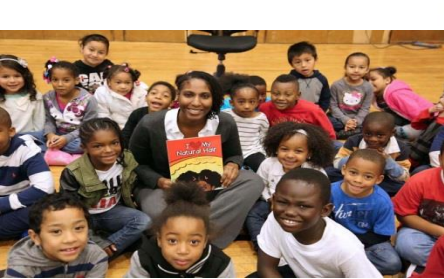




**OAKLAND UNIFIED
SCHOOL DISTRICT**
Community Schools, Thriving Students

Community Study Session about 18-19 Priorities and Central Office Redesign



01/18/18

www.ousd.org



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Study Session Goals



Participants will:

- Understand the current direction for reorganizing how central services are provided to students and school sites
- Learn from others about the impact of those services at your school and the district
- Share feedback about those services for our budget priorities

Community Agreements



- Keep Students at the Center
- One Mic
- Step Up; Step Back
- Tough on Problems; Easy on People
- Listen to Understand
- Honor the Agenda

Agenda

Items	Objectives
Opening by LCAP PSAC members	Welcome and introductions; state goals, share community agreements; review 12.18.17 session
School Board Welcome	Learn how session connects to Board's vision for shared decision-making in budget development
Presentation: OUSD Mission, Vision, & Priorities for 18-19	Understand Superintendent priorities for the 18-19 budget
Presentation: Central Office Reorganization Timeline	Understand the current direction for reorganizing how central services are provided to school sites
Community Survey	Learn from others about the impact of services at schools and district-wide, share feedback about those services
Closing	Share reflections and next steps

Report from 12.18.17 Study Session

12.18.17 Study Session

- Comments and Questions from Meeting Participants are available in English and Spanish at www.ousd.org/lcap under 12.18.17 Community Study Session
- Information from the meeting is included with the comments and questions. Additional feedback can be provided on the document or emailed to cintya.molina@ousd.org

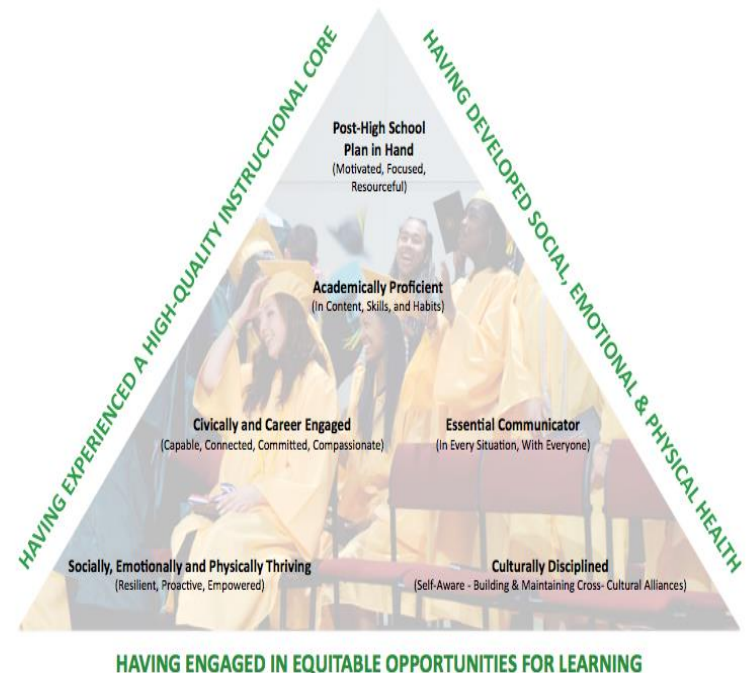
OUSD Mission, Vision, and Priorities

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.

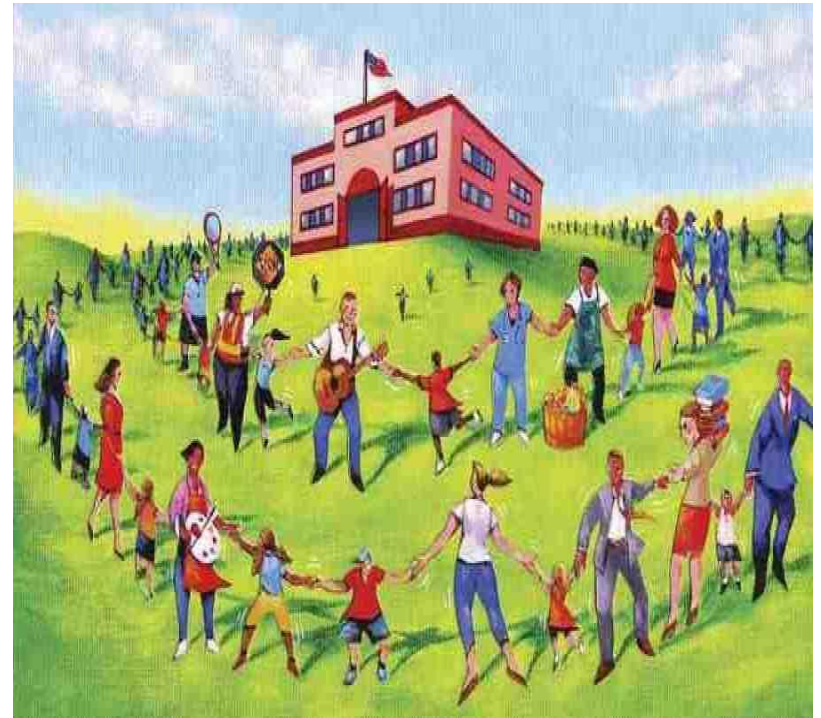


COLLEGE, CAREER AND COMMUNITY READY GRADUATE PROFILE



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 DISTRICT PRIORITIES



Quality Community Schools

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



Fiscal Vitality

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



Organizational Resilience

The bedrock of an effective organization is people. To promote organizational resilience we must ensure that OUSD attracts, develops, and retains top-notch talent in alignment with our core values and key district priorities.

Quality Community Schools



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

- ❖ Blueprint for Quality Schools Plan
- ❖ Rigorous and Relevant Learning
- ❖ Relationship-Centered Schools
- ❖ Robust Parent and Community Engagement



Fiscal Vitality



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



❖ Stability

- Meet Board Policy 3100 of 3% Reserve
- Institute budget monitoring practices

❖ Recovery

- Redesign budget development process
- Develop internal controls on spending & hiring

❖ Vitality

- Design recruitment plan to increase student enrollment
- Identify strategic areas to generate additional revenue

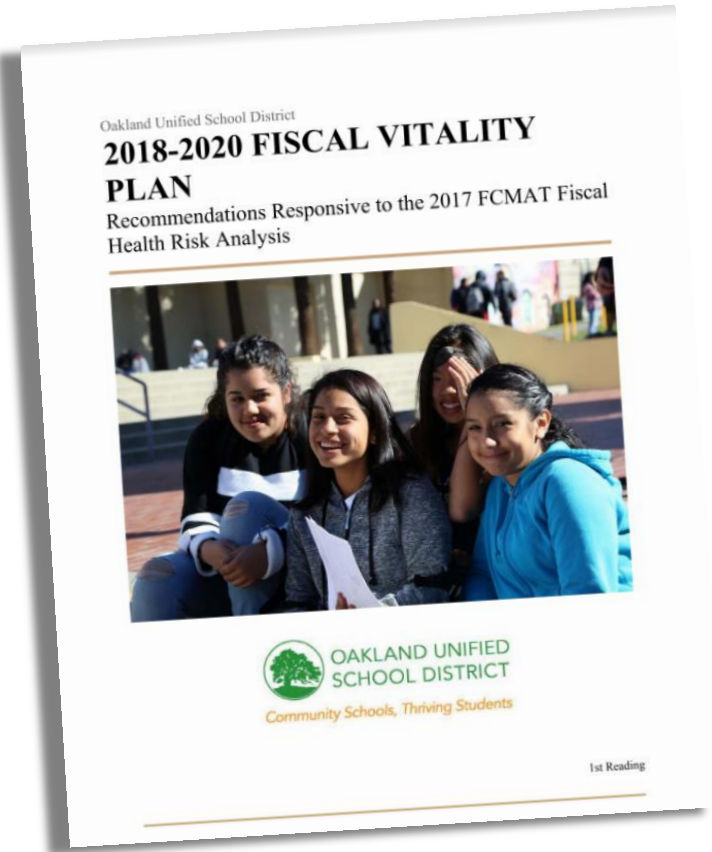
Fiscal Vitality



Want to Learn more about our
[Fiscal Vitality Plan](#)?



Visit:
ousd.org/fiscaltransparency



Organizational Resilience



The bedrock of an effective organization is people. To promote organizational resilience, we must ensure that OUSD attracts, develops, and retains top-notch talent in alignment with our core values and key district priorities.



- ❖ Recruit Diverse Workforce
- ❖ Reculture OUSD
- ❖ Redesign Central Office
- ❖ Retain Top-Notch Talent

Central Office Reorganization

Purpose of Central Office

Design a central office that is *intently* focused on supporting high academic achievement while serving the whole child, eliminating inequity, and providing every student with excellent teachers, every day.

- Align core functions to key district priorities to support mission and vision
- Provide quality central services and remove barriers from school sites
- Broker resources for school sites

We must stay within parameters of the Fiscal Stability Resolution approved by the OUSD Board of Education on December 13, 2017.

Central Office Redesign: Phase I

(2017-2018)

- Launch zero-based budgeting sessions
- Reconfigure central departments based on 17-18 mid-year adjustments
- Define departmental core functions aligned to mission, vision and key district priorities
- Begin process of redesigning departmental job positions to improve central office efficiencies
- Develop communication plan to inform and engage stakeholders

Central Office Redesign: Phase II

(2018-2019)

- Continue process of redesigning departmental job positions and core functions to improve central office efficiencies and quality of services
- Pilot central office LCAP strategic planning process to create central office department performance goals aligned to key district priorities
- Develop communication plan to inform and engage stakeholders

Central Office Redesign: Phase III

(2019-2020)

- Launch central office LCAP strategic planning process to create central office department performance goals aligned to key district priorities
- Revise departmental core functions to reflect Equity Policy
- Develop communication plan to inform and engage stakeholders

Questions and Comments



Questions and Comments

In groups of 3, share your response to the following questions: (5 minutes)

- **What stood out for you in the presentation?**
- **What questions do you still have?**

Questions and Comments with Superintendent Kyla Johnson-Trammell (15 minutes)

Community Feedback Segment

: iam OUSD



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