


OUSD Superintendent's
 2016-2017 Work Plan
 v. August 16, 2016

Goals:	Deliverables:	Time Frame:	Assigned to:	Confirmed Complete by:
1) Continue the Implementation of the Board Priority regarding Effective Talent Programs.	1a. Expand teacher planning time to support continued development in Common Core State Standards and Social Emotional Learning (SEL) standards at all school sites, with a specific focus on underperforming schools.			
	1b. Implement the plan to rollout common district values, professional growth for employees across the organization, and engagement programs.			
	1c. Develop, Implement and effectively communicate a strategy to recruit, develop, and retain educators in OUSD. ⁱ			
2) Continue the Implementation of the Board Policy on Quality School Development.	School Programs			
	2a. Support all schools in the development of Professional learning communities, early warning systems, continuous school improvement practices- including continual support to those schools engaged in the Intensive School Support process.			
	2b. Continue to support all high schools to create pathways using Measure N and other designated funds to increase pathway engagement, intensity, and rigor, and to accelerate the development of intensive individualized supports for students.			
	2c. Support all schools in implementation of the District's Equity Policy, specifically as it relates to outcomes for African-American, Latino, English Language Learner, and Special Education students.			
	2d. Support all schools, neighborhoods, and communities to create pathways and feeder patterns in every Oakland neighborhood.			
	Special Education			
	2e. Implement the Special Education Roadmap and increase program efficiency while focusing on quality community engagement where educators, parents, and families are involved and informed about the process to scale up services. ⁱⁱ			
3. Continue to create and implement equitable, efficient, and transparent systems to support an Accountable School District.	Real Assets including Educational Leadership Complex			
	2f. Update the facilities master plan and present to the BOE a strategy to maximize the use of all of OUSD real estate assets, where school programs and real assets are clearly aligned to improve student outcomes.			
	3a. Present a fiscally sound budget for the 2017-18 school year for approval to the Board of Education that aligns budget development and LCAP community engagement process (Board Policy 3100).			
	3b. Continue to refine and customize the web based budget tool for public use that displays real-time budget data and clearly displays all revenue streams and expenditures as they relate to district priorities.			
	3c. Build-out and implement a reliable financial accountability system that can support the rollout of a robust human capital data management system. ⁱⁱⁱ			


i Includes Professional Development, Teacher Residency Programs, rollout of reliable systems, and advocacy and support for reasonable educator housing
 ii Includes Inclusion Programs
 iii This accountability system would replace IFAS and the data management system would include educator retention and recruitment

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James Harris
 President, Board of Education



Antwan Wilson
 Secretary, Board of Education