



Dear OUSD Board of Directors, Superintendent Johnson Trammell,

1Oakland is a group of volunteer leaders comprised of 20-25 parents, young alumni of Oakland district and charter schools, educators, and community members who are passionate about systemic change for Oakland students.

Last year [1Oakland](#) advocated for and helped pass the [Community of Schools Policy BP 6006](#) that calls for a new and better plan for the future of Oakland schools.

Over the past two months we have had 150+ 1:1 meetings with community members, district leaders, community-based organization leaders, and district and charter leaders, held 3 focus groups, and 15 research meetings with local and national leaders.

The following are patterns that we have heard from our listening campaign and are sharing them as guiding principles that we hope can shape the Community of Schools work plan.

We are committed to being a partner that will support you, while also sharing feedback and asking tough questions.

From our listening, we'd like to share that we have hope and feel inspired that our community can come together for kids.

- **Leverage this opportunity to take bold action:** Oakland is ready for change and ready to be part of the solution. This is an opportunity for you and us to shape the change. The responsibility and weight of the present and future of our students falls on of us. Change is hard and taking action is necessary even if it is uncomfortable. Our district has assets that we can leverage strategically. Similarly, our charter community is full of committed leaders that want to work in service of all students. We should grow our strongest programs, district-run, and charter, that are working for all kids.
- **Define student-centered goals and ensure follow-through:** The plan must define how the lives of students will improve and how the goals and milestones should be strategically targeted and specific, based on what we know is working for students. This work is difficult and necessary. The goals you define and progress you make should be communicated to the community. And as you work towards these goals, you need to know that we, as a community, will support you in the hard times as long as we see that there is follow-through. We hope that you will welcome the community to hold you accountable to your goals for improving opportunities for Oakland students.
- **Redistribute needs and resources with equity at the forefront:** All students have an equal amount to offer when given equitable opportunities. This plan must actively and deliberately prioritize a quality education for the children that the system has failed the

most and the communities that have been systematically marginalized (students living in poverty, students with special needs, students of color, adjudicated youth, etc.). Each area of the work plan should clarify how needs and resources will be distributed equitably for Oakland's students and schools.

- **Communicate strategically and often.** We recognize the urgency of this work; our kids can't wait. At the same time, community leadership is critical to driving lasting change. To begin with, we want to be informed about the decisions that are up for discussion. Communicate where community leadership is necessary. Communication is vital to achieving our shared vision and better outcomes for students. Communication builds trust.
- **Engage community to expand your understanding of student need.** The success of previous efforts to increase opportunity for students has included multi-stakeholder leadership and engagement. Review and analyze relevant data and expand the district's understanding of the data by engaging the community with the aim of finding new patterns and inviting the community to drive change. Work with community and leaders to find patterns and gaps so that we can design from what we learn together.
- **Leverage and respond to change:** The Community of Schools policy provides us with an opportunity to design our school system that evolves over time to give students the tools they need to succeed. And we are open to a five-year plan that adapts as additional information is gathered. Developing a workplan that commits to serving all families who reside in Oakland while incorporating and planning for the changing demographics of neighborhoods across Oakland is critical to our school system's survival.

In the next weeks, we will also share specific recommendations for the work plan that are guided by these principals. The future of our school district and of our students depends on the success of this work. We will continue to be here to support and advocate for what we believe is right for students.