

**Superintendent Report to the Board of Education  
June 6, 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, began May 30. Mr. Battle has a full schedule over his first few weeks with orientation to OUSD, meeting with internal and external constituents, getting up to speed with our budget, and hiring vacancies in the business and operations division.
  - Chief Financial Officer (CFO) position: The search process for the CFO position is extended for a couple more weeks to broaden the candidate pool. The finalists from the first round are welcomed to remain in consideration. Mr. Battle will take the lead on the next phases of this hiring process.



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### 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:**
  - Progress continues on the expanded sampling by EBMUD. EBMUD will only visit sites once, so the District is working on mapping fixtures, scheduling visits and contacting personnel. Site maps have been updated for the CDCs for fixture locations and six sites will be tested in the next two - three weeks. These sites are Manzanita CDC, Centro Infantil de la Raza, Yuk Yau, Bella Vista, Harriet Tubman and Jefferson CDC. TKs and Child Development Centers located on elementary school campuses will be tested at the time the elementary school is tested.
  - 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**
  - 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: **Network 4 Update**

- Cycles of Inquiry: All schools finished 5 Cycles of inquiry. In the inquiry cycles, each principal had to show how students are growing in a focus area (e.g. math performance, language and literacy performance)
  - Leaders from Fruitvale, Garfield, Laurel, Glenview, and Futures all presented their cycle of inquiry work aligned to teaching practices, leadership practices, and organizational practices that moved student achievement.
- Reclassification Data:



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- Futures 11% Growth
  - Fruitvale 2.5% Growth
- SRI (Scholastic Reading Inventory) Growth of 1+ Year or More from Fall to Spring:
  - Futures- 40% Growth
  - Sequoia- 45% Growth
  - Redwood Heights- 52% Growth
  - Piedmont- 30% Growth
  - Parker- 43% Growth
  - Laurel- 47% Growth
  - Glenview- 56% Growth
  - La Escuelita- 39% Growth
  - Franklin-48% Growth
  - Garfield- 46% Growth
  - Fruitvale- 43% Growth
  - Markham- 20% Growth
  - Joaquin Miller- 51% Growth
  - Community United- 40% Growth
  - Lincoln- 53% Growth
  - Allendale- 35% Growth
- Family Engagement Data:
  - **La Escuelita**
    - More than 1000 hours of volunteer work by 30 parents. Parents supported by reading in classrooms, making copies for teachers, yard and cafeteria supervision, and raising \$1500 to support attendance incentives.
    - The school provided 12 opportunities for families to understand how to support their student's learning. These workshops/opportunities mainly focused on literacy.
  - **Allendale**
    - 15+ Parents at Coffee and Tea that is held every month
    - Electronic Family Newsletter shows that 200+ parents are reading newsletter weekly.
    - Multicultural Festival held. Parents, students and community members participated.
  - **Futures/CUES**
    - 12 parents on SIG Steering Committee helping transform the Lockwood Campus
    - Partnerships with West Ed to form Academic Parent Teacher Teams at Futures/CUES has increased parent participation, grade level standards and student academic achievement.



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- Attendance Data
  - Allendale's Chronic Absenteeism Rate is at a 3 year low of 11.2%, down over 5% from 3 years ago
  - Franklin's Chronic Absenteeism Rate is at a 3 year low of 8.3%
  - Lincoln's Chronic Absenteeism Rate is at a 3 year low of only 0.1%, the lowest rate in Oakland Unified!

### **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:

#### **OUSD Retention Efforts:**

- The inaugural OUSD Retention Survey - co-constructed by OUSD employees, for OUSD employees and in partnership with our unions - launched in mid April. It was designed to address retention issues for all staff across the District. 2,157 employees took the survey and we look forward to sharing the results with all staff.

#### **OUSD Recruitment Events:**

- Upcoming Recruitment Events: June 13, July 11, July 25
- Other Recruitment Events:
  - Monthly Substitute Teacher Interviews
  - Monthly Special Education Credential Info. Session
  - July 26: Recruitment Event in San Jose focused on displaced credentialed teachers from Puerto Rico

#### **Outreach efforts and strategies:**

- Advertisements include: emails to all candidates who have applied to OUSD, calls to candidates, email blasts with East Bay Express, email blasts on LinkedIn, weekly advertisements publicizing events in the East Bay Express print edition, social media posts, calls with candidates and then sharing information about our upcoming events via email follow-up.
- Internet recruitment: post on OUSD Jobs Portal (Recruit & Hire), Craigslist, LinkedIn, Indeed, Idealist, iHire, Handshake, Edjoin



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- Targeted outreach to most qualified candidates in Recruit & Hire based on screening results. Once candidates are screened they are engaged by our team and sent directly to principals to support the interview & selection process.
- Sent Talent Recruitment newsletters to University Professors throughout CA advertising our hard to staff subject areas
- Emailing nearby non-profit educational organizations to advertise our events and job openings to increase diversity of candidate pool (e.g. College Track)
- Recruitment team Interviews featured on ABC 7, Univision, KCBS radio
- Weekly ad in East Bay Express

### **Other events:**

- ACOE Teacher Fair
- SFSU Teacher Fair
- National University Teacher Fair in San Jose
- Brandman University Teacher Fair
- Holy Names job fair
- Laney College job fair
- Alliant University job fair in SF
- TFA job fair
- BAYAC, AIM High, BATTI Presentations
- Education Week on-line job fairs
- Visiting Teacher interviews w/Spain and Mexico (via Skype) -- hired 6 visiting teachers this year
- Mock interviews: Stanford, UC Berkeley, Mills College, and EnCorps.
- Unity Festival to recruit in the community

## **CLOSING REMARKS**

We are collectively responsible for the narrative of OUSD. We 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](http://ousd.org/newfirstday).