



Superintendent Report to the Board of Education May 9, 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.
 - Chief Financial Officer (CFO) position: We conducted second round interviews with finalists. We are currently doing due diligence and vetting of finalist and plan to announce a candidate by the end of this month.

- **Fiscal Transparency Website:** Please visit our Fiscal Transparency Website to find updated financial data, presentations and other financial reports, including all information that was presented and discussed at the May 7 Board Retreat focused on the current status of the 2017-18 budget and information on the development of the 2018-19 Budget.

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:



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- **Water Quality Update:**
 - On May 1, the Oakland City Council voted to approve the purchase and installation of new hydration stations for 110 schools in Oakland Unified School District (OUSD). The vote will help ensure that students throughout the District have access to clean drinking water at school. Oakland's Sugar Sweetened Beverage tax, will provide \$371,000 in funding for the stations. Additionally, Alameda County Supervisor Wilma Chan will also allocate \$100,000 from Measure A discretionary funds. We thank the City Council and Supervisor Chan for their partnership and investment in our District.
 - 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**
 - We are 100% complete on the repiping of the gym. The connection of the showers to the hot water tank has been completed on May 3. We now have both hot and cold water in the boys and girls showers in the locker rooms.
 - Elevation Network & Risk Management provided the most recent updates to parents, staff, and community at McClymonds' community meeting on Thursday, April 26th. Representatives from EBMUD and Alameda County Lead Prevention Program were also on hand to answer questions from the community.
 - 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
 - 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
- **SCHOOL AREA OF FOCUS: High School Network & Linked Learning**
 - **Goal 1-Graduation Rates**
 - Graduation rates have increased for each of the past 3-years with an increase of 5% total from the class of 2014 to the class of 2016. More students are on-track since the Board's commitment to Linked Learning and we put resources behind our work with Measure N.
 - After 3 years of declining enrollment in 4-year colleges, we have



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increased the number of students enrolling in 4 year colleges by 4.8% A highlight within this data is that our students who are Latinx who enroll in 4-year colleges has increased from 18.8% to 24.9%.

Goal 2- Academic Standards/Pathway Participation

- The number of students enrolled in pathways from the 2013-2014 school year to the 2017-2018 school year has increased from 2,853 students (45.1% of all high school students) to 5,633 students (78.1% of all high school students).
- With this increase in pathway enrollment, the average GPA of students enrolled in pathways during the 2016-2017 school year was 2.76 while students not in pathways had an average GPA of 2.44, almost $\frac{1}{2}$ of a grade higher.

Goal 3- Reading Above Grade Level

- Our schools who've shown the largest increases for SRI from the Fall of 2017 to Midyear 2018 for percentage of students testing on grade level are as follows:
CCPA 6.3% growth
Life Academy 6.1% growth
MetWest 2.9% growth
Madison 2.3% growth
- For SBAC ELA proficiency, during the 2015-2016 school year, 606 students were proficient or above while during the 2017-2018 school year 649 students were proficient or above.

Goal 4- English Language Learner Fluency

- From the 2015-2016 school year to the 2017-2018 school year, the number of students who are English Learners enrolled in pathways has increased from 641 students to 1,404. An increase of participation by 33.2%

Goal 5-Student Engagement

- From the 2012-2013 school year to the 2016-2017 school year, the average attendance for students in pathways ranged from 94.8% to 96.7%.
- 68.4% of Special Education Students are included within our pathways.
- We tripled the number of African-American Males that are participating in internships.
- Expanded paid internship to cohorts of students from Bunche, Dewey, Castlemont, and McClymonds
- Doubled the overall summer internship program in one year

Goal 6- Family Engagement

- Crocker families and community went to Bridges Elementary on 4/28 to help clean the neighborhood and school. It was a beautiful event!
- Students from across the High School Network are engaging in presenting their Senior Capstone presentations. For the presentations, students are asked to research a topic relevant and interesting to their lives, write a research paper, and present to an authentic audience comprised of teachers, advisors, family members, and community



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professionals. The students cover topics such as Gentrification, Human Trafficking, Gun Violence and Educational Equity. This is a culminating event for our seniors who connect academic skills with a topic linked to their own personal passions.

- **A Linked Learning Delegation from Oakland was invited to speak before the Senate Career and Technical Education Caucus:** The goal of the visit is that Linked Learning and other high-quality college and career pathways are an important vehicle to ensure that all students are provided with a rigorous and responsible educational experience that will set them up for success in high-skill and high-wage jobs. The delegation is the first in five years of such delegations that will be entirely African American and the goal of the visit is to lift up successes in Linked Learning with an emphasis on the impact of Comprehensive Student Supports including but not limited to equity initiatives including African American Male Achievement.
- **Westlake's Jazz Band and Edna Brewer's Jazz Band** performed at Yoshi's on April 30, in celebration of International Jazz Day. Edna Brewer's Jazz Band was also recently recognized as the Outstanding Junior High Jazz Combo by the national jazz publication, Downbeat Magazine.
- **May Begins Month of Celebrating Educators Across the District:** On May 1, we joined districts across the nation in celebrating School Principals' Day and today (May 9) we are recognizing California Day of the Teacher and National School Nurse Day. The month of May honors many of our educators from teachers and principals to cafeteria workers, nurses and classified staff. I urge us all to celebrate our colleagues for enriching the lives of our students and making OUSD a great place to work. Please join me in deeply appreciating and celebrating them this month!

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:

- **Students First: The Talent Division, in partnership with Californians for Justice**, is modeling a central office department who is finding ways to positively and directly impact student growth and development. These efforts are designed to not only find ways to pull students into the hiring process of our staff but to help students learn what it takes to be prepared to enter into the workforce through resume reviews, interview techniques and presenting yourself when seeking employment. The following are a few examples of the work, and there is more to come:
 - **Ensuring Student Voice in Personnel Committees:** CFJ designing structures and training for students to take part in personnel committees. Pilot at Oakland Tech. Secondary schools will be formally structured for the 2019 hiring season with a Student Bootcamp led by CFJ.
 - **Students lead a section in the New Employee Orientation:** every other Friday where new hires learn about OUSD process, HR benefits, etc. Students will be the ones to share how they experience OUSD and how they expect employees to show up in their classrooms and at their schools. Students have designed a presentation and will present



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to new employees through the summer months. Our next step is our work with Preston Thomas to help facilitate some of the students work as part of their learnings in high school. Students training new employees begins July 1st.

CLOSING REMARKS

We are collective responsible for the narrative of OUSD. Please hold us accountable, but also we also need to share the good news and continue to get the word out about all the incredible work happening in our schools on a daily basis.

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.