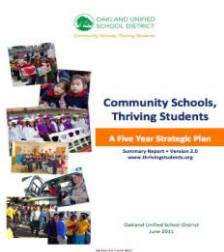


2020-21 Superintendent Work Plan



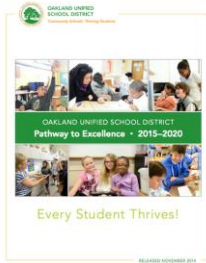
Setting a New Course, Grounded in the Past



2011-
2015

Community Schools, Thriving Students

2011-2015 Strategic Plan, lasting influence today



2015-
2017

Pathway to Excellence

Last Strategic Plan with goals for 2020



2017-
2020

District Wide Priorities

Focused on Fiscal Vitality, Quality Community Schools and Organizational Resilience



2019-
2020

Strategic Planning Process

Community & Stakeholder Engagement for a new Strategic Plan



2020-
2023

New Strategic Plan

Launch a new strategic plan with goals for 2023

OUR VISION

All Oakland Unified School District (OUSD) students will find joy in their academic 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.

OUR MISSION

OUSD will build 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.

OUR GRADUATE PROFILE

Resilient Learners | Collaborative Teammates |

OUR VALUES

- **Students First:** We support students by providing multiple learning opportunities to ensure students feel respected and heard.
- **Equity:** We provide everyone access to what they need to be successful.
- **Excellence:** We hold ourselves to uncompromising standards to achieve extraordinary outcomes.
- **Integrity:** We are honest, trustworthy and accountable.
- **Cultural Responsiveness:** We resist assumptions and biases and see the gift of every student and adult.
- **Joy:** We seek and celebrate moments of laughter and wonder.





THRIVING STUDENTS

Our students thrive when they have purpose, when they recognize that the way things are isn't the only way they could be, and when they have been equipped through a rigorous and liberatory education with the knowledge, skills, and dispositions to make things better for themselves and their communities.

THRIVING SCHOOLS

Our schools thrive when spaces are safe, welcoming to all and beautiful, and when principals, teachers, school staff and community lead together to provide the high quality learning experiences and personalized supports that students and families want and deserve.

THRIVING DISTRICT

Our district thrives when we are a united Oakland, when our employees and community find collective purpose in prioritizing and embracing all students, and when it functions smoothly, coherently, and effectively in service to all Oakland students, employees, and schools.

2020-21 Superintendent Work Plan

	THRIVING STUDENTS	THRIVING SCHOOLS	THRIVING DISTRICT
Goals	<ol style="list-style-type: none"> 1) Provide high quality instruction in a distance learning and blended learning 2) Assess and address learning and access gaps as a result of unfinished learning 	<ol style="list-style-type: none"> 1) Launch the reimagination of safe, healthy, and welcoming learning environments 2) Increase access to high-quality and nutritious food throughout OUSD 	<ol style="list-style-type: none"> 1) Provide quality, accessible and fiscally sustainable school options in every neighborhood 2) Create conditions for improved employee wellness 3) Improve central department service to school sites
Deliverables	<ul style="list-style-type: none"> • Distribute devices and internet access to every student with a demonstrated need • Develop a Learning Continuity and Attendance Plan • Develop a Disproportionality Plan • Reach agreements with labor partners around implementation of the goals for Thriving Students 	<ul style="list-style-type: none"> • Develop a District Safety Plan for all Schools and begin year 1 implementation • Increase participation rates in the school meal program (breakfast and lunch) • Open operations of “The Center”- Central Kitchen, Instructional Farm, and Education Center 	<ul style="list-style-type: none"> • Develop a Comprehensive Organizational Wellness 3-year Plan • Recommend Blueprint for Quality Schools Cohort Proposals • Recommend Amendments to BP 5116 (Open Enrollment) with short term and long term changes • Increase revenue generation from leases of property • Develop and Implement System for Quality Service to Schools Data and Improvement Plans • Develop a 2020-23 Strategic Plan

Performance Outcomes

(Targets subject to change based on alignment to adopted 2020 Learning Continuity and Attendance Plan)

Performance Outcomes Aligned to Learning Continuity and Attendance Plan	2020-21
Increase the percentage of students reading at grade level in kindergarten and first grade for all and targeted groups.	+5 percentage points (Fall 2020 to Spring 2021)
Increase growth on the annual ELPAC test and English Language Progress rates for English Learners and Long-Term English Learners	+2 percentage points (compare to 18-19 rates)
Increase graduation rates and A-G completion for all students & targeted subgroups	+2 percentage points
Increase daily attendance rates of students participating in learning (evidence of participation in online activities, completion of regular assignments, completion of assessments)	95% of students participating
Increase student & family connections with employees (evidence of engagement by engagement tracker, cost team service referrals, and virtual home visit)	95% of students engaged
Increase participation and satisfaction rates in Employee Covid 19 Survey	60% participation, +10 percentage points increase in satisfaction
Increase student access to devices and wifi for online learning	100%