OAKLAND UNIFIED SCHOOL DISTRICT
Community Schools, Thriving Students

2021–2024 LCAP
June 10, 2021 | Budget & Finance Committee

Outline

- Highlighted Changes for 2021-2024 LCAP

- Goals and Actions for 2021-2024 LCAP

Highlighted Changes for 2021-2024

- New LCAP and LCAP expenditures template from CDE

- 2021-2024 LCAP includes:
  - 2019-20 LCAP and 2020-21 LCP Annual Updates
  - 2021-2024 Plan
  - 2021-22 Expenditures Table
  - 2021-22 Budget Overview for Parents

- New goal areas: Staff Recruitment, Retention & Development and COVID-19 Response

**Goals and Actions
for the 2021-24 LCAP**

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

- **Action 1.1 Comprehensive & Cohesive Instructional Program:** Offer a comprehensive and cohesive instructional program to ensure that all students continuously grow towards meeting or exceeding academic standards.

  Investment Areas:
  - Early Childhood Learning & Pre-Kindergarten Programs
  - Academics & Instructional Innovation
  - Early Literacy Program
  - Visual & Performing Arts

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

- **Action 1.2 Quality Standards-Aligned Curricula:** Provide and monitor the quality of standards-aligned curricula, ensuring all teachers and school leaders have appropriate materials, guidance and foundational training.

  Investment Areas:
  - Curriculum Adoption
  - Curriculum Implementation
  - Instructional Technology

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

- **Action 1.3 Equitable Access to High Quality Programs:** Create equitable access to high quality programs for all students.

  Investment Areas:
  - Multilingual Programs
  - Network-Based School Supports
  - Building OUSD Middle Schools
  - Linked Learning: Comprehensive Student Supports, Rigorous Academics, Work-Based Learning & Career Technical Education (CTE)
  - Alternative Education
  - Continuous School Improvement

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

- **Action 1.4 System of Assessment:** Manage a system of interim and summative assessment to support school teams in monitoring student progress towards standards.

  Investment Areas:
  - Site-based Instructional Leadership Teams

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

- **Action 2.1 Targeted Initiatives for Focal Student Groups:** Implement student achievement strategies to address the specific and unique needs of focal racial and ethnic groups.

  Investment Areas:
  - Targeted Initiatives for African American, Latino, Pacific Islander, and Arab American Students

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

- **Action 2.2 Special Education Support:** Implement Specialized Academic Instruction (SAI) and provide related service supports and resources to students with Individualized Education Programs (IEPs) participating in our Special Education Program.

Investment Areas:
  - Targeted supports for students with disabilities

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

- **Action 2.3 Transitional Student & Family Support:** Provide services to transitional students and families to address the unique needs of unhoused students, foster youth, and justice-involved youth.

- **Action 2.4 English Language Development:** Implement quality integrated and designated English Language Development (ELD) to improve English Language Learner progress and reclassification.

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

- **Action 2.5 Newcomer Support:** Implement responsive instructional and social emotional support for newcomers, migrant students, and refugee/asylee students.

- **Action 2.6 Expanded Learning Opportunities:** Provide expanded learning opportunities to students furthest from success in academic recovery and literacy acceleration.

  Investment Areas:
    - Summer and Saturday Learning Programs
    - After-School Programs

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

- **Action 2.7 Research & Data Analysis:** Provide data collection, analysis, and coordination support for comprehensive, interactive data dashboards for both state and local indicators.

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

- **Action 3.1 Multi-Tiered System of Support (MTSS):** Implement a multi-tiered system of support to coordinate strategies to accelerate student learning, foster positive school culture and ensure student safety.

Investment Areas:
  - Community Schools
  - Restorative Practices
  - Behavioral Health
  - Human Trafficking Prevention & Education
  - School Safety Teams
  - Trauma-Informed Positive Behavioral Support
  - Emergency Preparedness

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

- **Action 3.2 Attendance Supports:** Implement programs to improve attendance and reduce chronic absence.

- **Action 3.3 Social Emotional Support:** Implement services that support students to reach high levels of academic and social emotional achievement.

  Investment Areas:
  - Social Emotional Learning (SEL)
  - Counseling & Equitable Master Scheduling

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

- **Action 3.4 Student Health & Wellness:** Implement student health and wellness programs.

  Investment Areas:
    - Physical Education
    - Lesbian, Gay, Bisexual, Transgender & Queer/Questioning (LGBTQ) Programs
    - Health Services & School Wellness
    - Alcohol, Tobacco & Drug Intervention

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

- **Action 3.5 Youth Engagement:** Provide enrichment and leadership opportunities for students.

  Investment Areas:
    - Student Athletics
    - Youth Leadership
    - Peer Restorative Justice

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

- **Action 3.6 Family & Community Engagement:** Engage families and the broader Oakland community in learning partnerships and in site- and district-level decisions about student learning and school improvement.

Investment Areas:
  - Enrollment Supports
  - Family Partnerships
  - Language Access for Families
  - Districtwide Communication Support

Goal 4: Our staff are high quality, stable, and reflective of Oakland's rich diversity.

- **Action 4.1 Staff Recruitment & Retention:** Attract and retain staff reflective of Oakland's rich diversity.

- **Action 4.2 Staff Growth & Development:** Support the professional growth and development of all staff.

  Investment Areas:
  - Foundational & Asset-Based Professional Development
  - Staff Well-Being
  - Teacher Collaboration Time
  - School & District Governance Learning for Leaders

Goal 4: Our staff are high quality, stable, and reflective of Oakland's rich diversity.

- **Action 4.3 New Teacher Support & Development:** Provide mentoring, coaching, and other supports to develop and retain new teachers.

Goal 5: Students, families, and staff have the resources and support necessary to address the impacts of the COVID-19 pandemic.

- **Action 5.1 Coordinated Districtwide Pandemic Response:** Implement a coordinated districtwide response to the COVID-19 pandemic to provide students with stability during the pandemic.

  Investment Areas:
  - COVID-19 Response Coordination
  - Staffing Stability & Continuity of Services
  - Additional Staffing & Student Supports
  - Additional Nutrition Services Support

Goal 5: Students, families, and staff have the resources and support necessary to address the impacts of the COVID-19 pandemic.

- **Action 5.2 Educational Technology & Technical Support:** Provide additional educational technology and technical support to ensure that students, families, teachers, and staff can participate in distance or hybrid learning.

  Investment Areas:
  - Additional Devices & Educational Technology Platforms
  - Additional Technical Support

Goal 5: Students, families, and staff have the resources and support necessary to address the impacts of the COVID-19 pandemic.

- **Action 5.3 COVID-19 Health & Safety:** Address health and safety concerns related to COVID-19 to provide safe environments for students, families, and staff.

Investment Areas:
  - Personal Protective Equipment (PPE)
  - School Public Health Measures
  - Improved Ventilation Systems
  - Expanded Custodial Supports

Questions, Comments & Feedback

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