![Oakland Unified School District logo — EVERY STUDENT THRIVES!](logo)

OAKLAND UNIFIED SCHOOL DISTRICT
Community Schools, Thriving Students

Superintendent Work Plan #2:
Continuous School Improvement Process

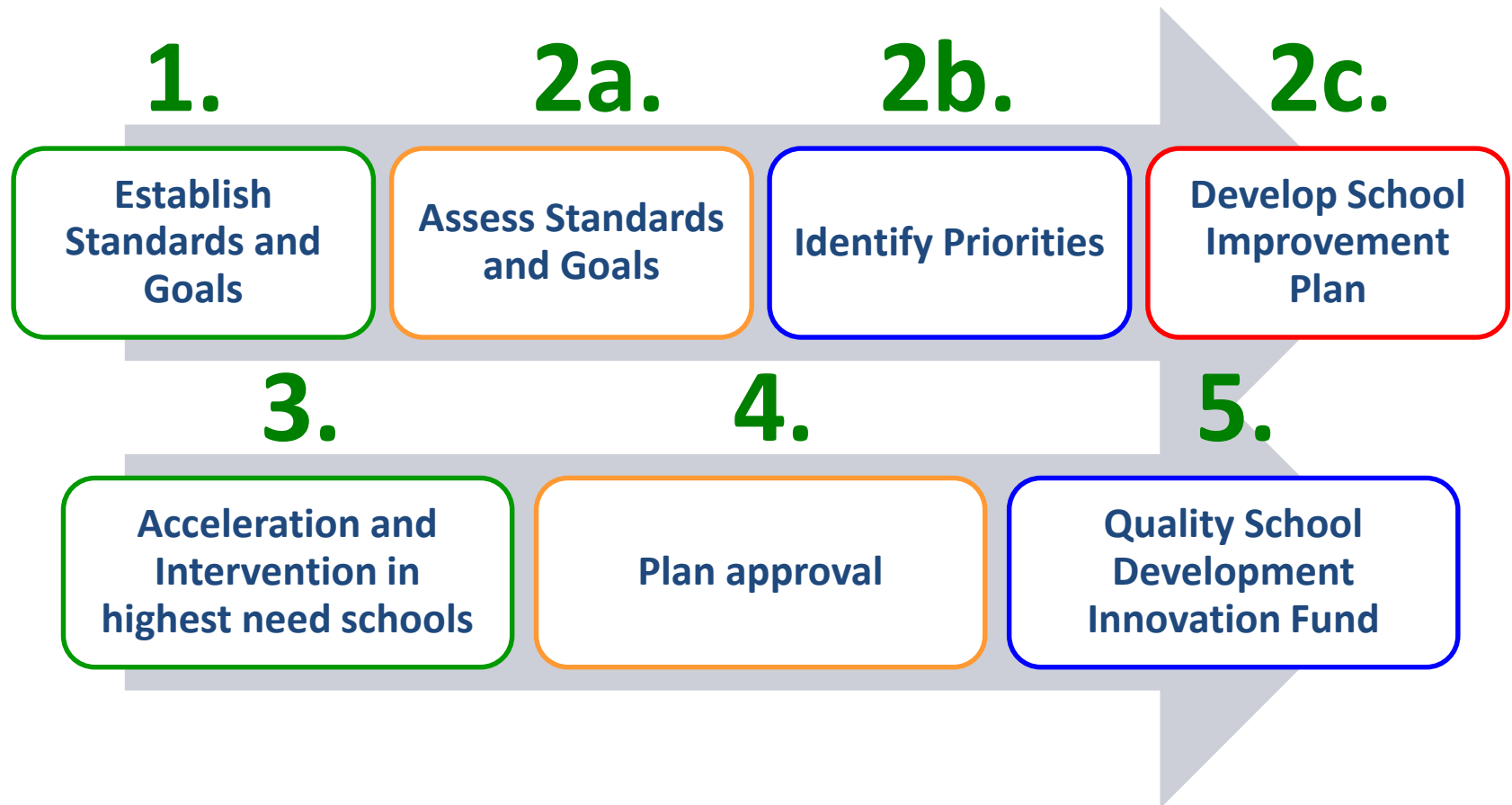Presented by the Office of Continuous School Improvement

August 2016

Quality School Development

1. Establish Standards and Goals

2a. Assess Standards and Goals

2b. Identify Priorities

2c. Develop School Improvement Plan

3. Acceleration and Intervention in highest need schools

4. Plan approval

5. Quality School Development Innovation Fund

School Performance Framework

Page 1 shows the academic domain indicators

OVERALL TIER SCORE
Calculated by transforming the sum of the total weights from a 1-5 scale to a 1-6 scale

GROUPS
The performance of 5 groups are considered in the SPF

DOMAIN TIER SCORE
Rolled-up tier scores for status and growth for the academic domain

DEMOGRAPHICS

RELEASE VERSION

TIER LEGEND

GRADESPAN
Shows the grades used to create the report

WEIGHTING
Out of 100%

GROUP POINTS
Awarded out of possible for that group and indicator

INDICATOR
For each domain, a set of gradespan-specific indicators are shown

INDICATOR POINTS
Awarded out of possible for that indicator across groups

INDICATOR TIER SCORE
Rolled-up tier scores for status and growth for each indicator across groups

RACE/ETHNICITY
Of the lowest performing racial/ethnic group

PERFORMANCE
For each group

GROUP TIER SCORE
Tier scores for status and growth for each indicator and group

NOTES

This document was last updated on **January 19, 2016**

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School Performance Framework
Engagements – Becoming Easier to Follow

School & Teacher Leaders

CBO's
Community Based Organizations

Parent Leaders
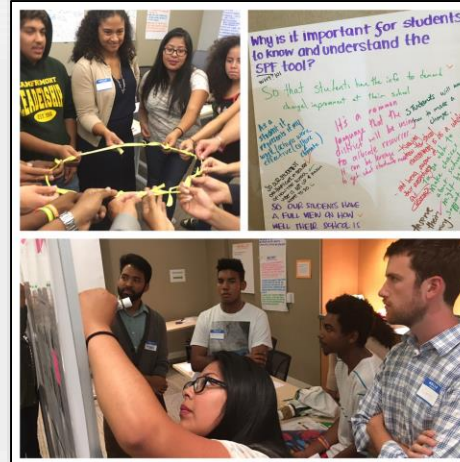
Student Leaders

School Performance Framework
Student Leaders Decide Guidance for SPF Reports

Student Leaders

Guiding Principles:

- **Avoid Information Overload**
  - *Keep it engaging, but don't "dumb it down"*
- **Disaggregate the Data**
  - *Make other student groups' data accessible*
- **Maintain Print and Digital Consistency**
  - *Ensure posted reports are same as printed for consistent meaning-making*
- **Highlight Keys and Legends**
  - *Make prominent so acronyms & concepts can be easily grasped*

High Functioning Teams Leading Data-Driven Cycles

Data Summit

Data Summit

Data Summit

Data Summit

Data Retreat

Progress Monitoring

5. ADJUST

4. EVALUATE

1. ANALYZE

2. PLAN

3. IMPLEMENT
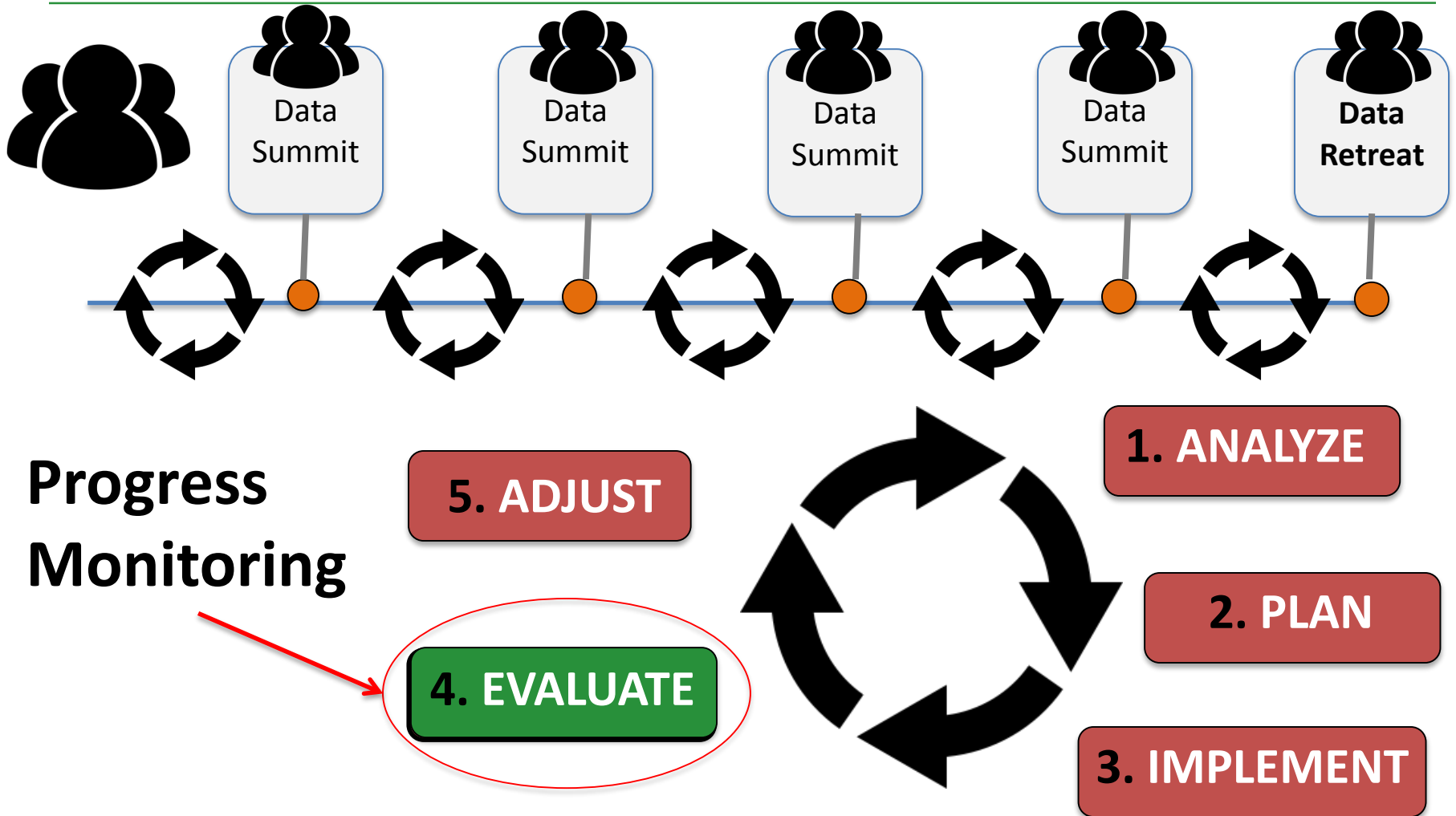
Assessing and Monitoring Progress

KPI's: **Key Performance Indicators**
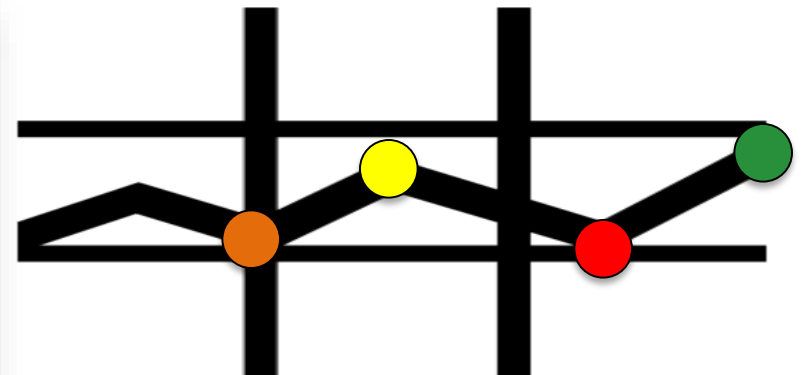
Monitoring performance along the way so that plans can be adjusted

"Why wait until the race is over to know if I'm in the lead?"

\- Usain Bolt - Fastest Man Ever Timed

Superintendent Work Plan #2:
Building Professional Learning Communities (PLCs)

Presented by the Academic Social Emotional Learning Division

August 2016

2015-2016 Work

PLCs

Site ILT and PLC baseline data collected
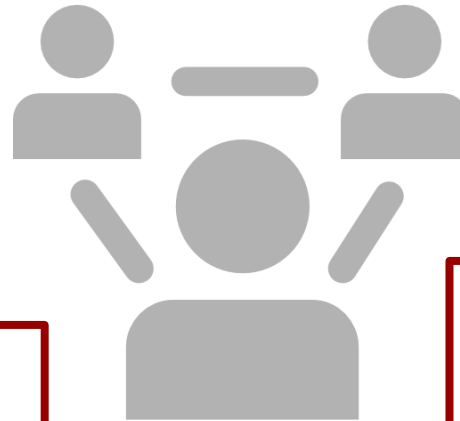
Explicit focus on PLCs & ILTs as part of 16-17 PL plan

OUSD Models for ILT and PLC implementation for CCSS/NGSS

"Best Practices" learning from highly developed practitioners

PLC = Professional Learning Community
ILT = Instructional Leadership Team

From Meetings to PLCs: Identified Needs

PLC?

Easy-to-Follow Tools and Protocols to support quality work
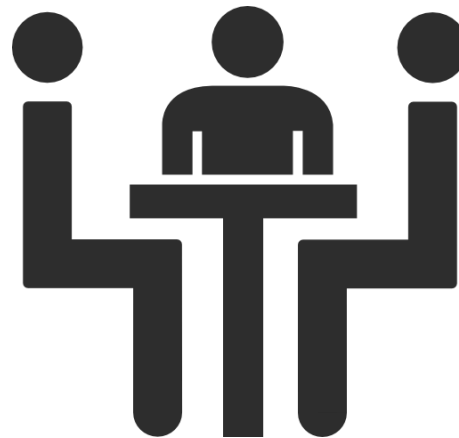
Systems for gathering evidence, monitoring progress, and providing feedback to schools and central leaders

Differentiated Supports for Principals and Teacher Leaders who lead ILTs/PLCs

Summer 2016 ILT/PLC Capacity Building

June School Leadership Team planning & training (400)

June-August Teacher Leader training (100)

Soft Launch of Online Personalized Learning Platform (KDS)

2016 - 2017 Work

Cross-functional Planning Teams for Principal & Teacher Leader Professional Learning

PLCs

… including Principals/Teacher Leaders

- Continue to learn from highly developed practitioners
- Design tools and protocols
- Monitor development, lead inquiry, build strategies

2016 - 2017 Work

Professional Learning Strategies

PLCs

- Network Support Teams to provide differentiated supports/collect data
- Principal Professional Learning PLCs (Networks) including "leading teams"
- ILT sessions, coupled to Principal Professional Learning
- Teacher Leader training on leading PLCs
- Personalized learning supports: KDS

Quality School Development Update

Questions & Discussion

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