Superintendent's Report

- Superintendent's Strategic Plan Committees
- Elementary School Networks' Updates
- Other Information

April 22, 2015

Superintendent's Report

- Superintendent's Strategic Plan Committees

- School Networks' Updates

- Other Information

- SUPERINTENDENT'S STRATEGIC PLAN COMMITTEES

- EFFECTIVE TALENT MANAGEMENT
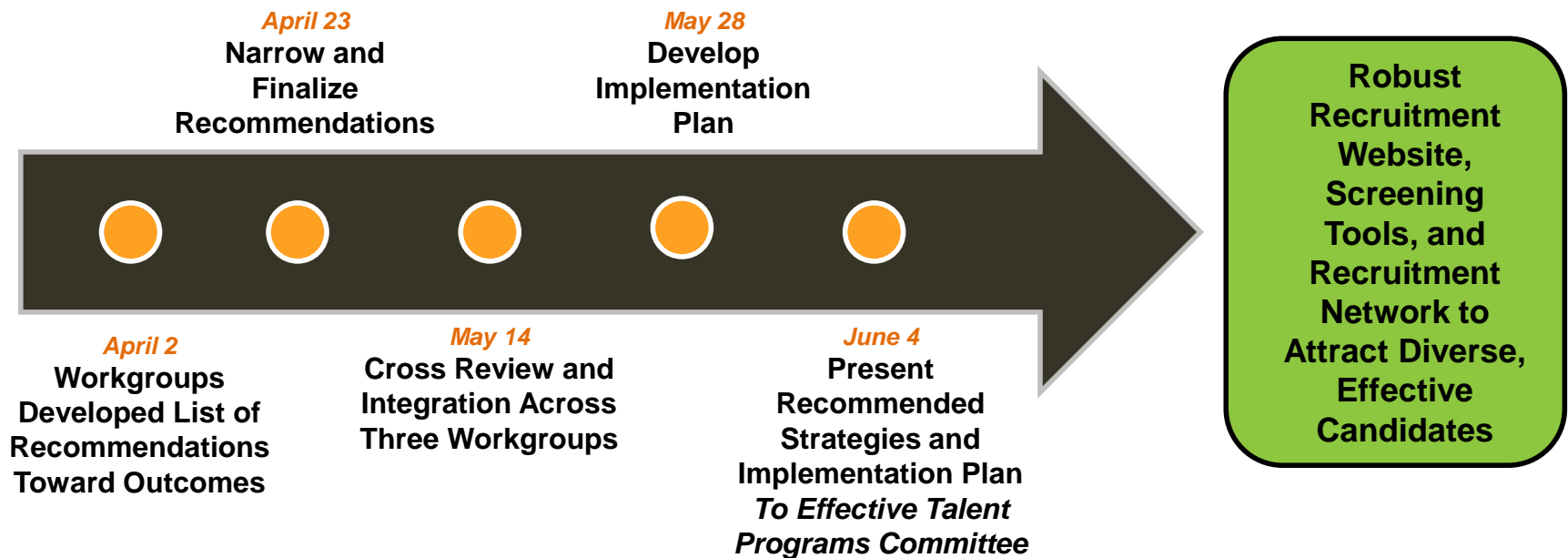
Effective Talent Programs

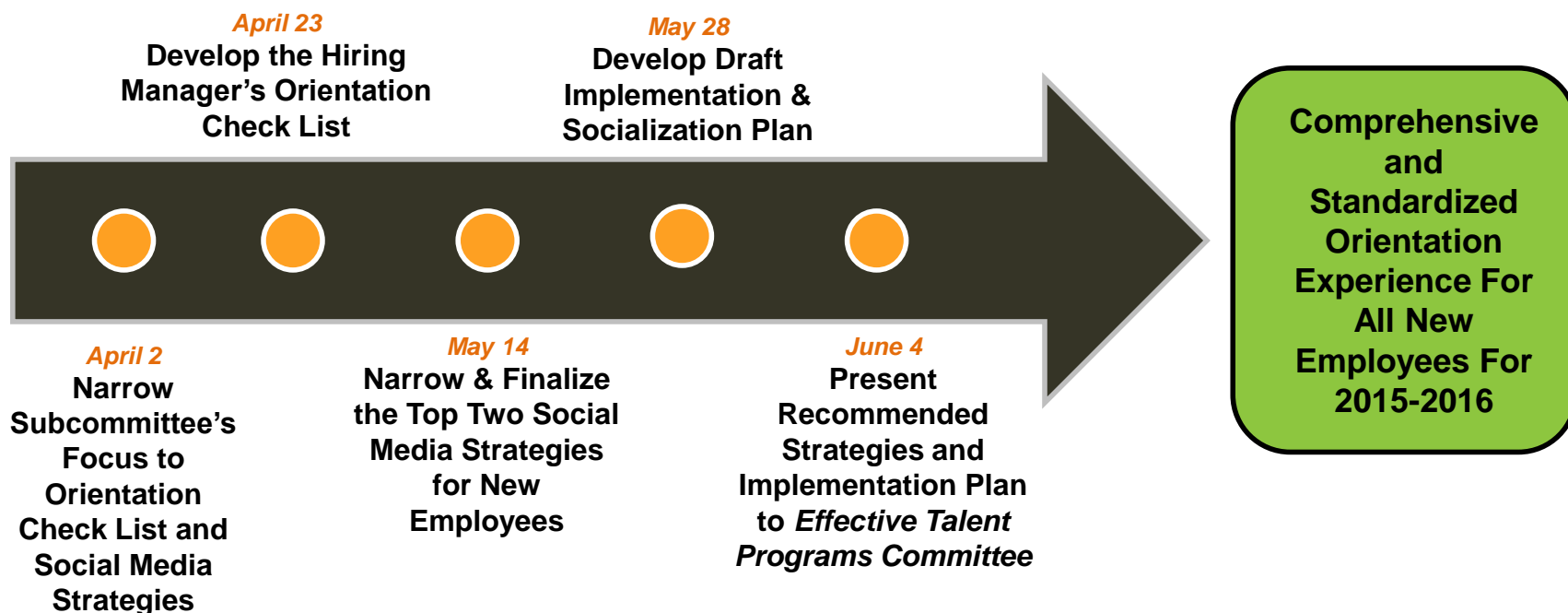| Sourcing	Early Employee Experience	Retention
Guiding Question: *How can we recruit effective talent that also represents our diverse student population?* 3 Workgroups: • Web-Based Presence • Screening Tools • Diverse Recruitment Network	Guiding Question: *What practices can we build to ensure an excellent early employee experience?*	Guiding Question: *How do we retain our most effective talent?*

Sourcing

Outcome of Subcommittee Group:

- Design and develop a robust web-based OUSD recruitment presence
- Review, improve and develop our screening tools and processes
- Develop a recruitment network designed to maximize a diverse, qualified candidate pool

April 23
Narrow and Finalize Recommendations

May 28
Develop Implementation Plan

Robust Recruitment Website, Screening Tools, and Recruitment Network to Attract Diverse, Effective Candidates

April 2
Workgroups Developed List of Recommendations Toward Outcomes

May 14
Cross Review and Integration Across Three Workgroups

June 4
Present Recommended Strategies and Implementation Plan
To Effective Talent Programs Committee

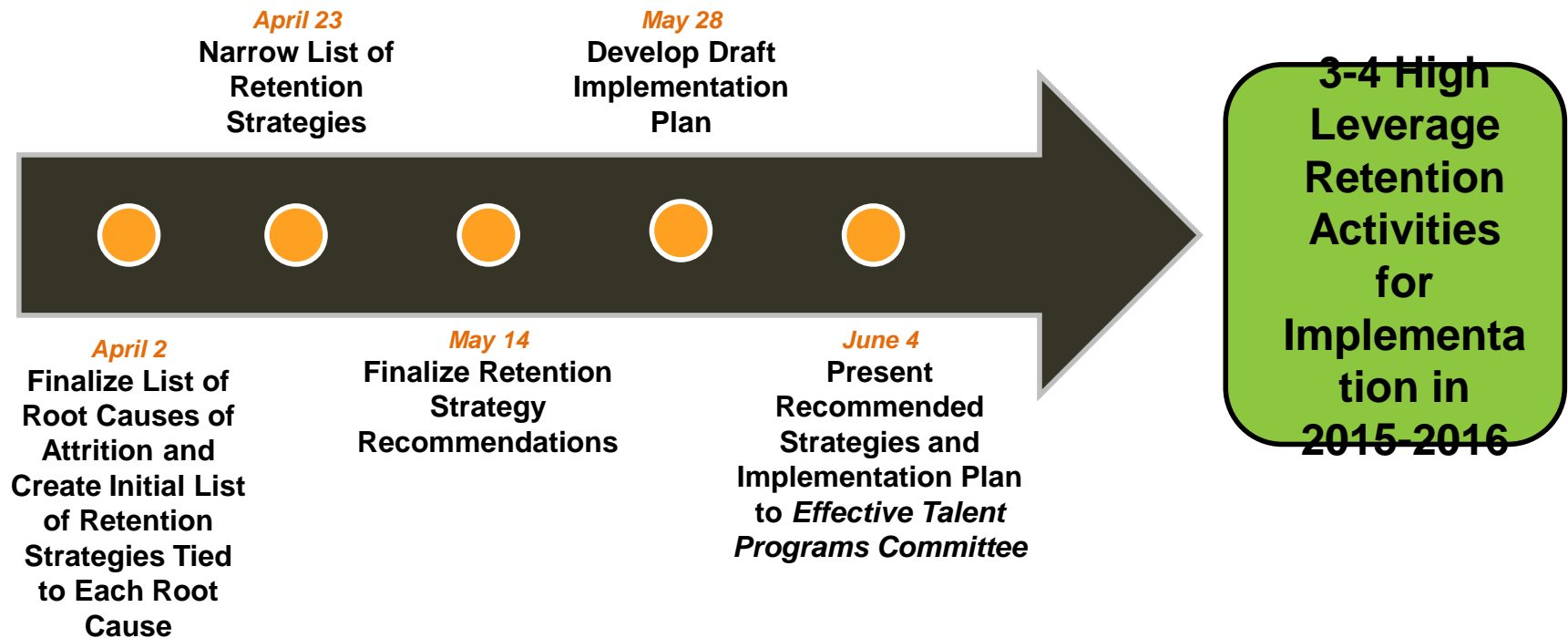# Early Employee Experience

Outcome of Subcommittee Group:

- **Orientation**: Develop a comprehensive template for all hiring managers to use for 1-30-60-90 day orientation for new employees

- Develop1-2 social media strategies to connect new employees to one another

April 23
Develop the Hiring Manager's Orientation Check List

May 28
Develop Draft Implementation & Socialization Plan

Comprehensive and Standardized Orientation Experience For All New Employees For 2015-2016

April 2
Narrow Subcommittee's Focus to Orientation Check List and Social Media Strategies

May 14
Narrow & Finalize the Top Two Social Media Strategies for New Employees

June 4
Present Recommended Strategies and Implementation Plan to *Effective Talent Programs Committee*

Retention

Outcome of Subcommittee Group:

- Develop recommendations for 3-4 high leverage retention activities that can be successfully implemented in 2015-2016.

April 23
Narrow List of Retention Strategies

May 28
Develop Draft Implementation Plan

April 2
Finalize List of Root Causes of Attrition and Create Initial List of Retention Strategies Tied to Each Root Cause

May 14
Finalize Retention Strategy Recommendations

June 4
Present Recommended Strategies and Implementation Plan to *Effective Talent Programs Committee*

3-4 High Leverage Retention Activities for Implementation in 2015-2016

- ACCOUNTABLE SCHOOL DISTRICT

Accountable School District Committee

Sub-Committees:

1. Asset Management Bond Prioritization

2. District & Charter Collaborative

3. Quality School Development Administrative Regulations

Asset Management Bond Prioritization
Sub-Committee Co-Chairs: Mia Settles-Tidwell & Olis Simmons

Sub- Committee Charge:

The subcommittee on Asset Management is charged to provide a recommendation by May 13, 2015 regular Board Meeting on a bond prioritization policy & administrative regulations that will lead to an identification of bond projects for present and future.

Committee Focus Question:
What **prioritization criteria** or **system** should be established to equitably allocate **bond funds** for facility upgrades, modernizations and construction projects to meet strategic & programmatic goals and to **attract more students**/families to OUSD and **obtain additional bond measures** in the future?

Asset Management Bond Allocation Sub-Committee

Work To Date:

February 2015

Read and Discussed articles on Prioritization

March 2015

Establish Key Priority Category Areas:
- Safety-Compliance
- Strategic Priorities
- Community Values

Review of Bond Measure Projects & Funds

Develop Draft Board Policy & Administrative Regulations

District Charter Collaborative Subcommittee

Sub-committee Chair- Silke Bradford

- **Sub- Committee Charge:**

By Spring 2015, develop recommendations for the parameters of the OUSD District-Charter Compact.

Committee Focus Question: How can OUSD support District-Run Schools and District Charter Schools to co-exist in a way that best serves the interests of students/families?

District Charter Collaborative

<u>Work to Date</u>

✧Analysis of Charter Compacts from cities around the U.S.

✧Reviewing the alignment between OUSD district-run schools and OUSD charter schools regarding teacher effectiveness metrics

✧Studying OUSD SELPA and charter schools

✧Exploring a common enrollment system for the city of Oakland

Quality Schools Development of Administrative Regulations Subcommittee

Sub- Committee Charge:

The **QSD Administrative Regulations Sub-Committee** will provide feedback and input on the <u>contents</u> of the Administrative Regulations and the <u>process</u> of implementing them.

Committee Focus Question:

How can the **Administrative Regulations** (*operating procedures*) ensure Transparency, Consistency, and Alignment between the policy's intent and the actions taken to implement it?

Accountable School District Committee
Sub-Committees

Quality School Development Policy Administrative Regulations

Co-Chairs:

David Montes de Oca, *Deputy Chief, Continuous School Improvement*
Chaz Garcia, *OUSD Teacher, OEA Vice President*

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10 Consistent Members:
Representing teachers, parents, OUSD staff, community and faith-based organizations.
Members have:
Studied Policy 6005 and Regulations content; developed evaluation tools; collaboratively identified areas for improvements; and developed recommendations.

Guiding Question(s):

o *Do stakeholders have adequate voice, influence, and decision-making?*
o *Is there adequate support to build school / community capacity?*
o *Are the right structures and systems in place to ensure success?*

STATUS UPDATE:
Committee members in the process of finalizing priority recommendations to improve clarity and content of Administrative Regulations.

Accountable School District Committee Members

Asset Management	District-Charter Collaborative	Quality School Development
Leticia Araujo-Perez	Yulanda Smith	Charlene Johnson
Allan Donnelly	Alanna Lim	Chastity Garcia
Lance Jackson	Jody London	Emma Paulino
Gloria Lee	Farah Charania	Mike Hutchinson
Melvin Phillips	Julie McMillan	Yusef Carrillo
Minh-Tram Nguyen	Sharon Falk	Lorraine Mann
Olis Simmons	Arianna Morales	Brock Grubb
Vinh Trinh	Enomowyi Booker	Dr. Toni Cook
Alice Sung	Doug Appel	No Name Card
Karen Todd	Adam Miller	Calvin Ho
Darin Jensen		Iman Mills Gordon
James Harris		Barbara Allen
Melisha Linzie		Amarit Ubhi
Jean Wing		
Susan Radke		
Karen Bullocks		
Carla Henderson		

- QUALITY COMMUNITY SCHOOLS

English Language Learner Subcommittee

Subcommittee Members: *1 Principal, 1 Teacher, 1 Central Office Staff, 1 Community Organizer (LEN), and 1 Funder*

Friends of the Committee: *7 Principals, 3 Teachers, 2 Central Office Staff, 2 Community Organizers (ECHO, OCO), and 4 Parents from the LCAP English Language Learner Parent Advisory Committee*

Established Priority: Develop and gain board approval for a 3-year Strategic Plan for English Language Learners in Oakland Unified School District

Work to date:
- Build common understanding of the problem through data narratives and Stanford's Review of ELL Services
- Gather input and feedback on identified high-level priorities and goals
- Develop agency by joining the ELL OUSD Board Study Session and other ELL-focused events

Work ahead:
- Continue participation and leadership in community engagements beyond the QCS Committee
- Incorporate community feedback and detail out high-level actions and success metrics
- Get on Board agenda before EOY and gain approval of the 3-year ELL Strategic Plan

Community Schools Subcommittee

Subcommittee Members: CBO Service Providers (2), Community Member (1), Community Schools Manager (2), OUSD Staff- CSSS (2)/ Custodian (1), Parent/CBO rep (1), students (2), Funder (1)

Established Priority: Provide guidance and feedback and on a Community Schools 2020 Framework

Work to date:
- Built awareness and understanding of Oakland's current Community Schools work
- Examined current Community School Partnerships
- Identified initial strategies to increase awareness of Community Schools in community at large

Work ahead:
- Explore link between Community Schools and Family Resource Centers
- Develop strategy to increase community awareness of current work

Equity Subcommittee

Subcommittee Members: *1 - CBO Director, 1 - K-5 Teacher, 1 - Professional Master Teacher Coach, 1 - Math Specialist, 1 - High School Teacher, 1 - Librarian, 2 - High School Students, 1 - Middle School Teacher, 1 - School Board Member, 2 - OUSD AAMA Staff*

Established Priority: Develop a racial equity policy with clear accountability and metrics, which will result in measurable outcomes to address and work towards eliminating racial disparities in academic achievement, school discipline, and resource allocation among OUSD students.

Work to date:
- Build common understanding around Equity, Equality, Race and Healing
- Created a DRAFT Racial Equity Policy based on examples from; San Francisco, CA - St. Paul, MN and Portland, OR
- Gather input and feedback on DRAFT Equity from sub committee members and broader QSC

Work ahead:
- Continue to gather input and feedback within QSC to further develop Racial Equity Policy
- Continue participation and leadership in community engagements beyond the QCS Committee to engage, encourage, educate and empower community and build collective will and agency to embrace a Racial Equity Policy and shared understanding around Equity, Equality, Race and Healing.

Linked Learning Subcommittee

Subcommittee Members: *Office of Postsecondary Readiness Staff (4), High School Principal, High School Teacher, Director of the OUSD Board of Education, Representative from the Oakland Education Fund, and Community Members (4)*

Established Priority: Provide feedback on Measure N plan and implementation

Work to date:
- Built understanding of the promise of linked learning using a recent study from the Stanford Research Institute, and internal data and guiding documents
- Built understanding of the student experience of linked learning through engagement with videos and documents

Work ahead:
- Provide feedback on Measure N planning documents
- Provide feedback on the OUSD Graduate Profile

- ELEMENTARY SCHOOLS NETWORK UPDATE

Elementary Network Summary:
Key Successes

- New Network Structure
- Focused Annual Plans
- Data Walls
- Data Summit
- Extended Site Visits

- Tier 3 Support Accelerating with:
  - Data Assessment Partner
  - School Improvement Partners
- Blended Learning

Elementary Network Summary:
Key Successes: Instructional Rigor

- Independent Reading during Reader's Workshop
- Goal Setting for Progress Monitoring
- Progress Monitoring of Reading Instruction

- Focus on Observation and Feedback
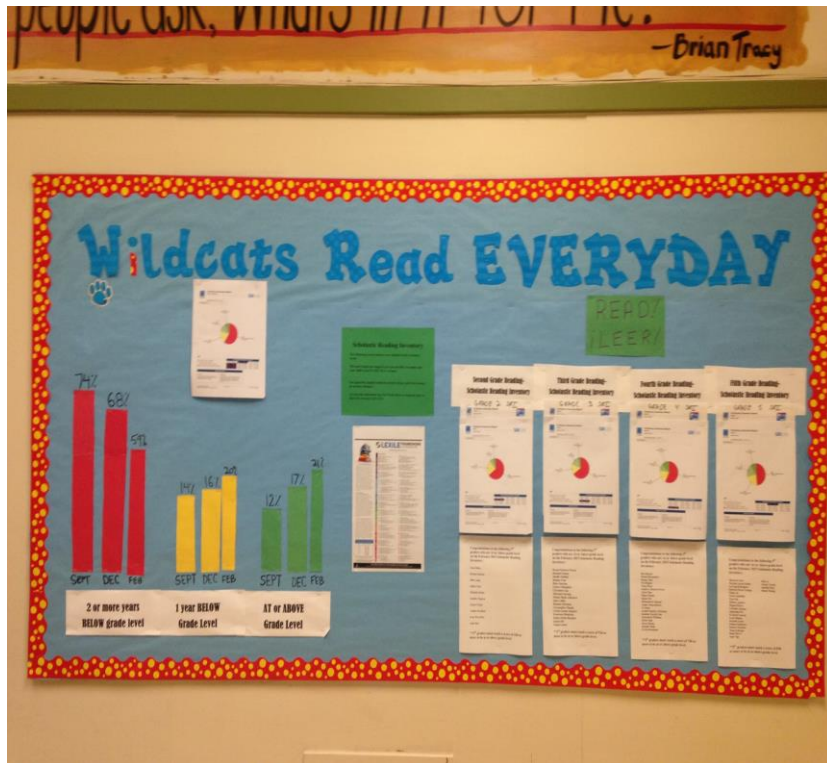- Data Analysis Guidance

Elementary Network Summary:
Key Successes

School Culture
- COST teams at all our sites
- PBIS (RJ and NNN)
- Reduction in Suspension Rates

Chronic Absenteeism
- Implementing Attendance Teams
- 1:1 Support from DAP and SIP

Key Practices: Data Walls

Rigorous Instruction
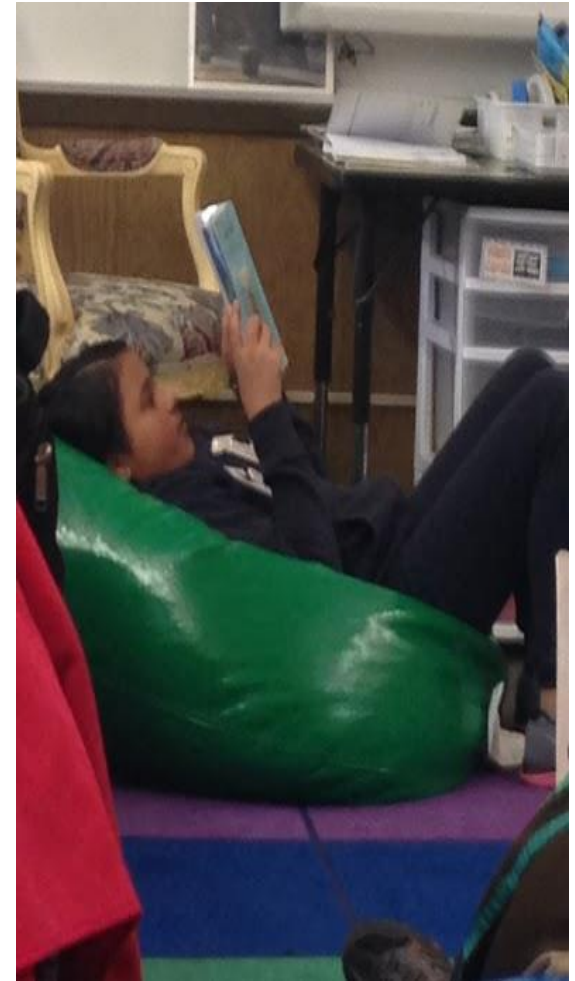

Network 1: Peralta, Piedmont

Network 2: Garfield and Think College Now

Network 3: Acorn Woodland, Hillcrest

Independent Reading

Positive School Culture

Network 1: Hoover, Crocker

Network 2: Allendale and Redwood Heights

Network 3: Greenleaf, East Oakland Pride

Attendance

Network 1:
Lafayette, Carl Munck, Piedmont

Network 2: Esperanza, Korematsu, Global, Glenview, International Community School

Network 3: Burckhalter, Horace Mann, Markham

- OTHER INFORMATION

SRA Community Events

Please join us in your neighborhood:

West: Sat., April 25, 9-12 PM @ West Oakland Middle School

Northwest: Sat., April 25, 1-4 PM @ Oakland Technical

Central: Tues., April 28, 6-9 PM @ Metwest High – Huerta Hall

East: Thurs., April 30, 9-Noon @ Havenscourt – Lockwood Aud.

Northeast: Tues., May 5, 6:30-9:30 PM @ Bret Harte Auditorium

(Breakfast, childcare, and translation will be provided.)

Additional sessions can be scheduled per community request.