



**OAKLAND UNIFIED  
SCHOOL DISTRICT**

*Community Schools, Thriving Students*

# Superintendent's Report



Presented by Antwan Wilson, Superintendent

Presented to Board of Directors, OUSD

December 14, 2016

v3

[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**

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.

### **I Am Oakland Unified**

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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- Goal 2c: Update on Office of Equity
- Goal 3c: Human Capital Data Management System



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# Superintendent's Work Plan 2c

## Update on the Office of Equity



Presented by Chris Chatmon, Deputy Chief of Equity

December 14, 2016

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# 2016-17 Superintendent Workplan

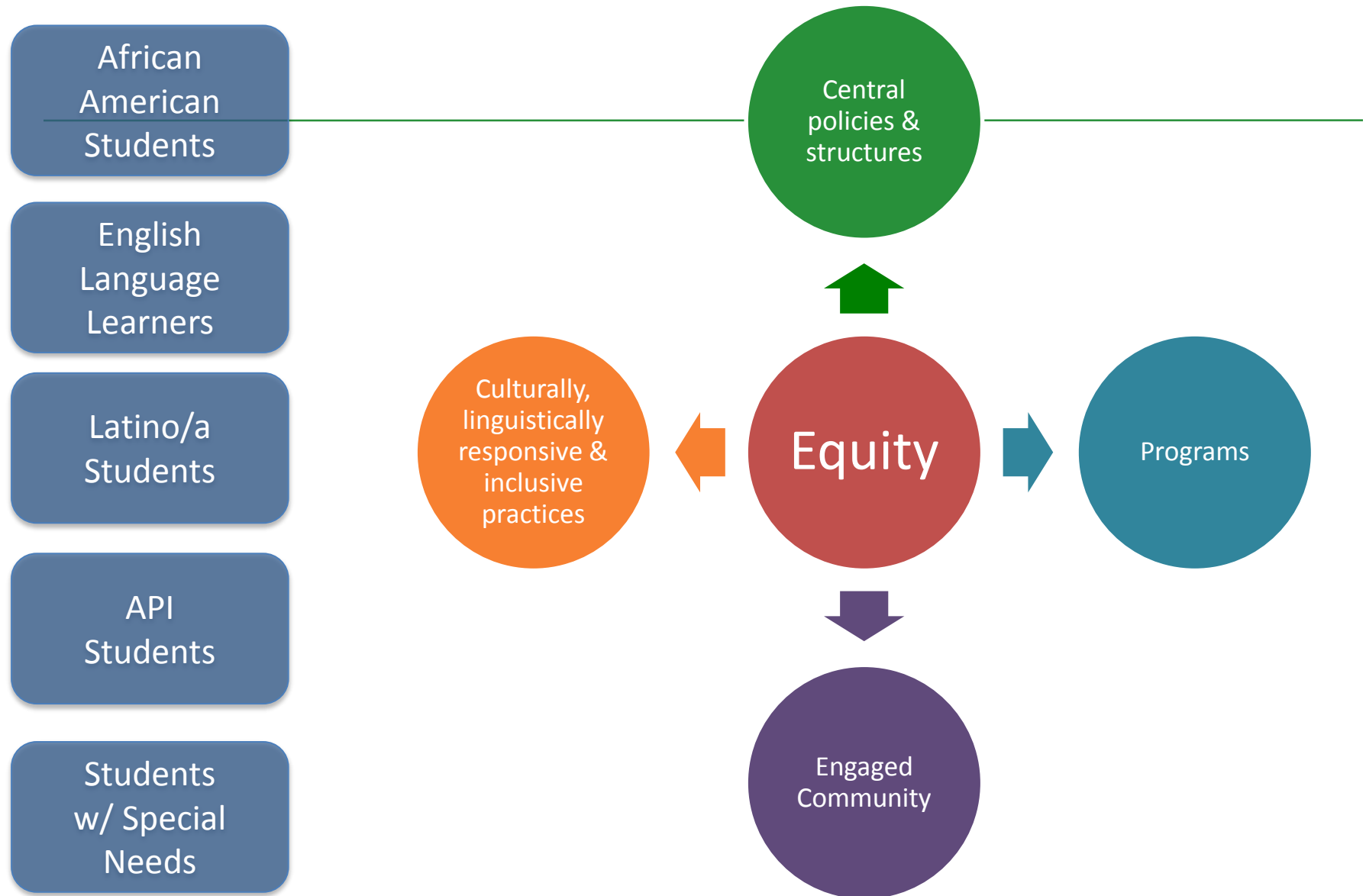
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## **Sub-Goal 2c.**


Support all schools in implementation of the District's Equity Policy & programs, specifically as it relates to outcomes for African American and Latino/a students, English Language Learners, and Students with Special Needs.



## 2c. Cross Functional Workstreams







“Those who practice leadership for equity must confront, disappoint and dismantle and at the same time energize, inspire and empower.”

~Sharon Daloz Parks

# Leading for Equity

*“A targeted universal strategy is one that is inclusive of the needs of both the dominant and the marginal groups, but pays particular attention to the situation of the marginal group.”*



- Eliminating the predictability of success and failure that currently correlates with any social or cultural factor.
- Interrupting inequitable practices, examine biases, and creating inclusive & just conditions for all.
- Discovering and cultivating the unique gifts, talents and interests that every human possesses.





# EQUITY at OUSD



**EQUITY** is providing each student what he or she needs to achieve academically and socially emotionally to graduate prepared for college, career or community success.

## **How we demonstrate EQUITY at OUSD:**

- We eliminate the predictability of success and failure that currently correlates with any social or cultural factor.
- We interrupt inequitable practices, examine biases and create inclusive and just conditions for all students.
- We discover and cultivate the unique gifts, talents and interests that every student possesses.
- We understand that we must first ensure EQUITY before we can enjoy EQUALITY.



# 2016-2017 Goals

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- ❖ Quality programs for equity implemented at sites including: AAMA, AAGYWA, LA, APIA programs; newcomer, dual language & LTEL course, inclusion programs
- ❖ Design Winter Stakeholder Engagement & Listening Activities to inform 2016-17 administrative regulations
- ❖ Culturally, Linguistically Responsive & Inclusive Practices are defined and included in professional learning for all teachers
- ❖ Approved Equity and ELL Policies with clear administrative regulations and implementation plans to guide the work

## 2c Framework

Policies and Structures		Equity Policy
Programs for Equity		AAMA, AAGYW, LA, API
Culturally & Linguistically Responsive Practices		Equity Toolkit <a href="http://www.Racialequitytools.org">www.Racialequitytools.org</a>
Community Engagement		Stakeholder Engagement and Listening Campaigns



# Policy Structures

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- Review current OUSD Equity Policy
- Root Cause Analysis
- Cross- departmental Committee (SPED, ELLMA, Community Engagement) - Winter 2017
- Community Engagement on Data & Program Recommendations (January - April 2017)



# Programs for Equity-Engaging Personal Culture



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- AAMA MDP featured as National Best Practice at the White House My Brothers Keeper What Works Showcase in October 2016
- Hired new Director of African American Girls and Young Women
- Ongoing engagement with key Latino/a community partners around strategy for best supporting Latino/a students
- Initiated Key stakeholder meetings to create job description for [Latino/a Student Achievement Director](#) position (Feb 2017) and *API Student Achievement* (April 2017)
- AAMA provides 7 A-G Courses: 3 Language Arts, 2 History, 1 Visual/Performing Arts and 1 Elective Class





## Timeline: Milestones

& M	School Year 2016-17 - Next 6 Months					
	Sep	Oct	Nov	Dec	Jan	Feb
Define Equity & Culturally Responsive as two of the six district wide values		10/25				
Develop a work plan for the office of Equity			11/5			
Engage in listening tour of key stakeholders in support of the development of the Office of Equity						
ELL Policy Update existing policy and write admin regs; include ELL Master Plan			11/9			
Recruit & Hire Directors for AGYW, LA, API		AAGYW				LA
Teaching and Learning Department and SPED Department define and improving inclusive practices for both GE and SPED			11/30			
Engage stakeholders in Equity Policy and key data reports to begin process of writing the admin regs						

# **EVERY STUDENT THRIVES!**



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## **BUSINESS AND OPERATIONS PORTAL** Progress Update Superintendent Work Plan 3c, Finance and Talent System



Presented by :

Vernon Hal, Senior Business Officer

Dr. Carey Hawkins Ash, Esq., Deputy Chief, Strategy & Implementation

Gloria Gamblin, Interim Chief Financial Officer

Tara Gard, Interim Deputy Chief of Talent

Susan Beltz, Interim Chief Technology Officer

Guillermo Echeverria, Deputy Chief, Continuous Improvement & Project Management

December 14, 2016

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# AGENDA

- EXECUTIVE SUMMARY
- BACKGROUND
- PROGRESS SUMMARY
- PROJECT TIMELINE

# EXECUTIVE SUMMARY

- Business Operations Portal (BOP) is the Superintendent Work Plan 3c. The goal of this project is to design and implement a new Business and Operations System (Escape), which will replace IFAS and be the operating system backbone to the District's Business Operations Portal; and to improve the applicant tracking process and system.
- We are providing an update and progress of activities completed and undergoing. This item is for information only (no decision) and to gather feedback.
- Superintendent Work Plan is in green on budget, scope and schedule.



## BACKGROUND

# Business Operations Portal Launch

- The Business Operations Portal has already launched with our updated intranet. The intranet gives all District employees one single place to go for their interactions with finance and talent divisions via various tools with a single sign-on using District email. Auxiliary applications are currently available (e.g. Contracts Online; SmartFind Express; Financial Transparency Dashboard).

## IFAS Replacement

- Due to the issues with the current system, Sungard's Integrated Finance and Accounting System (IFAS), District leadership decided to search for a more robust and integrated system. The new Portal backbone will include all the applications necessary to effectively operate both Finance and Talent Divisions, while providing meaningful data and tools to our staff at schools.

## Current Business Operations Portal

<http://ousd-intranet.appspot.com/-/home>



## BACKGROUND *(Continue)*

- The benefits of **Superintendent Work Plan 3c**:
  - **Improve customer service**: employees can interact with customers better and improve relationships with them, through faster, more accurate access to information and history.
  - **Increasing efficiencies**: reduction of manual data entry, improve processes (less steps), efficient data collection (less exceptions, escalations)
  - **Improve data sharing integration**: information will be located in a single database for Human Resources, Finance/Budget/Accounting, and Payroll. Data will be consistent, up-to-date and accurate
  - **Improve accountability**: easier, more customizable and easier access to more complex data and key performance indicators to track progress. Users could generate their own reports.
  - **Improve end-to-end process visibility**: It will enable better and faster collaboration and tracking across departments.
- **Board of Education approved** the contract between Alameda County Office of Education (ACOE) and OUSD on October 26th, 2016

# PROGRESS SUMMARY

## **IFAS replacement / Escape implementation:**

- **Project status:** green on budget, scope and schedule.
- **Accomplishments:** We have started system / interface design sessions, project kick-off sessions with every department and implementation of communication plan for multiple audiences
- **Upcoming activities:** Continue system/ interface design sessions (11/15-1/25) and Escape system overview training for core team (Mar-Apr).

## **Applicant Tracking / Recruit & Hire Implementation:**

- **Project status:** green on budget, scope and schedule. We will provide a comprehensive overview and update to our Board in January.

# PROJECT TIMELINE (IFAS replacement, Escape implementation)

Milestone <sup>(1)</sup>	Calendar Quarter (From Apr 2016 to Sep 2018)									
	16 Q2	16 Q3	16 Q4	17 Q1	17 Q2	17 Q3	17 Q4	18 Q1	18 Q2	18 Q3
<b>1.Evaluation and selection Phase</b>										
1.Vendor assessment, evaluation – completed	4/11	7/26								
2.Approval to move forward (Escape) – completed		7/27								
3.BOE Contract Approval – completed			10/26							
<b>2.Implementation Phase</b>										
4.System Design (interfaces) – in progress				1/25						
5.Training for Core team (Mar-Apr)					4/28					
6.System interface Setup					4/5					
7.Data Conversion					4/12					
8.System Setup					4/26					
9.Talent Testing (HR)							12/18			
10.Payroll Testing									5/21	
11.Finance/Accounting Testing									5/30	
12.End User Training										7/1
13.ESCAPE OFFICIAL LAUNCH										7/1
14.IFAS Shut Down										9/27

<sup>(1)</sup>: **Milestone:** an action or event marking a significant change or stage in a project

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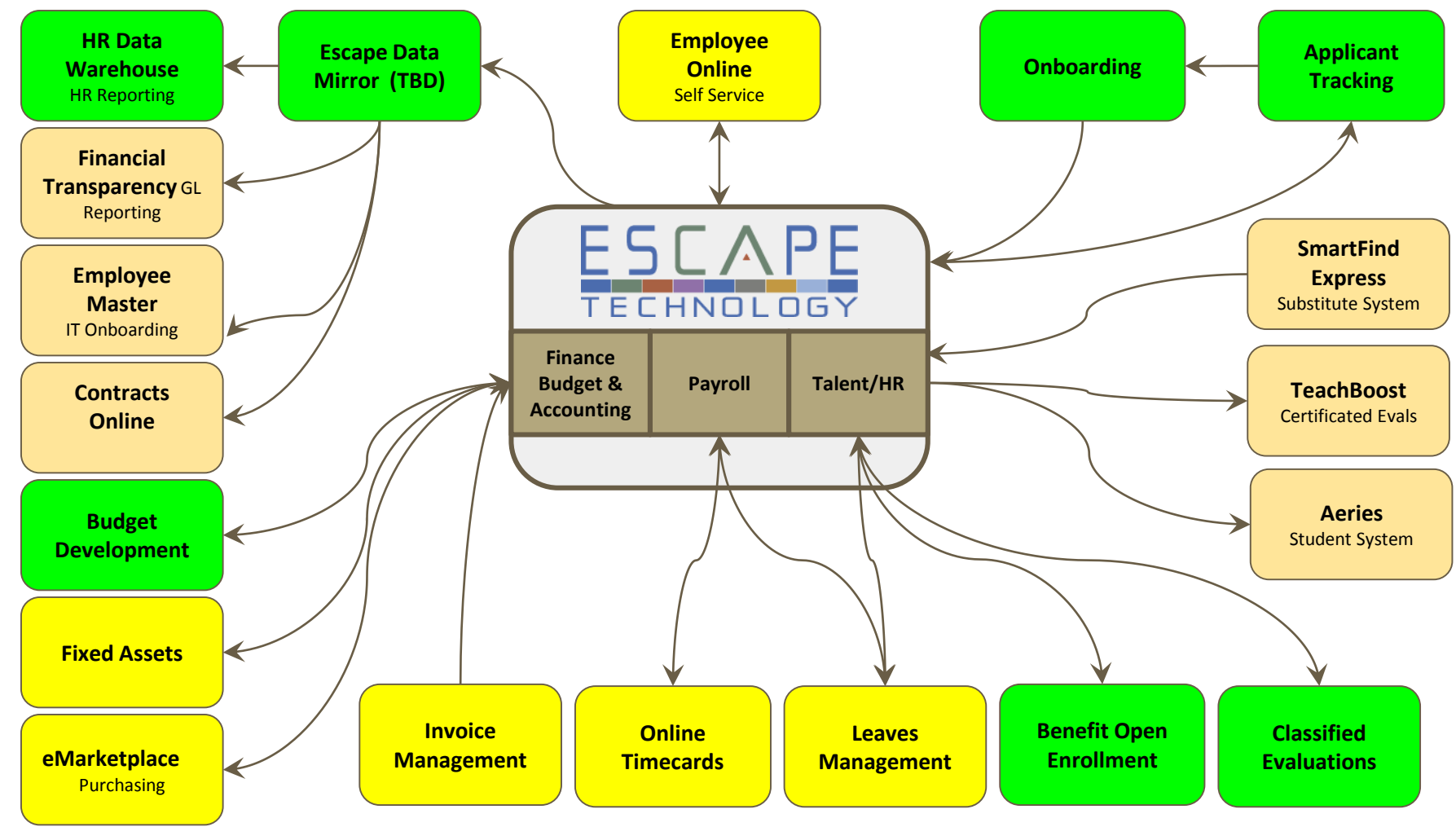
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Contact us for additional information [optional contact area]  
Phone: 510.555.5555 | Email: [info@ousd.org](mailto:info@ousd.org)



# APPENDIX

# OUSD EXTERNAL SYSTEMS ROADMAP <sup>(1)</sup>



Escape
3rd Party
Keep Existing

(1): Roadmap items pending deeper evaluation of 3rd parties and Escape

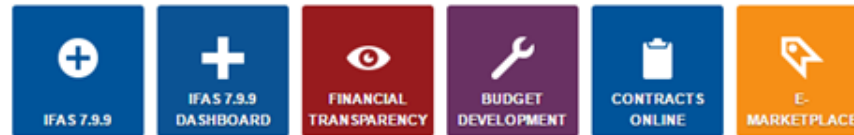
## PROGRESS SUMMARY - BUSINESS OPERATIONS PORTAL (IFAS replacement / Escape implementation)

Project Status	Project Overall (Green - On track)	Schedule (Green - On track)	Scope (Green - On track)	Budget (Green - On track)																																							
<table><thead><tr><th>Major Milestones</th><th>Due Date</th><th>Status</th></tr></thead><tbody><tr><td colspan="3">Phase 1: Evaluation and Selection Phase</td></tr><tr><td>1.Approval to proceed w/ Escape</td><td>7/27/16</td><td>Done</td></tr><tr><td>2.Complete Escape demo for user groups</td><td>10/12/16</td><td>Done</td></tr><tr><td>3.BOE Contract approval</td><td>10/26/16</td><td>Done</td></tr><tr><td colspan="3">Phase 2: Implementation Phase</td></tr><tr><td>4.System / Interface Design (11/15-1/25)</td><td>1/25/17</td><td>On track</td></tr><tr><td>5.Overview Training for Core team (Mar-Apr)</td><td>4/28/16</td><td>On track</td></tr><tr><td>6.System interface Setup</td><td>4/5/17</td><td>On track</td></tr><tr><td>7.Escape Launch</td><td>7/1/18</td><td>On track</td></tr><tr><td>8.IFAS Shutdown</td><td>9/27/18</td><td>On track</td></tr></tbody></table>			Major Milestones	Due Date	Status	Phase 1: Evaluation and Selection Phase			1.Approval to proceed w/ Escape	7/27/16	Done	2.Complete Escape demo for user groups	10/12/16	Done	3.BOE Contract approval	10/26/16	Done	Phase 2: Implementation Phase			4.System / Interface Design (11/15-1/25)	1/25/17	On track	5.Overview Training for Core team (Mar-Apr)	4/28/16	On track	6.System interface Setup	4/5/17	On track	7.Escape Launch	7/1/18	On track	8.IFAS Shutdown	9/27/18	On track	<table><thead><tr><th>Accomplishments</th></tr></thead><tbody><tr><td><ul style="list-style-type: none"><li>10/12 Last Escape demo for user groups (school clerical staff and principals) (milestone 2)</li><li>10/15 Started implementation of communication plan for multiple audiences</li><li>10/26 BOE approved ACOE/OUSD contract (milestone 3)</li><li>11/15 Started system / interface design sessions (milestone 4)</li><li>Started project kick-off sessions with every department (11/15-1/10)</li></ul></td></tr><tr><th>Upcoming Activities</th></tr><tr><td><ul style="list-style-type: none"><li>Continue Project kick-off sessions(11/15-1/10)</li><li>Continue system / interface design sessions (11/15-1/25) (milestone 4)</li><li>Escape system overview training for core team (Mar-Apr) (milestone 5)</li><li>System interface setup (milestones 6)</li></ul></td></tr><tr><th>Key Issues/Risks to Raise</th></tr><tr><td><ul style="list-style-type: none"><li>None at this time</li></ul></td></tr></tbody></table>		Accomplishments	<ul style="list-style-type: none"><li>10/12 Last Escape demo for user groups (school clerical staff and principals) (milestone 2)</li><li>10/15 Started implementation of communication plan for multiple audiences</li><li>10/26 BOE approved ACOE/OUSD contract (milestone 3)</li><li>11/15 Started system / interface design sessions (milestone 4)</li><li>Started project kick-off sessions with every department (11/15-1/10)</li></ul>	Upcoming Activities	<ul style="list-style-type: none"><li>Continue Project kick-off sessions(11/15-1/10)</li><li>Continue system / interface design sessions (11/15-1/25) (milestone 4)</li><li>Escape system overview training for core team (Mar-Apr) (milestone 5)</li><li>System interface setup (milestones 6)</li></ul>	Key Issues/Risks to Raise	<ul style="list-style-type: none"><li>None at this time</li></ul>
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<b>Status Legend:</b>	At risk	Done
	On Track	Behind

# PORTALS

## FINANCE AND BUSINESS



## SCHOOL AND STUDENTS



## EMPLOYEE SUPPORT

