

# Continuing Investments in the 2021-24 LCAP and Proposals for Use of Covid Relief Funds

Diana Sherman, OUSD LCAP Coordinator

# **PROPOSED** Goals for the OUSD 2021-24 Local Control & Accountability Plan (LCAP)

**Goal 1:** All students graduate college, career, and community ready.

**Goal 2:** Focal student groups demonstrate accelerated growth to close our equity gap.

**Goal 3:** Students and families are welcomed, safe, healthy, and engaged.

**Goal 4:** All staff are high quality, providing optimal service to our students, families, and staff.

# COVID Funds Support Ongoing Efforts

OUSD **ONGOING** Budget from State LCFF Dollars



Site- 1 Pagers  
Based on enrollment



**LCAP**  
Site-1 Pager  
Strategic Investments

COVID Related Funding  
**ONE TIME**



**LCAP**  
COVID Investments + Bridge

# What We Must Consider in Using One-Time Funds

## **CAN WE DO IT IN THE TIME REQUIRED?**

Are there people available to hire?

Are we able to hire them and get them started in time?

Are we able to get the new technology and processes going?

Can we negotiate the changes we need with our labor unions?

## **COULD WE LOSE OUR FOCUS?**

Lots of new one-time funding can make it hard to deal with our ongoing financial challenges.

## **CASH VS. PROMISES**

Funds can take time to arrive.

We might need to borrow money to get things going before new funds arrive.

## **WHEN THE MONEY RUNS OUT**

We must have a plan to end programs and positions without too much disruption so that we can run effectively.

# College, Career & Community Readiness

## Ongoing Action Areas in Our Plan

1. **Full and well connected instructional program** (examples: PreK; STEM [Science-Technology-Engineering-Math] programs)
2. **Quality curriculum and materials that follow the State standards, guidance and training for using them** (example: trying out and testing new curriculum in a few classrooms or schools)
3. **Access to high quality programs for all students**  
(example: Alternative Education programs)
4. **Services that help students reach high levels of academic and social emotional achievement** (example: counseling)
5. **System of assessment to help school teams keep track of student progress** (example: data dashboards)

# College, Career & Community Readiness

---

## Current Investments to Respond to **COVID-19**

1. **Support so that we can teach and learn in-person**  
examples: staff for physical distancing, ventilation, facilities cleaning
2. **Distance Learning Leaders (Leads) to help schools plan how to teach from a distance**
3. **Instructional technology and support**
4. **Hands-on materials for distance learning**
5. **Distance learning training for teachers and other staff**

# College, Career & Community Readiness

## New One-Time Investments: Current ideas from Staff

---

All items IN GREEN show agreement between the staff and the School Board.

Action/Service	Reasons
<b>Expanded Credit Recovery*</b>	Students need more opportunities to make up credits for high school courses.
<b>Additional Student Days*</b>	Students can benefit from 5 days of additional instruction.
<b>Provide Hybrid Support to School Sites</b>	Sites will need more support so that they can combine in-person learning with distance learning (hybrid learning)
<b>Additional Supplies to Take Home</b>	Students cannot share materials and need their own set of school supplies.

# Student & Family Engagement

---

## Ongoing Action Areas in Our Plan

1. **Supports for a positive school culture**  
examples: restorative justice processes, behavioral health
2. **Programs to improve attendance and reduce chronic absence** example: attendance teams
3. **Student health, safety, and wellness programs**  
examples: nurses, Coordination of Services Teams [COST]
4. **Enrichment and leadership opportunities for students**  
example: All City Council



# Student & Family Engagement

---

## Ongoing Action Areas in Our Plan

5. **Support so that families and students can partner with schools for learning and for shared decision making**  
examples: Community School Managers, staff to help parent and student leaders; interpreters
6. **Communication to the Oakland community**  
examples: website and social media

# Student & Family Engagement

---

## Current Investments to Respond to **COVID-19**

1. **School Equity-Family Navigators & School Safety Leads**
2. **Nutrition services and meal delivery**
3. **More case managers**
4. **Student incentives**
5. **Mental health and social-emotional support**
6. ***Student Program for Academic & Athletic Transitioning (SPAAT)***
7. **More family engagement resources**

examples: Family Central, family learning sessions, mailings, parent hotline

# Student & Family Engagement

## New One-Time Investments: Current Ideas from Staff

---

All items with GREEN SHADING show agreement between the staff and the School Board.

Action/Service	Rationale
<b>Engage and Support Students and Families</b>	Keep positions that support the community at every school to coordinate services for schools and families.
<b>More Mental Health Services</b>	Invest in mental health providers at particular schools and and staff training for positive school culture.
<b>More Noon Supervisors</b>	To help carry out our hybrid model and safety guidelines.
<b>Technology</b>	Ensure all schools are 1:1 for devices and have a staffing model to support hybrid learning structures.
<b>School Sanitation</b>	Ensure that we have the staffing, equipment and supplies necessary to ensure that schools are prepared for full in person instruction.

## Student & Family Engagement

### New One-Time Investments: Current Ideas from Staff (Continued)

---

All items IN GREEN show agreement between the staff and the School Board.

Action/Service	Rationale
<b>Child Nutrition</b>	Ensure that schools have the staffing and equipment to feed children that allows for social distancing and following public health guidance. This includes Noon Supervisors at school sites to supervise lunch.
<b>Facilities</b>	Modernize systems for Heating Ventilation and Air Conditioning (HVAC) to continue to improve ventilation in classrooms.
<b>Communication</b>	Modernize family communications systems at school sites and district to improve communications.

# Targeted Supports for Focal Student Groups

---

## Ongoing Action Areas in Our Plan

1. **Strategies to address the specific & unique needs of focal racial and ethnic student groups**
2. **Specialized Academic Instruction, social supports and resources for students with disabilities in our Special Education Program.**
3. **Services for transitional students and families (unhoused students, migrant students, foster youth, & refugee/asylee youth)**
4. **Quality integrated and designated English Language Development**
5. **Newcomer instruction & social emotional support**
6. **Summer learning opportunities for high need students**

# Targeted Supports for Focal Student Groups

---

Current Investments to Respond to **COVID-19**

1. **One-to-one tutoring and mentoring**
2. **Learning hubs for high-need students**
3. **English Language Learner (ELL) distance learning supports**
4. **Expanded translation and other support for ELL families**
5. **Expanded engagement support for foster youth**
6. **Expanded engagement support for unhoused students**
7. **Expanded summer learning opportunities**

# Focal Student Group

## New One-Time Investments: Current Ideas from Staff

All items with GREEN SHADING show agreement between the staff and the School Board.

Action/Service	Rationale
<b>People to provide intervention: Tk-8 (ELA &amp; Math)*</b>	Support with unfinished learning
<b>Increase school access to TK-2 reading tutors*</b>	Increase small group instruction opportunities
<b>After-School Contract Gaps for in-person tutoring*</b>	Additional small group instruction will give students access to strategically trained tutors to accelerate learning.
<b>Summer School Program*</b>	Accelerate learning to bridge students into next school year.
<b>Case Management for Foster Youth</b>	Support for mental health and accelerated learning

# High-Quality Staff

---

## Ongoing Action Areas

- 1. Recruitment, retention, and development of high-quality, diverse teachers**
- 2. Recruitment, retention, and development of high-quality, diverse school and District leaders and managers**
- 3. Recruitment, retention, and development of high-quality, diverse classified employees**



# High-Quality Staff

---

Current **COVID-19** Response Areas of Investment:

1. **Expanded professional development**  
example: professional development for distance learning
2. **Jabber phone software to facilitate working from home**
3. **New Talent and Labor positions to support staff during pandemic**  
example: increased sick leaves
4. **Expanded substitute funding to ensure substitutes are available when teachers are sick or participating in professional learning**

# High-Quality Staff **New One-Time Investments:** Current Ideas from Staff

**All items with GREEN SHADING show agreement between the staff and the School Board**

Action/Service	Rationale
<b>Additional Professional Development (PD) Days</b>	Ensure staff is receiving PD to support new ways of delivering instruction.
<b>Foundational PD Increases: Includes anti-racist professional development</b>	Ensure staff is receiving PD to support new ways of delivering instruction that includes anti-bias and anti-racist training
<b>Teacher Support</b>	Supporting new teachers and new hires with training to support hybrid instruction. Supporting new and current teachers with credentials.
<b>Mental Health &amp; Training Supports for Staff</b>	Building a team to support the onboarding of new candidates, mental health supports for staff and HR training for staff.
<b>STIP Subs</b> (Substitute Teacher Incentive Plan)	Centralized STIP subs to support the needs for additional subs at all sites.
<b>Provide temporary staffing for 2021-22 school year</b>	Provide APs and teachers through a supplemental allocation process to provide one-time staffing to support hybrid instruction, safely reopening and developing systems to support

## High-Quality Staff **New One-Time Investments:** Current Ideas from Staff

All items with GREEN SHADING show agreement between the staff and the School Board

Action/Service	Rationale
<b>Additional Professional Development (PD) Days</b>	Ensure staff is receiving PD to support new ways of delivering instruction.
<b>Foundational PD Increases: Includes anti-racist professional development</b>	Ensure staff is receiving PD to support new ways of delivering instruction that includes anti-bias and anti-racist training
<b>Teacher Support</b>	Supporting new teachers and new hires with training to support hybrid instruction. Supporting new and current teachers with credentials.