Our Mission
All students will graduate. As a result, they are caring, competent and critical thinkers, fully-informed, engaged and contributing citizens and prepared to succeed in college and career.

Our Vision
To reestablish schools as centers of community by transforming OUSD into a full-service community school district. In addition to high-quality instruction, health, physical education, nutrition, medical, dental, recreation, housing, employment and language acquisition services are provided in this model, with the school acting as the hub of activity. The emphasis is on educating and caring for the whole child. Social and human services are not seen as extra or add-ons in these schools. Instead, collaboration in service of the well-being of children and families is how these schools consistently behave.

Our Priorities
Safe, Healthy and Supportive Schools
High Quality Effective Instruction
College and Career Readiness Literacy

Our Goal
To build a Full-Service Community School District that cares for the whole child, eliminates inequity and provides all students with an excellent teacher each and every day.
Dear OUSD Employee Award Winners,

It is my pleasure and my honor to acknowledge and thank all of you, the 40 remarkable and dedicated OUSD employees receiving recognition at the December 2012 Honoring Our Own Awards Ceremony. These awards are a celebration of you, the Teachers, Principals, Administrators, School Site Staff, and Central Office Staff who continually produce results, inspire others, and stand as role models for students, coworkers and for the Oakland community, all in service of Oakland’s children and the Community Schools vision.

These awards are the product of a District-wide open nomination process and symbolize the remarkable transformation that continues in Oakland Unified School District, as we build and nurture a workplace culture that values employees, encourages us to value and support each other, and regularly celebrates achievement. The awards also remind us that in order for our vision of high quality, equitable public education to become reality, we all must be engaged in and contribute to the crucial work that takes place in the classroom.

Each of you has demonstrated your deeply committed connection to your own work, and your larger understanding that ultimately we are here together for the sole purpose of ensuring that Oakland’s children thrive. Words cannot express my gratitude for the daily impact your service has directly and indirectly on the lives and future of our children and community.

On behalf of myself, the Board of Education and of OUSD, my heartiest congratulations and best wishes.

Sincerely,

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

5:30-6:30 PM .......... Social Hour & Dinner

6:30-6:40 PM .......... Welcoming Remarks

6:40-8:00 PM .......... Award Distribution – Board of Education

TEACHER QUALITY AWARDS

EDUCATIONAL LEADERSHIP AWARDS

SCHOOL SITE SERVICE EXCELLENCE AWARDS

CENTRAL OFFICE SERVICE EXCELLENCE AWARDS

8:00 PM ............... Closing Remarks
DANA GRAHAM
Piedmont Avenue Elementary School

Her principal says, “I can always depend on Dana. As a member of the school leadership team, she generously shares knowledge and ideas, works closely with her 4th grade team teacher and sets an awesome example of organization skills and follow through. Her classroom is always neat and tidy; the students are always engaged and on task and are showing consistent improvement in math and ELA scores. She accurately and faithfully follows all curricula; Si Swun himself even brought principals to see Ms. Graham teach his program. She is also the liaison for our after school program, helping teachers follow our pacing charts and use data effectively. Ms. Graham’s extra dimension of love and concern expresses itself in praise, creation of leadership opportunities, and daily reinforcement of Piedmont’s college-bound culture.” Dana’s commitment to success for her students is truly The Oakland Way!

LARK MATIS-RUFFNER
Westlake Middle School

Ms. Ruffner’s dedication to teaching and love of laboratory science is inspiring and infectious for the students, who line up before and after school to make up work, get extra tutoring, and help around the class. She has mentored 13 new science teachers in her time at Westlake. Her parents often come to class just to participate in dissections! Ms. Ruffner is a whirlwind of individualized instruction and assistance in the classroom—no student leaves the room with work incomplete, and no student has to wait long if they need help. The numbers of students who are placed into internships, who decide they wish to pursue a science related career, and the test scores on benchmark exams speak for themselves. Ms. Ruffner is truly a teacher who students remember for decades for her passion and caring, she is a teacher that positively impacts lives every day!

LAURA HAYES
Oakland Technical High

Laura Hayes demonstrates she is The Oakland Way in her tireless support of staff and students alike to ensure student success. A highly effective instructor, her gift for establishing and holding fair policies and clear boundaries create a coherent classroom atmosphere that encourages and facilitates student focus and engagement. Professional and action oriented, Ms. Hayes collaborates closely with colleagues, utilizing available data to identify the best instructional strategy and practice to improve student outcomes. She works closely and patiently with all her students, meeting them at their ability level to maximize their understanding and help them achieve proficiency; additionally, she spends many hours outside of the instructional day to assist students, conducting after-school study assistance sessions, and serving additionally as the Intervention Specialist for Tech’s Algebra students.

ERIC CHORLEY
Westlake Middle School

Eric Chorley has been a dedicated career Special Education teacher for over 20 years and is a valued colleague and member of the Westlake community. He possesses a wealth of intervention strategies as well as finely honed teaching technique; as a result, children flourish in his classroom. Special Education comes with a significant “caseload” responsibility, and Eric is exceptionally meticulous, organized and yet still inspired in assessing, maintaining and implementing students’ IEPs. Eric is also the ultimate "team player" at Westlake; he gets to work before 6AM and prepares the teacher work room for the entire staff. He has also contributed mightily to the Westlake community as Secretary for Westlake’s SSC for many years. Eric’s consistent contributions to improve teaching, school and community are truly The Oakland Way!

DAVID CAVEN
Horace Mann Elementary School

David Caven is everywhere at Horace Mann! He arrives on campus at 7:30AM daily to set up yard equipment and is also there after school to monitor departing students. As prep teacher, Mr. Caven has the special challenge of interacting with every student each week, but he knows all their names, can identify something positive about each one, and makes a special effort to address their individual interests during prep to maximize their engagement. A shrinking budget and limited support staff render Mr. Caven an invaluable “go-to” behind-the-scenes star at Mann; he never loses his sense of humor as he troubleshoots and repairs all equipment, helps with everything from furniture moving to extra yard duty, and is a generous and supportive presence to everyone on campus.

CHRISTI CARPENTER
United For Success Academy

Christi Carpenter truly has helped put the “Success” in United for Success! She arrives daily prepared to inspire, intrigue and sometimes just push each student to go farther and achieve more than they thought they could. She lives lessons with team work and group projects and discussion, and regularly has her students self-reflect, to create and revise their own learning goals. She makes heavy use of formative and summative assessment data to plan her individual and group instruction, skillfully differentiating to meet the needs of all learners in her classroom. Not content with providing a rich classroom experience, she brings English studies to life through evening excursions to plays, movies, other cultural events in the community. Her coach reports, “Christi is truly exceptional. I love going into her classroom each week. Students are glowing and growing each day in her classroom.”
JENNY CLARK  
**Oakland High School**

Jenny Clark is a co-director of the Oakland High School Visual Arts Program, a demanding role which she performs enthusiastically and meticulously in addition to her teaching duties. Colleagues appreciate her insights on specific students as well as her generosity in working with them on teaching and classroom communication techniques. Jenny always finds the time at lunch and after school to work one on one with students. Her gift for nurturing long-lasting and trusting relationships with students is evident from the many visits that she gets from alumni of Oakland High; students who relied on her advice and answers while in her classes are coming back as old friends to visit. Jenny’s genuine care and the strong connections she has created between students and school are The Oakland Way!

JENNIFER BLAKE  
**Roosevelt Middle School**

Jennifer Blake is at school early and late every day to ensure her students and colleagues at Roosevelt are well-supported. As Special education chair, she fills many roles, teaching and connecting students, teachers, and families with each other and with outside resources to ensure each student receives the most appropriate services in the larger school environment. Jenn has a gift for professional and respectful communications that can also make people feel welcome and at ease in sometimes difficult conversations. She has created school wide systems that streamline communication and is always posting exemplary student work on bulletin boards. She makes most of the school wide visuals. Jennifer loves the kids and treats them with dignity and respect; her commitment to diversity and inclusion in the school environment is The Oakland Way!

AIJA SIMMONS  
**New Highland Elementary School**

Colleagues describe Aija Simmons as someone who can be counted on as a teacher leader, science lead teacher, and model for other staff. Exceptionally skilled in both the content areas of the upper elementary curriculum and pedagogical strategies, and with a gift for communication, Ms. Simmons represents the best of the Oakland Way - a caring skilled teacher who prioritizes individualized plans for all her students; is proactive in addressing concerns or questions from students, families or administration, and always believes her students can succeed. Her students achieve at high levels on a variety of measures; she is a district leader in science, social studies and personalized professional development through Mills Teacher Scholars; she has in fact presented her work as a Mills Teacher Scholar, garnering national attention. Ms. Simmons is a stellar teacher and teacher-leader!

GEORGE FREY VU  
**Roots International Academy**

Geoff Vu displays an amazing ability to listen and rephrase, help the group get to the root of a situation and jointly craft a solution. His remarkable energy and analytical skills are complemented by his genuine regard for students, families and coworkers; he is always available to students and families, and unstintingly assists colleagues in whatever way he can to create instructional and system improvement. During the first few weeks of culture building at ROOTS, there was much planning to do and Mr. G made sure that all grade levels had lesson plans prepared for them. A coworker reports, “He creates amazing lessons and visuals and has the most inviting classroom I have ever seen. Mr. G is a natural leader, with ability to inspire his coworkers, families and his students. He is a true hero and deserves recognition.”

RACHEL KORSCHUN  
**Coliseum College Prep Academy**

In 2011-12, Rachel Korschun became CCPA’s first Resource Specialist, designing support programming and systems that have led to an average a GPA increase of over half a point for students in the resource program. As the Academic Liaison to CCPA’s after-school program, Rachel systematized and implemented a successful Response to Intervention (RTI) program; as a member of the CPAA’s Positive Behavior Intervention and Supports (PBIS) team, she led a planning process that resulted in a successful rollout of PBIS this fall, an initiative designed to create a safe and supportive school culture, especially important for students with disabilities. Finally, Rachel piloted the Achieve 3000 reading program with her students, is currently supporting other teachers learning to implement the program and plans to lead professional development for parents who will be able to support their children in the program. Rachel Korschun is a teacher leader whose willingness to develop and extend herself to meet the needs of her students, families, fellow teachers and school community has made her an indispensable resource to her school.

STEVIE EVANS  
**Elmhurst Community Prep**

Elmhurst’s principal reports, “When visitors come to our school, I make it a point of taking them to Stevie. Evans’ room first. It is a safe, calm, well-ordered, print-rich environment. Student identity and interests are reflected in the work posted on the wall, and strong management is evidenced in the way students work to support each other to reach class, team, and individual goals. Young people who struggle to engage the overarching flow of our school find a home in Ms. Evans’ room, and it is one of the brightest places on our campus.” Ms. Evans works closely with families of high needs students to help guide them through the complex world of Special Education law, polices, and procedures, and to earn their trust in herself, their school, and OUSD. Ms. Evans sets and maintains a high standard for professional communication and collaboration with colleagues, to facilitate active “wrapped around” support for her students as they navigate advisory, elective, and Extended Learning Time coursework at school. Ms. Evans is a stellar educator, consistently building excellence and helping her students achieve in a very challenging environment.
The success of Oakland's children is The Oakland Way!

**SARA STONE**
Principal
**Redwood Heights Elementary School**

Sara Stone is a great asset to our OUSD's school and leader community. She is a dedicated and skillful school leader who understands the importance of engaging all stakeholders to ensure a complete and quality educational experience for children. At Redwood Heights Elementary, Sara has created and nurtures a truly caring school community through her example of caring and insistence on inclusion; students, parents, community, and teachers all are fully involved in creating and acting on the Community School ideal. In addition to the great work she does at her school, she makes herself available to colleagues within the district, actively collaborating in professional development, on the Principal's Task Force Initiative, as a member of the Principal's Advisory Council, and as a mentor to new principals. Sara Stone's contributions on so many levels to the success of Oakland's children is The Oakland Way.

**KATIA HAZEN**
Principal
**Sequoia Elementary School**

Katia Hazen is not only a highly organized and strategic business manager, she has nurtured a culture at Sequoia Elementary that wraps around students and is truly invested in positive outcome for all students. She works well with everyone, involving all of her community to be part of the solution when a problem arises. Katia guides her staff and families to consider and seek equity and to make data-informed decisions to support all students and further equitable outcomes. She knows quality instruction and supports her teaching teams to adjust their teaching based on student needs. Personable, professional, committed to all of her students and her community and highly respected by the staff, students and parents of the Sequoia community, Katia Hazen is an asset to OUSD – she is The Oakland Way.

**CLIFFORD HONG**
Principal
**Roosevelt Middle School**

Cliff leads from his heart and soul. While maintaining a strong focus on instruction and quality daily operations he still always honors the social emotional aspect of leading. In acknowledging that this is both hard work and heart work he looks out for his staff ensuring that they are taking care of themselves even as they take care of the students. He builds strong relationships with students, coming to truly know their stories. Cliff celebrates his staff and students, providing positive motivation to keep up the good work, yet does not retreat from difficult conversations with staff, families or students if student success is at stake. His consistent focus on quality outcomes for students while valuing all stakeholders is The Oakland Way.

**CARMELITA REYES**
Principal
**International High School**

Carmelita Reyes comes to her work grounded as a literacy specialist, who deeply understands the importance of language and literacy to the success of students. She is the founding principal of Oakland International High School, which was founded on the model of a series of newcomer schools established in New York City. Students are eligible to be students at Oakland International, if they have been in the country less than 3 years. This past year, the API came up by 20 points. All teachers at OIHS are teachers of English as well as their content. Students work together in English to read, write, speak and read in English in order to pass the CAHSEE and graduate from high school. Carmelita has established a school which is doing an excellent job of bringing in immigrant students and educating them to be successful in this country. She has also established an “English as a Second Language” Program for parents and works closely with immigrant support agencies; in the best sense of the Strategic Plan, Carmelita Reyes has established a true community school.

**MINH-TRAM NGUYEN**
Principal
**EnCompass Academy**

Minh-Tram Nguyen has put thoughtfulness, intention and care into leading EnCompass Academy for over eight years, and particularly through its most recent two year design phase. Under Ms. Nguyen’s leadership, instruction at EnCompass has evolved dramatically, and today is anchored in science and literacy opportunities that connect children to the real world. The EnCompass team skillfully and rigorously uses data to inform strategies, track progress and document the success of every child, and this year EnCompass students reached and exceeded the 800 API milestone for the first time. All children are embraced, honored and included at EnCompass; two years ago Ms. Nguyen seized the opportunity to welcome an ASP class, and this year was able to add an SDC to serve a wider range of student ability. Ms. Nguyen’s focus on diversity, inclusion and equitable opportunity is the best of The Oakland Way!

**AMY CARROZZA**
Principal
**Coliseum College Prep Academy**

Ms. Carrozza is only in her second year as principal at Coliseum College Prep Academy but has led her team to amazing results from the start. Failure is not considered an option at CCPA. During Ms. Carrozza’s first year, CCPA raised API by 46 points, to 661. The students at CCPA passed the CAHSEE in both Math and ELA the first time they took it as 10th graders by over 70%; 12th graders passed with scores over 90% in both Math and ELA. Ms. Carrozza is very focused on supporting quality instruction; student achievement is carefully tracked using data systems, and early interventions are systematized for students who get behind in homework or whose grades slip. In addition, Ms. Carrozza is leading the effort to expand work-based learning, career education and dual college enrollment opportunities for her students. Amy Carrozza is readying her students for success in the 21st century – that is The Oakland Way!
expect adult behavior in the classroom and out. Loving but firm with her students, she always seems to be right on the scene when needed and always seems to know just what to say to keep kids on track and moving through their day productively. She is unfailingly friendly and ready with a smile and assistance for anyone who needs help. Ms. Franklin handles a difficult job gracefully and masterfully – her belief in her students and her ability to support their success is The Oakland Way.

Judy’s work to help these students reclaim success, as well as all GED exam – almost the same amount of students from the previous year but with rally the GED team to help 89 students complete their program and pass the model, facilitates over 40 SST’s weekly, and freely shares her wealth of knowledge about local resources and available services with staff and parents alike. Even as she mentors young teachers, she models the communication skills that will help them succeed in their careers. A coworker sums it up: “Jessica is articulate, clear, energetic, and does so much more than her job description involves. Her dedication towards making our school an excellent place to work and learn shows in everything that she does. I truly feel honored to call her a colleague.”

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Gertrude Butler could be called Mr. Dependable; the entire Piedmont Elementary staff knows they can count on him for everything from emergency cleanup to unloading deliveries to moving furniture to cheerfully saving us with last minute assembly setups! He maintains wonderful relationships with school neighbors, keeping the campus and surrounding areas spotless. He greets and takes an interest in all the children, and last year brought treats and decorated the kindergarten room as a holiday treat for the youngest students. His pride in his work, his generosity and love for children, his helpful and professional approach all make Mr. Butler a model OUSD employee, an awesome custodian, and an invaluable member of the Piedmont Avenue community that helps our children thrive. Mr. Butler is The Oakland Way!

JUDITH FLORES
GED Chief Examiner
Adult Education GED Program

GED Chief Examiner Judy Flores’ unique combination of skills and experience and understanding of challenges facing the GED-seeking population has resulted in phenomenal performance for the program even in the face of severe budget and staffing cuts. Bilingual and tuned in to the challenges of her students, Judy keeps the program nimble and flexible to meet student schedules and works tirelessly to connect with and engage potential GED students to help them complete this critical step to moving forward in life. Last year, Judy rallied the GED team to help 89 students complete their program and pass the GED exam – almost the same amount of students from the previous year but with 1/3 of the funds. Judy’s work to help these students reclaim success, as well as all her work on behalf of OUSD’s continuing and adult education programs, expresses the belief in Oakland’s students that is truly The Oakland Way.

JESSICA ISRAEL CANNON
Teacher on Special Assignment
Chabot Elementary School

Jessica Israel Cannon helps her colleagues at Chabot Elementary with everything from student and family concerns to honing instructional practice. A trained social worker with 10 years’ experience in the classroom, Jessica developed a comprehensive intervention program for Chabot that is regarded as a model, facilitates over 40 SST’s weekly, and freely shares her wealth of knowledge about local resources and available services with staff and parents alike. Even as she mentors young teachers, she models the communication skills that will help them succeed in their careers. A coworker sums it up: “Jessica is articulate, clear, energetic, and does so much more than her job description involves. Her dedication towards making our school an excellent place to work and learn shows in everything that she does. I truly feel honored to call her a colleague.”

ELIZABETH HENRY
Literacy Coach
Hoover Elementary

“Hoover Elementary Liz” (as she is called) is always there for everyone with suggestions, solutions and ideas! Creative, committed and connected, Liz is genuinely tuned in to Hoover life, taking time during every busy day to ask after staff, faculty and students alike. She assists anyone in a pinch; at times she has stepped up to cover the front office and has done it efficiently and cheerfully, making sure visitors receive excellent customer service and an excellent impression of Hoover. She is dedicated and wholly committed to making sure that every one of her colleagues has every resource they need in order for their students to be successful. Hoover could not be the same without Liz!” Hats off to Liz Henry who brings The Oakland Way to her work with site, colleagues and students every day.

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JANE LIU
Bilingual Instructional Assistant
La Escuelita Elementary School

Mrs. Liu is always on time and always there for her students and coworkers. She was everywhere at once during La Escuelita's move in this Fall, unpacking, sorting and tidying supplies and textbooks. She supports classroom instruction beautifully through small group instruction, and is especially committed to her “new comers” group, focusing on helping these English learners develop early reading skills and confidence. Mrs. Liu additionally translates material on behalf of the school, graciously and accurately. Mrs. Liu demonstrates her caring in a quiet and unassuming manner that creates a warm atmosphere of calm security. 

CAROLYN TRAYLOR
School Counselor
Bret Harte Middle School

Carolyn Traylor brings openness, experience, a strong work ethic, generosity and kindness to her role as Bret Harte Middle school counselor, building community and moving forward initiatives to build the college and career readiness of our students. Her meticulous organization and immaculate record keeping provide a resource to many others at the school, and she has become the keeper of many 8th grade school traditions that are so meaningful to our students and families. She really cares for her students, devoting exceptional amounts of personal time and resources to ensure they are supported in their whole school experience and remain on track. In a time when school counselors are unfortunately increasingly rare, Ms. Traylor does the job as it was meant to be done and so much more. She is The Oakland Way and truly an asset to Bret Harte and to OUSD.

REGINA HANKINS
Special Education Instructional Assistant
Manzanita Elementary School

Regina Hankins has been with OUSD for more than 30 years, and has grown in that time into a consummate professional who completely respects student and family confidentiality, completely supports classroom instruction and always demonstrates true caring. Described by teachers as naturally nurturing and empathetic, she seems to know just how to instill confidence in a struggling child by providing the exact mixture of assistance and encouragement that will help them master tasks that may come easily to others. Her Principal says, “Regina Hankins is one of the most outstanding instructional assistants I have encountered. She loves her work and consistently meets its challenges as a collaborative partner with the classroom teachers; she provides consistent and reliable knowledge, support and love!”

DELORES GROSS
Attendance Clerk
Howard Elementary School

Her principal reports of Delores Gross: “Delores is so dependable! She reliably verifies student absences each day, accurately and punctually completes the monthly statistical reports, and is completely trustworthy with confidential information. She has a wealth of knowledge about the goods and services we use, but still continuously seeks to upgrade her skills! Delores displays compassion as well as firm guidance to our students, and engages with young parents, stressing the importance of parent engagement and encouraging participation in our SSC. She answers the phone promptly, greets office visitors with a smile and often goes above and beyond; recently, I was touched to find that she took some work home in order to complete it ahead of time just to help me meet a deadline! Delores deserves recognition and many thanks!”

VALERIE HICKS
Noon Supervisor
East Oakland Pride Elementary School

Valerie Hicks never misses a day; she has been with East Oakland Pride for 20+ years, supervising recess, volunteering in classrooms, reading to students, mediating discussions, tutoring, encouraging, prodding, and even feeding kids; she freely gives support, advice and comfort for students and parents alike. She participates in so many roles beside her official one of noon supervisor that she is now an indispensable part of the East Oakland Pride community. You only need to ask. Ms. Valerie’s generosity with her time and energy have made her indispensable as a mentor and friend to every teacher, student and parent in the school. Ms. Hicks has shown The Oakland Way in her love and concern and belief in her children from the beginning, and everyone at East Oakland Pride agrees: may she remain for another 20 years!

GLENDY CORDERO
Community School Program Manager
Urban Promise Academy

As UPA’s Community School Program Manager, Glendy Cordero is playing a central role in the school’s development into a full service community school. Her success in creating clean, organized and welcoming Family Resource Center at UPA has resulted in remarkable parent participations rates and significant gains in the schools’ overall attendance and student achievement (evidence captured in UPA 2011-2012 SQR report). Ms. Cordero keeps families informed on academic standards and school policies so they can support their children, and follows through quickly on concerns and ideas shared by parents and faculty. Ms. Cordero is developing the promise in all of UPA’s students and families, and strengthening and supporting the school community immeasurably through the connections she makes and nurtures with UPA families. Glendy’s unswerving belief in her families and students is The Oakland Way!
DONNA IRBY
Food Services Manager
James Madison Middle School
Ms. Irby has an impeccable kitchen and an impressive knowledge of nutrition! She is proud of the role she and Nutrition Services play in student health and success, and works extremely hard to ensure that mealtime is a positive experience for staff and students alike. Ms. Irby goes above and beyond food preparation in supporting Madison families, greeting and connecting with parents on campus; even if she does not share their language. Her love for the children she is serving comes through clearly in the individualized attention she provides to each student; children who enter Ms. Irby’s cafeteria are “fed” in more than one way. A coworker says, “I believe Ms. Irby has earned this nomination several times over! She is consistent, dependable, and loving. We appreciate her hard work, and appreciate the district honoring her.”

ALICIA PENA
Bilingual Clerk-Typist Intermediate
Esperanza Elementary School
Alicia Pena does it all; she is a great listener, excellent with students, and able to help staff members to get anything they need. Alicia Pena performs the critical function of translating for families and students - she is the communications link for many at her school and always ensures people leave with understanding. She is very hard worker and seems to solve all problems with a smile. She gives equal attention to everybody but never seems rushed but listens respectfully. She completes all her work on time, and then helps others with theirs! Ms. Pena is a team player who regularly goes above and beyond to help keep Esperanza Elementary School a welcoming and well-run school. Alicia Pena helps students families and coworkers succeed – she is The Oakland Way!

DORIS HALL
Custodian
Castlemont High School
Listen to what they say about Doris Hall at Castlemont! “Doris gets her job done with dazzling style! She always ensures that her building, as the main entrance to the school, is in tip-top shape so we show the outside world our best. She is a welcoming and friendly presence to staff, students and visitors alike; often, seeing Doris is the highlight of my day. I never hesitate to ask her for support because she is so gracious in giving it. In her daily interactions with all staff she is joyful, humorous, caring and shows so much love to everyone. We talk so much about loving our students and Doris reminds us that we also need to love each other and she models this every day in the halls and classrooms, checking in with adults, sharing a short conversation, and giving a hug.”

What is The Oakland Way?
The Oakland Way describes a special combination of qualities; it defines the work of the OUSD teachers, leaders, technical, and support staff who:

• **Value** and represent the diversity of the Oakland community
• **Hold** a strong commitment to social justice
• **Never stop seeking** equitable outcomes for all of Oakland’s children, and
• **Believe** that we share the responsibility to ensure the success of our children and community.

This is what we mean when we say,

“I work for Oakland’s children . . .
I am The Oakland Way!”
Way! constant focus on inclusion and respect for all stakeholders – Pati is The Oakland Community Schools vision and lives it in her approach to her role and in her staff and bus drivers who transported students to the theater. She truly holds chaperoned, and was everywhere at once as supportive liaison to the theater to see the film “Bully”, coordinating and preparing OUSD leaders and staff who worked tirelessly on the effort to enable all OUSD middle and high school students facilitated resolution. As only one example of Pati’s remarkable drive, this Fall, she parents, building strong relationships and effectively managing problems needing facilitated resolution. As only one example of Pati’s remarkable drive, this Fall, she worked tirelessly on the effort to enable all OUSD middle and high school students to see the film “Bully”, coordinating and preparing OUSD leaders and staff who chaperoned, and was everywhere at once as supportive liaison to the theater staff and bus drivers who transported students to the theater. She truly holds the Community Schools vision and lives it in her approach to her role and in her constant focus on inclusion and respect for all stakeholders – Pati is The Oakland Way!

ERIN COGAN
Literacy Program Coordinator - Leadership, Curriculum, and Instruction

Deeply knowledgeable in her field, and warm, thoughtful and hardworking, Erin Cogan instills confidence in everyone with whom she works. She demonstrates a wonderfully teachable spirit and commitment to lifelong learning, being extremely receptive to feedback and continually looking for ways to improve her practice. Some comments from coworkers: “Her commitment to working collaboratively, her fairness, and trustworthiness makes her an excellent manager.” “Erin is supportive of all those who work with her and takes the time to meet with each of the central literacy specialists separately to respond to our needs and concerns. Erin is a pleasure to work with and I appreciate the trust that she has in her team while providing us with the differentiated support we need to best meet the needs of the schools we support.”

PATRICIA CEJA
Administrator on Special Assignment - Region 2 Executive Office

Pati Ceja has a unique blend of executive perspective, administrative strategy, and connectedness that make her an invaluable part of the Regional Executive Office team. She is a terrifically proactive and effective liaison with OUSD partners, schools and other departments. Additionally, Edy’s complete understanding of OUSD business and operations channels make her invaluable to her department as she keeps things moving very smoothly. As the face of the Alternative Education department, Edy creates a wonderful impression that redounds to our credit with our students, families and other departments.

EDY CRAWFORD
Administrative Assistant - Alternative Education

One Alternative Education teacher reports, “The first time I met Edy, I remember thinking how pleasant she was and that I was going to like working with her. I had no idea. She is like the glue that holds the department together.” Edy approaches each day with a genuinely helpful attitude, addressing every question and request with her full attention and care, and often interrupting her lunch to assist others. She has an immeasurably kind heart for the students too. Additionally, Edy’s complete understanding of OUSD business and operations channels make her invaluable to her department as she keeps things moving very smoothly. As the face of the Alternative Education department, Edy creates a wonderful impression that redounds to our credit with our students, families and other departments.

CARLOTTA ROMAN
Benefits Manager - Risk Management

Carlotta Roman was nominated by all of her direct reports, who unanimously declared her to be completely supportive not only of her customers, but also of her staff in their work serving OUSD employees. Extremely knowledgeable on Benefits law and procedure, as well as District systems such as IFAS, Carlotta takes extra time to ensure new and veteran employees have questions answered and that sticky problems are resolved to head off negative or unexpected outcomes. Under Carlotta’s leadership, the Benefits staff provide a strong and friendly link to critical services for employees of OUSD; Carlotta really understands that the role of the Benefits department is not only to manage programs, but to help employees feel that their, and their families’, well-being is secure with OUSD.

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JOHN EMPLEO
Senior Computer Operator - Technology Services

John Empleo has been with OUSD for decades; he will come in early, stay late and work nights and weekends to ensure timely, complete and accurate execution of computerized payrolls and Accounts Payable processes. John also takes a leadership role in running truancy letters for the Family Students and Community Partnerships office, not only managing data merges, but proactively ensuring that sufficient materials are on hand, and editing letters for accuracy and quality. John has frequently taken any necessary steps to execute extra payrolls to ensure that IFAS glitches do not affect employees. Thousands of employees and vendors receive their money on time due to John’s dedication and attention to detail – for keeping this critical supply line flowing for OUSD employees, John is The Oakland Way!

JUAN LOPEZ-RIVERA
Master Technician - Communications Department / KDOL TV

Within OUSD Juan is well liked, well respected, and well known; for over 30 years he has supported schools, administrators and students with impeccable technical support, often on short notice. For the past 10 years Juan has been a fixture at board meetings, providing AV, recording and broadcast services often until the wee hours of the morning. Whether he is taking photos, checking out equipment or covering a student performance, Juan’s professionalism is always of the highest standard; he often will help staff at a site with an impromptu lesson in how to maximize their equipment’s performance. He is patient in listening and assisting callers with technical woes; no matter how small the problem, Juan is helpful and positive. His professionalism behind the camera and everywhere else on the job makes OUSD look good!

OFFICER MIGUEL DELUNA
OUSD Police Services

Miguel DeLuna is a Police Officer at Skyline High, but his involvement with Oakland students reaches so much farther and deeper than his official role on campus. In the summer, he spent many long days and donated extra unpaid time as the Director of Camp T.R.U.S.T. (Together Reaching Unity through Service and Teamwork). The camp served hundreds of Oakland youth and kept them engaged in a safe place as they received positive interactions and life skills development by our School Police Department Officers. The camp was very successful in “bridging gaps” with youth and building community confidence in OUSD and Police Services. Because of Miguel’s project, many young people got a head start on a successful school year as they returned in August after a safe and productive summer experience in the company of wonderful adult role models. Miguel DeLuna’s work on behalf of OUSD students is The Oakland Way!
Thank You
to our Donors & Sponsors

Scottish Rite Center
Chef Moe’s Bon Appetit Catering
East Bay Community Foundation
Rogers Family Foundation
Home Depot Oakland

Acknowledgements

Aardvark Laser Engraving
slimgim designs
KDOL

Special Thanks to the Purple Bamboo Orchestra & Chorus!

The Purple Bamboo Orchestra & Chorus of Lincoln Elementary School is a program of the Purple Silk Music Education Fund (PSMEF), an Oakland-based nonprofit that supports music education for inner-city youth. Purple Silk programs also include the Great Wall Youth Orchestra & Chorus of Laney College. The mission of PSMEF is to instill in young people an appreciation of music from all cultures through instruction in traditional Chinese instruments. PSMEF promote opportunities for children and youth of low-income families to receive music education from professional musicians, perform in public venues and become proficient musicians themselves. We hope you enjoy these local young musicians.