



Superintendent Report to the Board of Education March 14, 2018

OPENING REMARKS

Reiterate new purpose for Superintendent Report to share progress/updates on superintendent priorities: Fiscal Vitality, Quality Community Schools & Organizational Resilience.

Focusing on these priorities are in service of reaching our mission and vision of creating quality community schools where our students can thrive.

Vision: All OUSD students will 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.

Mission: 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.

FISCAL VITALITY

- Update on our searches for the CBO, CFO and Deputy Chief Facilities positions.
CBO: We had four applicants. Three were interviewed the week of March 5th. One candidate was recommended for a final interview which takes place Friday, March 9th. We are in the process of final steps for recommending a finalist.
CFO: Working in partnership with School Services of California, we continue to recruit and screen top candidates. Interviews are scheduled to start the week of March 19th. The goal is to select a finalist by the end of March.
DC Facilities: We considered a few qualified candidates. Selection of the finalist pending.
- **Fiscal Transparency. Online:** We continue to post all financial presentations and reports on the Fiscal Transparency site and are developing sections to present the 2018-19 budgets for schools and central services in an interactive dashboard and hopefully an interactive LCAP. **Offline:** Conducted presentations, community meetings, etc. with All-City Council Leadership, PTAs, PSAC, Oakland Democratic Club, etc.

QUALITY COMMUNITY SCHOOLS

- Update on Superintendent weekly school visits.
- Career Technical Education Incentive Grant Awarded to Oakland Unified Schools District (\$1.2M): The focus of the grant is the delivery and sustainability of high quality CTE Programs.
- Fruitvale Elementary School second grade teacher Audrey Smith has been nominated for the 2017-2018 national LifeChanger of the Year award.



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- Sponsored by the National Life Group Foundation, LifeChanger of the Year recognizes and rewards the very best K-12 educators and school district employees across the United States who are making a difference in the lives of students by exemplifying excellence, positive influence and leadership. Smith was nominated by her principal, Patricia Ceja.
- Smith supports new students who are learning basic English skills and welcomes every child with open arms. She also serves as the after-school Program Liaison Coach, where she coaches the teaching staff and assists with program coordination.
- School Breakfast:
 - Tuesday, March 6 At Futures Elementary School and Community United Elementary School, OUSD and the national anti-hunger organization No Kid Hungry are celebrating School Breakfast Week and announcing the expansion of our Breakfast Program in 23 schools.
 - The morning will start with Breakfast After the Bell - which ensures no student starts their day of studies hungry, and it will continue with activity stations and cooking demonstrations by chefs from across the Bay Area and the nation.
 - In the afternoon, at REACH Academy, No Kid Hungry, the youth empowerment organization, Generation Alive and hundreds of students will be packing **10,000 meals** for people in need. The REACH students raised \$1,000 to help pay for the meals. Generation Alive, which was started by former San Francisco Giants Pitcher Jeremy Affeldt, has been helping the students learn compassion and how to make a difference in the lives of others.
- Latino/a Honor Roll: This year we are honoring 3,254 Latino students in grades 6-12 with cumulative GPAs of 3.0 and above, on Saturday March 17, 2018, at our 18th Annual Latino Student Honor Roll. Due to space capacity, we are only able to invite our 1,146 students with cumulative GPAs of 3.75 and above.

ORGANIZATIONAL RESILIENCE

- BTSA Update
 - Current enrollment: 326 Participating Teachers (PTs) supported by 190 Coaches
 - Partnering with the New Teacher Center to conduct a comprehensive review of the program to determine strengths, areas for growth, high leverage next steps (data gathering includes enrollment data, examination of program structure/design, extensive mid-year surveys of Partner Teachers and Coaches, interviews with key district staff, field observations of coaching)
 - Beginning collaborative work to re-apply for the TSL: Teacher and School Leader Incentive Grant (last year's application missed funding by 2pts). Awards are up to \$5 million
- Organization Effective Office Update: Key highlights from the work of the office



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- Redesigned, reconceptualized and redefined “Leadership Towards Excellence” training to new focus: Navigating Change/Managing Conflict. 56 employees registered for training session; purposeful invites to clerical and classified staff members
- Held a clerical staff retreat designed to improve interpersonal communication skills using Social-Emotional Learning
- Holding ongoing Equity-based learning sessions for Crocker Elementary school parents, teachers, staff and other stakeholders
- Instituted Values Ambassadors: 12 employees across the organization implementing Values-based projects within their own business units
- Retention Survey
 - Overview
 - The First Annual OUSD Employee Retention Survey is a new survey designed to gather data on retention issues for all district employees
 - This survey has been co-constructed by OUSD employees, for OUSD employees and in partnership with our unions
 - We hope to learn more about the conditions, support, and needs of all OUSD staff to fuel continuous growth and improvement across the district. Survey questions relate to workplace conditions, professional development, housing, and other factors that impact all staff retention
 - Teacher retention is one of our areas of greatest need in our LCAP, and we are committed to understanding more about the factors that inform teacher retention in order to drive improvement
 - Logistics
 - The Retention Survey will open on March 26 and close on April 13. Staff will receive an email with a web link to complete the survey. The survey is completely anonymous
 - We are dedicated to ensuring that staff are able to complete the survey during the paid work day. Leaders across the district will be encouraged to devote 10-15 minutes of staff meeting time so that as many employees across the organization can complete the survey
 - The survey can be completed on smartphones, laptops, tablets, and desktop computers, both at home and at work. We are working to ensure access to the survey across all departments and school sites
 - Next Steps
 - We will produce and release a report of the results after the survey is closed so that stakeholders across the organization can learn from the survey as well
- Other Retention News
 - We are providing individualized counseling for all teachers with emergency permits, in addition to providing professional cohort mentorship and test prep, both in person and online. We have over 200 teachers with emergency permits across OUSD schools, but



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mainly in hard to staff positions like Special Education, Math, Science, Bilingual Multiple Subjects, Spanish, and PE. We are working to support and retain pre-credentialed teachers in order to grow local, diverse talent and ensure our students have high quality educators.

- We have four funded pipelines across the district to support a dedicated and diverse teaching staff long term who are committed to stay and growing in the district. Each program provides support, test prep, and tuition incentives for participants to earn a teaching credential:
 - After School to Teacher Pipeline (Community Schools & Student Services)
 - Classified to Teacher Pipeline (Talent)
 - Newcomer Teacher Pipeline (District wide, coordinated at OIHS by Sailaja Suresh)
 - Maestras Program through the Office of Equity to support a Latina teacher pipeline
- Leadership of these four pipelines will be coming together at a Pipeline Summit led by Tara Gard on March 16th to build coherence across our pipelines, as well as to be able to expand and deepen our reach and funding

CLOSING REMARKS

In closing, I want to remind families and staff that school begins earlier next school year. Our first day is Monday, August 13. If you'd like more information about next year's calendar, please visit our website ousd.org/newfirstday.

Everyday in OUSD staff has important work to do in service of our mission and vision. I, alone, am not enough to shift the tide from where we are, to where we want to be. The Superintendent is committed to share the wonderful work we are doing in our schools and across the district. We encourage our entire community to do the same. We want people to see the quality that already exists in our system as much as we can.

Comments:

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