



## Superintendent Report to the Board of Education May 9, 2018

### OPENING REMARKS

The purpose of the Superintendent Report is to share progress and updates on the Superintendent's priorities: Fiscal Vitality, Quality Community Schools & Organizational Resilience.

Focusing on these priorities are in service of reaching our mission and vision of creating quality community schools where our students can thrive.

**Vision:** All OUSD students will find joy in their academic learning 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.

**Mission:** To become 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.

### FISCAL VITALITY

Ensuring a healthy financial district is critical towards providing the necessary resources and services to provide Quality Community Schools in every neighborhood so that students with the greatest need receive the resources they deserve. To promote fiscal vitality we must design and launch a comprehensive approach to fiscal management that ensures OUSD garners and deploys financial resources in a manner that is strategic, transparent and aligned to key district priorities. Here are some highlights of progress we are making in this goal area:

- **Leadership Vacancy Updates:**
  - Chief Business Officer position: New Chief Business Officer, Mr. Marcus Battle, begins May 29.
  - Chief Financial Officer (CFO) position: The search process for the CFO position is extended for a couple more weeks to broaden the candidate pool. The finalists from the first round are welcomed to remain in consideration.
  
- **Fiscal Transparency Website:** Please visit our Fiscal Transparency Website to find updated financial data, presentations and other financial reports, including all information that was presented at the LCAP PSAC (Parent Student Advisory Committee) Meeting.

### QUALITY COMMUNITY SCHOOLS

To ensure that students with the greatest need have access to PreK-12 schools that provide quality academic and social emotional programs, excellent teachers and a nurturing learning environment to ensure that every student is college, career and community ready. Here are some highlights of progress we are making in this goal area:



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- **Water Quality Update:**
  - East Bay MUD has made the decision to test all drinking water sources located on District property. This would include OUSD sites and charter schools located on District property. “Drinking water sources” include drinking fountains, fountains and hydration stations. It *does not* include hand wash sinks in restrooms, spigots and boiler water. We are currently in the early planning stages, however testing will occur first at Child Development Centers and Elementary school. The exact timeline has not been solidified.
  - We continue to implement Board Policy 3511.3. Although sites have been initially tested, site administration will continue to see further testing and possible removal of fixtures that are over 5 ppb (as stated in BP 3511.3).
- **McClymonds Water Quality Updates**
  - We are 100% complete on the repiping of the gym. The connection of the showers to the hot water tank has been completed on May 3. We now have both hot and cold water in the boys and girls showers in the locker rooms.
  - Elevation Network & Risk Management provided the most recent updates to parents, staff, and community at McClymonds’ community meeting on Thursday, April 26th. Representatives from EBMUD and Alameda County Lead Prevention Program were also on hand to answer questions from the community.
  - Please see the [Water Safety Timeline](#) to see a list of all the repairs that have been completed at McClymonds since August 2016.
  - Check out the McClymonds Water Safety Web Page here: [McClymonds Water Safety: Data & Resources Webpage](#)
- **School Network Update:** In each Superintendent Report going forward, I will be sharing successes in 1-2 of our School Networks. The successes I share will be related to the work happening in the Networks toward achieving our LCAP goals for all our students:
  - GOAL 1: GRADUATES ARE COLLEGE AND CAREER READY
  - GOAL 2: STUDENTS ARE PROFICIENT IN STATE ACADEMIC STANDARDS
  - GOAL 3: STUDENTS ARE READING AT OR ABOVE GRADE LEVEL
  - GOAL 4: ENGLISH LEARNERS ARE REACHING ENGLISH FLUENCY
  - GOAL 5: STUDENTS ARE ENGAGED IN SCHOOL EVERYDAY
  - GOAL 6: PARENTS & FAMILIES ARE ENGAGED IN SCHOOL ACTIVITIES

### SCHOOL AREA OF FOCUS: **Network 3 & Early Literacy Grant w/ Rainin Foundation**

- **Objective 1: Adapt Current Cohort** Continued partnership with Rainin focusing on TK-2 Grade Literacy. Ultimately our goal is to dramatically reduce the number of 2nd and 3rd graders who are reading below grade level, by providing targeted and data driven support in the earlier years.
- **Objective 2: Scale PD for Early Literacy** Comprehensive support Foundational Literacy Skills (through the adopted SIPPS curricula) at OUSD sites. The intention for the E-CCTLS



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at these schools would then move to another Network in order to systematically expand the support.

- **Objective 3: Expand SEEDs to new Literacy Cohort Sites** TK classrooms will participate in the SEEDs of Learning Professional Development program. All new SEEDs TK Teachers and Tutors will participate in monthly PLCs, coaching, a classroom tutor resource and SEEDs materials. Sites will implement SEEDs to fidelity.
  - **Objective 4: Support Organizational Effectiveness/Systems Development** Fiscal Vitality, Organizational Resilience and Quality Community Schools.
  - **Objective 5: Early Literacy Data and Evaluation** The project evaluation will provide insights that guide district decisions regarding the implementation of the professional development and site-based supports of this grant to ensure that OUSD leverages this investment to best support students in their reading and writing development.
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- **McClymonds High School Graduating Seniors:** Shout out to McClymonds graduates; 60 out of 62 graduates are heading to college next school year!
  - **Oakland Pacific Islander Network Honor Roll:** Oakland Pacific Islander Network, Asian Pacific Islander Student Achievement, and Oakland Promise present the 1st annual OUSD Pacific Islander Honor Roll Ceremony on Wednesday, May 30, 2018 at 5pm at Castlemont High School.
    - OUSD's Pacific Islander students will be honored for GPA improvement, GPA over 3.0, and graduating seniors will receive ceremonial leis.
    - For information about the event, please contact OPIN Coordinator Alina Fa'aola at <[alina.faaola@ousd.org](mailto:alina.faaola@ousd.org)>.
  - **May Begins Month of Celebrating Educators Across the District:** On May 1, we joined districts across the nation in celebrating School Principals' Day and today (May 9) we are recognizing California Day of the Teacher and National School Nurse Day. The month of May honors many of our educators from teachers and principals to cafeteria workers, nurses and classified staff. I urge us all to celebrate our colleagues for enriching the lives of our students and making OUSD a great place to work. Please join me in deeply appreciating and celebrating them this month!
  - **Future Work Forces: Vocational Training Returns to Oakland School:** Vocational classes are again being offered to students in the Oakland Unified School District (OUSD) where they can experience and learn about skilled trades such as electrical work, construction, welding and more.
    - Check out these videos showing OUSD students in action:



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- OUSD's Skilled Trades fair:  
<https://www.youtube.com/watch?v=vChcdkWPABQ>
- BART summer internship program:  
<https://www.youtube.com/watch?v=I5Chebjt4w&t=7s>
- Children's Hospital apprenticeship: <http://www.ktvu.com/news/185104267-video>

### ORGANIZATIONAL RESILIENCE

The bedrock of an effective organization is people. To promote organizational resilience we must continuously invest in building the capacity of staff as we work towards creating a high quality school system. Here are some highlights of progress we are making in this goal area:

#### OUSD Recruitment Events:

- Upcoming events: May 16th (195 registered for this event), June 13, July 11, July 25th
- Older events this school year:
- Prospective teachers night Oct. 26th, Teacher Credential event Nov 30th.
- Feb 7: 140 attendees, 41 schools
- March 7: 160 Attendees, 38 schools
- Monthly Substitute Teacher Interviews
- Monthly Special Education Credential Info. Session

#### Outreach efforts and strategies:

- Advertisements include: emails to all candidates who have applied to OUSD, calls to candidates, email blast with East Bay Express, **email blasts on LinkedIn**, weekly advertisements publicizing events in the East Bay Express print edition, social media posts, calls with candidates and then sharing information about our upcoming events via email follow-up.
- Internet recruitment: post on OUSD Jobs Portal (Recruit & Hire), Craigslist, LinkedIn, Indeed, Idealist, iHire, Handshake, Edjoin
- Targeted outreach to most qualified candidates in Recruit & Hire based on screening results. Once candidates are screened they are engaged by our team and sent directly to principals to support the interview & selection process.
- Sent Talent Recruitment newsletters to University Professors throughout CA advertising our hard to staff subject areas

#### Other events:

- ACOE Teacher Fair
- SFSU Teacher Fair
- National University Teacher Fair in San Jose
- Brandman University Teacher Fair
- Holy Names job fair
- Laney college job fair
- Alliant University job fair in SF



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- TFA job fair
- BAYAC, AIM High, BATTI Presentations
- Education Week on-line job fairs
- Visiting Teacher interviews w/Spain and Mexico (via Skype) -- hired 6 visiting teachers this year
- Mock interviews: Stanford, UC Berkeley, Mills College, and EnCorps.
- Unity Festival to recruit in the community

### **Teacher Pipelines:**

- Classified 2 Teacher Program: 40 OUSD classified staff enrolled. Each will receive \$3500 per year towards tuition and professional development to become a teacher. Bilingual, SpEd, Math Science credentials.
- OUSD Latino Student Achievement Maestr@s program: Latino Teacher Pipeline -- recruiting and supporting Latino talent to become teachers focused in Bilingual elementary, Single Subject Spanish, Math, Science, and Special Education. 33 candidates. Each will receive \$4,000 towards test preparation, test fees, and credential tuition. Candidates will receive a OUSD Latino mentor and candidates will mentor high school students to pursue teaching careers.
- After-School to Teacher Pipeline: in its 3rd year of selecting candidates. Cohort model. Each candidate receives a stipend towards credential fees and test preparation.
- Oakland International Newcomer Teacher Pipeline (cohort model): candidates receive tuition stipend, support experiencing best practices in classrooms, etc.

### **CLOSING REMARKS**

We are collectively responsible for the narrative of OUSD. Please hold us accountable, but also we also need to share the good news and continue to get the word out about all the incredible work happening in our schools on a daily basis.

In closing, I want to remind families and staff that school begins earlier next school year. Our first day is Monday, August 13. If you'd like more information about the new first day or to download the full calendar, please visit our website: [ousd.org/newfirstday](http://ousd.org/newfirstday).