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**OAKLAND UNIFIED
SCHOOL DISTRICT**

Community Schools, Thriving Students

Memo

To Board of Education

From Tony Smith, Ph.D., Superintendent

Board Meeting Date
11/14/12

Subject
Memorandum of Understanding - The Panasonic Foundation

Action Requested Approval by the Board of Education of a Memorandum of Understanding (MMOU) between the District, the Panasonic Foundation, the Oakland Education Association, and the United Administrators of Oakland Schools, to work in partnership with one another aimed at breaking the unacceptable links between race, poverty and education outcomes, which includes: identification of 2-3 mutually determined outcome-focused Achievable Results and Indicators of Success; Panasonic Foundation senior consultants working with designated District stakeholders to facilitate the development of the Achievable Results management plan; Quarterly partnership reviews; Panasonic site visits; engaged stakeholder leaders in the Annual Partnership Review, for the period of potentially 5-10 years, however, can be terminated at any time, with no fiscal impact, pursuant to the terms and conditions as specified in the MOU.

Background From its beginning, in 1984, the Panasonic Foundation's mission has been to improve student learning, especially the learning of those students who traditionally have not been well served by this nation's schools. While Panasonic's approach has changed as its own learning has grown, its commitment has remained steadfast.

Recommendation Approval by the Board of Education of a Memorandum of Understanding (MMOU) between the District, the Panasonic Foundation, the Oakland Education Association, and the United Administrators of Oakland Schools, to work in partnership with one another aimed at breaking the unacceptable links between race, poverty and education outcomes.

Fiscal Impact No fiscal impact on the District

MEMORANDUM OF UNDERSTANDING PANASONIC FOUNDATION & OAKLAND UNIFIED SCHOOL DISTRICT

DEFINITIONS: PARTNERSHIP PARTICIPANTS AND MEMORANDUM OF UNDERSTANDING

The Panasonic Foundation (PF), the Oakland Unified School District (OUSD) Superintendent, the Oakland Unified School District Board of Education (BOE), the Oakland Education Association (OEA), and the United Administrators of Oakland Schools (UAOS) agree to engage in a multi-year partnership to accelerate progress toward the vision, mission and goals delineated in the district's strategic plan, "*Community Schools, Thriving Students.*"

The above named parties to this agreement commit to partner with the Panasonic Foundation (PF) in work aimed at breaking the unacceptable links between race, poverty and educational outcomes – so that ALL students in the Oakland Unified School District (OUSD) achieve academic and social success: ALL MEANS ALL.

The Oakland Unified School District and the other partners identified in this Memorandum of Understanding ("MOU") and the Panasonic Foundation agree to the intent of the Memorandum of Understanding. We understand the Partnership described in the MOU to be consistent with respective state's laws, collective bargaining agreements, Board of Education policies and regulations, and/or federal law.

TERM OF PARTNERSHIP

The Panasonic Foundation (PF) and participating OUSD partners view the relationship with the district to be long-term, potentially 5-10 years. However, the partnership can be terminated at any time, if the Panasonic Foundation (PF) and/or OUSD no longer see benefit in sustaining the relationship. The OUSD/PF partners agree to participate in an Annual Partnership Review (APR) process to assess the progress of the district on agreed-upon Achievable Results (ARs), relationships, and other indicators of success.

ORGANIZATION DESCRIPTIONS

Panasonic Foundation:

From its beginning, in 1984, the Panasonic Foundation's mission has been to improve student learning, especially the learning of those students who traditionally have not been well served by this nation's schools. While Panasonic's approach has changed as its own learning has grown, its commitment has remained steadfast. This commitment is well-expressed by the Panasonic Foundation's mission statement:

"The Panasonic Foundation partners with public school districts and their communities to 'break the links' between race, poverty, and educational outcomes by improving the academic and social success of ALL students: ALL MEANS ALL."

Panasonic is recognized as a leader in education reform with:

- A whole-system approach fostering system-level and system-wide changes to improve learning for all students;
- A definition of "school system" that includes the central administration, the school board, the teachers' union, and the administrators' association, and an insistence on the active participation and collaboration of these four key internal stakeholder groups;

- The use of experts—its senior consultants and staff—to provide ongoing, on-the-ground assistance to partner districts;
- Long-term Partnerships with many school districts, some of which have extended more than 10 years.

Oakland Unified School District:

The Oakland Unified School district is a public school system serving approximately 37,000 students in 86 schools, and employing 4046 employees with a budget of \$ 519.1 million.¹ The school district is invested in the “Community Schools, Thriving Students” strategic plan and has one of the boldest district plans in the nation to serve the needs of students.

DESCRIPTION OF 2012-13 PARTNERSHIP WORK

I. Panasonic Partnership Implementation Framework

OUSD and the listed partners agree to implement the cycle of partnership and foundation activities outlined in the Panasonic Partnership Implementation Framework (See Attachment 1). The activities include the following:

1. Identification of 2-3 mutually determined outcome-focused Achievable Results (ARs) and Indicators of Success which will inform the focus for the work in partnership between the Foundation and OUSD. The ARs should be fully aligned with the district’s strategic plan and the indicators of success should align, where practical and appropriate, with the district’s Balanced Scorecard indicators.
2. PF senior consultants, working with designated OUSD stakeholders will facilitate the development of the AR management plan to drive attainment of the agreed-upon Achievable Results and Indicators of Success through corresponding high-leverage strategies and actions according to an agreed-upon timeline
3. Quarterly PF/OUSD partnership reviews to determine status of partnership implementation. Representatives of the parties to this agreement will participate in quarterly meetings to review progress on OUSD Achievable Results; status of PF and OUSD working relationship and communication; and assessment partnership agreements.
4. Regular PF site visits will be organized to maximize focus on the Achievable Results, Indicators of Success, and implementation of the related management plan. The visits will routinely involve a review of current status of the AR management plan.
5. Engaged stakeholder leaders in the Annual Partnership Review to assess progress on ARs and indicators of success and reflect on how the partnership is or is not contributing to that progress. This is an opportunity to recommit/modify or discontinue the partnership relationship.

II. Specific Areas of OUSD/PF Partnership Work

The partnership work focuses on the following areas as identified through, and discussed with Board Members, the Superintendent and key OUSD leaders, during the partnership exploration phase.

1. Board development and high performance governance systems
2. Structures, processes and protocols to increase effectiveness/efficiency of central office

¹ Data and statistics reflect most recent numbers as of Summer 2012. Including public charter schools, the total number of schools is 119.

3. Support for the development of a community of practice that aligns the focus and efforts of executive officers, other key OUSD departments, and principals to strengthen instructional leadership across the district.

III. OUSD Participation in the Leadership Associates Program (LAP)

The Leadership Associates Program (LAP) is an important cornerstone of the partnership work. Each year, there are two, 3-day off-site LAP institutes that OUSD is expected to attend with a team of 8 or more representatives. The LAP team may consist of the superintendent, representatives of the district's senior leadership team, representatives of collective bargaining units, and the school board. Actual team composition for any LAP may reflect the topics of that specific LAP institute. Other members are added to the team as necessary to advance the work on Achievable Results during team time.

Panasonic will cover the cost for the travel and lodging for 4 team members. The district will be responsible for funding the participation of an additional 4 team members and any others that the district chooses to include. All partnership districts are expected to be represented by a team of 8 or more members. The Fall LAP dates are October 25-27, 2012; the spring session dates are yet to be determined.

PANASONIC FOUNDATION DELIVERABLES

- Provide 2-3 member team of PF senior consultants to work with the board of education, superintendent, central office, collective bargaining units in the areas of focus (Achievable Results)
- Plan and organize monthly site visits; At-home and away Leadership Associates Program events; and other technical assistance activities/events to support district efforts to "Break the Links"
- Provide technical assistance to support the implementation of the Achievable Results and other components of the Panasonic Partnership Implementation Framework (attached).
- Fund the participation of four (4) OUSD representatives to attend the semi-annual LAP institutes.

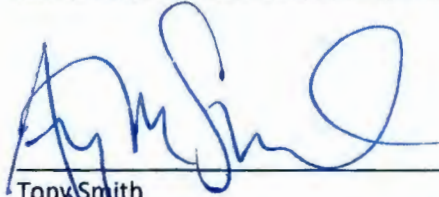
OAKLAND UNIFIED SCHOOL DISTRICT DELIVERABLES

- a) OUSD assures the centrality of the partnership at district and school levels - meaning, making a commitment of time, attention and resources to the partnership focus on improving student achievement;
- b) OUSD commits to organizational learning and problem-solving with participation from multiple levels of the organization (i.e. board/central office/schools/community)
- c) OUSD will implement the Panasonic Partnership Implementation Framework requiring collaboration among and between the superintendent, senior leadership team, Board of Education, and identified collective bargaining units to identify, support, implement, and regularly monitor annual achievable results focused on improvement of student performance.
- d) OUSD will organize and maintain a cross role steering team that will be the stewards of the district's achievable results.
- e) OUSD will designate a team, no fewer than 8 members, to attend two off-site Leadership Associates Program (LAP) Institutes scheduled in the fall and spring of each year. PF will cover the cost of four OUSD team members. The district may, at its own expense, bring additional team members. Additionally the district agrees to conduct an "At-home LAP" type of event to communicate and engage district and community stakeholders.

The Oakland Unified School District and the other partners identified in this Memorandum of Understanding and the Panasonic Foundation agree to the intent of the Memorandum of Understanding ("MOU"). We understand the Partnership described in the MOU to be consistent with respective state's laws, collective bargaining agreements, Board of Education policies and regulations, and/or federal law.

SIGNATURES PAGE

SIGNATURE for OUSD SUPERINTENDENT



Tony Smith
Superintendent, Oakland Unified School District (OUSD)

SIGNATURE for OEA

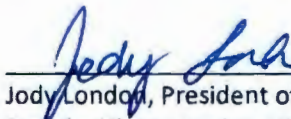
Trish Gorham
President, Oakland Education Association (OEA)

SIGNATURE for UAOS

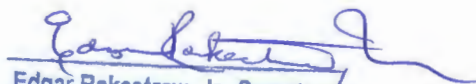
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By: ax

Joanna Lougin, Executive Director, United Administrators of Oakland Schools (UAOS); or
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SIGNATURE for OUSD Board of Education

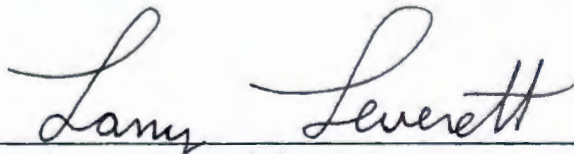


Jody London, President of OUSD Board of Education; or
Junoke Hinton Hodge, Vice President of OUSD Board of Education




Edgar Rakestraw, Jr., Secretary
Board of Education

SIGNATURE for Panasonic Foundation



Larry Leverett, Panasonic Foundation
Executive Director

OAKLAND UNIFIED SCHOOL DISTRICT
Office of General Counsel
APPROVED FOR FORM & SUBSTANCE

By: 
Marion McWilliams, Attorney at Law
Assistant General Counsel

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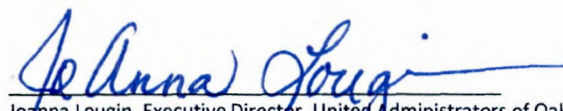
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