

### OUSD Theory of Action:

The theory of action is a framework for the district to ensure that our policies, decisions, and work are aligned and drive toward the same outcomes for all students and families. This theory reflects the mission, vision, core beliefs, and values of the organization and is the foundation of our Strategic Plan and LCAP goals.

The Board of Education uses this theory of action as a macro-level guide to develop high-level policies which the organization operationalizes through design, decision making, and implementation. Embedded in the theory of action are key principles of creating a culture of continuous improvement, shared decision-making, equity, sustainability, scalability, fiscal and academic solvency, and maximizing the potential of every public school student in Oakland.

This theory of action enhances and builds upon previously adopted Board policies. The Oakland Unified School District (OUSD) has discussed and adopted policies related to shared, school-based decision-making in service of high quality teaching and student achievement. For relevant discussion references, please see our Results Based Budgeting (BP 3150), School Governance (BP 3625) and Quality School Development (BP 6005) policies, which can be viewed [here](#):

#	Short Description	Premise
1	Data-Driven Decisions	IF we consistently <b>apply quality data in making decisions about high quality and effective academic and social support</b> for students,
2	Maximize school site decision making	AND in service of high and equitable standards and outcomes for students, we <b>maximize school site-based decision-making regarding staffing, finances, calendars, and programs,</b>
3	High-quality Instruction	AND we ensure that there is <b>high-quality and effective instruction</b> in every classroom that results in high-quality learning for every student,
4	Diverse providers	AND to ensure high quality schools in every neighborhood, we <b>partner with diverse providers</b> in alignment with our policies,
5	Facilities	AND we ensure that all <b>facilities</b> are used in service of quality outcomes for students, including constructing and maintaining facilities in accordance with principles of sustainability,
6	Sustainable central office and portfolio	AND we apply data in ways that maximize fiscal and academic opportunities by operating a <b>central office and the number and type of schools that we can sustain over time,</b>
7	Community	AND we include and <b>partner with the community and families</b> to ensure quality options in each neighborhood throughout Oakland,
8	Equitable access	AND we prioritize <b>equitable allocation of resources across the district based on need,</b> recognizing that students come to school needing different resources and supports,
9	Then	THEN Oakland public schools will operate on principles of equity and ensure that all students have the academic, social, and fiscal supports that they need to succeed.