



OAKLAND UNIFIED  
SCHOOL DISTRICT

*Community Schools, Thriving Students*

# Board Orientation December 7, 2022



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# Welcome and Introductions

# Today's Outcomes

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- To build relationships between new and returning Board Members
- To build relationships with Senior Leadership Team members and to understand Board-Staff communication structures
- To have a common understanding of the District Strategic Plan as well as the current Board and Superintendent Work Plans
- To share interest in serving as Board Officers and on committees and as liaisons to commissions and other bodies

# Existing Board Norms

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- Every action by a Board Member should be directed toward improving the educational program for students
- Every Board Member will exhibit behavior that is honorable, honest, and dedicated to the success of the students and staff of the District
- Each Board Member is to be treated with dignity and respect
- Board Member Commitment will include:
  - Participate fully in the discussion of issues
  - Listen respectfully to all views and opinions
  - Respect each individual's opinion
  - Accept the majority action of the Board



# Team Building Tier 1 RJ Circle

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# Introducing Senior Staff

# Senior Leadership Team



[Sondra Aguilera](#)  
Chief Academic Officer

All instructional matters  
All school site matters

[Preston Thomas](#)  
Chief Systems & Services Officer

All IT & custodial matters  
All nutrition services matters



[Curtiss Sarikey](#)  
Chief of Staff

All external matters  
All media matters

[Jenine Lindsey](#)  
Ex. Dir., Labor & ADR

All labor matters



[Tara Gard](#)  
Chief Talent Officer

All employee matters

[Joshua Daniels](#)  
Chief Governance Officer

All legal matters/complaints  
All charter matters



[Lisa Grant-Dawson](#)  
Chief Business Officer

All finance and budget  
All facilities matters

[Jody Talkington](#)  
Sr. Director, Special Projects

All asset mgmt matters  
All board-staff connections



[DeCarlos Kaigler](#)  
Chief Financial Officer

All finance and budget

[Dexter Moore Jr.](#)  
Executive Director of Strategy

All city and school district  
connections



[Sailaja Suresh](#)  
Ex. Dir., Systems & Services

All covid matters  
All school site operations

[Kyla Johnson Trammell](#)  
Superintendent

All District leadership and  
management



# Selected Central Leadership Staff

<a href="#"><u>Tadashi Nakadagawa, Deputy Chief of Facilities</u></a> cc: Lisa Grant Dawson, CBO	<a href="#"><u>Kenya Chatman, Executive Director of Facilities</u></a> cc: Lisa Grant Dawson, CBO
<a href="#"><u>Kilian Betlach, Executive Director of Enrollment</u></a> cc: Preston Thomas, CSSO	<a href="#"><u>Kelly Krag-Arnold, Director of Charter Schools</u></a> cc: Joshua Daniels, CGO
<a href="#"><u>Raquel Jimenez, Executive Director of Equity</u></a> cc: Sondra Aguilera, CAO	<a href="#"><u>Wesley Jacques, Executive Director of Academic Innovation</u></a> cc: Sondra Aguilera, CAO
<a href="#"><u>Andrea Bustamante, Ex. Dir. of Community Schools</u></a> cc: Sondra Aguilera, CAO	<a href="#"><u>Nicole Knight, Ex. Dir. of English Language Learners (ELLMA)</u></a> cc: Sondra Aguilera, CAO
<a href="#"><u>Susan Beltz, Deputy Chief of Technology</u></a> cc: Preston Thomas, CSSO	<a href="#"><u>John Sasaki, Director of Communications</u></a> cc: Curtiss Sarikey, COS and Dexter Moore, Jr.
<a href="#"><u>Jennifer Blake, Executive Director of Special Education</u></a> cc: Sondra Aguilera, CAO	<a href="#"><u>Juan Du, Executive Director of Research, Assessment and Data</u></a> cc: Sondra Aguilera, CAO



# Network Superintendents

<a href="#"><u>Christie Herrera, Executive Director of Early Childhood</u></a> cc: Sondra Aguilera, CAO	<a href="#"><u>Clifford Hong, Middle School Network</u></a> cc: Sondra Aguilera, CAO
<a href="#"><u>Kathleen Arnold, Network (Elementary) 2 Superintendent</u></a> cc: Sondra Aguilera, CAO	<a href="#"><u>Vanessa Sifuentes, High School Network</u></a> cc: Sondra Aguilera, CAO
<a href="#"><u>Monica Thomas, Deputy Chief of Continuous School Improvement and Network (Elementary) 3 Superintendent</u></a> cc: Sondra Aguilera, CAO	<a href="#"><u>Gary Middleton, Executive Director of Alternative Education</u></a> cc: Sondra Aguilera, CAO
<a href="#"><u>Leroy Gaines, Network (Elementary) 4 Superintendent</u></a> cc: Sondra Aguilera, CAO	<a href="#"><u>Kim Jones, Director of Oakland Adult and Career Education</u></a> cc: Sondra Aguilera, CAO

## 2022-23 Network List

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# Board Member-Staff Communication

# Regular Means of Communication

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- Monthly one-on-one meetings with Supt
- Bi-Weekly written “Message to the Board” from Supt
- Regular one-on-one meetings with Chief Governance Officer and Sr. Dir of Strategic Projects for board meeting and governance purposes
- Regular check-Ins with all SLT members as need per topic area
- Regular Legal Updates
- 2x2s with staff on key topics/issues



# Communication Expectations

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- **No surprises (in either direction)**
- Initiate communications with Superintendent and/or appropriate Chief
  - Please include Chief Governance Officer and Senior Director, Special Projects on all such communications
- For subsequent communications with non-SLT staff member (e.g., principal, Executive Director of Enrollment), please include appropriate Chief as well as Chief Governance Officer and Senior Director, Special Projects

# Inside Outside Circles

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- Inside Outside Circle Instructions
  - Board members stand and form the inside circle facing out
  - Senior leaders stand and form the outside circle facing in
  - Board members and Staff will have 2 minutes to meet each other, and then the outside circle (staff) will rotate to the next board member
- Suggested Topics
  - Board members share more about what they are interested in knowing more about or connecting more on in the future
  - Staff share more detail about their work

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# Key Governing Documents

2021-24 District Strategic Plan

2022-23 Superintendent Work Plan

2022-23 Board Work Plan

*As you listen to the presentations:*

*What resonates with you?*

*What do you want to know more about?*

# 2021-24 District Strategic Plan

## 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 #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 #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 #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**



# 2022-23 Supt Work Plan Deliverables

Initiative #1: Ensuring Strong Readers by the Third Grade	Initiative #2: Supporting Empowered Graduates	Initiative #3: Creating Joyful Schools	Initiative #4: Growing a Diverse and Stable Staff	Initiative #5: Creating a Sustainable and Thriving District
<p>1. Complete the foundational skills curriculum recommendation process for board adoption</p> <p>2. Create a dashboard that articulates clear metrics to measure evidence of community partners, participation in training, monitoring of implementation practices</p>	<p>3. Create an analysis of the impacts of implementing mastery based grading as a district policy</p> <p>4. Increase the number of middle schools to more than 90% of schools who are participating in Math interim progress monitoring and learning walks</p>	<p>5. Every School Attendance Team has an attendance plan that articulates tier 1-3 interventions for increasing their effectiveness in increasing attendance at the school</p> <p>6. All school sites track and increase their staff participation in anti-racist training and learning experiences</p> <p>7. 100% completion of school site safety plans</p>	<p>8. Develop a data informed roadmap that supports the growth and development of new teachers outlining wellness support, community building, access to resources, and instructional strategies to promote success in their early years of teaching and retention in the district</p>	<p>9. Develop proposed amendments to Board Policy 3150 for Board approval</p> <p>10. Develop and adopt a Quality Community Schools Road Map</p> <p>11. Develop a Hybrid Working Manual and temporary remote working guidelines</p>



# 2022-23 Board Work Plan Deliverables

Initiative #1: Ensuring Strong Readers by the Third Grade	Initiative #2: Supporting Empowered Graduates	Initiative #3: Creating Joyful Schools	Initiative #4: Growing a Diverse and Stable Staff	Initiative #5: Creating a Sustainable and Thriving District
1. Adoption of Foundational Reading Skills curriculum	<p>2. Review staff analysis on impacts of existing efforts in high school to implement mastery based grading and decide whether or not to adopt any changes to the grading policy with the goal of increasing A-G completion</p> <p>3. Adopt the new vision for alternative education and adult education: including decisions on a long-term location for Bunche Academy and on whether to move forward with creation of an alternative education hub</p>	<p>4. Review recommendations and adopt an ongoing budget for prevention and crisis response for police-free schools</p> <p>5. Adopt a revised Measure Y Spending Plan</p> <p>6. Review recommendations and adopt a Black Students &amp; Families Thriving Plan; including indicators and a budget</p>	7. Adopt contracts for labor unions that support goals for increased staff retention and improved student outcomes, by prioritizing increased compensation, and staff collaboration and professional development time	<p>8. Adopt a New Board Orientation Plan</p> <p>9. Review staff recommendations for revisions to BP 3150 and decide whether or not to adopt a revised policy</p> <p>10. Adopt a balanced budget by June of 2023</p> <p>11. Review Recommendations and adopt a Quality Community Schools Road Map in alignment with the Strategic Plan, the Community Schools Pillars and a school redesign model</p>

# Board Discussion

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- Board Member Whip
  - 3 minutes per board member
- Discussion Prompts
  - What resonates with you?
  - What do you want to know more about?

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# Board Officers & Committee/Commission Assignments

# Board Officers & Committees

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- Board Officers
  - President
  - Vice President
  - Secretary (Superintendent)
- Board Committees
  - Budget & Finance (3)
  - Facilities (3)
  - Charter (3)
  - Education Partnerships (4 plus City Council Members)

# District Committees/Commissions

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- Audit
- Black Student and Families Thriving Task Force
- Citizens Bond Oversight Committee for Measures B, J, and Y (“CBOC”)
- Community Advisory Committee on Special Education (“CAC”)
- Measure G (Parcel Tax)
- Measure G1 (Parcel Tax)
- Measure N/H (Parcel Tax)
- Oakland Athletic League (“OAL”) Policy Committee
- Parent and Student Advisory Committee (“PSAC”)

*Board members serve as liaisons to these bodies*

# External Bodies

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- Alameda County School Boards Association (1)
- California School Boards Association (2, typically 1 Board member plus the ACSBA representative)
- Community Policing Advisory Board (1)
- Council of Great City Schools (2)
- Redevelopment Successor Agency (1, typically the Superintendent)
- Youth Ventures Joint Powers Authority (5, typically 3 Board members plus the Superintendent and the Chief of Staff)

*Board members serve as District representatives to these bodies*

# Board Members' Interests

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- Every Board Member is expected to serve on Board committees
- Every Board Member is expected to serve as a liaison to District committees/commissions and as a representative to external bodies
- President presents assignments to Board for vote at Annual Organizational Meeting
- Board Members' interests in Board committees, District committees/commissions, and external bodies will be added prior to the Board meeting on the next slide or as an attachment to slide deck

# Board Members' Interests

	B&F	Charter	Facilities	Ed Partnerships	Audit	BSFTTF	CBOC	CAC	Measure G	Measure G1	Measure N	OAL	PSAC	ACSBA	CSBA	Policing	CGCS	RSA	Youth Ventures
<i>Jennifer Brouhard</i>	3rd	1st	4th	2nd	6th	7th	8th	3rd	1st	2nd	5th	9th	4th	2nd	1st	4th	5th	6th	3rd
<i>Valerie Bachelor</i>	3rd	4th	1st	2nd	4th	1st	8th	3rd	9th	7th	5th	6th	2nd	2nd	4th	5th	1st	3rd	6th
<i>Sam Davis</i>	2nd	4th	1st	3rd	5th	9th	2nd	7th	6th	3rd	1st	8th	4th	6th	5th	4th	1st	3rd	2nd
<i>Nick Resnick</i>	1st	4th	3rd	2nd	3rd	7th	6th	8th	2nd	1st	4th	9th	5th	6th	5th	2nd	1st	3rd	4th
<i>Mike Huthcinson</i>	1st	4th	3rd	2nd	8th	9th	2nd	7th	5th	4th	6th	1st	3rd	2nd	3rd	5th	6th	4th	1st
<i>VanCedric Williams</i>	1st	3rd	2nd	4th	1st	5th	8th	2nd	6th	9th	7th	4th	3rd	1st	3rd	2nd	6th	4th	5th



# Board Discussion

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- Board Member Whip
  - 2 minutes per board member
- Discussion Prompts
  - Are you interested in serving as a Board Officer? If so, which ones?
  - Do you want to add to/change your ranking of your interests in Board Committees, District Committees/Commissions, and External Entities?

# Public Comment

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# Appendix Slides

# Initiative #1 Strong Readers: Student Outcomes

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

GOAL	MEASURE	BASELINE	2021-22 EOY	2022-23 EOY Target	TARGET
<b>Superintendent's Dashboard</b> Early learners are achieving	Increase the percentage of K and 3rd graders reading at mid/above grade level on Spring i-Ready assessment	GrK: 38.9% Gr3: 31.0%  (2021-22)	GrK: 38.9% Gr3: 31.0%	GrK: 44.9% Gr3: 37.0%	+12pp (6 per year for two years) by 2024

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

GOAL	MEASURE	BASELINE	2021-22	2022-23 EOY Target	TARGET
<b>Superintendent's Dashboard</b> English Learners are gaining English proficiency	Increase the English Learner (EL) reclassification rate	13.2%  (2018-19)	12.2%  (2021-22)	19.2%	+9pp (3 per year for three years) by 2024
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.	Black: 41.9% Latinx: 50.1% Foster: 44.0%  (2018-19)	Black: 35.5% Latinx: 43.9% Foster: 31.8%	Black: 35.9% Latinx: 44.1% Foster: 38.0%	-9pp (-3 per year for three years) by 2024

# Empowered Graduates: Student Outcomes

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

GOAL	MEASURE	BASELINE	2021-22	2022-23 EOY Target	TARGET (CHANGE BY 2024)
<b>Superintendent's Dashboard</b> Middle grade students are prepared for high school	Increase average distance from standard on smarter balanced/ <u>SBAC</u> state assessments in 8th grade Mathematics	-104.4 (2018-19)	-110.0	-94.4	+15 (5 per year for three years)
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.	4-year: 57.6% (2020-21)	4-year: 60.2%	4-year: 61.6%	+6pp (2 per year for three years_
<b>Working Group Measures</b>  Middle School Students Proficient in Interim Math Assessments.	% of students in 6th, 7th, & 8th grade scoring Proficient on Interim Math Assessments.		Fall: Gr6: 18.2% Gr7: 19.7% Gr8: 8.7%  Early Spring: Gr6: 15.4% Gr7: 7.4% Gr8: 7.9%		

# Joyful Schools: Student Outcomes

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

GOAL	MEASURE	BASELINE	2021-22 EOY	2022-23 EOY Target	TARGET
<b>Superintendent's Dashboard:</b> Students attend school every day.	Reduce chronic absenteeism rates (missing 10% or more of school days) for all students	17.3% (2019-20)	44.6%	16.3%	-1.5pp (-0.5 per year for three years)
Schools are inclusive of all students	Reduce the out-of-school suspension rate and student expulsions for Black and SWD	Suspension Black: 7.1% Suspension SWD: 6.8% Expulsion Black: 18 Expulsion SWD: 2 (2019-20)	Suspension Black: 8.3% Suspension SWD: 6.2% Expulsion Black: 12 Expulsion SWD: 1	Suspension Black: 5.1% Suspension SWD: 4.8% Expulsion Black: 14 Expulsion SWD: 0	Suspension: -3pp (-1 per year for three years) Expulsion: -6 (-2 per year for three years)
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	50 schools (2020-21)	27 schools	54 schools	+6 (+2 per year for three years)

# Diverse and Stable Staff: Staff Outcomes

**LCAP Goal 4: All staff are high quality, providing optimal service to our students, families, and staff.**

GOAL	MEASURE	BASELINE	2021-22	TARGET (CHANGE BY 2024)
<b>Superintendent's Dashboard:</b> All teachers at all schools are prepared and successful.	Increase the one-year teacher retention rate	Black teachers: 86.2% Latinx teachers: 85.0%  (2020-21)	Black teachers: 80.3% Latinx teachers: 75.6%	+1.5pp (0.5 per year for three years)



# Quality Schools in Every Neighborhood!



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