

Superintendent Report

Interim Superintendent, Dr. Denise Saddler
March 11, 2026



**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

Agreement With Teachers Union

Fiscal Stabilization Implementation Plan

Preparing for Successful Transitions

Budget Webpage

School Highlights

Academic Highlights



Tentative Agreement with OEA

- **Strike Averted.** Our students thrive when they have stability, consistent relationships with trusted adults, and uninterrupted time in the classroom. (One of a few in the Bay Area to reach agreement without one)
- **The Big Picture.** Meaningful salary increases over the life of the contract:
 - July 1, 2025: 7% increase for educators at the top step and 4% for all other steps (Retroactive)
 - July 1, 2026: 2% increase for the top step and 3% for all other steps
 - June 30, 2027: 4% increase for all steps
- **Targeted Compensation:**
 - Special Education Teachers
 - Nurses
 - Psychologists
 - Speech and language pathologists
 - Social Workers
 - PK-3 Credentialed Teachers
 - State Pre-K educators

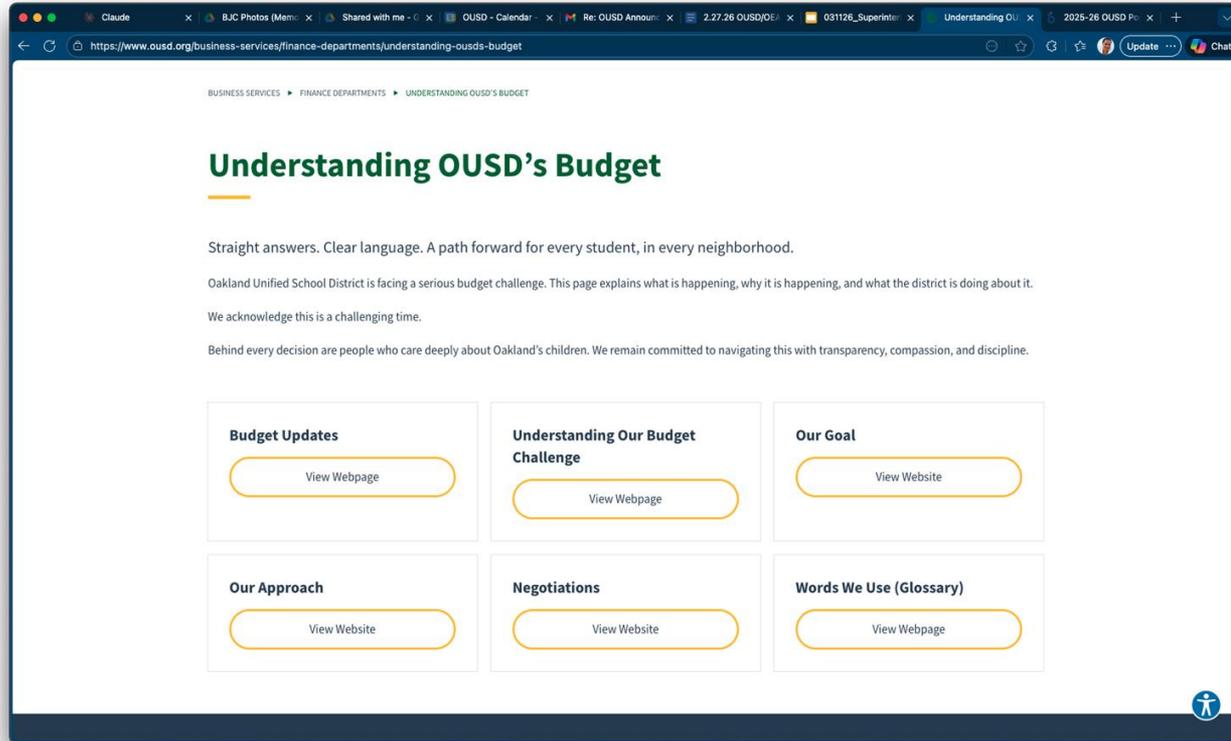
Fiscal Stabilization Implementation Plan

- Phase 1 - Emergency Actions (December - January)
 - Adopt Scenario 3
 - Hired Fiscal Experts
 - Examined Fiscal Practices
 - Restored the REU
- Phase 2 - Workforce Realignment
 - PARS
 - Strategic Reduction in Force to close structural Gap (app \$65M)
- Phase 3 - Budget Development 26/27 & MYP
 - Begin Reimagining School
 - Community Engagement

Preparing for Successful Transitions

- OUSD CARES
- Job & Resource Fair
- HONORING OUR OWN

Redesigned Budget Webpage





School Highlights

Spring is Career Day Season at Schools Across OUSD

Career Day events at elementary, middle, and high schools happen often in the spring, and bring people successful in a wide range of careers into schools to share their secrets with students.

This was at a Career Day at Oakland Academy of Knowledge on February 25. The students got to meet and learn about the news business from longtime KPIX Channel 5 Anchor, Juliette Goodrich. She shared what goes into putting stories on the air, and how to be a good anchor.

Montera Middle School is holding its Career Day on March 25. All schools that host these events can use more people to volunteer to share their experiences.



Initiative: Joyful Schools

www.ousd.org/strategicplan

Golden State Valkyries and Warriors Bring Literacy Skills to Schools

Staff from the Golden State Valkyries basketball team brought their Read to Achieve campaign to Fruitvale Elementary on March 3. The team set up a reading area in the auditorium, and classes cycled through the space throughout the morning, hearing books being read, and asking questions about the team and about basketball.

On March 4, Warriors legend Festus Ezeli visited Claremont Middle and read books with students as part of the Readers Become Leaders campaign. More events are planned at schools in the coming weeks.



Initiative: Strong Readers

www.ousd.org/strategicplan

Sojourner Truth Student Wins State Wrestling Championship

Senior Shayna Ward is less than three months from graduating high school, and now she has some serious hardware to go along with her diploma. Ward attends Sojourner Truth Independent Study, and since that school doesn't have athletics teams, she wrestles for Oakland Technical High School.

On Saturday night, February 28, at the State Championships in Bakersfield, Shayna wrestled a girl from Orange Vista High near Riverside. She fought off a pin attempt at the last second, and turned the tables on her opponent, getting the pin, and securing the CIF State Championship.

The District will celebrate Shayna's big win this spring. Congratulations, Champ!



Initiative: Empowered Graduates

www.ousd.org/strategicplan

Oakland Police Chief Celebrates Skyline High Staff

Oakland's Police Chief James Beere visited Skyline High last month to honor staff for their actions in the aftermath of the shooting last November. He called out these people for their quick work:

- **Maria Kaimana**, Assistant Principal
- **Michael Knox**, Assistant Principal
- **Carlisa Johnson**, Assistant Principal
- **Laurel Sinclair**, Teacher
- **Deborah Williams**, School Nurse
- **Janelle Royal**, Elite Security

He said, "Their actions that day reflect the highest standards of service, compassion, and commitment to the well-being of Oaklanders. On behalf of the Oakland Police Department, I sincerely thank you. Your courage and dedication were instrumental in this difficult moment. Together, let us continue working to ensure the safety and resilience of our community."

I thank Vice President Bachelor for attending.



Initiative: Diverse and Stable Staff

www.ousd.org/strategicplan



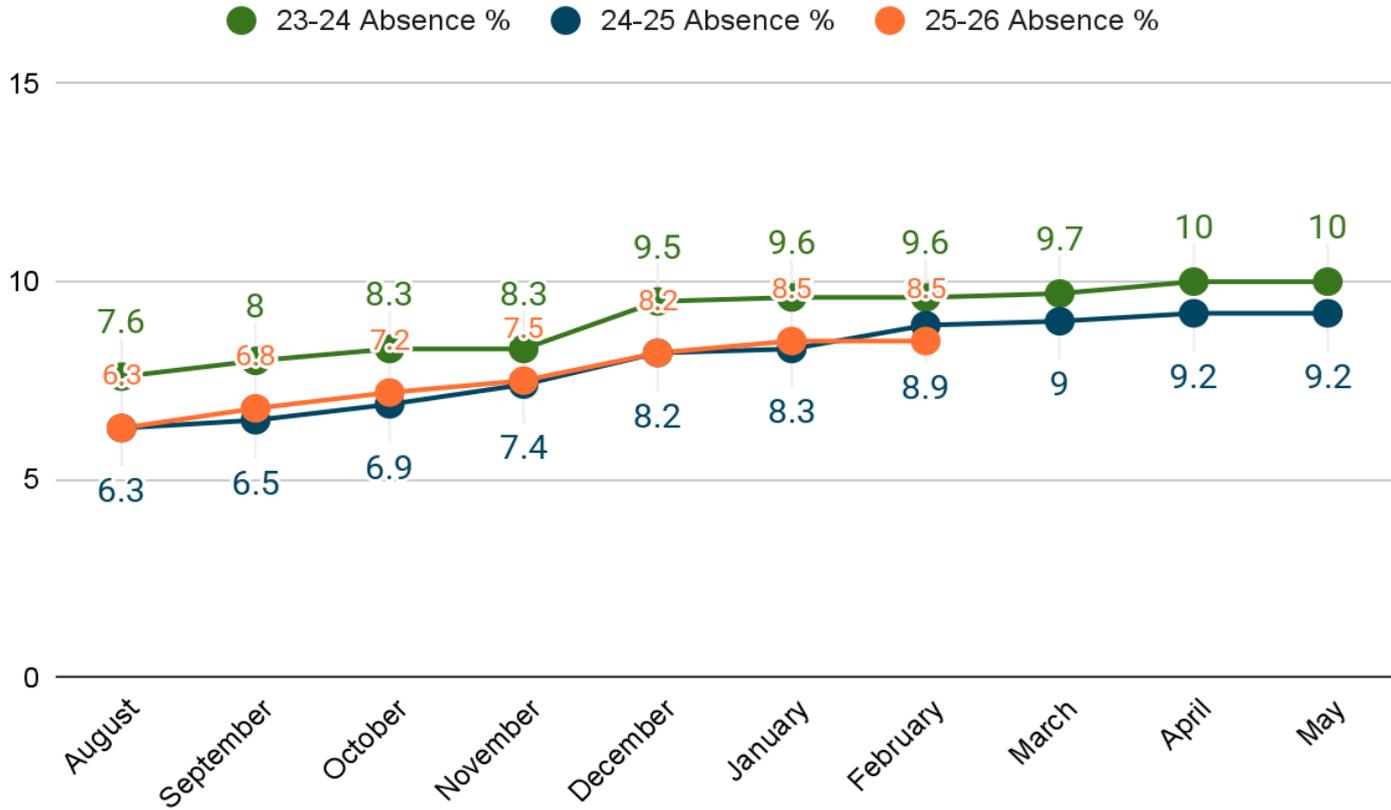
Academic Highlights

Targets for Success: Attendance

Focus Area	2022-2023	2023-2024	2024-2025
Attendance Rate	85%	89.8%	90.5% (+.8)
Chronic Absenteeism	61.4%	32.2%	29.0% (-2.8%)

2025-2026 Target
*Attendance: ECE/ES= 96%; Secondary: 94%; or Increase by 1%.
*Chronic Absenteeism: All schools reduce by 3%.

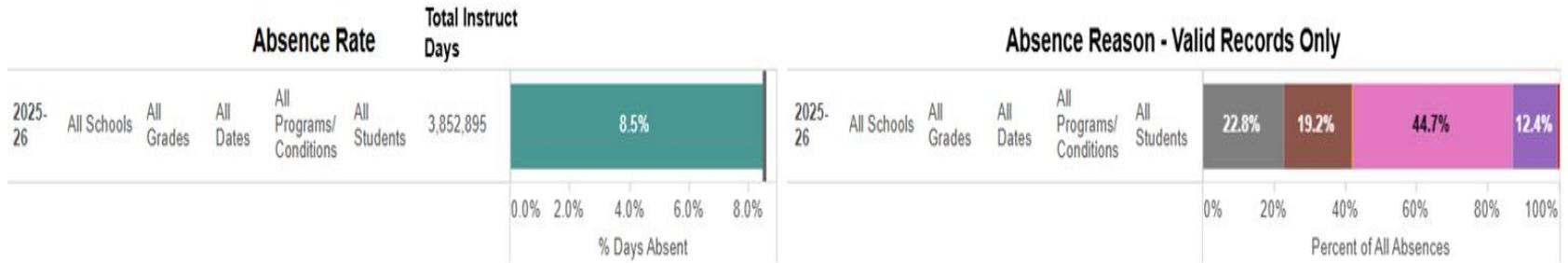
Absence Rate, 8.5%



8.5% Absence Rate

Absence Reasons

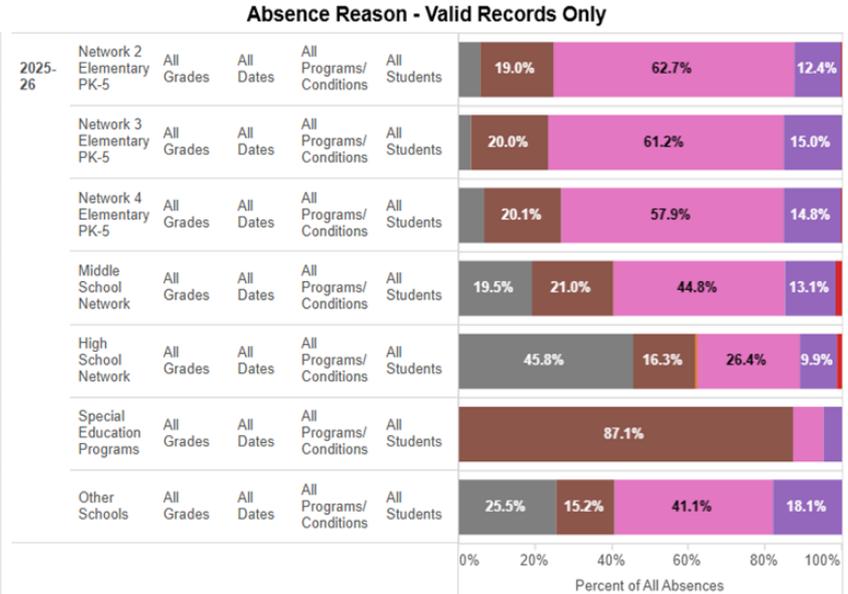
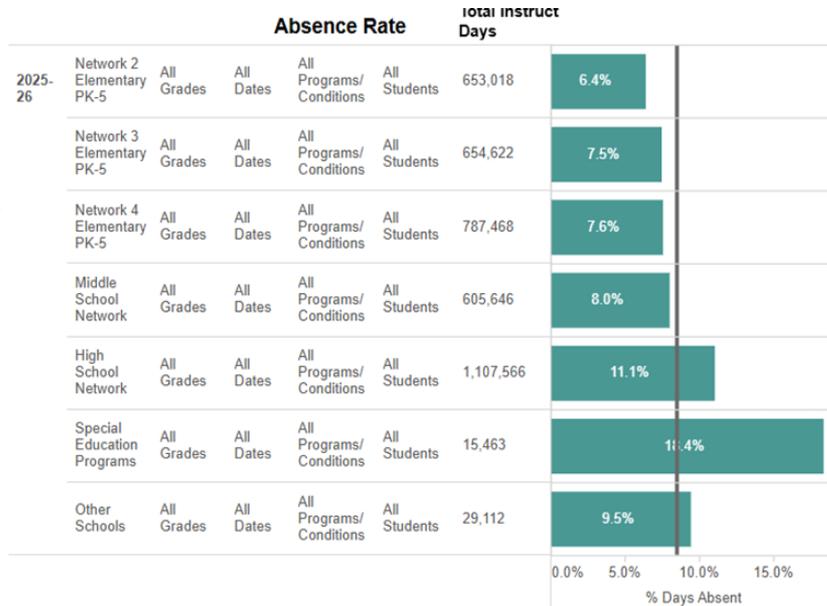
- Administrative
- Discipline
- Excused Other
- Illness
- Juvenile Detention
- Unexcused
- Unverified



Absence Rate by Network

Average is 8.5%

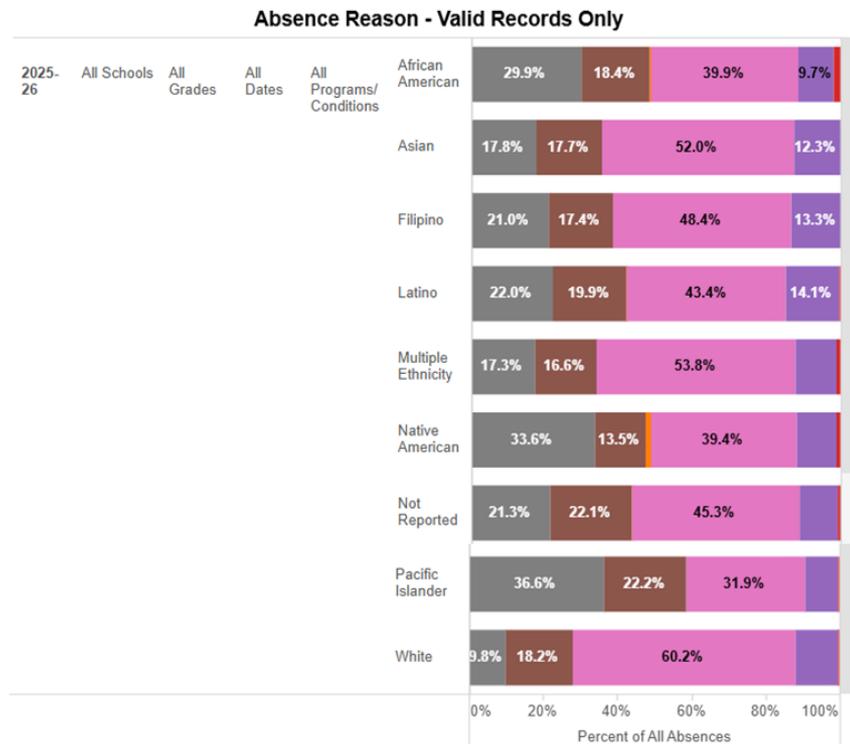
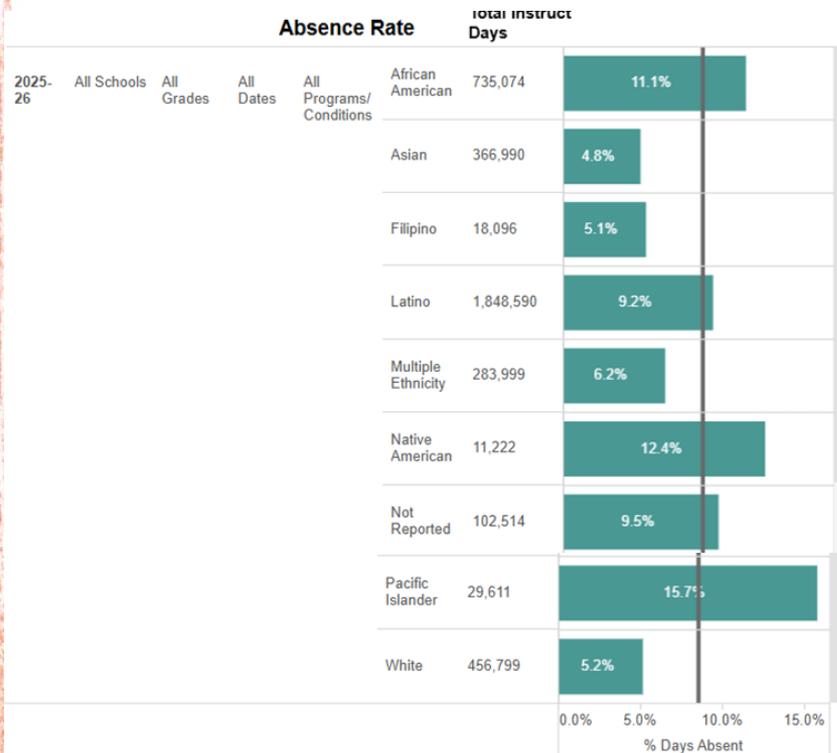
- Absence Reasons**
- Administrative
 - Discipline
 - Excused Other
 - Illness
 - Juvenile Detention
 - Unexcused
 - Unverified



Absence Rate by Ethnicity

Average is 8.5%

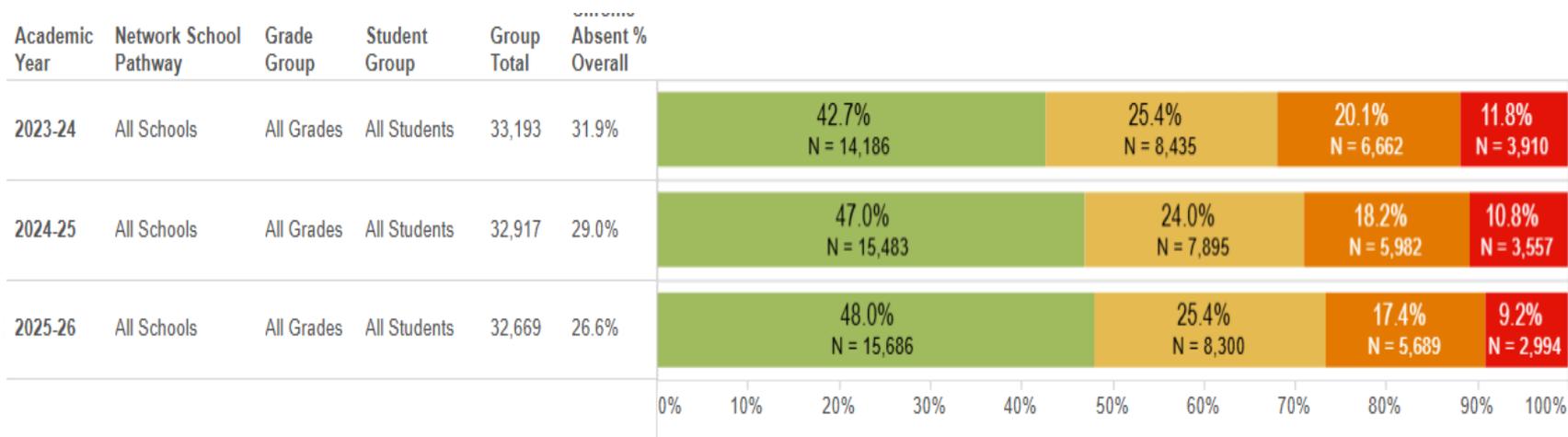
- Absence Reasons**
- Administrative
 - Discipline
 - Excused Other
 - Illness
 - Juvenile Detention
 - Unexcused
 - Unverified



Chronic Absenteeism: 26.6%

Attendance Rate Group

- Satisfactory
- At Risk
- Moderate Chronic Absent
- Severe Chronic Absent

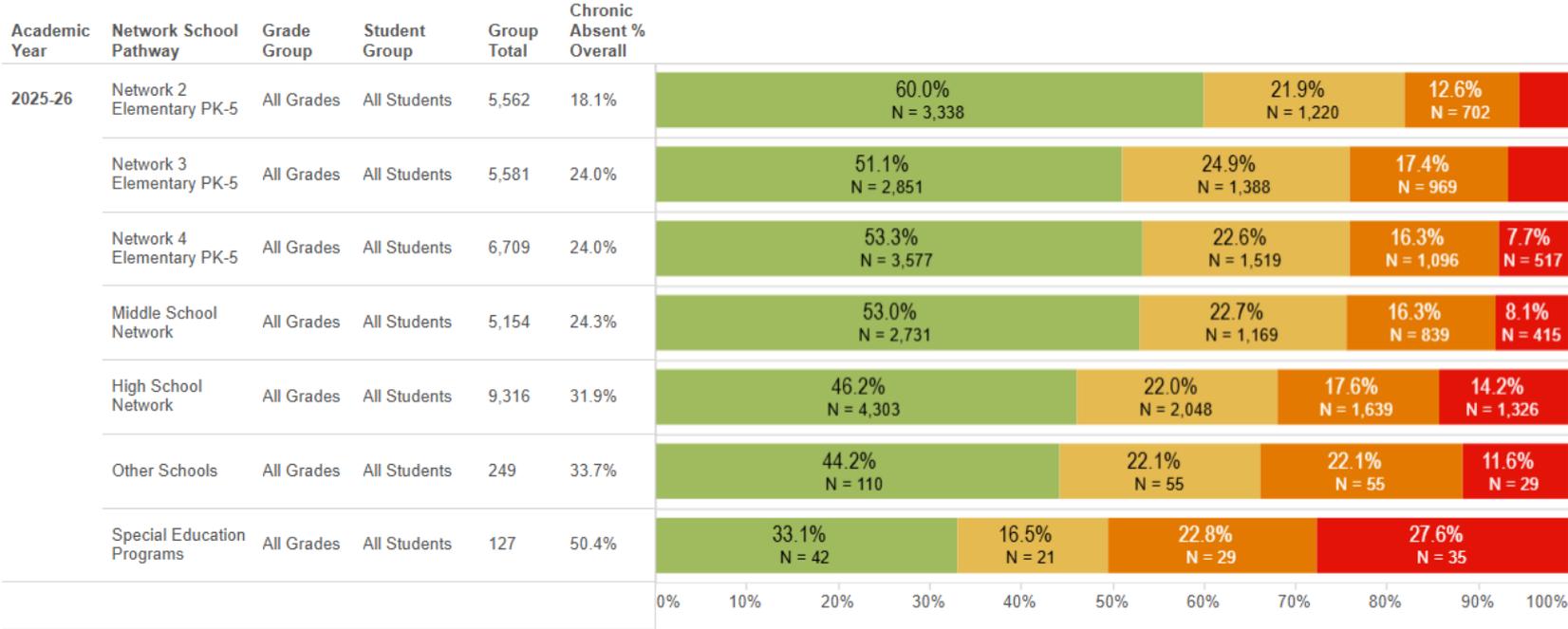


25-26 Chronic Absenteeism by Network:

26.6%

Attendance Rate Group

- Satisfactory
- At Risk
- Moderate Chronic Absent
- Severe Chronic Absent

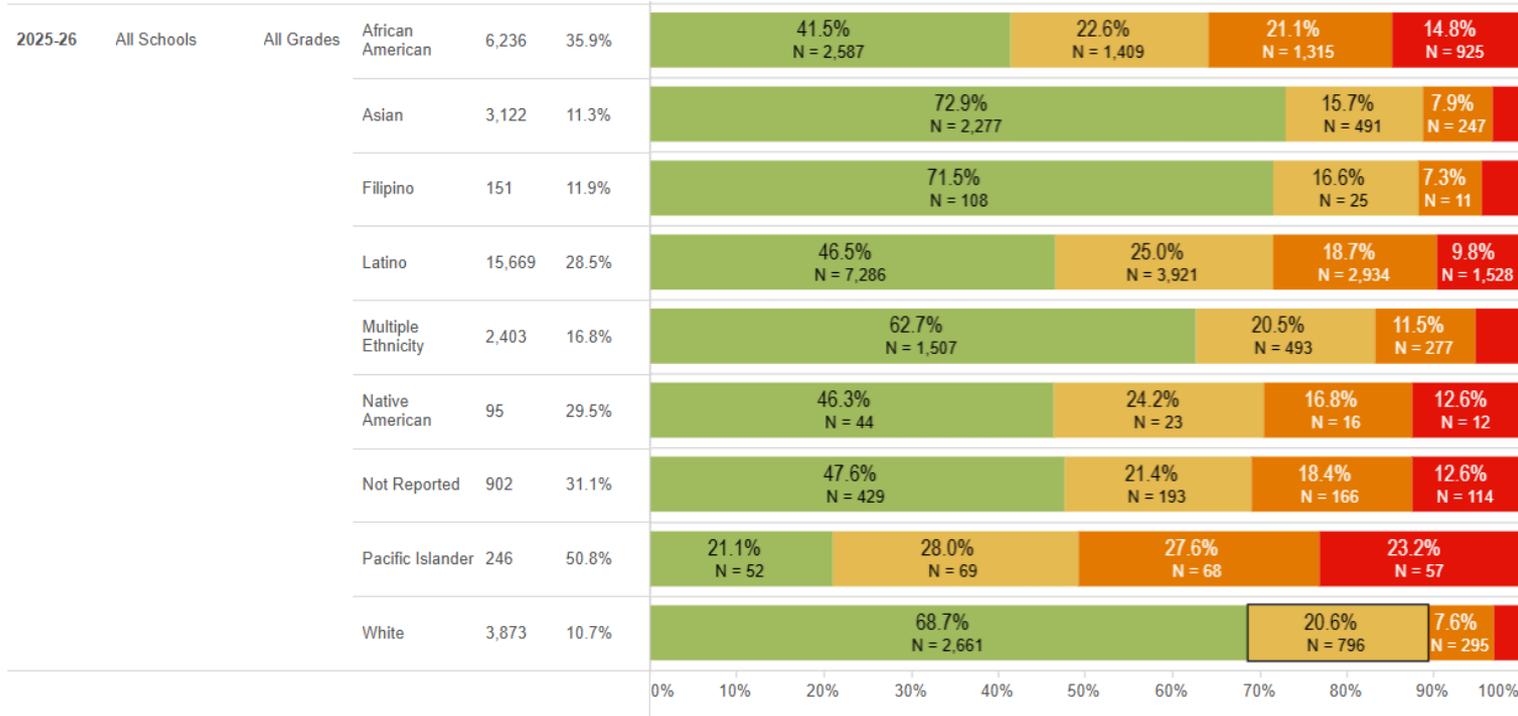


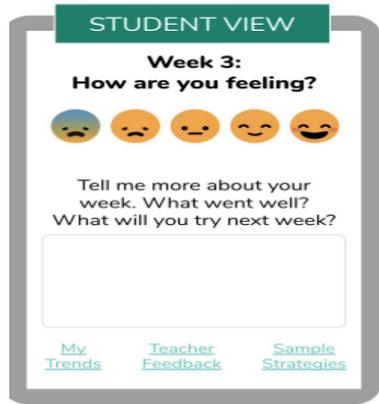
25-26 Chronic Absenteeism by Ethnicity:

26.6%

Attendance Rate Group

- Satisfactory
- At Risk
- Moderate Chronic Absent
- Severe Chronic Absent





Sown to Grow Weekly Check-In

3.1% Awful

4.8% Not So Good

Student Answer

- Awful
- Not so good
- Okay
- Good
- Awesome

Academic Year	Network or School	Week, Month, or Year	Group 1	Group 2	Total	Average Response Value	
2023-24	All Schools	2023-24	All Students	All Students	289,918	3.85	<div style="display: flex; justify-content: space-between;"> <div style="width: 32.86%;"> <p>Awesome (5): 32.86% 95,268</p> </div> <div style="width: 33.17%;"> <p>Good (4): 33.17% 96,174</p> </div> <div style="width: 24.75%;"> <p>Okay (3): 24.75% 42,710</p> </div> <div style="width: 4.8%;"> <p>Not so good</p> </div> <div style="width: 3.1%;"> <p>Awful</p> </div> </div>
2024-25	All Schools	2024-25	All Students	All Students	172,599	3.86	<div style="display: flex; justify-content: space-between;"> <div style="width: 32.20%;"> <p>Awesome (5): 32.20% 55,574</p> </div> <div style="width: 34.21%;"> <p>Good (4): 34.21% 59,047</p> </div> <div style="width: 24.75%;"> <p>Okay (3): 24.75% 42,710</p> </div> <div style="width: 4.8%;"> <p>Not so good</p> </div> <div style="width: 3.1%;"> <p>Awful</p> </div> </div>
2025-26	All Schools	2025-26	All Students	All Students	159,708	3.85	<div style="display: flex; justify-content: space-between;"> <div style="width: 35.53%;"> <p>Awesome (5): 35.53% 56,748</p> </div> <div style="width: 35.53%;"> <p>Good (4): 35.53% 56,748</p> </div> <div style="width: 26.10%;"> <p>Okay (3): 26.10% 41,679</p> </div> <div style="width: 4.8%;"> <p>Not so good</p> </div> <div style="width: 3.1%;"> <p>Awful</p> </div> </div>

0% 20% 40% 60% 80% 100%

% of Total Responses



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