

**Oakland Unified School District  
2015 – 2016 Board of Education Work Plan**

**1) Facilitate leadership training and support for all Board of Education officers and directors.**

***Deliverables:***

- a. Establish an orientation handbook and performance methodology for existing and incoming BOE members.
- b. Hold five Board Retreats centered on developing BOE capacity in effective policy governance, fiscal oversight, and interpersonal communication and leadership strategies.
- c. Complete a BOE self-evaluation.
- d. Assessment of existing Board Policy compliance. i.e., policy on Results Based Budgeting.
- e. Updated set of Board policies.

**2) Develop, Update, and Adopt Belief Statements that guide the OUSD's work and values.**

***Deliverables:***

- a. Adopt belief statements that reflect the district's values regarding Special Education, Leadership, Safety, Culture, Student Learning, High Quality Instruction, Equity.
- b. Adopt, in conjunction with community, district value statements.
- c. Review of Theory of Action to ensure alignment with Strategic Plan.

**3) Amend and Develop board Policies to Align with the Strategic Plan.**

***Deliverables:***

- a. Board Policy on Enrollment and Student Assignment
- b. Board Policy on Social-Emotional Learning and Culture.
- c. Amended Board Policy on Graduation Requirements that incorporate the following:  
Ethnic Studies, Linked Learning, Civic Engagement, Computer Science
- d. Updated Board Policy on Grading
- e. Updated and revised Quality School Development Policy that addresses the following:
  - i. School Performance Framework
  - ii. Equitable allocation of resources
  - iii. Defined autonomy at school sites (ie. Growth and Capacity)

**4) Evaluate the Superintendent's work performance.**

***Deliverables:***

- a. Establish a methodology to evaluate the Superintendent's work for school year 2015-2016.
- b. Complete a mid-year progress report with the Superintendent.
- c. Complete an end of the year performance review with the Superintendent.

**d.** Establish a 2016-2017 Work Plan and performance evaluation process with the Superintendent.

**5) Evaluate the General Counsel's work performance.**

***Deliverables:***

**a.** Establish a methodology to evaluate the General Counsel's work for school year 2015-2016.

**b.** Complete a mid-year progress report with the General Counsel.

**c.** Complete an end of the year performance review with the General Counsel.

**d.** Establish a 2016-2017 Work Plan and performance evaluation process with the General Counsel.