OAKLAND UNIFIED SCHOOL DISTRICT
Community Schools, Thriving Students

Superintendent Work Plan #1 Update

Moving Towards Common District Values

Presented by Yana Smith, Chief of Staff: Organizational Effectiveness & Culture

November 18, 2015

Work Plan Goal #1: Continue the Implementation of the Board Priority regarding Professional Culture.

- 1c. Develop a plan to rollout district values, professional growth for employees across the organization, and engagement programs.

Organizational Effectiveness & Culture

Chief of Staff | Effectiveness | Board Office | Ombudsperson | Change Management

The Office of Organizational Effectiveness and Culture exists to disrupt systems that perpetuate inequity.

Employee Development & Engagement | Strategy Implementation | Accountability

Theory of Action

Change Management   Employee Experience   Sustainability & Health
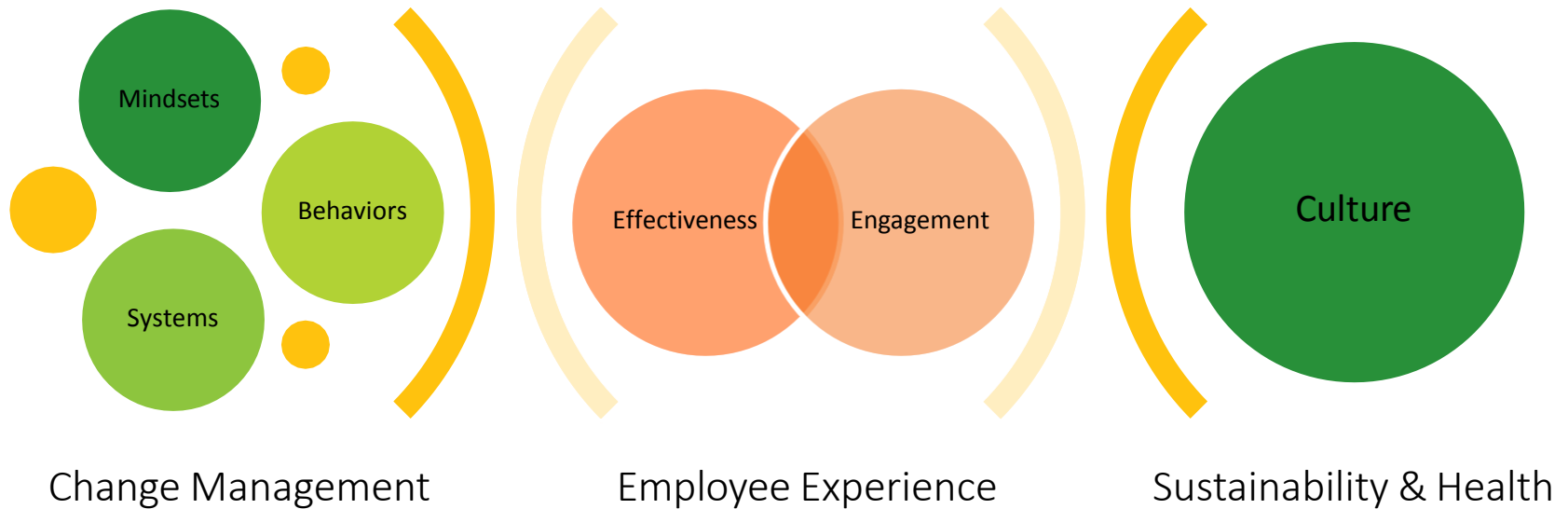
Change Management Priorities: Chief of Staff

Change Management

- District-wide Strategic Initiatives, Implementation & Accountability
  - Office of the Ombudsperson
  - Board Office
  - Pathway to Excellence
  - Budget Prioritization Process
  - Senior Leadership Team, Executive Cabinet, Cabinet Meetings
  - Education/Community Stakeholders Engagement
  - 1000 Broadway Moves & Relocations
  - Expansion of Equity Priorities/Work
  - Organizational Culture/Change Management
  - Central Office Cycles of Inquiry

Employee Experience

Effectiveness   Engagement

Employee Experience

- Organizational Effectiveness
  - Executive Study: Admin Support, Equity & Support Alignment
  - Protocols/Process Articulation
  - Standardizing Operating Procedures
  - Orientation & Onboarding
  - Exiting Interview & Off-boarding

Employee Experience:
Values-Based Leadership Development
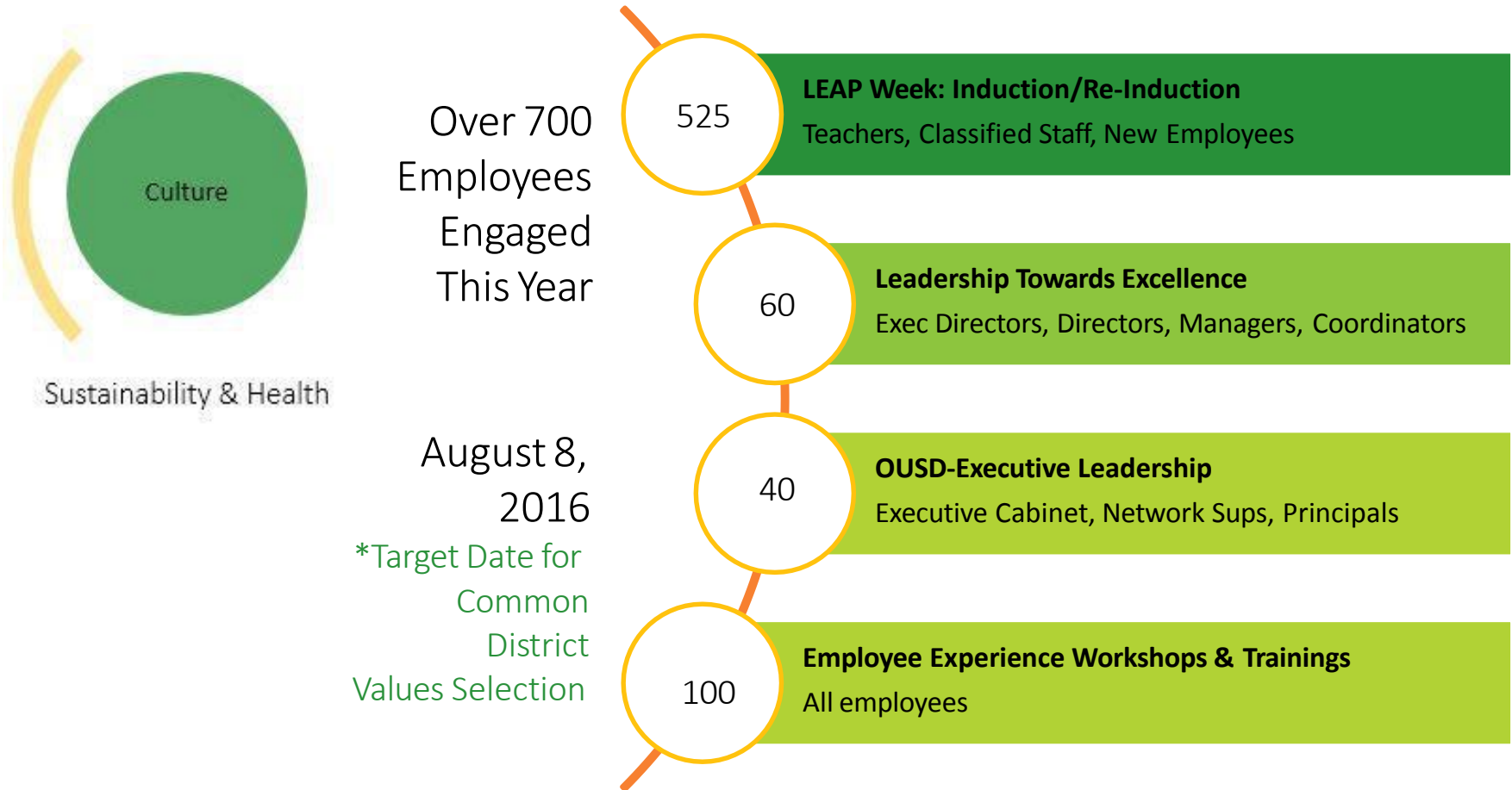

Employee Experience

EMPOWER GROUP

- Employee Engagement
    - Values-Based Leadership Development: LEAP Week, Leadership Towards Excellence, OUSD-Executive Leadership
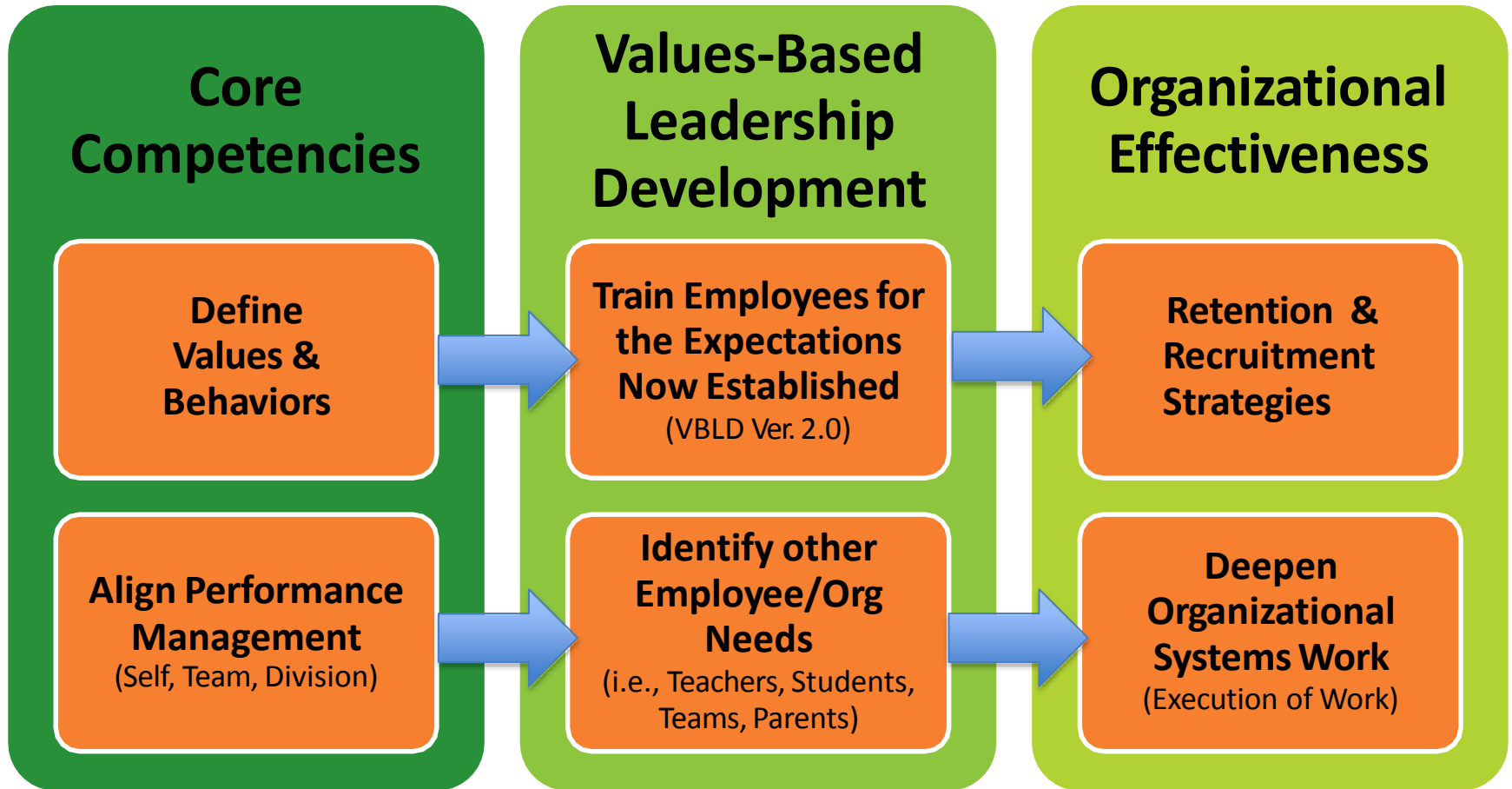
Employee Experience

Employee Experience

- Employee Engagement
  - Skill-building/Training: Facilitative Leadership, Restorative Justice, Customer Service
  - Teach Tomorrow in Oakland Transition Support (Best Practices & Next Practices)
  - Rewards & Recognition
  - Employee Engagement Survey
    - Launch January 2016 (Occurs annually)
    - Anonymous, *not* Confidential
    - External vendor to manage and synthesize findings
    - Adaptation of vendor survey to fit OUSD

Pathway to District Values Selection

Culture

Sustainability & Health

Over 700 Employees Engaged This Year

August 8, 2016
*Target Date for Common District Values Selection

525

LEAP Week: Induction/Re-Induction
Teachers, Classified Staff, New Employees

60

Leadership Towards Excellence
Exec Directors, Directors, Managers, Coordinators

40

OUSD-Executive Leadership
Executive Cabinet, Network Sups, Principals

100

Employee Experience Workshops & Trainings
All employees

Post-Values Selection

Core Competencies

- **Define Values & Behaviors**
- **Align Performance Management** (Self, Team, Division)

Values-Based Leadership Development

- **Train Employees for the Expectations Now Established** (VBLD Ver. 2.0)
- **Identify other Employee/Org Needs** (i.e., Teachers, Students, Teams, Parents)

Organizational Effectiveness

- **Retention & Recruitment Strategies**
- **Deepen Organizational Systems Work** (Execution of Work)