

# Superintendent Report

Superintendent, Dr. Kyla Johnson-Trammell  
October 25, 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



**School Highlights**

**Strategic Plan Highlight (Initiative 4)**

**Safety Update**

**Enrollment Update**

**Attendance Update**



# School Highlights

# Latino Heritage Month is Success Across OUSD



Latino Heritage Month ended on October 15, and by all accounts, it was a huge success! At least 30 schools held some kind of cultural celebration, which is the largest number of schools we have seen.

Garfield Elementary was one such school, as the community came together for a fun evening of cultural foods and inspiring student performances.

Oakland includes many Indigenous cultures, languages, and people. In all, there are 33 countries, including in the Caribbean, that comprise the rich and diverse people of our Indigenous Latino Heritage.

# McClymonds High Unveils New Art & eSports Spaces



McClymonds High had a special day recently when school leaders and an organization called Our Own unveiled two newly revamped spaces on the campus.

Pictured is the new eSports & STEAM lab where students can relax, have fun, and apply their love of gaming academically by designing their own video games. Also included is a new art and fashion makerspace where students can create art and explore fashion design.

Our Own says, “Our goal has always been to pour into students in an incredible way giving them access and opportunities to things they could’ve never imagined. We believe our spaces are that stepping stone.”

# Early Literacy Efforts Paying Off for Young Readers



Our focus on early literacy continues across the District to ensure that our elementary students are developing strong word recognition and language comprehension skills as they become accurate and fluent readers.

Over 1000 OUSD first graders recently passed 1+ SIPPS Mastery Tests as they began their first grade reading journeys.

SIPPS is the *Systematic Instruction in Phonological Awareness, Phonics, and Sight Words* program used in OUSD.

We are excited to see the learning, growth, and acceleration that will continue to happen.

# New District Website is Almost Here!



ABOUT US OUR SCHOOLS ENROLLMENT STUDENTS AND FAMILIES COMMUNITY OFFICES AND DEPTS BOARD OF ED CAREERS



OUSD is getting a new website in the coming weeks that will be more user friendly, more interactive, and easier to navigate. The change had to come because the previous provider was bought out and was no longer supporting our original template. We'll share more details and the exact launch date soon!





# Strategic Plan Highlights Initiative # 4

# Growing a Diverse and Stable Staff

Attracting and Retaining Staff Reflective of Oakland's Rich Diversity



I grew up in Oakland. My experiences in Oakland and the educational system made me want to become a teacher, specifically to represent my community.

I went to a school that was predominantly Latinx and the majority of my teachers weren't reflective of that demographic, so I wanted to teach for that reason. And also to colorize the curriculum. A lot of the history that we teach is very Eurocentric, so I try to incorporate a little bit more spice and truth."



**Emily Aguilar**

*CCPA World History Teacher*

## Initiative # 4: Strengthen Pathways: *Creating clear pathways for our students to become educators*

### Outcome Highlight

**Launched OakTown Leaders the first Registered Pre-Apprenticeship focused on early education, with 28 students across seven OUSD high schools**

- The Talent Division partnered with [Early Care and Education Pathways to Success \(ECEPTS\)](#), the High School Network Office, and [Berkeley City College](#) to create the [OakTown Leaders Youth Pre-Apprenticeship](#).
- Designed for future educators, community leaders, and Oakland equity advocates, the program provides free college courses and paid summer employment to current Oakland students with an interest in early care and education, youth, and community-serving careers.

**Upon completion of the OakTown Leaders program students will:** Graduate from high school with 6-17 credits from Berkeley City College. Can earn a Child Development Assistant Permits after year 1 and a Child Development Associate Teacher Permits after year 2.



# Movement Toward Registered Apprenticeship for Teachers with US Department of Labor

- The OUSD Talent Division is considering Partnership with National Center for Grow Your Own to Register Oakland Teacher Residency and Classified to Teacher Program as a Registered Teacher Apprenticeship
- Registering OUSD Pathway Programs as Registered Teacher Apprenticeships would allow us to sustainably offset the funding for a BA + teaching license for current and aspiring teachers who are classified staff and Oakland Teacher Residents.
- A partnership with the National Center for Grow Your Own would provide technical assistance to register pathway programs with the US Department of Labor.



## Initiative # 4: Strengthen Conditions for Educator Learning & Continued Growth

### Outcome Highlight

**Developed a foundational professional learning series for new teachers on classroom culture that begins with New Teacher Institute and continues in the first two months of the school year.**

Many new teachers struggle to create strong classroom culture and name this as a major stressor in their work. We are increasing the # of new teachers and substitutes\* who receive foundational professional learning and support around MTSS-aligned classroom culture practices

### Progress to Date:

- **Developed a foundational professional learning series for new teachers** on classroom culture that begins with New Teacher Institute and continues in the first two months of the school year.
  - **July New Teacher Institute: 156** participants; **9/10** Avg Rating; **98%** very likely to apply their learnings
  - **6-Week Aug-Sept Professional Learning Series on Classroom Culture: 93** participants across **43** sites (with **53** teachers who completed the series); **8.4/10** Avg Rating, **95%** very likely to apply their learning
- **Coaching for Strong Classroom Culture: 42** new teacher coaches have received initial training on how to coach new teachers to develop strong classroom culture; **14** more are registered

## Initiative # 4: Strengthen Conditions for Educator Learning & Continued Growth

### Outcome Highlight

Launched multi-year partnership with The Teaching Channel that ensures every OUSD educator has a [free subscription](#) to their renowned video bank and **1-2 weeks of filming in OUSD classrooms each year.**

New teachers name peer observation and model teaching as among the most valued forms of professional learning but often the hardest to access. We are increasing new teachers' access to peer observation and model teaching through high quality video of other OUSD teachers and classrooms!

### Progress to Date:

- **In 2022-23**, we filmed **23 teachers and coaches** (69.5% BIPOC) across **9 schools** (Castlemont, Chabot, Fremont, TCN, Elmhurst, Garfield, UFS, Lockwood, McClymonds). [Log in](#) and see our [OUSD videos!](#)
- **October 23-27, 2023:** Teaching Channel will be back in OUSD to film **29 teachers & coaches** across **9 schools** (Bret Harte, Greenleaf, Garfield, WOMS, Burbank, La Escuelita, Oakland High, Highland Community, and Met West)
- See the recent announcement in our [New Teacher Newsletter](#)



# Safety Update

# Safety Updates

- October 5th: All Principals received Reunification Training as a Follow Up from July Active Shooter Training.
- October 5th: High School Network (HSN) Principals Received Training from City Partners as a Follow Up From the Summer 2023 Safety Summit Hosted by the Office of Mayor Thao and Department of Violence Prevention.
- October: All schools continue to implement the CrisisGo Communication
- November 13th: Education Partnership Committee Focused on Public Safety, Violence Prevention and Traffic Safety.





# Attendance Update

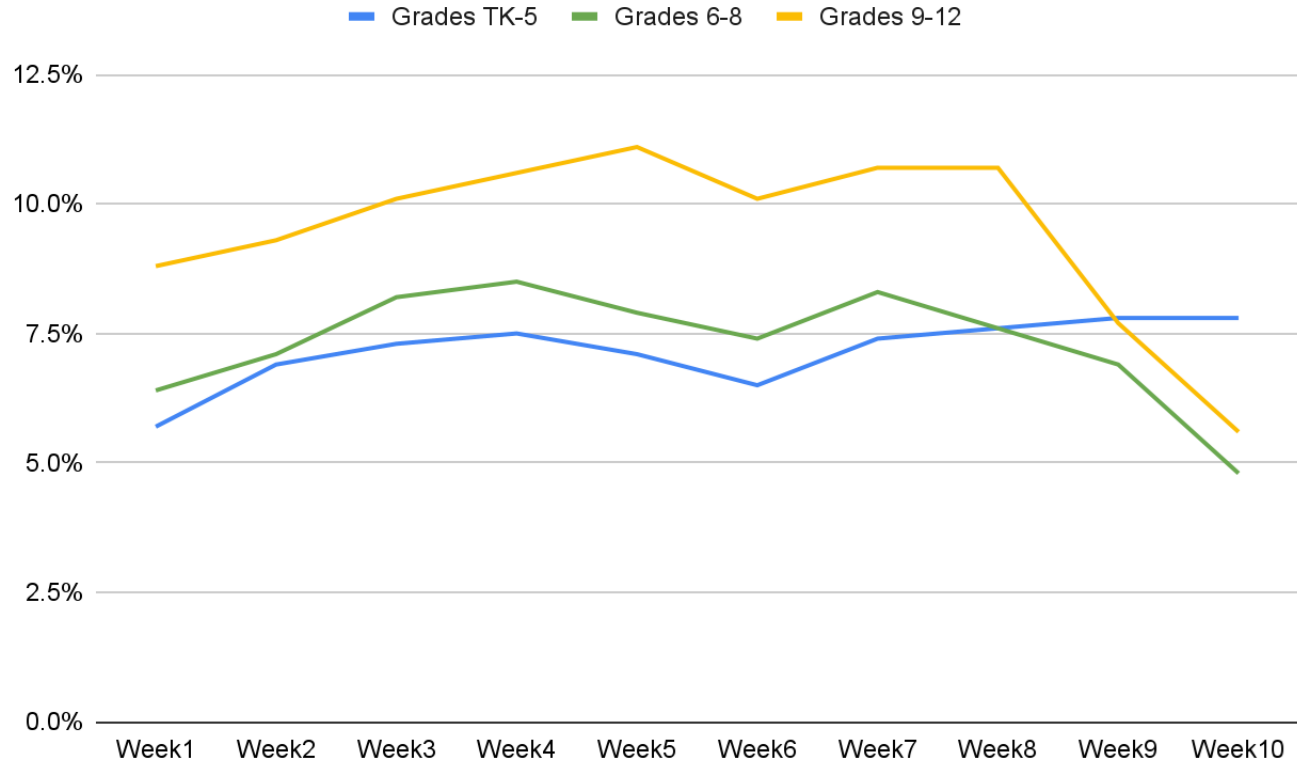
# Overall Attendance Update\* (Aug 7-Oct 17, 2023)

Grade level	All Students	ELL	Newcomer	SPED	Unhoused **	Foster Youth	African American	Asian	Latino	White
<b>Grades TK-5</b>	93%	93%	92%	91%	87%	90%	90%	96%	92%	95%
(enrollment)	(17576)	(6292)	(1556)	(2699)	(60)	(60)	(3194)	(1759)	(7949)	(2482)
<b>Grades 6-8</b>	93%	92%	92%	90%	90%	81%	90%	96%	93%	95%
(enrollment)	(6523)	(1865)	(397)	(1074)	(25)	(31)	(1364)	(538)	(3352)	(622)
<b>Grades 9-12</b>	90%	88%	88%	88%	86%	81%	89%	95%	89%	93%
(enrollment)	(9326)	(2620)	(1190)	(1588)	(49)	(64)	(2130)	(999)	(4638)	(732)

\*Sojourner Truth NOT included.

\*\* Enrollment is low at the beginning of the school year as data is still being entered into the system..

# Weekly Absence Rate (Aug 7-Oct 13, 2023)





# Enrollment Update

# 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

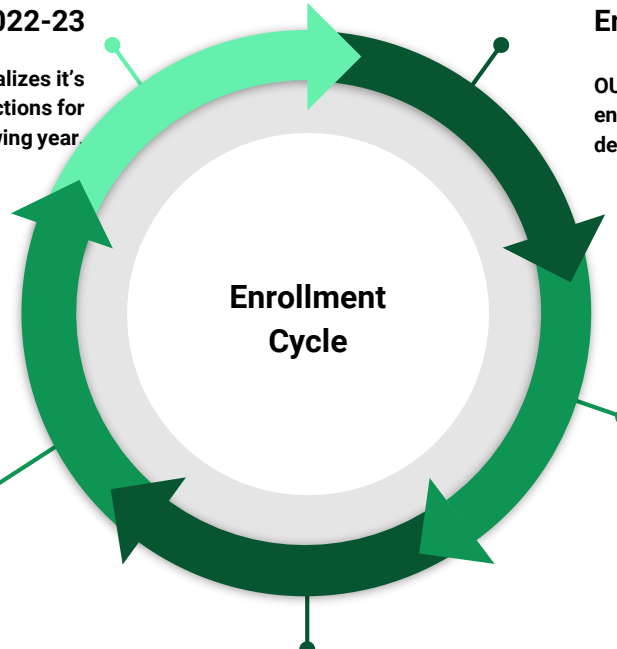
On the first Wednesday of October, OUSD finalizes it's enrollment count that will be used for projections for the following year.

## 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

## 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.



Enrollment Cycle

## 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 update

Grade Span	Projection	Day-10 Aeries	Day-10 Head Counts	Day-15 Head Counts	Day-20 Head Counts	Day-30 Aeries	Day-40 Aeries	Census Day (Oct 4th)	Variance (projection vs. day-30 Aeries)
TK-5	16,659	16,896	16,701	16,814	16,812	16,969	16,980	16,916	257
6-8	6,307	6,332	6,281	6,271	6,321	6,340	6,341	6,310	3
9-12	9,058	9,278	8,838	8,960	9,031	9,131	9,127	9,130	72
Gen Ed TK-12 (subtotal)	32,024	32,506	31,820	32,045	32,164	32,440	32,488	32,356	332
SDC TK-12	1,566	1,486	1,414	1,432	1,432	1,481	1,457	1,633	67
<b>Total TK-12</b>	<b>33,590</b>	<b>33,992</b>	<b>33,234</b>	<b>33,477</b>	<b>33,596</b>	<b>33,931</b>	<b>33,945</b>	<b>33,989</b>	<b>399</b>

# Enrollment Update

1. The District exceeded its projections--based on historical student trajectory and foregoing birthdates--by **399 students**.
2. This is the **2nd year in a row** that the District has exceeded its projections, after failing to meet projections the previous two years (20-21 and 21-22)
3. Enrollment exceeded projections at **each grade span**, as well as SDC
4. Previously enrollment reports erroneously excluded SDC students in the Young Adult Program. The inclusion of this population accounts for the difference between Census Day and Day-40 SDC totals
5. 59 schools were within 1% **or exceeded** their projection; 24 schools missed their projection by more than 1%

# Upcoming Enrollment Milestones

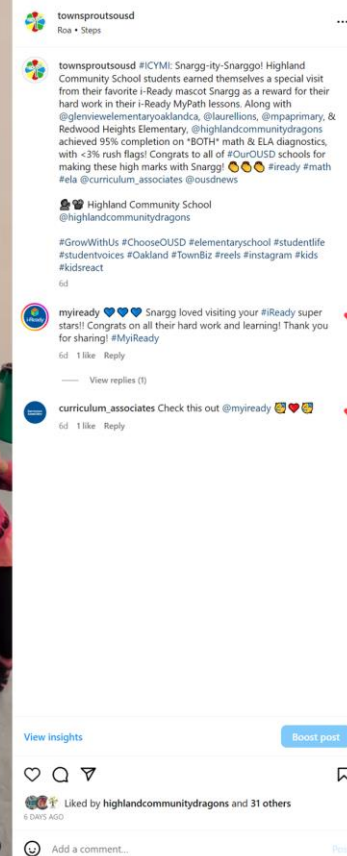
- **Census Day (October 4th):** This is the date where we certify our official enrollment for the 23-24. The final count will be available soon as staff work to reconcile any discrepancies in the state's system.
- **24-25 Enrollment Projections (November):** Using the census day totals, we will begin calculating district- and school-level enrollment projections.
- **Launch of On-Time Enrollment (December 1):** The on-time enrollment window will open on December 1, 2023 and run through February 10, 2024. Families that apply on-time have the greatest access to an array of school choice
- **Virtual School Showcases (December & January):** These are opportunities for families to hear from multiple schools at one time, without needing to take off work to attend multiple in-person tours.



# Enrollment Stabilization (BP 5115)

## Ongoing

- Digital advertising: language/ zip code focus, keyword targeting, search engine optimization
- Social Media promotion: @TownSproutsOUSD; @OakintheMiddle; @TheLinkOUSD



@TownSprouts was there when Snargg--the iReady mascot--came to Highland Elementary to celebrate the academic achievement in reading and math of the young Dragons!

# Enrollment Stabilization

(BP 5115)

## Focal School Work

- Key enrollment stabilization strategy to provide targeted support to schools needing enrollment support
- Schools selected on the basis of the cumulative impact of the following factors: 1-year enrollment change, 3-year enrollment change; attrition rates; net growth rates; (revised) demand rates; number of student cohorts/ sections in entry grades; percentage of neighborhood that attends charter schools
- 22-23: 14 elementary, 4 middle, 3 high school

# Key Strategy: Enrollment Focal Schools

*Group of schools that receive targeted enrollment support*

Elementary (23-24)		Middle (23-24)	High School (23-24)
<ul style="list-style-type: none"> <li>● Brookfield (<i>new</i>)</li> <li>● Burckhalter</li> <li>● Carl Munck (<i>new</i>)</li> <li>● Esperanza</li> <li>● Garfield</li> <li>● Grass Valley (<i>new</i>)</li> <li>● Hoover</li> <li>● Horace Mann (<i>new</i>)</li> <li>● Korematsu (<i>new</i>)</li> <li>● Laurel</li> </ul>	<ul style="list-style-type: none"> <li>● La Escuelita (<i>new</i>)</li> <li>● MLK</li> <li>● MPA Primary</li> <li>● OAK</li> <li>● Piedmont (<i>new</i>)</li> <li>● Prescott</li> <li>● Pride</li> <li>● Sankofa (<i>new</i>)</li> <li>● TCN</li> </ul> <p>Allendale, Highland, and Reach exited this focal work.</p>	<ul style="list-style-type: none"> <li>● Bret Harte</li> <li>● Frick</li> <li>● Roosevelt (<i>new</i>)</li> <li>● Westlake</li> <li>● WOMS</li> </ul>	<ul style="list-style-type: none"> <li>● Castlemont</li> <li>● Madison Upper</li> <li>● McClymonds</li> <li>● Skyline (<i>new</i>)</li> </ul>

# Key Strategy: Enrollment Focal Schools

*Group of schools that receive targeted enrollment support*

Assets	Adaptive Support	Technical Support
<ul style="list-style-type: none"><li>● Flyers</li><li>● Lawn Signs</li><li>● Principal welcome videos</li><li>● Revised logos (as needed)</li><li>● Support with outreach materials</li><li>● School-level billboards</li><li>● Stipend for content creators</li><li>● Swag</li></ul>	<ul style="list-style-type: none"><li>● Content creator coaching</li><li>● Enrollment outreach coaching and support</li><li>● Community engagement support</li></ul>	<ul style="list-style-type: none"><li>● Custom offer message sent to families</li><li>● SWC outreach to families after offer</li><li>● School access to expired offer list → automatically reinstate expired offers</li></ul>

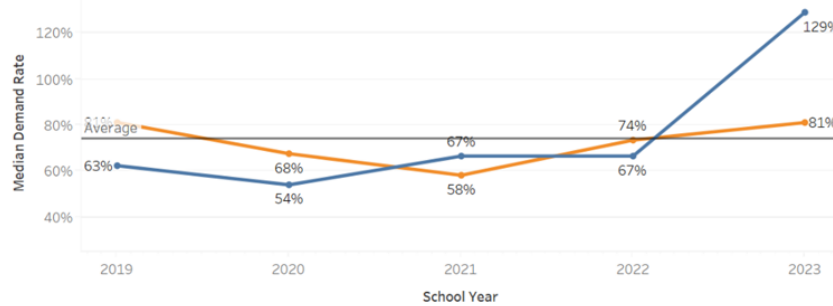
# TK & K Demand Rates 23-24

Entry Grade  
 ■ TK  
 ■ K

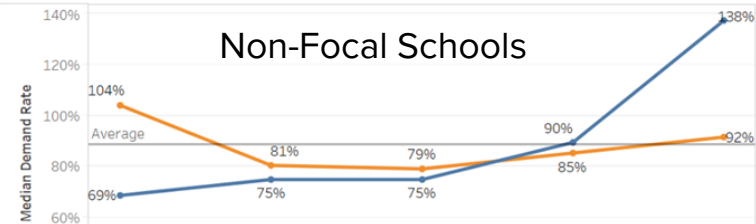
Entry Grade  
 Multiple values



Overall District Demand

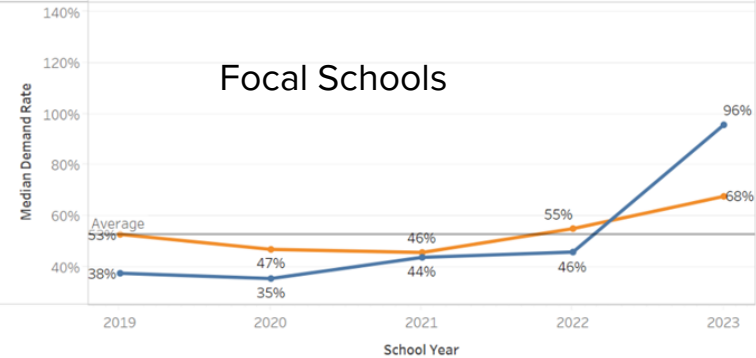


Focal School

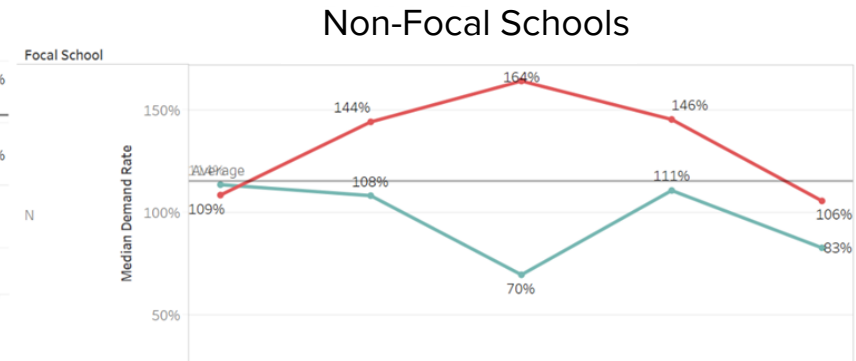
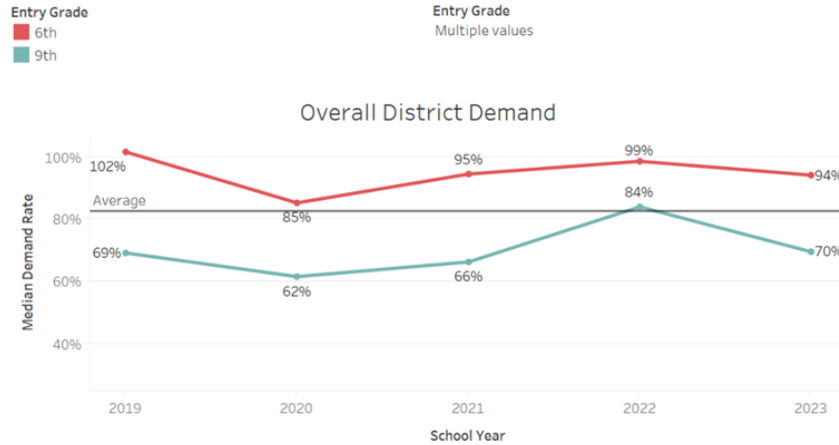


Focal Medians

Entry Grade	Focal Scho..	2019	2020	2021	2022	2023
TK	N	69%	75%	75%	90%	138%
	Y	38%	35%	44%	46%	96%
K	N	104%	81%	79%	85%	92%
	Y	53%	47%	46%	55%	68%

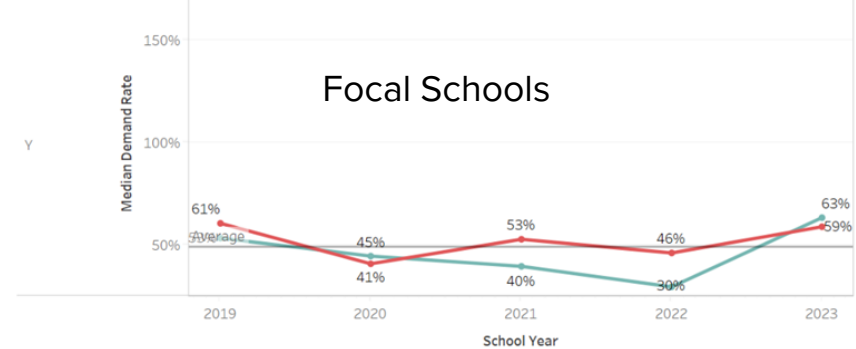


# 6th & 9th Demand Rates 24-25



### Focal Medians

Entry Grade	Focal Scho..	2019	2020	2021	2022	2023
6th	N	109%	144%	164%	146%	106%
	Y	61%	41%	53%	46%	59%
9th	N	114%	108%	70%	111%	83%
	Y	53%	45%	40%	30%	63%





# Community Schools, Thriving Students



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[www.ousd.org](http://www.ousd.org)



@OUSDnews

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