



## Superintendent Report to the Board of Education April 25, 2018

### OPENING REMARKS

The purpose of the Superintendent Report is to share progress and updates on the Superintendent's 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

Ensuring a healthy financial district is critical towards providing the necessary resources and services to provide Quality Community Schools in every neighborhood so that students with the greatest need receive the resources they deserve. To promote fiscal vitality we must design and launch a comprehensive approach to fiscal management that ensures OUSD garners and deploys financial resources in a manner that is strategic, transparent and aligned to key district priorities. Here are some highlights of progress we are making in this goal area:

- **Leadership Vacancy Updates:**
  - Chief Business Officer position: New Chief Business Officer, Mr. Marcus Battle, begins May 29. We are very excited about Mr. Battle joining our team, and filling this position is another key step towards reaching our goals in the area of fiscal vitality. Marcus is an experienced and highly regarded Chief Business Officer, coming to us from the East Side Union High School District in San Jose where he has served as CBO over the past 7 years.
  - Chief Financial Officer (CFO) position: Working in partnership with School Services of California, we are beginning the final round of interviews. The goal is to select a finalist by the end of April.
  
- **Facilities Update:** Deputy Chief Timothy White has completed his first week with us. He hit the ground running and already met extensively with the fiscal and facilities team to begin assessing the status of our bond program budget and major construction projects. We will be presenting further information at the upcoming CBOC meeting and Board ad hoc Facilities Committee meeting, leading to an updated spending plan coming back to the full board by the end of the school year.



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- **Fiscal Transparency Website:** Please remember to visit our Fiscal Transparency Website to find financial data, presentations and other financial reports.

### QUALITY COMMUNITY SCHOOLS

To ensure that students with the greatest need have access to PreK-12 schools that provide quality academic and social emotional programs, excellent teachers and a nurturing learning environment to ensure that every student is college, career and community ready. Here are some highlights of progress we are making in this goal area:

- **Water Quality Update:**
  - Supervisor Wilma Chan is bringing a request for \$100,000 for water stations to the board of supervisors
  - We continue to implement Board Policy 3511.3. Although sites have been initially tested, site administration will continue to see further testing and possible removal of fixtures that are over 5 ppb (as stated in BP 3511.3).
  - McClymonds Water Quality Updates
    - **Replacement of shower heads in girls locker room:** As of the last report, repairs were completed in girls locker room. 100% of plumbing work now completed in girls showers.
    - **Replacement of shower heads in boys locker room:** Approximately 40% of shower heads replaced in boys locker room. Target date of completion for these showers is Friday, May 4th.
    - **Repairs in boiler room:** Repairs have been made to the boiler in the gym in order to supply hot water to both girls and boys locker room showers. All showers will be piped to the hot water source once installation of shower heads in boys locker room is complete in early May.
    - **Fountains and faucets in the main building:** Previous report indicated that two locations (sink in room 307, and sink in room 303) showed lead concentration levels of 7.8 and 9.7, respectively. These fixtures were removed from service pending repairs. Repairs to take place Monday, April 23rd.
    - Please see the [Water Safety Timeline](#) to see a list of all the repairs that have been completed at McClymonds since August 2016.
    - Check out the McClymonds Water Safety Web Page here: [McClymonds Water Safety: Data & Resources Webpage](#)
- **School Network Update:** In each Superintendent Report going forward, I will be sharing successes in 1-2 of our School Networks. The successes I share will be related to the work happening in the Networks toward achieving our LCAP goals for all our students:
  - GOAL 1: GRADUATES ARE COLLEGE AND CAREER READY
  - GOAL 2: STUDENTS ARE PROFICIENT IN STATE ACADEMIC STANDARDS
  - GOAL 3: STUDENTS ARE READING AT OR ABOVE GRADE LEVEL



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- GOAL 4: ENGLISH LEARNERS ARE REACHING ENGLISH FLUENCY
- GOAL 5: STUDENTS ARE ENGAGED IN SCHOOL EVERYDAY
- GOAL 6: PARENTS & FAMILIES ARE ENGAGED IN SCHOOL ACTIVITIES
- **Middle School Network:**
  - Goal 1: The Majority of Middle Schools have had the opportunity to take students to visit college campuses and to attend college fairs in partnership with the Oakland Promise Future Centers.
  - Goal 3: All middle schools are engaging students in reading campaigns this year and creating a lot of excitement around reading which is proving positive results in Scholastic Reading Inventory scores.
  - Goal 5:
    - 10 middle schools schools have taken students on outdoor camping trips in partnership with Bay Area Wilderness Training which has provided students without of the classroom experiences and relationship building to create more engagement in their overall learning experience.
    - Attendance teams at all of our middle schools this year are focusing on attendance gains which is leading to a decrease in chronic absences as compared with last year
    - Middle school suspension rates are down again for a second year in a row, including a reduction in the number of African American male students being suspended
- **Madison Park Academy College Acceptances for Class of 2018**
  - 74% of Seniors Accepted to Four Year Colleges & Universities
  - Of the 73 students, 54 have already been accepted to four year colleges and universities for the fall of 2018. Eight students, or 11% of the class, have been accepted to the University of California, Berkeley.

## ORGANIZATIONAL RESILIENCE

The bedrock of an effective organization is people. To promote organizational resilience we must continuously invest in building the capacity of staff as we work towards creating a high quality school system. Here are some highlights of progress we are making in this goal area:

- **Latino Teacher Pipeline:**
  - In an effort to reflect the cultural and racial diversity of our student population, Oakland Unified School District is redoubling its efforts to recruit Latino/a teachers. 45% of our students are of Latino/a heritage, but just 14% of teachers are Latino/a. Research shows teachers of color matter when it comes to engagement and success of students of color. Exposure to just one teacher of color in early elementary years profoundly impacts the motivation, aspiration and academic success of students of color.



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- The OUSD Office of Equity's Latino Student Achievement Initiative, in partnership with our Talent Department, is offering OUSD alumni, graduating college students, youth development professionals and classified staff a chance to take their careers to the next level by obtaining their teaching credentials. A select group of Latino/a candidates will join a cohort that will enter the credentialing process together with the commitment to teach in Oakland for at least five years after finishing the program.
- It's called *OUSD Grow Our Own: Maestr@s - Latino Teacher Pipeline* and the District is committed to offering a grant-funded scholarship to apply towards credential fees, CBEST/CSET test fees and credential program tuition. We will also provide test preparation resources, classroom readiness support, a peer learning and support community and assistance with job placement.
- Anyone interested is invited to a Maestr@s Orientation on Thursday 4:00-6:00pm, April 19 at the Lake Merritt Conference Room, Suite 640, OUSD Headquarters, 1000 Broadway
  
- **2018 Teachers of the Year:** Three teachers in OUSD schools are being hailed across Oakland Unified School District as Teachers of the Year for 2018. They are Micaela Morse from International Community (Elementary) School (ICS), Cassandra Chen from United for Success Middle School and Jah-Yee Woo from Oakland Technical High School. All three teachers are being recognized for their leadership and the innovative methods they use to foster learning among their students.
  
- **OUSD Employee Health Fair:**
  - There are two very important events that are taking place around our employees health benefits. The first is Open Enrollment. **Open Enrollment** is from May 1 to May 31st for all employees to have an opportunity to change their health plans should they desire. All changes during open enrollment are effective July 1st of the same year. Employees can choose between Kaiser and Sutter Health Plus.
  - Secondly, the **Annual OUSD Health and Wellness Fair** is right around the corner!  
**Date: Wednesday May 2nd**  
**Location: La Escuelita Elementary School, [1050 2nd Ave., Oakland 94606](#)**  
**Time: 2:30pm - 6pm**
  - The health fair will not only give employees the opportunity to make changes to their health plans but also:
    - Visit their Health Vendors (Kaiser, Sutter Health Plus, Delta Dental, VSP, United Healthcare)
    - Get more information on Voya Supplemental Life Insurance
    - Get more information on counseling services through the Hartford's Employee Assistance Program
    - Talk with Union Reps and Talent Division Staff



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- Get tested for Cholesterol, Blood Pressure and Glucose Screenings by certified nurses
- Chair massages
- Reiki and Aromatherapy
- Raffle Prizes!
- Information on Diabetes, Breast/Prostate cancer, Weight Watchers, etc.
- Talk to gym representatives from Planet Fitness, City Sports Fitness, and YMCA
- OUSD Produce Market and Cooking Demos
- Ride the OUSD Blender Bike and make a smoothie!
- Medicare 101 Seminars for potential retirees

### **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 the new first day or to download the full calendar, please visit our website: [ousd.org/newfirstday](https://ousd.org/newfirstday).

Every day 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 sharing the wonderful work we are doing in our schools and across the district. We encourage our entire community to do the same. Let's celebrate our assets and successes as much as we can!