



**OAKLAND UNIFIED  
SCHOOL DISTRICT**

*Community Schools, Thriving Students*

# Superintendent's Report



Presented by Antwan Wilson, Superintendent

Presented to Board of Directors, OUSD

October 28, 2015

[www.ousd.org](http://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

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- Office of Post Secondary Readiness:
  - August – September 2015 update
- Community Schools in Action:
  - Update



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# Office of Post-Secondary Readiness

(OPSR)

## Board Update

October 28, 2015



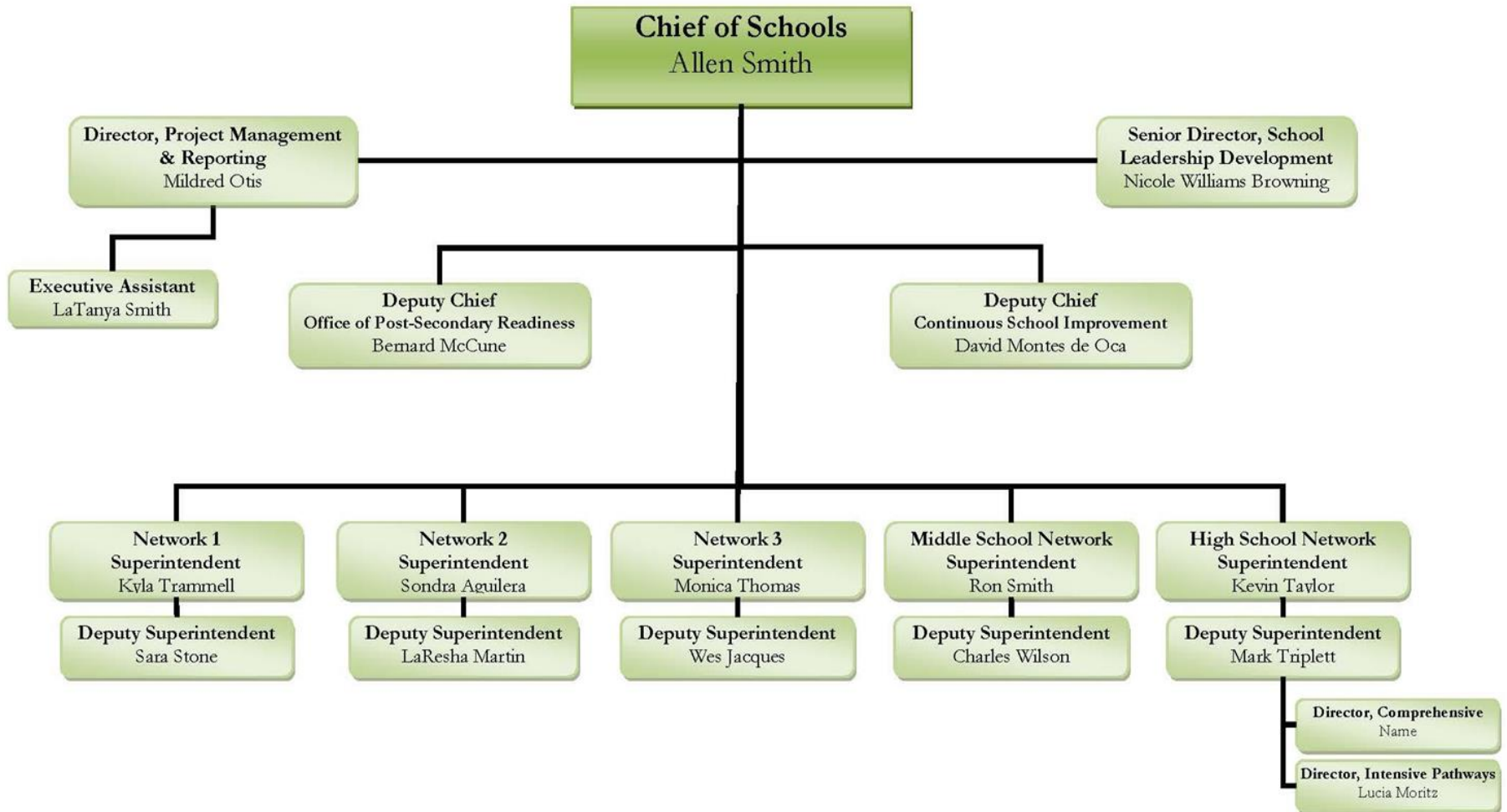
**Allen Smith**, Chief of Schools Office of Post-Secondary Readiness

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# Division of Post-Secondary Readiness



# 2015-16 Focus Areas and Goals

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- Align Principal PD on three areas that will have the highest impact in Instructional leadership through observation and feedback, CCSS and data that drives student achievement.
- Provide Principal Supervisor development that aligns to the three focus areas.
- Differentiated supports for schools based on need.
- Increase student achievement in all content areas through focusing on literacy.
- Implement linked learning and career pathway options in our secondary schools that will increase enrollment, more students on-track to graduate that are college and career ready.



# Where Are We After Two Months?

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## Support & Resources

- Network Team School Visits
- Principal Professional Development
- Targeted Support

## Key Indicators

- Attendance
- Suspensions
- Interim Assessment Data
- On-Track Graduation





# OPSR Support & Resources

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**Network Team conducted more than 86 school observations during August and September, which included:**

- Contextual Classroom Visits:
  - Observe instruction and learning environment
- Review of all data with school leaders:
  - Attendance
  - Discipline
  - Academics
- One-on-one feedback on areas of strength and improvement
- Goal setting with each schools leader
- Principal PD and targeted network meetings





# OPSR Support & Resources

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**OPSR leadership has planned and facilitated three professional development sessions in August and September for school leaders, including:**

- **School Culture**
  - To establish network-wide norms and expectations for college-going school culture.
- **Common Core State Standards**
  - Unpacking the standards and helping leaders understand what needs to be in classrooms
- **Data**
  - To help schools develop strong data practices and leverage available data tools.
- **TGDS/LGDS**
  - Framework for teachers and school leaders through a growth mindset. Having focused and intentional conversations leading to better outcomes for students.



# OPSR Data

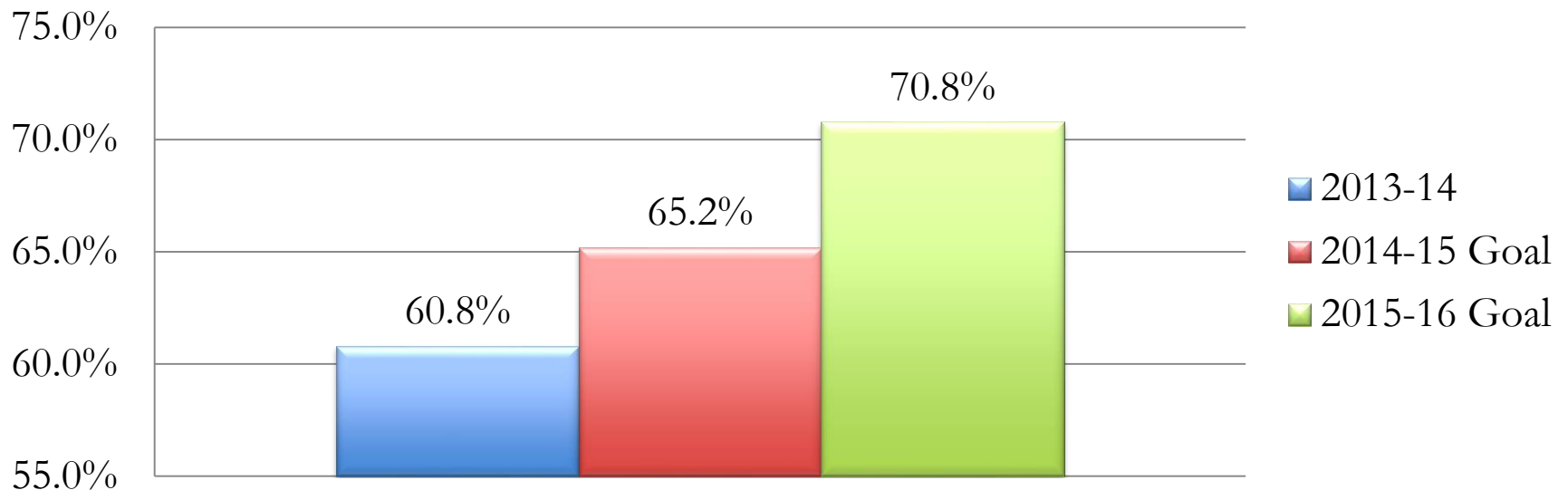
AUGUST & SEPTEMBER 2015

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# Graduation Data

## Cohort Graduation: District Balanced Scorecard 2015-16



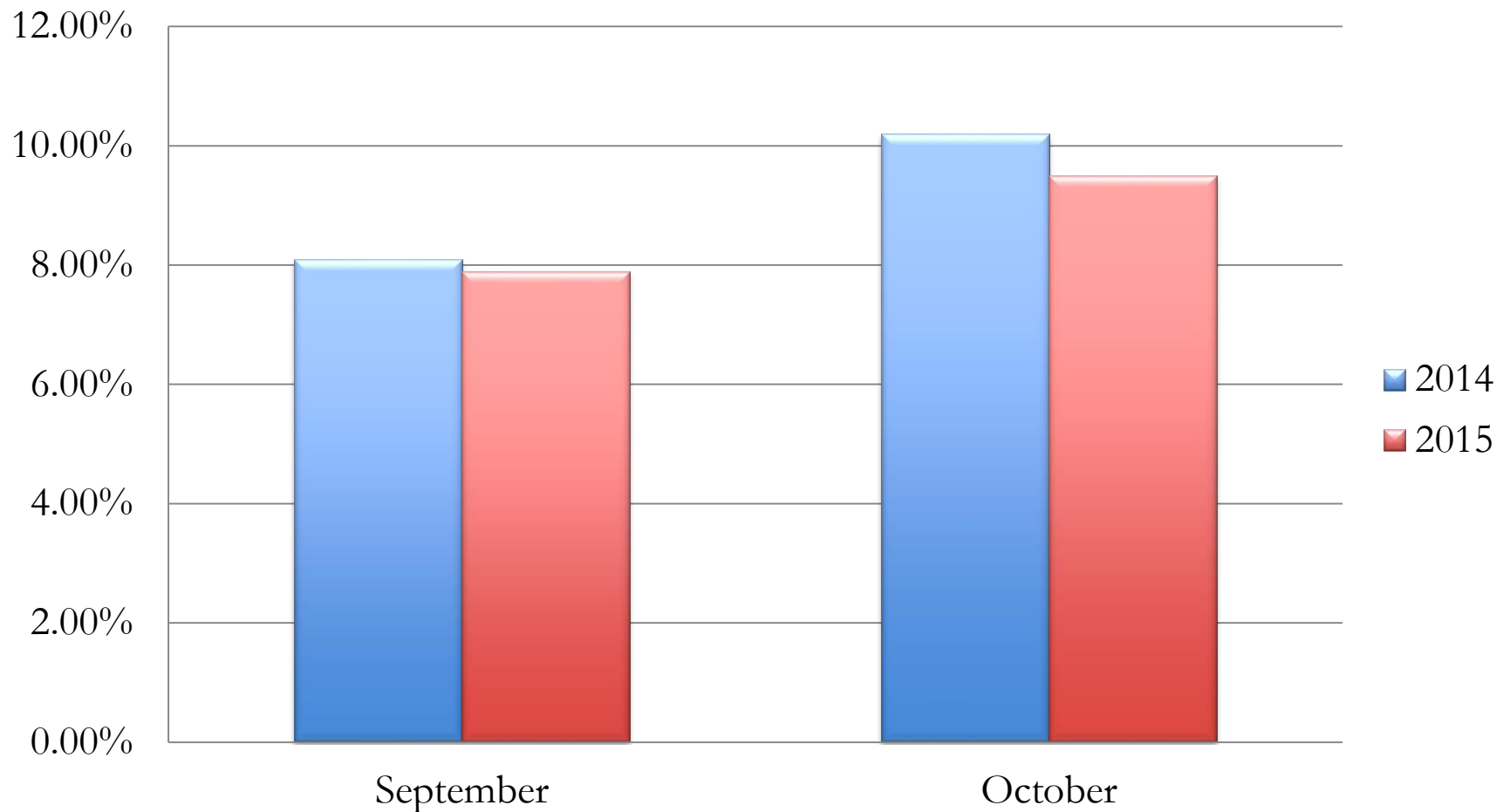
**To meet our 2015-16 Graduation goal of 70.8%, we will:**

- Continue to decrease our Suspension Rate
- Expanding College & Career Pathways
- Use early warning indicators to keep students on-track and develop plans for students that are off-track



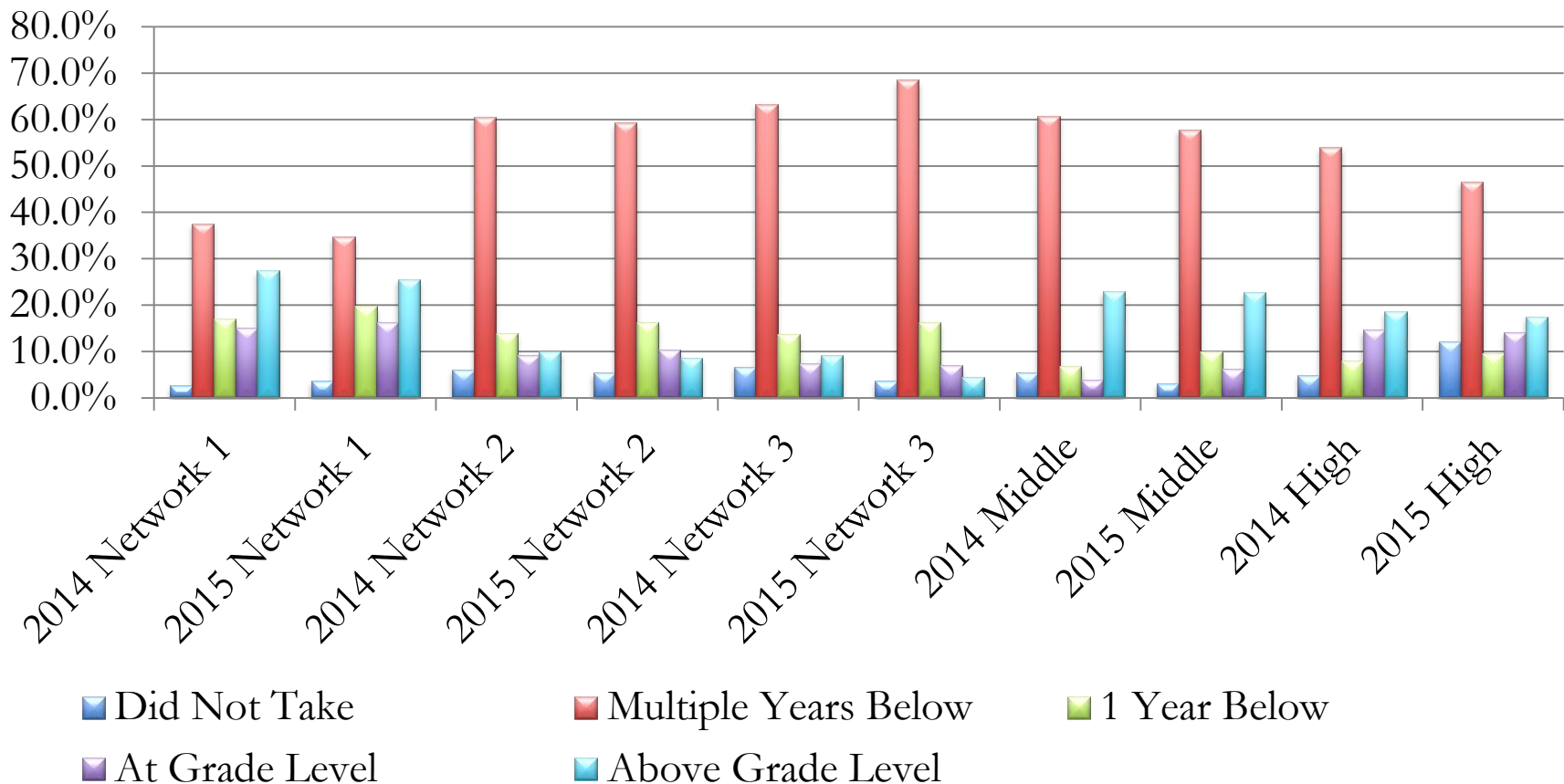
# Attendance Data

## 2014/2015 Districtwide Chronic Absence Comparison



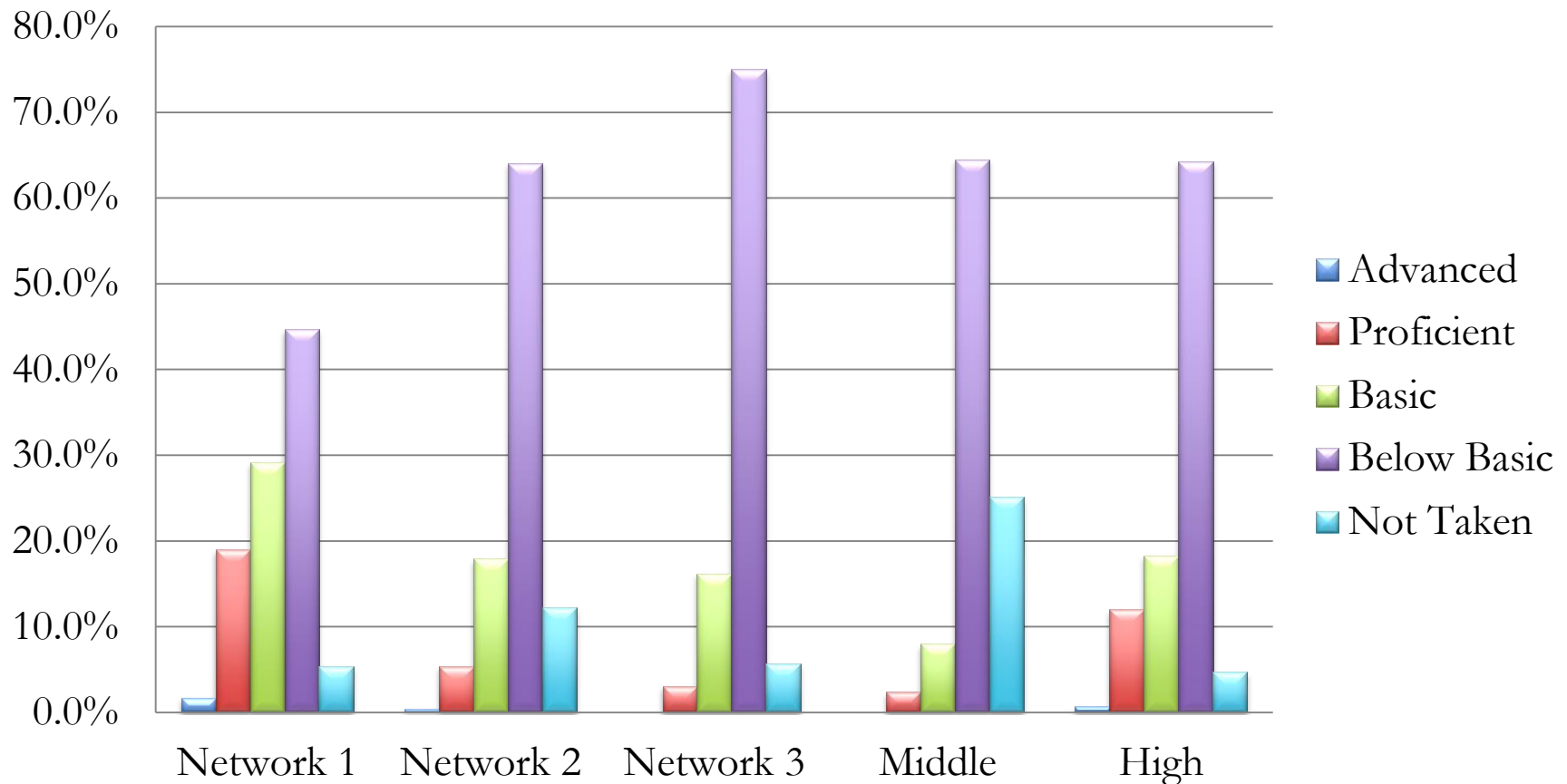
# Scholastic Reading Inventory (SRI) Data

## Fall 2014/Fall 2015 Student Performance Comparison



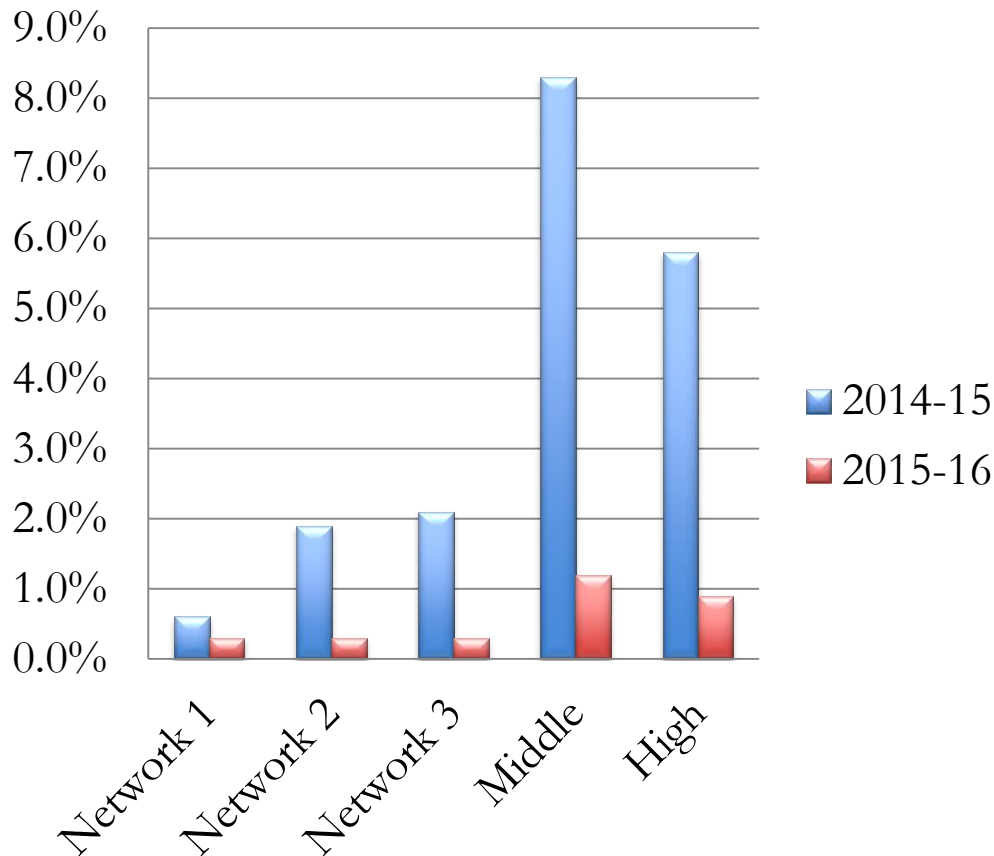
# Scholastic Math Inventory (SMI) Data

## Fall 2015 Student Performance



# Suspension Data

## Students Receiving Suspensions – By Year



### Suspensions are down because:

- Behavior expectations were a focus for the 1<sup>st</sup> six weeks of school
- Each school has set clear expectations and followed through consistently implementing RJ and PBIS.
- All schools are focused on creating a culture of respect and safety for students.
- Middle School advisories implemented





# Conclusions

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- Schools showing some positive culture after two months, RJ/PBIS and advisories in middle school
- SRI data showing that many of schools are starting higher than last year, majority of our students remain below basic or at basic levels of achievement.
- Principals are getting targeted development in three focus areas twice a month
- Sustainability of our efforts over next 7 months critical to long-term success.
- Implement career pathways and linked in all high schools, with connection to middle-schools



# Next Steps

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- Group and target lowest performing students for interventions and additional support.
- Identify areas of professional growth for teachers and leaders and then provide development options.
- Continue to collect feedback from leaders and provide supports that values how we are in service to schools.
- Create partner schools to collaborate and learn from one another
- Create more opportunities to celebrate teacher and school success.



# Every Student Thrives!





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# Community Schools in Action



**Update to OUSD Board of Directors  
October 28, 2015**

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## Community Schools & Students Services

**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.



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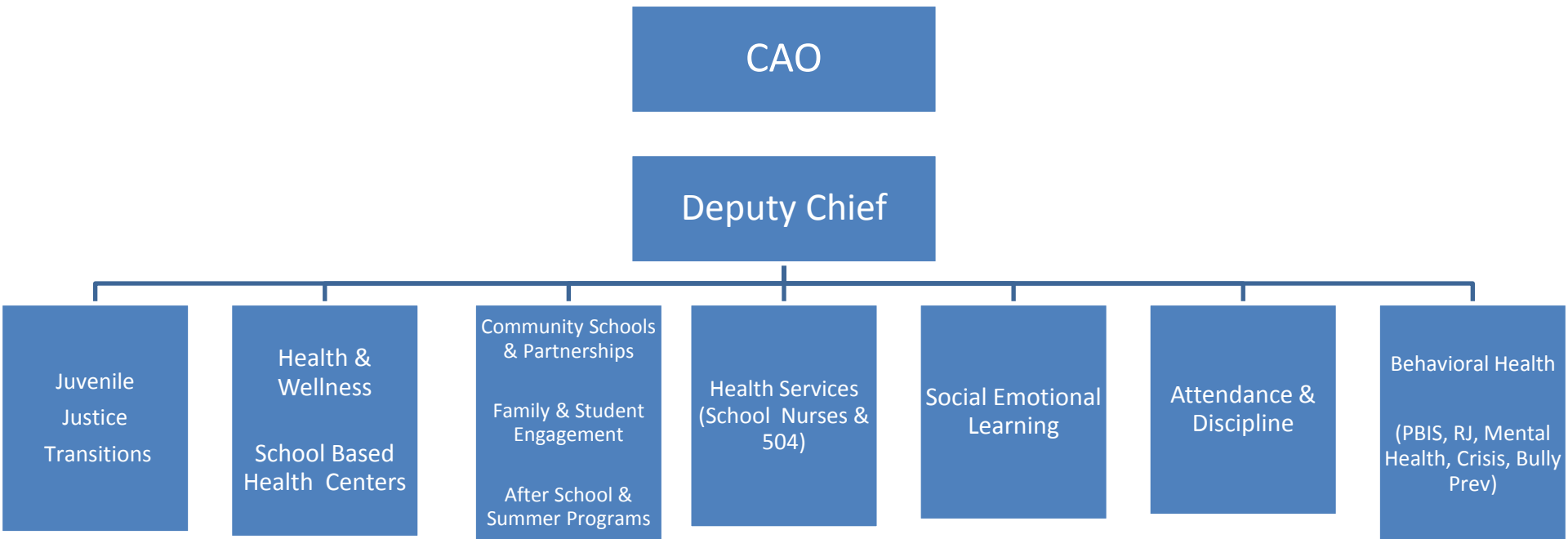
*Community Schools, Thriving Students*

## Community Schools & Students Services

**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.**

# Community Schools & Student Services

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# OAKLAND'S COMMUNITY SCHOOLS

## ELEMENTS

- **Academics**
- **Social & Emotional Learning**
- **Expanded Learning**
- **Health and Wellness**
- **Family Engagement**
- **School Readiness and Transitions**
- **School Culture and Climate**
- **Youth Leadership**





# Community Schools 2020

## Community School Coordination

- 2014-15 - 22 schools
- 2015-16 - 30 schools
- 2020 Goal - 50 schools

## Supports

- Monthly Professional Learning
- Leadership Framework



# Community School Partnerships



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**225 organizations registered** in the Community Partner Platform, running **800+ programs** at more than 80 schools

54 organizations attended a Partner Orientation in 2014-15

Partner Workgroup developing tools and supports for partner and school use.





# Expanded Learning

## After School

School-based programs in 76 schools, serve 9,000 students daily

## Summer Learning

41 summer school sites served 5,000 students



# Expanded Learning

## Focus on Quality



## Request for Qualifications (RFQ) Process launched for Grant Funded programs

- Rigorous application and interview process
- Establishes performance standards in 10 key areas

## Summer Partnership Expansion

- Springboard, Sylvan Learning, Aim High, and more
- Tiered supports for Schools





# Health & Wellness

## Health Policy, Health Access, Health Education

Innovative comprehensive health & wellness BP

**16 School Based Health Centers;**  
20% increase from 2013-14 to  
38,446 visits

**607 families enrolled in health  
care,** up from 175 in 2013-14

**2,500 9<sup>th</sup> graders participate in first  
ever sex ed week;** MS curriculum  
design underway

# Health & Wellness



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## Health Access

Vision and dental services  
through pop-up clinics

Dental screens for 1,502  
students





# Gay and Straight Students Ally

**26 middle & high schools establish on-campus Gay-Straight Alliance clubs**

**80 Middle and High School students attend OUSD's first Gay-Straight Alliance day**





# Students Make Trip to School Safer

- 2-year grant **expands Safe Routes from 20 schools to 40**
- Partnership with OUSD, Oakland Police Department, Transform, and Alameda County Public Health Department
- Funding expands student Safety Patrols at elementary schools

***Oakland Police recommend student Safety Patrols as the best return on investment***



# School Readiness and Transitions



**701 Students exiting Juvenile Justice  
Center** enrolled in OUSD schools

**Specialist hired to work with  
unaccompanied minors; in 2014-15  
334 students identified**

**Additional 116 refugee and asylee  
students served**

**Alameda County First Five expansion  
of Kindergarten Readiness & PreK  
Supports**

**3,423 case management visits with  
homeless families for support/services**







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# Foster Youth

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**532 Foster Youth identified in  
2014-15**

**Case Managers  
Foster Youth Liaisons at  
MS and HS  
Foster Youth Advisory**

# School Climate & Culture



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**Mental  
Health, RJ,  
PBIS,  
trauma-  
informed,  
bullying  
prevention,  
attendance**

3,000 students seen in mental health counseling

5,260 students seen in COST

Responded to 65 crisis at 36 schools

TUPE peer educators' class presentations up by 101 (from 55 to 156)

Expulsions remained low at 21

**PBIS: 29 to 45  
schools**

**RJ: 20 to 37  
schools**

(all MSs and almost  
all HSs; PT  
consultants to FT  
site based RJ  
Facilitators)

## PBIS and Restorative Justice Scale Up



A Restorative Justice circle at  
Ralph Bunche High School



## Restorative and trauma-informed practices training for OUSD School Security Officers and Police

- 57 SSOs and 32 Oakland Police
- Full day training for SSOs
- 2 day training for police



*“I plan on taking extra time to ask what happened”*

*- SSO participant*





# Targeted Behavior Supports

## Prevent Referrals to Special Education

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Insights to Behavior team provided strategic support to the teachers and families of **156 students in 43 schools**

- Develop positive behavior plans for students at risk because of behavior challenges
- Observation, coaching and training for teachers
- Consults and home visits with parents

**Only 1 of the 156 students referred to Special Ed --  
District average is 10%**



# Youth Leadership and Engagement

- **We Day** – 43 schools participated and collected 534 pounds of food
- **260 middle school conference participants**
- **50 youth action summit participants**



CS&SS has  
leveraged  
\$40M+  
in grant  
funding over  
the past 4  
years

*Federal, state &  
Philanthropic*





# ***EVERY STUDENT THRIVES!***



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# Community Schools Focus

## STUDENT SERVICES & SUPPORTS

### DISTRICT LEVEL

- Schools supported by district via centralized resources and systems.

## STRATEGIC PARTNERSHIP

### SCHOOL LEVEL

- Improved school culture and climate.
- Resources aligned to meet broad student needs.
- Improved conditions for teaching and learning.
- Adults at the school working together.

## COORDINATION

## COLLABORATIVE LEADERSHIP

### YOUTH & FAMILY LEVEL

- Students access services and supports.
- Students' behavior, attendance, and reading improves.
- Parents are engaged in their students' learning and the school community.
- Families access needed services.

## CONTINUOUS IMPROVEMENT

# OUSD Community Schools . . .



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- Provide supports and services to students, families, and communities
- Reconfigure relationships with families and community
- Support teaching and student learning
- Transform the school for greater effectiveness

**- John W Gardner Center**

“The main difference is support. Having [a CS manager] is amazing. I can send her a text message in class and she is on the phone with a [student’s] family member. I don’t have to stop. I can continue to teach. If a student doesn’t have glasses we have tremendous support for that....It saves me time.”

—Teacher

- John W Gardner Center



“[Our partners] are behind every single initiative that we do that I would say falls under community schools . . . It’s not ‘there’s [the partner organization] and [the school],’ it’s [the partner] at [the school]. We’re just one team. So I never think of [so and so], or any of that team as an outside agency coming in. They’re the core of our school.”

**—Principal**

**- John W Gardner Center**

“...Everybody was thinking that it was a behavior issue or thinking that it was something else, and we just identified that it was so much bigger, it was just a basic ‘she just can’t see.’ ...She’s articulate. She’s smart. But she couldn’t see.”

—Staff

- John W Gardner Center

“The full-service community school model... should build out in a way that helps the school transform itself. Otherwise, you just become a clearing house of services, and I don’t know if that really will actually do much in the end, in terms of moving student achievement...What’s special about [our school] is we’ve been intentional about it and we’ve really wanted the families to be part of that process.”

**—Community School Manager**

**- John W Gardner Center**

# 1,810 Individuals Attend CS&SS Development

**281 CSSS trainings** in 2014-15 reach  
principals, teachers, partners & parents  
representing all OUSD schools



# PBIS Expansion



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2014-2015	2015-2016
29 Cohort Schools	45 Cohort Schools
14 ES	29 ES
10 MS	10 MS
5 HS	6 HS
3 Part-time PBIS Coaches	5.0 FTE PBIS Coaches
4.0 FTE Behavior Intervention Specialists	6 FTE Behavior Intervention Specialists
3.0 FTE Behavioral Health Program Managers	5.0 FTE Behavioral Health Program Managers

# BEHAVIORAL HEALTH



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		2013-14	2014-15
Mental Health	# of students who received mental health counseling	2,232	2,903
Mental Health	# of students seen in COST	5,072	5,260
Mental Health	# of schools with COST	72	77
PBIS	# of schools with PBIS	24	32
PBIS	# of staff trained on PBIS	140	188

**Regional managers responded to 65 crises in 2014-15 at 36 different sites; one-quarter of the crises involved gun violence in the community**

**COST** = Coordination of Service Teams

**PBIS** = Positive Behavior Interventions & Supports



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# SUSPENSION RATE DECLINES ANOTHER 20%

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- **Suspensions continue a 4 year decline** from 7.2% in 2011-12 to 3.8% in 2014-15
- **Suspensions for defiance tumble** from 2,037 in 2011-12 to 508 in 2014-15
- **Universal Referral Form** gains traction 67 schools enter at least 10 office referrals





# TOBACCO & SUBSTANCE USE COUNSELORS INTERVENE WITH 500 STUDENTS



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	2013-14	2014-15
# of students received individual or small-group counseling	592	<b>500</b>
# of students trained as peer educators	120	<b>212</b>
# of peer educators' classroom & school wide presentations	55	<b>156</b>
# of COST meetings attended by TUPE Intervention Coaches	289	<b>351</b>



# HEALTH & WELLNESS



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	2013-14	2014-15
<b># of schools with Wellness Champions</b>	45	45
# of schools with Garden Programs	55	55
# of schools with Salad Bars	53	57
# of schools with Produce Markets	30	18

# ATTENDANCE & DISCIPLINE



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	2013-14	2014-15
# of Discipline cases reviewed by Discipline & Attendance team	139	130
# of Expulsions	21	21
# of attendance cases reviewed by Student Attendance Review Board	168	144

# REFUGEE & ASYLEE



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	2013-14	<b>2014-15</b>
# of refugee & asylee students who received enrollment support	65	<b>116</b>
# of unaccompanied minors identified and flagged in Aeries	180	<b>334</b>
# of refugee students enrolled in summer schools	200	<b>250</b>

# TRANSLATION SERVICES



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## Translation department fulfills 2,131 requests for translations in 5 languages

*7 F.T.E team served 27 different  
OUSD departments in 2014-15,  
from Programs for Exceptional  
Children to Building & Grounds to  
the General Counsel*



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# CS&SS Goals for 2015-16

## Equity Lens

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- Social Emotional Learning
- Full Service Community Schools
- School Climate and Culture
- Student and Family Engagement
- Transitions



# CS&SS Strategies

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- Professional Development and Learning
- Resources, tools, materials, guides
- School site support, capacity building, coordinated CS&SS teams
- Direct services
- High quality customer service

# How does CS&SS achieve goals & strategies?

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- Leadership
- Continuous improvement
- Team work and collaboration