



**OAKLAND UNIFIED
SCHOOL DISTRICT**

Community Schools, Thriving Students

Superintendent's Work Plan 2016-2017 End of Year Update



Presented to the Board of Education

June 14, 2017

Dr. Devin Dillon, Interim Superintendent

www.ousd.org



@OUSDnews

Pathway to Excellence Priorities



Priority #1

EFFECTIVE TALENT PROGRAMS



Priority #2

ACCOUNTABLE SCHOOL
DISTRICT



Priority #3

QUALITY COMMUNITY SCHOOLS

Effective Talent Programs



FOCUS AREA: Continue Implementation of the Board Policy regarding Effective Talent Programs.

1A: Support educators in continued development in Common Core State Standards and Social Emotional Learning standards at all school sites, with a specific focus on underperforming schools.

Professional Learning focused on “Meaningful Tasks”

Learning Walks

Cycles of Inquiry

New Middle School ELA Curriculum

Coaching with Common Core Teacher Leaders

Revised System of Assessment



1B: Implement plan to rollout common district values

1,505 employees
Values Based
Leadership
Development

Workforce
Development
Training

Values Day

Student Values
Engagement

Leadership
Development

www.iamousd.org



1C: Develop and effectively communicate strategy to recruit, develop and retain educators in OUSD.

TGDS supports culture of growth and development

80% of teachers rate TGDS observation good/very good

Revisions to TGDS & LGDS

BTSA aligned to OETF

Teacher and Leader Incentive Fund Grant

Educator Career Lattice



Effective Talent Programs: Next Steps

- Assessment Literacy
- Common Core Aligned Curriculum
- Expand Personalized Professional Learning (Pdgo!)
- Focus on Values-based Organizational Effectiveness
- Deepen New Teacher Support
- Career Lattice implementation for teachers at all stages of career



Quality Community Schools



FOCUS AREA: Continue implementation of the Board Priority in developing Quality Community Schools.

2A: Support all schools in the development of Professional Learning Communities and continuous school improvement practices - including continual support to those schools engaged in the Intensive School Support process

Professional
Learning
Community
Inquiry Guide

Instructional
Leadership
Summits

Team Capacity
Focus for
Professional
Learning

School
Performance
Framework
(CA Dashboard)

Key Performance
Indicators for
Monitoring
Student Progress



2B: Continue to support all high schools to create linked learning 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.

100% of sites engaged in intensive design pathway

Linked Learning Pathways increased to 33

71.4% of 10th grade students in Pathways

“On Track to Graduation” Dashboards

100% renewal WASC accreditation

Increased graduation rates



2C: Support all schools implement the District's *Equity Policy*, specifically outcomes for **African American and Latino students**; English Language Learners; and Students with Special Needs.

Community
Engagement

Developed Key
Resources

EQUITY

Completed Ten
Equity Reports

Quality Programs at
Sites



2C: Support all schools implement the District's Equity Policy, specifically outcomes for African American and Latino students; *English Language Learners*; and Students with Special Needs.

ELA/ELD Framework
Professional
Learning
778 Teachers

Wrap-around
services for
Newcomers

Strengthened six
Dual Language
Programs

Long-term English
Language Learner
courses at ten sites

Adopted ELL Master
Plan



2C: Support all schools implement the District's Equity Policy, specifically outcomes for African American and Latino students; English Language Learners; and *Students with Special Needs*.

Professional
Learning on
IEPs

Online
Behavioral
Training

Expanded
Inclusive
Practices

SpEd
Dashboard
Communication
Plan

Engagement
with CAC



2D: Support all schools, neighborhoods, and communities to create pathways and feeder patterns in every Oakland neighborhood.

Executed School
Portfolio
Recommendations

Implemented
Strategic School
Decision Making

Completed first
phase of feeder
pattern analysis

Expanded
Measure N
support structures



2E: Update the **facilities master plan** (real assets including the Educational Leadership Complex) 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.

Peer Review of
Enrollment
Projections

Site
Infrastructure
Assessments
and Feedback

Completed
School Site
Assessment



Quality Community Schools: Next Steps

- ❑ Deepen use of data for continuous school improvement
- ❑ Integrate core instructional practices with pathways
- ❑ Develop Blueprint for Quality Schools
- ❑ Implement successful models with English Language Learners
- ❑ Continue to focus on needs of African American students
- ❑ Expand focus on Equity to ensure Latino students are thriving
- ❑ Access for Students with Disabilities to receive high quality education in least restrictive environment with supports



Accountable School District

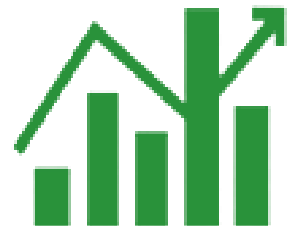


FOCUS AREA: Continue implementation of the Board Priority regarding Effective Talent Programs.

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).

Made budget reductions collaboratively with “Students First” value

Focused on LCAP PSAC recommendations for prioritization

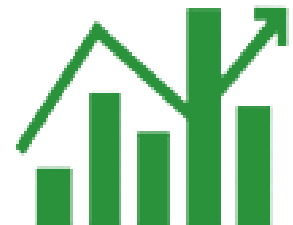


3B: Continue to refine and customize the web based budget tool for public use that displays real-time budget data and clearly displays all revenue streams and expenditures as they relate to district priorities.

Revised version
of Budget tool
aligned to LCAP

Modified IFAS to
align to LCAP
action areas

Transition from
IFAS to
ESCAPE



3C: Build-out and implement a reliable financial accountability system that can support the rollout of a robust human capital data management system.

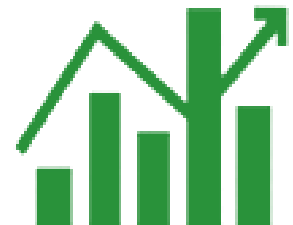
Kicked off transition
from IFAS to
Escape and
completed Phase I

Designed and
Implement
Applicant Tracking



Accountable School District: Next Steps

- Continue to refine fiscal systems to align to LCAP goals and action areas
- Rebuild required reserve & Build additional reserve
- Create tools & systems for monitoring of fiscal health and transparency
- Continue transition to Escape
- Focus on FISCAL VITALITY of district



Thank You, OUSD Staff!

1: EFFECTIVE TALENT PROGRAMS

David Chambliss, Deputy Chief, Teaching and Learning

Ray Mondragon, Deputy Chief, Early Childhood

Nicole Knight, Executive Director, English Language Learner & Multilingual Achievement

Wesley Jacques, Executive Director, Personalized Professional Learning

Tara Gard, Deputy Chief, Talent

Vernon Hal, Senior Business Officer

Tamara Arroyo, Executive Director, Educator Effectiveness

Dr. Rachelle Rogers-ard, Executive Director, Organizational Effectiveness & Culture

Dr. Kyla Johnson Trammel, Interim Deputy Superintendent, Academic/SEL

Dr. Sondra Aguilera, Deputy Chief, Student Services

Wayne Garvin, Coordinator, Organizational Effectiveness & Culture

Jody Talkington, Director of Project Management & Strategic Initiatives

Laura Martinez, Director of Strategic Initiatives

Thank You, OUSD Staff!

2: QUALITY COMMUNITY SCHOOLS

Preston Thomas, High School Network Superintendent

Dr. Charles Wilson, Executive Director of Enrollment

Dr. Cesar Monterrosa, Executive Director of Facilities

Pablo Villavicencio, Deputy Chief of Innovation

David Montes, Senior Deputy Chief of Continuous School Improvement

Bernard McCune, Deputy Chief of Postsecondary Readiness

Gretchen Livesey, Director of Linked Learning

Nana Xu, Director of Strategic Policy and Planning, Enrollment

Jody Talkington, Director of Project Management & Strategic Initiatives

Mildred Otis, Executive Director of School Systems Alignment and Operations

Thank You, OUSD Staff!

3: ACCOUNTABLE SCHOOL DISTRICT

Vernon Hal, Senior Business Officer

Gloria Gamblin, Interim Chief Financial Officer

Guillermo Echeverria, Deputy Chief Continuous Improvement

Joe Dominguez, Deputy Chief, Facilities

Susan Beltz, Executive Director of Technology Services

Tara Gard, Deputy Chief, Talent

Troy Christmas, Fiscal Consultant

Dr. Carey Ash, Deputy Chief of Strategic Initiatives, Business & Operations

EVERY STUDENT THRIVES!



**OAKLAND UNIFIED
SCHOOL DISTRICT**
Community Schools, Thriving Students

1000 Broadway, Suite 398, Oakland, CA 94607

www.ousd.org



[@OUSDnews](https://www.instagram.com/ousdnews)