



## **Superintendent Report to the Board of Education March 28, 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:**
  - Update on our searches for the Chief Business Officer (CBO) and the Chief Financial Officer (CFO) positions.  
**CBO:** We had four applicants. Three were interviewed the week of March 5th. One candidate was recommended for a final interview which took place Friday, March 9. We identified a first choice candidate and are in the process of final steps for recommending a finalist.  
**CFO:** Working in partnership with School Services of California, we continue to recruit and screen top candidates. Interviews were scheduled to start the week of March 19. The goal is to select a finalist by early April.
  
- **Legislative Update:**

Each year, as part of our strategy to both keep our local and federal representatives apprised of our work and to stay tuned in to funding opportunities, we proactively engage with local legislative staff in Oakland, Sacramento and those based in DC as well. Today, I have two quick



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updates about our most recent visits with legislators. One was in direct response to addressing our financial crisis, and the other was as part of a visit to DC to ensure our Federal representatives are advocating for issues that positively support Oakland students, families and staff.

- **Visit to Sacramento:** On March 23, the District took part in its second meeting at the Department of Finance in Sacramento. I was joined by our interim CFO, representatives from our local legislators, FCMAT, Alameda County and the State Superintendent's office. This meeting's goal was to discuss OUSD's finances and to learn about OUSD's plans for fiscal stability and vitality. The meeting centered on exploring ideas to work together and supporting OUSD through this challenging fiscal climate.
  
- **Visit to D.C.:** On March 19, our Deputy Chief of Communications and Public Affairs was joined by Board Directors Nina Senn and Jody London to meet with the offices of Senators Kamala Harris and Dianne Feinstein, and Representative Barbara Lee. This visit was a part of the Council of Great City Schools Legislative Conference. The agenda for all three visits centered around conversations that ask them to support:
  - increasing funding and opposing cuts for ESSA and IDEA (which includes all of our title funding Titles I, II, III and IV);
  - approving a fix for DACA and supporting our DREAMERS who both attend and work for our district;
  - adopting meaningful school safety and gun violence legislation; and
  - supporting the inclusion of school facility improvements in any federal infrastructure legislation. Facility upgrades mean safety upgrades.

In addition, as part of the Council for Great City Schools, we signed onto a joint resolution to address gun violence in schools. The resolution was unanimously accepted by all the school districts in attendance. There were 70 member districts total.

We will be sharing more information regarding OUSD's advocacy work at our next Board meeting on April 11.

## 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:**
  - Our work to ensure water quality across the district continues to be a top priority as the health and well-being of students and staff is paramount. Staff is diligently working to implement the Board's Clean Drinking Water Resolution (BP 3511.3 Clean Drinking Water).



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- OUSD proactively **completed testing** at all district-run school sites and child development centers, along with charter-run schools located at district facilities.
  - Test results from [60 locations](#) were non-detect (<5 parts per billion) and already in compliance with the newly passed Board Policy.
  - 19 locations had readings >15 ppb (parts per billion) which is the EPA & State action level.
    - If lead was detected at a school site, the fixture was immediately taken out of service and a process for repair/replacement/retest was initiated.
    - We have completed 108 repairs; replacing faucets, valves, bubblers, drinking fountains and installing over 4000 feet of pipe!
    - We are continuing to work on repairs for all locations according to our Board Policy.
- We have invested heavily to ensure safe drinking water for our students, staff and community.
  - As of January, we've spent approximately \$150,000 on testing and approximately \$37,416 on repairs across the district.
  - Additionally, at McClymonds we have spent \$192,671 on repairs.
- McClymonds Water Quality Updates
  - Shower valves for the locker room gyms have been received and installation has begun. The expected date of completion for valves in the girls' locker room is Friday, March 30. Installation of shower valves in boys' locker room will commence once installation is complete in girls' locker room.
  - 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](#)
- **Enrollment Update:**
  - Nearly 9,000 offers have been made. In less than 72 hours, more than half of those offers were accepted and fewer than 600 offers were declined.
  - We have over 6000 names on school waitlists and the waitlists represent more diverse families than in the past. Families can also be on multiple waitlists this year, which will increase the chance that they get assigned to one of their top choice schools.
  - Our ability to reach out to families directly has increased because we now can use text and email; which were not available in the past.
  - We have reached out to all families who did not accept or decline their initial offer to provide an additional contact to support our families' enrollment.
  - By March 29, all families need to make a decision to accept or decline their offer in order to maintain their offer and/or their place on waitlists.



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- **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

### 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:

- **Central Office Redesign**
  - In efforts to build a more sustainable school district that provides access to quality community schools for every neighborhood, we have started with Phase 1 in our efforts to redesign central office to better serve our schools. In Phase 1 of the central office redesign we launched zero-based budgeting sessions where we defined departmental core functions aligned to mission, vision and key district priorities, and began the process of redesigning departmental job positions to improve central office efficiencies. The process is informed by several stakeholder groups; including a principal survey taken in October and two community meetings in December and January.
- **Retention Survey:**
  - The Talent Office will be launching our Inaugural OUSD Employee Retention Survey to gather data on retention issues for all district employees. This survey has been co-constructed by OUSD employees, for OUSD employees and in partnership with our unions. We hope to learn more about the conditions, support, and needs of all OUSD staff to fuel continuous growth and improvement across the district. Survey questions relate to workplace conditions, professional development, housing, and other factors that impact staff retention. Teacher retention is one of our areas of greatest need in our LCAP, and we are committed to understanding more about the factors that inform teacher retention in order to drive improvement. **The Retention Survey opened on March 26 and will close on April 13.** Staff received an email with a web link to complete the survey. The survey is completely anonymous. We will produce and release a report of the results after the survey is closed so that stakeholders across the organization can learn from the survey as well.



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### CLOSING REMARKS

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](https://ousd.org/newfirstday).

Every day in OUSD, staff has important work to do in service of our mission and vision. I, alone, am not enough to shift the tide from where we are, to where we want to be. The Superintendent is committed to sharing the wonderful work we are doing in our schools and across the district. We encourage our entire community to do the same. Let's celebrate our assets and successes as much as we can!