Honoring Our Own

EMPLOYEE RECOGNITION CEREMONY

When Adults Achieve – Students Succeed

OAKLAND UNIFIED SCHOOL DISTRICT
Community Schools, Thriving Students

WEDNESDAY, DECEMBER 1, 2010
SCOTTISH RITE CENTER, OAKLAND
Dear OUSD Employee Award Winners,

I am honored to write this letter acknowledging some of our finest employees. The OUSD Employee Awards are a celebration of the hard work and dedication displayed by Teachers, Principals, Administrators, School Site Staff, and Central Office Staff. The awards also symbolize the transformation underway in the Oakland Unified School District. We are leaving behind a culture that failed to adequately recognize accomplishment and moving toward one that values employees and celebrates achievement.

In order for our vision of high quality, equitable public education to become reality, all staff must contribute to the crucial work that takes place in the classroom. As exemplary employees, you are setting the standard for what OUSD should be and what it will become. Your leadership is critical to shaping the future of our children and of our city. Words cannot express the level of gratitude I have for your work or the impact it has on the lives of students and families. You are everyday heroes whose efforts too often go unnoticed. Today, that will change as we come together in celebration of your character and your accomplishments. We thank you for your service and the difference you have made in the lives of children.

Sincerely,

Tony Smith, Ph.D.
Superintendent
Oakland Unified School District
Event Schedule

5:30-6:30 PM . . . . . Social Hour & Hors D’oeuvres

6:30-6:40 PM . . . . . Welcoming Remarks — Superintendent Tony Smith; Board of Education President, Gary Yee

6:40-7:30 PM . . . . . Award Distribution — Board of Education

Teacher Quality Awards
Director Alice Spearman & Director David Kakishiba

School Site Service Excellence Awards
Vice President Chris Dobbins & Director Jumoke Hodge

Central Office Service Excellence Awards
Director Jody London & Director Noel Gallo

Educational Leadership Awards
President Gary Yee & Vice President Chris Dobbins

7:30 PM . . . . . . . . Closing Remarks — Superintendent Tony Smith; Board of Education President, Gary Yee
AMY HARUYAMA
Kaiser Elementary
Amy Haruyama actively teaches each child in her classroom. Ms. Haruyama inspires trust and confidence in the way she gently and persistently speaks with children and parents about classroom topics and learning issues. When she has difficult news to deliver, Ms. Haruyama anticipates parental reaction in order to speak necessary truths in a respectful, caring way. Ms. Haruyama listens extremely well and responds promptly, but not hurriedly, so one feels she is listening well and responding deeply. Kaiser Elementary is lucky to have her!

REGION 2 - PROGRAMS FOR EXCEPTIONAL CHILDREN

STEPHANIE TAYMUREE
Redwood Heights
Stephanie Taymuree is committed to ensuring that all of the students in her TACLE (Technology Accessible Classroom Learning Environment) are learning at high levels and are successful. She holds herself to high standards of professionalism, punctuality, and engagement. She holds her students to high standards of learning and responsibility. Ms. Taymuree is an expert in her field - not only is she able to successfully differentiate instruction for her students, she is able to bring them to high levels of success. Because of her professionalism and expert ability, she is well trusted by her students, their families, and the staff at the school. Ms. Taymuree has worked for OUSD for 31 years and is committed to the vision of OUSD.

REGION 3 - CHILD DEVELOPMENT TEACHER

JUDY LEE
Brookfield CDC
Judy Lee is a stellar teacher whose knowledge of curriculum and enthusiastic demeanor set a positive tone for learning and developing in the classroom. Ms. Lee ensures that her program addresses the academic needs as well as the social/emotional needs of all children so that they can be successful, joyful and feel supported in the learning environment. Her children thrive both academically and socially in her classroom. Ms. Lee encourages parent involvement and provides the necessary information so that parents can comfortably participate in the classroom each day. She helps parents develop appropriate advocacy skills so that they can be active participants in their child’s education as they transition from preschool to elementary school. Ms. Lee is well-organized and highly regarded by staff and parents.

REGION 2 - SECONDARY TEACHER

AMY DELLEFIELD
Oakland High
Amy Dellefield always ensures the job will get done and done well. She is one of those people that every school needs. She can do all kinds of things and is willing to go above and beyond her scope of work any time. The projects and work Ms. Dellefield takes on is not only done on time, but often to such a high degree it is often used as an exemplar for other schools. She is committed to the success of all students at Oakland High School and is always looking for modes and methods for improvement. She has transformed the student leadership program to be more reflective and representative of the student body and has pushed for more inclusion of under-served and under-represented student groups. She is considered one of the best teachers in the District!

REGION 3 - SECONDARY TEACHER

MICHELLE ESPINO
Leadership Preparatory High
Michelle Espino is extremely dependable and accurate. She takes on extra duties in leadership, i.e. WASC, Instructional Leadership Team, and others. She is extremely trustworthy and knowledgeable in content area as well as data inquiry and student performance. Ms. Espino is highly proficient in all areas of communication and is truly a people person. She is extremely empathetic and caring when it comes to her students, families and colleagues - which can be a rare quality. Ms. Espino loves others and is truly deserving of this award.
LaResha Martin’s bold insistence on making a difference for student outcomes has had success. She made sure that she attended the math trainings with her staff and provided monitoring and support. A part of her successful leadership strategy has been to departmentalize the 4th and 5th grades. Her theory of action has been to maximize the use of school improvement and content coaches to support the development of teacher practice. In addition, Ms. Martin invested in her staff attending trainings in “professional learning communities.” This tool has been invaluable in planning and defining weekly goals for instruction. Ms. Martin has worked diligently to develop a partnership with her parent community by the ongoing activities which include: parenting classes, gardening, regular coffees, and a produce market run by parents.

Alanna Lim is a strong instructional leader who is focused on student learning and improving the outcomes for her students and families. She is data driven and uses the data to build understanding of student needs and to improve the instruction in the classrooms. She leads her community in a collaborative manner and is clearly a risk taker. Ms. Lim can serve as an example for other leaders in Oakland!

Monica Thomas has taken an underperforming school and completely turned it around. Both staff and students know that Ms. Thomas is dependable and they can count on her to be an effective instructional leader. She is caring and compassionate and students thrive because of this. She diligently works to bring staff and community together to support ALL students. Ms. Thomas is an outstanding leader who demonstrates initiative and respect for others.

Barbara Boyd has been the High School Coordinator for Programs of Exceptional Children for four years. She is well known and respected for her commitment to students and for her drive to ensure a quality education for all young adults. Ms. Boyd’s dedication and sensitivity to the needs of students and families is outstanding. Her decisions are rooted from the lens of fairness and equity for the population for which she serves. She is open to other points of views and is always seeking ways to improve her practice. She has been an asset to the department as well as to the District as a whole. Ms. Boyd is a hard worker and deserving of this recognition!

Mark Triplett is a natural leader, a person whose intrinsic gifts and talents are combined with an endless work ethic and commitment to equity. Through his leadership, teachers have become not only familiar with the standards in their lessons, but also with the pitfalls that students run into as they tackle the CSTs. Mr. Triplett has an uncanny ability to build relationships with staff and students. At parent meetings, it is obvious that parents trust his decisions because they recognize his sincerity and integrity. All of this and more make Mr. Triplett an outstanding leader for our current generation of students.

LaTanya Williams has created an oasis for students needing a second chance at Community Day School. Ms. Williams has a strong vision for the school and has gone after that vision with great focus and passion. She has built a school that is serene, loving and supportive; she has asked students to reflect on their behavior, push themselves academically and learn how to relate to peers and adults. Community Day School is truly an inspirational place for those students who spend time there and for those faculty who work there. OUSD is proud to have Ms. Williams as one of its dynamic leaders.
POLICE SERVICES

MICHAEL ANDERSON

Michael Anderson was tasked with running the day-to-day operations of the new Police Services “Together We Can” youth program in West Oakland. He tirelessly devoted himself on a daily basis to providing an extraordinary place for children to play, learn, and build meaningful relationships with children. Mr. Anderson went above and beyond what was asked of him often contributing his own time to make the program successful. His contribution to building positive relationships between Police Officers and children and their families was enormous. His dedication and caring attitude was the foundation on which the program was built. Mr. Anderson is a true leader in ensuring the program’s success. His organizational skills, coupled with his dedication to working with children will have a lasting, positive impact on OUSD kids that will help the program grow moving forward.

FINANCIAL SERVICES

MINH CO

Minh Co has been with this district for over 15 years and his work is an area for which everyone should likely be gaining greater knowledge of. Many people rely on his almost infallible expertise and his ability to go to the source and find the correct information when it is needed. Mr. Co is constantly creating effective tools to help schools take responsibility for their work, and to create greater efficiencies in an office that is small in staff, but oversees 32 schools. He fully embodies gratefulness and this is demonstrated by his unsatiable attempt to work in service of others and to respect and appreciate their individual experiences and hardships and work with them to sort them out.

TECHNOLOGY SERVICES

JULONDA SUMPTER

Julonda Sumpter has developed into the “go to” expert for all technology matters related to HR and Payroll. She provides the technology support to ensure payroll runs correctly on time. She has always done whatever it takes to make this happen. Ms. Sumpter is always available to speak to OUSD employees. She may not always have the answers right away but she finds out and follows up promptly. Despite the stress of her job, Ms. Sumpter is always cheerful and helpful. She will sometimes ask her manager to help her prioritize her work, but she never complains.

COMPLEMENTARY LEARNING

RENEE MCMEARN

Renee McMearn is the lynchpin of the After School Office. Whenever any of the 91 After School Sites or any of the Program Team have a fiscal question, Ms. McMearn is always there to provide the answer. Ms. McMearn has a focused, attentive manner that makes each person feel as if “it is all about them,” even if in reality she is juggling a number of different tasks! Colleagues and clients seek out Ms. McMearn because they know that she will go above and beyond to get the job done. Ms. McMearn is a model example of customer service, often anticipating and fulfilling her clients needs even before they ask.

PROGRAMS FOR EXCEPTIONAL CHILDREN

SILVIA NUÑO

Silvia Nuño is always working to see that every child has the best possible learning experience every day. She deals competently with referrals, enrollment, IEPs, classroom visits, calming upset children (or upset parents), translating, and all the myriad tasks necessary to maintain the highest level of clerical and personal support for learning. Ms. Nuño presents the best possible face of OUSD, always coming across as knowledgeable, caring, aware, and competent. The whole community here goes to her to solve problems, something she does so well. Because she deals primarily with preschoolers and their parents, Ms. Nuño sets the tone for how OUSD is perceived from the first encounter many people have with the district. She makes OUSD look good and always puts children’s learning first!

STATE & FEDERAL COMPLIANCE

MARCUS SILVI

Marcus Silvi is a member of the State & Federal Compliance team that addressed the recurring State Controller’s Office audit finding that OUSD did not keep sufficient and compliant federal program time accounting certification. Mr. Silvi helped attain a 100% success rate in getting the correct federal time certification forms signed. He also always answered all questions, addressed any concerns, and offered to provide personal assistance in completing the time certifications upon request. Mr. Silvi always provides guidance and support to all the employees and supervisors in a variety of ways: telephone, email, fax, and personal visits.

FAMILY & COMMUNITY OFFICE

DEBRA LONG

Debra Long has been with the district for more than 20 years, has always put children first, and is totally committed to their success through attending school regularly and on time. She consequently handles the overall truancy attendance training district wide. She has done this dependably and accurately, juggling group and individual trainings throughout each school year. Ms. Long is the District’s “go to” person as it relates to training and the SART truancy process. She brings her site experience, district cultural knowledge and common sense to maintain continuity in this ever changing environment. She approaches her work with passion and builds others up with compassion, advice, and encouragement.

Central Office Service Excellence Award
REGION 1 - ELEMENTARY CUSTODIAN

PAUL ANDREWS
Peralta Elementary
Paul Andrews is very dependable and is always available, regardless of the time of day or night. The entire staff at Peralta Elementary depends on Mr. Andrews for his knowledge of the products and services needed to support the school. He takes pride in his work and all aspects of his school community; often volunteering on weekends and evenings. Mr. Andrews treats the school like his home and always treats the children like family, which makes him very special to the District!

REGION 1 - SECONDARY CUSTODIAN

EUGENE AUGUSTINE, JR.
Oakland Technical
Eugene Augustine has consistently demonstrated superior dependability skills associated with leadership. Mr. Augustine illustrates compassion when supervising new-hires and empathy when they make mistakes. He has great customer service skills; his smile lightens the school. He never says that he can’t do something and is always willing to go the extra mile. Mr. Augustine is highly recognized, by Custodial Services Managers, as one of the best custodians in the District!

REGION 1 - PROGRAMS FOR EXCEPTIONAL CHILDREN

LIONEL DUNBAR
Sequoia
Lionel Dunbar is always willing to go beyond his job description to move the Special Education program along. Whatever the job, whatever the population, Mr. Dunbar has always impressed and inspired people with his commitment and skill. Mr. Dunbar takes his duties seriously and is constantly striving to increase his own knowledge. In everything he’s done--from changing diapers to teaching rounding to the millions place, from Kindergarten art projects to 5th grade science camp, Mr. Dunbar has given more than 100% to the students he’s supported - we feel honored to have him in Oakland.

REGION 1 - OAKLAND ADULT & CAREER EDUCATION

LAURA BRADY
McClymonds — OACE
Laura Brady knows the Oakland Adult & Career Education (OACE) program inside and out and always serves as a beacon of light to all who interact with her. Over the past five months Ms. Brady has performed outstandingly; She stepped up to the plate and took on many jobs, tasks, and activities due to the massive downsizing of OACE. Ms. Brady is always willing to go the extra mile to help students, staff and the community. She tries very hard to meet the expectations of every person - students, staff or individuals from our community by providing quality, caring follow-up. Through her follow-up, everyone is impressed with the caring she displays. The OACE program would be lost without Ms. Brady!

REGION 1 - ELEMENTARY NUTRITION SERVICES

OLGA DE LARA
PLACE @ Prescott
Olga De Lara ensures that meals for approximately 40 schools are complete and ready for delivery on a daily basis. People know that when Ms. De Lara is running the show, the work will get done. She cares about the students and will do what she needs to support the cafeteria staff at the sites she serves. She is always willing to do what needs to be done quickly to ensure students are getting what they deserve, good meals. She has quickly organized a kitchen that was in disarray and the District is lucky to have her!

REGION 1 - SECONDARY NUTRITION SERVICES

BONITA GREEN
Oakland International
Bonita Green is very dependable, very seldom absent and always strives to make sure the paperwork is in order, turned-in in a timely manner and accurate. She does such a good job, the charter on her site canceled with their lunch vendor and started using OUSD Nutrition Services because the students said Ms. Green’s food looked so good. Ms. Green is a very humble person and has open communication with her students. She has student workers who are so well trained in their responsibilities, they have a head start in the work world. Ask Ms. Green why she does it and the smile on her face and watery eyes will tell it all!
REGION 2 - ELEMENTARY CUSTODIAN

TIM SAELEE
Franklin
Tim Saelee consistently cleans the school as though it is his own home. He constantly makes sure the school is locked, cleaned, and ready for students and staff. When he completes his daily duties, he goes the extra mile and buffs the floors (weekly if not daily) without complaining. He assists everyone who needs assistance and always works hard to make the school shine. Mr. Saelee is a nice, conscientious man who takes his job seriously. He comes to work to do his job and to the best of his ability, has pride in his work and ensures he is proud of the outcome.

REGION 2 - SECONDARY CUSTODIAN

ELZIE WINSTON
Bret Harte
Elzie Winston is very dependable at making sure the school is very clean as well as submitting accurate reports to the department. Mr. Winston is a very trusting Custodian whose confidence and knowledge rubs-off on his staff. His great training qualities place him into elite status. Mr. Winston is very caring and gives extra attention to the students, staff and community when adverse situations arise. Mr. Winston will help assist, without hesitation, with any request from his Principal, staff or the students. Bret Harte loves having him!

REGION 2 - ELEMENTARY FAMILY RESOURCE SPECIALIST

LESBHIA MORONES
Manzanita Community
Lesbhia Morones has been in the Oakland Unified School District for the past 13 years. She has such a giving heart, she is a tireless worker, and an advocate for OUSD students and families. Because of her varied background in OUSD she has great connections to people and programs to refer parents and families to. Ms. Morones works hard to connect with all of the families and gain their trust through one-on-one’s. She has boundless amounts of energy and is nothing but positive. Ms. Morones is a pleasure to work with and a wonderful resource for this District!

REGION 2 - SECONDARY CLERICAL

MILCIADIS DIAZ
United for Success
Mliciadis Diaz is always organized and prepared for anything and everything and ensures that everybody gets what they need in a timely manner. Although Mr. Diaz has a busy schedule, he always takes the time to listen to the families, students, and staff. Ask anybody at United for Success, “Who gets things done right away?” and their response would be Mr. Diaz. Mr. Diaz does all of this and manages to do it with a great sense of humor!

REGION 2 - ELEMENTARY NUTRITION SERVICES

SHARELETTE RODGERS
Franklin / Oakland High
Sharelettee Rodgers will always be there for you, but most of all for the students. The food she serves is tasty and her kitchen is well organized and clean. Ms. Rodgers knows her students and families - she is willing to assist them as needed. Ms. Rodgers successfully opened Oakland High despite the MANY obstacles presented to her by the construction at the school. Ms. Rodgers was flexible and made accommodations to make sure the 10 plus schools receiving meals from Oakland High received their meals on time. She is a true asset to Nutrition Services!

REGION 2 - SECONDARY NUTRITION SERVICES

LAWANA WYATT
Fremont Federation
Lawana Wyatt provides healthy nutritious meals for the students at Fremont Federation. In a school of 1000, Ms. Wyatt remembers student names and faces. She is able to address their needs because she remembers them as individuals. Ms. Wyatt states openly that she makes her food with love and makes sure that all the employees working at Fremont do the same. She truly cares about her students.
REGION 3 - ELEMENTARY CUSTODIAN

MICHAEL EDWARDS
Sobrante Park
Michael Edwards’ customer service skills consist of always smiling when greeting a customer, very accommodating, never says no and he will always find a way to solve an issue or concern. He goes beyond the call of duty by working during his off time and his relationship with the students is outstanding.

REGION 3 - ELEMENTARY CLASSIFIED

CLAUDIA ORTIZ
ACORN Woodland / Highland CDC
Claudia Ortiz plays a critical role in welcoming families and the community into the program. She is knowledgeable, organized and resourceful. Her pleasant demeanor helps parents feel secure and her professional attitude is greatly appreciated by staff. Ms. Ortiz is very conscientious about her responsibilities and works diligently to ensure that our sites are viewed as nurturing learning environments where everyone is welcome.

REGION 3 - ELEMENTARY NUTRITION SERVICES

LYDIA ARIAS
Greenleaf
Lydia Arias always has a great attitude toward her work and especially towards the students at Greenleaf. She is reliable in many ways including making sure the students have a consistently high quality experience when in the cafeteria. Ms. Arias is an integral part of the Greenleaf community!

REGION 3 - SECONDARY CUSTODIAN

GERALDINE LOVATO
Frick
Geraldine Lovato is committed to her job at Frick! If Ms. Lovato is asked to do anything, you can rest assure that it will get done. When she is cleaning a classroom or office and sees that something is needed she will take care of the situation without having to be asked. She takes pride in her work and doesn’t hesitate to assist students, staff, faculty, administrators, parents as well as the community. Ms. Lovato exemplifies a true R.A.T.E.R. and she works hard to make sure Frick shines every day.

REGION 3 - SECONDARY SCHOOL SECURITY OFFICER

KAREN CARTER
Castlemont
Karen Carter comes to work everyday, makes the assignments, and is usually the first person on scene to handle problems. She connects with the students in a way that enables them to trust her & respect her. These are just some of the reasons Ms. Carter is highly regarded on the campus - the list could go on and on!

REGION 3 - SECONDARY NUTRITION SERVICES

MICHELLE CHASTANG
Skyline
Michelle Chastang is efficient, trustworthy, reliable, customer friendly, polite, competent, efficient, hard working, good work ethics, very humble, and very accommodating to all; especially students. It is especially pleasing to see the obvious improvements in the atmosphere with regards to the kitchen and cafeteria areas. Ms. Chastang has worked to get the kitchen staff to work in harmony, make the food tasty, and bring order and organization. It’s committed individuals like Ms. Chastang that remind us of how things should be!
Highlights from the 2009 Employee Recognition Ceremony
Oakland Unified is California’s MOST IMPROVED URBAN SCHOOL DISTRICT over the last six years!

**Since 2003 . . .**

OUSD HAS RECORDED 118 POINTS OF ACADEMIC PERCENTAGE INDEX (API) GROWTH – THE MOST AMONG CALIFORNIA’S BIG, URBAN DISTRICTS.*

INCREASED the number of Schools with API over 700 from 11 to 50.

OPENED 31 new, small schools in low-income neighborhoods with community input.

EXPANDED summer school services from 2,000 to 8,000 students.

EXPANDED afterschool programs from 34 to 91 schools, and from 3,000 to 17,600 students.

**In 2010 . . .**

OUSD BOOSTED ITS API BY 26 POINTS, THE GREATEST INCREASE OF ANY DISTRICT WITH AT LEAST 25,000 STUDENTS.

The growth rate of student achievement in Oakland Public Schools was double the state average*. A dozen schools raised their API scores by 50 points or more, essentially quadrupling the state growth average.

The Board of Education unanimously approved a new Strategic Vision, “Community Schools, Thriving Students” calling for OUSD’s transformation into a full-service community school district.

Together, with the community, we started the process of developing a five-year action plan for Oakland Public Schools where every site serves as a neighborhood hub, providing a range of supports for families including physical and mental health care; eye and dental care; job search, job training and parenting classes; language acquisition courses; nutrition, recreation and physical education services; language acquisition courses; nutrition, recreation and physical education services; housing assistance; post-secondary links and mentoring programs.

*Academic Percentage Index (API) is the State of California’s primary metric for measuring student achievement

*As measured by API
Thank you to our Donors & Sponsors

SCOTTISH RITE CENTER

ROGERS FAMILY FOUNDATION

Acknowledgements

CHEF MOE'S BON APPETIT CATERING
AARDVARK LASER ENGRAVING
SLIMGIM DESIGNS
KDOL
OUSD EDNA BREWER PERFORMERS

[Logos of Marcus Foster Education Fund and East Bay Community Foundation]