Superintendent Report

Superintendent, Dr. Kyla Johnson-Trammell
August 9, 2023

OAKLAND UNIFIED SCHOOL DISTRICT
Community Schools, Thriving Students

Our Vision

All 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

Oakland Unified School District (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.

Superintendent Report Overview

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Summer Learning Highlights

Summer Learning 2023

- **ELOP funding means more community organizations, more funding for 9 hour programs, Field Trips for 4,000 students!**

- **RAD Team is working on summer learning attendance dashboard, Summer HS credits earned reports, and post assessment data. We will share reports in October.**

- **SPED Inclusion- Students embedded into full day general education programs including enrichment with supports**

- **2 big newcomer hubs - Oakland International HS and Esperanza**

- **[Click here](#) for a list of district programs.**

TK-8 Summer Programs

- **Bridge to K at most Elementary Summer Sites**

- **Small group literacy with weekly family engagement with Springboard Collaborative across 11 elementary sites**

- **5 weeks/9 hours of daily programming available includes 3 hours of academic instruction from OUSD teachers, plus enrichment, field trips, games, art and music based activities with Community Orgs/Lead Agencies.**

- **Oakland Fine Arts Summer School - Glenview; Music Camp - Roosevelt**

- **Additional Independent programs - Acta Non Verba, East Oakland Boxing Association, Aim High, Freedom Schools, Soccer without Borders, Girls Rock Camp, Pre-Collegiate Academy, East Oakland Youth Development Center, Youth Employment Partnership**

High School Summer Programs

2,107 9th - 12th graders enrolled in summer programs

- Potential to earn 10 credits
- Removing a D or F from transcript
- Raising GPA
- Staying on track to graduate, A-G Eligible

35 Seniors from the Class of 2023 earned their diploma through the HS Summer Academic Recovery Program held at Oakland Tech

High School Summer Program Highlight

SAILL (Summer Academy for Integrated Language Learning) High School Newcomer School School at Oakland International High School is a pilot program for newcomers/emerging English language learners who are entering 9th through 12th grades.

All students can receive ten credits of English and math, and are learning academic English through a humanities course focused on historical court cases and a data science course where students are learning to analyze a dataset connected to education outcomes of students in the Bay Area.

Student learning culminates in presentations where they argue for recommendations to improve educational programs for newcomers in U.S. schools using data and evidence from history and current student outcomes.

Teachers collaboratively plan and engage in a team-teaching model as part of the professional development built into the program.

Students participate in weekly field trips and enrichment activities organized by Girls Inc.

Exploring College, Career & Community Options (ECCCO) – 12th Annual

Approximately 550 high school students interned at nearly 100 internship host sites across Oakland and beyond. Thanks to Measure N and a grant from the City of Oakland's Fund for Children and Youth, as well as some direct payment from industry partners, all internships were stipended. More than 30 teachers and staff from our high schools provided direct instructional and case management support to student interns.

Nearly 100 students participated in the Peralta Institute, exploring careers and earning college credit toward CTE certificates, in fields as diverse at Game Design, Cosmetology, and Diesel Mechanics. Teachers and staff from our high schools provided direct support in Peralta classrooms and case management to ensure student success.

High School Educator Professional Development:
Project Based Learning Institute

- Participation from 7 high schools and 15 pathways
- 32 projects being revised or newly created
- 11 coaches and facilitators (from central and sites)
- 4-day institute outcomes:
    - Develop a pathway-themed project that aligns to pathway student outcomes and/or OUSD graduate profile and reflects at least 2 OUSD PBL framework elements: key knowledge/skills + one other (Consider Authenticity for new projects and Critique & Revision for revised projects
    - Design a final performance assessment (task) with clear success criteria (rubric) aligned to the learning outcomes of a project
- Essential Question:
    - How can we use PBL as a vehicle for deeper learning?
- Some feedback from the daily surveys:
    - *The criteria for success workshop was brilliantly conceived and executed! What a great set of activities and moves for getting us to really engage with this part of project-based learning. This is an aspect of teaching in general that I sometimes struggle with, and deepening my understanding of criteria for success has been a big takeaway for me.*
    - *I love the peer critique session every year. It is so helpful and so inspiring to be around such creative and wonderful colleagues.*
    - *Just the right amount of light touch with guidance coupled with time to plan and work, then a little more guidance/creating a container for the work. You struck a great balance.*
    - *I really enjoyed the planning tools and structure of the day. I will definitely use them to help think through the newer elements of our joint project.*

High School Educator Professional Development:
History Among Us Externship

7 Arts, Media & Entertainment teachers from Skyline and Fremont High Schools

The 2-week externship guided teachers through all phases of the story development process from research, to "scripting with the landscape," to audio production, to AR development, to testing . Teachers used Adobe Suite for audio and augmented reality production. Through hands-on experience with the media tools, teachers developed curriculum for use in their CTE media courses during the 2023-2024 school year. Teachers also received coaching from CTE Arts, Media and Entertainment coach Jamie Treacy during project implementation.

New Teacher Institute (NTI) Highlights

Overview of NTI

July 24-25 @ Oakland Tech High School

Overarching Goals: All new teachers will...

- Feel welcomed & supported by the broader OUSD community and connected to our vision & mission and to each other
- Know how to access the resources & supports available to them
- Reflect and plan for creating equitable, rigorous & joyful classrooms

Foundational Professional Learning: For the first time, all new teachers received up to 5 hours of PD on Planning for Strong Classroom Culture from Day One.

Outcomes:

- **156** attendees
- **9/10** Avg Rating of Overall NTI Experience
- **98%** participants very likely to apply their learnings to their practice

Participant Experience

"I appreciate seeing Black and Brown people in OUSD leadership! #representationmatters and I feel a strong sense of belonging.

Participant Experience

"I love having the opportunity to talk with peers about their experiences because it helps me with my planning as well. I also appreciated the openness and honesty from our instructors. I feel more confident going into my first year of teaching."

"Loved the positive atmosphere, the organization by the facilitators and the wonderful teachers I got to mingle with! So good to know that this work is not done alone."

"I am really stoked to talk about setting up strong routines and procedures from the start of the year!"

Leadership Institute Highlights

Leadership Institute

- Welcomed back school and central leaders for two days of professional learning, planning and collaboration.

- Theme of the Institute was on Multi Tiered Systems of Support (MTSS): Building a Culture of Learning, Safety, Belonging and Care.

- Day one focused on building a culture of learning and belonging, specifically establishing MTSS as a focus for the 23-24 school year.

- Day two focused on labor and safety, specifically on understanding and planning for implementation of the new CBA and safety planning and protocols.

Welcome New OUSD Principals!

First Week of School Visits

First Week of School Highlights

We Visited at Least One School in Each District on the First Day

- Claremont Middle in D-1
- Bella Vista Elementary in D-2
- Hoover Elementary in D-3
- Allendale Elementary in D-4
- Life Academy in D-5
- Rudsdale High School in D-6
- Acorn Woodland Elementary & EnCompass Academy in D-7
- Two CDC Visits as well at Allendale and Hoover
- More school visits Tuesday-Thursday

We met with students, staff, site leaders, and families. We watched students begin the learning process, handed out backpacks and school supplies, saw students taking advantage of new playgrounds at several schools, and celebrated being back together again.

Gratitude for Back To School Support

Thank you to all our teams who have been working hard over the summer to prepare campuses for the new year!!

Facilities
Buildings and Grounds
Systems and Services
Nutrition Services
Technology Services
Transportation
Custodial
Warehouse

Thank you also to Director Williams, ECCO Student Interns from the Central Kitchen, Eat.Learn.Play, and Kaboom for creating joyful play areas for students!

Remote/Hybrid Work Update

Temporary Work Spaces

900 High Street

- Payroll Department (242)
- Chief Business Officer (220 and 221)
- Fiscal (220 and 221)
- Accounts Payable (220 and 221)
- Academics & Instruction (209)
- Risk Management (209)

Garfield Elementary

- Expanded Learning Program Managers (Classroom K137)
- Office of Charter Schools (Classroom 121)
- Multi Tiered Systems of Support (Classroom K137)
- Chief Academic Officer (Black–Pink Office)

Board of Education Office
- La Escuelita

Temporary Work Spaces

Markham Elementary

- Network 4 (Room 10)
- Community Schools Student Services (Classrooms 45,46 and 47)

Bret Harte Middle School
- English Language Learner and Multilingual Achievement Office (Portable 307)
- Middle School Network (Portable 308)

McClymonds High School

- Talent Department (Classroom 108)
- Labor Relation (Classroom 305)
- High School Link Learning (Classrooms 110, 111 and 112)

East Oakland Pride
- Continuous Improvement (Portable 37)

Vacancy Updates

Certificated and Classified Staffing 8/1/23

Talent has been working around the clock to staff the district for the beginning of the school year. We continue to recruit, hire and onboard staff for all vacant positions.

To date we have over 1,000 posting and have filled over 700 positions

Talent Division Hiring Status Report

List all active positions posted on Recruit & Hire for the 2023-24 school year as of the Refresh Date.
Does not include: Eligibility pool postings; requisitions submitted but not yet posted; anticipated vacancies for which a requisition has not been submitted.

Refresh Date
8/1/2023

1,072
Total Postings

321
Vacancies

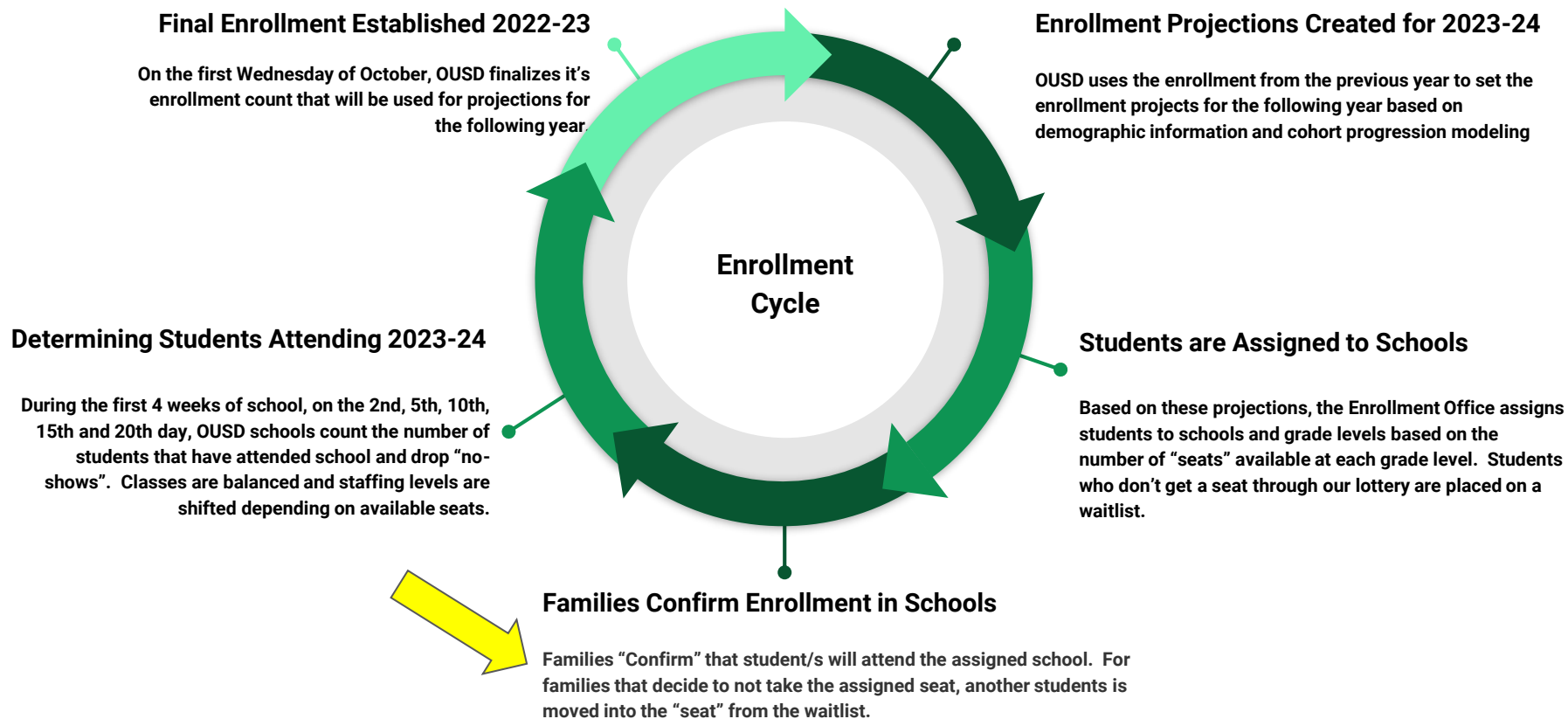**45**
Candidate Selected

706
Filled*

Enrollment Projections

Enrollment Process*

*Students can enroll in OUSD schools any time throughout the year, this is for budget and planning purposes.

Final Enrollment Established 2022-23

On the first Wednesday of October, OUSD finalizes it's enrollment count that will be used for projections for the following year.

Enrollment Projections Created for 2023-24

OUSD uses the enrollment from the previous year to set the enrollment projects for the following year based on demographic information and cohort progression modeling

Enrollment Cycle

Determining Students Attending 2023-24

During the first 4 weeks of school, on the 2nd, 5th, 10th, 15th and 20th day, OUSD schools count the number of students that have attended school and drop "no-shows". Classes are balanced and staffing levels are shifted depending on available seats.

Students are Assigned to Schools

Based on these projections, the Enrollment Office assigns students to schools and grade levels based on the number of "seats" available at each grade level. Students who don't get a seat through our lottery are placed on a waitlist.

Families Confirm Enrollment in Schools

Families "Confirm" that student/s will attend the assigned school. For families that decide to not take the assigned seat, another students is moved into the "seat" from the waitlist.

Enrollment Projections vs Actual

There is significant variance in the first week of school.

- Families are still enrolling their children online and in person.
- Families are leaving the area based on the cost of living in Oakland, but some families are also moving to Oakland from more expensive areas as well.
- Families may be holding seats in both charter schools/private schools and OUSD schools.
- There are families on the waitlist for other schools and may not have shown up to the assigned school.

Enrollment update

Grade	Projection	Day-10	Day-15	Day-20	Census Day	Variance
TK-5	16, 674					
6-8	6, 328					
9-12	9,100					
Gen Ed TK-12	32,102					
SDC TK-12	1,639					
Total TK-12	33,663					