



Superintendent Report to the Board of Education August 8, 2018

OPENING REMARKS

Welcome to a new school year! We are looking forward to a great year for our students. I am very excited to be starting my second year as Superintendent. Last year we pulled through a number of challenges, together. I look forward to addressing many of the issues still before us in order to create a high quality, sustainable and equitable school district, again, together. While taking on what is oftentimes tough work, we must also continue to celebrate the successes of our students, staff and community. OUSD is a school district on the rise. Our latest graduation rates set record growth, bringing our four year cohort graduation rate to 70.3%!!! This significant growth is the result of a collaboration between our students, teachers, principals, high school linked learning central office leaders, our community (the voters and taxpayers who made Measure N possible) and a great citizen oversight body, the Measure N Commission. Thank you all. We are determined to continue this trend by serving the whole child through our community schools strategy with a steadfast focus on teaching and learning.

The purpose of the Superintendent Report is to share progress and updates on the Superintendent's priorities: Fiscal Vitality, Quality Community Schools & Organizational Resilience. We will remain focused on these three priorities over these next couple years to bring our schools and community to a place of improved organizational health.

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 ensure Quality Community Schools in every neighborhood so that students with the greatest need receive the resources they deserve. We began implementing our Fiscal Vitality Plan last year and it will continue to guide much of our work this year. To promote fiscal vitality we have taken on 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:

- **Chief Financial Officer (CFO) position update:** We are happy to announce the hiring of Ofelia Roxas as the new Chief Financial Officer (CFO) of OUSD. Ofelia will work closely with [Marcus](#)



OFFICE OF THE SUPERINTENDENT

[Battle, Chief Business Officer](#) to expertly plan, manage and organize our fiscal operations. Ofelia brings more than 20 years of experience in business, accounting and financial management to the District, including twelve years working in Northern California school districts and county offices like Stockton Unified, San Leandro Unified and the Contra Costa County Office of Education. Most recently, Ofelia served as the Senior Director of Fiscal Services for Vacaville Unified, overseeing all fiscal and business services.

- **Escape Update:** We have successfully transitioned to the Escape Financial System which has already allowed us to have better reporting and tracking.
 - Payroll was completed by OUSD and submitted to Alameda County on 7/25 for the 7/31 pay date as expected. Employee payroll checks, payroll vendor checks, direct deposit files and payroll vendor interface files were all provided to OUSD by ACOE on 7/25 and picked up by OUSD on 7/26/2018. OUSD mailed employee paychecks and payroll vendor checks out on 7/30/2018.
 - 2267 employees were paid for a total of \$8,613,085.07 gross earnings and \$5,910,548.69 net pay – 2063 direct deposits and 204 physical paychecks. This payroll included the second period of summer school, as well as the second period of those paid on 24 earnings periods and the first period of those employees who are paid on 12 pay periods.
 - On payday (7/31), a payroll triage was held by Talent, Payroll and Escape so employees would have a place to meet with team members to discuss their pay concerns. 8 employees visited the triage center and others either emailed and/or called the payroll team.
 - There were very minor issues where employees called, emailed or walked in and those issues were resolved quickly.
 - The Team expressed that there have been no problems found to this point that are related to either the implementation process or the Escape product, and feel that the payroll overall went quite well with the problems identified being those from mostly a data entry, or time card issues.
 - By all accounts, this is appearing to be a very successful launch and implementation. We still have one more hurdle with our first teacher payroll coming up in August but so far the team has performed admirably. We should all be encouraged by this good teamwork and collaboration.
- Thanks.

QUALITY COMMUNITY SCHOOLS

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

- **Graduation Rates on the Rise:** The California Department of Education released high school graduation rates for last year's graduating class of 2017 and OUSD is proud to highlight our District's continued improvement. The four--year cohort graduation rate in OUSD increased by 4.6 percentage points, from 65.7% to 70.3%. Not only are more students graduating in four years, but fewer students are dropping out, and more students are still enrolled toward graduation beyond four years of high school. This is heartening news for Oakland families and the entire community! Watch the [video](#) featuring Kyla Johnson Trammell.



OFFICE OF THE SUPERINTENDENT

- **Principal Leadership Institute Highlights:** The three day Summer Leadership Institute kicked off on July 30 with students from the All City Council leading the way! Special thanks to all the students who shared their personal stories and challenged OUSD educators to create cultural, social emotional safety, cultural belonging and connection. Our students provided us advice on how to create a welcoming and nurturing school community. OUSD leaders also engaged in looking at student data to inform standards based instruction and the implementation of language and literacy practices for all students. Finally, OUSD leaders engaged in identifying key areas of operational growth and success for the year.
 - 2018-19 New Principals include:
 - **Renee** Bullie, Sankofa
 - **Madeline** Noonan, Think College Now
 - **Lisette** Averhoff, Hoover
 - **Tammie** Adams, Horace Mann
 - **Eugene** Stovall IV, Fruitvale
 - **Rachel** Quinn, Glenview
 - **Anita** Summerlin, Markham
 - **Rocquel** Colbert, Parker
 - **April** Harris, Bret Harte
 - **Marcos** Garcia, United for Success
 - **Maya** Taylor, Westlake
 - **Alykhan** Boolani, Co-Principal of Life Academy

- **New Teacher Institute Highlights:** 260 New Teachers attended the 4 day New Teacher Institute. OUSD staff partnered with OEA, veteran teachers, Californians for Justice and other community organizations to design and deliver the trainings for new teachers on Conditions for Student Learning and Relationship Centered Schools (OUSD values, restorative justice, and positive behavior interventions), and Standards Based Instruction and Language and Literacy (content, curriculum and standards based instruction training).

- **Back to School Preparations:** All summer central office has held Back to School Preparations meetings with Network Leaders and Central departments to provide updates, develop and implement action plans, coordinate efforts, and raise issues for every school in order to ensure we are starting strong on Aug 13.
 - **Enrollment /Registration:** On track to reach our 18-19 student enrollment projection.
 - **Building & Grounds and Maintenance:** On track to complete high priority work orders by start of school.
 - **Capital / Facilities Projects:** 5 of 6 summer projects on track to be delivered on schedule. The incomplete project is at Frick where the gym will be closed until the end of September (the bleacher manufacturer had delays in production). The principal at Frick will support P.E. on the new turf field and in the multipurpose room.
 - **Custodial / Deep cleaning:** 100% of schools and 100% of classrooms will be deep cleaned before start of school.
 - **Transportation:** 100% of schools with approved bell times, coordinated with AC Transit and district vendors. Completed 100% bell times and 100% of programmed school safety plans. No anticipated driver vacancies.
 - **Special Education:** Currently there 24 SPED teacher vacancies. We started with 99 SPED teacher vacancies this year. Action plan is in place to address these vacancies.



OFFICE OF THE SUPERINTENDENT

- **Technology:** New employees are provided e-mail access prior to their hire date. Teachers entered in the Master schedule will have access to the student information system (Aeries). Aeries reopened on schedule on July 23. The Technology Services HelpDesk is available to assist any employees with questions regarding their system access.
- **Textbooks:** We are on track to have 100% of schools receiving their textbooks for the start of school.

- **First Day of School Plans:** On the first day of school I will visit 7 schools with board directors and the Mayor (Alliance/Elmhurst, Brookfield, CUES/Futures, Skyline, Sankofa) I will be observing classrooms, participating in a backpack give away, and speaking at a News Conference about our opening of schools.

- **Deputy Chief of Innovation position update:** We are in the interviewing process for this important position. This leader will continue to develop and implement the Blueprint strategy.

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 Recruitment Events:** OUSD’s Recruitment Team hosted three teacher recruitment events this summer on June 13, July 11, and July 25, all held at La Escuelita. In all, approximately 250 candidates attended these events and were able to connect with schools, learn about available teaching positions, and ask questions about credential pathways. Thirty to forty schools attended each event in efforts to find quality, well-qualified teachers who are a good fit for each of their school communities.

CLOSING REMARKS

We are collectively responsible to share our OUSD story -one of resilience, a school system on the right track and improving outcomes for our students. 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.

V3