## **DRAFT: 2017-18 Superintendant Work Plan**

Updated: August 2, 2017

KYLA DRAFT Superintendent Work Plan												
Goal	Deliverable	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
1. Fiscal Vitality	1a. Create comprehensive budget development calendar that integrates LCAP and constituent engagement [3a] & [3d]		х									
Board Policy on	1b. Create Enrollment Stabilization plan											
Results Based Budgeting	1c. Create 18-19 Budget Development Handbook to clarify and revise processes and procedures related to: Appeals, Special Education, and Newcomers)					х						
	1d. Create multi-year fiscal sustainability plans for: Food Services, Early Childhood and Special Education											
	1e. Implement recommendations of FCMAT and County of Alameda and update the Board on progress. [3b]											
	1f. Implement Board resolution to build a central administration facility at 1025 2 <sup>nd</sup> Ave [1ai]											
2. Access to Quality Schools  Policies on Equity, School Governance and Quality School Development.	Structural 2a. Create a <u>Blueprint for Quality Schools</u> to inform school portfolio and facilities recommendations for SY19-20 [1a]				X		X					
	Structural  2b. Use the "Oakland Public Schools Pledge" process to develop a plan to first, improve SELPA quality and increase OUSD customer											

	base. Second, a plan to ensure all students have equal access to quality programs for exceptional children (PEC) and quality ELL* supports at district and district-authorized charter schools [1b/c]						
	Instructional 2b. Accelerate percentage of high school students in Linked Learning Pathways [1di]						
	Instructional  2c. Accelerate student access to standards-based instruction, with a distinct focus on developing students' language and literacy skills across content areas [1diii] [2b]						
	Conditions  2d. Accelerate student access to safe and nurturing learning environments						
	Conditions  2e. Accelerate parent access to schools that promote meaningful parent engagement						
	Conditions  2f. *Formalize SEL practices that increase SEL competencies for students, teachers, staff and leaders at schools [1di]						
3. Organizational Resiliency Policy on <b>Equity</b>	4a. Redesign central office to embody cross-divisional collaboration, reflect key district priorities, and improve quality of services. [2c]						
Toney on Equity	4b.Revitalize continuous improvement processes and metrics to monitor quality of central office services and work towards creating a central office performance framework						
	4c. Perform annual reviews of employee productivity and work satisfaction to monitor OUSD Values-in-action						

BOARD DRAFT: 2017-18 Superintendent Work Plan		Presentation Date Overview - See Month by Month for Details & Other Items (Bold indicates Study Session)											
Goal	Deliverable	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	
1. Continue to Implement the Board Policies on	1a. Deliver a "School Portfolio Redesign Blueprint" and Master Facilities Plan that is programmatically aligned and based on thorough community input. ie. Strategy to maximize school quality for all district-run and charter schools, should include all systems, services, and practices.												
Equity and Quality School	1ai. Implement Board resolution to build a central administration facility at 1025 2 <sup>nd</sup> Ave.												
Developme nt.	1b. Deliver equitable and inclusive special education services across OUSD and district-authorized charter schools. (will COLLAPSE b and c)												
	1c. Using the "Oakland Public Schools Pledge" process to develop a plan to first, improve SELPA quality and increase OUSD customer base. Second, a plan to ensure all students have equal access to quality programs for exceptional children (PEC) and quality ELL supports at district and district-authorized charter schools.												
	1d. Program and Curriculum (shared with Goal 2)												
	1di. Support all schools and central office in the continued implementation of Measure N (Pathways), Measure G1, and increased social-emotional supports at school sites.												
	1dii. Support all schools in the development of Professional learning communities, early warning systems, continuous school improvement practices- including continual support to those schools engaged in the Intensive School Support process.												
	1diii. Support all schools to develop strategies to improve instruction and support to ELL and newcomer students.												

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2. Continue to Implement the Board Policy on School Governance	2a. Provide quarterly updates on each school's progress in each of the areas outlined in the School Governance Policy, namely student performance data (SPF), teacher retention data and strategies at-work, and Equity Policy implementation at each school site.								
	2b. Expand teacher planning time at all school sites to support continued development in Common Core State Standards and Social Emotional Learning (SEL) standards at all school sites, with a specific focus on underperforming schools.								
	2c. Reorganize Central Office to better support school sites and improved outcomes for students. Parity study and review of central office.								
3. Continue to Implement the Board Policy on Results Based Budgeting. Develop a sound local control accountabili ty plan and present a fiscally sound budget for the 2018/19 school year.	3a. Finalized budget development calendar and timeline (budget development guidelines) that guides the budget development process for 2017/18, 18/19, and 19/20.								
	3b. Implement recommendations of FCMAT and County of Alameda and update the Board on progress.								
	3c. Completed build-out and implementation of a reliable financial accountability system that supports a robust human capital data management system.								
	3d. 2018/19 Local Control Accountability Plan and Budget for Board Approval								