



OAKLAND UNIFIED
SCHOOL DISTRICT

Community Schools, Thriving Students

The Path to College: Building Equity and Rigor for All

November 4, 2010

**Jeannie Johnson, Director
Abigail Adams, Coordinator
College & Career Readiness Office
Oakland Unified School District**

Community Schools, Thriving Students



Dyad: Creating Space for Discussion

What is a policy or practice at your school that prevents your students from being ready for college?



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Oakland Snapshot

- ✓ City population: 450,000
- ✓ District Enrollment:
 - District - 39,000 students
 - Plus 8,000 Charter
- 30% English Language Learners (40 Languages Spoken)
- 37.3% Hispanic
- 34.8% African American
- 13.4% Asian
- 6.5% Caucasian
- 8.0% Other
- 68.1% Free & Reduced Lunch

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Oakland Schools and Counselors

- 62 Elementary Schools
- 19 Middle Schools
- 19 High Schools

9 middle school counselors

14 high school counselors

10,000 students



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Oakland graduation and UC/CSU college admission

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| Subject | OUSD High School Requirements | A-G Standards |
|---|--|--|
| a. History/Social Science | 3 years (30 credits) | 2 years (1 year of World History, 1 year of US History or half year of US History and half year of Civics). |
| b. English or English Language Development (ELD) | 4 years (40 credits) | OUSD requirement meets or exceeds UC and CSU. However, no more than 1 year of English Language Development classes may be used, and it must be at the highest level, or ELD 5. |
| c. Mathematics | 3 years (30 credits) of college prep math (including algebra & geometry) | 3 years including elementary and advanced algebra and geometry |
| d. Laboratory Science | 3 years (30 credits) (1 year biological; 1 year physical; 1 year science elective) | 2 years with lab, 3 years recommended (2 of the 3: biology, chemistry, physics; or complete integrated science sequence) |
| e. World Language | 1 year (10 credits) (Sign language may satisfy this requirement) | 2 years of the same language (3+ years recommended) If sign language, must be American Sign Language. |
| f. Visual/Performing Arts | 1 year (10 credits) | OUSD requirement meets or exceeds UC and CSU, provided course is A-G eligible |
| g. Electives | 60 credits (12 semesters) | College prep electives 1 year college prep elective |

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What's Happening Where You Live?

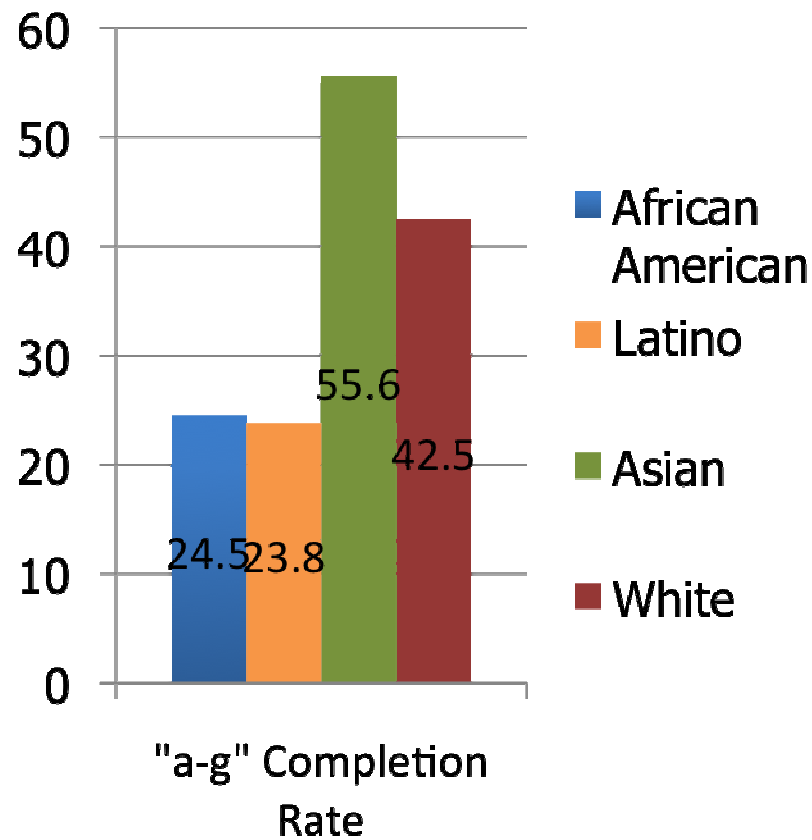
- ✓ Do your state colleges have eligibility course requirements for college admission?
- ✓ What happens at your school/district to ensure students meet this eligibility?



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This is Urgent!

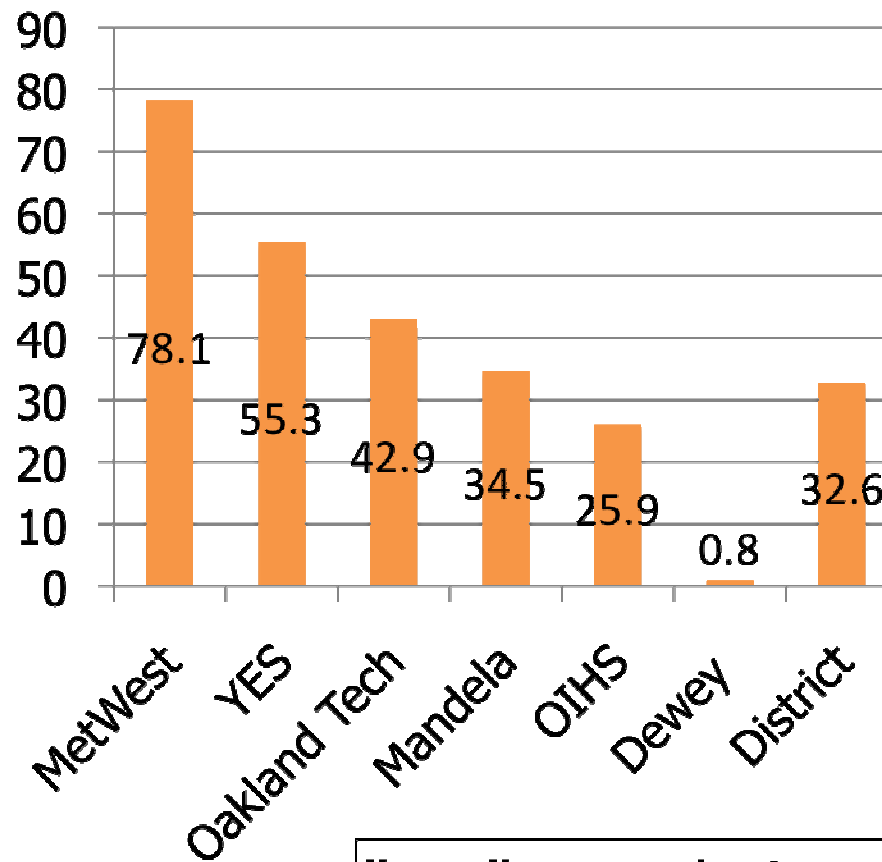
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This is Urgent!

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"a-g" completion rate

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Transforming School Counseling

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- Conditions in Oakland – ripe for change
- ET comes to Oakland
- Counselor Role Changes
- Outcome Changes for Students

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You can't be a GREAT LEADER ...

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Unless you can **FIND** data.

Unless you can **INTERPRET** data.

Unless you can **PLAN FOR ACTION.**

Unless you can **ENGAGE OTHERS.**

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You Can't be a GREAT LEADER ...
unless you can FIND data.

Task:

- Analyze data regarding graduation rates and recovery options for students.

Lesson Learned:

- ✓ Systems issue
- ✓ No expectation regarding data.

Find Data



Interpret
Data

Accomplishments:

Set up query training, find the data for them to move on, lots of training.

You Can't be a GREAT LEADER ...
unless you can INTERPRET the data.

Task:

- Why aren't our students meeting "a-g"?
- Why are our students dropping out?
- Why are students not passing classes?

- Peripheral issues
- No experience interpreting, never been asked

Question to YOU:

How have you used data to change policy and practice?
How has data helped to move student achievement?

Find Data



Interpret
Data



Plan for
Action

You Can't be a GREAT LEADER ...
unless you can PLAN FOR ACTION.

Task:

- Counselor led task force.

Accomplishments:

- Counselor-led task force.
- Draft District policies and practices that are being enacted.

- HOW to create an action plan?
- Keeping the vision alive



You Can't be a GREAT LEADER ...
unless you can ENGAGE PRINCIPALS & TEACHERS

Task:

- Master Schedule Analysis to surface inequities.
- Engage principals and teachers in dialogue.

Lesson Learned:

- ✓ Change process may require intermediary.
- ✓ Marginalized counselors need advocates.
- ✓ District-level structural barriers and roadblocks.

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Find Data



Interpret
Data



Plan for
Action



Engage
Others



Take-aways

- ✓ Be transparent
- ✓ Listen
- ✓ Be flexible

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Oakland Unified School District College & Career Readiness Office

Jeannie Johnson

Director, College & Career Readiness Office

jeannie.johnson@ousd.k12.ca.us

Abigail Adams

Coordinator, College & Career Readiness Office

abigail.adams@ousd.k12.ca.us

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