



Superintendent Report to the Board of Education October 24, 2018

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 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:

- **2019-20 Budget Development Process:**
 - The Equity Office Family Engagement Unit is developing a student survey and student focus groups with All City Council to get student feedback for the budget development process.
 - Please take the Community Survey! You can find it on our Fiscal Vitality website at www.ousd.org/fiscalvitality This survey is designed for teachers, families and community to provide feedback for 19-20 Budget Prioritization.
 - At our All Administrator's Meeting on Oct 12, we were able to get principal and central office leader feedback on the budget development and proposed reductions process.
 - The Financial Team will review all the survey feedback and the Directional Resolution presented by the Board tonight and create a draft reduction proposal and central office reorganization to bring back to the board in Nov.

- **Fiscal Vitality Plan Update:**
 - **ESCAPE Update:**
 - ESCAPE is now actively used by all sites and departments. Escape integration with budget, accounting, payroll, health reimbursement account, position control modules are now in place. IFAS is totally disabled for 18/19 transactions. IFAS records will be archived in Dec. 2018.
 - Internal Controls are embedded in different ESCAPE modules. Budget transfers, Position Control, Requisition and Procurement, Accounts Payable and Warrant Payments, Payroll Run, Cash Receipts and General Ledger transaction have built-in workflow to ensure segregation of duties on creation, authorization and approval roles are in place.

- **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](#).

- **Nutrition Services Update:** The Nutrition Services department along with the assistance of the Center for Ecoliteracy have completed the first phase of a cost analysis to consider reinstating the supper meal program, which evaluated nine different scenarios only taking into



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consideration district food and labor costs with a combination of OUSD staff and direct food vendor support to prepare and distribute meals to our schools. Nutrition Services maintains active conversations with four potential food vendors that could support the supper program where the district may not have the capacity to increase meal production and distribute those meals with our current level of resources available. Three food vendors are working to develop and submit their proposals. The next phase of evaluation will focus on a needs assessment of kitchen and transportation equipment such as delivery trucks, hot holding equipment, food production equipment, refrigeration units, dollies, and food transport baskets, etc. to properly support the scenarios developed in phase one. Another update will be provided to the Board at our next meeting.

- **Facilities Projects Update:**

- **The Center (New Central Commissary):** The roof pan decking is complete on the kitchen area is complete. Framing of rooftop mechanical screens has started. The full project is moving rapidly towards completion in Fall 2019.
- **Glenview:** Work on East courtyard has started. Work on front steps, ramp and retaining walls is continuing. with completion of the entire project still on schedule for 2019.
- **Madison** PG&E power installation is complete and with that the final portion of the parking lot. Structural steel work will take place in November with completion of the full project scheduled for 2019.
- **Fremont High School** The completion of the new parking area and campus entry was celebrated as part of Homecoming ceremonies where renderings of the complete project were presented. Construction has started on the new two story classroom building with completion scheduled for Summer 2019. Phases 3 and 4 will extend into 2020.
- **McClymonds High School** The Boiler in the Gym has now been turned on with hot water available in the gym showers.

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:

- October is **National Bullying Prevention Month** and as part of our collective work to cultivate sanctuary for all in our schools, take a moment to look at the powerful resources to help schools to prevent and address bullying.
 - **Not In Our Town** is an Oakland-based media project that uses documentary film, video, lesson plans, and organizing to address bullying, and build inclusive communities. The [website provides many practical tools](#) to address bullying and intolerance with students.



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Have a look and consider what activities you could try out in your classroom, school site and trainings. We especially love this [student-led assembly on shattering stereotypes!](#)

- **OUSD Bully Complaint Form:** OUSD has a process for students, families and staff to report incidents of bullying, harassment or intimidation by submitting a bullying complaint form to the Principal for follow-up. Please [visit the OUSD Ombudsperson webpage](#) to review the existing Bullying Policy and download the form in multiple languages (these should also be available in the main office of all schools). Contact your [Behavioral Health Program Manager](#) for additional support to school sites.
- **[Girls Rising, A Guide to Nurturing a Confident and Soulful Adolescent](#)**, written by OUSD middle school program manager and clinician Urana Jackson has anti-bullying activities to be led by educators and girls themselves.
- **Water Quality Update:** The following updates are the same from my last report and are still in progress and I will have more to update in November and December.
 - In addition to all the testing at school sites that has already happened, OUSD and EBMUD are working together on expanded testing starting with the Child Development Centers.
 - Grants from the Sugar Sweetened Beverage Tax from City of Oakland (\$371,000) and Measure A from the County (\$100,000) are being finalized and will support the installation of Flowater hydration stations at all school sites including charters located on District property and Child Development Centers. Installation is complete at Roosevelt, Sankofa, McClymonds, Westlake, and Skyline.
 - Brita hydration stations (donated by Brita) have already been installed at Burkhalter, McClymonds, Brookfield, East Oakland Pride, Castlemont (x2), and Joaquin Miller. Brita hydration station installation is underway, with an expected completion end of October, at Hoover, Bret Harte, Thornhill and Fruitvale.
- **Oakland Athletic League (OAL) Update:** All sports programs for the 2018-19 school year have been restored. We are now working on a long-term sustainability plan for 2019-20 and beyond.
 - On Thursday, Oct. 18, The Women Sports Film Festival and Oakland Athletic League came together to support girls' sports across OUSD by hosting a night of their favorite sporty short films. 100% of ticket proceeds will go to support girls' sports teams at Oakland schools.
 - For more information, see the [OAL Frequently Asked Questions](#)
 - Additional questions can be sent to us at ousdathletics@ousd.org or directly to Sonjha.Phillips@ousd.org and Andrea.Bustamante@ousd.org



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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.
 - **Network Focus: Middle School Network**
 - **GOAL 1: GRADUATES ARE COLLEGE AND CAREER READY:**
 - Students from Alliance Academy, Greenleaf, United for Success Academy, and West Oakland Middle participated in Salesforce’s Dreamforce Conference during the last week of September. Students took part in Kids Code sessions, and competed in a design challenge during a Maker Faire.
 - **GOAL 2: STUDENTS ARE PROFICIENT IN STATE ACADEMIC STANDARDS:**
 - Students are completing their first Interim Benchmark Assessments (IABs) this month. These interim assessments will help inform teaching and learning in our classrooms. Teachers and school leaders will analyze the data from these assessments to identify areas to focus on in with their classes.
 - **GOAL 3: STUDENTS ARE READING AT OR ABOVE GRADE LEVEL:**
 - Middle schools throughout the city are engaging in student reading challenges, where they set goals for themselves for the year, identify books they will read, and develop a plan for how they will reach their goal.
 - Students are also engaging with complex text through the Expeditionary Learning curriculum in ELA, where they engage with both literature and grade level informational text that pushes their critical thinking.
 - **GOAL 4: ENGLISH LEARNERS ARE REACHING ENGLISH FLUENCY:**
 - ELL Walks are being conducted this month in schools with English language learners. These walks help to inform how coaches and principals support teachers to best meet the needs of their English language learner students by looking closely at the students’ daily experience in school.
 - **GOAL 5: STUDENTS ARE ENGAGED IN SCHOOL EVERYDAY:**
 - October 13-14, students from Montera, Edna Brewer, Westlake, and Roosevelt participated the Cazadero Performing Arts Camp, where they continued to build their musical talents and skills.
 - Fall sports have kicked off in our middle schools, including flag football and girls volleyball!
 - **GOAL 6: PARENTS & FAMILIES ARE ENGAGED IN SCHOOL ACTIVITIES:**
 - Schools are conducting fall student-led conferences this month, where families and students meet with teachers to discuss student progress in the first marking period.
- **Blueprint for Quality School Update:**
 - Cohort 1 Update:
 - Futures and CUES:



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- A Community Meeting and All Staff meeting was held with both campuses to update blueprint work and explain process for selecting SIG/School Design Team. A School Design Team Application was created and sent out to parents as well as to staff. 6 parents (3 from CUES and 3 from Futures) were selected for team. 4 teachers, 2 TSAs, 1 librarian, 1 attendance clerk, 1 community schools manager and 1 AP selected across both school sites to represent staff on team.
- The first School Design Team meeting is set for October 25th.
- Alliance and ECP:
 - The schools have solidified the number of students for the expanded program, and have developed a school naming committee. This committee will be working with students and community to determine the best name (centered on a few design principles)
 - The schools are beginning to devise a program plan for next year.
- MetWest:
 - MetWest has identified a growth model and location (Westlake). The school is in the development of establishing a more robust parent engagement strategy and to focus the work on expanding the model.
 - The school is beginning to develop the year one strategy, including location of the grades and each site, and where the expanded program should begin
- Cohort 2 Update:
 - OUSD staff is reviewing the qualitative and quantitative data considerations for potential cohort 2 proposals.

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:

- **Retention & Recruitment Update:**
 - Pipeline Development
 - The Talent Office and the Community of Schools and Student Services partnered around the Youth Worker to Teacher pipeline program to re-submit a proposal for a Haas grant.
 - The Talent Office working with the Middle School Network Superintendent, Mark Triplet and the Ed Fund to develop proposal for strengthening middle school educator retention and development for Salesforce funding.



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- The Equity Office is collaborating with the Early Childhood Education Department and Unity Council to submit a RAININ proposal for African American and Latino Teacher pipeline for Early Childhood Education, PK, TK, K grades
- Teacher Retention & Support
 - The Talent Office is collaborating with the Office of Equity, and UC Berkeley to host an equity/social justice teacher forum with Dr. Travis Bristol to encourage more diversity in the profession and support UC Berkeley's recruitment and placement of trained teachers in OUSD.
 - We reviewed data from the Employee Retention Survey on Special Education teachers with a SpEd teacher leadership council in order to identify retention solutions for the state Local Solutions Grant which needs to be submitted on Oct 30.
- **Equity Office Update:**
 - The Equity Office is collaborating with the High School Network to lift up AAMA best practices at McClymonds and scale them schoolwide to impact all African American students, and see progress with attendance, reduced suspension, and increased graduation rates.
 - The Asian Pacific Islander Student Achievement Program Manager collaborated with the Sped department to plan a professional development opportunity for middle and high school special education teachers focusing on focused on implicit bias in working with the targeted populations in special education.
 - The Equity SEL leadership team will identify and convene Equity SEL Allies learning community to launch in Winter 2018 (across 3 regional feeder patterns and All City Council).
 - The Equity Office is working with OUSD Communications and ELLMA Offices to provide film screening of the American to Me at the New Parkway Theater to engage community around conversations of Social Justice and Racial Equity.
 - The National Fall Forum is happening this week. The Equity Office is lifting up best practices within OUSD AAMA and sharing them with Districts from across the country.
 - The OUSD Family Engagement Office engaged in the Fall Learning Lab for National District Leaders Network for Family and Community Engagement to advance Equity mindset system wide.

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.