

2015-2020 STRATEGIC PLAN



OAKLAND UNIFIED
SCHOOL DISTRICT

Community Schools, Thriving Students

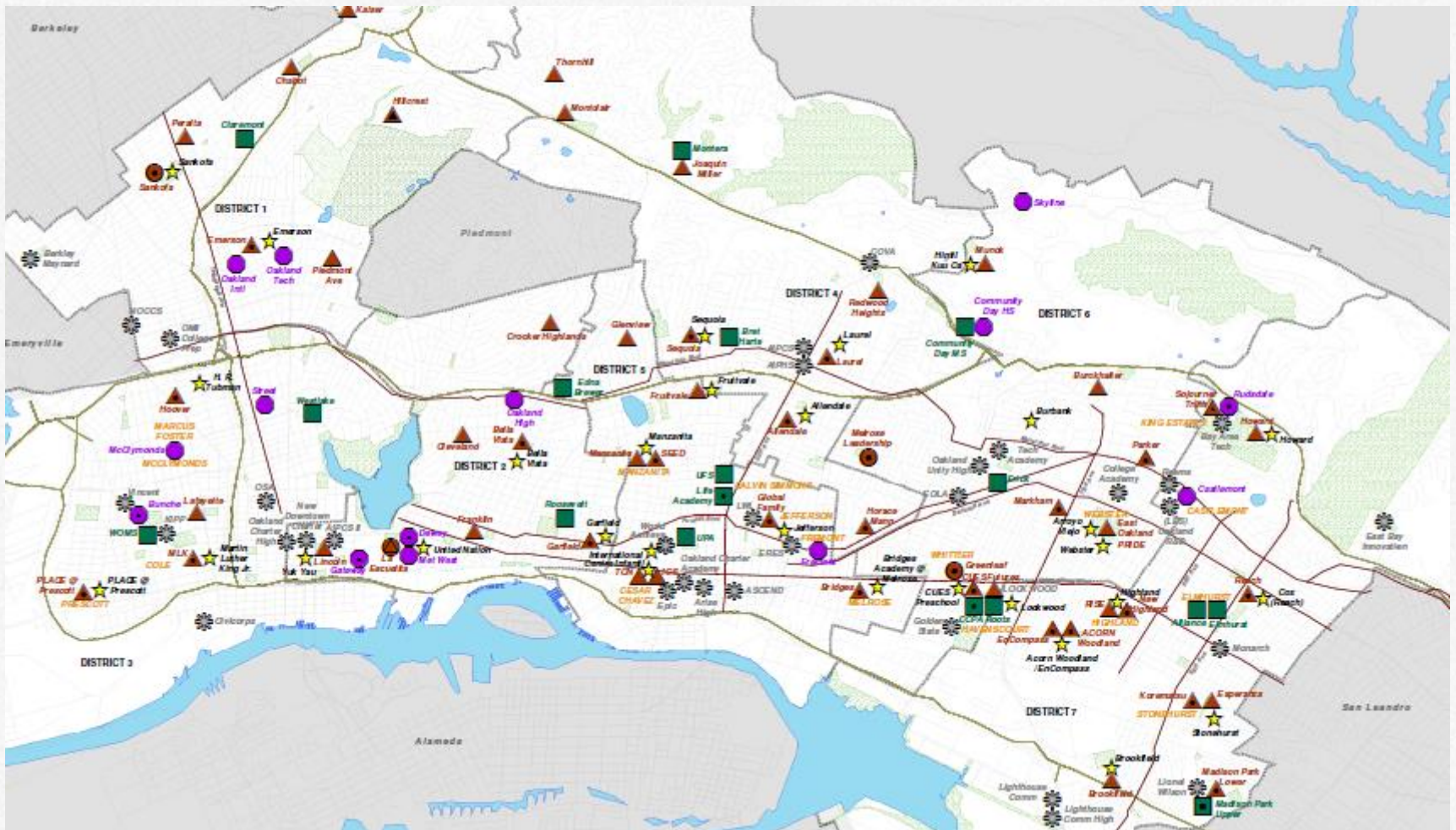
Pathway To Excellence



Our secret ingredient—and it's not too secret—is the professional skill and dedication of each member of our staff, certificated and classified. You see, that's where we're going to win. We'll have differences, but as long as we don't let those differences separate us and tear us apart in a disruptive confrontation; if we can believe in each other and stand on the common ground that children are what we are all about; if we do nothing to rob children of the opportunity to learn; if we are willing, whatever our adult differences may be, to work them out as professionals and adults; if we will not cause children to suffer while we solve our problems, we will make education work. Then, we must be determined that after we have worked with our young people, those little tags they brought to us will never have written on them, "reduced in value, cheap," but rather because they came to the Oakland Public Schools; because they've met you and have dealt with the schools across the city; they will have on their little tags, "of surpassing worth, increased in value."

- DR. MARCUS FOSTER

The Struggle to Find a Quality School



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.



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.



Leading the Way

CONTRA COSTA TIMES
State and national school districts copying Oakland's black male achievement office

The New York Times Magazine

WORLD U.S. N.Y. / REGION BUSINESS TECHNOLOGY SCIENCE HEALTH SPORTS

Can Emotional Intelligence Be Taught?

The New York Times

Google Official Blog

Insights from Googlers into our products, technology, and the Google culture

With Chromebooks, students find new ways to learn

Posted: Monday, November 10, 2014

U.S.

Honduran Youth Finds Welcome Mat at Oakland School Designed for Immigrants

By JENNIFER MEDINA NOV. 8, 2014

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OAKLAND, Calif. — Above the bunk bed Lester Valladaras sleeps on each night, a collection of photos of his three younger sisters and his mother, Maribel Irias, is tacked to the wall. Ms. Irias made the collage during an English class a couple of years ago, before Lester came to America, writing this explanation next to the images: "I have three daughters here with me and two sons still in Honduras. I miss them very much. I hope they come here one day."



Now that he is here, Lester gazes nightly at the Students from Leestaata Floyd Elementary, in various emotional states. Above, Jason Perez, 10; Yamiah Lockhart, 11.

By JENNIFER KAHN
Published: September 11, 2013 | 445 Comments

THE CALIFORNIA REPORT

« Full episode for Tue, May 14, 2013

Linked Learning Pilot To Expand in Next School Year

00:00 / 00:00

Download audio (MP3)

The school year's almost over for California's students. For kids in some 60 districts across the state, it'll mean goodbye to traditional classes. Next fall, these students will be part of a new approach to education called linked learning.

Strategic Plan Design Process

*Since April 2014,
Superintendent
Wilson has held over
80 meetings and
engagements with
students, teachers,
leaders, and
community
members.*

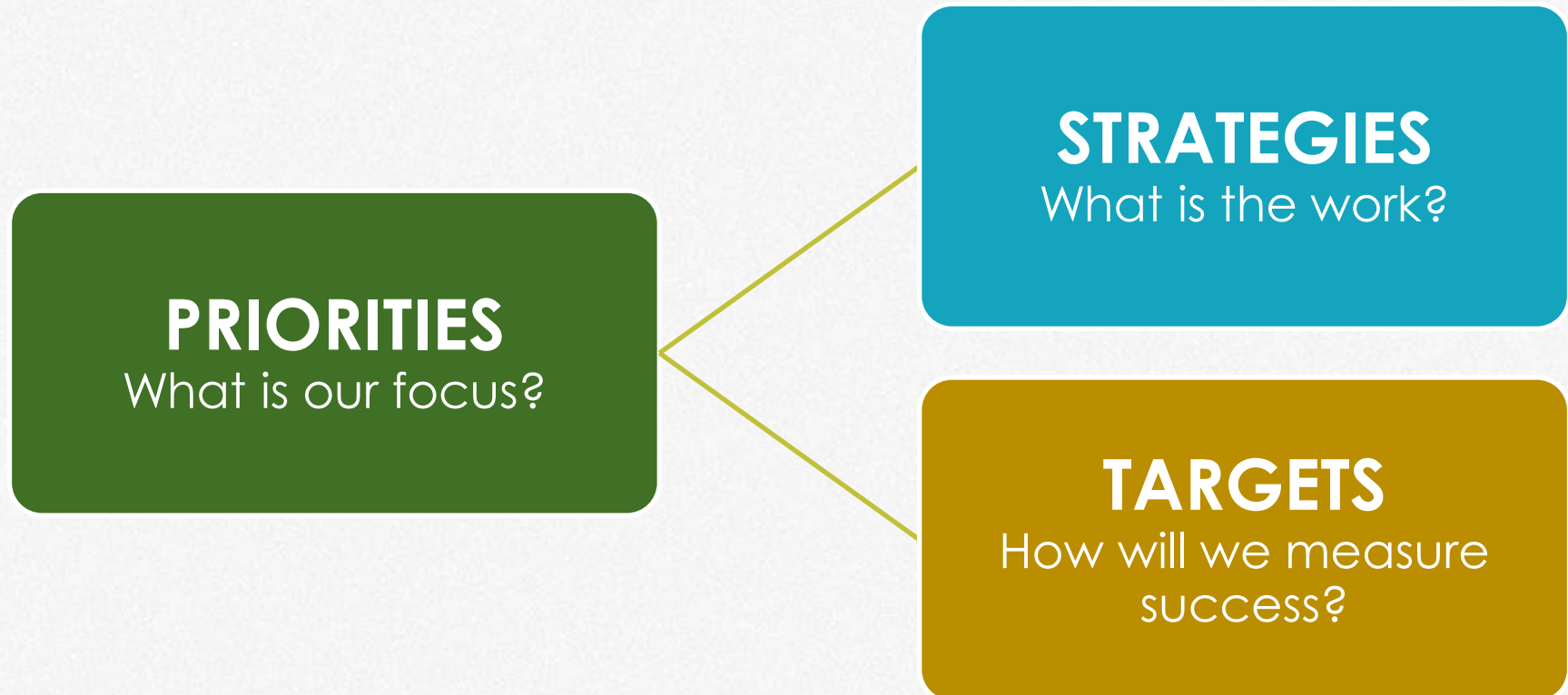
Studying

Learning

Planning

**Pathway to
Excellence**

Strategic Plan Components



Strategic Plan Priorities

*These Priorities
represent the focus of
the work of the
Oakland Unified
School District*



Priority One

Effective Talent Programs

Our work starts with our people. We need to make OUSD the premier employer of the Bay Area. This means we must recruit the best talent, create a system that cultivates their growth, and develop a culture that facilitates high retention of effective employees



Priority One

Effective Talent Programs

OUR TARGETS

- **Percentage of employees strongly engaged with OUSD as measured by our engagement program**

OUR STRATEGIES

- **Recruiting and Inducting**
- **Supporting and Evaluating**
- **Leading and Retaining**

Priority Two

Accountable School District

A school district that supports its people is grounded in values and effective systems. We will ensure that we are one team dedicated to the development of quality schools in every Oakland neighborhood. We will also provide exemplary service to all Oakland schools with an emphasis on increasing achievement and engagement for our students.



Priority Two

Accountable School District

OUR TARGETS

- **High Performing and High Quality Schools**
- **District Departments Performing Favorably on OUSD Performance Management Survey**

OUR STRATEGIES

- **Implementing District Core values**
- **Quality School Development**
- **District-Charter Compact**
- **Performance Management**

Priority Three

Quality Community Schools

Every student deserves to attend a quality community school in their neighborhood. The Community Schools work in Oakland is among the most compelling work in the country. By targeting our focus, we will build schools that all Bay Area students are proud to attend.



Priority Three

Quality Community Schools

OUR TARGETS

- **High School students in Linked Learning Pathways**
- **African-American, Special Education, English Language Learners & Foster Youth meeting 4-year University or College Requirements**
- **Cohort Graduation Rate**
- **Long-Term ELLs Reclassified as Fluent**
- **African-American Males Without Out-of-School Suspension**
- **3rd Graders Reading on Grade-Level**

OUR STRATEGIES

- **Linked Learning**
- **Equity-Based Education**
- **School Site Governance**

From Cradle to Career: The Steps To Success

11th/12th Grader

9th/10th Grader

8th/9th Grader

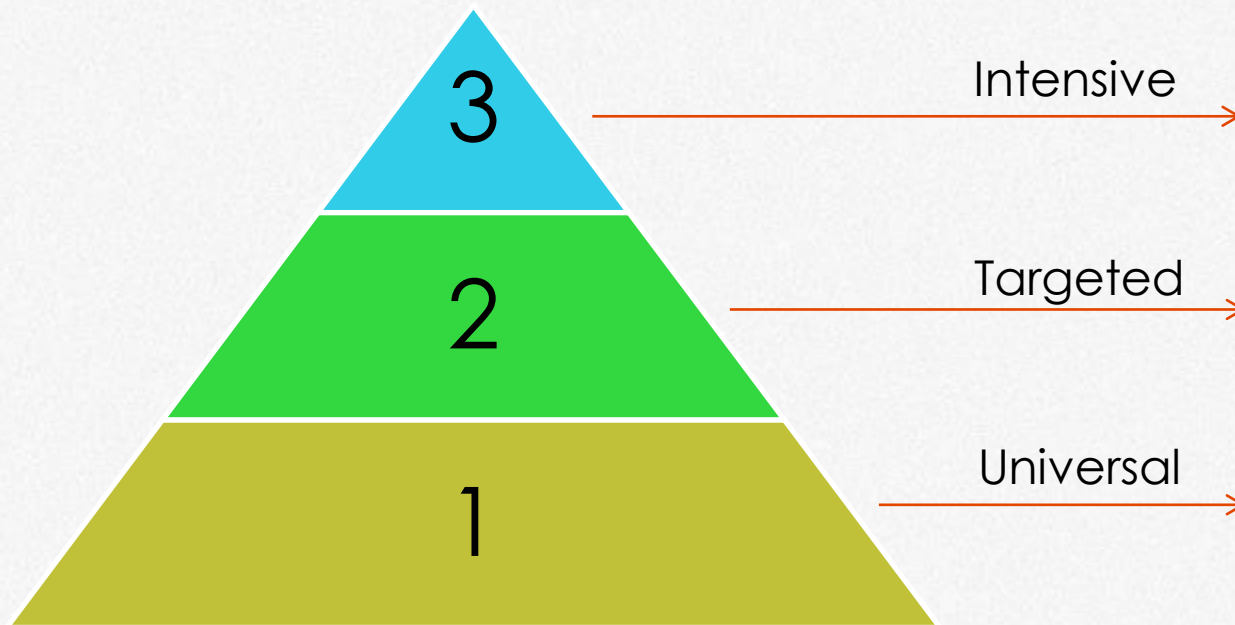
5th/6th Grader

2nd/3rd Grader

0-5 Year Old

Theory of Change & Defined Autonomy

Our belief is that significant improvement in student outcomes is driven at the school level. Our every action centrally is in the service of one purpose: building quality community schools that prepare students for college, career, and community success....



Superintendent's Committees



Effective Talent Programs Committee

The Superintendent will form 3 committees aligned to the Strategic Plan Priorities after the plan is adopted.



Accountable School District Committee



Quality Community Schools Committee

EVERY STUDENT THRIVES

*Photo Credit: Hasain
Rasheed Photography*



**OAKLAND UNIFIED
SCHOOL DISTRICT**

Community Schools, Thriving Students