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

Board Cover Memorandum

To Board of Education

From Mike Hutchinson, Board President

Meeting Date September 27, 2023

Subject 2023-24 Board Work Plan

Ask of the Board Approval of the 2023-24 Board of Education Work Plan

Background It is the practice of the Superintendent and the Board of Education to follow annual work plans to guide their respective activities each year. The Superintendent usually drafts her work plan and then presents it to the Board for review, comment, and (ultimately) approval. The Board President typically takes the lead in drafting the Board’s work plan with input from all Board members, with the Board ultimately approving its work plan as well. It is also typical (and important) for the Superintendent and Board work plans to be aligned. This often takes the form of using the same overarching goals, initiatives, and focus areas and then developing deliverables that are complementary (e.g., a Superintendent work plan deliverable may be to present a plan while the corresponding Board work plan deliverable may be to adopt a plan). Without such alignment, the efforts of the Superintendent (and staff) will be focused on certain areas while the efforts of the Board will be focused on others. This divergence can lead to inefficiencies and a lack of implementation with respect to both work plans.

The Board held a retreat on August 3, 2023 in which an initial draft of the Board Work Plan was presented and discussed. At that meeting, President Hutchinson agreed to collect the feedback from the Board and return with a revised version of the Board’s Work Plan for consideration. Having done so, the proposed final 2023-24 Board Work Plan is attached.

Fiscal Impact N/A

Attachment(s)

- Board of Education 2023-24 Work Plan



DRAFT 2023-24 BOARD WORK PLAN

Reference Documents:

- [2020-21 Board Work Plan](#) | [2021-22 Board Work Plan](#) | [2022-23 Board Work Plan](#)

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.

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 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 Goals

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

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



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Dear Oakland Unified Community,

As a school board we have worked hard to stabilize OUSD and now over the next two years we will begin the work of redesigning, restructuring, and reimagining our school district, while also staying focused on regaining full local control and leaving receivership. Here are some of the key components of the 2023-24 School Board Work Plan:

- We will continue to focus on fiscal solvency and sustainability to move OUSD out of receivership.
- We will continue to work to keep our enrollment numbers within the state averages while increasing our efforts to improve attendance and reduce chronic absenteeism.
- We are going to focus on governance, by both increasing the school board's ability and capacity to provide governance and by strengthening our shared governance policies and bodies.
- We plan on beginning the work of re-envisioning OUSD by beginning the process of restructuring/designing the District and launching our first cohort of schools for the Sustainable Community Schools Redesign Process.
- We will continue to develop comprehensive safety plans for our post-pandemic police-free schools.

We will need everyone's help to ensure a successful year. Please get involved and help us make OUSD the public school district Oakland wants and deserves.

In Community,

Mike Hutchinson
President, Board of Education



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Overarching Priority Areas:

- Improve Academic Outcomes
- District & School Redesign
- Attendance & Enrollment
- Comprehensive Safety Plan
- Improved Board Governance
- Shared Governance
- LCAP Adoption & Strategic Plan Extension
- Fiscal Solvency

Initiative #1: Ensuring Strong Readers by the Third Grade <i>Accelerating City Wide Efforts to Guarantee Literacy for all Third Graders</i>	
Actions	Deliverables
Review Early Literacy outcomes and school level curriculum implementation twice a year Review the effectiveness of tutors and literacy teachers to support student goals for ensuring strong readers.	Adoption of Foundational Reading Skills curriculum.

Initiative #2: Supporting Empowered Graduates <i>Developing Essential Skills to Secure Post-Secondary Success</i>	
Actions	Deliverables
Review high school and college readiness student outcomes and on track cohort	Review staff analysis on impacts of existing efforts in high school to implement



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<p>data two times a year</p> <p>Prioritize allocation of resources to support student goals for ensuring empowered graduates</p> <p>Evaluate progress towards equitable access to Linked Learning Pathways and Work-Based Learning Programs for focal student groups.</p>	<p>mastery-based grading and decide whether or not to adopt any changes to the grading policy with the goal of increasing A-G completion.</p>
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Initiative #3: Creating Joyful Schools <i>Reimagining schools to be places of joy, inclusion, and beauty</i>	
Actions	Deliverables
<p>Establish the community schools grants advisory committee</p> <p>Establish the Thriving Black Students Task Force</p> <p>Review MTSS implementation updates two times a year</p>	<p>Review recommendations and adopt an ongoing budget for prevention and crisis response for police-free schools</p>



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Initiative #4: Growing a Diverse and Stable Staff	
<i>Attracting and retaining staff reflective of Oakland's rich diversity</i>	
Actions	Deliverables
<p>Review retention and recruitment outcomes, including the impact of foundational professional development, related to maintaining diverse and stable staff two times a year</p> <p>Review data, discuss and provide direction to bargaining team about key priorities to pursue in negotiations in order to achieve student outcome and staff retention goals</p>	<p>Adopt contracts for labor unions that support goals for increased staff retention and improved student outcomes, by prioritizing increased compensation, and staff collaboration and professional development time</p>
Initiative #5: Creating a Sustainable and Thriving District	
Actions	Deliverables
<p>Adopt a new 3-year LCAP Plan and extend the current strategic plan</p> <p>Return to pre-pandemic procedures for school board meetings</p> <p>Add</p> <p>Leave Receivership (<i>need to identify 2-3 commitments/decisions Board will make to increase district sustainability to leave receivership, which should be clearly stated in the next board work plan</i>)</p> <ul style="list-style-type: none">• Adopt a balanced multi-year budget by June of 2023 with positive certification aligned to LCAP/strategic plan priorities; adopt changes to BP3150 and accompanying policies around site autonomy, and commit to	<p>Adopt a New Board Orientation Plan, which includes the implementation of 7-10 study sessions over two years.</p> <p>Review staff recommendations for revisions to BP 3150 and decide whether or not to adopt a revised policy</p> <p>Adopt a balanced multi-year budget by June of 2024</p>



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making decisions to set criteria for the school redesign process that address the imbalance between the number of schools and district infrastructure.

Continue to learn and grow as a governance team by taking advantage of the various supports that are offered.

Launch the Sustainable Community Schools Redesign Process by establishing the first cohort of schools and having them begin year 1.