



OAKLAND UNIFIED  
SCHOOL DISTRICT

expect **Success**

# Relationship among District Goals (Results Policies), Strategic Priorities and Organizational Expectations

January 12, 2009

# District Goals

*All Students...*

12<sup>th</sup> Grade: Ready for College and Career



9<sup>th</sup> Grade: Proficient in Algebra



3<sup>rd</sup> Grade: Proficient in Reading and Writing



# Our Number One Priority is to have high-quality instruction in every classroom that results in high levels of learning for every student

To address this priority, the District will:

1. Have a principal at every school who is an effective and strategic instructional and organizational leader (OE-6)
2. Increase retention of committed, caring, and effective teachers at every school, especially in low-performing schools with high teacher turnover (OE-6)
3. Support every teacher with high quality professional development, mentoring, collaboration, and observation/feedback (OE-6, OE-11)
4. Create school program designs and organizational practices that enable teachers to personalize student learning (OE-11)

# Our Number One Priority is to have high-quality instruction in every classroom that results in high levels of learning for every student

To address this priority, the District will:

5. Provide schools guided budget authority and opportunities for curricular flexibility (OE-8)
6. Provide safe and supportive conditions that foster students' physical, emotional, and social readiness to learn (Results Policies; OE-11, OE-12, OE-13)
7. Provide school facilities and infrastructure that enable the delivery of high-quality instruction (OE-10)
8. Continuously monitor performance quality and impact in every classroom, school, and department (OE-6, OE-11, OE-12)

# Our Number One Priority is to have high-quality instruction in every classroom that results in high levels of learning for every student

To achieve these District strategies, the OUSD Board of Education will:

1. Hire and retain a Superintendent who is a proven leader in strengthening and improving classroom instruction (BSR-5, OE-1, OE-2, OE-11)
2. Establish strategic partnerships with community, labor, business, civic, education, philanthropic, and governmental leaders that help strengthen and improve classroom instruction (GC-3; OE-5)
3. Increase revenues, protect assets, and optimize the use of all available resources toward strengthening and improving classroom instruction (OE-7; OE-8, OE-9)

# District Goals

*All Students...*

12<sup>th</sup> Grade: Ready for College and Career



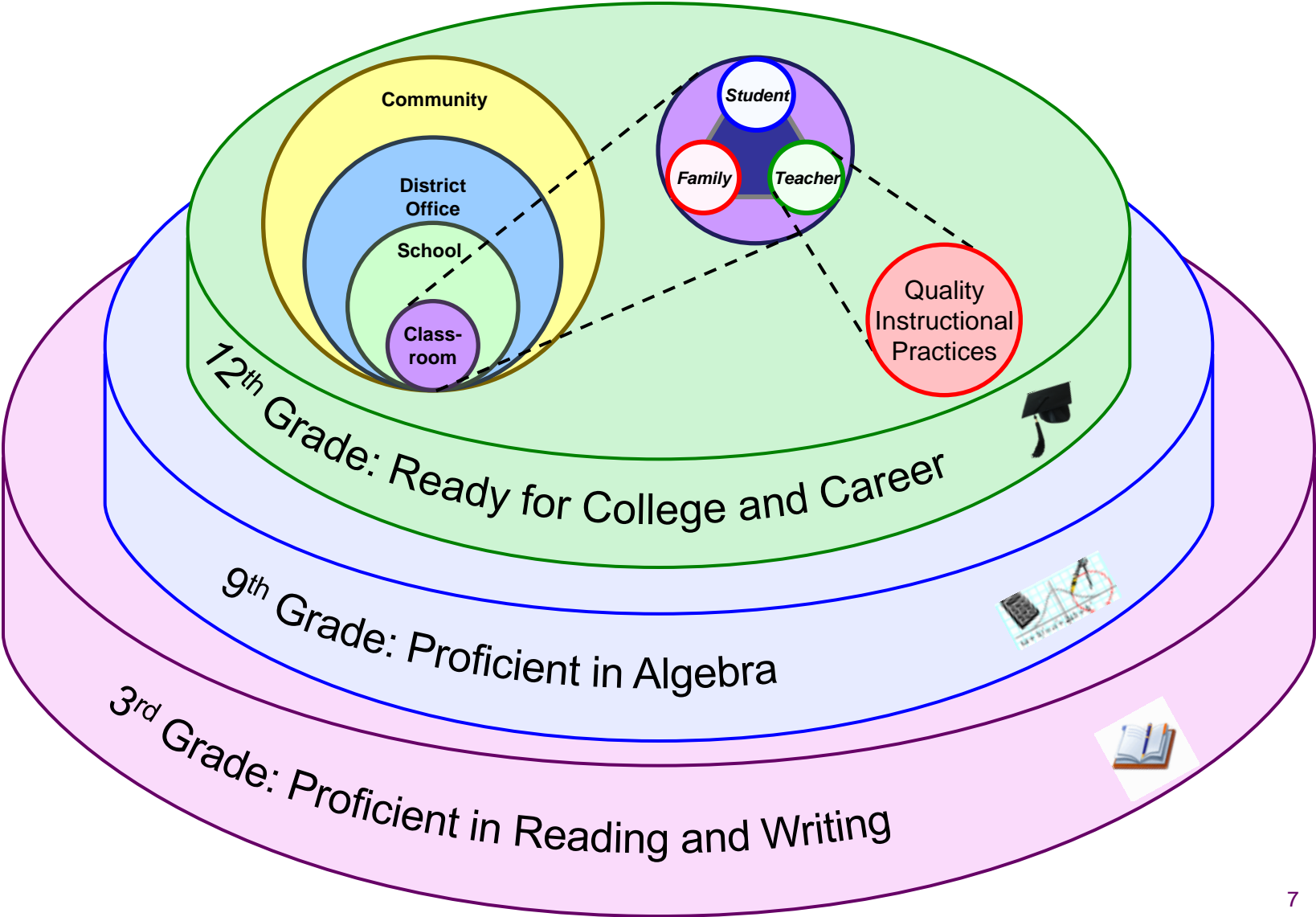
9<sup>th</sup> Grade: Proficient in Algebra



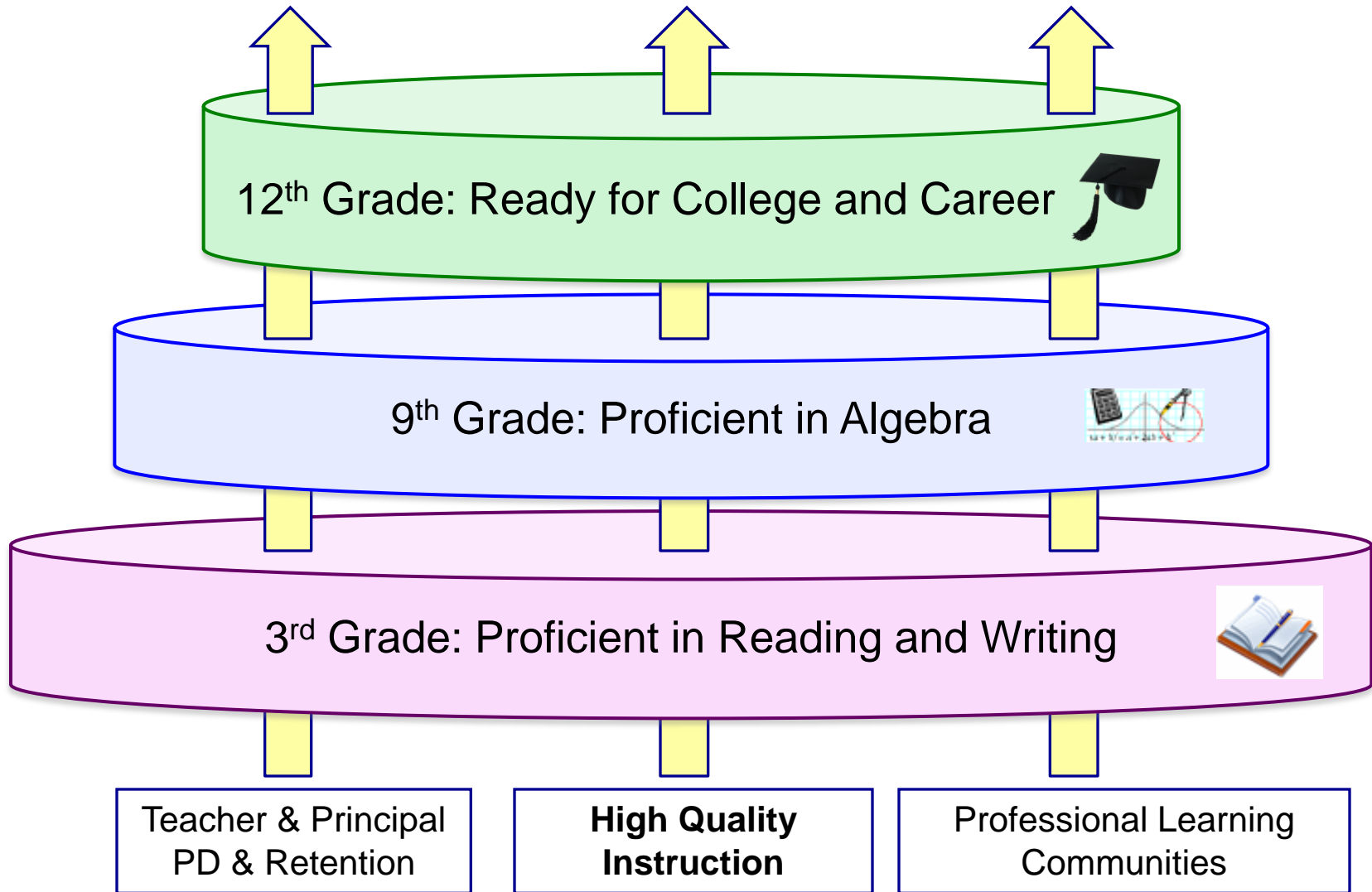
3<sup>rd</sup> Grade: Proficient in Reading and Writing



# Focus on High Quality Instruction



# District Goals: Strategic Priorities





# District Goals: Indicators of Progress



## Ready for College and Career

- Annual CST, CAHSEE, AP Scores
- Graduation and UC/CSU Graduation rates
- Enrollment in Career Academies and Internships
- Drop out rates
- Implementation of Personalized Learning Communities



## Proficient in Reading and Writing


- Annual CST Scores
- OUSD Benchmark Scores
- Proportion of Students Advancing a Level on CELDT
- Implementation of Early Response to Intervention
- Early Childhood Education Enrollment
- Application of AED and ELD Instructional Strategies



## Proficient in Algebra

- Annual CST Scores
- OUSD Benchmark Scores
- Proportion of Students Satisfactorily Completing Algebra 1
- Application of Expert Algebra Instruction, Including Algebraic Thinking
- Participation in Summer Algebra Institutes

# District Goals: Selected Strategies

Ready for College and Career 

- **Small, Personalized Learning Communities**
- **Grade level, standard-based instruction**
- **Writing Proficiency Initiative**
- **College Awareness and Planning**
- **Career Academies and Internships**
- **Effective Literacy Instruction**
- **Academic English & ELD**
- **Safety Net and Drop Out Recovery**

Proficient in Algebra 

- **Improve K-7 Mathematics Instruction**
- **Improve Access to Algebra 1**
- **Improve Algebra Instruction and Assessment**
- **Provide “catch up” interventions**

Proficient in Reading and Writing 

- **Effective Literacy Instruction**
- **Academic English & ELD Instruction**
- **Early Response to Intervention PK – 2**
- **Increase Access to Early Childhood Education**

# Organizational Learning for Continuous Improvement

