



**OAKLAND UNIFIED
SCHOOL DISTRICT**

Community Schools, Thriving Students

Student Attendance Strategies SLT Presentation



Shelia White, Sr. Director, Strategic Projects
Dwayne Bartholomew, Director, Multi-Tiered Systems

Who Are We?



Shelia White,
Sr. Director, Strategic Projects
Student Attendance, Attendance Audits & QAT



Dwayne "B" Bartholomew,
Director of Multi-Tiered Systems of Support
Attendance, Behavior, Social Emotional Learning

Agenda

- Let's Ground in Data
- What Works Well In Support of Attendance
- Multi-Tiered Systems of Support
- Everyday Counts Campaign
- Other Opportunities for Improvement

PRE PANDEMIC: Attendance Completion by Teachers

Attendance Reports Submitted - By School

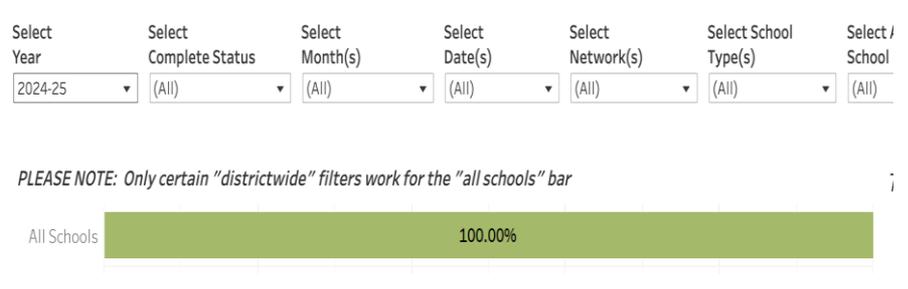
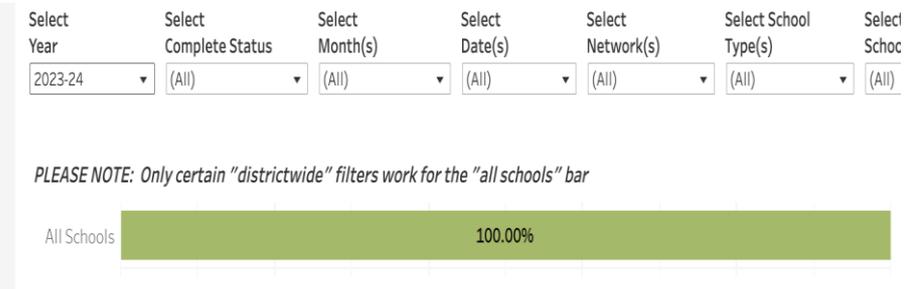
2017-18: 8/21/2017 To 6/7/2018 Course Department(s): All

Select Year	Select Complete Status	Select Month(s)	Select Date(s)	Select Network(s)	Select School Type(s)	Select / School
2017-18	(All)	(All)	(All)	(All)	(All)	(All)

PLEASE NOTE: Only certain "districtwide" filters work for the "all schools" bar



100% Attendance Completion by Teachers 2023-24 & 2024-25



Elementary ParentSquare

10am Auto-Notice Pilot Sites in 2023-24

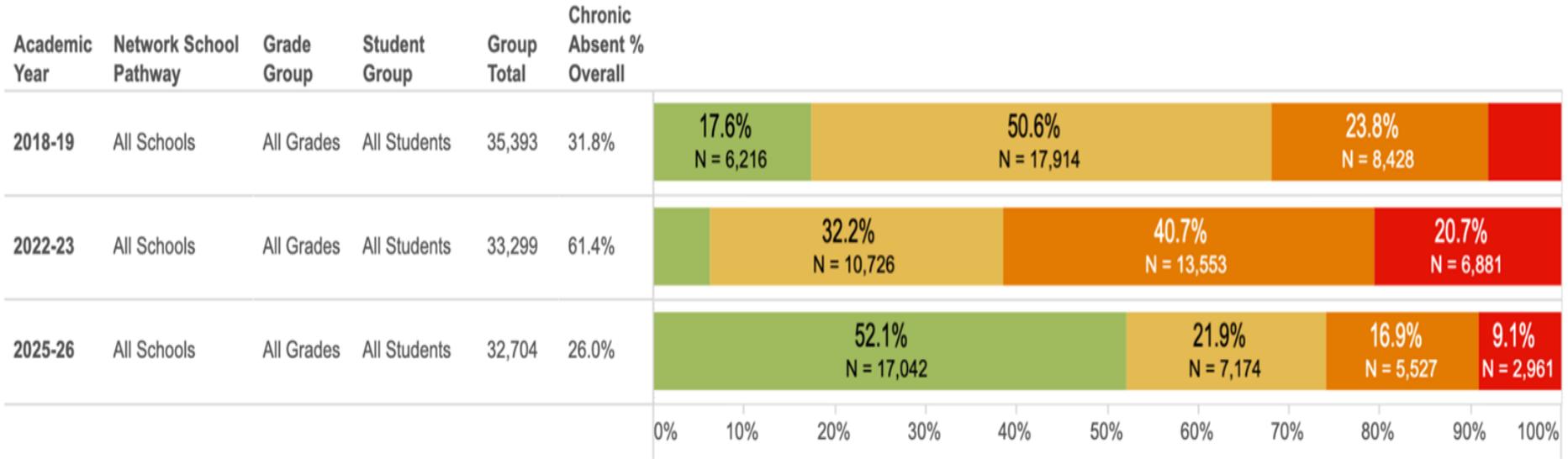
2024-25, All Elementary Sites (2025-26 data below)

	Percent of Instructional Days Lost		
	Sept-Dec 2025 4 month period	During Pilot Jan-May 2024 4 month period	'2022-23 Data does NOT include strike days Jan-May 2023
11.9% Overall Improvement			
*Allendale	9.9%	12.9%	17.3%
Lockwood*	9.2%	11.7%	14.8%
Manzanita SEED	6.3%	8.4%	11.8%
Prescott	7.5%	15.8%	16.8%



For a look at possible funding lost by [network](#) and our [three loss leaders](#), click the links!

Chronic Absenteeism (Pre to Post Covid)



Historical Data Re: Attendance Audits

School Years:

2010 – 11 \$800k audit finding

2011 - 12 \$1.2m

Prior to Shelia White's assignment

2012-2014 \$150k Protocols being
established

Independent Study \$26k Findings on

4 years of findings of less than \$180K

***10 Years of \$0 financial impact on attendance**

(includes this year) - WE NEED ALL OF OUR ADA FUNDS!

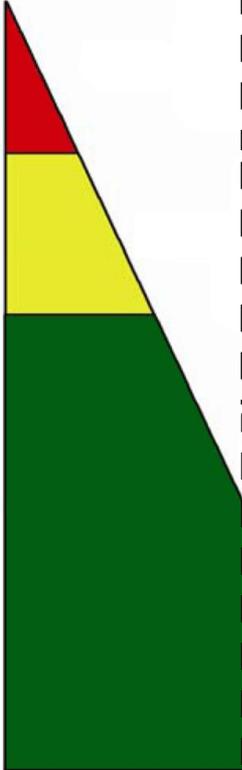


What Works Well In Support Of Student Attendance?

- **Data driven goal setting, progress monitoring, and incentives/interventions**
- **Positive relationships with students and families**
- **Capacity Building (1 to 1 Training)**
- **Cross department collaboration to address attendance issues**
- **Regular Celebration of Attendance Improvement & 100% Deliverables Achieved**
- **Audit compliance**
- **Cohesive Communication Strategy**



MTSS: Multi-Tiered Systems of (Attendance) Support



Tier 3: Intensive (a few students)

1. Student Attendance Review Board meetings
2. Coordination of Services Teams
 - a. Alameda County Office of Education; Positive Attendance Care Team

Tier 2: Targeted (some students)

1. Targeted Caseloads and Case Management
2. Student Attendance Review Team meetings
3. Home Visits
4. Coordination of Services Teams;
 - a. School Site Supports
 - b. District-Wide internal supports
 - c. Community Based Organization Partnerships

Tier 1: Universal (all students)

1. Relationships, relationships, relationships!
2. Attendance Teams - attendance plans - data based attendance agenda
3. Absence Verification (Calls home from Attendance Specialists)
4. Attendance Incentives for Perfect and Improving Attendance
 - a. Staff Celebrations and Highlighting Great Work
5. Annual District Wide Attendance Summit
6. Communications Team (reminders and community education)
7. Independent Studies
8. Attendance Recovery (After School and/or Saturday School)

DR. SADDLER'S ATTENDANCE INITIATIVE

OUSD Partnership w\ Oakland Natives Give Back



Every Day Counts Initiative!

Attendance Pilot: “Every Day Counts”

Interrupting Chronic Absenteeism With Incentives

Creating partnerships with parents/guardians & students

High Schools

*Castlemont

*McClymonds

Middle Schools

Bret Harte

Elmhurst

Montera

Westlake

Elementary

Burckhalter

Fruitvale

Lockwood

Manzanita C





SHOW UP. EARN POINTS. WIN BIG!

OPEN TO ALL K-12 STUDENTS IN
THE BAY AREA

Every school day counts! Earn points just by attending, and turn them into tickets for a chance to win:

HOW IT WORKS

EARN POINTS

1 point for every day you attend school.

TURN POINTS INTO TICKETS

Every 5 points = **1 ticket** in the lottery for drawing.

SCAN HERE
TO JOIN:



Unverified Absences & Absence Rates

UNVERIFIED ABSENCES - DISTRICTWIDE:

- 1/16/26 - Unverified Absence Rate - 24.3%
- 3/9/26 - 22.3% - (2% variance)

↘ [Dashboard for Data Dive](#)

Castlemont's Unverified Absence Rate *(in January, was highest in OUSD)

- 1/16/26 - Unverified Absences 74.3%
- Currently - phone banking 59.8%

Castlemont's Absence Rate

- 1/16/26 - 15.4%
- 3/8/26 - 12.3%

McClymonds Unverified Absence Rate

- 1/16/26 - Unverified Absences 71.3%
- 2/17/26 - 3/8/26 phone banking - 64.9%

McClymonds Absence Rate

- 2/16/26 - 13.9%
- 3/8/26 - 8%



Clerical Mentors Support Site Clerical, Principals, Kaboom Builds, OUSDs Health Fair & More...



What Does Coaching Look Like...

- Attendance Teams reflect at the end of every year in order to monitor their progress, team dynamics, and focus on improving areas of growth
- This data informs how they should approach next year's Attendance Plan

COMMUNITY SCHOOLS & STUDENT SERVICES  Community Schools, Thriving Students

Attendance Team Rubric

Directions for Attendance Teams:

- Complete the Attendance Rubric, as a Team, placing the rating number in the far right column.
- At the end, add up numbers, and divide by 11, for your Average Score.

Indicator	Emerging (1)	Developing (2)	Proficient (3)	Rating #
Membership	Team does not include the Principal or Assistant Principal.	Team includes Principal, Attendance Specialist, and at least one other site representative.	Team includes Principal, Attendance Specialist, and at least two other staff members (CSM, Nurse, ASP Director, Lead Teacher, Counselor, etc.).	
Roles and Responsibilities	Roles and responsibilities of team members are unclear. Meetings and/or attendance at meetings is inconsistent.	Roles (e.g. facilitator, note taker, timekeeper), are defined and responsibilities of members (e.g. attendance, preparation, participation, student follow-up), and informally understood.	Responsibilities of members are defined, documented, and adaptable. Attendance, participation, and agenda are consistent to support the goal of improving student attendance. Agenda and data reports/trackers are updated for meetings, members of the team consistently complete assigned tasks (i.e. case management, phone calls, promotion activities).	
Meeting Frequency	Meetings are not held on a regular basis.	Meetings are scheduled but may be canceled if a key team member is absent.	Meetings are held, at least twice per month, even if a key member is absent. HS meets weekly.	

It Is Adaptive Coaching

- Teams map out what their site’s Intervention “Menu” will look like
- This is important because if you don’t have the staff bandwidth to engage in Home Visits, you shouldn’t have that as an option

Tier 2 Attendance Interventions: for students/classrooms in the Truant, At Risk and Moderate Chronic categories

Think of Tier 2 Interventions as amplified versions of Tier 1. Tier 2 is an increased dosage of awareness of the impact of absence, attendance expectations, and family and student engagement for a 2-6 weeks, and setting/modifying goals. This can be done using CICO, mentoring, small group for parent or students, or a pre-SART Family Meeting. A student is graduated/exited from the intervention when goal is met. When goal is not met, the intervention moves to Tier 3.

All interventions to be entered in Aeries and monitored on Attendance Intervention Dashboard

	If the data shows.... do this	Intervention	Description	Enter/Exit criteria
I O W e r	more than 20% of students are chronic in a grade or classroom...	Teacher Consultation	Attendance team member meets with teacher to uncover barriers to attendance using the worksheet and to discuss/brainstorm solutions. Focus can be classwide if there is a high overall chronic rate, or for specific student(s)	Classwide attendance categories skew toward Chronic and/or there are specific students of concern where teacher input would benefit.
	student attendance is less than 95% and you believe the adult/family needs support in order to improve	Parent Conference (Pre-SART)	A conversation with parent/guardian to build awareness & connection, uncover barriers, and provide resources and supports	When student enters "At Risk" category, anytime absences are of concern

It Is Also Technical Coaching

2025 - 2026
(Insert School Name)
Attendance Team Meeting Agenda

25-26 District Attendance Goals

24-25 EOY Chronic Absent Rate	Enter here	25-26 EOY Chronic Absent Goal = -3%	Enter here
24-25 EOY ADA Rate	Enter here	25-26 EOY ADA Goal = +1%	Enter here

Yearlong Data Tracker

[Chronic Absence Categories](#) (insert % at end of month)

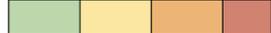
Attendance Rate Groups	August	September	October	November	December	January	March	April	May	EOY
Satisfactory										
At Risk										
Moderate Chronic Absent										
Severe Chronic Absent										

25-26 Site Attendance Plan

[Please link here](#)

Resources

- | | |
|--|---|
| OUSD Attendance Toolkit
25-26 SART Scheduling Letter
25-26 SARB Referral
SARB Guidance 2025 | Attendance Data Dashboards Cheat Sheet
Attendance Team Summit 1.8.24
Attendance Awareness Month Resources & Reminders (2025)
Spring 2025 Attendance Content Resource Sheet |
|--|---|

Date of meeting:		
Roles		
Facilitator: Time Keeper: Note Taker:	Communication/Report back Lead: Data Provider: Intervention Entry:	
Team Members Present		
Objective	Information	Notes/who/by when
Opening (5 minutes)	SEL Opener	
Grounding (5 minutes)		
TIER 1 DATA (5 minutes)	1. Has attendance been submitted by all teachers this week? Attendance Specialist Report Out or check Attendance Report Submissions Dashboard 2. On the (Absence Analysis Dashboard) o Check for Unverified absences o Current Absence % = Increase or decrease from last week? 3. Current Chronic Categories % YTD  Increase or decrease from last week? 4. Attendance % or Chronic % by Grade (whichever data point supports goal)	

Opportunities To Improve: Independent Studies



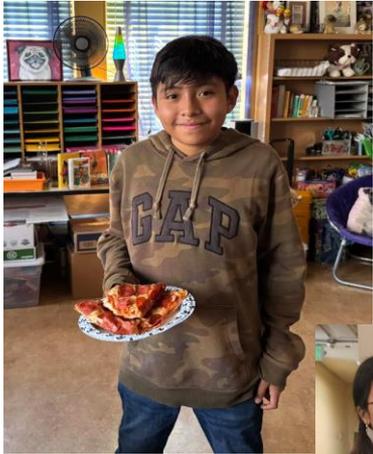
Castlemont's Attendance Team has created a system for utilizing Independent Studies to recoup missed days.

OUSD Communications Team is working on a video to educate parents that Independent Studies is an option if the family will be away from school for an extended period.



V CODE: Certificated staff to make efforts to engage with students cutting or in the front office:
Counts for ADA funding \$\$\$.
Specialist to add **Aeries Note** & V Code for period:
Student with Counselor Smith, Period 1.

Opportunities To Improve: Attendance Recovery



Piloting Attendance Recovery through
After School and Saturday School.

Sites Participating:

- Bella Vista
- EnCompass
- Elmhurst
- KDA
- Urban Promise Academy
- West Oakland Middle
- United for Success Academy

Opportunities To Improve: Educating Families on Attendance



Many attendance teams set up informational sessions during parent/teacher conference time.

Educating Parents and Families on the amount of funding loss due to absenteeism moves the needle.

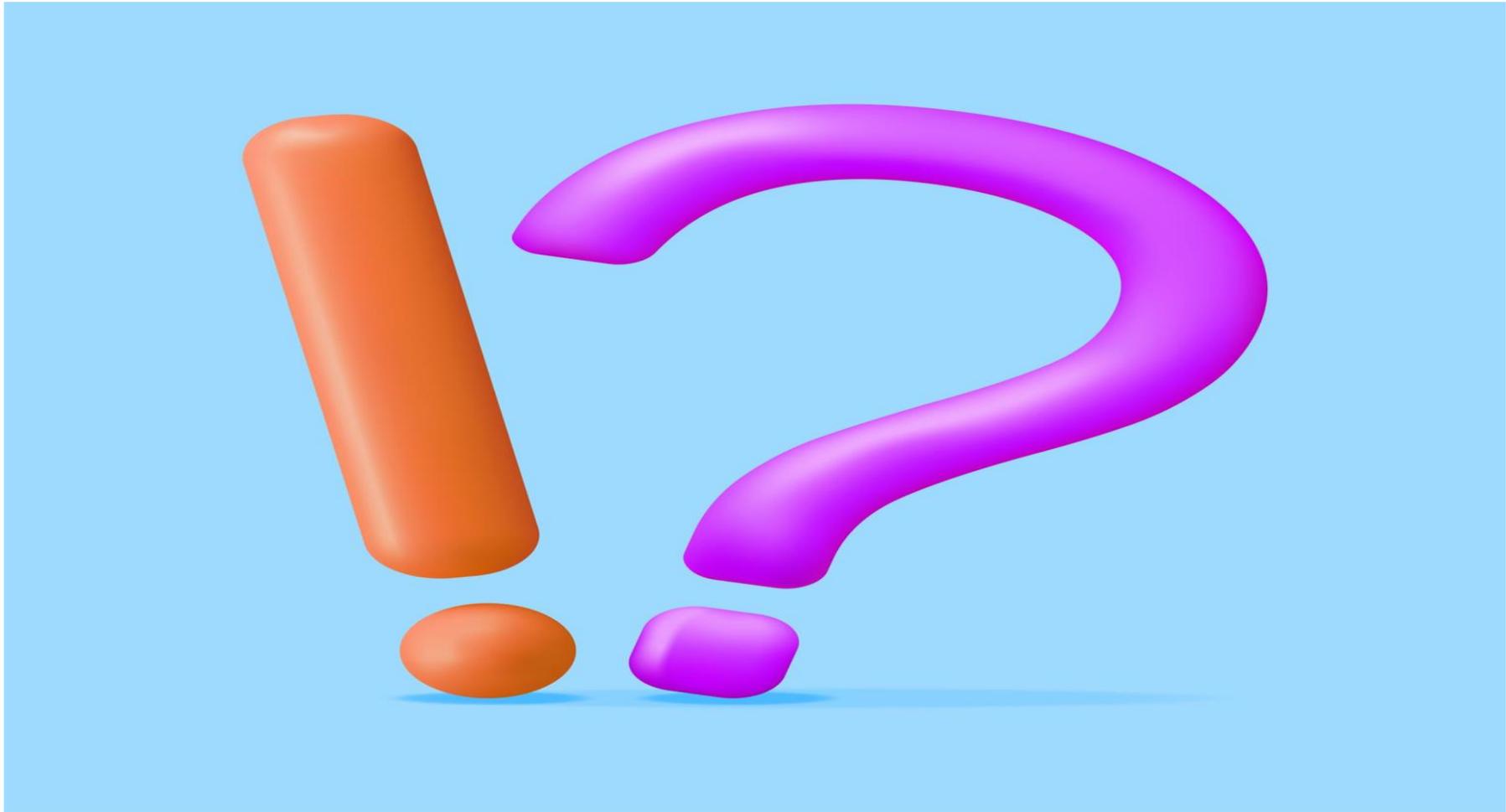


Our District Comms team has supported us by creating videos notifying parents of school break dates. We can utilize this resource to educate families further about attendance impacts.

The Power of Together

Most of all we all need to be on the same message about the importance of Attendance!

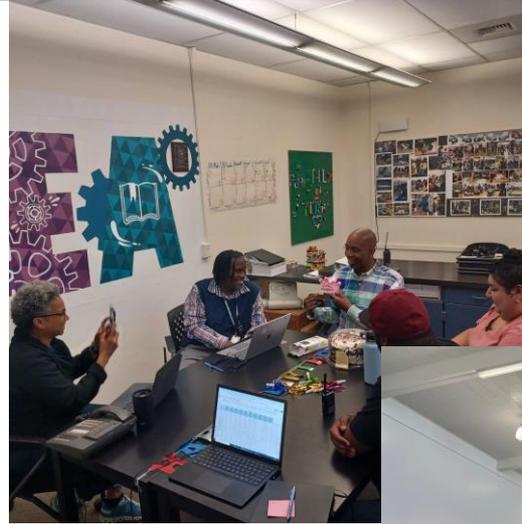
Attendance is one of our district goals that we have been moving in a positive direction. In order to keep that positive trend, we need to continue our current approach and support the addition of Attendance Recovery and increase our Independent Study utilization in order





More Data For Your Perusal

- [Absence Analysis by Network](#)
- [High School Deep Dive](#)
- [Chronic Absenteeism '18-26](#)
- [Breakdown of Chronic Absenteeism by sub-group](#)
- [Chronic Absenteeism Sub-Group Drill Down](#)
- [Free and Reduced Lunch Absence rate](#)
- [Free and reduced Lunch Absence rate Deeper Dive](#)
- [Absence Rate Pre-Covid to Current](#)
- [Hiring Attendance Specialists](#)





THANK YOU!

Absence Analysis Dashboard (Pulled 1/30/26)

Filter By Date

(All)

OR

Choose A Date Range

8/13/2018

1/30/2026

Absence Rate

Total Instruct Days

Year	Network	Grades	Dates	Programs/Conditions	All Students	Total Instruct Days	Absence Rate
2025-26	Network 2 Elementary PK-5	All Grades	All Dates	All Programs/Conditions	All Students	575,769	6.3%
	Network 3 Elementary PK-5	All Grades	All Dates	All Programs/Conditions	All Students	576,846	7.3%
	Network 4 Elementary PK-5	All Grades	All Dates	All Programs/Conditions	All Students	693,288	7.3%
	Middle School Network	All Grades	All Dates	All Programs/Conditions	All Students	533,771	7.8%
	High School Network	All Grades	All Dates	All Programs/Conditions	All Students	977,266	10.9%
	Special Education Programs	All Grades	All Dates	All Programs/Conditions	All Students	13,685	13.4%
	Other Schools	All Grades	All Dates	All Programs/Conditions	All Students	25,662	9.3%



Absence Reason - Valid Records Only

Year	Network	Grades	Dates	Programs/Conditions	All Students	Total Instruct Days	Possible Funding Loss	Absence Reason Breakdown
2025-26	Network 2 Elementary PK-5	All Grades	All Dates	All Programs/Conditions	All Students	575,769	\$2,881,393	18.8% (Excused), 61.3% (Unexcused), 12.6% (Other)
	Network 3 Elementary PK-5	All Grades	All Dates	All Programs/Conditions	All Students	576,846	\$3,378,154	19.9% (Excused), 61.2% (Unexcused), 15.3% (Other)
	Network 4 Elementary PK-5	All Grades	All Dates	All Programs/Conditions	All Students	693,288	\$4,074,296	18.5% (Excused), 56.6% (Unexcused), 14.4% (Other)
	Middle School Network	All Grades	All Dates	All Programs/Conditions	All Students	533,771	\$3,190,032	19.7% (Excused), 21.1% (Unexcused), 44.1% (Other), 13.5% (Medical)
	High School Network	All Grades	All Dates	All Programs/Conditions	All Students	977,266	\$9,756,316	47.1% (Excused), 15.3% (Unexcused), 26.0% (Other), 9.9% (Medical)
	Special Education Programs	All Grades	All Dates	All Programs/Conditions	All Students	13,685	\$233,167	88.9% (Excused), 9.9% (Unexcused), 1.2% (Other)
	Other Schools	All Grades	All Dates	All Programs/Conditions	All Students	25,662	\$194,975	24.9% (Excused), 14.8% (Unexcused), 41.5% (Other), 18.9% (Medical)



High School Deep Dive

Absence Rate

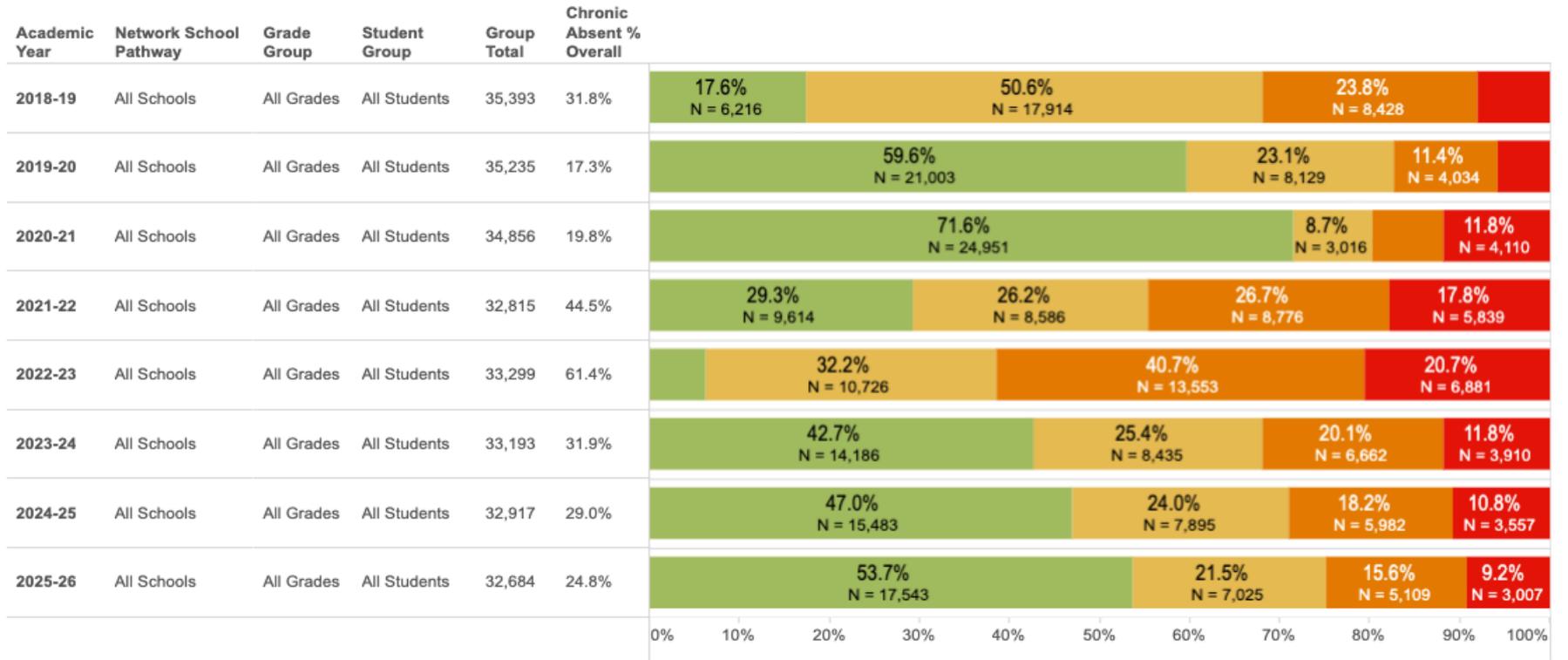
Days

Year	School	Grades	Dates	Programs/Conditions	Students	Days	Absence Rate
2025-26	Bunche	All Grades	All Dates	All Programs/Conditions	All Students	5,404	32.4%
	Castlemont	All Grades	All Dates	All Programs/Conditions	All Students	71,212	16.1%
	CCPA	All Grades	All Dates	All Programs/Conditions	All Students	95,320	8.7%
	Dewey	All Grades	All Dates	All Programs/Conditions	All Students	12,500	33.0%
	Fremont	All Grades	All Dates	All Programs/Conditions	All Students	124,188	8.7%
	Life	All Grades	All Dates	All Programs/Conditions	All Students	45,033	6.8%
	Madison 6-12	All Grades	All Dates	All Programs/Conditions	All Students	64,102	13.6%

McClymont	All Grades	All Dates	All Programs/Conditions	All Students	30,568	12.1%
Oakland High	Possible Funding Loss: \$1,193,734					7.7%
Oakland Intl	All Grades	All Dates	All Programs/Conditions	All Students	24,208	20.8%
Oakland	Possible Funding Loss: \$1,152,900					6.7%
Rudsdale	All Grades	All Dates	All Programs/Conditions	All Students	24,493	45.1%
Skyline	Possible Funding Loss: \$1,298,031					11.3%

-3,644,667

Chronic Absenteeism (Pre to Post Covid)





Chronic Absenteeism (Subgroup Drill Down)

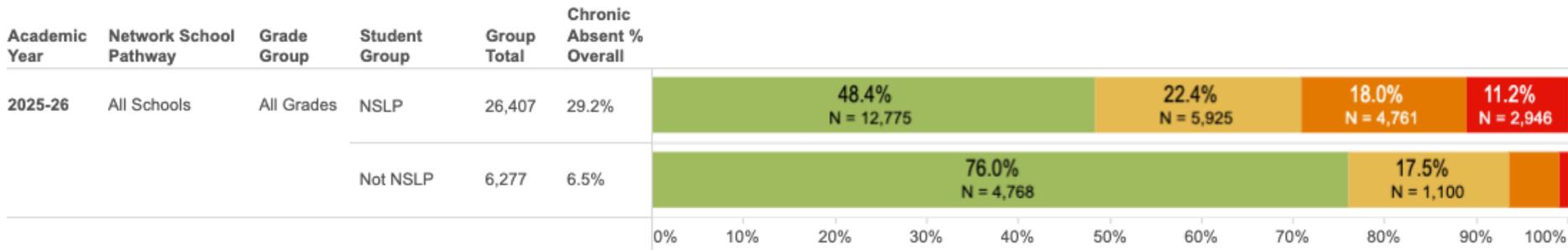
Academic Year	Network School Pathway	Grade Group	Student Group	Group Total	Chronic Absent % Overall	Chronic Absent % Breakdown			
2025-26	All Schools	All Grades	African American - F	2,997	37.7%	41.3% N = 1,237	21.1% N = 631	21.4% N = 641	16.3% N = 488
			African American - M	3,247	32.9%	45.5% N = 1,478	21.6% N = 702	19.4% N = 629	13.5% N = 438
			African American - N	4	0.0%	50.0% N = 2	50.0% N = 2		
			Latino - F	7,581	27.5%	48.2% N = 3,652	24.4% N = 1,847	18.4% N = 1,397	9.0% N = 685
			Latino - M	8,050	28.4%	48.3% N = 3,887	23.3% N = 1,875	17.7% N = 1,422	10.8% N = 866
			Latino - N	33	27.3%	60.6% N = 20	12.1% N = 4	21.2% N = 7	6.1% N = 2
			Multiple Ethnicity - F	1,116	15.3%	65.2% N = 728	19.4% N = 217		10.0% N = 112
			Multiple Ethnicity - M	1,261	15.6%	63.8% N = 805	20.5% N = 259		10.8% N = 136
			Multiple Ethnicity - N	22	18.2%	59.1% N = 13	22.7% N = 5	13.6% N = 3	

Chronic Absenteeism (Subgroup Drill Down)



A student receiving free/reduced lunch is nearly 4.5 times more likely to be chronically absent.

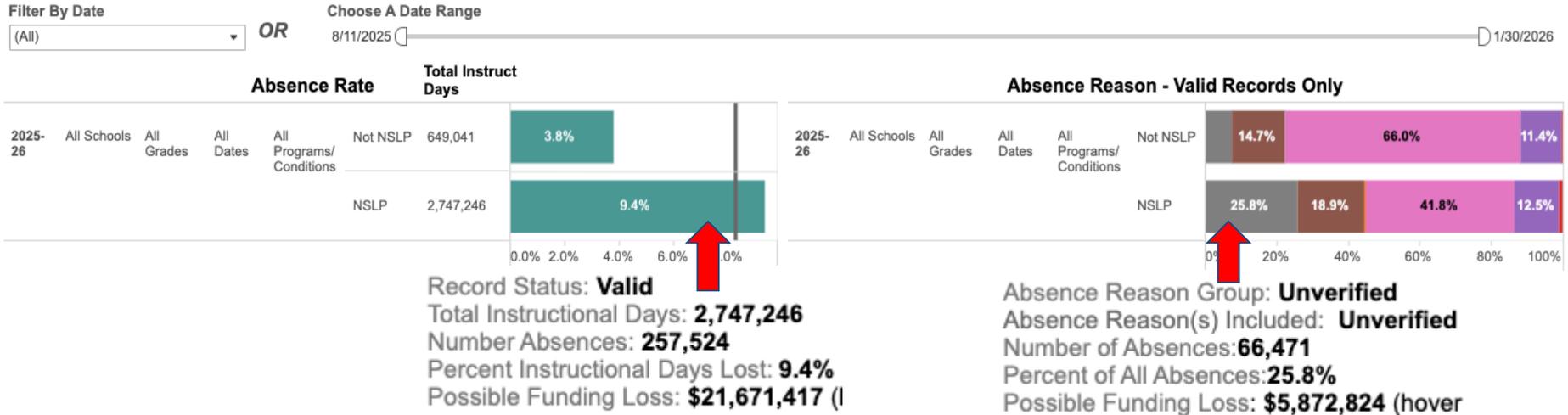
80% of our student population is eligible for free/reduced lunch.





Data Dashboards

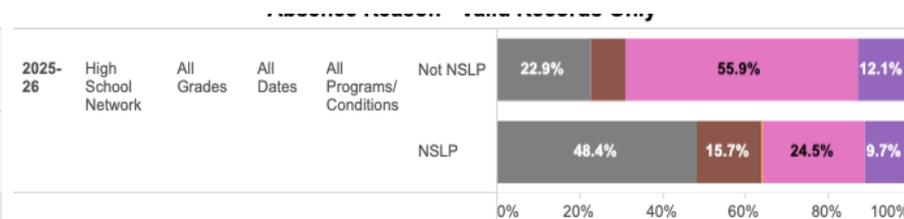
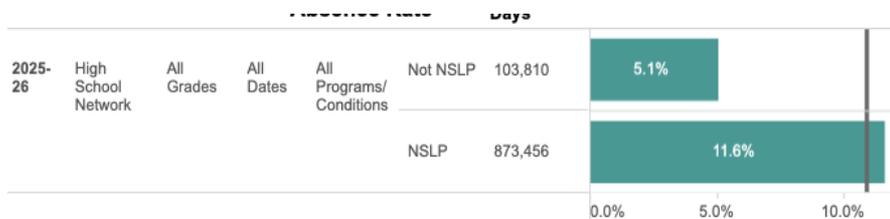
Students eligible for Free and Reduced Lunch are 2.47 times more likely to be absent as compared to their non-NSLP peers.



The question is around building relationships and support options for kids with access to education issues.

Data Dashboards

Students eligible for Free and Reduced Lunch are 2.27 times more likely to be absent as compared to their non-NSLP peers.



Record Status: **Valid**

Total Instructional Days: **873,456**

Number Absences: **101,514**

Percent Instructional Days Lost: **11.6%**

Possible Funding Loss: **\$9,268,498** (hover over "i" at top for explanation)

Vertical reference line to the right gives the overall percent of instructional days missed due to absence per the entire district, network, or school across all student groups chosen

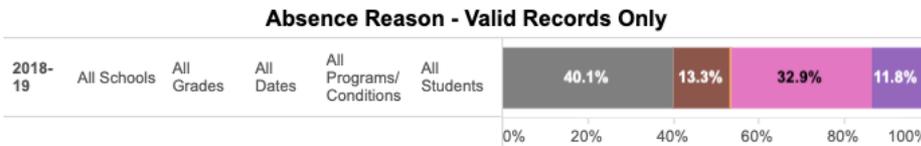
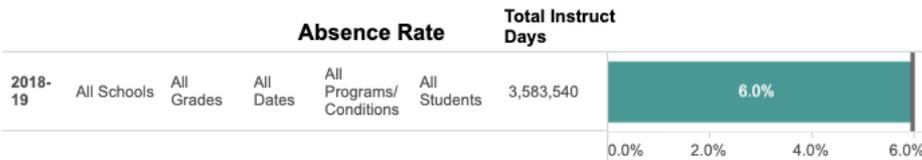
[Click here to see underlying data for these students. Not available for Free. Authorized users only](#)

This subgroup represents the bulk of possible funding loss in the High School Network

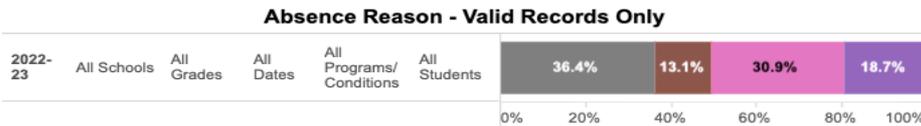
Let's Talk Numbers



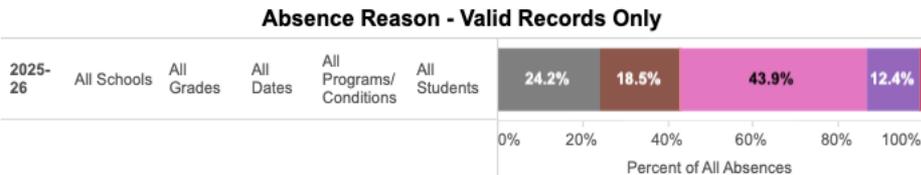
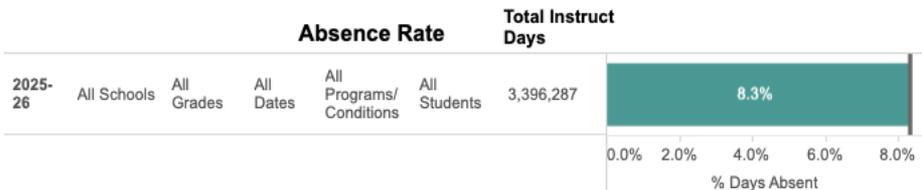
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Filter By Date: (All) OR Choose A Date Range: 8/8/2022 to 1/30/2023



Filter By Date: (All) OR Choose A Date Range: 8/11/2025 to 1/30/2026



3 Year Glance:

Site Clerical Attendance Specialists Hiring Data

- 2025-26
 - 13 new att specialists
- 2024-25
 - 12 new att specialists
- 2023-24
 - 24 new att specialists

- 2025-26
 - 3 new admin assistants
- 2024-25
 - 4 new admin assistants
- 2023-24
 - 6 new admin assistants

