

## PROBLEM

### REVOLVING DOOR OF SUPERINTENDENTS

- Over the past 20 years, Superintendents in Oakland only stay - on average - a little over 2 years.
- Over the past 20 years, the Superintendent who stayed the longest (over 3 years) was LOCAL, from Oakland.

### THE LAST SUPERINTENDENT USED OAKLAND KIDS AS A STEPPING STONE

- At \$400,000 is the 4th highest paid Supnt in California.
- Left us with lowest graduation rate in CA in districts with 35,000 students.
- Left us with a \$14 Million deficit.
- Ballooned Central Office - 26 ppl make over \$200,000 while schools face budget cuts.

## OPPORTUNITY

### ★ J4OS: JUSTICE FOR OAKLAND STUDENTS COALITION FORMED

- Students, Parents, Teacher allies and organizations came together to raise our voices about the need for a new kind of Superintendent to fight for real equity and racial justice for Black, Brown and High-Need students!

### ★ 3,000 PEOPLE SIGNED THE J4OS PETITION

#### Qualities:

- Must be Local (deep roots in Oakland who knows and loves our kids and community)
- Long-term: will stay 5+ years or until the job is done

#### Will focus on:

- Ending the Schools to Prison Pipeline
- Stopping the proliferation of charters and reinvest in making all in-district public schools excellent
- Prioritize direct funding to schools for students with the greatest need - not in high salaries in Central Office
- Will support meaningful student and family engagement in school improvement and site-based decision-making

## DANGER

### FAKE ENGAGEMENT

- The Board will pretend to listen today - but will ignore community voice when it comes time to make the decision.
- The Board is just checking off the list that they did 'engagement'

### REAL ENGAGEMENT

- The Board will establish a committee on engagement
- The Board will report back to the community which criteria they are using to narrow the candidates (to see if they are using any community defined criteria)
- Stakeholders (students, families, educators) are on the interview teams for candidates



# A Revolving Door of Superintendents HAS LED OUSD TO FAIL A MAJORITY OF BLACK & BROWN STUDENTS

8 SUPERINTENDENTS IN 16 YEARS: MEANS THEY ARE MORE INVESTED IN THEIR NEXT CAREER MOVE - THAN IN OAKLAND YOUTH

## LESS THAN HALF OF BLACK AND BROWN STUDENTS ARE THRIVING

### AFRICAN-AMERICAN

**45% READING** At Grade Level : 2nd-5th grade (2013-14)  
**36% MATH** Middle School Proficiency (2015-16)  
**30% COLLEGE** A-G Completion (2014-15)

### LATINO

**33% READING** At Grade Level : 2nd-5th grade (2013-14)  
**45% MATH** Middle School Proficiency (2015-16)  
**44% COLLEGE** A-G Completion (2014-15)

### GRAD RATE

At 63%, Oakland has the lowest graduation rate in California of urban districts with more than 35,000 students (double digits lower than Fresno and Compton)

## SCHOOL TO PRISON PIPELINE

(2015-16)  
**1,584 SUSPENSIONS**

972 African-American  
 452 Latino



A student suspended is 2x as likely to be held back or drop out

(2014-15)  
**830 DROP OUTS**

294 African-American  
 357 Latino

Dropping out of High School makes it 4x as likely to end up in prison



## "FALSE EQUITY" GESTURES UNDER WILSON & OTHERS LED TO:

## INSTEAD WE NEED "REAL EQUITY" FROM A LEADER WHO:

### SEGREGATED SCHOOLS

"Oakland Public Schools Largely Segregated by Race and Class" KQED Forum 9/8/16

### ISLANDS OF EXCELLENCE - IN A SEA OF NEED

We need ALL of our schools and academies to get the resources they need to be excellent. Not just a few.

### TEACHER TURN-OVER

Teacher retention and lack of teacher support is a huge issue for our district.

### A TOP-HEAVY CENTRAL OFFICE

26 OUSD staff now make over \$200,000 a year and 130 staff make over \$150,000. And Central consistently goes over-budget.

### DISTRUST AND DISRESPECT OF COMMUNITY

Each new outside Superintendent believes they are the "EXPERT" and knows what is best for Oakland kids - ignoring voices of students, families, and educators

### PROLIFERATION OF CHARTER SCHOOLS



- 1/3 of schools in Oakland are charter which leads to too many schools.
- The Grand Jury Report revealed: 15 of 37 Charter schools perform below the OUSD average in Math and English.

**VS**

**BELIEVES IN OUR STUDENTS, PARENTS, AND EDUCATORS**

**STRENGTHENS DEMOCRACY**

Put trust, resources and decision-making in the hands of the people most impacted at the school sites.

**GETS REAL RESULTS**

Change takes time and courage. We need transformative change, not symbolic gestures and false promises of equity.

**PROVIDES REAL SUPPORT**

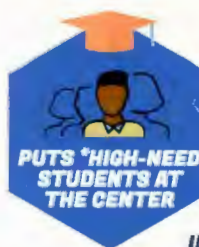
For Principals to be transformative, teachers to strengthen practice, and community to be engaged.

**ALIGNS DOLLARS TO NEED**

Align dollars to what the most under-served students and schools say they need - for all kids to learn.

**IMPROVES CULTURE**

Shift school climate so - all students get the social/emotional and health supports needed to feel safe, to heal, and feel cared for at school.



**PUTS 'HIGH-NEED STUDENTS AT THE CENTER'**

\*High-Need/High Opportunity students (those with the greatest barriers to success) includes: African-American, Latino, English Language Learners, Pacific Islander, Special Education, Newcomers, and other under-served students.

## WE DEMAND A LOCAL, LONG-TERM SUPERINTENDENT - THE FATE AND FUTURE OF OAKLAND DEPENDS ON IT

- ✓ SYSTEM-WIDE PLAN AND REAL RESULTS FOR BLACK, BROWN, AND ALL HIGH-NEED STUDENTS
- ✓ PRIORITIZE DIRECT FUNDING TO SCHOOLS - NOT IN HIGH SALARIES IN CENTRAL OFFICE
- ✓ DIVEST FROM SCHOOL POLICE - REINVEST IN RESTORATIVE JUSTICE AND REAL SCHOOL SAFETY
- ✓ DEEP SUPPORT FOR EDUCATORS: INCREASE PAY, TRAINING AND DIVERSITY
- ✓ KEEP CHARTERS THAT ARE WORKING FOR VULNERABLE KIDS - AND MORATORIUM ON NEW CHARTERS, MORE CHARTER ACCOUNTABILITY, AND REINVEST IN MAKING ALL IN-DISTRICT SCHOOLS EXCELLENT

**WHAT YOU CAN DO:**

**SIGN HERE**

<https://campaigns.organizefor.org/p/demandJ4OS>

**JUSTICE FOR OAKLAND STUDENTS COALITION**

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