUSD & the Community Schools Model for Change & Action



June 18, 2011

May 18 – June 18: Collecting Feedback



Clarification

Gaps

Budget & HR Priorities

Communications

Accountability

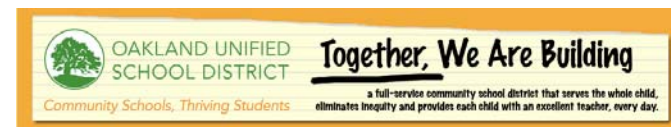
Implementation Advice

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Immediate Next Steps (PACED) – Summer 2011

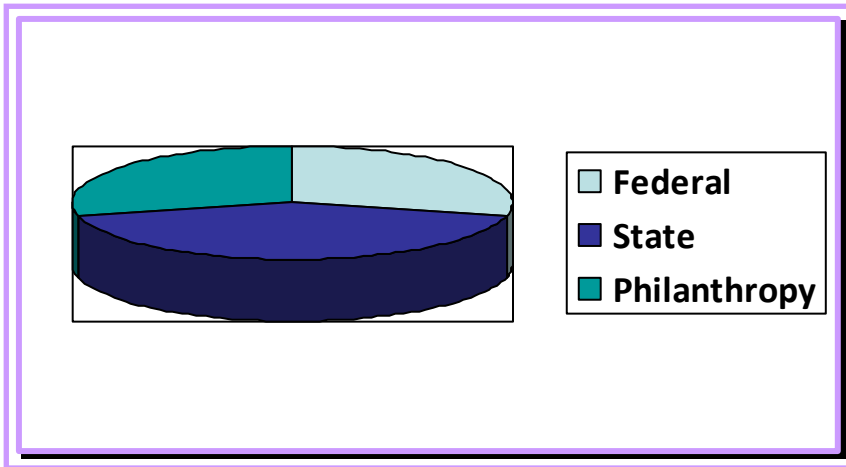
- **Prioritizing**
What we do first? Budget, Costs, Staffing, Structures
- **Aligning**
How we work? Coherent Governance – Vision, Mission, Strategic Priorities, Results Policies, Operational Expectations, Goals & Landmarks
- **Communicating**
Meaningful Communications – Internal & External Campaign
Developing Guides for Key Stakeholders – *“What Does it Mean to Me?”*
- **Engaging**
Meaningful Community Engagement – Principles, Standards, and Practices
“How to Stay Involved” during implementation and beyond...
- **Developing & Building**
Balanced Scorecard, Annual Work Plans for Departments and Partners

June 18, 2011



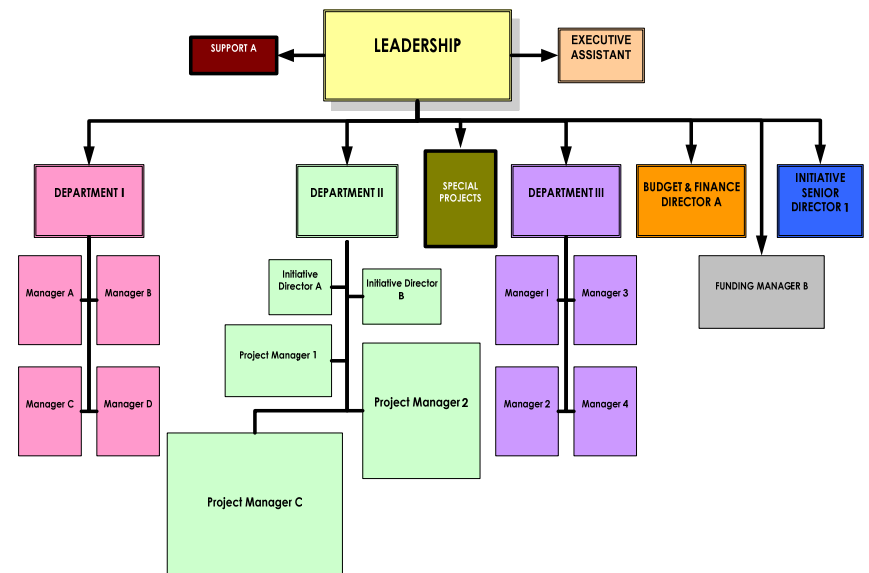
PRIORITIZING: Budget & Staffing to Implement

Determine available resources & budget work to start implementation.



Budget Line Items	2009-2010	2010-2011	2011-2012
Instructional Initiatives	\$\$	\$\$	\$\$
Operations Initiatives	\$\$	\$\$	\$\$
FSCS Implement.	\$\$	\$\$	\$\$

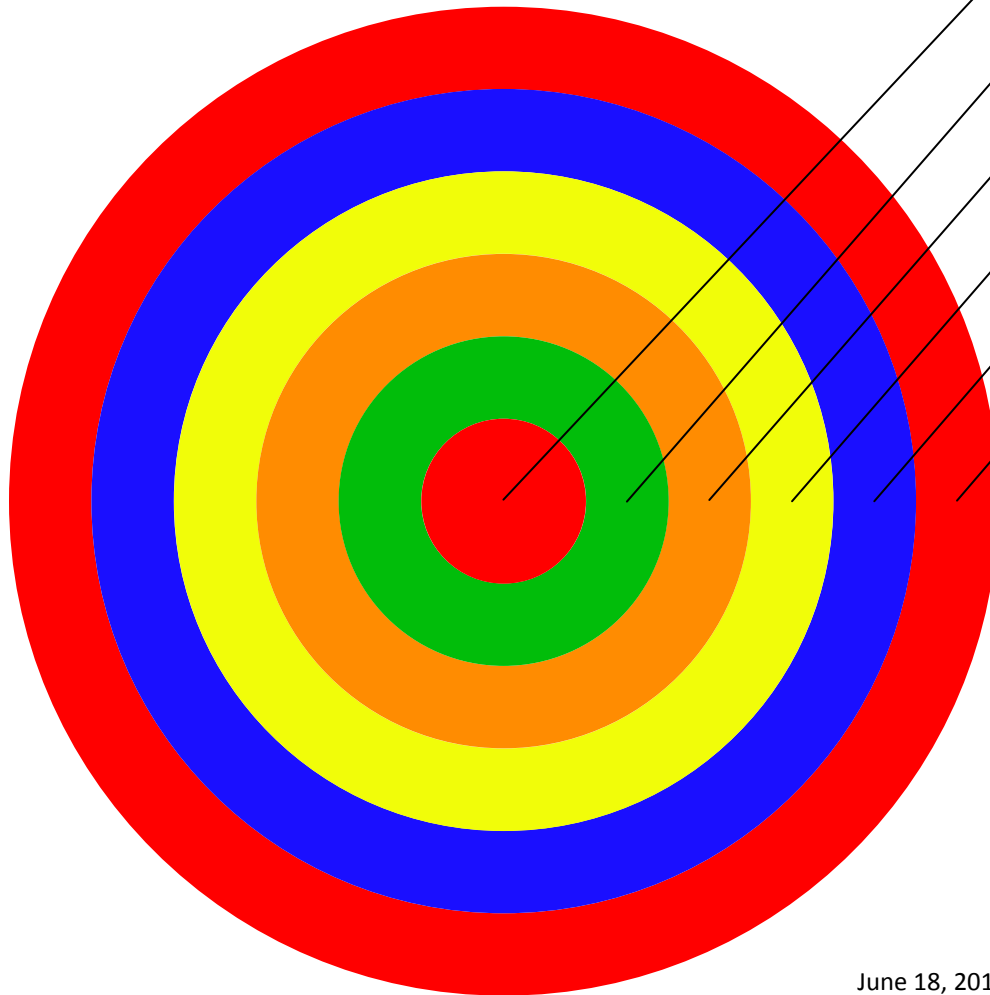
Determine appropriate structures, staff, and re-design to start implementation.



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ALIGNING: Coherent Governance & Board/District Work

August 2011 Board Retreat



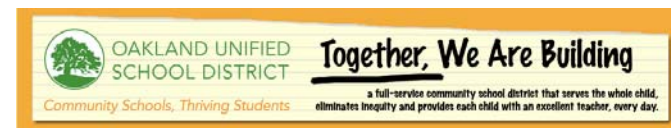
- **VISION:** “All students will graduate from high school...”
- **MISSION:** “To create a Full Service Community District that serves the whole child...”
- **RESULTS POLICIES:** Simple highest level results that we want for ALL students.
- **STRATEGIC PRIORITIES:** 5 Goal Areas = 3 Board Priorities & 2 Building Priorities
- **ORGANIZATIONAL EXPECTATIONS:** Set of Board & District guidelines, per Priority
- **GOALS & LANDMARKS:** Clusters of work to implement and metrics.

BOARD WORK

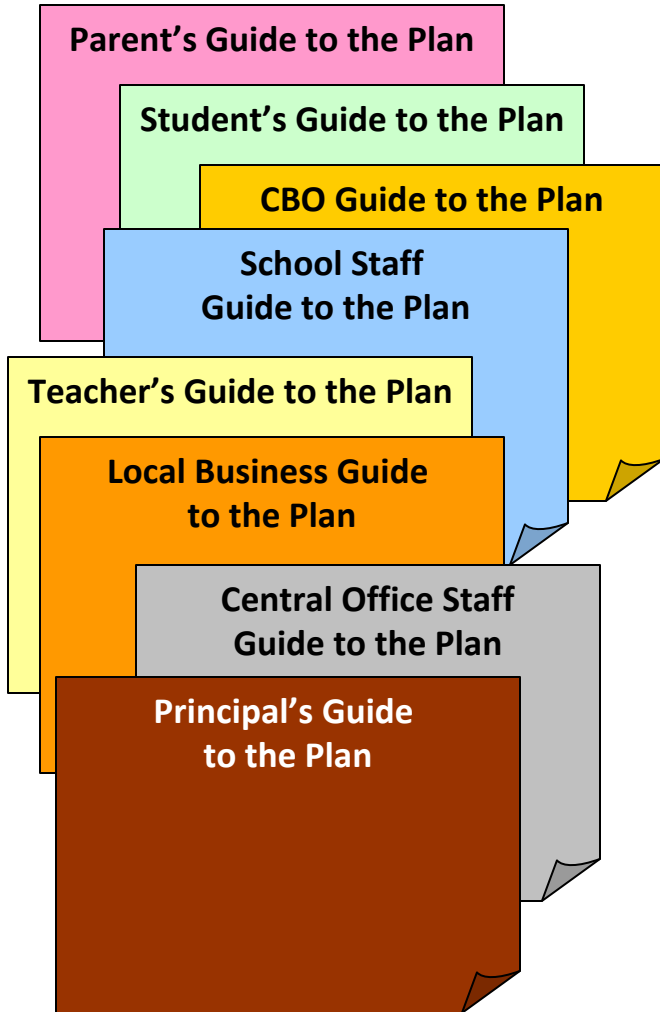
DISTRICT & DEPARTMENTS WORK

SCHOOLS & COMMUNITY PARTNERS WORK

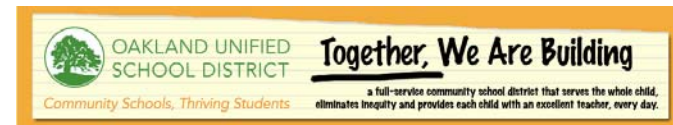
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COMMUNICATING: Meaningful Understanding – Internal & External



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ENGAGING: How to Stay Involved with Implementation and Beyond...

Engagement Principles

1. Meaningful Student, Parent, & Community Engagement

Learning and building together with primary stakeholders

Building trust, mutual accountability, shared responsibility

Sharing leadership for full service community schools



2. Engagement Standards

Creating conditions for student & family access

Modeling transparency with power and decision making

Providing opportunities for continued engagement and leadership



3. Commitment

Building district capacity & structure for on-going student and parent voice

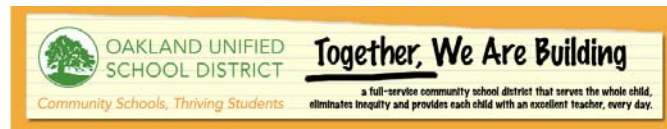
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DEVELOPING & BUILDING: Balanced Scorecard & Work Plans

- Rolling up the draft goals, objectives, and tasks from 14 Task Forces
- Creating the “Landmarks” to Reach for Years 1-3-5

Year One Goals: Community Schools Thriving Students				
Goal 1: Safe, Healthy & Supportive Schools	Goal 2: Prepared for Success in College & Careers	Goal 3: High Quality & Effective Instruction	Goal 4: Building a Full Service Community District	Goal 5: Accountable for Quality
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DEVELOPING & BUILDING: Dashboard for Progress & Accountability

USING RESULTS POLICIES:
What do we want for all Students?

RESULTS:
Graduation



RESULTS:
Equity
Disparities
between
Groups

RESULTS:
Chronic
Absence

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