



**OAKLAND UNIFIED
SCHOOL DISTRICT**

Community Schools, Thriving Students

Superintendent's Report



Presented by Antwan Wilson, Superintendent

Presented to Board of Directors, OUSD

August 26, 2015

www.ousd.org



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OUR MISSION

Oakland Unified School District (OUSD) will build a Full Service Community District focused on high academic achievement while serving the whole child, eliminating inequity, and providing each child with excellent teachers, every day.

OUR VISION

All OUSD students will find joy in their academic experience while graduating with the skills to ensure they are caring, competent, fully-informed, critical thinkers who are prepared for college, career, and community success.

THE OAKLAND WAY

Our belief is that significant improvement in student outcomes is driven at the school level. Our every action centrally is in the service of one purpose: building quality community schools that prepare students for college, career, and community success.



Superintendent's Report

- School Governance Report
- Educator Effectiveness Pilots



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School Governance

Board Update



Presented by Deputy Chief of Community Schools, Student Services

Presented to the Board of Education

Committee Meeting, August 24th, 2015

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Purpose and Background

BP 3625: “The central purpose of **school governance** is to provide leadership and shared decision making to achieve the results of student achievement in college, career and community. “

- **Board Policy was created from a coalition of students, parents, teachers, classified staff and community partners* in 2012/2013 who worked together to identify key conditions as the foundation for student success which led to the development of the new School Governance Policy**
- **Board Policy passed June 2013**
- **3 Year Implementation Timeline was established as well as the School Governance Administrative Regulations and SSC Procedures and Resource Guide [14-1492 Final Draft SSC Procedures and Resource Guide REVISED 9 \(2\).pdf](#)**

*Oakland Community Organization, GO Public Schools, East Bay Asian Youth Center, Prescott Joseph Center, Coalition of Essential Schools, St. Anthony Church, Imani Community Church, Lakeshore Baptist Church, West Side Missionary Baptist



Year 1 Goals: 2014-2015

GOAL	STATUS
Build infrastructure to support implementation	Completed
Integrate School Governance with development of Single Plan for Student Achievement (SPSA)	Completed
Convene School Site Council (SSC) training series	Completed
Develop plan for annual SSC Summit	Completed



Year 1 Goals: 2014-2015

GOAL	STATUS
Create a developmental rubric and assess SSC's	Rubric Completed (Assessment in progress)
Allocate resources for implementation	Completed
Assign central office staff to support sites	Completed
Annual implementation status reports	Completed



Year 2 Goals: 2015/2016

GOAL	TIMELINE
50% of sites complete implementation of 5 Basic Standards	June 2016
Complete developmental assessment of all schools	June 2016
Complete and distribute school site council procedures and resource guide	October 2015
Partner with Central Office Departments, School Sites, and Community Partners to provide differentiated support for schools and to assure student participation at the secondary level	August 2015 – May 2016



Appendix:

- School Governance Board Update Executive Summary, August 24, 2015
- [Calendar](#) for SSC Summits 2015/2016 & LCAP Parent and Student Advisory meetings 2015/2016
- SSC Developmental Rubric and Assessment [SSC Developmental Rubric and Self Assessment 4.30.15.doc](#) , [Guide to Completing SSC Self-Assessment 4.20.15.doc](#)
- SSC Sample Agenda for Assessment Meeting #1 [Sample Agenda for Assessment Mtg #1 4.20.15.doc](#)
- SSC Sample Agenda for Assessment Meeting #2 [Sample Agenda for Assessment Mtg #2 4.21.15.doc](#)



Contact Information

Meaningful Student and Family Engagement

Student and Family Engagement Coordinator: Raquel.Jimenez@ousd.org

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EVERY STUDENT THRIVES!

Thank you for your attention!



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**OAKLAND UNIFIED
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Educator Effectiveness Pilots

Fall Update



Presented by Aaron Townsend, Talent Division

Presented to Board of Education

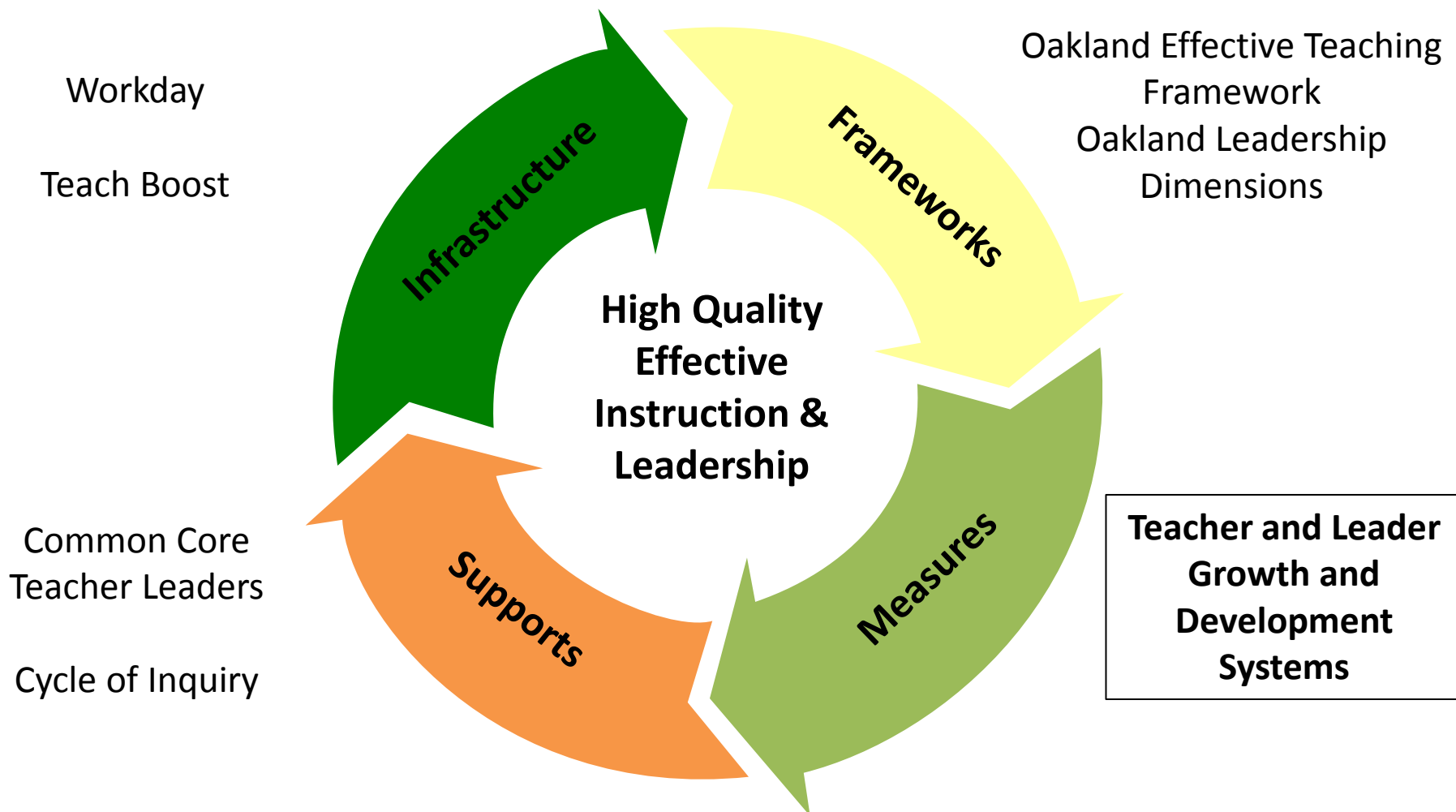
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Educator Effectiveness System





Systems Guiding Principles

Growth and development focused

Asset and evidence based

Oakland oriented

OEA and UAOS partnership



Teacher Growth and Development System

What teachers are saying about TGDS...



“This is definitely the most valuable evaluation experience I have had as a teacher.”

“I’ve appreciated how much TGDS focuses on growing an educators practice through a growth mindset.”

“I really appreciate that there is a meaningful evaluation/support system in OUSD. It has really helped my practice by making sure I’m getting observations and having debriefs.”

Teacher Growth and Development System

2015-2016 Implementation Plan *Engagement and Practice*

- **District Wide**—All schools will participate in the TGDS pilot.
- **Engagement**—All teachers will participate in professional development, set goals, and participate in a peer observation cycle.
- **Practice**—Small evaluation caseloads for principals to build capacity in high quality observation and feedback.
- **Training and Support**—All schools will be provided additional resources and support for high quality implementation.

Leader Growth and Development System

What principals are saying about LGDS...



“The continuous observation and supervision with feedback supported my growth and development.”

“LGDS gives us a chance to grow in our practice.”

“It was the first time with a Supervisor that I felt like I was in a conversation with a coach, rather than an evaluator.”

Leader Growth and Development System

2015-2016 Implementation Plan *System Refinement*

- **District Wide**—All principals will participate in the LGDS pilot for a second year.
- **Refinement**—Implementation will focus on frequent observations of leader practice based on their goals.
- **Integration**—Leader's goals will be aligned to their school improvement plans.
- **Training**—Principal supervisors will participate in a year long professional development series to build their capacity to support principal growth and development.



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