



OAKLAND  
PUBLIC SCHOOLS  
**EQUITY  
PLEDGE**

## Written Equity Pledge | Version 1.6 | January 10, 2017

### Overview

The Oakland Public Schools Equity Pledge is a bold collaboration of the Oakland Unified School District (OUSD) and public charter schools to break the cycle of inequity and create excellence in all schools to benefit the students of Oakland, California.

Our commitment to equity and excellence for students is rooted in four principles:

Access	All students will have <b>access</b> to rigorous academic programs and social emotional learning opportunities within our schools.
Affirmation	All students will be valued and their school environments will <b>affirm</b> and reflect their races, cultures, languages and identities.
Acquisition	All students will be able to <b>acquire</b> the skills they need by high school graduation to be college, career and community ready.
Achievement	All students will be able to <b>achieve</b> their potential when we give them the support they need and we ensure excellence in all schools.

Building and living this Equity Pledge requires both dynamic ongoing partnership among the organizations that run public schools, and substantial involvement from stakeholders including teachers, students, families, community members and government.

The OUSD Board of Trustees and participating charter school boards will vote on policies that are developed by eight Working Groups and recommended for approval by the Equity Pledge Steering Committee.

The Steering Committee manages the overall strategy and planning of the Equity Pledge. Members engage with the community and welcome opportunities to present to groups.

There are four ways to get involved in the Equity Pledge or provide input and feedback:

1. The website, [www.oaklandequitypledge.org](http://www.oaklandequitypledge.org), provides the latest information about the Equity Pledge, the individuals and organizations involved, and the dates of upcoming meetings. On the “Get Involved” page, people can volunteer, submit a concern or question, or sign up for email updates that will begin in Spring 2017.
2. Eight Working Groups, each with an OUSD and charter co-lead, develop proposals in the areas of greatest benefit for collaboration: Performance, Funding, Facilities, Enrollment, Talent, Instructional Practice and Social Emotional Learning, Special Education, and Quality School Development. New volunteers are always welcome.
3. The Equity Pledge Committee is a monthly open meeting where parents, students, teachers, and community organizations provide input to the Working Groups and Steering Committee about proposals under development.
4. OUSD Board and charter school boards hold open meetings with public comment.

In Spring 2017 a new Advisory Board comprised of policymakers, school board members, other elected officials, and members of the Superintendent’s cabinet, will be formed and meet quarterly to provide additional input to the work of the Equity Pledge, including making recommendations to Local Education Agencies about policy improvements.

This document serves as a foundation that we intend to build upon over the coming years to continually increase the quality and equity of our city’s public school system. We look forward to continuing to integrate the needs and perspectives of students, parents and guardians, teachers, school leaders, and community members in future versions.

## Our Equity Pledge

WE BELIEVE, AS PARENTS, EDUCATORS AND PUBLIC SCHOOL LEADERS IN OAKLAND, CALIFORNIA, that each and every child in our city should have the opportunity to attend an excellent public school that helps them achieve their full potential.

WE BELIEVE that equitable and excellent schools:

- Prioritize, challenge, care for, listen to, and understand the whole child
- Welcome and include families of all backgrounds and embrace them as partners
- Engage the entire community and adapt to its changing needs
- Are safe, healthy, joyful, beautiful, and supportive places for students and adults
- Value the unique races, cultures, languages, and identities of our children
- Create safe boundaries for students to fail and learn
- Reflect on their policies and practices in order to improve them
- Empower students to realize their dreams and transform their communities.

WE THE UNDERSIGNED pledge on behalf of our organizations to work together to ensure that every public school in Oakland lives up to these aspirations for being an equitable and excellent school. To that end, we seek to establish policies and practices that will increase quality, access to public resources, and transparency.

Below, we describe our beliefs and commitments:

1. We believe that transparent, timely and comparable data about the quality of all our schools should be easily accessible for Oakland families, taxpayers and policymakers. We believe that this public data about our schools should include academic performance and school climate, show current performance and growth, and reflect both overall results as well as results for our most vulnerable student populations. We believe this data should inform decisions to ensure that the mix of schools and programs matches the needs of families across the city.
  - a. We commit to publicly releasing comprehensive and updated School Performance Framework (SPF) data for all OUSD-run schools annually.
  - b. We commit to testing the SPF with several volunteer charter schools by June 2017, and creating a charter SPF that includes identical measures to enable transparent comparison of schools by December 2017.
  - c. We, charter schools, commit to providing OUSD or an agreed-upon third party with charter SPF data in a timely manner, to be publicly released annually, in conjunction with the SPF results for OUSD schools starting in the 2017-2018 school year. We aspire to having a single SPF at some future date.
  - d. We commit to developing a joint quality evaluation criteria and process aligned with SPF by June 2017, testing it by December 2017, and using it to prioritize schools for future improvements, assess the effectiveness of current improvements, and match articulated community needs with potential models and providers in a way that empowers current and future families in each school.
2. We believe that the public school enrollment process should be equitable, transparent, and easy for all Oakland families.
  - a. We commit to improving the enrollment process for families by participating in joint enrollment fairs across the city, opening a second OUSD welcome center, opening a charter enrollment center, and hosting enrollment “pop-up” events across the city, starting in the enrollment season for the 2017-2018 school year.
  - b. We commit to improving the enrollment process for families by releasing an

- online school finder with information on all public schools, an online OUSD application, and a single online application that covers 90% of charter schools by January 2017.
- c. We commit to providing additional targeted outreach, support and access to families with children from historically underserved populations, including students with disabilities, English Language Learner, African American, foster, newcomer, homeless, and low income students.
  - d. We commit to using information gathered during the enrollment season for the 2017-2018 school year to plan and execute further improvements in future years to make the public school enrollment process even more user-friendly, transparent and equitable for families across the city.
3. We believe that all public school facilities should be safe and educationally productive. We believe that taxpayer-funded facilities should be allocated to maximize equitable access to high quality education for students. We believe that all public schools should have equitable access to public funding sources.
- a. We commit to creating a clear and transparent process by June 2017 that facilitates long term leases for charter schools on OUSD-owned properties to minimize disruptions for students. We commit to working together to pursue external funding for capital improvements on those properties.
  - b. We commit to allocate parcel tax funds approved by voters to all Oakland public school students who reside in Oakland. We commit to looking at ways we can equitably address repayment of the debt to the State of California.
4. We believe we must work together to break the cycle of inequity in academics and discipline for our students from historically underserved populations, including students with disabilities, English Language Learner, African American, foster, newcomer, homeless, and low income students. We believe that we must share with each other our own best practices for serving historically underserved populations, and we will work together to elevate more equitable discipline practices, such as restorative justice. We believe that all students, including those with disabilities, should have equitable access to high quality education. We believe that transparent, timely and comparable data about services for students with disabilities should be easily available for families of students with disabilities. We believe that, through collaboration, all of Oakland's public schools can more effectively attract, develop and retain talented teachers, staff, and leaders.
- a. We commit to help create a best practice sharing program for new teachers and a calendar of professional development opportunities open to both OUSD and charter educators, by December 2017.

- b. We commit to participate in creating an equitable approach to serving students with moderate to severe disabilities.
- c. We commit to participate in and help produce a citywide teacher recruiting event, and a website that promotes teaching opportunities in Oakland and explains how to apply for them, in the Spring of 2017.