



Superintendent Report to the Board



Presented by: Kyla Johnson-Trammell

September 27, 2017

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Priority Area:
Quality Community
Schools

Improve educational outcomes, specifically for,
African-American, Asian Pacific Islander, Latino,
English Language Learners and students with
special needs.

Presented to
Supt Kyla Johnson-Trammell
Presented by
Chris Chatmon, Deputy
Chief, Office of Equity

2017-18 Office of Equity Work Plan



- Improve educational outcomes, specifically for, African-American, Asian Pacific Islander, Latino, English Language Learners and students with special needs.
- Develop Equity Policy administration regulations that will inform the creation of a 3 year road map for the Office of Equity (Board Policy 5032)
- Increase Equity Consciousness through common language and strategies
- Learn about targeted groups and share best practices to inform the system
- Lead intentional cross-collaboration (Networks, Central Office redesign, schools, etc...)

Presentation Goals

- ❑ Review Office of Equity Work Plan
- ❑ Meet Office of Equity Lead Team
- ❑ Share West Oakland Strategy
- ❑ Invite to Office of Equity Reception



Working Toward Equity

OUSD holds the simple yet powerful belief that EQUITY is providing each student what he/she needs to achieve academically, socially and emotionally to graduate prepared for college, career and community success.



Eliminating the predictability of success and failure that currently correlates with any social or cultural factor



Interrupting inequitable practices, examine biases, and creating inclusive & just conditions for all



Discovering and cultivating the unique gifts, talents and interests that every human possesses.



Who is the Office of Equity

“From the depth of need and despair, people can work together, can organize themselves to solve their own problems and fill their own needs with dignity and strength.”

-- Cesar Chavez

Asian Pacific Islander Student Achievement (APISA) and Latino/a Student Achievement (LSA)



Goal #1

- Launch of APISA & LSA Task Force to Co-Develop Core Areas of Work and Leverage Community Expertise and Resource for Implementation.

Goal #2

- Completion of Listening Campaign to Inform APISA & LSA priorities and 18-19 budget development process.

Goal #3a

- Develop Work plan for Expansion and Re-Design of LMB & LSA Student Engagement in the Classroom, with Literacy Focus.

Goal #3b

- Develop work plan with RAD to obtain and evaluate disaggregated data on Asian and API subpopulations beyond existing racial and ethnic categories. Disaggregated data will be used to identify targeted strategies for closing educational opportunity gaps.

Asian Pacific Islander Student Achievement (APISA) Latino/a Student Achievement (LSA)

Goal #4

- Develop Work plan for LSA & APISA Educator Recruitment and Retention, in Collaboration with Talent Department.

Goal #5

- Successful Cross-Department Collaboration (with CSSS, ELLMA, Communications, CI, Teaching & Learning, and Operations)



African American Female Achievement (AAFE) African American Male Achievement (AAMA)



Goal #1

- Advance and increase the achievement of African American students in OUSD by repairing, restoring, revitalizing and reconstructing the educational success strategies of African American students through programs, events and activities that underscore social emotional learning tied to achievement.

Goal #2a

- Launch **Girls Leadership Teams** at
Martin Luther King Jr.
West Oakland Middle School
Frick Impact Academy
- Provide support for *McClymond's* Girls Groups

Goal #2b

- Cultivate Manhood Development Program
 - Student Leadership Council
 - ManUp Conferences
 - Story Nights / Family Literacy Nights



African American Female Excellence (AAFE) African American Male Achievement (AAMA)



Goal #3

- Provide Leadership to Cross-Department Collaboration and alignment with MLK, WOMS, McClymond's and Elevation Network (with RAD, CSSS, ELLMA, Communications, CSI, Teaching & Learning, and Operations)

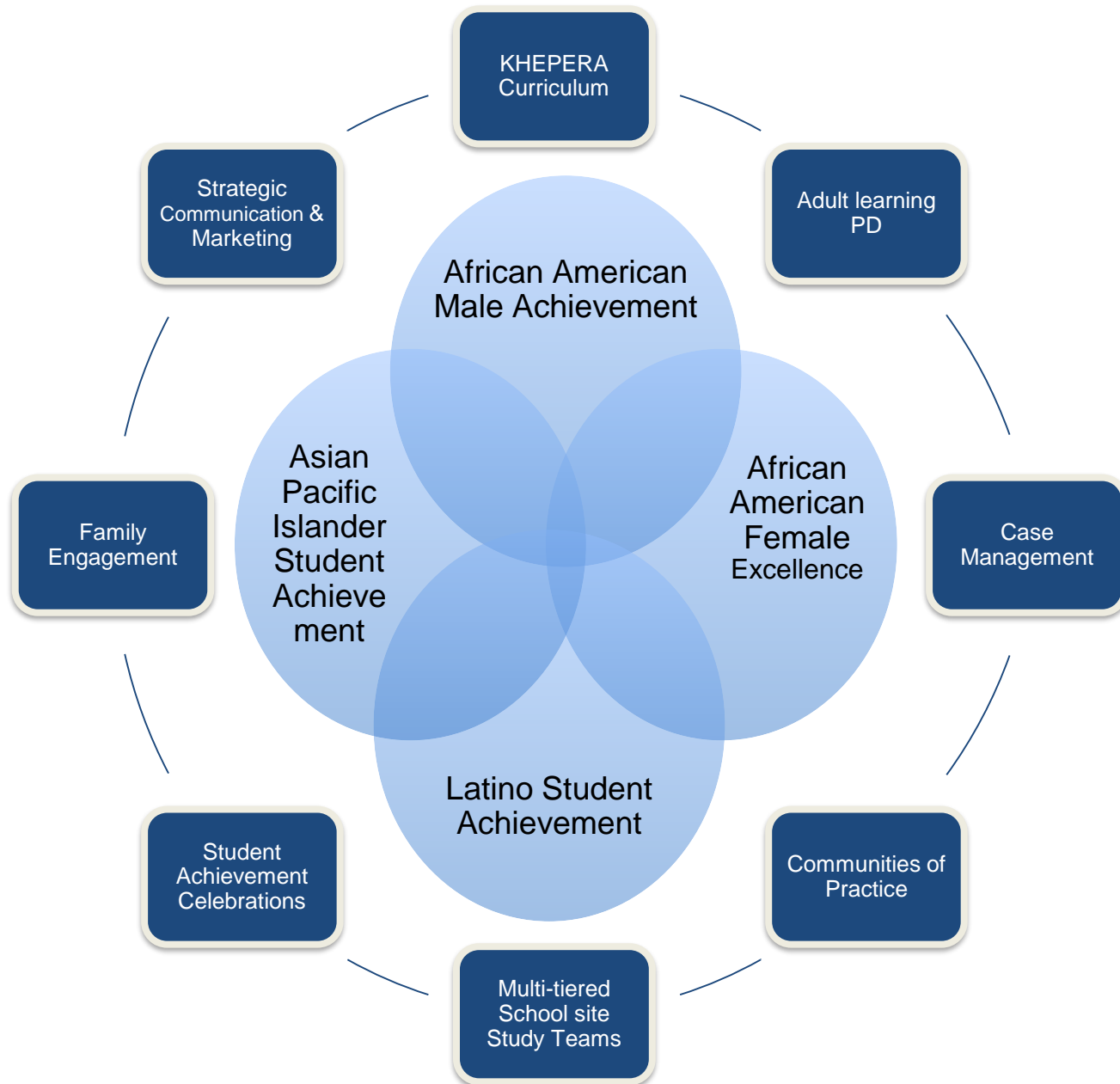
Goal #4

- Build, direct and lead educational, social emotional and culturally responsive strategies, and programming that will improve literacy, math, student engagement and restorative practices.

Goal #5

- Create and support curriculum that addresses achievement through a lens of culturally relevant pedagogy and rigor, centered through the lens of African American historical trajectory, with an eye towards the experiences of African American students and families.

Focal Network: African American Student Achievement West Oakland





Priority Area:
Quality Community
Schools

**It's important to know that Oakland is a
Sanctuary City and OUSD is a Sanctuary
District.**

*Presented to
Board of Education
Presented by
Nicole Knight, Executive
Director of ELLMA*

Sanctuary Resolution

Adopted: December 14, 2016

Board Office Use: Legislative File Info.	
File ID Number	16-2569
Introduction Date	11/30/2016
Enactment Number	16-1869
Enactment Date	12/14/2016 <i>AL</i>

Resolution 1617-0089, v3 - As Amended
On Floor - Adopted - 12/14/16

Memo

To Board of Education

From Antwan Wilson, Superintendent
Marion McWilliams, General Counsel

Board Meeting Date December 14, 2016

Subject Resolution Reaffirming District Facilities, Programs Are A Sanctuary for All Children and Adults

Action Requested **Approval of Resolution Reaffirming District Facilities, Programs Are A Sanctuary for All Children and Adults**

Background On January 9, 2008, the Governing Board of Education of the Oakland Unified School District enacted Resolution No. [0708-0139](#) entitled "Oakland Board of Education Commitment to the Education of all Immigrant Children" and the current Board of Education intends to amend, restate and re-affirm its intent with the enactment of this Resolution No. 1617-0089 ("Resolution");

Resolution Directives

“...report back to the Board of Education within 90 days of this Resolution’s enactment date and from time to time thereafter as requested”

- **Personnel shall not inquire about immigration status.**
- **Community Based Orgs:** Refer questions about immigration status to CBOs.
- **ICE:** notify Superintendent and Rapid Response Network of all requests for information, documents or visits.
- **DACA:** mitigate the negative impact of changes in federal immigration laws
- **Afterschool and service providers** will also follow the actions described herein.

Sanctuary District Task Force



**Mobilized volunteer
members of the OUSD
Community for
ongoing collaboration**

- ELLMA specialists
- Legal experts
- Restorative Justice staff
- Communications staff
- Community & Youth engagement
- Office of Equity

Staff Training


GRAY FOLDER



At the front desk of ALL school sites:

- Sanctuary Resolution
- Rapid Response hotline info
- Family preparedness plan
- ICE protocol
- Law enforcement contacts

VIDEO



OUSD staff **SHALL** 



☐ Contact the Rapid Response Network in the event of ICE activity.



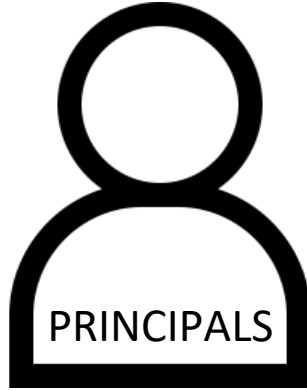
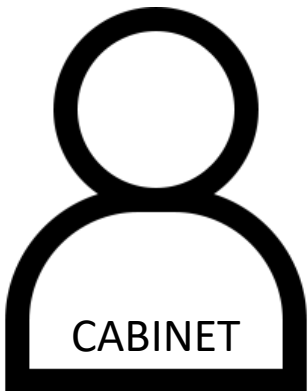
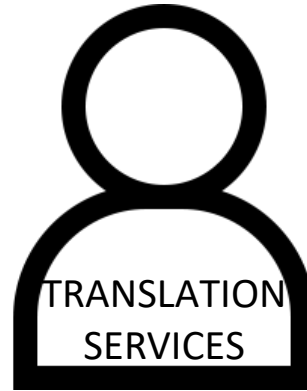
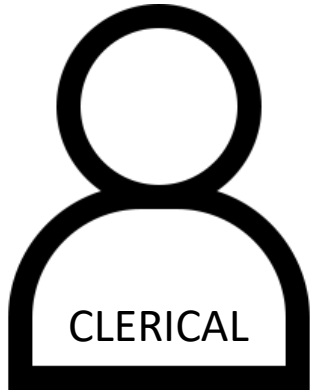
ACILEP is a partnership of Alameda County and community-based organizations across the Bay Area prepared to protect the rights of the immigrant community in the event of ICE activity, including free legal services for anyone detained.

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Audio visual presentation of:

- Sanctuary Resolution
- ICE protocols including scenarios and Do's/Don'ts
- Where to go for more resources and information

Who We Trained



Community Based Partners



**CENTRO LEGAL
DE LA RAZA**



67 SUEÑOS



OAKLAND COMMUNITY ORGANIZATIONS
Unlocking the Power of Oakland



IFDF

Immigrant Family Defense Fund



EAST BAY SANCTUARY COVENANT

2362 Bancroft Way Berkeley, CA 94704

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Communication

OUSD.org/sanctuary



- **Resolution & FAQs with translation**
 - Spanish, Chinese, Arabic, Vietnamese, Khmer
- **Video:** OUSD student voices
- **Training materials** for educators & staff
- **Community Resources** from partners
- **OUSD.org/DACA**: up to date resources and info on support within OUSD and from local legal and service providers.

OUSD Sanctuary in the News

Our proactive work has been highlighted by media outlets with far reach.

theguardian

The Mercury News
EAST BAY TIMES

EdSource



UNIVISION

KQED

SFGATE

EAST BAY
EXPRESS

OAKLAND SCHOOLS ARE SANCTUARY SCHOOLS



**YOU ARE
WELCOME
HERE**

:iam OUSD

Visibility Campaign
with posters in:

- English
- Spanish
- Chinese
- Vietnamese
- Arabic
- Khmer

Bringing Sanctuary to the Classroom



Participants Speak

"It made me feel less alone in the fight. I enjoyed the Danza Azteca and the breakout session learning about how to incorporate more social justice work in the classroom."

"I loved that the morning speeches were led by Gema and David- two amazing students! This was so wonderfully put together. It was organized and inclusive and powerful. I'm proud of OUSD."

"This is going to be a long term movement. Developing our own narrative and not always playing defense were some of my key takeaways."

Participants Speak



"My heart is still full and singing from the event on Saturday! The amount of passion, commitment, and leadership from not just OUSD staff, teachers and elected officials, but the youth!!!



Please continue to do what you are so brilliantly doing to reach out to community organizers, keep on providing the platform"

We also hear
educators asking for
more resources,
trainings and spaces to
develop what it means
for us to be a
Sanctuary District.

What comes next?

**Please share your
recommendations for
work around OUSD's
Sanctuary Resolution.**



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