



**Superintendent Report to the Board of Education
May 22, 2019**

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.

OPENING REMARKS

The purpose of the Superintendent Report is to share progress and updates on our District Priorities: Fiscal Vitality, Quality Community Schools & Organizational Resilience and 12 major goals that are part of the [2018-19 Superintendent Work Plan](#).



Focusing on these priorities are in service of reaching our mission and vision of creating quality community schools where our students can thrive.

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FISCAL VITALITY

Ensuring a healthy financial district is critical towards providing the necessary resources and services to provide Quality Community Schools in every neighborhood. We continue to work 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 overarching highlights:

- **Fiscal Vitality Plan Update:**
 - **To stay updated on our financial work and progress**, please visit our Fiscal Vitality website (www.ousd.org/fiscalvitality) to view: Superintendent budget updates, Special Committee on Fiscal Vitality presentations as well as board presentations. If you are interested in obtaining more detailed financial information, please click the [Fiscal Transparency Link](#).
- **Leadership Changes:** In continuing our efforts to lead the District toward [Fiscal Vitality](#), there are two new leadership developments I want to share with you:
 - First, I am excited to announce that Preston Thomas will be our Chief Systems & Services Officer (CSSO). This new position will take on the systems change work necessary to address the long-standing issues affecting our schools in relationship to central office services and supports.
 - Second, effective yesterday, Monday, May 13, Chief Financial Officer (CFO), Ofelia Roxas has resigned from her position.

Chief Systems & Services Officer:

Preston, current High School Network Superintendent, has accepted my offer to serve as the CSSO. Pending Board approval of the job description on May 22, a start date will be determined for the work to begin as soon as possible. For sustainable change, I believe there is a strong need to provide leadership that can effectively bridge central office services with school sites. This position would eliminate our need for a Chief Business Officer.

Our central office redesign is focused on OUSD becoming a more effective organization with students at the center. Every recent assessment of OUSD has pointed to the need to bridge our fiscal, talent, academics, and school sites operations. The CSSO role will provide vision, strategy, and performance indicators for the work, and enhance customer service by building continuous improvement systems within and across business units. Together with the Alameda County Office of Education (ACOE) team, we will continue to focus on rebuilding our fiscal services processes, structures, and culture.

I will be sharing more with you in the coming days and weeks as this new position is implemented and communicated to all of our stakeholders. An external community announcement will be shared following Board approval of the CSSO job description on Wednesday, May 22.

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How we will manage this transition:

Preston will remain in his current position through the academic year. Regarding the High School Network Superintendent position, in partnership with Chief Academic Officer, Sondra Aguilera, we are planning for Preston's transition and hiring a successor.

Chief Financial Officer:

We appreciate Ofelia's service, especially during labor negotiations and transitioning to our new financial system. Ofelia asked me to share the following with staff.

"It is with deep regret that I submit my notice of resignation from Oakland Unified School District (OUSD). During the past year my tenure at OUSD has been nothing short of exciting, challenging and rewarding.

However, I have decided to pursue other opportunities. I am proud to have been part of such an outstanding team and I wish OUSD only the best in the future."

We wish Ofelia well in her future endeavours.

How will we manage this transition?

Senior Executive Director, Budget, Gina Murphy-Garrett, will continue to handle day-to-day oversight of the fiscal team, including budget development for 2019-20 as she is already leading these processes. We have notified ACOE and the Fiscal Oversight Trustee. They share the belief that between our staff and their team's critical assistance, our fiscal operations will be well supported during this transition. The ACOE team is housed at OUSD at least three days a week and are available remotely on other days to support our OUSD staff.

We are working to identify an interim fiscal leader to help accelerate change that is needed and to lay a strong foundation for future recruitment and retention of a permanent CFO.

I am confident that we are putting in place the right pieces to drive long-term, durable change in our District. On a day-to-day basis, it can be hard to see the long view. I know that we are moving in the right direction for the future of the District.

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:

- **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.

Network Focus: Alternative Schools

- **GOAL 1: STUDENTS ARE COLLEGE AND CAREER READY:**
 - In the 17-18 school year, graduation rates have increased across alternative education high schools for the second year in a row, with Street Academy nearly doubling its graduation rate increasing from a 33.3% cohort graduation rate in 16-17 to 63.3% in 17-18.
 - The dropout rate has decreased across all alternative education high schools on average between 15% and 20% over the past four years.
 - In 13-14, only one alternative education school had a pathway. In 18-19, all alternative education schools in OUSD have earned Linked Learning Silver Certification status by the Linked Learning Alliance, a statewide organization certifying the quality of Linked Learning pathways across California. OUSD's Alternative Education Linked Learning pathways have been featured in statewide publications on Linked Learning and are being cited as leading the path for best practices in building out pathways in an alternative school setting.
 - In Fall 18-19, 62.5% of Ralph J. Bunche students and 54.2% of Dewey Academy students who are participating in dual-enrollment programs for Fall 2018 are African American compared to the district average of 22.2%.
 - Twenty Dewey students are participating in an internship called Health Excellence and Academic Leadership (HEAL) at Highland Hospital, the first continuation school to establish this partnership. On average, 80% of students in Alt Ed programs have participated in work-based learning opportunities such as job shadows, career exploration visits, industry mentorships and internships.
- **GOAL 2: STUDENTS ARE PROFICIENT IN STATE ACADEMIC STANDARDS:**
 - Dewey Academy and Ralph J. Bunche Academy have seen a 6.3% and a 4.6% increase of students meeting the standard on the ELA SBAC.
 - Alt Ed Schools have been focusing on developing rigorous, high-quality standards-based instruction integrating in the pathway theme as a means to re-engage students in authentic and relevant learning. For example, students participating in Ralph J. Bunche's culinary program are developing "My Grandmother's Cookbook", where they are integrating in ELA standards through researching and writing about their family history and recipes. Additionally, students in Ruidsdale's Technology pathway have done a research project on how Oakland's housing crisis and designed and built a bike that generates power to distribute to local homeless communities.

- GOAL 3: STUDENTS ARE READING AT OR ABOVE GRADE LEVEL:
 - All Alternative Education principals and Instructional Leadership Teams (ILTs) have participated in six cycles of inquiries in 18-19 focused on literacy and standards-based instruction integrated into Linked Learning pathways, which included identifying a problem of practice, setting a student outcome goal, participating in learning walks, developing high-quality site-based professional development and analyzing student data to inform practice.
 - Ralph J. Bunche Academy has a 9% increase of students reading at or above grade level from 17-18 to the 18-19 school year
- GOAL 4: ENGLISH LEARNERS ARE REACHING ENGLISH FLUENCY
 - In a partnership between ELLMA and Alternative Education, Rudsdale Continuation expanded in 17-18 to develop an alternative newcomer program to specifically support older (16+) newcomer students, the first of it's kind in the state. They have been featured in [local](#) and statewide publications for the in depth work they are doing to support older newcomer students, who have had some of our highest dropout rates in the district. Rudsdale newcomer will be graduating it's fourth cohort of students this May.
- GOAL 5: STUDENTS ARE ENGAGED IN SCHOOL EVERYDAY:
 - All alternative education schools have robust wraparound supports for students as a means to increase student engagement and attendance, including: advisory structures, low teacher to student ratios, mentorship, case management, mental health supports, student leadership teams, internships, restorative justice and partnerships with local non-profits and industries.
- GOAL 6: PARENTS & FAMILIES ARE ENGAGED IN SCHOOL ACTIVITIES
 - All alternative education schools have an orientation in which families and guardians are an integral part of the entry process in order to support a successful student transition and to develop strong foundational relationships between the school and the family/guardians.
- **Dual Language Programs:** As we approach the final stretch of the 2018-19 school year, we are excited to share with you our bold vision for Multilingual Oakland! Our goal is to provide students from PK-12th grade with language learning opportunities that ensure equitable access to the proven academic, cognitive and social benefits of bilingualism. Our vision for all students includes:
 - Academic achievement - full closure of the achievement gap for ELLs & higher achievement for all.
 - Bilingualism and Biliteracy - full bilingualism for ELLs *and* students who speak English at home.
 - Cultural humility and competence - a heightened level of multicultural awareness and communication skills.

Here's what is already in place:

- **Eight Dual Language Schools:** 5 TK-5 schools (Global, Esperanza, ICS, CUES, SEED); 2 TK-8 schools (MLA and the emerging program at Greenleaf) and one 6-8 at Oakland SOL.
- **World Language programs** in four Middle Schools and eleven High Schools throughout Oakland.
- **3,174 students** enrolled in Dual Language programs in the 2018-2019 school year. That's close to 10% of OUSD enrollment!
- **134 California Seal of Biliteracy** will be awarded to High School graduates in 2019 (up from 87 last year), a 54% increase! Check out these stand-out schools:
 - The largest % goes to **LIFE ACADEMY**: 22 recipients or 35% of their senior class!!!
 - Followed by **CCPA**: 16 recipients or 25% of their senior class!!
 - The largest total number goes to **OAKLAND TECH** with 54 recipients biliterate in four different languages: Spanish, Chinese, French and Japanese!!!

Learn more about our goals and progress-to-date in this [graphic overview](#)

- **Oakland Goes Outdoors:** On Thursday morning, May 16 at the Children & Nature Network International Conference, leaders from Oakland Unified School District announced a new initiative to take all middle school students into the wilderness to give them educational experiences in nature. The OUSD initiative is called Oakland Goes Outdoors and it's made possible through a generous one million dollar grant through the San Francisco Foundation. Along with Bay Area Wilderness Training, the District will be able to ensure that every middle school student has at least one overnight outdoor experience during their years in grades 6-8.
- **2019-20 School Year Calendar Now Available:** On March 13, 2019, the Board of Education approved the 2019-20 school year calendar. Download your copy today, available in multiple languages at: www.ousd.org/districtcalendar

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:

Teacher Recruitment:

As of May 16, 2019, Eventrite RSVP link received 3,346 page views and 929 tickets were sold.

Since December 2018:

Eventbrite Survey Question	Total #	Notes
Currently holds a valid teaching credential?	176	We plan to work closely with each candidate to ensure that they have submitted applications & schools are reaching out to close vacancies.
Currently in a credential program	88	We plan to work closely with each candidate to ensure that they have submitted applications, schools are reaching out to close vacancies, and candidates understand their pathway to teaching.
Have at least a bachelor's	101	

School Leadership Recruitment:

There are currently 24 candidates who have passed PBI, 3-4 candidates who will attend the 5/24 PBI, and 11 candidates to be screened. There are 9 schools still looking for a principal to recommend (4 elementary, 2 K-8, 1 MS, 2 HS); 6 candidates have been accepted as the school's PRC recommendation; 1 candidate has taken an OUSD AP position.

Teacher/Employee Housing Options

Landed is on a mission to help educators build financial security near the communities they serve. One of the ways they do this is by providing down payment support and homebuyer education to help educators overcome a major barrier to homeownership. www.landed.com/signup

Since last fall:

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- **100** OUSD employees attended Landed's Financial Wellness Pop-Up in October
- **628** OUSD employees have had a conversation with Landed about their home buying journey
- **13** OUSD employees are currently in process with Landed
- **8** OUSD employees have purchased a home with Landed support, including Dewey Academy teacher and [down payment giveaway winner](#), Nestor Gonzalez!
- **2** Homebuying Workshops hosted at Skyline HS and MetWest

New Opportunities for OUSD Teachers & Staff

- **\$25,000 Down Payment Giveaway:** Bay Area educators can [enter to win our next giveaway here!](#)
- **Free financial coaching:** [sign up here](#) to confirm your eligibility and set up a phone call with our certified financial coach
- **Upcoming webinar**
 - [Homebuying 101 with Landed:](#) Wednesday, May 22 from 3:30 - 4:30 p.m.

Roomily (a housing match service) launched and is piloting their services with OUSD. Go [here](#) for more information on an Oakland Technical High School parent providing housing for current teachers.

Since the district-wide email went out on May 1st regarding Roominly, the general response has been overwhelmingly positive. A number of respondents are teachers themselves who are either commuting from far distances or are moving to Oakland from elsewhere and need housing. Others are home owners with rooms to rent out, some have rented before, others not. Many are willing to rent at below market rates to do so.

Here are the latest numbers:

Total responses	<u>88</u>
Renters	<u>45</u>
Home Providers	36
Want more info. (neither Renters nor Home Providers)	7

CLOSING REMARKS

We are collectively responsible for the narrative of OUSD. While we must hold each other accountable and continue to transform the system, it is equally important to share our good news--in public forums and in our day to day interactions-- as a reminder of the incredible work happening in our schools and across our district on a daily basis.