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Board Cover Memorandum

To Board of Education

From Dr. Denise G. Saddler, Interim Superintendent

Meeting Date November 12, 2025

Subject Interim Superintendent's Work Plan 2025-2026

Ask of the Board Adoption by the Board of Education of the Interim Superintendent of School's Work Plan for 2025-2026 School Year.

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.

Discussion The 2025-26 Interim Superintendent's Work Plan continues to drive forward OUSD's current Strategic Plan priorities and LCAP goals, while also addressing the urgent needs facing the District during the 2025-26 school year.

Fiscal Impact N/A

Attachment(s)

- Interim Superintendent's Work Plan 2025-26

DRAFT

Superintendent's Work Plan 2025-2026

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 Local Control & Accountability Plan (LCAP) Goals (2024-2027)

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

Goal 2: Within three years, focal student groups will demonstrate accelerated growth to close our equity gap.

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

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

Goal 5-8: Over three years, student academic outcomes, and graduation rates at named high schools, will improve at Korematsu Discovery

Academy, Markham Elementary School, Prescott Elementary School, Brookfield Elementary School, Burckhalter Elementary School, Sankofa United Elementary School, Frick United Academy of Languages, Westlake Middle School, Castlemont High, McClymonds High, Oakland International High, Dewey Academy, Ralph J. Bunche Academy, Rudsdale Continuation School, Gateway to College, the Home and Hospital Program, Sojourner Truth Independent Study, and Street Academy.

Key Areas	Goals	Metrics/Deliverables
Thriving Students & Schools The Superintendent, in collaboration with the Senior Leadership Team, will lead the implementation of key actions that advance the District's Strategic Plan for thriving students and schools. Together, they will ensure that every strategy—focused on literacy, graduation, attendance, and staff retention—is aligned to District priorities, supported by effective systems, and measured through clear outcomes. This collective work will drive academic excellence, equity, and joy across all schools so that students thrive in learning environments that prepare them for success in college, career, and community.	Ensuring Strong Readers by the Third Grade - <i>Improve on grade-level reading</i> Supporting Empowered Graduates - <i>Increase graduation rate</i> Creating Joyful Schools - <i>Improve attendance</i> Growing a Diverse and Stable Staff - <i>Improve workplace culture</i>	- Students will show a minimum 5-10% increase in % of students on grade level in iReady ELA across all grade spans: 29.6% to 35% in K-5, 20.3% to 25% in 6-8 and 7% to 15% in 9-12. - Reach 80% of 12th graders graduating. increase the grad rate by 5% for each school. - Increase A-G grad rate to 60% districtwide. Increase by 5% for each school. - Increase attendance rate by 1% (90.5% to 91.5%). - Decrease Chronic Absenteeism by 3% (29% down to 26%). - Increase the percent of employees that report that OUSD is a supportive and inviting place to

		work on the All Staff Retention Survey by 5% (78% to 83%)
Thriving District To ensure the success of thriving students and schools, the Superintendent will work in close partnership with the Board of Education and the Senior Leadership Team to advance the key actions of a thriving district. This includes maintaining fiscal stability, strengthening infrastructure, and ensuring organizational readiness for its future superintendent — all of which are essential to sustaining academic and operational success. The Superintendent will also prioritize strong community engagement and partnerships to deepen trust, foster collaboration, and align district initiatives with the needs and aspirations of Oakland’s diverse communities.	Fiscal Responsibility - <i>Successfully steward a budget development process resulting in a 2026-27 balanced adopted budget that establishes and maintains district solvency for the future and out years.</i> Community Engagement - <i>Engage a wide range of District and community partners around continued growth in student outcomes and fiscal sustainability of OUSD.</i> Facilities Planning - <i>Complete planning for the next phase of OUSD facility improvements and asset management.</i> Leadership Transition - <i>Ensure continuity and readiness for superintendent transition.</i>	- Implement Board Resolution No. 2526-0177 to support the board in adopting a budget for 2026-27 that begins to restore and strategically maintains the board adopted policy of 3% reserve in the Base and maintains district solvency beyond 2026-27 - Hold consistent superintendent-led engagements and discussions across a range of partners. - Completion and Board approval of Facilities Master Plan for 2026-2030. - Completion and Board approval of an Asset Management Plan. - Prepare an orientation and briefing guide for the new permanent superintendent. Senior Leadership Team and staff will be prepared and ready to welcome, onboard, brief and support a new Superintendent of the Board’s choosing.