OAKLAND UNIFIED SCHOOL DISTRICT
Community Schools, Thriving Students

LCAP Engagement

Input on the 2021-2024 LCAP

April 2021

Budget Development Priorities: LCAP Goals & Actions

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

Proposed Actions
1.1 Instructional Program
1.2 Curriculum, Materials & Training
1.3 Equitable Access to High Quality Programs
1.4 Student Support Services
1.5 Interim & Summative Assessments

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

Proposed Actions
2.1 Strategies for racial & ethnic student groups
2.2. Specialized Academic Instruction & Individualized Education Programs
2.3 Services for transitional students & families
2.4 Supports for reclassification
2.5 SEL supports

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

Proposed Actions
3.1 Multi-tiered support for positive school culture
3.2 Supports to improve attendance
3.3 Student health, safety & wellness programs
3.4 Enrichment & leadership programs for students
3.5 Engage students & families in district partnerships & decisions making
3.6 Increase communication in accessible formats

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

Proposed Actions
4.1 Recruit, retrain & develop high quality diverse teachers
4.2 Recruit, retain & develop strong school & District leaders & managers.
4.3 Recruit, retain & develop high-quality, diverse classified employees.

LCAP Engagement

- Students

- Teachers

- Classified Staff (Site and Central)

- Community Members

  - PSAC and its subcommittees

  - Broader community feedback

- Forms and surveys

Goal 1: College, Career & Community Readiness

Ongoing Action Areas

1. Comprehensive and cohesive instructional program (e.g., PreK; STEM [Science-Technology-Engineering-Math] programs)

2. Quality standards-aligned curricula with appropriate materials, guidance and foundational training (e.g., curriculum pilots)

3. Equitable access to high quality programs for all students (e.g., Alt Ed)

4. Services that support students to reach high levels of academic and social emotional achievement (e.g., counseling)

5. System of assessment to support school teams in monitoring student progress towards standards (e.g., data dashboards)

Goal 1: College, Career & Community Readiness

Current COVID-19 Response Areas of Investment:

1. Supports for in-person instruction (e.g., staffing for physical distancing, ventilation, facilities cleaning)

2. Distance Learning Leads

3. Instructional technology and support

4. Hands-on materials to support distance learning

5. Foundational professional development for distance learning

Goal 1 College, Career & Community Readiness New One-Time Investments: Current Staff Thinking

All items highlighted in green show alignment between staff and board proposals

Action/Service	Rationale
Credit Recovery	Enhance credit recovery to provide students additional credit recovery opportunities.
Additional Student Days	Students can benefit from 5 days of additional instruction.
Provide Hybrid Support to School Sites	Sites will need Hybrid Support
Additional take home supplies	Students cannot share materials and need their own set of school supplies.

Goal 1: Your Ideas

Goal 2: Targeted Supports for Focal Student Group

Ongoing Action Areas

1. Student achievement strategies to address the specific & unique needs of focal racial & ethnic student groups

2. Specialized Academic Instruction (SAI), social supports & 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 & designated English Language Development (ELD)

5. Newcomer instruction & social emotional support

6. Summer learning opportunities for high need students

Goal 2: Targeted Supports for Focal Student Group

Current COVID-19 Response Areas of Investment:

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 supports for ELL families

5. Expanded engagement supports for foster youth

6. Expanded engagement supports for unhoused students

7. Expanded summer learning opportunities

Goal 2 Focal Student Group New One-Time Investments: Current Staff Thinking

All items highlighted in green show alignment between staff and board proposals

Action/Service	Rationale
Interventionists: TK-8 (ELA & Math)	Support with unfinished learning
Increase School Access to TK-2 Reading Tutors	Increase small group instruction opportunities
After-School Contract Gaps for In-Person Tutoring	Additional small group instruction will benefit students to have access to strategically trained tutors to accelerate learning.
Summer School Program	Accelerate learning to bridge students into the next school year.
Case Management for Foster Youth	Support for mental health and accelerated learning

Goal 2: Your Ideas

Goal 3: Student & Family Engagement

Ongoing Action Areas

1. Systems of support to foster positive school culture (e.g., restorative justice processes, behavioral health)

2. Programs to improve attendance and reduce chronic absence (e.g., attendance teams)

3. Student health, safety, and wellness programs (e.g., nurses, Coordination of Services Teams [COST])

4. Enrichment and leadership opportunities for students (e.g., All City Council)

Goal 3: Student & Family Engagement

Ongoing Action Areas

5. Student and family engagement in learning partnerships and site/district level decisions (e.g., Community School Managers)

6. Communication to the broader Oakland community (e.g., website and social media)

Goal 3: Student & Family Engagement

Current COVID-19 Response Areas of Investment:

1. School Equity-Family Navigators & School Safety Leads

2. Nutrition services and meal delivery

3. Expanded case management

4. Student incentives

5. Mental health and social-emotional supports

6. Student Program for Academic & Athletic Transitioning (SPAAT)

7. Expanded family engagement resources (e.g., Family Central, family learning sessions, mailings, parent hotline)

Goal 3 Student & Family Engagement New One-Time Investments: Current Staff Thinking

All items highlighted in green show alignment between staff and board proposals

Action/Service	Rationale
Engage and Support Students and Families	Sustain community positions at every site so schools have support in coordinating services for schools and families.
Increased Mental Health Services	Invest in mental health providers at particular sites and staff training for positive school culture.
Additional Noon Supervisors	Implement our hybrid model and safety guidelines.
Technology	Ensure all schools are 1:1 for devices and have a staffing model to support hybrid learning structures.
School Sanitation	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 (continued): Current Staff Thinking

All items highlighted in green show alignment between staff and board proposals

Action/Service	Rationale
Child Nutrition	Ensure that schools have the staffing and equipment required to feed children while allowing for social distancing and appropriate public health guidance including Noon Supervisors at school sites to supervise lunch.
Facilities	Ensure that all upgrades to HVAC systems continue to improve ventilation in classrooms.
Communication	Ensure that OUSD upgrades its family communications systems at school sites and districts to provide improved communications.

Goal 3: Your Ideas

Goal 4: 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

Goal 4: High-Quality Staff

Current COVID-19 Response Areas of Investment:

1. Expanded professional development (e.g., distance learning PD)

2. Jabber phone software to facilitate working from home

3. New Talent and Labor positions to support staff during pandemic (e.g., increased sick leaves)

4. Expanded substitute funding to ensure substitutes are available when teachers are sick or participating in professional learning

Goal 4 High-Quality Staff New One-Time Investments: Current Staff Thinking

All items highlighted in green show alignment between staff and board proposals

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

Goal 4: Your Ideas

Next Steps

- Mid-April: Ongoing [engagement](#) with students, families, staff, and Board members

- April 19, 2021: PSAC General Meeting on Subcommittee Feedback

- April 21, 2021: PSAC General Meeting for Feedback on Investments

- May 5, 2021: PSAC General Meeting #1 for Draft LCAP Review

- May 19, 2021: PSAC General Meeting #2 for Draft LCAP Review

- May 20, 2021: ACOE Review of Revised Draft LCAP

Next Steps

- May 21, 2021: Revised Draft LCAP available for review

- June 12, 2021: Public Hearing; Revised Draft LCAP reviewed by Board

- *June 23, 2021:* Board votes on 2021-2024 LCAP

- [Send any additional ideas!](#)

Community Schools, Thriving Students

OAKLAND UNIFIED
SCHOOL DISTRICT
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Goal 1: Ideas from Teachers

- More tech support in general--the tech leads are overwhelmed with support requests and there is little District-level capacity to provide this.

- More hotspots and also alternatives to hot spots in areas of the city where these don't work well.

- Consider the schedule for hybrid learning: kids have to finish instruction at 12:45 and then be at school by 1:15 in some cases. AC Transit is still running on limited capacity. Can one-time funds pay for transportation for students who have to travel long distances to school so that they can arrive on time?

- Continued investments in Blueprint schools

- Additional clerical/classified staffing

Goal 1: Ideas from Teachers

- Provide seed funding to start a Student Help Desk program where students could be trained to support their peers in using technology and learning software. Students would receive job training, including in computer repair and AV equipment use, and could also be paid. This would align with CTE standards.

Goal 1: Ideas from Students

- More equitable facilities

- More field trips and experiential learning; get kids out of the classroom! Can this dovetail with a safe return to school?

- More teachers

Goal 2: Ideas from Teachers

- Embed new ways of teaching into our current teaching: problem-based learning, recreate what school really looks like.
- Teacher advisory group to advise on curricula implementation
- Ensuring stability of school site funding and staffing
- Preserve teacher and administrative positions for 21-22 for schools with falling enrollment
- Continued investment in technology and how to use technology post-pandemic
- Increase investments in project-based learning, civic engagement, and youth participatory science. Rethink what school looks like!
- Protect positions at Blueprint schools, especially those where 20-21 was the first year--they haven't really had their "first year" yet due to the pandemic, and need funding and staff to "redo" this initial year.

Goal 2: Ideas from Teachers

- Intervention not just at the elementary level, but at the middle and high school levels when students enter below grade level. Kids reach the next level without knowing the basics, and they need intervention.
- Targeted intervention for black and brown kids
- Intervention during the school day, not just in Summer/Saturday School or after school.
- Tier supports to increase resources for children multiple years below grade level.
- We need more Black teachers! Black community members doing intervention would also help push this work forward and would help address the disparity in literacy rates for our Black students.

Goal 3: Ideas from Teachers

- Support parents, City of Oakland for Resiliency Program providing direct payment to families
- Guaranteed monthly income for families: how can OUSD partner with the City to expand this program? If we can't use one-time funds directly for this, can we fund staff to build community relationships needed for outside fundraising?
- Family engagement positions at all schools!
- Think about what peer-based tech support could look like at the elementary level: possibly a parent peer program?
- How can one-time funds be used to help create an emergency fund for black students and families? Can we use these funds to build the needed community partnerships?
- Stipended positions for parents to do intervention?

Goal 3: Ideas from Students

- Mental health supports

- More trusted adults to talk to at school; this could look different in different schools

- Take time to build the in-person atmosphere when kids return (especially at high school); this will take dedicated time and staff. Don't just jump into classes.

- More counselors

- RESTORATIVE JUSTICE!

Goal 4: Ideas from Teachers

- Raise teacher salaries to maintain quality

- Teacher advisory group to advise on curricula implementation

- Teacher mentors for new and developing teachers

- Central resource and/or shared space for teachers to share best practices and tools that are working, especially with new technologies

- Increase teacher compensation.

- Some teachers really don't like the Surface tablets and would like a stronger alternative. (Other teachers weighed in that they do really like these, though.)

Goal 4: Ideas from Teachers

- Teacher computers need to have fewer OUSD restrictions so that they can be customized to better meet teachers' needs. Teachers feel like they are treated like students with so many limitations.

- Some teachers would like to use their personal computers--is there a way for OUSD to facilitate this so that they still have access to OUSD software and networks?

- Stability in health insurance for staff; feels like plans change every year and it is hard to switch doctors.