



**OAKLAND UNIFIED
SCHOOL DISTRICT**

Community Schools, Thriving Students

Superintendent Report to the Board



Presented by :

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www.ousd.org



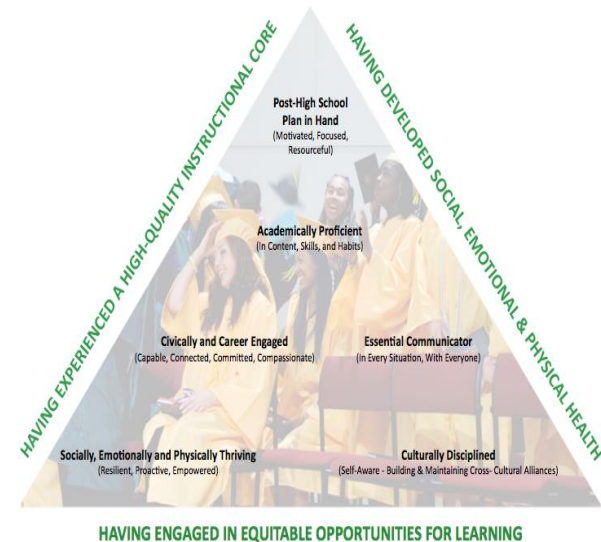
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Our WHY

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.

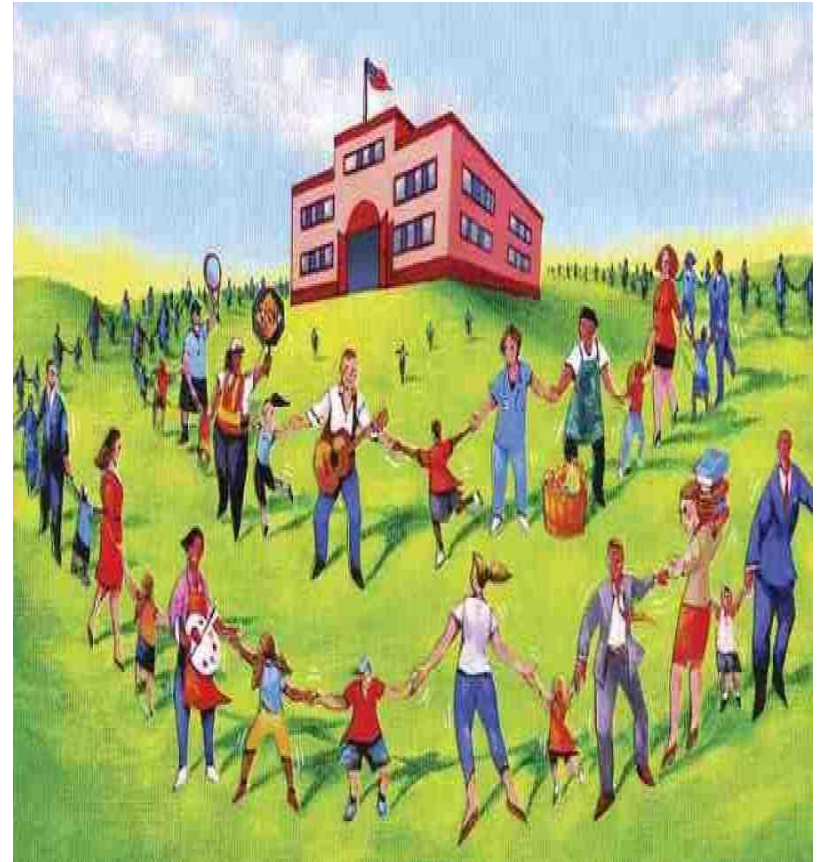


COLLEGE, CAREER AND COMMUNITY READY GRADUATE PROFILE



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 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



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

Our DISTRICT PRIORITIES

Fiscal Vitality



Ensuring a healthy financial district is critical towards providing the necessary resources and services to students with the greatest need.

Our DISTRICT PRIORITIES

Access to Quality Schools



Students, regardless of their background or zip code, deserve access to a high quality education.

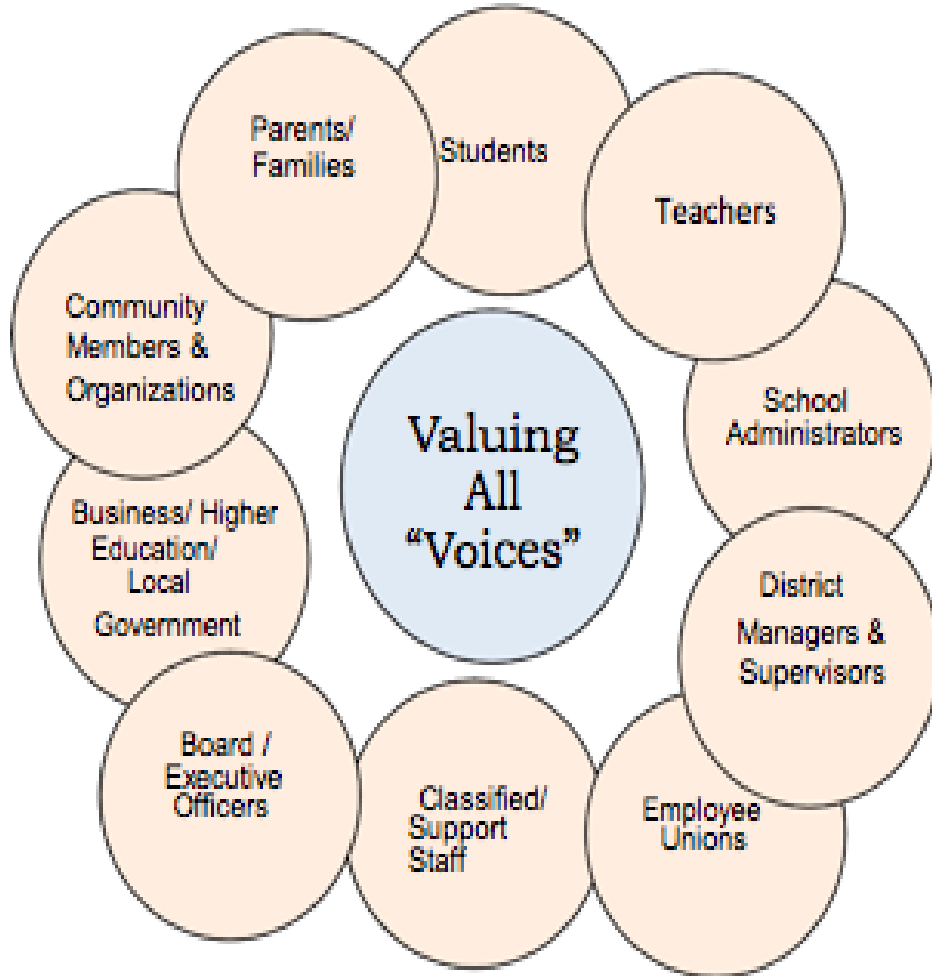
Our DISTRICT PRIORITIES

Organizational Resilience



The bedrock of an effective organization is people. We must build an organizational culture that values divergent perspectives, creative problem-solving, and mutual accountability.

Phase 1: Listen, Observe, Learn



Understand, appreciate and synthesize the realities as they really exist “on the ground,” through open-minded, respectful conversations with all stakeholders

Back-to-School Update



**OAKLAND UNIFIED
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Goals of Back to School Process

The goal of the Back to School (BTS) process is to ensure that all OUSD schools are ready to welcome families by the first day of school, to start the school year successfully. The following are key focus areas:

- 1) Recruiting and hiring: teachers, school leaders and other vital school staff;
- 2) Special Education needs: materials, staff, program support;
- 3) Enrollment management: student assignment, registration, waitlist management;
- 4) Facilities: capital projects, physical space improvements, custodial, deep cleaning, maintenance;
- 5) Technology needs: new employee system access, and needs and school systems support;
- 6) Fiscal Support: Budget, Procurement, Accounts Payable;
- 7) Master scheduling: Ensuring schools have class schedules ready for students;
- 8) Supplies, textbooks, and other materials





Back to School Process / Timeline



- **Apr - May:** Begin with the End of Year checklist that all school leaders complete
- **May - Jun:** Plan the Back to School (BTS) process
- **Jun - Aug:** BTS meetings, Network Leaders meet with Central departments to provide updates, develop and implement action plans, coordinate efforts, and raise issues
- **Aug 21:** Opening of Schools
- **Aug - Sep:** BTS Conference calls, Network leaders raise high priority issues and action plans are developed to immediately resolve issues
- **On-going:** New system to continue cross-departmental collaboration and improve services to schools



Results of Back to School Process

- Addressing operational issues during the summer while students are not in school
- Supporting principals with operational management of their campus
- Network Team receive updates on all work streams impacting their portfolio of schools weekly
- Constantly review the needs, plans and expectations of central departments. Identify systems issues and escalate if needed.
- Mindful that principals return to duty on Monday, August 7, expecting an increase in requests.





Progress Summary:

Project status: on track with scope and schedule ⁽¹⁾.

What are some of the key areas of focus?

- **●Enrollment /Registration:** On track to enrollment projection.
- **●Building & Grounds and Maintenance:** On track to complete 95% (2,562) high priority work orders by start of school.
- **●Capital / Facilities Projects:** 91% of 23 summer projects on track to be delivered on schedule. 9% (or 2 projects) has been delayed due to unforeseen conditions (Castlemont - library renovation and Skyline - roof. No impact to the start of school for both projects). Applied and received approx \$5.8M for Prop 39 Energy Efficiency project.
- **●Custodial / Deep cleaning:** 100% of schools and 100% of classrooms will be deep cleaned before start of school.



⁽¹⁾; Talent team will provide an update on recruiting, and staffing in a separate Board item

⁽²⁾: Just because a floor does not have wax does not mean the floor is not clean, i.e, the new flooring at Green Leaf has instructions that say do not put wax on those floors.



Progress Summary: *(Continued)*

What are some of the key areas of focus?

- **Transportation:** 100% of schools with approved bell times, coordinated with AC Transit and SPED vendors. Plan to complete transportation safety plans for 50% of schools by first day of school. Challenges with drivers shortage.
- **Special Education:** We started with 68 teacher vacancies this year. Current 16 teacher vacancies. 5 less vacancies than last year at this time.
- **Technology:** New employees are provided e-mail access prior to their hire date. Teachers entered in the Master schedule will have access to the student information system (Aeries). Aeries reopened ahead of schedule on Aug 3 (prior to the original Aug 7 target date). The Technology Services HelpDesk is available to assist any employees with questions regarding their system access.



Talent team will provide an update on recruiting, and staffing in a separate Board item



Next Steps

- Continue implementing back to school process into the beginning of the school year;
- As principals return to campus, complete walk-throughs with staff as needed;
- Continue providing updates to Senior Leadership and Board of Education.



Our Department Vision, Recruitment Team Focus and Goals

*We are committed to the belief that **all employees matter**. The success of every employee contributes to the success of every student*

*Our staffing efforts are focused on **retention** and **diversity***

*We seek to address the teacher shortage by recruiting diverse, local, talented teachers for students across OUSD with a long-term commitment to our community **by growing our own teachers***

*Our goal is to develop **local pipelines** and **'external pipelines'***

Local Pipeline Development

- **After school Program to Teacher Pipeline** - in partnership with Community Schools Student Services Department
 - First cohort of 5 launched June 2016 and second cohort of 10 launched June 2017
- **Substitute to teacher pipeline**, including for Classified candidates in partnership with the Talent Division's Substitute Office
 - Monthly Guest Teacher & Classified Sub Interviews
- **High school to teacher pipeline**
 - Working with Berkeley Community College, CSUEB and Skyline Education Academy
- **Parent/Guardian-to-teacher pipeline**
 - Identifying mid-career changers
- **Regular Recruitment Events in the Oakland Community** (that target both internal and external candidates (80 to 120 candidates at each event)
 - Partnerships with Substitute Office, Special Education, Adult Ed, Custodial Services, Nutritional Services, credentialing institutions, auxiliary programs like Reading Partners, afterschool programs, and career centers such as Unity Council and West Oakland PIC

Local Pipeline Development continued..

- **Support for Emergency Credentialed Teachers** (Partnership with Butte County)
 - Providing CBEST, CSET, RICA online test prep training support at community college prices or at no cost to OUSD staff (through grants)
 - Providing community college courses to transfer to AA, BA, or credential
 - OUSD staff can use units from these courses to move up in salary schedule
 - Two credential information sessions in the Fall and Spring
- **Targeted recruitment for future Special Education teachers/staff (Para-Educator/Instructional Support Specialist):**
 - Website created by former OUSD student with information regarding various jobs in special education
 - Monthly Special Education credential information sessions
 - 1:1 Coaching on various job opportunities in special education
- **Weekly Employment Information sessions** (free drop-in to receive resume coaching and information regarding job opportunities)
- **Weekly in-person informal test preparation**
- **1-2 Recruitment events monthly year round**

External Pipeline Development

- **Internet Based & National Recruitment Strategy**
- **Partnerships with organizations that are potential teacher pipelines** (AmeriCorps, YMCA, Playworks, Jumpstart, Reading Partnerships, Encorps, summer camp programs, etc.)
- **Incubate teachers through residency strategies**
 - Partnership with Reach Institute (We assist teachers in earning their credentials and helping to alleviate the process and cost)
 - Oakland International Pilot for Newcomer Teachers - Partnership between Oakland International and Reach Institute - serves teachers of Newcomer students
 - After School Program Pipeline - Partnership with AfterSchool Office
- **Partnership with Local and National Colleges and Universities**
 - Presentations - information about OUSD and how to apply
 - Mock Interviews
 - Class Visits
 - Student Teacher Pipeline
- **International Recruitment:** Partnership with California Department of Education program Spain and Mexico
- **Teach for America**

Overall Total: Classroom Teacher Positions & Selections as of August 4, 2017

Classroom Teachers	
Total Vacancies	427
Total Hires	394
Total Vacancies	33

Current Classroom Teacher Vacancies (by Subject)

**** 30 current ousd consolidated teachers in the talent pool as of August 4, 2017***

General Subject	FTE
Special Education	14
Computer Science	2
Biology	1
Physics	1
Physical Education	2
Multiple Subjects	10
Total	33

Principal Selections as of August 4, 2017

Principals	
Vacancies as of Aug '17	12
- Selected Candidates	10
Total Current Vacancies	2

Site	Name	Internal or External
Hillcrest	Maria McCormick	External
Peralta	Giselle Hendrie	External
Montclair	Recruitment in process (Retired administrator in place)	
Sankofa	Recruitment in process (Retired administrator in place)	
Manzanita SEED	Diane Lang	External
SOL	Katherine Carter	Internal
Grass Valley	Tammie Hollis-Prime	External
Allendale	Desiree Miles	External
MetWest	Michelle Deiro	Internal
Dewey	Darrell Ross	Internal
Skyline	Christina Macalino	External
Madison Lower	Sabrina Moore	Internal

Assistant Principal Selections as of August 4, 2017

Assistant Principal	
Vacancies as of Aug '17	14
- Selected Candidates	13
Total Current Vacancies	1

Site	Name	Internal or External
Franklin	Recruitment in process	
Lincoln	Sharon Travers	Internal
Futures	Linda Morgan	Internal
Skyline	Whitnee Garrett	Internal
Skyline	Kino Carson	Internal
Oakland Tech	Martel Price	Internal
Ralph Bunche	Donnell Mayberry	Internal
MLK/Lafayette	Renee Bullie	Internal
Elmhurst	Asmara Ogbai	Internal
PEC	Mary Busby	Internal
PEC	Jennifer Blake	Internal
PEC	Emily Zarnowiecki	External
PEC	Cary Kaufman	Internal
PEC	Rocquel Colbert	Internal

RETENTION IS THE BEST RECRUITMENT STRATEGY



EVERY STUDENT THRIVES!



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