



---

# Alignment of Strategies to Support District Priorities

---

*Effective Instruction in Every Classroom, Every Day*

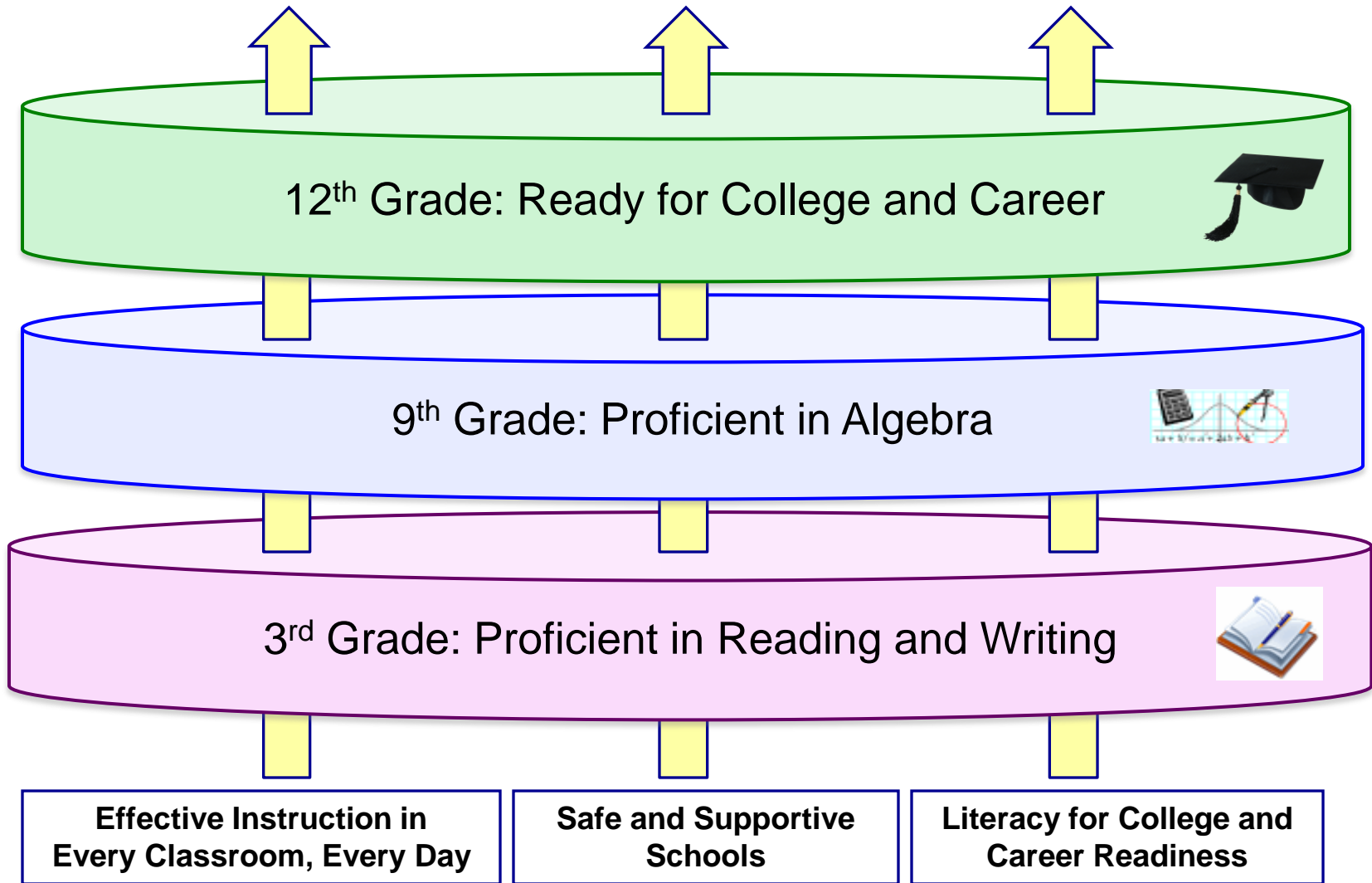
*Safe and Supportive Schools*

*Literacy for College and Career Readiness*

---

# District Goals and Strategic Priorities

---



# Criteria for Strategic Activities Under Each Priority

---

- Sustain investments where we can demonstrate results for students and teachers
- Focus and organize around individual student learning and proficiency
- Strengthen peer learning opportunities and networks at every level
- Protect and build institutional knowledge and capacity to extent possible

# Priority #1: Effective Instruction for Every Student, Every Day

## Student Achievement Targets:

- 8% growth on Grades 2-8 English language arts CST proficiency – all subgroups
- 8% growth on Grade 2-7 Math and Algebra 1 CST proficiency – all subgroups
- 6% growth in CAHSEE proficiency, 9% growth in 12<sup>th</sup> grade cumulative CAHSEE pass rate – all subgroups

## Strategic Activities

### **A. Proven, rigorous standards-based curriculum and assessments for all students**

- Essential standards-based pacing guides and online database of quality OUSD teacher unit and lesson plans
- Teacher leaders conduct professional development; school success highlighted in learning networks

### **B. Clear shared framework for effective instruction**

- District-wide classroom observation protocol reflecting critical practices in instruction, used to inform PD and support

### **C. Individual plans, progress monitoring and early intervention to keep all students on track**

- Aeries functionality expanded for longitudinal tracking
- PD for counselors and teachers on effective support and case management for struggling students

### **D. Teachers and Principals build instructional skills, content knowledge, and cross-cultural competence**

- Targeted PD using teacher leaders and coaches in Balanced Literacy, Swun Math, Academic English Development

### **E. Principals provide effective support and feedback to improve instruction**

- “Instructional Rounds” and inquiry groups embed practice on evidence-based observation and feedback

### **F. Teachers collaboratively examine student work and plan instruction for student success**

- Regular team time during the work week for teachers, coaching support and PLC toolkit

### **G. Working conditions and support increase teacher retention**

- Sustain new teacher mentoring, ensure collaboration time, and increase teacher leadership opportunities

## Priority #3: Literacy for College and Career Readiness

### Student Achievement Targets:

- 8% growth on Grades 2-8 English language arts CST proficiency – all subgroups
- 8% growth on Grade 2-7 Math and Algebra 1 CST proficiency – all subgroups
- 6% growth in CAHSEE proficiency, 9% growth in 12th grade cumulative CAHSEE pass rate – all subgroups

### Strategic Activities

#### **A. Students read, write, speak, reason, create and collaborate for future success.**

- Link student results policies to specific student demonstrations of literacy and mathematical skill and knowledge
- Media and technology literacy PD for teachers
- Expand performance assessments (performance writing, portfolios, exhibitions) to drive instruction

#### **B. Increase PreK enrollment and family engagement to support early literacy**

- PreK to K transition and kindergarten readiness activities expanded
- Increased training and books to PreK-3 students' family members to support student reading

#### **C. UC/CSU "a-g" course sequence in high school for all students**

- Implementation progress milestones monitored by College and Career Planning Council
- Devote resources to fill course gaps at schools; PD for counselors, students and families

#### **D. Multiple pathways: career technical education, online courses, work-based learning and community college course access for all students**

- Middle school college and career education and exploration
- Safety net monitoring and early warning system for immediate intervention with struggling students
- Create systems of academic advisement of all students with at-risk factors
- Partner with East Bay ROP, Connect Ed and others to build strong career pathways in every part of Oakland

#### **E. Recovery options that help drop-outs, non-completers and adjudicated students graduate**

- Partner with Adult Education, Peralta, Alameda County and others to case manage struggling students' progress