



OAKLAND UNIFIED
SCHOOL DISTRICT

Community Schools, Thriving Students

Together, We Are Building

a full-service community school district that serves the whole child,
eliminates inequity and provides each child with an excellent teacher, every day.

Community Schools, Thriving Students

A Five Year Strategic Plan

Summary Presentation

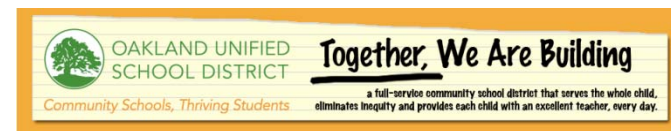
Building the Plan Together

Oakland Unified School District

May 18, 2011



May 18, 2011



1025 Second Avenue Oakland, CA 94606

Road Map to Summary Report

Superintendent's Letter

Overview: Community Schools, Thriving Students

Goal 1: Safe, Healthy & Supportive Schools
Building Oakland's Full Service Community Schools

Goal 2: Prepared for Success in College & Careers

Core Curriculum
Pathways from Pre-K to 12
Accelerating Students through Targeted Approaches

Goal 3: High Quality & Effective Instruction
Effective Teaching & Leadership: Framework & Practices
Leadership & Talent Development

Goal 4: Building the Full Service Community District

Central Organization "In Service Of..."
Processes to Create Greater Equity
"Serving the Whole Child" – Data & Decisions
Coordinating, Aligning, and Leveraging our Resources

Goal 5: Accountable for Quality

Ensuring, Reviewing, and Building High Quality Schools and District
Balanced Scorecard & Performance Management

Conclusion: Sharing Vision & Building Together

Appendices: Landmarks on the Journey

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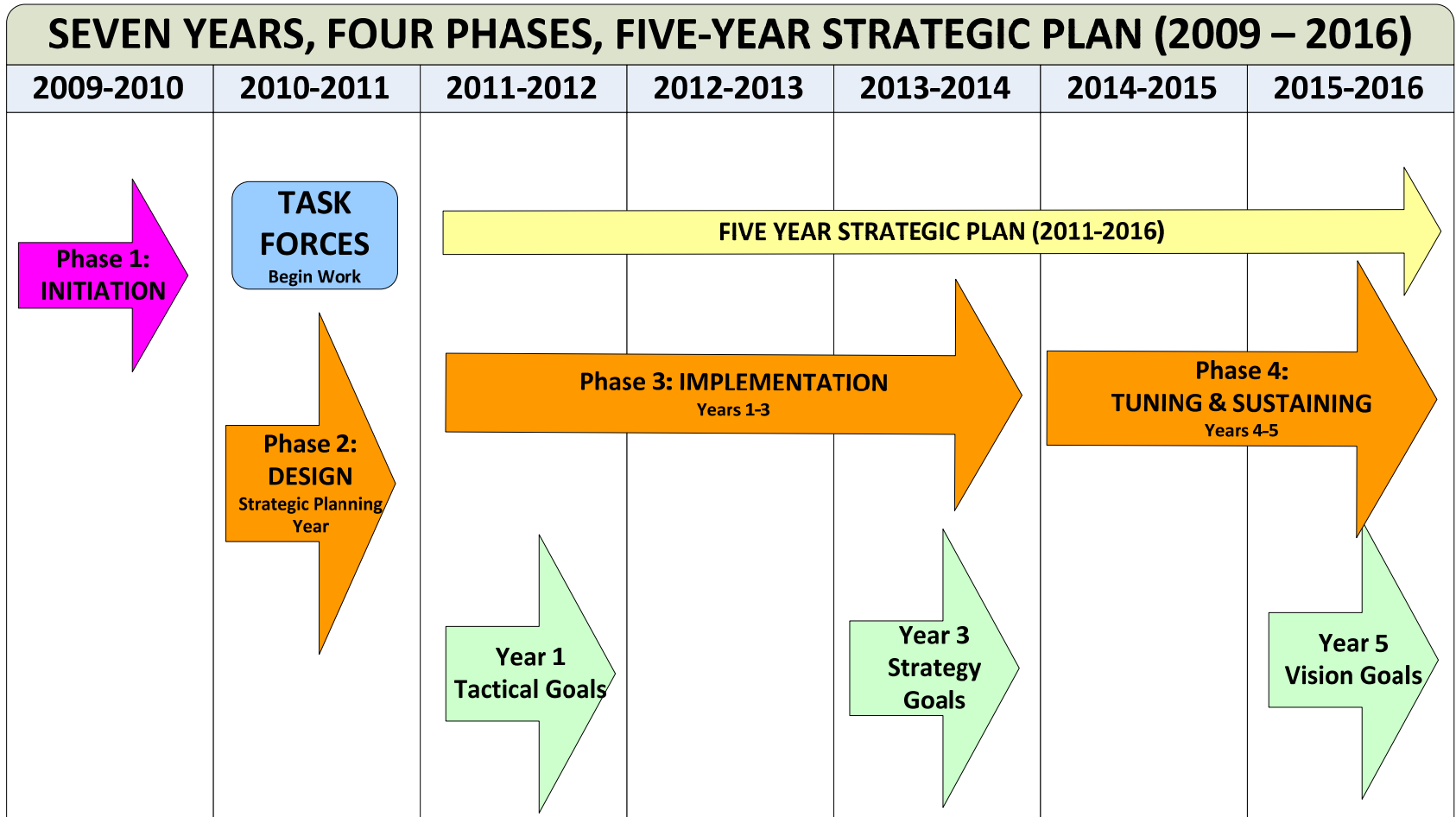
Overview

- Where Are We Now?
- Building Together, Engaging the Community
- Key Questions to Ask Ourselves
 - What Do We Want for Kids?*
 - What Must Change?*
 - What Do We Need to Build?*
- Community Schools – Model for Change & Action

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Timeline: Where Are We Now?



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Building Blocks: The Foundation for Moving Forward

**PHILANTHROPY
& BUSINESS
COMMUNITY**

**COMMUNITY &
FAITH-BASED
ORGANIZATIONS**

**STUDENT &
YOUTH LEADERS**

UNIONS

**TASK FORCES
WORKING
GROUPS
ADVISORY
COMMITTEES**

**COMMUNITY
LEADERS,
ADVOCATES &
ACTIVISTS**

**CITY of
OAKLAND,
COUNTY of
ALAMEDA
Leaders &
Departments**

**FAMILIES,
PARENTS,
GUARDIANS,
CAREGIVERS,
RELATIVES**

**OUSD
Board, Leaders,
Teachers,
Principals,
Departments**

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Building Together: Community Engagement, Task Forces, and Beyond...

Home Page | thrivingstudents.org - Mozilla Firefox
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http://thrivingstudents.org/

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Community Schools, Thriving Students

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Home Goals, Mission, Priorities Strategic Vision Progress Resources Calendar Blog FAQ Volunteer Contact

Dear OUSD Supporters,

The collective work of caring for and educating every student, turning towards each other, of creating more community, and connecting those communities across our city is work that Oakland absolutely must do in order to serve our children.

It is only by working together for the academic and social success of children that we will see the thriving students we all hope for. With this in mind, OUSD has created community task forces to provide a framework for engaging each other and developing ideas that help us implement the strategic plan. Please take a moment to review the various task forces and their areas of focus.

As we continue with this work, we invite you to share your ideas, offer your leadership, and continue to make a positive difference in the lives of students.

Tony Smith, OUSD Superintendent

A Special Message
A special message from the OUSD Superintendent on the path to a Full-Service Community School District.

Highlight Video
OUSD celebrates the grand opening of its eighth School-Based Health Center.

Task Forces

- Effective Teaching
- Building Full-Service Community Schools (FSCS)
- Core Curriculum for College & Career Readiness
- Quality Community Schools Development Group (QCSD)

Calendar of Events

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We see a city where people are asking themselves, “As a result of my actions...

- **How many more Oakland children are graduating from high school?**
- **How many more Oakland children are attending school 95% or more?**
- **How many more students have meaningful internships and/or paying jobs?**
- **And, how many more Oakland children have access to, and use, the health services they need?”**

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Key Questions to Ask Ourselves



WHAT DO WE WANT FOR STUDENTS?

We need to “stop” and ask ourselves the most important question. What is it about this goal area and its initiatives that will help our students to thrive? (*Instructional*)



WHAT MUST CHANGE?

We are often looking at something that has not been working for everybody. Why do we need something new or different? (*Transformational*)



WHAT DO WE NEED TO BUILD?

Most of our future work and plans are in this question – what are the things that we need to build collectively to help all students to thrive? Across the big-picture goals, we highlight initiatives and bodies of work that span across our district departments, community partners, and educational leaders. Many of these initiatives are based on the recommendations from Task Forces and other ongoing work. (*Structural*)

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Example: Goal Area 4 – Building a Full Service Community District



What Do We Want For Students?

- Supportive systems and structures
- Clear link from central departments to students
- Teachers and principals who are not overwhelmed by red-tape
- Community schools and leaders that are ready to serve students
- Serve students served in a “whole child way”



What Must Change?

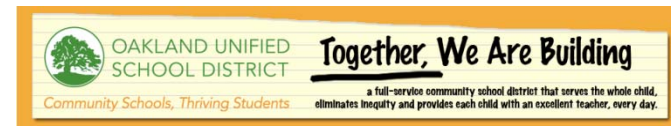
- The way we do business
- The way that we gather and use information
- Patterns that causing more inequity
- Anticipate what community schools will need, prepare smooth processes to make it happen, remove obstacles
- Coordinate, align, and leverage resources smartly



What Do We Need To Build?

- A Central District Organization that is “In Service of ... Community Schools & Thriving Students”
- Refinements to Processes that can Create Greater Equity for Schools and Families
- Data Systems and Analyses to Support Decisions that “Serve the Whole Child”
- Structure to Coordinate, Align, and Leverage our Resources for Maximum Effectiveness

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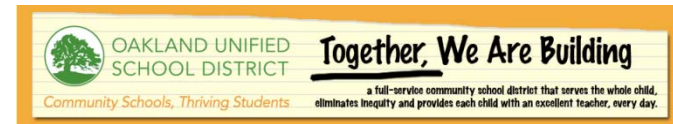
The Children's Aid Society: A National Model of Community Schools

Developmental Triangle

from the Children's Aid Society with support from the Coalition for Community Schools



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OUSD & the Community Schools Model for Change & Action



CREATING EQUITABLE OPPORTUNITIES for LEARNING

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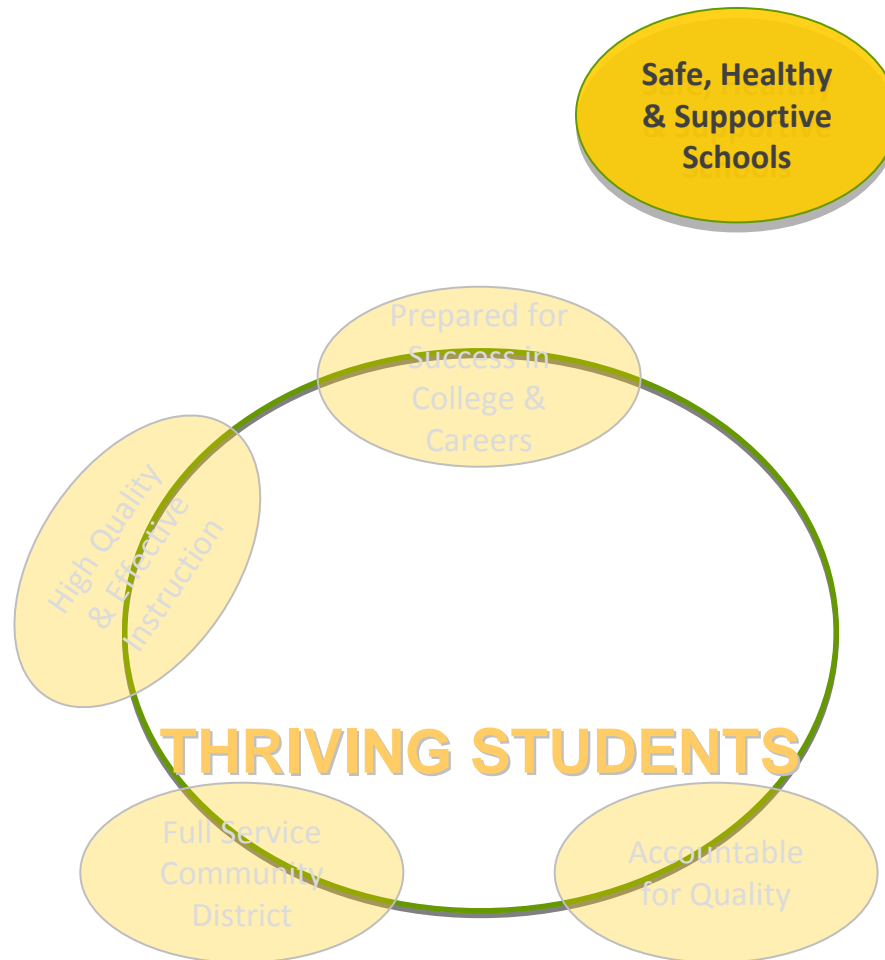
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Video #2 Community Schools at Work in Oakland

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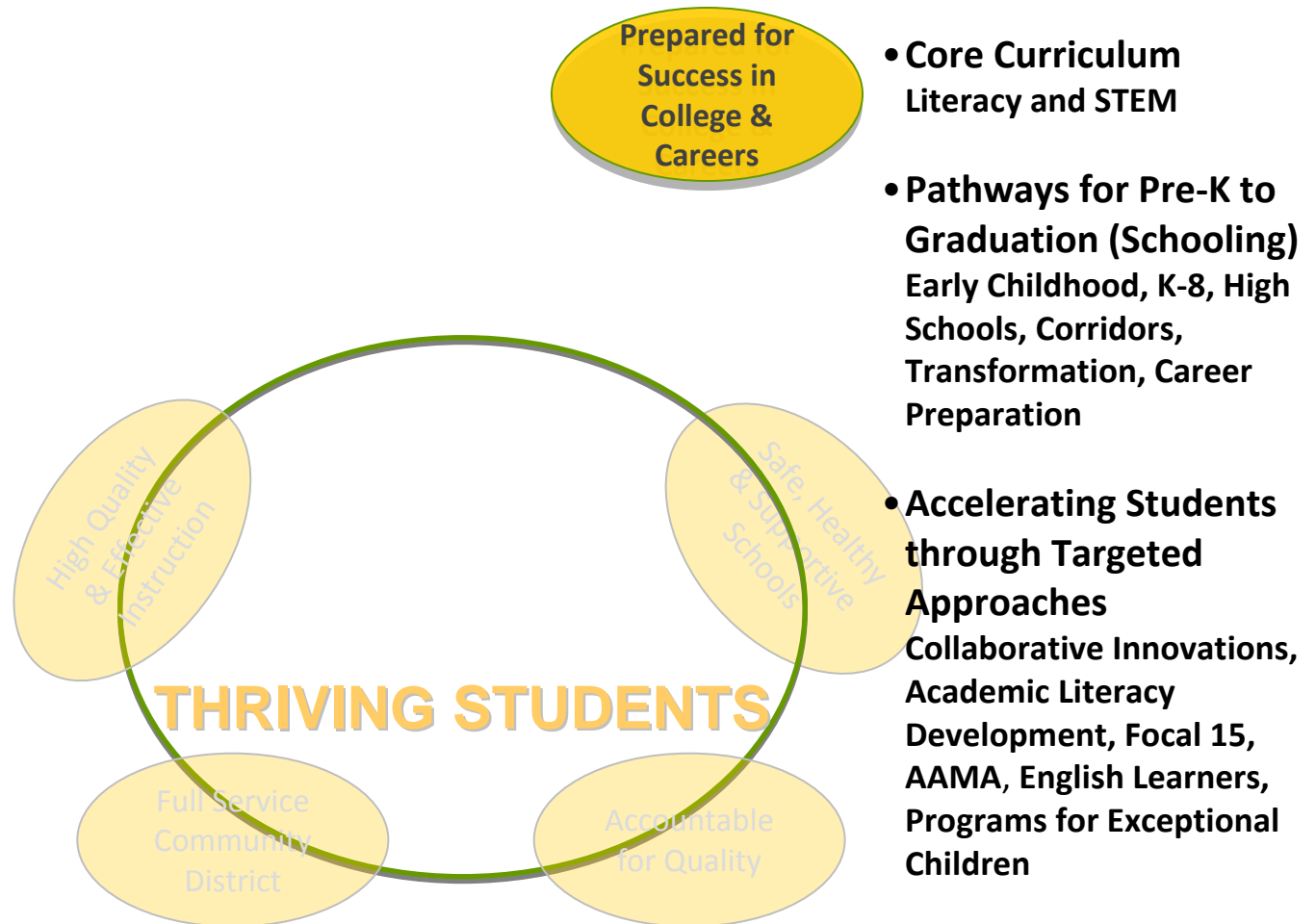
Goal Area 1: Safe, Healthy & Supportive Schools



- **Building Full Service Community Schools (FSCS)**
- **School Culture & Conditions**

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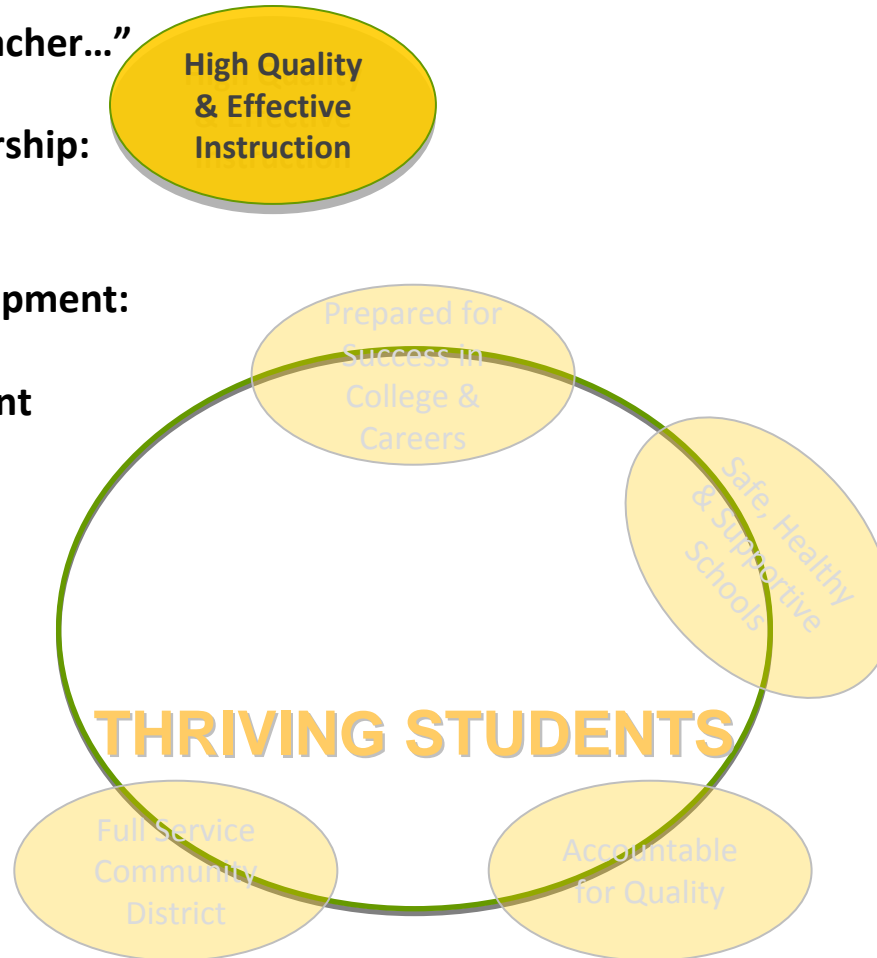
Goal Area 2: Prepared for Success in College & Careers



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Goal Area 3: High Quality & Effective Instruction

- “Another great Oakland teacher...”
- Effective Teaching & Leadership: Framework and Practices
- Leadership & Talent Development: Recruiting, Developing, and Retaining High Quality Talent



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Video #3
Oakland Unified Alumni
Preparing for Life After High School

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Goal Area 4: Building a Full Service Community District

- **Central Organization “In Service Of” Schools & Students**

Reducing Bureaucracy, Structural Deficit, and Reorienting the Central Office

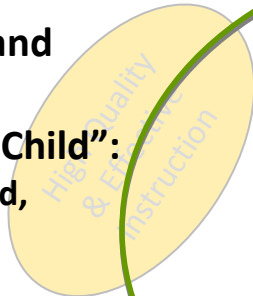


- **Refining Processes to Create Greater Equity:**

Funding Schools, Choosing Schools

- **Changing the Gathering and Use of Data to**

Better “Serve the Whole Child”:
Healthy Kids Healthy Oakland, Facilities Master Plan



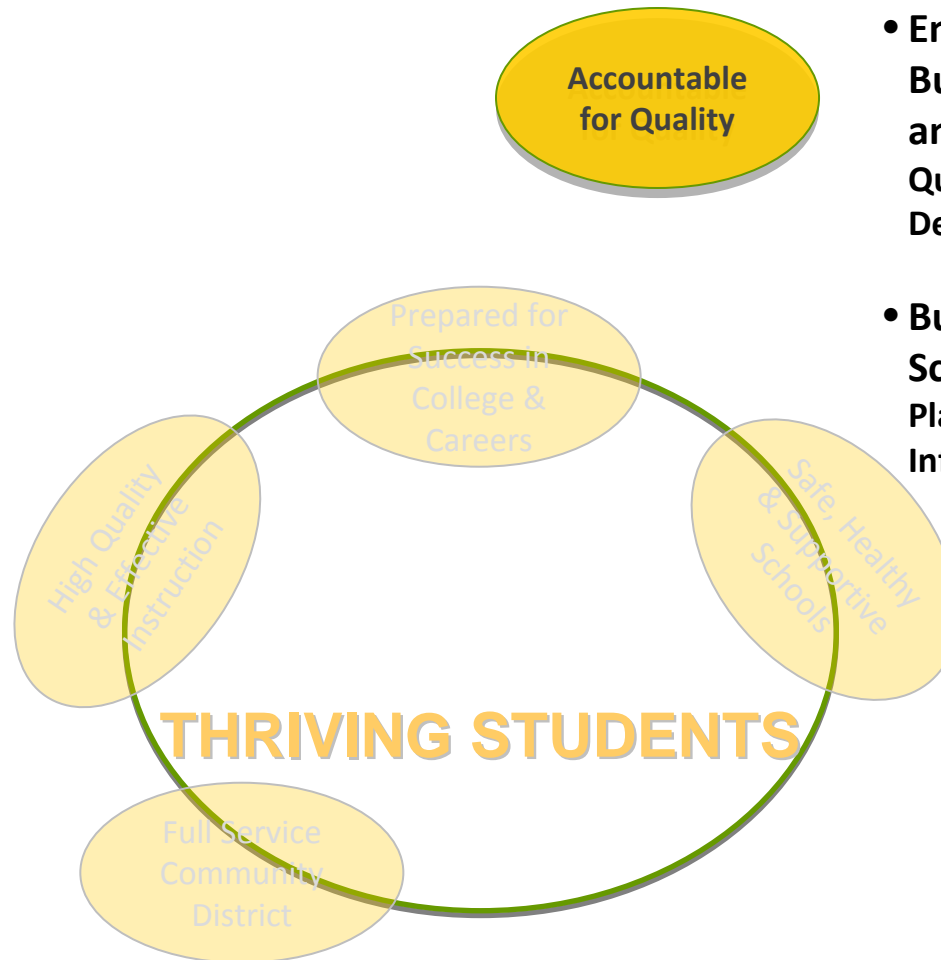
- **Building the Structure for Coordinating, Aligning, and Leveraging our Resources: Regional Governance**

THRIVING STUDENTS



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Strategic Framework: Key Building Blocks



- Ensuring, Reviewing, and Building High Quality Schools and District:
Quality Community Schools Development
- Building the Balanced Scorecard
Planning Year Engagements and Information

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OUSD – Community Schools, Thriving Students



CREATING EQUITABLE OPPORTUNITIES for LEARNING

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Appendices: Our Landmarks on the Journey

- Rolling up the draft goals, objectives, and tasks from 14 Task Forces
- Creating the “Landmarks” to Reach for Years 1-3-5

Year One Goals: Community Schools Thriving Students				
Goal 1: Safe, Healthy & Supportive Schools	Goal 2: Prepared for Success in College & Careers	Goal 3: High Quality & Effective Instruction	Goal 4: Building a Full Service Community District	Goal 5: Accountable for Quality
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May and June: Questions, Thoughts, and Feedback

- Conversations with Board Members
- Board Committee Discussions
- Community Engagements for Input
 - At-Large
 - Language Focus Events
- Thriving Students Website
Feedback & Comments

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After the Planning...

- **Communicating**
Internal and External
- **Prioritizing**
Budget, Staffing, Resources
- **Aligning**
Coherent Governance – Operational Expectations, Results Policies, Administrative Regulations, Board Policies
- **Building & Developing**
Balanced Scorecard, Annual Workplans for Departments and Partners
- **Engaging**
Companion Piece to Strategic Plan for *“How to Stay Involved”* during implementation and beyond... *(forthcoming)*

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Video #4 Looking Ahead

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