



OAKLAND UNIFIED SCHOOL DISTRICT
Community Schools, Thriving Students

Superintendent's 2019-20 Work Plan



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A letter from the Superintendent:



During my past two years as superintendent, we have made the tough choices necessary to move from crisis to stability. We have, and will continue to stay focused on our three priority areas: Quality Community Schools, Fiscal Vitality, and Organizational Wellness. While stability is necessary for success, there is still much to do to provide thriving schools that prepare ALL students for college, career, and community success.

This work plan for the 2019-20 school year builds upon recent progress and outlines our priorities. I am confident that we are on the right path to improve as a District by keeping students at the center of all we do.

*Respectfully,
Dr. Kyla Johnson-Trammell
Superintendent*

A handwritten signature in cursive script that reads "Kyla Johnson-Trammell".

Mission

Oakland Unified School District (OUSD) will build 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.



Vision

All OUSD students will find joy in their academic 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.



Priority Area #1: Quality Community Schools

Ensure every school is a thriving community of learning and every student is on track to graduate college, career, and community ready.



Every child deserves access to a high quality education. That is why OUSD is committed to reimagining our school system to ensure every school is equipped to support every student to learn, grow, and succeed.

We know our students are resilient learners, collaborative teammates, community leaders, critical thinkers, and creative problem solvers. They deserve nothing less than a world-class education that leverages their unique assets and unleashes the greatness within each of them.

Key Strategies:

- 1.1 Provide **high quality professional development** to transform teaching and leadership.
- 1.2 Implement **targeted strategies** to improve outcomes for subgroups.
- 1.3 Provide **quality and fiscally sustainable school options** in every neighborhood.

Priority Area #2: Fiscal Vitality

Ensure the prioritization of resources to maximize the impact on students with the greatest needs.



OUSD must be a financially healthy district that invests resources equitably and strategically providing the necessary programs and services to students with the greatest need.

This will require central office departments working collaboratively to revamp the budgeting process and leveraging the recommendations of the Government Finance Officers Association.

When we are able to operate at optimal levels, we will be able to spend more of our time, resources, and money on our core business of teaching and learning, thus improving the district's academic return on investment.

Key Strategies:

- 2.1 Budget for **student achievement**.
- 2.2 Strengthen **Facilities Bond Management**.

Priority Area #3: Organizational Wellness

Ensure a culture of divergent perspectives, creative problem-solving, and mutual accountability between central office, schools, and community.



The bedrock of an effective organization is people, so we must care for and support each other. Schools and their communities are the unit of change, and the work of central office is to focus on customer service and quality support. As part of our ongoing efforts to create a more collaborative and mutually respectful organization, we must continue to improve upon transparent communication and quality engagement. With these conditions in place, OUSD will be able to recruit talent, cultivate their growth, and retain effective employees.

Key Strategies:

- 3.1 Develop **mutual accountability** between central office and schools focused on teamwork, customer service, and quality execution.
- 3.2 Attract, develop, and retain **highly effective employees**.
- 3.3 Implement **effective engagement, communication, and connection** with students and families.



Performance Outcomes: Measuring Our Progress Towards Success

1 Improve early literacy

2 Improve English Language Arts, Mathematics, and Science Achievement

3 Decrease chronic absenteeism rates for all students and targeted student populations

4 Decrease suspension rates for all students and targeted student populations

5 Increase graduation rates for all students and targeted student populations

6 Increase reclassification rates for English Learners and Long-Term English Learners

7 Improve parent, family and student engagement



Thank you.

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