3RD ANNUAL
EMPLOYEE AWARDS CEREMONY

Honoring Our Own

When Adults Achieve – Students Succeed

THURSDAY, OCTOBER 22, 2009
SCOTTISH RITE CENTER, OAKLAND
Dear OUSD Employee Award Winners,

I am honored to write this letter recognizing some of our finest employees. The OUSD Employee Awards are a celebration of service for our 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.

There are those who feel Oakland lacks a critical mass of people who think deeply enough, care strongly enough and work hard enough to drive the change we seek. These people are wrong. I believe in Oakland, in its people and in their capacity to effect meaningful change. You are testament to this fact and there are others like you who are not represented here today.

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. The process of supporting student achievement goes beyond the remarkable work performed by teachers and principals.

Achieving our goals is going to take incredibly hard work. I believe being in the service of children is the most important work there is. Thank you for your service and your leadership.

Sincerely,

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

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Event Schedule

5:30–6:30 PM . . . . . . . Social Hour & Hors d’oeuvres
6:40–6:45 PM . . . . . . Student Appreciation – Student Board Director Eric Adams & Student Board Director Wesley Sims
6:45–7:30 PM . . . . . . . Award Distribution – Board of Education

TEACHER QUALITY AWARDS – Director Alice Spearman & Director David Kakishiba
SCHOOL SITE TEAM EXCELLENCE AWARDS – Director Alice Spearman & Director Chris Dobbins
CENTRAL OFFICE SERVICE EXCELLENCE AWARDS – Director Alice Spearman & Director Chris Dobbins
UNION AWARDS – Superintendent Dr. Tony Smith
SCHOOL SITE SERVICE AWARDS – Vice President Gary Yee & Director Jody London
EDUCATIONAL LEADERSHIP AWARDS – Vice President Gary Yee & Director Jody London
SERVICE TEAM EXCELLENCE AWARDS – President Noel Gallo & Director Jumoke Hinton-Hodge
HIGHEST API GROWTH AWARDS – President Noel Gallo & Director Jumoke Hinton-Hodge
TEACHER OF THE YEAR AWARDS – President Noel Gallo & Director David Kakishiba

7:30 PM . . . . . . . . . . Closing Remarks – Superintendent Dr. Tony Smith; Board of Education President, Noel Gallo
Planning and assisting them with college. Reviewing test scores with them, and takes the initiative to meet with every kindergarten through college. Orderly, self-assured, readers and writers for all students, families, and colleagues as she serves. Students she serves.

To collaborate with staff on curriculum and classroom. For student led conferences, visits students’ homes and medical facilities. Ms. Wright has continuously demonstrated academic success. She moved many students into higher classes and helps other peers to access Edusoft, responsibilities.

The students’ interest and well being is at the heart of Jennifer Matsuoka’s support. Despite her students’ level of disability, she is unwavering in her belief that her students can be contributing members of society.

This marks Kathryn Selleck’s 20th year of teaching for OUSD. She has spent 11 of those years teaching elementary and middle school students in the Home and Hospital program. Ms. Selleck is a dedicated and passionate teacher who works tirelessly providing individualized instruction in students’ homes and medical facilities. Ms. Selleck provides true teacher leadership for the Home and Hospital team.

Carter has led the way in re-designing the resource model and special education services to improve teaching and student learning. He sets a level of standards and expectations that ensure team members and their students demonstrate academic success.

Programs for Exceptional Children Pre-School Teacher

Sandra Ratto

Glennview Elementary

Teaching Pre-K students with visual impairments is no easy task, however this is where Sandra Ratto was meant to be. She can look beyond a disability to provide high quality instruction. Walk into her classroom and you will find students who are happy, engaged and learning. Although she already possesses extensive knowledge in special education, Ms. Ratto continues to obtain professional growth to better her expertise in the field; she is a “Real learner”.

El Toro College

Selleck provides true teacher leadership for students beyond a disability. Mr. Carter has led the way in re-designing the resource model and special education services to improve teaching and student learning. He sets a level of standards and expectations that ensure team members and their students demonstrate academic success.

Programs for Exceptional Children High School resource specialist

Payton Morris

Oakland High

Payton Carter is a Resource Specialist at Oakland High. Throughout his service at Oakland High, Mr. Carter has led the way in re-designing the resource model and special education services to improve teaching and student learning. He sets a level of standards and expectations that ensure team members and their students demonstrate academic success.

Elementary Teacher

Payton Morris

Oakland High

Payton Carter is a Resource Specialist at Oakland High. Throughout his service at Oakland High, Mr. Carter has led the way in re-designing the resource model and special education services to improve teaching and student learning. He sets a level of standards and expectations that ensure team members and their students demonstrate academic success.

Programs for Exceptional Children Adult Education Teacher

Lisa Dokken

Burchholzer Elementary

Lisa Dokken is constantly looking at the bigger picture for her students, often adjusting her teaching to fit unique or long term needs for her students and families. At any moment in her classroom, students are engaged and learning in response to her individualized and specialized instruction. Her impressive incorporation of music into the curriculum and classroom transitions helps the students develop language and addresses their sensory needs as well.

Elementary Teacher

Jennifer Sethasang

Community United

Jennifer Sethasang constantly focuses on ways to improve teaching and keep her students engaged in learning. In Ms. Sethasang’s class learning is fun: children in a science class wear lab coats and goggles to feel like a “real” scientist. In addition to the work she does in the classroom she supports all student learning by serving as the After-School Program Teacher Leader, the ELID Lead Teacher and by being a member of the Instructional Leadership Team. Ms. Sethasang is a quality teacher and Community United Elementary School is very fortunate to have her.

Elementary Teacher

Noah Bradley

Think College Now

Noah Bradley creates a remarkable classroom environment in which students are encouraged to reflect on their work, improve themselves and support each other. Achievement scores in his classes are impressive, and remain so from year to year. Mr. Bradley is also an expert collaborator, earning high praise from all who have team-taught and otherwise partnered with him, whether teachers, administrators, or parents.

Elementary Teacher

Maria Saadat

Skyline High School

David Orphal has taken leadership in developing the new 9th grade house at Skyline. Mr. Orphal’s energy, passion and dedication to transform the 9th grade experience at Skyline makes him a true teacher leader.

Elementary Teacher

Deborah Morris

Montara Middle

Deborah Morris is a teacher who truly demonstrates a sincere commitment to students and their families. This commitment is reflected in the successes that her students achieve both academically and socially, as they move through their Middle School days at Montara.

Elementary Teacher

Claudine Wright

Place @ Prescott

Claudine Wright has taught 34 years in OUSD and has found that it takes a whole school, working together, to successfully educate every child. Ms. Wright has continuously looped grades 4-5 and 4 providing rigor, creativity, and dedication to a culturally and linguistically diverse group of students and support to their families. Mr. Wright is proud of the traffic squad, the After School Program Academic Liaison, assists the Assessment Coordinator, and mentors many B TsA teachers.

Elementary Teacher

Jennifer Seligson

Career Education

Avalon Alternative Education

Jennifer Seligson constantly focuses on ways to improve teaching and keep her students engaged in learning. In Ms. Seligson’s class learning is fun: children in a science class wear lab coats and goggles to feel like a “real” scientist. In addition to the work she does in the classroom she supports all student learning by serving as the After-School Program Teacher Leader, the ELID Lead Teacher and by being a member of the Instructional Leadership Team. Ms. Seligson is a quality teacher and Community United Elementary School is very fortunate to have her.

Elementary Teacher

Anna Vasquez

Mandelia High School

Anna Vasquez is someone who goes above and beyond with students. She takes the initiative to meet with every student at her school, helping each with their “Individual Learning Plan” reviewing resources with them, and helps them with their post-high school plans and assisting them with college. Reviewing test scores with them, and takes the initiative to meet with every kindergarten through college.

Elementary Teacher

Nicole Pierce

West Oakland Middle School

A founding teacher at WOHS Nicole Pierce helped to create, model and put in place high academic standards needed for true academic acceleration for all of her students. She is relentless in her caring and resourcefulness in making sure that all her students excel, at all times.

Middle School Teacher

David Reese

Elmhurst Community Prep

David Reese goes above and beyond, especially in his communication with families. He visits many homes, constantly making calls, and inviting families to sit in his classroom. For student led conferences, he is often the advisor with 100% family attendance. His persistence and energy is unmatched.

Middle School Teacher

David Orphal

International Child Education Teacher

David Orphal works diligently to ensure that the children are developing skills aligned with the Kindergarten standards in an environment that supports appropriate social-emotional development and encourages active learning. It is evident that she enjoys teaching as soon as you enter her classroom and observe her interactions with the children and support staff.

High School Teacher

Maryellen Wolfe

Oakland Adult and Career Education

Maryellen Wolfe is an excellent teacher who supports her students and also serves as a great mentor to many of her colleagues who teach ESL. Ms. Shapiro goes above and beyond what other ESL teachers do by fully organizing in all aspects of teaching; planning, preparation, implementation, evaluation and reflection. What sets her apart from others is her ability to collaborate with staff and curriculum in all aspects of teaching; planning, preparation, implementation, evaluation and reflection. What sets her apart from others is her relentless dedication to her craft and the students she serves.
Chabot is a great school because every staff person is committed to the education of all of our students. From the front office secretary lovingly answering phone calls to the custodian joking around with one of our students, every student is taken care of in an environment that makes every student feel respected, valued, and well being at each of our students. From the front office secretary lovingly answering phone calls to the custodian joking around with one of our students, every student is taken care of in an environment that makes every student feel respected, valued, and well being at each of our students.

Lincoln School enjoys high academic test results with Academic Performance Index (API) scores progressing from 821 in 2001 and most recently to 933 in 2009. Many factors have led to Lincoln’s success most significantly in part through partnerships between students, families and school staff. Teachers have grown to implement many best practices, including professional learning communities (PLCs), standards based instruction, critical thinking and student engagement strategies. High expectations abound at Lincoln and students work hard to live up to this high standard of academic excellence.

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Randy Perez brings to his job a combination of skills and attributes that make him a tremendous asset to the Human Resources Department. He is valued and respected by his customers, and teammates alike for his helpfulness, intelligence, analytical abilities, and empathetic nature. His positive attitude and energy are demonstrated in his willingness to go above and beyond in hours, projects, leadership, and assisting his fellow employees and customers.

Linda Wu exemplifies the qualities the OUSD Fiscal Services department values highly in its employees; she is dependable and dedicated, possessing an impeccable work ethic and willingness to assist and to learn. She spends extra time with her clients to ensure their questions are answered, concerns are met and issues are resolved; she is well liked and a born leader.

Waly Ndiaye has performed an effective member of the Fiscal Services team in the environment of higher expectations and standards that has come with OUSD’s regained fiscal control. Mr. Ndiaye has demonstrated his willingness to learn and grow, taking on new challenges and reliably completing projects and functions critical to making sound fiscal management decisions.

In her third year as an Operations Support Coach, Linda Pulido-Esquivel has partnered with her elementary schools to diligently ensure they work collaboratively with OUSD service areas, utilize district resources appropriately, and build skills and capacity to meet high standards of performance. Ms. Pulido-Esquivel is patient, thoughtful, creative, and passionate about the success of OUSD students and staff.

Li Ding is a true example of service excellence. Many of the customer facing systems (i.e. OUSD Website, Intranet and Sharepoint, etc.) are both developed and managed by Ms. Ding. She never complains and ALWAYS asks how can we make our system better so that we can improve the experience for our customers and the success of our students. She is an absolute anchor in Technology Services and therefor a “Stabilizer” to OUSD.

Maria Jimenez has been in the District for over 30 years and has not been recognized for her service and skills. We feel she has been undervalued and the deserves to be recognized for her service and diligence in serving OUSD.

Lincoln Lee consistently goes above and beyond the call of duty, stretching dollars, innovating, arriving early, leaving late, and producing quality documents on short timelines with style and a smile.

It is a pleasure to acknowledge the service Shelia Brown has provided the Elementary Network for almost five years as an Operations Coach. She works very closely with Elementary Network Officers to support principals and the schools they represent. Having worked as an Administrative Assistant in the budgeting and management and her ability to work closely with all departments, she has been able to manage several different special projects with precision and ease.

Debra King Cooper exemplifies high personal and professional standards for Oakland/OUSD and it shows every day. She is a team player who works tirelessly for all of OUSD to be successful and well regarded. She cares deeply about people and their success, assisting them far beyond duty.

Debra King Cooper
**OEA Award Elementary Teacher**

**Virginia Johnson**  
Santa Fe Elementary  
Virginia Johnson is a treasured veteran teacher who has taught in Oakland for nearly 30 years. She is currently teaching at Santa Fe Elementary. Ms. Johnson is a dedicated advocate for her colleagues whose calm and consistent support has earned their deep respect and trust. As an active OEA member, she is a Site Representative, Co-Chair of the Grievance Committee, and member of the PAR Joint Committee. Ms. Johnson is always ready to dive into new endeavors, and exemplifies lifelong learning at its best.

**Steve Luntz**  
Montera Middle School  
Steve Luntz teaches math and science to sixth graders at Montera Middle School. He has taught in Oakland for 21 years. About eight years ago he was mentored as a new OEA Site Representative by now-retired veteran Don Kane, and now Mr. Luntz is following that model by mentoring new Representatives at Montera. He is deeply respected by his colleagues for knowing the contract, for never failing to advocate for their rights as teachers, and for encouraging them to collaborate on trying to resolve the many challenges that face them as teachers.

**Chef Harold LeBlanc**  
BEST High School  
Chef Harold LeBlanc has been teaching Food Science and Culinary Arts in Oakland at McClymonds High School for ten years. As the Director of the Food Science and Culinary Arts Academy at BEST High School, he has worked under increasingly challenging conditions to inspire his students through hands-on, real world experience. OEA salutes Mr. LeBlanc’s unflagging positive spirit and dedication to his students, even as BEST is being phased out. Long live Café HACk and Chef LeBlanc!

**Johnny Houston**  
Calvin Simmons Middle School  
Johnny Houston is a veteran with OUSD. Having started in 1977, she is a leader and a trailblazer, as the first ever woman supervisor in OUSD Custodial Services. She commands respect and liking from her coworkers and staff at her school site, Calvin Simmons Middle school. Ms. Houston exemplifies the fine work ethic and professionalism valued by the district and her union.

**Bettie Reed-Smith**  
Markham Elementary  
Bettie Reed-Smith is a mainstay of her profession, her school site and her union. In 35 years as an Instructional Assistant in Special Ed. she has helped innumerable students learn not only valuable skills but also to believe that they can learn, grow and be self-sufficient. Her unstinting contribution and participation in her union have created much benefit for her fellow employees - she is true labor activist.

**Dina Rivas**  
Markham Elementary  
As a bilingual clerk at Markham elementary school, Dina Rivas truly makes the difference for many families who rely on her translations skills - she is truly the voice for many. As a parent of two Markham students, she is doubly invested in the success of her school and OUSD. Her friendliness and helpfulness as well as her willingness to accept any challenge make her a favorite with parents, staff and students.

**Wanda Price**  
Manzanita  
As a Child Development Center Instructional Aide, Wanda Price presents a welcoming face to her young students and their parents, creating confidence for everyone at this first stage of “going to school”. Serving at Manzanita for 29 years, she is a favorite with staff and known as the first to lend a hand.

**Fredrick Trotter**  
As a Senior School Security Officer. Fredrick Trotter is completely devoted to safety - for students, school and community. He is completely devoted to the interests of maintaining a secure environment to assist learning and puts kids first every time.

**Nathan Bratton**  
While Nathan Bratton’s work approach is the epitome of customer service. He responds to questions and requests with a smile and his customers are always pleased with the outcome. He goes the extra two miles to ensure his Tech assistance is useful!
**CUSTODIAL SERVICES**

**MARCO HERNANDEZ**
Complementary Learning/ Lockwood Child Development Center

Marco Hernandez is incredibly reliable and works diligently to ensure that the facilities are clean and safe for children, families and staff. He is innovative and takes the initiative to complete additional tasks beyond his regular duties. His rapport with staff and the community is excellent and his jovial personality makes it a pleasure to work with him.

**PASQUAL HERNANDEZ**
Chabot Elementary

Pasqual Hernandez has given the district 20+ great years of service and Chabot Elementary about 13 years of service. He is timely, positive, completes his job, goes above and beyond on a regular basis, checking with teachers, the principal, and everyone else to see if the school is running on all cylinders. He is one of Chabot’s most reliable employees, never once being sick in all of his years. Plus, he is a total character!

**MELVIN MUMPHREY**
Edna Brewer

Melvin Mumphrey always goes beyond the call of duty. He loves what he does and shows it every day in his joyful singing and huge smile. If you want to see the cleanest school in Oakland come on by Edna Brewer where Mr. Mumphrey will greet you with a smile.

**CLERICAL - HIGH SCHOOL**

**FRENCHIE JACKSON**
Oakland High

Frenchie Jackson has been in the district for 1/2 years, contributing to her work environment, her fellow employees’ interests and her community. The office at Oakland High runs smoothly because she is there tirelessly handling the day-to-day tasks.

**SCHOOL SECURITY OFFICER — ELEMENTARY**

**RENE ESSEX**
Lafayette

Rene Essex is without a doubt one of the best examples of an employee that derives “Intrinsic” satisfaction from her occupation. It is clear upon observation of Ms. Essex at work, that she sees her role as School Security Officer not merely as a job, but as a “calling”. Her ability to create a warm and peaceful learning environment through positive interactions with ALL is the epitome of OUSD precepts.

**PARAPROFESSIONAL**

**DEBORAH BRITT**
Oakland High

Through her work as Special Ed Instructional Aide at Oakland high, Deborah Brit has imparted principles of workplace success to students on a real-time experience. She goes well above and beyond to meet her students’ special needs and is regarded as one of SEIU’s leading shop stewards.

**MIDDLE SCHOOL COMMUNITY SERVICE COORDINATOR**

**ALESSANDRA CABRERA**
Rudsdale and Independent Study

Alessandra Cabrera is a model employee, going above and beyond to further her job description to support her colleagues and students in most phases of Rudsdale and Independent Study daily operations…such as overseeing attendance reporting, creating master schedules, student programing, planning and facilitating academic PAs and Blossoms as well as leading and facilitating all parent and SSC meetings.

**SCHOOL SECURITY OFFICER — MIDDLE SCHOOL**

**EGURIA CARTER**

**JACQUELINE SIMON**

**CUSTODIAL SERVICES**

**DAN CUNNINGHAM**
Fremont High School

Dan Cunningham goes out of his way to keep Fremont High School clean and ensure that the other custodians do as well. He bought a steam machine to get the gum off the ground.He paints and ensures that the other custodians do .

**NUTRITION SERVICES**

**CONNIE SMITH**
Lincoln Elementary

Connie Smith cares for the cafeteria kids. You can see this in the relationships she develops and the care she takes in managing the kitchen in cafeteria.

**VAN HOANG**
Castlemont Community of Small Schools

Van Hoang consistently goes above and beyond to provide excellent service to OUSD students. She is pleasant to be around and always has a smile.

**CLERICAL — MIDDLE SCHOOL**

**JAYMIE LOLLIE**
Frick Middle School

Jaymie Lollie is the glue that holds the Frick Family Together when the going gets tough. She not only coordinates interventions in and out of the school through various service providers but is instrumental in various school activities. Ms. Lollie’s has touched almost all Frick students in some way and shifted the course of some of their lives.

**MIDDLE SCHOOL COMMUNITY SERVICE COORDINATOR**

**JACQUELINE SIMON**

**NUTRITION SERVICES**

**MARVIN SKAGGS**
Dewey Academy

Marvin Skaggs goes over and beyond in keeping Dewey’s campus safe and maintaining a climate for learning. He’s an SSO, a counselor, a mentor, a friend, a comedian, and a strong arm directing students to learn. He does the job of many people... with a smile, with firmness and with camaraderie with all students. Here he is “The Head of our Deweyland Security!”

**CLERICAL — ELEMENTARY SCHOOL**

**MATILDE FLORES**
Laurel Elementary

Matilde Flores has been in the district for 20 years and at Laurel Elementary for 7. She has never asked for any recognition, but she certainly deserves it. She really deserves recognition for her hard work and dedication to the school and the district.

**RITA CECACI**
Urban Promise Academy

Rita Cecaci is an outstanding employee for our District. She holds herself to a very standard of excellence and quality. She epitomizes what it means to be a lifelong learner, always seeking to better herself and improve her own skills. She is extremely thorough in her work, and also seeks to help others to improve their own work. Rita is a model for all of our clerical staff throughout the District.

**HIGH SCHOOL COMMUNITY SERVICE COORDINATOR**

**ALESSANDRA CABRERA**

**EDDIE FRANKLIN**
Frick Middle School

The Frick SSO team is a focal point of the Frick community. No visitor, student, or other adult at Frick can go through their day without interacting with them and they capitalize on their prominence to build a stronger school. Through relationships with students and families, communication with other adults at the school, and the planning of extracurricular events the Frick SSO team goes far beyond its obligations to promote the success of all Frick students.

**CHILD DEVELOPMENT CENTER CUSTODIAN**

**MARCO HERNANDEZ**
Complementary Learning/ Lockwood Child Development Center

Marco Hernandez is incredibly reliable and works diligently to ensure that the facilities are clean and safe for children, families and staff. He is innovative and takes the initiative to complete additional tasks beyond his regular duties. His rapport with staff and the community is excellent and his jovial personality makes it a pleasure to work with him.

**STAFF**

**Evan Hopkins**

**Nutrition Services**

**Maria Cortez**
Westlake

Maria Cortez can be described in one word - fantastic! Her main focus is on running a smooth operation to ensure high quality service to Westlake students and staff.

**Matilde Flores**
Laurel Elementary

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program and has worked diligently the intricacies of the child development the community. She quickly learned curriculum, has high expectations for curriculum, has high expectations for that may cause other leaders to focus most practice in service of student achievement.

Chil D DEVELOMENT SITE

ANNA MANSKER
Oakwoodland CDC. Centro Infanti de la Raza CDC, Stonehurst CDC
Anne Mansker is very knowledgeable of the curriculum, has high expectations for staff and good rapport with parents and the community. She quickly learned the intricacies of the child development program and has worked diligently (evenings and weekends) to ensure that her sites are fully enrolled. As a rookie Site Administrator, Ms. Mansker has hit the ground running.

HIGH SCHOOL PRINCIPAL

SHEILAH ANDUJR
Oakland Technical High School
Sheilagh Andujar will be entering her seventh year as the Principal of a large urban high school. Ms. Andujar is strongly committed to her work on behalf of the students at Oakland Tech, and maintains a major presence at school: in classrooms, on the street corner of lunch, in teacher committees and with parent groups in the evening. She has brought stability and focus to Oakland Tech, as evidenced by the accrediting commission (WASC) granting the school a six-year accreditation—which is highly unusual now in urban schools.

HIGH SCHOOL PRINCIPAL

MATIN ABDEL-QAWI
East Oakland School of the Arts (EOSA)
Matin Abdel-Qawi’s growth over the past year has been remarkable. He is a living example of how leadership impacts student and adult learning. Mr. Abdel-Qawi has demonstrated an undying focus on academic success and has aligned all resources, both human and fiscal to ensure that every student at EOSA is proficient. Mr. Abdel-Qawi can serve as an example for all other leaders in Oakland.

HIGH SCHOOL PRINCIPAL

MARCO FRANCO
Saratoga Park
Marco Franco’s outstanding leadership and commitment led his skilled staff in the continued rigorous implementation of differentiated, standards based instruction. She cares deeply about his children and school and is richly deserving of this award.

HIGH SCHOOL PRINCIPAL ASSISTANT

LEO FUCHS
Learning Without Limits
Leo Fuchs is someone you can tell was meant to be a Principal and do the work he is doing. He has worked tirelessly at Learning Without Limits to dramatically raise student achievement and prepare students for the path to college. He does this by creating a work environment that embodies this vision and enables staff to excel in their field and take student achievement to a higher level.

EDUCATIONAL LEADERSHIP AWARD

LEONARD H. STEIN
AACE
Dick L. Stein is an inspiring leader whose career illustrates every aspect of Dick Stein's career. His vision, his sense of mission and the possible, and his professionalism. He has been a strong advocate for developing the potential of people with disabilities without becoming adversarial, and has forged pioneering alliances for the benefit of his students, among them the first-ever public service internship in the state of California for students with disabilities. His talent for communication and continued commitment to education has translated into a compelling leadership style.

EDUCATIONAL LEADERSHIP AWARD

SEYANA MAWUSI
WOMS
Seyana Mawusi has the highest gains in the entire Middle School Network: she has the highest overall percentage of 7th graders proficient/advanced in math, and her school shows great gains in English Language Arts as well. Ms. Mawusi has brought order, pride and REAS accomplishments to her school community.

EDUCATIONAL LEADERSHIP AWARD

ELAINE ROBERTS
Lakeview
Clara Roberts is being acknowledged for her steadfast work as an instructional leader. She has met the ongoing challenge of an extremely mobile student population, changes in staff and has succeeded in moving achievement at Lakeview Elementary. Ms. Roberts has worked closely with Instructional Services utilizing every resource she could gather including School Improvement Services, New Teacher Support, English Learner and Math Coaching. Ms. Roberts is making a difference for Oakland students.

HIGH SCHOOL PRINCIPAL

DORAN CATLIN
Think College Now
Everything about Doran Catlin is impressive: she is an outstanding assistant principal and instructional leader. Her leadership, high expectations and ability to work effectively with teachers has helped TCN to develop and implement strong data systems that have lead to dramatic student achievement growth. Ms. Catlin worked with Think College Now’s Leadership Team to design and implement a professional development cyclic around using student data from interim assessments to guide instruction. Her work has been recognized across the district and serves as a model: she co-authored a proposal to OUSD to create this system as a model for other schools to utilize to strengthen student achievement as well. Her integrity, thoughtful listening, collaborative nature and focus on keeping the student at the center have led her to successfully implement the important initiatives that strengthen our student achievement.

EDUCATIONAL LEADERSHIP AWARD

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Marco Franco’s outstanding leadership and commitment led his skilled staff in the continued rigorous implementation of differentiated, standards based instruction. She cares deeply about his children and school and is richly deserving of this award.

ROOKIE PRINCIPAL

PIAZARA
Lazear
It is rare to see a 1st year principal that is able to complete deliverables and run the logistics of a school while keeping focused on instruction. Pia Jara has done this.

SCHOOL OF THE YEAR

CARIN GATHERS
Burckhalter
Carin Gathers is going into her second year as Principal at Burckhalter Elementary School. She is to be commended for building a positive school climate that is both collaborative and caring. She has engaged the staff and community in creating a vision for the school and has made the educational success of students a priority. She has developed some effective educational structures and systems to support teaching and learning that resulted in a 183 point growth in the school’s Academic Performance Index.
OUUSD made a commitment to significantly expand summer learning programs from 800 to almost 9000 students over the past two years. Through 100 programs at 80 sites, students who are not proficient in Math and English Language Arts participated in academic and social enrichment activities designed to reduce the “summer slide.” To effectively expand these programs and support school sites, a cross-functional team worked to streamline the processes for selecting and paying staff and ensuring rigorous academic programming, with pre and post assessments. This team, led by Jane O’Brien, includes members from Complementary Learning, Instructional Services, Human Resources, Technology Services, Financial Services, Nutrition Services, and State & Federal Compliance.

The Facilities team has significantly improved the quality of the learning environment for students and staff through new construction, renovation, maintenance, and higher cleaning standards. The Buildings & Grounds and Custodial Services areas have designed and implemented systems to track and monitor customer requests and promote consistency and accountability. The Facilities team’s deep commitment to high levels of service through significant investment in professional development and training for their employees in customer service and operational skills has yielded 3 years of steady positive increase on their RATER scores.

Principals and Teachers across OUUSD were challenged by the lack of substitute teachers capable of providing day-to-day coverage in classrooms. The Substitute Fill Rate Team has worked together for two years to raise the substitute fill rate from 40% to 91%. The team used data analysis and several innovative strategies to reach their goal, including the popular school tours for substitutes designed to increase staffing at schools with chronic low fill rates. The team also worked to create lasting systems to recruit, develop, assess, and retain quality guest teachers. This team includes members from Human Resources, Technology Services, Financial Services, Nutrition Services, and State & Federal Compliance.

OUUSD high schools have implemented a CST education campaign to set goals on their student Action Plans. In regards to science, they moved more students out of Far Below Basic/Basic/Proficient/Advance than in English Language Arts.

There is a college atmosphere in Mr. Mates’ Harte Middle School. His students perform exceptionally well on district assessments and the California State Test each year. There is a college atmosphere in Mr. Mates’ classroom. Students do well because he accepts nothing less. He goes beyond the call of duty to help the children he serves and Bret Harte is lucky to have him!

Mr. Daubespeck, an outstanding, dedicated instructional leader with a deep commitment to developing the physical, socio-emotional and academic skills of every child and staff member. Mr. Daubespeck worked closely with the talented, dedicated staff, students, and families on the focused redesign as a NEW SMALL SCHOOL with a Vision and Theory of Action committed to a culture of achievement. Additionally, the teachers are committed to learning, which can profoundly impact their teaching. Futures teachers are collaborators with continuous improvement being the focus for everything. As a newly redesigned school, Futures knows they have a long way to go but together they strive to improve the educational outcomes of all of our student so that they may have a better tomorrow.

Amos Adams is a dedicated, driven instructional leader who has a deep belief and faith in his students’ and community. He and his staff have helped to create a calm, caring, academically engaging, exciting school. The results of their work can be seen in the +111 point API gain that the school made last year, only in its second year!
From Red to Blue: A Decade of Progress in OUSD

How do you capture the commitment of a city, the progress of a school system, the dedication of its employees and the development of its children in a single snapshot? You can't -- but these photos are a start.

What you see there illustrates the incredible progress of the Oakland Unified School District over the past ten years. The first map is a sea of red, red being the color associated with low-performing schools. The second is populated with blue and green, the colors of high-achieving schools on the API, California's primary tool for measuring student learning.

In 1999, OUSD operated 42 "red" schools -- those scoring under 500 on the API. Today, red dots are barely visible as just six schools have API scores below 500.

A decade ago, a mere five schools rated as "blue." That's the highest category, the one for schools topping 800 on the API. Now, 21 OUSD schools enjoy that designation. An enormous amount of work remains, but the progress is undeniable.

The shift from red to blue is a tribute to the hard work of students, teachers and staff, as well as those members of the Oakland community who have rallied around the idea of quality public education as a civil right and invested in the belief that all students can learn.

This is not a declaration of victory, for we are still in the midst of a campaign to achieve equitable outcomes for all students and to prepare them for success in school, success in career and success in life. But after a decade of progress, it's time to reflect on how far we've come and take heart from our accomplishments as we proceed to paint the entire map blue.
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Acknowledgements

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