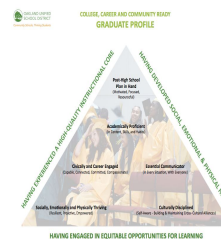


## **Working Document District Priorities 2017-2021**



### **Our WHY**

To ensure that all OUSD students find joy in their academic learning 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.

### **Our PURPOSE**

To become 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 VALUES**

- ❖ **Students First**
- ❖ Equity
- ❖ Excellence
- ❖ **Integrity**
- ❖ Joy
- ❖ Cultural Responsiveness

### **Our CORE RESPONSIBILITY**

- ❖ Ensure all students are college, career and community ready
- ❖ Ensure all students are proficient in state academic standards
- ❖ Ensure all students are reading at or above grade level
- ❖ Ensure all English Language Learners are reaching English Fluency
- ❖ Ensure all students are engaged in school everyday
- ❖ Ensure all parents and families are engaged in school activities

### **Our DISTRICT PRIORITIES**

*We must reimagine policies, processes, professional development, and practices to transform how people work in services of students and families with the greatest need.*

#### **Fiscal Vitality**

Ensuring a healthy financial district is critical towards providing the necessary resources and services to students with the greatest need. To promote fiscal vitality we must:

- Develop and execute a 4-year *Blueprint* to redesign the district portfolio of schools to increase resources to support quality resources
- Revise systems and processes to integrate the LCAP into budget development and prioritization calendar; ensure timely completion of budget prioritization to deliver a comprehensive proposed and adopted budget
- Revise systems and processes to promote collective fiscal responsibility

- Integrate budget engagement with key stakeholders into budget development and prioritization calendar to promote fiscal transparency (e.g., DBAC, PSAC, Executive Cabinet, and Executive Principals)
- Develop district-wide strategies to stabilize enrollment in targeted feeder pattern areas
- Build-out and implement a reliable financial accountability system that can support the rollout of a robust human capital data management system (Escape)
- Develop multi-year fundraising strategy to financial support LCAP

### **Access to Quality Schools**

Students, regardless of their background or zip code, deserve access to a high quality education. To ensure students with the greatest need receive a quality education, we must:

- Develop and execute a 4-year *Blueprint* to redesign the district portfolio of schools to accelerate access to quality schools
- Accelerate the percentage of high school students in Linked Learning Pathways
- Accelerate student access to standards-based instruction, with a distinct focus on developing students' language and literacy skills in every content area
- Accelerate student access to safe and nurturing learning environments
- Accelerate parent access to schools that promote meaningful parent engagement
- Accelerate SEL practices for students, teachers, staff and leaders at schools
- Accelerate school conditions that promote collaborative teacher leadership
- Accelerate school conditions that promote strong school governance: shared responsibility among adults and students for leadership and decision-making
- Accelerate data-driven decision-making around SPSA

### **Organizational Resiliency**

The bedrock of an effective organization is people. To create a school system that truly meets the diverse needs of all students and families, we must build an organizational culture that values divergent perspectives, where leaders, at all levels of the system, engage in authentic and creative problem-solving, decision-making, communication and mutual accountability. To promote organizational resiliency we must:

- Redesign central office to embody cross-divisional collaboration, reflect key district priorities, and improve quality of services
- Revitalize continuous improvement processes and metrics to monitor quality of central office services and work towards creating a \*central office SPF

- Build capacity of central leaders to promote shared leadership and decision-making among central teams
- \*Revitalize career ladders and succession planning for key certificated and classified positions
- Perform annual reviews of employee productivity and work satisfaction to monitor OUSD Values-in-action
- \*Design multi-year teacher retention strategies for hard-to-staff subjects (e.g., Special Education), specialized programs (e.g., Dual Language) and regions (e.g. West Oakland)

District Priorities	Y1: 2017-2018 Deliverables	Metric(s)
Fiscal Vitality	<ul style="list-style-type: none"> <li>- Create comprehensive budget development calendar that integrates LCAP and constituent engagement</li> <li>- Create Enrollment Stabilization plan</li> <li>- Create 18-19 Budget Development Handbook to clarify and revise processes and procedures related to: Appeals, Special Education, and Newcomers)</li> <li>- Create multi-year fiscal sustainability plans for: Food Services, Early Childhood and Special Education</li> </ul>	<ul style="list-style-type: none"> <li>- Timely completion of comprehensive 18-19 budget calendar</li> <li>- 85% of district budget aligns to LCAP goals</li> <li>- Certified fiscal interim reports</li> <li>- Approved 18-19 budget with xxx earmarked for district reserves</li> <li>- Increase 18-19 projected enrollment by xx%</li> </ul>
Access to Quality Schools	<ul style="list-style-type: none"> <li>- Develop strategy for <i>Blueprint</i> to inform school portfolio recommendations for SY19-20</li> <li>- Accelerate percentage of high school students in Linked Learning Pathways</li> <li>- Accelerate student access to standards-based instruction, with a distinct focus on developing</li> </ul>	<ul style="list-style-type: none"> <li>- Development of annual scope and sequence for multi-year <i>Blueprint</i> plan</li> <li>- State Dashboard and School Performance Framework</li> <li>- Key Performance Indicators/*2020 Goals</li> <li>- *Specialized School Data (Alt Ed, DL, etc)</li> <li>- *Subgroup Data (ELLs,</li> </ul>

	<p>students' language and literacy skills across content areas</p> <ul style="list-style-type: none"> <li>- Accelerate student access to safe and nurturing learning environments</li> <li>- Accelerate parent access to schools that promote meaningful parent engagement</li> <li>- *Formalize SEL practices that increase SEL competencies for students, teachers, staff and leaders at schools</li> </ul>	<p>AA, Foster Youth, SPED, etc)</p> <ul style="list-style-type: none"> <li>- *School Collaboration Indicators</li> <li>- *Teacher Dashboards</li> <li>- *Data from community engagement sessions</li> </ul>
<p>Organizational Resiliency</p>	<ul style="list-style-type: none"> <li>- Redesign central office to embody cross-divisional collaboration, reflect key district priorities, and improve quality of services</li> <li>- Revitalize continuous improvement processes and metrics to monitor quality of central office services and work towards creating a central office performance framework</li> <li>- Perform annual reviews of employee productivity and work satisfaction to monitor OUSD Values-in-action</li> </ul>	<ul style="list-style-type: none"> <li>- Central office redesign</li> <li>- Central department surveys</li> <li>- Annual employee reviews/exit surveys</li> <li>- Evaluation completion rates</li> <li>- Teacher Dashboards</li> </ul>

