



**OAKLAND UNIFIED
SCHOOL DISTRICT**

Community Schools, Thriving Students

Professional Learning Communities

Update & Highlights



Deputy Chief Teaching & Learning

David Chambliss

April 2017



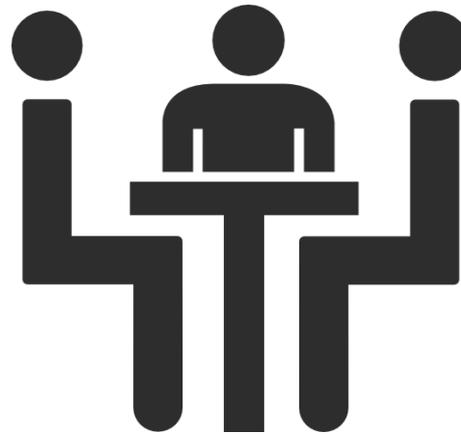
From “Teacher Meetings” to ILTs & PLCs

Easy-to-Follow

*Tools and Protocols
to support quality
work*

*Differentiated Supports for
Principals and Teacher Leaders
who lead ILTs/PLCs*

PLC?



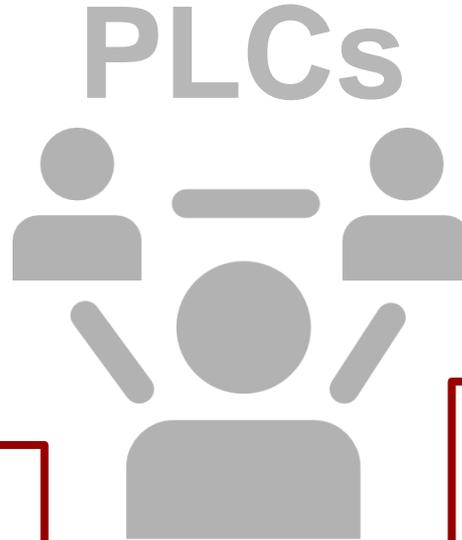
*Systems for
gathering evidence,
monitoring progress,
and providing
feedback to schools
and central leaders*

PLC = Professional Learning Community
ILT = Instructional Leadership Team



2016-2017 Work

Site ILT and PLC
baseline data
collected



Explicit focus on
PLCs & ILTs as part
of 16-17 PL plan

OUSD Models for
ILT and PLC
implementation for
CCSS/NGSS

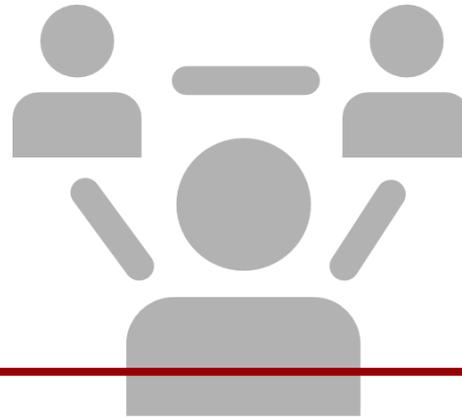
“Best Practices”
learning from highly
developed
practitioners

PLC = Professional Learning Community
ILT = Instructional Leadership Team



2016-2017 “Best Practices”

ILTs/PLCs



Greenleaf ES

Esperanza ES

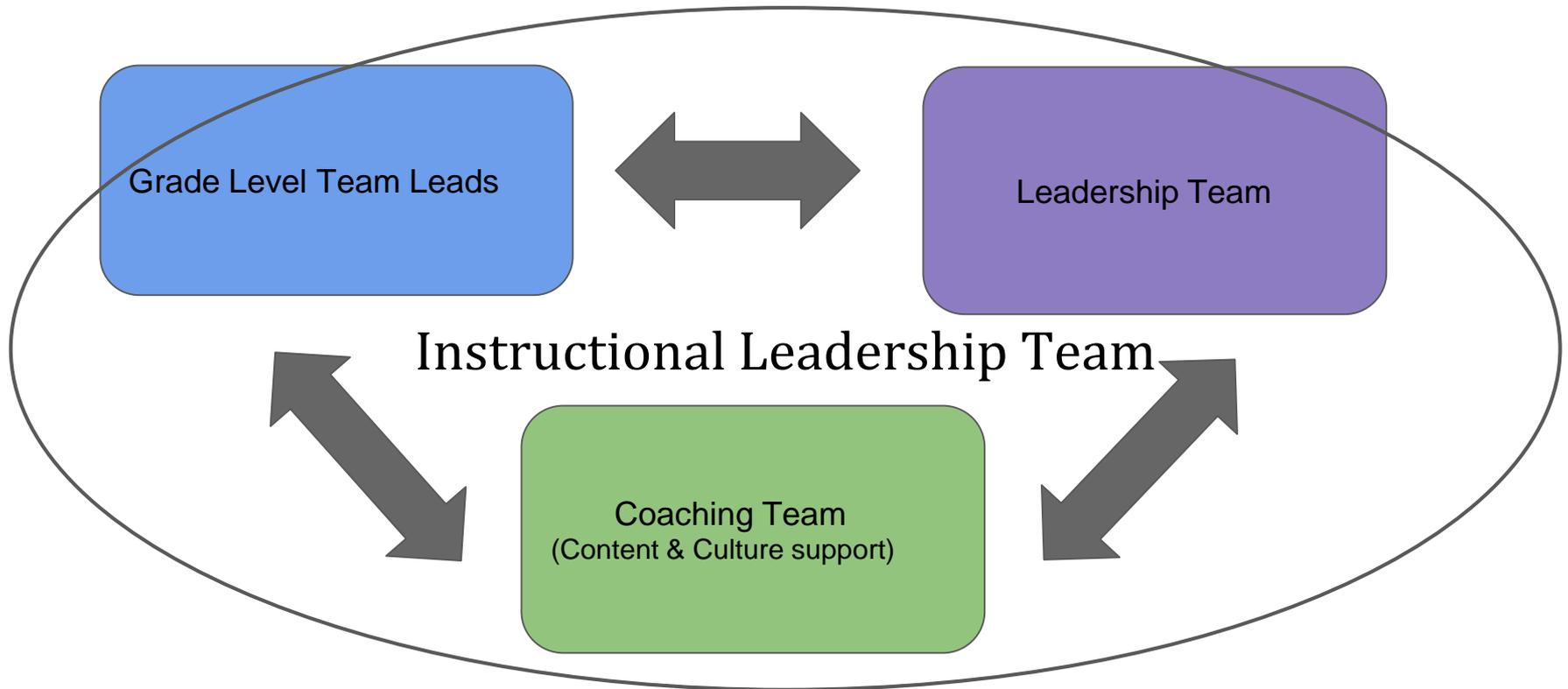


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Greenleaf's Instructional Leadership Team



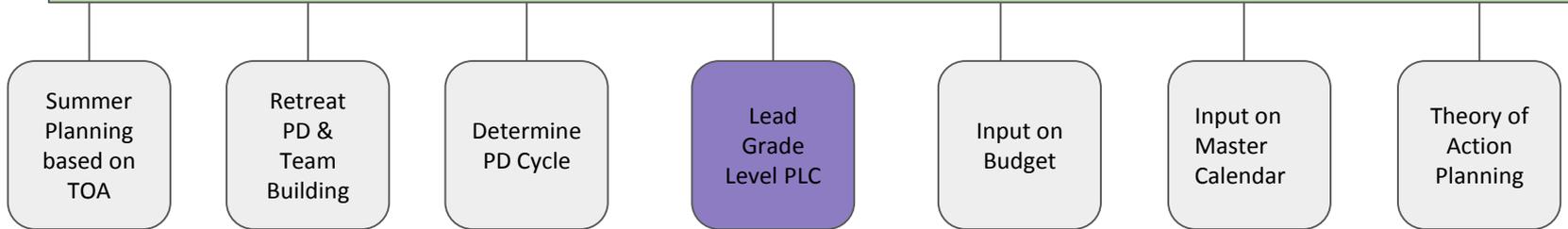


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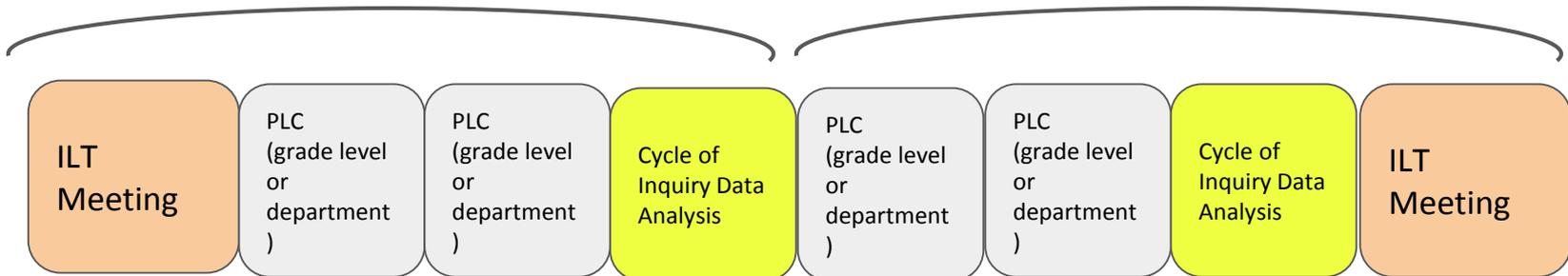
Community Schools, Thriving Students



Yearly ILT Cycle



ILT & PLC Two Week Cycle





**OAKLAND UNIFIED
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Community Schools, Thriving Students

Key Performance Indicators (KPIs)



Presented by David Montes de Oca,

www.ousd.org



@OUSDnews



Why Monitor Progress?

- ***“Why wait until the race is over, to know if I'm in the lead?”*** - Usain Bolt
- What you measure gets done
- Schools need ways to monitor progress



Key Performance Indicators = KPI

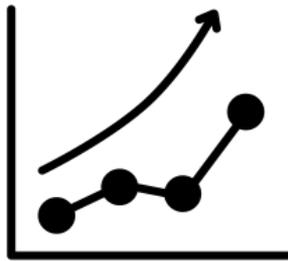


- Used to monitor progress
- Reviewed frequently (more than 1x a year)
- *Current* data
- Actionable - leads to adjusting plans or implementation

District-sponsored KPI measures *and* Site-based KPI measures

District-Sponsored KPI Measures

- Suspensions
- Chronic absence
- Office referrals
- Early literacy
- Reading assessment (SRI)
- Math assessment (SMI)
- Math assessment (SMI)
- High School Readiness
- On Track to Graduate
- On Track to A-G
- Enrollment
- Teacher Observation Rate

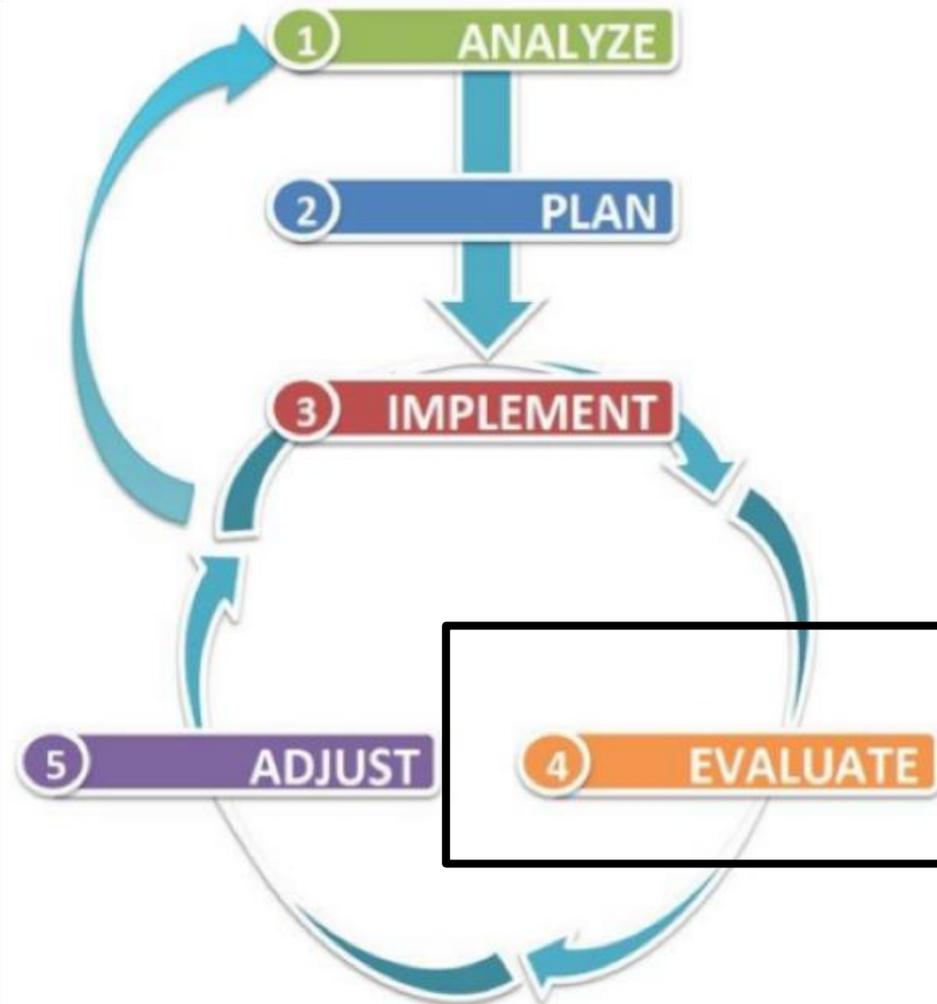


Site-based KPI Examples:

- Writing Rubrics
- Exit Tickets
- Fountas & Pinnel (Reading)
- Tardies

KPIs and Cycles of Inquiry

- KPI's are **part** of a larger cycle of Improvement
- KPIs used to **Evaluate** whether a change we are implementing is an improvement



KPI Target-Setting

- Targets are set *for each school* for both:
 - Local Control and Accountability Plan (LCAP)
 - Pathway to Excellence 2020 Targets

OUSD Key Performance Indicators					
2016-17		School Name		Gradespan	
Area of Improvement	#	Indicator	Student Group	Frequency	Definition
Chronic Absence	1.1	Chronic absence	All	Weekly	% Students missing 10% or more of enrolled school days for any reason
	1.2		AA	Weekly	
	1.3		NA	Weekly	
	1.4		PI	Weekly	
	1.5		Foster	Weekly	
Discipline	2.1	Suspensions	All	Weekly	% Students receiving one or more out-of-school suspension
	2.2		AA	Weekly	
	2.3		AA-M	Weekly	
	2.4	URF completion rate	All	Weekly	Universal Referral Form completion rate (<i>rate at which all fields on form completed and entered</i>)
Literacy Development	2.5	Office referrals	All	Weekly	# Office referrals via Universal Referral Form
	3.1	1st grade literacy (F&P/STAR/DRA)	Grade 1	B/M/E	% Students Above Instructional Level for end of 1st grade on the F&P - STAR Pilot - DRA/EDEL
	3.2	Grade 2-12 Literacy (SRI)	All	B/M/E	% Students At/Above Grade Level on the SRI
	3.3		AA	B/M/E	
3.4	AA-M		B/M/E		
Mathematics Development	4.1	Math readiness (SM)	All	B/E	% Students who are grade level ready on the
Language Proficiency for English Learners & Recently Reclassified English Learners	5.1	English Learner (ELL) reading level (SRI)	ELL	B/M/E	% students meeting English Fluency Reclassification criterion on SRI (<i>one grade level</i>)
	5.2	Long-Term English Learner (LTEL) and at risk of becoming LTEL reading growth (SRI)	LTEL & at risk of LTEL	B/M/E	% students achieving 1 year's growth from Fall to Winter or 2 years growth from Fall to Spring
	5.3	Reclassified students continue to make reading progress (SRI)	R-RFEP	B/M/E	% reclassified students who continue to perform one year below grade level or better on SRI within 4 years of reclassification
College & Career Readiness	6.1	High school readiness 2.5 GPA, No Ds or Fs in English/Math, 96% attendance, no	Grade 8	M/E	% Students with a GPA of 2.5 or better, no suspensions in 8th grade, attendance rate of 96% or better, no Ds/Fs in English/Math courses
	6.2	On track to graduate	Grade 9	M/E	
	6.3	% Students achieving a GPA >=2.0 and the credits required to graduate, appropriate for their	Grade	M/E	% Students achieving the required GPA and credits to graduate for their grade level
	6.4		Grade	M/E	
	6.5	On track to A-G completion	Grade 9	M/E	% Students with C or better in A-G courses and on-track to take all 15 courses by end of 12th grade
	6.6	% Students with a grade of C or better in A-G courses and on-track to take all 15 courses by end of	Grade	M/E	
6.7		Grade	M/E		
6.8		Grade	M/E		
6.9		Grade	M/E		
Enrollment	7.1	Enrollment	All	Weekly	Enrollment count
Teacher Growth &	8.1	Teacher observations	N/A	Quarterl	Completion Rate of observation cycles

How KPIs Are & Can Be Communicated

- Weekly Engagement Report
- KPI Email Blast (*500+ recipients*)
- Weekly Site Leadership, Culture Team Meetings
- Weekly Teacher Team Professional Learning Communities
- Weekly Executive Cabinet Meetings
- Weekly Network Team Meetings
- Monthly Principal Professional Development
- Monthly School Site Council Meeting
- Quarterly Instructional Leadership Team Meetings

Weekly Engagement Report -- Key Performance Indicators (KPIs)														
Data as of Friday, March 24 2017														
Network	School Name	CBEDS 2016 Enrollment (10/05/2016)	Enrollment		Chronic Absenteeism		Suspension Incidents		% Students Suspended		# URF Referrals		% URF Complete	
			YTD- wk 28/38	YTD- wk 28/38	YTD- wk 28/38	YTD- wk 28/38	YTD- wk 28/38	YTD- wk 28/38	YTD- wk 28/38	YTD- wk 28/38				
Network 1	Bella Vista Elementary	458	458	13.6%	6	0.8%	105	100.0%						
Network 1	Carl Munck Elementary	239	237	13.5%	0	0.0%	6	100.0%						
Network 1	Chabot Elementary	562	560	1.6%	2	0.3%	41	100.0%						
Network 1	Cleveland Elementary	412	406	5.7%	0	0.0%	45	100.0%						
Network 1	Crocker Highlands Elementary	459	455	0.4%	0	0.0%	11	100.0%						
Network 1	Franklin Elementary	716	734	8.6%	5	0.6%	46	100.0%						
Network 1	Hillcrest School	377	378	2.7%	0	0.0%	9	100.0%						
Network 1	Joaquin Miller Elementary	434	434	4.6%	2	0.4%	24	100.0%						
Network 1	Kaiser Elementary	269	275	9.0%	1	0.3%	33	100.0%						
Network 1	Lincoln Elementary	739	748	1.2%	1	0.1%	5	100.0%						
Network 1	Montclair Elementary	643	639	1.9%	0	0.0%	20	100.0%						
Network 1	Peralta Elementary	319	320	2.2%	0	0.0%	1	100.0%						
Network 1	Piedmont Avenue Elementary	329	337	14.8%	0	0.0%	25	100.0%						
Network 1	Redwood Heights Elementary	352	352	7.7%	3	0.8%	122	100.0%						



Key Performance Indicators
Weekly Engagement Report & Summary
(Week 26)

District-wide KPI Performance Sample

Measure	15-16 Performance	16-17 Performance	Change Year-Over-Year
Chronic Absence*	11.2% <i>Note: end of year</i>	12.9% <i>As of 3/30/17</i>	+ 1.7% percentage points
Suspension Incidents** (As of Week 28)	1867	1303	- 564
Mid-Year SRI***	34.6%	32.0%	- 2.6 percentage points

*Data taken from [Chronic Absence Dashboard](#); 16-17 current as of 3/30/2017.

**Data taken from [Week 28 Weekly Engagement Report](#).

***% at or above grade level. Data taken from [SRI Dashboard](#).



Question & Answer



EVERY STUDENT THRIVES!



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