



## OFFICE OF EQUITY

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To: OUSD Board of Education  
From: Antwan Wilson  
Chris Chatmon, Deputy Chief of Equity  
Subject: **Update on Superintendent's Workplan 2c (Office of Equity)**  
Date: December 14, 2016

### Systemic Approach and Context

The Office of Equity is focused on improving system-wide culture, conditions and competencies necessary to advance equity for children and families situated furthest from opportunity. As part of the Superintendent's Workplan #2 Goal: *Quality Community School's* the Office is tasked with supporting all schools in implementation of the District's Equity Policy, specifically as it relates to outcomes for African American, Latino, English Language Learner, and Special Education students. The cross functional nature of the work is particularly focused on building strategy, processes and systems that eliminates the predictability of success and failure that currently correlates with any social or cultural factor as well as interrupting inequitable practices, examine biases, and creating inclusive & just conditions for all.

Our theory of action for addressing the issue of equity builds from Targeted Universalism and defines the solution in terms of honoring and exploring the unique intersection of one's gender and identity. As youth develop their adult identity, they contend with multiple identities — race, class, gender, sexuality — that intersect and have different implications both as sources of joy and vulnerability to negative societal norms and biases. Discovering and cultivating the unique gifts, talents and interests that every human possesses.

### 2016-2017 Work Plan & Goals

The Equity Office will be focused on campaigns to engage, encourage and empower students, families, and staff in creating their own solutions to reverse systemic inequities. Three principles will routinely guide leaders and participants in this effort to undo systemic inequities: Leverage Connectivity; Bias towards Action; and Safe to Learn Environment. Our goals for the 2016-2017 are:

- 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



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- Approved Equity and ELL Policies with clear administrative regulations and implementation plans to guide the work

### Programs for Equity

The African American Male Achievement Initiative (AAMA), which started in 2010 and has demonstrated significant success in improving outcomes for African American males (AAMs), and has drawn national attention as a replicable model for institutionalizing student and parent efficacy and dismantling barriers to achievement. This past October AMMA was featured as National Best Practice at the White House My Brothers Keeper What Works Showcase.

We are working to share what we have learned while fully respecting, supporting and benefitting from the diverse perspectives that other groups bring to the table. We are aware that what has worked for AAMs may not work for Latino males; what works for male students may not work for female students. Indeed Oakland's Unity Council leads a Latino Men and Boys Initiative with a unique strategy/model thus we will be challenging ourselves to re-examine our Manhood Development curriculum and pedagogy through the lens of sexual identity. Are we meeting the needs of African American boys who identify as gay, bi, or transgender? How well are we meeting the needs of African American boys from low-income families vs. higher income families? Hence we are focused on targeted strategies for other groups of students: an African American girls strategy, a Latino targeted strategy, Asian and Pacific Islander that to accelerate the educational outcomes of a subgroup, but also to inform the broader system on what is our collective responsibility to get resources to children that need them in different ways.

To that end, we have recently hired a Director of African American Girls and Young Women Achievement who will work to ensure equitable student level outcomes for AA girls. Despite the district's considerable progress in revamping the discipline system and deploying of a team of Restorative Justice Coordinators in middle and high schools, AA girls are still disproportionately suspended. Additionally, we will be conducting ongoing engagement with key Latino/a community partners around strategy for best supporting Latina/o students and have also initiated key stakeholder meetings to create job description for both the Latina/o Student Achievement Director position (Feb 2017) and API Student Achievement Director (April 2017). Our work now is to leverage relationships and best practices from all programs that have shown impact in disrupting inequities in order to become more inclusive and to create structures and relationships that will strengthen our staff's opportunities to engage in a shared learning process with other adults in the system.



**Business and Operations Division**

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**To:** OUSD Board of Education  
**From:** Antwan Wilson, Superintendent  
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

**Subject:** **Business and Operations Portal – Progress Update** (Superintendent Work Plan 3c)  
**Date:** December 14, 2016

**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. Escape is the system currently used by a majority of school districts in Alameda County and by the Alameda County Office of Education (ACOE).
- We are providing an update and progress of activities completed and undergoing. This item is for information only (no decision) and to gather feedback.
- Project 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.



## Business and Operations Division

- The **goals of the 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
  - **Improving 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

## PROJECT STATUS

- **Overall:** Green, on track to plan
- **Schedule:** Green, on track to plan
- **Scope:** Green, on track to plan
- **Budget:** Green, on track to plan

- **Major Milestones:**

Major Milestones	Due Date	Status
<b>Phase 1: Evaluation and Selection Phase</b>		
1.Approval to proceed w/ Escape	7/27/16	Done
2.Complete Escape demo for key groups	10/12/16	Done
3.BOE Alameda / Escape Contract approval	10/26/16	Done
<b>Phase 2: Implementation Phase</b>		
4.System Design / Interfaces (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



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7.Escape Launch	7/26/18	On track
8.IFAS Shutdown	9/27/18	On track

- **Accomplishments:**
  - 10/12 Escape demo for group of clerical staff and principals (Milestone2)
  - 10/15 Started implementing communication plan
  - 10/26 BOE approved ACOE/OUSD contract (Milestone 3)
  - 11/15 Started System interface sessions (Milestone 4)
- **Upcoming Activities:**
  - System interface sessions (11/15-1/25)
  - Schedule 10-day system training for core team (Mar-Apr) (Milestone 5).
  - Project kick-off: Visiting every department meeting (11/15-12/13)
  - Prep data and gathering activities focus on next 3-6 months (Milestones 4,6).
- **Key Issues to raise:** None at this time



## Business and Operations Division

- **Project Timeline:**

Activity / Milestone <sup>(1)</sup>	Completion Date	Status
<b>1.Evaluation and selection Phase</b>		
1.Vendor assessment, evaluation	07/26/16	Completed
2.Approval to move forward with Escape	07/27/16	Completed
3.BOE Contract Approval	10/26/16	Completed
<b>2.Implementation Phase</b>		
4.System Design (interfaces)	01/25/17	On Track
5.Training for Core team (Mar-Apr)	04/28/17	On Track
6.System interface Setup	04/5/17	On Track
7.Data Conversion	04/12/17	On Track
8.System Setup	04/26/17	On Track
9.HR Testing	12/18/17	On Track
10.Payroll Testing	05/21/18	On Track
11.Finance/Accounting Testing	05/30/18	On Track
12.School Staff User Training	07/1/18	On Track
13.ESCAPE OFFICIAL LAUNCH	07/1/18	On Track
14.IFAS Shut Down	09/27/18	On Track

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