



OAKLAND UNIFIED
SCHOOL DISTRICT

Community Schools, Thriving Students

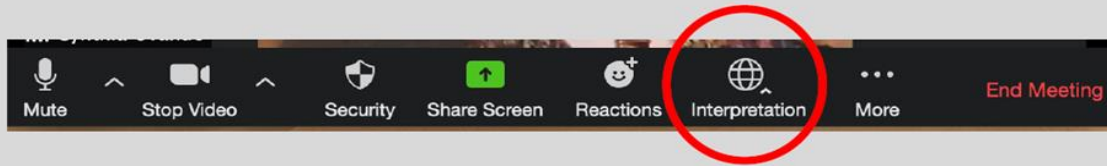
Board Retreat Mid Year Reflection January 3, 2022



Interpretation / Interpretación / 翻譯

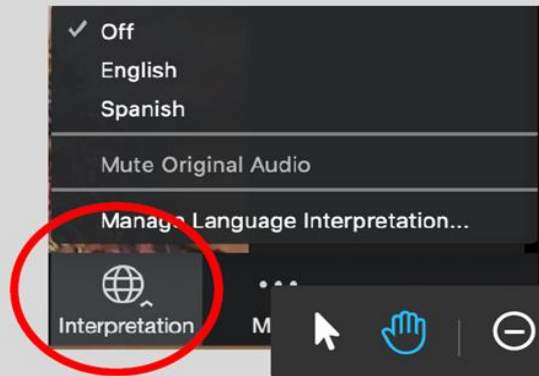
1 Go to Controls

Vaya a los controles | 控制項



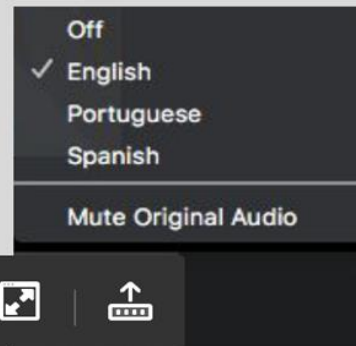
2 Click “Interpretation”

Clic en “Interpretación” | 翻译



3 Choose a Language

Escoja un idioma | 選擇一種語言



Outcomes



To continue to build relational trust among Board Directors

To reflect on the progress to date on the 2021-22 Board Work Plan
and on Board member assignments

To provide feedback on a proposal for a Board Visioning session,
which would lead into Spring and Fall study session
*(time permitting - if not, staff will follow up individually with Board
members and take direction from Board president and/or designee)*

Board Norms



- Honor Time - No Sidebars, Technology Aligned to Meeting Purpose, Start and End on Time
- Act as a Collective Body - Honor Relationships
- Honor Confidentiality
- Check for Understanding, Surface Assumptions
- Share Divergent Views - Value as a Learning Opportunity
- Celebrate Successes and Each Other's Contributions
- Presume Positive Intent
- No Personal Attacks
- Step Up Step Back

Team Building Activity: Triad Share

Prompts:

- One thing the Board has done that I'm proud of this past semester is.....
- One thing I, as an individual Board member, wish I had done differently this past semester is....

Triads (2 mins/director):

You will receive a notice in your group when you hit the 5min mark, indicating it is your partner's turn to share and then pose a question to you

Instructions for Public in Breakout Groups

- The public will not be automatically added to any of these breakout rooms, but are welcome to join
- You can request to join any breakout room
- At any time, you can leave a breakout room, rejoin the main room, and request to join a different breakout room
- Members of the public can observe any breakout room but cannot actively participate in the discussion

Board Assignment Reflections

3 mins/director to report out on assignments (chair, member, liaison):

- What went well this past semester?
- What I recommend to the next chair/member/liaison?

Davis	Eng	Gonzales	Hutchinson	Thompson	Williams	Yee
Bond Oversight Measure N	<u>Budget & Finance</u> Youth Ventures Joint Powers of Authority	<u>Charter</u> Ed Partnership	Oakland Athletic League Measure G1 CAC	Measure G Alameda County School Boards Associations	Audit City of Oakland Community Policing Advisory	<u>Facilities</u> California School Boards Association Council of Great City Schools

Mid Year Reflection

Progress Check on Board Work Plan

The [2021-22 Board Work Plan](#) was adopted on August 25, 2021.

The plan includes 10 goals with 11 deliverables for the school year.

1. **Individually** review the 10 goals/11 deliverables on the following slides to see the items **completed**, **in progress**, and **not started**
1. Each Board member share the **top three deliverables** the Board should prioritize for the remainder of the year

2021-22 Board Work Plan

Goals	Actions	Proposed Deliverables
1. Advance strategic plan actions related to improving high school outcomes.	Receive updates on implementation of the strategic plan, including plans to improve A-G completion rates and revise our grading policy.	<ul style="list-style-type: none">● Revisit and adopt changes to the District's grading policy and other possible policies to improve our A-G completion rate.● Decide whether to place a successor ballot measure to Measure N on the November 2022 ballot.
2. Hear and adopt a plan for alternative education and adult education	Hear and adopt the new vision for alternative education and adult education in OUSD; consider creation of an alternative education hub.	<ul style="list-style-type: none">● Adopt the new vision for alternative education and adult education, and decide whether to move forward with creation of an alternative education hub.

2021-22 Board Work Plan

Goals	Actions	Proposed Deliverables
3. Improve school quality	Continue to implement Blueprint for Quality Schools changes to develop and expand quality school options within OUSD	<ul style="list-style-type: none">● Review and consider Citywide Plan recommendations from staff, and continue to monitor outcomes of Citywide Plan decisions
4. Continue progress on creating school safety without reliance on police	Consider school safety plan recommendations from the working group on the Alternative Safety Plan	<ul style="list-style-type: none">● Review and update the Alternative Safety Plan to include recommendations from the George Floyd Safety Design Team
5. Improve student achievement and school culture for Black students	Hear and consider recommendations from Black Students Thriving Task Force for improving student achievement and school culture for Black students	<ul style="list-style-type: none">● Consider adoption of recommendations from Black Students Thriving Task Force

2021-22 Board Work Plan

Goals	Actions	Proposed Deliverables
6. Distribute resources equitably among schools	Investigate the equity formula and base staffing formula for distributing resources to schools, and the rationale for how resources are allocated, and develop a theory of action on how allocation of resources affects change for students	<ul style="list-style-type: none">● Adopt revisions to budget policies and funding formulas

2021-22 Board Work Plan

Goals	Actions	Proposed Deliverables
7. Evaluate investments in 2021- 22 using pandemic relief funds, including those addressing chronic absence, social emotional learning/mental health, academic intervention, and community outreach	Elementary Network Superintendents shall draft a plan for presentation to the board regarding how they plan to decrease chronic absence by 2% during the 21-22 school year and shall report twice during the year, providing an analysis of the success of our Restorative Return to School investments pertaining to chronic absence and their effectiveness, so the board can make informed decisions about whether to continue such investments. Receive two annual reports on implementation of resolution 2021-0159, one focused on implementation for Fall of 2021 and one focused	<ul style="list-style-type: none">● Receive report on one time funds and return on investments, and consider possible budgetary allocations for 2022-23 that will allow the District to make progress on comprehensive student supports, including social emotional learning, academic interventions and reducing chronic absence for the 2022-23 school year, as well as a report on how the District will ensure access for students with disabilities to academic and SEL supports

2021-22 Board Work Plan

Goals	Actions	Proposed Deliverables
8. Increase opportunities for community partners, staff, students and families to inform OUSD's budget development	Ensure ample community engagement opportunities to inform the development of the 22-23 OUSD budget	<ul style="list-style-type: none">● Adopt and monitor budget development calendar in Fall of 2021, including consideration of a plan to conduct a fiscal systems audit and pay off the state loan, as well as reviewing the past allocation of one-time funds and approving a plan for remaining pandemic relief grants
9. Maintain progress on achieving fiscal sustainability for OUSD	Receive regular reports on budget status, including changes in State and Federal funding, and adopt first, second and third interim budgets for 2020-21	<ul style="list-style-type: none">● Approve a balanced budget with necessary ongoing reductions by June of 2022

2021-22 Board Work Plan

Goals	Actions	Proposed Deliverables
10. Modify OUSD's enrollment policies to address issues of equity and fairness, and monitor progress on implementation of the Enrollment Stabilization Policy	Receive two reports during the 21-22 school year on implementation of the Enrollment Stabilization Policy, and consult with the Equitable Enrollment Working Group and other community partners to consider changes to enrollment policies	<ul style="list-style-type: none">● Review recommendations and adopt potential changes to district enrollment policies, including implementation of the Enrollment Stabilization Policy and modifications to the Open Enrollment Policy

Visioning Session Proposals

A Strategic Plan focused on Academic Outcomes & Student Success

INITIATIVE #1

Ensuring Strong Readers by the Third Grade

- Focus Area 1:
Get aligned
- Focus Area 2:
Put families in the driver's seat
- Focus Area 3:
Invest in our educators
- Focus Area 4:
Use data to make the best decisions



INITIATIVE #2

Supporting Empowered Graduates

- Focus Area 1:
Empowered students prepared for post-secondary success
- Focus Area 2:
Developing systems of personalized supports
- Focus Area 3:
Integrated real world learning
- Focus Area 4:
Strengthen high school preparation



INITIATIVE #3

Creating Joyful Schools

- Focus Area 1:
Center and listen to youth and families
- Focus Area 2:
Culturally responsive and linguistically sustaining practices
- Focus Area 3:
Investing in restorative practices
- Focus Area 4:
Ensuring inspiring learning environments



INITIATIVE #4

Growing a Diverse and Stable Staff

- Focus Area 1:
Strengthen partnerships
- Focus Area 2:
Strengthen pathways
- Focus Area 3:
Strengthen affinity-based support structures
- Focus Area 4:
Strengthen conditions for educator learning & professional growth

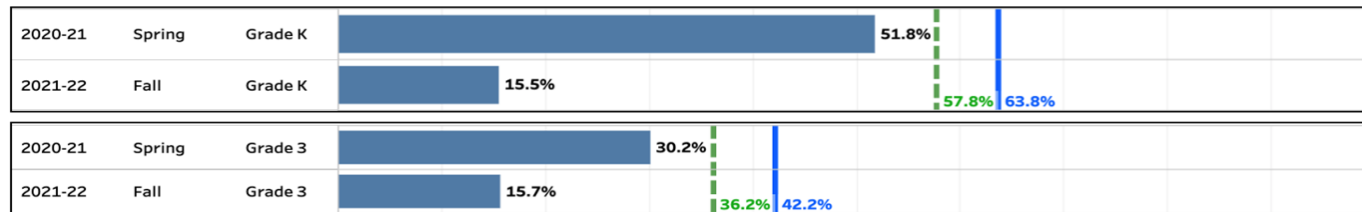


Performance Dashboard: Goal 1

Goal 1: All students graduate college, career, and community ready.

1. Early Learners are achieving.

(Increase the percentage of K and 3rd graders reading at grade level on Spring i-Ready assessment.)



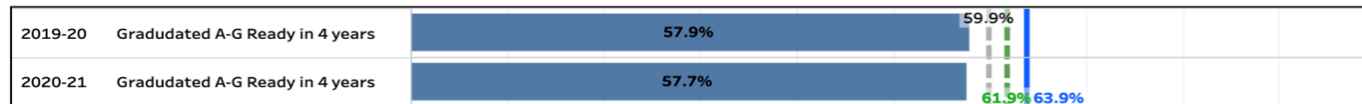
2. Middle grade students are prepared for high school.

(Increase average distance from standard on smarter balanced/SBAC state assessments in 8th grade Mathematics.)



3. OUSD graduates are A-G ready.

(Increase the A-G completion rate with a grade of C graduates who complete HS in 4 years and those who completed HS in 5 or more years.)



Performance Dashboard: Goal 2

Goal 2: Focal student groups demonstrate accelerated growth to close our equity gap.

1. English Learners are gaining English proficiency.

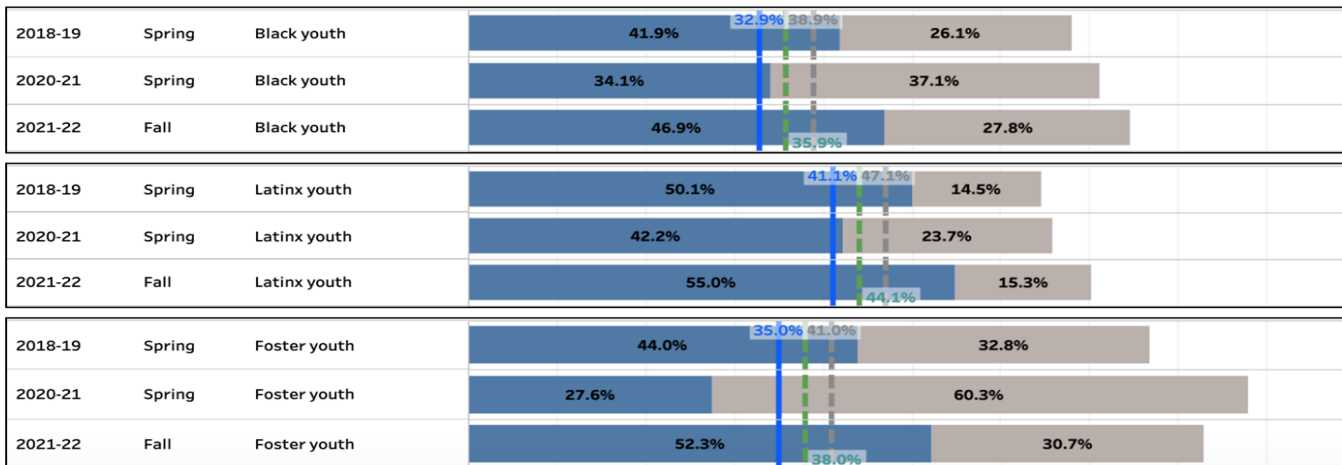
(Increase the English Learner (EL) Reclassification rate.)



2. Black, Latinx, and foster youth are reading at grade level.

(Decrease the percentage of grade 6-11 students in targeted groups reading multiple years below grade level on Spring Reading Inventory.)

■ G6-11 Did Not Take Reading Assessment
■ G6-11 Reading Multiple Grades Below

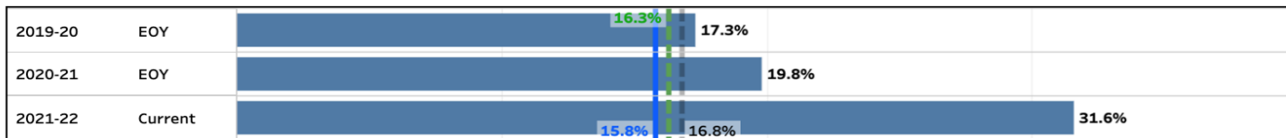


Performance Dashboard: Goal 3

Goal 3: Students and families are welcomed, safe, healthy, and engaged.

Students attend school every day.

--Reduce chronic Absenteeism rates (missing 10% or more of school days) for all students.



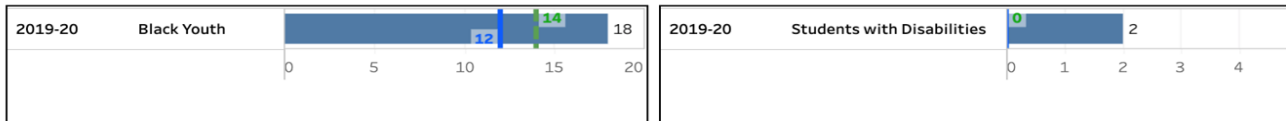
Schools are inclusive of all students.

--Reduce the out-of-school suspension rate and student expulsions for Black youth and Students with Disabilities (SWD).

Suspension

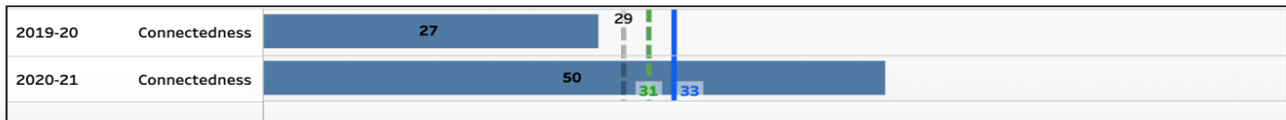


Expulsion



Students and families are connected to schools.

--Increase the number of schools with at least 70% of students and parents who feel connected to their school.

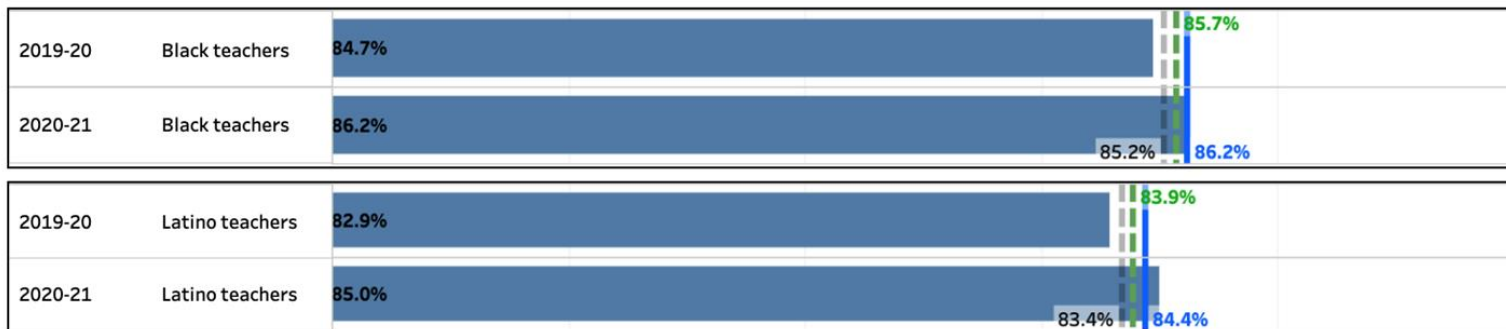


Performance Dashboard: Goal 4

Goal 4: Our staff are high quality, stable, and reflective of Oakland's rich diversity.

All teachers at all schools are prepared and successful.

(Increase the one-year teacher retention rate.)



All staff at all schools are trained to serve the students we have historically most marginalized.

(Increase the number of sites engaged in equity/anti-racist learning.)



Setting the Conditions via Policy

- Recommended policies that the Board needs to review to set the conditions for student success as outlined in the Strategic Plan:
 - BP 3150: Results Based Budgeting
 - BP 3625: School Governance
 - BP 5116: School Assignment
 - BP 5116.1: Open Enrollment
 - BP 6005: Quality School Development
 - BP 7350: Physical Assets Management

Visioning Retreat & Study Sessions

- Proposed Activities and Timeline:
 - February Retreat: Visioning Retreat
 - Spring Study Sessions: 1-3 Sessions
 - Fall Study Sessions: 2-4 Sessions
- The proposed retreat and the study sessions would be special meetings
- The purpose of the study sessions would be for the Board to have extended conversations regarding specific policies and to set direction for staff

Board Reaction and Feedback

- 2 mins/director to respond to the following questions:
 - On a scale of 1-5, how supportive are you of the Visioning Proposal?
 - How would you order the policies in terms of which ones should be reviewed first?
 - Since we don't have time/capacity to review more than 7 policies, would you replace any of the listed policies with another policy to review instead (specific policy # must be stated)?

Public Comment & Questions



Closing: Reflections & Appreciations

- Something _____ said really pushed my thinking...
- I appreciated getting to hear a bit more about _____...
- I found it useful the way _____ reframed a question or point...



Quality Schools in Every Neighborhood!



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

1000 Broadway, Suite 300, Oakland, CA 94607

www.ousd.org



@OUSDnews