

# 2020-2023 Strategic Plan Update



**November 12, 2020**

**Presented by Kyla Johnson Trammell, Superintendent  
Curtiss Sarikey, Chief of Staff**

**Why now?**

**Why not!**



Beloved Oakland, we remain undefeated.

Amidst times of great uncertainty and seemingly insurmountable challenges coming from all fronts, Oakland has never let up. From the unexpected and unprecedented impact of Covid-19, to the continued assault waged by systemic racism against Black and Brown bodies throughout this country, our resolve has been tested in ways never seen before.

Yet time and again, Oakland and our community of schools have risen together, with relentless courage, to face it all with a gritty, determined resilience to step into a better world. It is this spirit - this will - of the people that unites us and continues to move us forward.

The Oakland will is relentless, unshakeable, beautiful. It is Oakland.

Superintendent Kyla Johnson- Trammell

## WHAT WE HAVE ACCOMPLISHED SINCE JUNE:

June

During the Board retreat on June 19, 2020, a draft of the strategic plan was shared with the Board of Education. The board provided feedback on the strategic actions and on the engagement process moving forward.

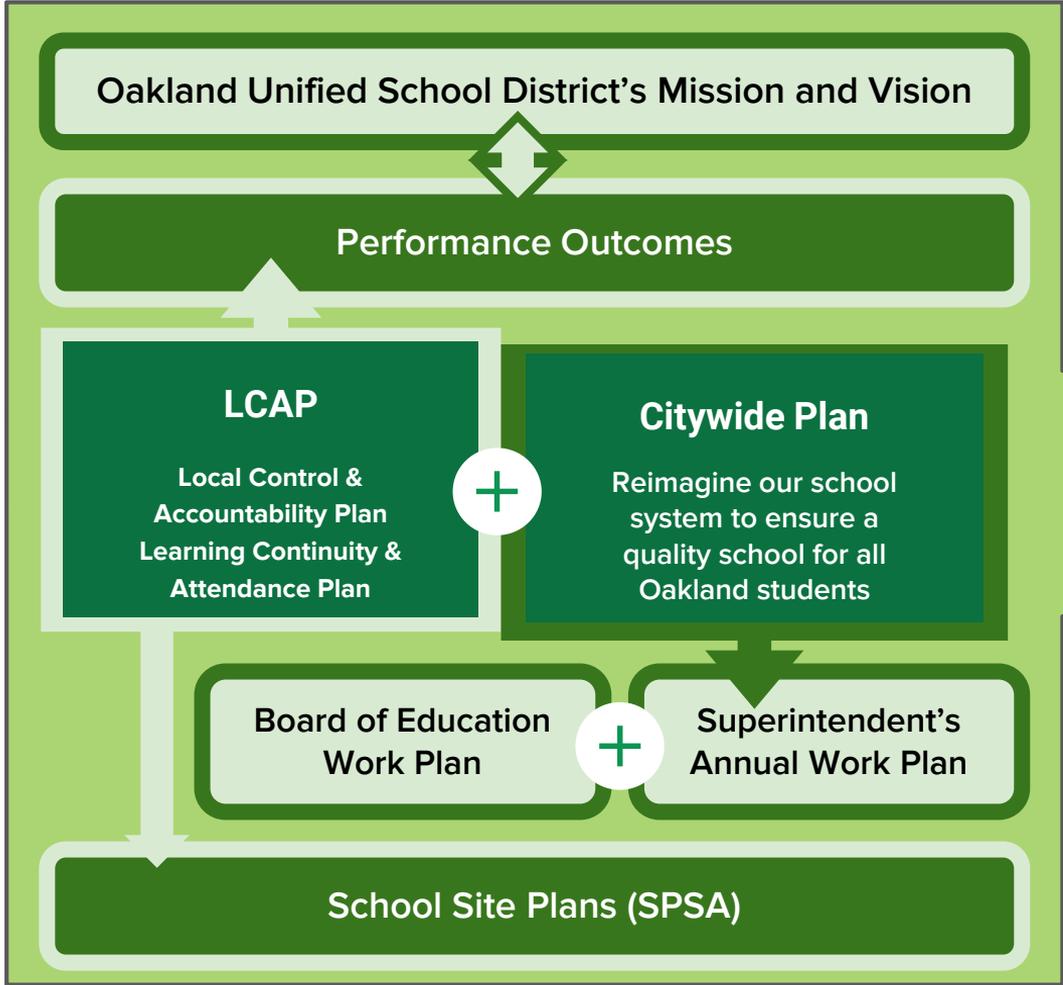
August - September

Designed a multi-pronged approach to gather feedback on the strategic plan, in the midst of COVID-19 pandemic and organizing for the start of the new year.

October - Now

Approach to engagement has included:

- Board members on regional engagements
- CBO-led feedback sessions
- OUSD Staff engagements
- Direct feedback to the Strategic Plan website.



## A CALL TO MOBILIZE:

We must use our Oakland will to mobilize as an entire city to focus on what is more important in addressing our equity gaps so that we can see all students thrive!





## 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.



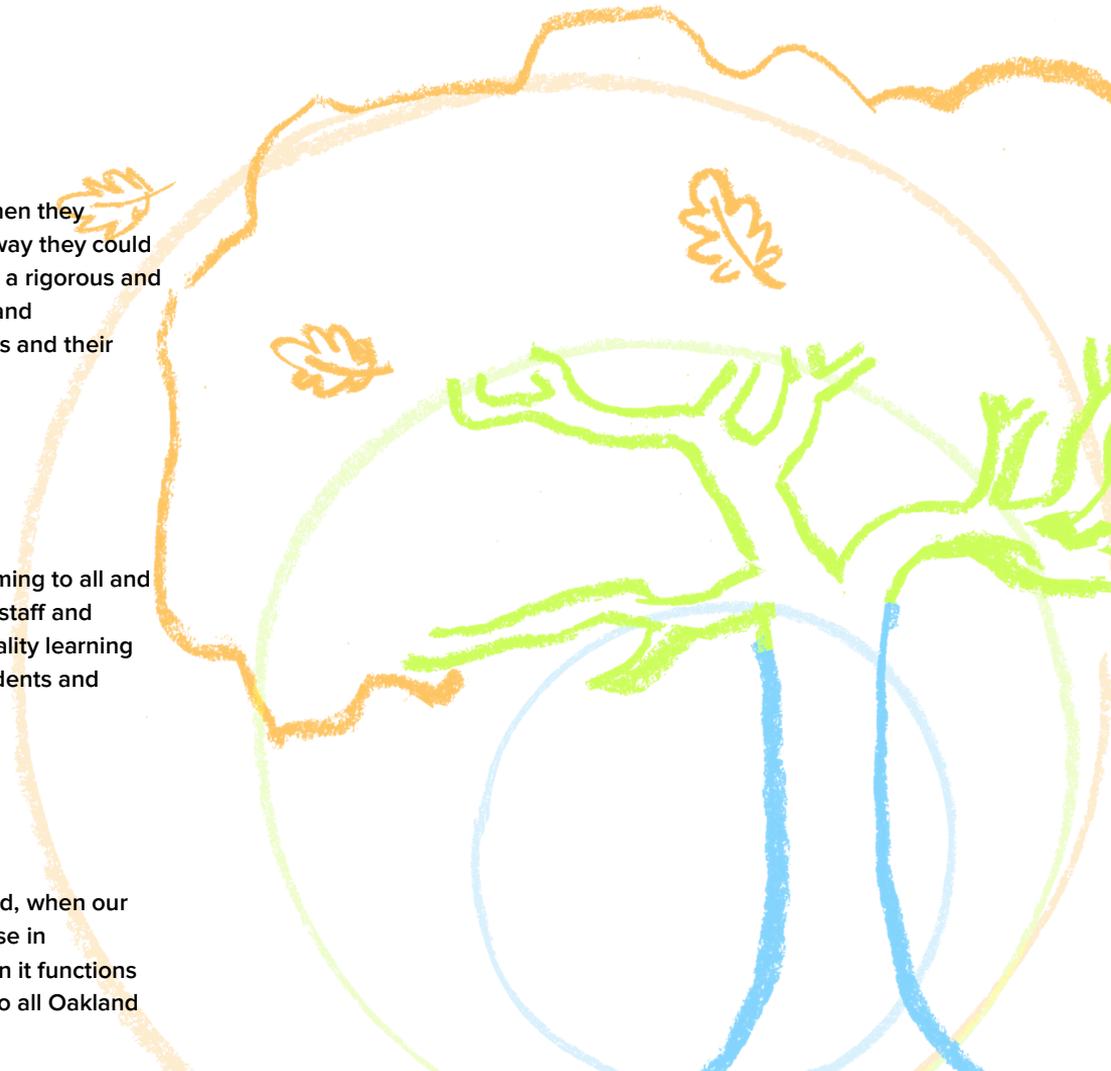
## THRIVING SCHOOLS

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.



## **OUR PRIORITIES AND POTENTIAL STRATEGIC ACTIONS:**

Oakland thrives when its students thrive. Students thrive when their schools thrive. And schools thrive when their district thrives.

### **PRIORITY**

### **PROPOSED STRATEGIC ACTIONS**

**THRIVING STUDENTS.**

1. CITYWIDE LITERACY CAMPAIGN
2. PERSONALIZED SUPPORT & MEANINGFUL INTERNSHIPS

**THRIVING SCHOOLS.**

3. REIMAGINING SAFE AND WELCOMING SCHOOLS
4. ENSURING NUTRITIOUS FOOD FOR ALL STUDENTS

**THRIVING DISTRICT**

5. INCREASE EMPLOYEE RETENTION AND DIVERSITY
6. TRANSFORM CENTRAL OFFICE SERVICE TO SCHOOLS AND COMMUNITY

# Using a multi-pronged approach to gathering feedback.



Partnerships with **Board members** on regional engagements

(3 regions so far  
~60 participants)

Partnerships with **Community Organizations** on feedback sessions

(10 Community Partner led engagements so far  
~450 participants)

**Staff & Student** engagements

(3 engagements so far  
~140 participants)

**Strategic Plan Website**

[www.ousd.org/  
Strategicplan2020-23](http://www.ousd.org/Strategicplan2020-23)

(~140 participants)

# WHAT WE HAVE LEARNED SO FAR

**USE THIS SLIDE IN LIEU OF  
PREVIOUS SLIDE**

## Strategic actions most often mentioned.

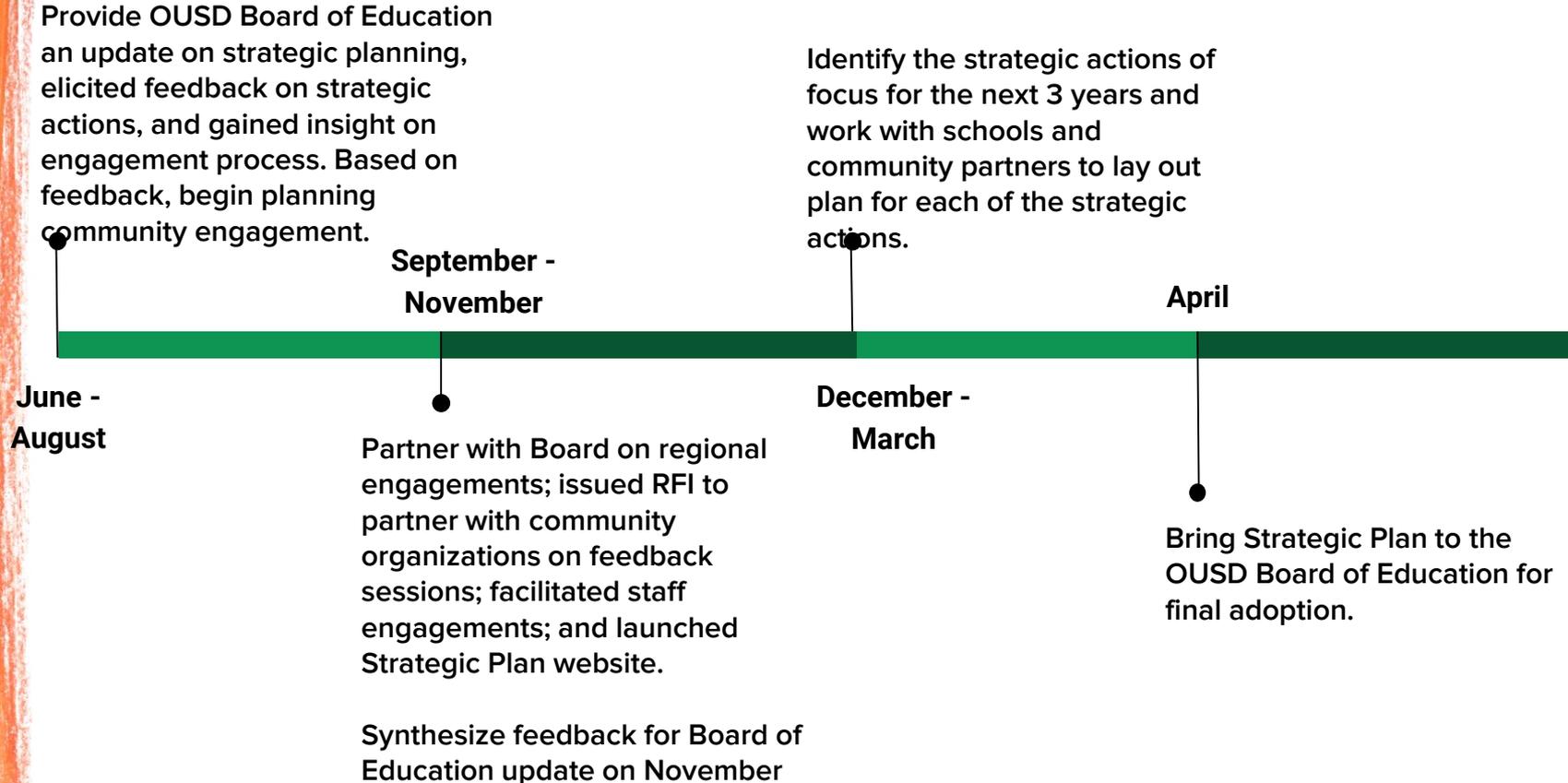
1. CITYWIDE LITERACY CAMPAIGN
2. INCREASE EMPLOYEE RETENTION AND DIVERSITY
3. PERSONALIZED SUPPORT & MEANINGFUL INTERNSHIPS
4. REIMAGINING SAFE AND WELCOMING SCHOOLS



## Some key ideas to surface.

- Identify the next level of detail for each of the final strategic actions, including addressing issues that have resulted from the COVID-19 pandemic.
- Center black youth as the path to all students thriving.
- Spell out concrete goals for each strategic action, with a focus on closing equity gaps.
- Ensure that the new Board of Education is part of this process.

# NEW PROPOSED TIMELINE



# STRATEGIC PLAN WEBSITE

On the website are all relevant materials in English and 6 different languages.

It shares opportunities to participate in upcoming engagement sessions.

The public can watch a video and provide feedback virtually.

<https://www.ousd.org/strategicplan2020-23>

## 1. WATCH THE VIDEO



Supt. Kyla Johnson-Trammell provides the framework for our Strategic Plan

Then our staff will walk you through each aspect of the plan and invite your feedback below.

[Click here to watch](#)

0:08 / 3:37

## 2. SHARE YOUR THOUGHTS VIA OUSD THOUGHT EXCHANGE

Which of the actions have the greatest potential to address the inequities that have been increased by the pandemic?

[Answer here.](#)

Which strategic action would you rank the highest?

[Answer here.](#)

Which of these strategic actions would have the greatest impact on OUSD families?

[Answer here.](#)



## **WILL / wəl / (noun):**

Mental powers manifested as wishing, choosing, desiring, or intending; a disposition to act according to principles or ends; the collective desire of a people.



**OAKLAND UNIFIED  
SCHOOL DISTRICT**  
*Community Schools, Thriving Students*

1000 Broadway, Suite 680, Oakland, CA 94607

[www.ousd.org](http://www.ousd.org)



@OUSDnews

# **APPENDIX**

## 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 |  
Community Leaders | Critical Thinkers | Creative  
Problem Solvers

## 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.



**OUR PRIORITIES:  
THRIVING STUDENTS.  
THRIVING SCHOOLS.  
THRIVING DISTRICT.**

Mobilizing the resources and collective energy needed to prepare Oakland youth for college, career, and community requires an unwavering belief in the linked fate that exists between Oakland schools and the City of Oakland.

Our three priorities underscore the importance of this relationship, and the interconnectedness between our students, schools, and district. Simply said: Oakland thrives when its students thrive. Students thrive when their schools thrive. And schools thrive when their district thrives.



# STRATEGIC ACTIONS: THRIVING STUDENTS

## A. CITYWIDE LITERACY CAMPAIGN

**The Problem:** Too many of our students aren't reading at grade level and literacy gaps are worse across racial and socioeconomic lines.

**The Action:** A city-wide effort between the District and the entire Oakland community to abolish illiteracy- coordination of resources by the District, the city, and community with a focus on early literacy and closing literacy gaps at all grade levels.

**What we'll see:** Improved early literacy - 2nd grade reading. Closing gaps 3-8, 11.

## B. PERSONALIZED SUPPORT & MEANINGFUL INTERNSHIPS

**The Problem:** Students do not receive personalized supports in their journey to become ready for college, career and community success.

**The Action:** Starting in 6th grade, students will receive personalized feedback based on their progress toward OUSD's Graduate Profile (where we want our students to be upon graduation). They will use this to identify strengths and gaps, personalize learning, and to make educational decision such as selecting a meaningful internship which provides innovative programming outside the school building.

**What we'll see:** Increase graduation rates for all and targeted student populations; Increase A-G complete, Increase % students enrolled in dual enrollment, AP, and linked learning pathways.

# STRATEGIC ACTIONS: THRIVING SCHOOLS

## A. REIMAGINING SAFE AND WELCOMING SCHOOLS

**The Problem:** Not all of our student feel physically and emotionally safe in our schools.

**The Action:** By centering youth in the process, we will design schools that are physically and emotionally safe for all, in particular those who who are furthest from opportunity.

**What we'll see:** Decreased suspension rates for all students and especially among targeted student populations.

## B. ENSURING NUTRITIOUS FOOD FOR ALL STUDENTS

**The Problem:** Our students' nutritional needs are not being met.

**The Action:** OUSD will open the Central Kitchen, Instructional Farm, and Education Center (The Center) to demonstrate the connection between food, education, health, and sustainability. The Center will provide hands-on learning and fresh, locally sourced school meals for OUSD students.

**What we'll see:** Healthier students who are ready to learn. Increased lunch participation rates.

# STRATEGIC ACTIONS: THRIVING DISTRICT

## A. INCREASE EMPLOYEE RETENTION AND DIVERSITY

**The Problem:** It difficult for OUSD to attract and retain diverse employees to live and work in Oakland.

**The Action:** This city-wide effort involves affordable housing, mentorship, professional development, competitive compensation, certificate pathways, partnerships with colleges and universities.

**What we'll see:** Increased retention of employees. Increased teacher diversity.

## B. TRANSFORM CENTRAL OFFICE SERVICE TO SCHOOLS AND COMMUNITY

**The Problem:** Our schools and community need more reliable and effective supports from our central office.

**The Action:** Transform central office departments into highly responsive, customer service units with clear goals, supports, and accountability to fulfill their mission while building community trust and relationships.

**What we'll see:** Schools and staff will feel valued and supported by the central office.

# SUMMARY OF ENGAGEMENTS SO FAR

Date	Convener	Type of Engagement
Oct 1	D6- Shanthi Gonzales	Board Regional Community Engagement
Oct 12	D4- Gary Yee	Board Regional Community Engagement
Nov 2	D1- Jody London	Board Regional Community Engagement
Oct 23	Principal and Advisory	Staff Engagement
Oct 7	Charter School Leaders	Community Partner Engagement
Oct 20	American Association of Yemeni Students and Professionals	Community Partner Engagement
Oct 21	Spearitwux Foundation	Community Partner Engagement
Oct 23	Spanish Speaking Citizens Foundation	Community Partner Engagement
Oct 27	OKProgram	Community Partner Engagement
Oct 27	Oakland Reach	Community Partner Engagement
Oct 28	IKUNA Group	Community Partner Engagement
Oct 30	100 Black Men	Community Partner Engagement
Nov 6	NAACP Oakland Branch	Community Partner Engagement
Nov 12-Dec 18	Additional Engagements	All