STRATEGIC PLAN 2020-23
Community Feedback

OAKLAND UNIFIED SCHOOL DISTRICT
Check In Option #1

How are you feeling? What is on your mind?
All of us are experiencing a lot of stress in our lives right now.

What are you doing for self-care right now?

Sources: CDC YRBS 2015; https://www.kidsdata.org; Cavanaugh et al., 2015
Nasal breathing decreases your heart rate, relaxes your muscles, and increases energy and vitality.
A Message from the Superintendent
What is a Strategic Plan & Why Now

The Strategic Plan is a living road map to guide our actions. The 2020-2023 Strategic Plan will focus on a narrow set of strategic actions for the next three years.

It is an opportunity to reimagine our work and to craft an Oakland community and school system that represents our highest hopes and dreams for ourselves and the generations to come.
Strategic Plan Relationship to Other Plans

- Mission and Vision
- Strategic Plan
- Instructional Plan (LCAP) & Citywide Plan
- School Site Plans (SPSA)
- Students Success: College, Career & Community Ready
OUR VISION

All Oakland Unified School District (OUSD) students will find joy in their academic experience while graduating with the skills to ensure they are caring, competent, fully-informed, critical thinkers who are prepared for college, career, and community success.

OUR MISSION

OUSD will build a Full Service Community District focused on high academic achievement while serving the whole child, eliminating inequity, and providing each child with excellent teachers, every day.

OUR GRADUATE PROFILE

Resilient Learners | Collaborative Teammates | Community Leaders | Critical Thinkers | Creative Problem Solvers

OUR VALUES

► Students First: We support students by providing multiple learning opportunities to ensure students feel respected and heard.
► Equity: We provide everyone access to what they need to be successful.
► Excellence: We hold ourselves to uncompromising standards to achieve extraordinary outcomes.
► Integrity: We are honest, trustworthy and accountable.
► Cultural Responsiveness: We resist assumptions and biases and see the gift of every student and adult.
► Joy: We seek and celebrate moments of laughter and wonder.
We have heard you

All City Council Student Union

Living Room Conversations

Affinity Family & Community Listening:

► Committee to Empower Excellence in Black Students’ Education
► Latino Education Network
► Oakland Pacific Islander Network
► Parent Student Advisory Committee (PSAC)
► Community Advisory Committee

FEEDBACK THEMES

2017-2020

► Literacy
► A-G Completion
► Personalized Student Support
► Student & Family Partnership
► Culturally Relevant Curriculum
OUR PRIORITIES AND POTENTIAL STRATEGIC ACTIONS:

Oakland thrives when its students thrive. Students thrive when their schools thrive. And schools thrive when their district thrives.

<table>
<thead>
<tr>
<th>PRIORITY</th>
<th>STRATEGIC ACTIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>THRIVING STUDENTS.</td>
<td>1. CITYWIDE LITERACY CAMPAIGN</td>
</tr>
<tr>
<td></td>
<td>2. PERSONALIZED SUPPORT &amp; MEANINGFUL INTERNSHIPS</td>
</tr>
<tr>
<td>THRIVING SCHOOLS.</td>
<td>3. REIMAGINING SAFE AND WELCOMING SCHOOLS</td>
</tr>
<tr>
<td></td>
<td>4. ENSURING NUTRITIOUS FOOD FOR ALL STUDENTS</td>
</tr>
<tr>
<td>THRIVING DISTRICT</td>
<td>5. INCREASE EMPLOYEE RETENTION AND DIVERSITY</td>
</tr>
<tr>
<td></td>
<td>6. TRANSFORM CENTRAL OFFICE SERVICE TO SCHOOLS AND COMMUNITY</td>
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Questions to consider

1. Which strategic actions will have the greatest impact on OUSD students and families?

2. Which of the actions have the greatest potential to address the inequities that have been increased by the pandemic?

3. Which action would you rate the highest?

4. Are there other actions you think would have greater impact than the ones shared today?
WHAT IT LOOKS LIKE

Our students have purpose and recognize that the way things are isn’t the only way they could be. They are equipped with the knowledge, skills, and dispositions to make things better for themselves and their communities.
A. CITYWIDE LITERACY CAMPAIGN

The Problem: Too many of our students aren’t reading at grade level and literacy gaps are worse across racial and socioeconomic lines.

The Action: A city-wide effort between the District and the entire Oakland community to abolish illiteracy- coordination of resources by the District, the city, and community with a focus on early literacy and closing literacy gaps at all grade levels.

What we'll see: Improved early literacy - 2nd grade reading. Closing gaps 3-8, 11.

B. PERSONALIZED SUPPORT & MEANINGFUL INTERNSHIPS

The Problem: Students do not receive personalized supports in their journey to become ready for college, career and community success.

The Action: Starting in 6th grade, students will receive personalized feedback based on their progress toward OUSD’s Graduate Profile (where we want our students to be upon graduation). They will use this to identify strengths and gaps, personalize learning, and to make educational decision such as selecting a meaningful internship which provides innovative programming outside the school building.

What we'll see: Increase graduation rates for all and targeted student populations; Increase A-G complete, Increase % students enrolled in dual enrollment, AP, and linked learning pathways.
WHAT IT LOOKS LIKE

Our schools are beautiful, safe, welcoming to all. Principals, teachers, school staff, and community lead together to provide the high quality learning experiences and personalized supports that students and families want and deserve.
A. REIMAGINING SAFE AND WELCOMING SCHOOLS

The Problem: Not all of our students feel physically and emotionally safe in our schools.

The Action: By centering youth in the process, we will design schools that are physically and emotionally safe for all, in particular those who are furthest from opportunity.

What we'll see: Decreased suspension rates for all students and especially among targeted student populations.

B. ENSURING NUTRITIOUS FOOD FOR ALL STUDENTS

The Problem: Our students’ nutritional needs are not being met.

The Action: OUSD will open the Central Kitchen, Instructional Farm, and Education Center (The Center) to demonstrate the connection between food, education, health, and sustainability. The Center will provide hands-on learning and fresh, locally sourced school meals for OUSD students.

What we'll see: Healthier students who are ready to learn. Increased lunch participation rates.
PRIORITY #3: THRIVING DISTRICT

WHAT IT LOOKS LIKE

We are an united Oakland. Our employees and community find shared purpose in prioritizing and embracing all students. Our central office is smooth, coherent, and effective in service to all Oakland students, employees, and schools.
A. INCREASE EMPLOYEE RETENTION AND DIVERSITY

The Problem: It difficult for OUSD to attract and retain diverse employees to live and work in Oakland.

The Action: This city-wide effort involves affordable housing, mentorship, professional development, competitive compensation, certificate pathways, partnerships with colleges and universities.

What we'll see: Increased retention of employees. Increased teacher diversity.

B. TRANSFORM CENTRAL OFFICE SERVICE TO SCHOOLS AND COMMUNITY

The Problem: Our schools and community need more reliable and effective supports from our central office.

The Action: Transform central office departments into highly responsive, customer service units with clear goals, supports, and accountability to fulfill their mission while building community trust and relationships.

What we'll see: Schools and staff will feel valued and supported by the central office.
Questions to consider
(To individually fill out a response go to https://www.ousd.org стратегический пла2020-23)

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WE ALL MUST MOBILIZE.

The strategic actions that the Superintendent includes in her 2020-23 Strategic Plan should include actions that will mobilize the entire city to focus on what is more important in addressing our equity gaps so that we can see all students thrive!
## Timeline

<table>
<thead>
<tr>
<th>Activities</th>
<th>Date(s)</th>
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<tbody>
<tr>
<td>Community engagements</td>
<td>Sept. 28 - Oct. 23</td>
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<tr>
<td>Summary of feedback shared with Board of Education</td>
<td>Nov. 12</td>
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<tr>
<td>Adoption of the 2020-2023 Strategic Plan by the Board of Education.</td>
<td>Dec. 9</td>
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EVERY STUDENT THRIVES!