

Oakland Unified School District

DISTRICT BACKGROUND 2009–10:

Superintendent & Tenure: Tony Smith, Ph. D. (since 2009)

District Enrollment38,826 students (DECREASING)

Operating Budget\$419.3 million (DECREASING)

Operating \$/pp\$5,642 per pupil

% Free & Reduced Lunch67%

% Special Education13%

% English Language Learners31%

of Schools in the District109 Schools

Average School Size341 for ES/MS
421 for HS



FSF OVERVIEW:

NameResults-Based Budgeting

Year Implemented2004–2005

% of District General Fund allocated via FSF87%

Total \$s allocated via FSF\$221m

Reserve Amount\$3m (1.4% of FSF Pool)

Pilot of FSFYes, 14 school pilot in 2003–04

Transition Policy to FSF?Yes, subsidize expensive teachers in short-term; Never made full transition, hold harmless still in place in 0910

Average or Actual SalaryActual Salaries

WEIGHTING SYSTEM:

Base Weight:	\$3,380	1.0
Foundation Amount:		—
School-Level or Grade-Level:	ES: \$3,380	1.0
	MS: \$3,645	1.0784
	HS: \$3,693	1.0926
Achievement—High:		—
Achievement—Low:	categorical \$s only	
Poverty:	\$673 for K–5 only	0.2
ELL/LEP:	\$400 for K–5 only	0.12
Special Education:	categorical \$s only	
Other:		—

LESSONS LEARNED:

1. Over communicate.
2. Work closely with your labor organizations.
3. Ensure you have adequate funding to support the transition and invest heavily in support tools for principals and finance staff.

ACHIEVEMENTS:

1. Academic Performance: Oakland Unified School District is the most improved urban school district in California over the last 5 years.
2. Equitable Outcomes: All student subgroups have shown an increase in academic performance.
3. Fiscal Responsibility: In 2003 Oakland Unified had a negative fund balance, it now has a positive fund balance.

SCHOOL-CONTROLLED RESOURCES:

Instructional Staff

- ES Homeroom Teachers
- SS Core Subject Teachers
- ELL Teachers
- Special Ed Teachers—Mainstreamed/Resource Room
- Special Ed Teachers—Self-Contained
- Special Ed 1-to-1 Aides (IEP-driven)
- Instructional Coaches
- Librarian

Pupil Services Staff

- Counselors
- Social Workers
- Psychologists
- Nurses & Health Services Supplies
- Related Services Staff (OT/PT/Speech)

School Administration Staff

- Principals
- Assistant Principals
- Special Ed Case Managers
- Parent/Community Coordinators or Liaisons
- Secretarial/Clerical Staff

Operations Staff

- Food Services Staff (Cooks, Porters, etc.)
- Maintenance Staff (Plumber, Electrician,)
- Custodial Staff (Custodians, Cleaners)
- Security Staff (Guard, Sentries, etc.)
- Technology Support Staff (IT Support, Help Desk, etc.)
- Transportation Staff (Drivers, Attendants, etc.)

Staff Overtime or Substitutes

- Short-term Substitutes
- Long Term Substitutes
- Overtime for Instructional Staff
- Overtime for Administrative/Maintenance Staff
- Extracurricular Supplements
- Other Extra-Duty Supplements

Staff Development

- Release time for staff development activities
- Travel expenses for school personnel
- Fees and expenses for speakers and consultants
- Staff development supplies and materials

Instructional Supplies and Services

- Computer Hardware
- Computer Software/Inst. Technology
- Extracurricular/Athletic supplies and materials
- Field Trips—Transportation
- Instructional Supplies
- Library Books and Materials
- Testing and assessment materials
- Textbooks

Admin/Operational Supplies and Services

- Custodial Services and Supplies
- Maintenance Services and Supplies
- Office/Admin Services and Supplies
- Security Services and Supplies
- Transportation Services and Supplies
- Utilities