

Expecting Success

The Oakland Unified Vision

All students will graduate as caring, competent and critical thinkers, fully informed, engaged and contributing citizens, prepared to succeed in college and career.

Our Goals — The Board of Education Student Results Policies

All students will meet or exceed rigorous standards in all academic disciplines: read and write at the end of third grade, succeed in algebra at the end of ninth grade, and graduate • Students will explore their own creativity, appreciate artists and art forms and transfer their value to academic, social and cultural experiences • Students will take responsibility for themselves and for the common good • Students will possess personal motivation, skills and resiliency necessary for success in life and the workplace

The Expect Success Award Ceremony is an opportunity for the Oakland Unified School Board and the Interim Superintendent to honor some of our highest performing employees, schools, and departments from 2007-08 — those who significantly contributed to our progress towards our goals by getting results, raising the bar, and serving as models for the entire Oakland Unified community. The Expect Success Awards Ceremony is not just a nomination process - it is part of a larger Performance Management strategy.

Performance Management — one of the district's key strategic projects — is our accountability and process improvement system. In short, it is how we measure our progress towards our goals and how we hold our central office, schools, and staff accountable. Many of you interact with Performance Management and may not know it — through goal setting and professional development, school and department scorecards, data-based inquiry, or your performance evaluations. The Expect Success Awards Ceremony is a celebration of the schools, teachers, central office staff and departments that received the highest customer satisfaction scores or feedback and/or received the highest academic or performance data.

Award Recipients were chosen through a rigorous selection process. Recipients were first nominated by their manager, principal, or Executive Officer. Then, all applicable data was collected for each nominee (CST, API, AYP, Cohort Growth, Achievement Gap, Tiering/Scorecard, and Attendance data). Nominations and data were passed on to the next level of management (Executive Team) and union representatives. A narrowed list of recommendations were then passed on to the Superintendent's Cabinet - who approved the final selection.

Event Schedule

- 6:00 – 6:40.....Piano by Dr. Rachele Rogers-Ard
- 6:40 – 7:00.....Welcoming Music - Big O Band
- 7:00 – 7:05.....Welcoming Remarks – Interim Superintendent, Dr. Roberta Mayor;
Board of Education President, David Kakishiba
- 7:05 – 7:15.....Acknowledgements – Chief Services Officer, Laura Moran
- 7:15 – 7:35.....Academic Excellence Awards – Chief of Community Accountability,
Kirsten Vital; Chief Academic Officer, Brad Stam; United
Administrators of Oakland Schools Representative, Angela Haick
- 7:35 – 8:05.....Educational Leadership Awards – Chief Academic Officer, Brad Stam;
Chief of Community Accountability, Kirsten Vital
- 8:05 – 8:35.....Teacher Quality Awards – Chief Academic Officer, Brad Stam; Network
Executive Officers (Denise Saddler, Sharon Casanares, Geri Isaacson,
Dahyana Otero, Jamie Marantz)
- 8:35 – 8:45.....Interlude – Big O Band
- 8:45 – 9:00.....Service Excellence Team Awards – Chief Services Officer, Laura Moran
- 9:00 – 9:30.....Service Excellence Awards, Central Office – Chief Services Officer,
Laura Moran; Asst. Superintendent-Facilities, Planning, & Management
Tim White; Chief of Community Accountability, Kirsten Vital
- 9:30 – 9:55.....Service Excellence Awards, School Sites – Chief Services Officer,
Laura Moran; Assistant Superintendent-Facilities, Planning, &
Management, Tim White; United Administrators of Oakland Schools
Representative, Angela Haick
- 9:55 – 10:00..... Closing Remarks – Interim Superintendent, Dr. Roberta Mayor;
Board of Education President, David Kakishiba

Educational Leadership Awards

The Educational Leadership Awards honor school leaders who significantly increased student performance in their schools and who set the bar for strong, effective leadership in 2007-08

ELEMENTARY PRINCIPAL



KIMI KEAN
Acorn Woodland

The high academic achievement in ELA and Math, the high functioning Professional Learning Communities (PLCs) and the deep community involvement at Acorn Woodland are a testament to Kimi Kean's leadership, commitment and effectiveness as an exceptional leader. Last year, Acorn Woodland made some of the most significant classroom achievement gains in the district, their Academic Performance Index (API) increased 86 points (to 774) and their achievement gap decreased 22%.

ELEMENTARY PRINCIPAL



STEVEN THOMASBERGER
Allendale

Steve is a visionary leader and a PLC Maverick who authentically engages his community and who continually sets the standard for adult learning. As a result, Allendale made tremendous growth last year (11% increase in students testing Proficient or Advanced in ELA and 14% increase in students testing Proficient/Advanced in Math). Allendale moved from a RED to a YELLOW tier in one year and their API growth was 63 points.

ELEMENTARY PRINCIPAL



LARISSA ADAM
Ascend

Larissa is the epitome of an instructional leader. Last year she taught an 8th grade intervention math class every morning, was in classrooms daily, and led her school through a comprehensive reflection on student data and work. Through a year-long focus on student engagement strategies, instruction at ASCEND steadily improved, leading to significant student achievement gains: student proficiency jumped 13.1% in Math & 10.7% in ELA and API increased 61 points.

HIGH SCHOOL PRINCIPAL



WILLIE THOMPSON
Rudsdale, Sojourner Truth

Willie Thompson has taken the "continuation" out of Rudsdale High School. He has a deep passion for his work and truly believes in every student who crosses the doorstep into Rudsdale and Sojourner Truth. He leads two schools and yet treats each one as if it is the only one. Willie genuinely loves his students and it shows in everything he does for them. His support and encouragement not only helps his students learn and grow, it transforms their lives.

HIGH SCHOOL ASSISTANT PRINCIPAL



TOBI PAGE
Oakland Technical

Tobi Page has been a dedicated and strategic instructional leader. Last year, she led the effort to set up 9th Grade Small Learning Communities at Oakland Tech. She has dedicated herself to putting reforms in place that will positively impact the school experience of 9th graders at Oakland Tech. One of Tobi's strengths is that she is an active instructional leader. Last year, she was in classrooms constantly, supporting and evaluating teachers and building positive relationships with her students.

MOST IMPROVED PRINCIPAL



DANIELLE NEVES
Sanfoka Elementary

Danielle Neves provided stellar leadership last year. She galvanized her staff (including after school) parents and students to improve student achievement at Sankofa. Danielle has provided a framework that includes best practices, forms and templates to monitor and provide on-going inquiry along with the urgency necessary for academic acceleration at Sankofa. Her leadership resulted in the phenomenal 156 point increase in her API Score. Go Danielle!

ELEMENTARY PRINCIPAL



JEANETTE MACDONALD
Franklin

Mrs. MacDonald continually raises the bar for quality and successful leadership at OUSD. She is what other principals strive to be: collaborative, driven, honest, and she always puts the kids first. She has consistently shown commitment, dedication and results. One can't disagree, MacDonald is a deserving recipient of this award.

ELEMENTARY ASSISTANT PRINCIPAL



ANGELA AQUINO
Lincoln

Angela is in her third year as the Assistant Principal at Lincoln. An awesome instructional leader, Angela is always willing to go the extra mile to ensure a laser-like focus on instruction. Her leadership has developed through two years as a BAYCES coach, and eight years of teaching at Allendale and in South America. Her leadership enhanced the learning at Lincoln which resulted in Lincoln being a recipient of the California Distinguished School and the Title One Achievement Awards.

ROOKIE PRINCIPAL



KAREN MONROE
International Community School

What a year for Karen Monroe! In her first year as principal, Karen took over ICS with declining test scores, upset parents, and inconsistent instruction. Ms. Monroe dug right in - working 12-14 hour days to build systems that re-focused the school on student achievement. Not only has a sense of trust and pride re-emerged among ICS's staff, students, and parents, but ICS's API increased by 50 points. Karen has a bright and exciting future as an educational leader!

OAKLAND ADULT AND CAREER EDUCATION SITE ADMINISTRATOR



SUE PON
Oakland Adult and Career Education

Sue is a tireless instructional leader. She has a deep and compassion-filled commitment to limited English speaking adults in the Oakland Community. Sue started her work with OACE more than twenty years ago as an ESL teacher and has since been involved in many innovative initiatives both at a local and state-wide level. She has worked in many different capacities within OACE and her profound knowledge and expertise in second language acquisition have earned the respect of the many, many teachers who have worked with her. Sue led the Community-Based English Tutoring (CBET) Program in the development of an award winning video and workbook ESL series that is currently used all over the state of California. She has also been a vanguard adult educator in her championing of the mobile CBET classroom, a 32ft Winnebago equipped with 13 laptops that has been taking technology to underserved communities in Oakland for the past six years. Sue is a visionary leader who is committed to building community in any instructional program that she leads. Sue is committed to her professional development and is always seeking ways to improve and upgrade her own skills. She is an excellent role model, a wonderful colleague and very deserving of this award.

EARLY CHILDHOOD SITE ADMINISTRATOR



DOROTHY NORWOOD
Yuk Yau Child Development Center

Dr. Norwood is a veteran administrator who skillfully manages three child development centers, including two Early Reading First 2005 grant sites. She has supported her staff to gain a deeper understanding of early literacy practice through the implementation of intense professional development. Her instructional staff is beginning to meet in regular professional learning communities and will form study groups this year to focus on specific early literacy strategies.

Dorothy holds staff accountable for student achievement and works closely with her school communities to ensure a smooth transition for families from preschool into the elementary schools. She also works with the elementary staff to meet the needs of students through implementation of effective after school programs at each of her sites. Her strong leadership skills are apparent when you enter her sites and she works diligently each day to make sure that the Early Childhood Department provides quality services for each family.

LIFETIME ACHIEVEMENT



CAROLINE YEE
Retired Principal
Lincoln Elementary

Caroline Yee has spent many years of her life learning, teaching, and leading in OUSD. Caroline grew up in OUSD - attending Lincoln Elementary School, Westlake Jr. High School, and Oakland Technical High School. She started teaching in Guam and joined OUSD as a teacher in 1971. She taught at Martin Luther King, Jr., Washington, and Sequoia Elementary and also spent a year teaching in Edinburgh, Scotland as Fulbright Exchange Teacher. She later worked in OUSD as a coach.

Caroline's leadership as the Principal of Lincoln is her true legacy. To Caroline, the community, school, and student success were intertwined. She engaged the Lincoln community with unparalleled insight and integrity and lead her staff and students to achieve great academic success.

Lincoln not only had some of the highest academic performance scores in the district last year (906 API), but they were named a 2008 California Title One Award winning school. Out of the 5,770 elementary schools in the state of California, only 343 schools met the rigorous standards for this award.

Caroline's leadership will be missed within OUSD, but her gifts live on in the staff and students she developed, supported, and gave skills to so they can succeed in life.

MIDDLE SCHOOL PRINCIPAL



MOYRA CONTRERAS
Melrose

Moyra is relentless. She works year after year to ensure that her students get the best education that they can. She continues to be innovative as she engages her staff in the process of converting her middle school to a K-8 Bilingual Immersion school. Melrose has shown student achievement growth in both ELA and Math last year (-8% out of FBB/BB and +6.3% growth in Prof/Adv. in Math & -3.3% out of FBB/BB and 8.7% growth in Prof/Adv in ELA).

MIDDLE SCHOOL ASSISTANT PRINCIPAL



MINJON LENOIR
Alliance

Minjon is a dedicated, no-nonsense type of leader who builds strong and deep relationships with all of her students. Minjon has created a culture in which students trust her but also know that she expects and demands the best from them. She realizes the idea of schools, family, and students working together through open lines of communications. Minjon, a former teacher at the Alliance campus, works to not only empower her students, but the entire community.

MIDDLE SCHOOL PRINCIPAL



MISHA KARIGABA
Westlake

Misha came to OUSD as a 5th grade teacher at Carl Munck. Misha's mentors knew he was a natural leader and convinced him to be a Summer School principal - he never turned back. Misha is an exemplary leader who creates a school climate with high expectations for all students. He is consistently calm, focused and is always positive - about his school, his staff, his community, and most of all, his students.

Teacher Quality Awards

Teacher Quality Awards honor teachers who received stellar nominations from their principals and who also had significant gains in student achievement in their classrooms in 2007-08

ELEMENTARY TEACHER



TERESA AU YOUNG
Cleveland 108

Ms. Teresa AuYoung has been a master teacher in the district for many years. She continually provides a high quality education for all students. She is instrumental in maintaining Cleveland's ELAC committee and she constantly translates in written and oral forms to provide access for all parents and students. She has high standards and knows how to reach every student in her class. In addition, she is well respected in her school community.

ELEMENTARY TEACHER



JANUARY ANDERSON
Allendale

Not only have Ms. Anderson's students excelled due to her instruction, but she has also been a school-wide leader, taking leadership roles in both her 3rd grade PLC and Allendale's Instructional Leadership Team. The staff at Allendale are lucky to continually learn from her practice. Last year, January's students testing at Proficient or Advanced in Math increased 16% and those testing Proficient or Advanced in ELA increased by 26%.

ELEMENTARY TEACHER



DOROTHY SCOTT
PLACE @ Prescott

Dorothy has taught at Prescott for 39 years and has consistently been able to move students who were below grade level to at or above within one year. Last year, 67% of the students in her class scored at Proficient or Advanced in Math and ELA (a 59% increase in ELA and a 25% increase in Math from 06-07). She engages students in academic rigor and social etiquette. Her students are respectful, sensitive and active learners.

SPECIAL EDUCATION ELEMENTARY



MICHAEL PACHELO
Fruitvale Elementary

Mr. Pachelo goes about educating children with special needs in a way that is unparalleled. He has extremely high expectations for his students - which they strive to achieve with an excitement that is indescribable. Mr. Pachelo uses his creativity to bring music and movement into his classroom to maximize students ability to access the curriculum.

SPECIAL EDUCATION MIDDLE SCHOOL



CORI SCHNEIDER
Elmhurst Community Preparatory

Cori is a third year teacher with excellent classroom management skills. Her delivery of curriculum is engaging. She uses multi-sensory techniques which work well with special needs students. She builds strong relationships with families and collaborates well with school staff. Cori supports new teachers and is always willing to share knowledge. She cares deeply for her students and it is evident in all she does.

SPECIAL EDUCATION HIGH SCHOOL



JULIE MCCALMONT
Oakland High School

Julie McCalmont is an outstanding Resource Specialist who has demonstrated leadership. She is highly competent in addressing the needs of the diverse special education population at Oakland High School. She writes exceptional Individual Educational Programs (IEPs) and displays outstanding ability in working with students, teachers, parents and the community at large.

ELEMENTARY TEACHER



MARIO GARCIA
Encompass Academy

OUSD and CAL graduate, Mario Garcia, represents Encompass' school vision to "teach to the whole child": his class consistently has among the highest academic achievement outcomes in the school in Math and ELA. He is committed to equity, athletics, and the arts, and he mentors students with a high level of cultural competency which teaches them to be solid, self-loving, and righteous.

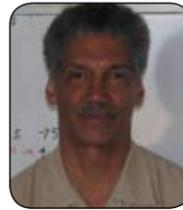
MIDDLE SCHOOL TEACHER



KATHRYN ORTEGA
Edna Brewer

Kathryn Ortega has been a dedicated OUSD math teacher for 7 years. Her tireless determination, high expectations for student outcomes, willingness to work with her colleagues and support of school and district wide initiatives have certainly contributed to the continued excellence of Edna Brewer. Kathryn's leadership style is the embodiment of the "Expect Success" mission.

MIDDLE SCHOOL TEACHER



HERMAN BROWN
Cole

Herman Brown gets results - he has been a dedicated professional in OUSD for 32 years and has been relentless in creating "Math Scholars" in the West Oakland Community. He develops positive relationships with his students and has an unwavering belief that all of his students can achieve in math at high levels. He uses a formula of belief, hope, and building strong relationships to achieve success with his students.

ROOKIE TEACHER



SAILAJA SURESH
Oakland International High

Sailaja is a leader at OIHS. She has worked to create ELL formative assessments and math curriculum and to build a positive school climate. OIHS' students are newly arrived immigrants who have an enormous challenge of learning English and academic content. Last year, Sailaja worked tremendously to prepare them to pass the California High School Exit Exam (CAHSEE). 8 of her 9 11th graders passed the exam and are on track to graduate this year.

EARLY CHILDHOOD EDUCATION TEACHER



JACQUETTA SETTLES-WALLACE
Yuk Yau Child Development Center, MLK Elementary

Ms. Wallace is an exemplary teacher who goes above and beyond to create a learning environment that not only serves children in the most nurturing manner, but also provides parents with the support necessary to develop positive parenting skills. Her goal for each child is that they are Kindergarten ready when they exit her State Preschool program. Jacquetta has exemplary knowledge of the curriculum and has worked with support staff to develop a strong preschool to Kindergarten transition plan that became a model for others in the department. In difficult situations Jacquetta has always stepped forward to help the community through their challenges and then to move forward with a little more strength.

OAKLAND ADULT AND CAREER EDUCATION TEACHER



SUZANNE LUDLUM
Allendale

Suzanne is a multidisciplinary teacher, serving in the ESL, CBET, CTE, and ASE programs. She is a champion of professional development and an active participant in planning for all programs with which she is involved. She trains, nurtures, and supports teachers, mentors others in technology integration and tirelessly strives for excellence. Suzanne's skills and success show in her engaging technology circles, the integration of Alphasmarts into ESL classes, her complete understanding of and facilitation of bringing technology into the classroom, and her relevant and rich classroom instruction. Suzanne is an incredible asset to OACE. She embodies creativity, energy and vision. She cares deeply about her students and her colleagues and works hard to ensure that the integration of technology provides appropriate enrichment and deepens student engagement.

HIGH SCHOOL TEACHER



KAREN PEZZETTI
YES, Elmhurst

Superstars like Karen Pezzetti are few and far between. She is a role model, inspiration and daily joy to collaborate with. Her students would agree that her classroom is no nonense and full of demonstratable learning opportunities that have helped to rigorously prepare them for post secondary success as well as build confidence and motivation in a time that can be difficult to maintain. Students and educators alike recognize that Karen is a teacher to watch and learn from.

HIGH SCHOOL TEACHER



ALY ROTH
Community Day High School

Aly is a leader on the Community Day campus who inspires those around her to rise to her high expectations. Last year, Ms. Roth held her students to high standards and relentlessly supported them in achieving those standards. She never gave up on her students, which resulted in 15% of Ms. Roth's students moving into Proficient or Advanced under her instruction during the 2007 - 08 school year. Aly loves her subjects (History and English) and inspires her students to as well.

SPECIAL EDUCATION PRE-SCHOOL



JODI BROOKS
Community Day High School

Ms. Brooks is an excellent teacher leader. She works to improve systems within the sites and programs in which she works. She is a great teacher and a wonderful addition to any professional learning community.

Service Excellence Awards

Service Excellence Awards honor central office employees who significantly contributed to the success of her/his department and who consistently provided exemplary customer service



STEPHANIE JOSEPH
HRSS Generalist,
Human Resources

Stephanie consistently receives compliments from her customers. She is proactive, professional, prompt, and empathetic. She devotes numerous after work hours and weekends to ensure that she provides excellent service to her customers. Stephanie has been a role model and invaluable asset to Human Resources.



JENNIFER LUTZENBERGER
ELA Content Coach,
Instructional Services

Jenn has worked tirelessly to create a comprehensive, easy-to-use, electronic instructional guide tool for all secondary English teachers. Jenn is enthusiastic about increasing student learning and is committed to improving conditions for Oakland teachers. She often works late at night and on weekends in order to promptly get teachers what they need. She has created tools and processes for Instructional Services that will help Oakland teachers for years to come.



DANA RUSSO
Coordinator,
Curriculum Based Assessments,
Research and Assessment

Dana raises the bar. She has high standards and does not settle. Her day doesn't end until the work is done, and the work isn't done until it's perfect. She manages the creation of a comprehensive set of standards-based assessments and works tirelessly to ensure that each question is grade-level appropriate and tightly linked to a key standard. She works closely with teachers, coaches and principals to build their capacity to effectively use data to drive instruction.



KECHETTE WALLS
Office Manager,
Custodial Services

Kechette is very professional – she always inspires her coworkers to strive for a higher professional standard. She is calm and precise and she consistently follows through on her tasks. She manages her time well and completes her assignments on time. Many district employees have commented on Kechette's great customer service skills. The Custodial Services team wouldn't be the same without her.



JOHN BURTON
Tech Services &
Hardware Support
Manager, Technology Services

John consistently goes above and beyond the call of duty. He spearheaded the implementation of Computrace and has taken on the heavy lifting when resolving large-scale technology issues. The staff that John manages always get more done than expected and this is completely attributed to John's leadership. Technology Services regularly receives compliments regarding John specifically and his team in general.



CHERIE HSIEH
Alice Street Learning
Center, Early
Childhood Education

Ms. Hsieh is a knowledgeable and well-organized colleague who makes sure that her sites are enrolled to capacity and all families feel welcome. She assists her colleagues in enhancing their skill base and offers her expertise to help with translations and to enroll families program-wide through the Enrollment Center. Cherie can always be counted on; her dedication, work ethic, and countless long days are appreciated by all.



SHEROYNE CAPDEVILLE
Compliance
Program Manager,
State and Federal
Compliance

They not only eases staff's interaction with compliance, but she ensures that every activity in which she engages is marked by her intense desire to help everyone involved be successful in attaining their goals. She is thoughtful, engaged, thorough and relentless. If you want to improve or make a difference in OUSD – you have no greater friend and ally than Shey.



QUYEN NGO
Financial
Accountant,
Financial Services

What would Financial Services do without Quyen? Quyen never waits to ask what needs to be done. She takes charge and sees the task thru to completion. She has been a crucial source of institutional knowledge for her department and has a high-level accounting skill set. She always makes time to teach and assist her coworkers. Quyen's commitment to excellence and hard work has been invaluable not just to Financial Services, but all of OUSD.



MARILYN THOMAS
Senior Buyer,
Procurement

Marilyn Thomas deserves this award because she is an outstanding product of Oakland Unified School District. She has been an OUSD employee for over 25 years. She completed the Achieving Service Excellence training and continually puts it to use by helping each and every customer she encounters. Her customer service skills are outstanding.



RAUL NUNEZ
Tech Support
Specialist, OACE

Raul's unstinting availability to teachers, staff and Administrators has kept OACE running steadily. Raul and his team serve numerous sites and always stay on top of emergencies. Raul established the OACE Tech Desk Helpline and his ongoing development work with each site has kept OACE moving toward a more standardized and cohesive technology procurement and use protocol. Raul mentors student interns, which gives youth a valuable work experience and OACE additional staff.



ROBERT LAW
Administrative
Supervisor I,
Nutrition Services

Robert has worked for OUSD in Nutrition Services for 15 + years. Throughout his time, his focus has been improving the meal program for OUSD students. He has done this through prudent budget management and site supervision.



BARBARA PARKER
Program Manager,
Health Services,
Complementary
Learning

Barbara Parker is a veteran school nurse in OUSD who constantly strives to improve her skills and knowledge. She has developed an infrastructure of technology, cross-departmental resourcing, and community partnerships to improve the delivery of health services. Barbara is a hard-working, focused, thoughtful, respected colleague who stays centered on the needs of students first and foremost.



SELE NADEL-HAYES
Operations Support
Coach, Operations
Support

As Operations Support has matured, the role of Operations Support Coach has matured – and Sele is the ideal embodiment of this new model. Sele is well respected as a leader by her teammates. Her insights and collaborative support are highly valued by her school-based colleagues, both Principals and clerical staff alike. People regularly go out of their way to express how much they learn from Sele and value her camaraderie and support.



RAQUEL JIMENEZ
Student Engagement
Specialist, Family
Community Office

Raquel is making the vision of Meaningful Student Engagement come true. She has designed and is implementing transformative programs in student leadership development, youth organizing, student led action research, and community based partnerships that engage students in every facet of the educational process for the purpose of strengthening their commitment to education, community and democracy.



DONNEVA REID
Account Clerk,
Facilities Planning
and Management

Donneva has shown enthusiasm and interest in fulfilling critical payment functions and audit support for the Department of Facilities Planning and Management's capital program projects. She has been of great assistance with operations for the entire department by taking on crucial tasks of an injured coworker. Donneva has exemplified the commitment to service that her department strives for.



SHEILA WYNN
Lead Maintenance
Control Specialist,
Buildings and
Grounds

Sheila Wynn has been a dedicated OUSD employee for 36 years. Sheila is superb! She is always ready to lend a hand with professionalism and poise. She recently worked closely with our consulting firm to help launch the new district database, I.F.A.S. She has provided training, support and even created the I.F.A.S. User Guide on her own time. Sheila exemplifies all qualities of an outstanding employee and sets the bar for this award.



DAVID MONTES DE OCA
Charter Schools
Coordinator, School
Portfolio Management

David has worked in OUSD for 11 years (as teacher, principal, and school design team coach). In his role as Coordinator of the Office of Charter Schools, David has undertaken the significant task of redesigning the District's authorizing practices. David's tireless effort to involve numerous, critical stakeholders and his desire to see the District's authorizing practices become a model of excellence are a testament to David's visionary leadership, relentless drive, and unwavering commitment to the students and families of Oakland.

School Site Service Awards

Service Excellence Awards honor non-instructional employees at school sites that went above and beyond to ensure the schools they serve received exemplary customer service

CUSTODIAL SERVICES – ELEMENTARY



EUGENE AUGUSTINE

Cesar Chavez Education Center

Mr. Augustine's work ethic is outstanding. He maintains a high standard of cleanliness

and demands as much of himself as he does of his staff. He is dedicated to his job and loyal to the kids and community. His radiant smile shines as the school shines and sparkles.

CUSTODIAL SERVICES – MIDDLE



AMBROSE AKINMUSIRE

Frick Middle School

Ambrose is the lead custodian at Frick and has maintained the cleanest Middle School in the District

for the past five years. His ability to lead his staff, while diligently working himself, is unparalleled. He took the lead role in the testing of new green cleaning chemicals and wrote thorough reports that evaluated those products. This evaluation made the custodial services' selection of green cleaning chemicals much less difficult.

CUSTODIAL SERVICES – HIGH



SYLVIA CASILLAS

Oakland High School

Sylvia is an example of the "perfect" custodian. No job is too big or too small. Since Sylvia's arrival

at Oakland High, students state that "things are much cleaner now." Sylvia is always eager to learn and encourages other Oakland High custodians to strive for higher standards.

SCHOOL SECURITY OFFICER – ELEMENTARY



BOBBY BROWN

Garfield Elementary

Bobby is so dedicated to the students at Garfield it's an inspiration to others. Bobby runs the traffic squad and attends

events with students after hours and on weekends. Plus, he took a cut in hours/pay to remain at Garfield this year. Not enough can be said about Bobby's commitment to his students lives and well-being.

SCHOOL SECURITY OFFICER – MIDDLE



NORA HILL

Peralta Creek Middle School

Ms. Hill goes beyond the boundaries of what is expected of an SSO. Wherever and whenever an extra hand

is needed, Ms. Hill is there. She is always willing to go above and beyond to support the goals of the entire school. Her positive attitude and service-oriented demeanor helps everyone excel during the day.

SCHOOL SECURITY OFFICER – HIGH



DONALD MANN

McClymonds High School

Not only does Donald ensure students are attending class and that they feel safe at school, but he consistently

goes above and beyond the call of duty. He deserves honorable recognition for his help during the McClymonds shooting, including taking the student to the hospital and supporting staff and parents with the tragedy. Donald is held in the highest regard in the McClymonds community.

NUTRITION SERVICES – ELEMENTARY



SYLVIA FONG

Esperanza/Korematsu Elementary

Sylvia is one of those "go to" employees every manager

wants working in their department. Thanks to Sylvia's attitude and willingness to help, Nutrition Services' catering service was very successful in it's first year. Sylvia's assistance enabled Nutrition Services to develop a new income stream which is reinvested into the student meal program.

NUTRITION SERVICES – MIDDLE



WILLIAM ATKINS

Edna Brewer Middle School

Bill has helped Nutrition Services tremendously. He trained his co-workers on basic

computer skills and the Point of Service system. This allowed Nutrition Services to decrease their response time to customers and increase compliance with State & Federal meal program requirements. He has been an invaluable addition to the team and has done an amazing job of maintaining a well run middle school cafeteria.

NUTRITION SERVICES – HIGH



ZEPORA (ANN) DAVIS

Skyline High School

Zepora raised the bar for school-based Nutrition

Services employees. She consistently went above and beyond to provide great food and service to her "kids" and always ensured the cafeteria was a place students wanted to be. Zepora is dearly missed, but forever remains in our hearts and minds as a shining example of employee excellence.

PARAPROFESSIONAL



RITA BAILEY

ECE Instructional Assistant, Manzanita Child Development Center

Whenever you enter a classroom with Rita, you find attentive and

happy children working enthusiastically with a variety of age appropriate activities. She models exemplary professional behavior and holds all staff, including herself, to a high standard. She plays a strong leadership role on the SEIU Board and serves as liaison between the Early Childhood Department and the child development centers. Rita always ensures that children work in a positive learning environment.

PARAPROFESSIONAL



SHUN RONG (HELEN) LI

Instructional Assitant to the Handicapped, Martin Luther King Jr. Elementary

Helen is a dedicated, enthusiastic, and reliable Instructional Aide who makes things happen in the classroom and on the yard. She repairs broken equipment to keep lessons going and gets very involved with all students to help them be successful. She enjoys her work and it is expressed through her ready smile and consistent hard work. Helen is a pleasure to work with and an asset to the MLK team.

CLERICAL – ELEMENTARY



THELMA MELARA

Franklin Elementary

Thelma is amazing! Not only does she deal with 711 students, an adult staff of 68

and an active, involved community, but she often works after hours to do what's necessary to support the school and/or Mrs. MacDonald. She continually goes above and beyond and could'nt be more valued by the Franklin staff and community.

CLERICAL – MIDDLE



PHYLLISS MCFEE

Peralta Creek Middle School

There have been many occasions when there have been stressful situations, that Ms.

McFee has stepped up and helped defuse the situation or help the team solve problems. There have been many times that Ms. McFee has stayed late to help with a problem or a situation that otherwise could have escalated.

CLERICAL – HIGH



VILMA ORTIZ

Oakland International High School

Vilma, the sole clerical support at OIHS, runs the office with amazing efficiency. Her

knowledge of district systems, attendance, compliance and procurement procedures is impeccable. When she came to work here last year, she found a disorganized disaster. Thanks to Vilma, the office now runs like clockwork. Vilma supports the office and student achievement; she mentors, counsels, tutors, and translates for students and families. Vilma is a rare treasure.

Academic Excellence Awards

Academic Excellence Awards honor "Blue" schools from 2007-08. Schools in this category demonstrated high overall academic performance, increased student growth and significant gains in closing the achievement gap

CHABOT ELEMENTARY



CHABOT ELEMENTARY

Jonathan Mayer, Principal

This is Jonathan's fourth year as the principal at Chabot. Last year, Jonathan led the school with a strong instructional focus on supporting all kids testing Far Below Basic or Basic, by developing targeted support and tiered intervention strategies for struggling students.

Jonathan's strong instructional focus resulted in 83% of Chabot's students testing at Proficient or Advanced in Math and 77% testing at Proficient or Advanced in English Language Arts (ELA) - not to mention a high Academic Performance Index (API) score of 910 and a 13% reduction in their achievement gap.

Last year, Jonathan successfully implemented a grade level Professional Learning Community (PLC) program which fueled enthusiasm in his staff about further progressing this year, particularly in literacy development. Jonathan has deepened the engagement of Chabot's community and parents and he maximizes volunteer support in the classroom with parent, student, Child Protective Services and Chabot Alumni volunteers. Jonathan institutionalized the Saturday School Program started by prior principal, Denise Saddler, and had great success with their Summer School Program last year.

LA ESCUELITA ELEMENTARY



LA ESCUELITA ELEMENTARY

Tammy Rose, Principal

With 70% Hispanic students and 70% English Learners, La Escuelita is a school that achieves at high levels - against all odds. Comprised of all portable classrooms where students use the closed off street as a play yard, the staff of La Escuelita works amazingly well together,

collaborating to use progressive best teaching practices that are truly making a difference for kids. In one year (from 2007 to 2008), students scoring Proficient or Advanced increased 10.8% in Math and 7.9% in English Language Arts (ELA).

78.1% of students at La Escuelita are Proficient in Math and English Learners perform just as high (78%)! All this adds up to an incredible 827 API score, a 56 point gain in one year and a 150 point gain in the last four years.

These great results are a credit to the stellar La Escuelita staff and principal, Tammy Rose. The groundwork for La Escuelita's success was laid by former principal, Kristal Chin, whose vision and determination started La Escuelita on the road to recovery five years ago. Kristal passed away this summer, losing a battle with cancer, but she will never be forgotten. Let this award also honor and remember Kristal Chin and her amazing leadership and life.

FRANKLIN ELEMENTARY



FRANKLIN ELEMENTARY

Jeanette MacDonald, Principal

Franklin achieved significant growth last year. Jeanette MacDonald and her staff were able to achieve increased results across the board. Franklin's Academic Performance Index score was 835 - a significant 67 point increase.

Franklin closed their achievement gap 61 points - a 53% reduction in inequity. 73% of Franklin's students tested at Proficient or Advanced in Math and 58% tested at Proficient or Advanced in English Language Arts (resulting in double digit gains in both Math and ELA).

Mrs. MacDonald consistently sets the bar and her expectations high for her staff and her students. Her commitment and dedication never waiver; her love for her school, her students, staff, and community never falter; and her embodiment of the Expect Success promise led to Franklin's academic success.

HILLCREST ELEMENTARY



HILLCREST ELEMENTARY

Beverly Rothenberg, Principal

This is Beverly's ninth year as a Principal. Last year was no exception to Beverly's success as a school leader - Hillcrest's not only received the 2008 Distinguished School Award, but they had the highest Academic Performance Index (API) in the district (970 - which was a

10 point increase from 2006-07). Not only did Hillcrest students score incredibly high on the CST (94% of students tested Proficient/Advanced in ELA and 91% in Math) - but they also closed their achievement gap by 40%.

Hillcrest's success can be greatly attributed to Beverly's instructional focus as a leader. Beverly mitigates all possible distractions that deter teachers from teaching. She focus her staff and organizes time for them to reflect on their instruction. There is a strong culture of high expectations at Hillcrest - a thoughtful, strategic plan that is effectively communicated to the staff, the parents, and the students so that the entire school community is clear on the expectations for students and learning.

THINK COLLEGE NOW



THINK COLLEGE NOW

David Silver, Principal

Since its inception in 2003, Think College Now (TCN) has made its mark on public education not only in Oakland, but as a model school for the entire region. Last year as years prior, the staff of TCN used data to constantly modify and individualize their instruction to develop

plans that supported and challenged each child to succeed. The hard work of David Silver and his staff have led to accelerated achievement for TCN students.

The accolades for Think College Now are numerous: they have been featured in the press multiple times, were named a 2008 California Title I Award winning school, and out of 5770 elementary schools in the entire state of California, they were one of only 343 to meet the rigorous standards to be named a California Distinguished School for 2007-08. Students at Proficient or Advanced increased 3.5% in math and 5.7% in ELA last year, but more importantly, over the last four years, TCN has increased its API from 585 to 781, almost a 200 point gain! Congratulations to everyone at TCN!

CARL MUNCK ELEMENTARY



CARL MUNCK ELEMENTARY

Denise Burroughs, Principal

This will be Denise's fourth year as the principal at Carl Munck. Carl Munck has been the recipient of the State of California Title I Academic Achievement Award for two consecutive years. Last year, Carl Munck's Academic Performance Index (API) was 785 - an

increase of 4 points from 2006-07. 49% of Carl Munck's students tested Proficient or Advanced in ELA and 61% in Math, and most impressively, they closed their achievement gap by 40%.

One of Denise's leadership strengths is her ability to use resources strategically. Denise has developed an academic intervention program and maximized the use of technology for communication purposes. She has built exemplary communication vehicles like her school, parent, and student newsletters. Denise creatively integrates arts in to the classroom and she utilizes community resources like the school garden project. She is sensitive to building the critical thinking skills of her students and gives students varied opportunities, like the After School Chess Club, to utilize those skills. No leader can be successful without the hard work of staff, parents, and community and Denise not only knows this, but it is a primary focus of her leadership. She is an inclusive leader who is dedicated to the learning and empowerment of all students.

LINCOLN ELEMENTARY



LINCOLN ELEMENTARY

Caroline Yee, Retired Principal

Lincoln's academic excellence speaks for itself. Lincoln was one of the 343 schools in the state to receive the 2008 Distinguished School Award and they were one of the only schools in OUSD to completely close their achievement gap last year. Lincoln's Academic Performance Index

(API) was 906 - a 9 point increase from 2006-07 and Lincoln's students scored high on the CST (74% of students tested Proficient or Advanced in ELA and 88% in Math). Lincoln's success can be largely attributed to former Principal, Caroline Yee, and her deep love for her students, her coaching and instructional leadership, and her unmatched engagement of her community.

JOAQUIN MILLER ELEMENTARY



JOAQUIN MILLER ELEMENTARY

Ifeoma Obodozie, Principal

Last year, Joaquin Miller made some great gains. Their API score increased 10 points from 2006-07 to 892 and they saw a 27% decrease in their achievement gap (a 34 point decrease). 75% of Joaquin Miller's students scored Proficient or Advanced in ELA and 82%

at Proficient or Advanced in Math. Joaquin Miller had particularly high gains in their African American and Latino populations, which is a testament to Ifeoma's pride in creating an environment in which every child can develop academically and socially to his or her full potential. Ifeoma feels blessed to have a strong school community - gifted teachers and staff, an active and involved parent community, and, most important of all, terrific students. It is the students enthusiasm, energy and creativity that fuels Joaquin Miller's success.

THURGOOD MARSHALL ELEMENTARY



MARSHALL ELEMENTARY

Maya Woods-Cadiz, Principal

In just two years as the principal at Marshall, Maya has created a culture where all staff, parents, and students treat each other with respect and where communication is key to achieving their goals. Last year, Marshall's Academic Performance Index (API) score

reached 735, Marshall met their Adequate Yearly Progress targets, and closed their achievement gap by 15%. In addition, student proficiency levels increased in both English Language Arts and Math. Maya strives to develop innovative and creative ways in order to insure that Marshall remains on the cutting edge of education and she truly believes that as a school leader it is her job is to create and develop institutional changes in education.

Service Excellence Team Awards

HIGHEST RATER SCORES AND GREATEST GROWTH IN RATER SCORES



RESEARCH AND ASSESSMENT Amy Malen, Director

The Research and Assessment (R&A) team is dedicated to providing the tools and

training necessary to support data-driven decision making across the organization. New to her role as Director, Amy Malen proved to be a stellar leader and great compliment to a strong team. R&A's hard work and focused approach resulted in 20-30 percentage point increases in all R.A.T.E.R. scores and an average customer satisfaction rating of 80%.

Among their many successes, R&A rolled out a comprehensive assessment system, introduced an online report management website, and began to build a model for district-wide evaluation.

The team gets along amazingly well, works collaboratively and takes time to regularly reflect on progress and celebrate successes. Deborah Keys leads State Testing with much support from Cynthia Flowers, Al Haliburton, and Tom Schao. Dana Russo leads Local Assessments with much support from Lars Jorgensen, Rattana Yeang, and Mical Natoniewski. Kevin Smith leads the data support team with much support from Kevin Schmidke, Anthony Johnson, and Yonatan Dabesay. Phoumy Sayavong leads Research and Evaluation with much support from Jean Wing, Sarah Bruschi, Aleta Rattanasith, Corey Newhouse, and Juan Du. Finally, Thuydung Nguyen is R&A's amazing office manager who tackles any and every operational obstacle that comes her way.

WHAT IS R.A.T.E.R.?

R.A.T.E.R., our customer service standard, stands for the key factors in great customer service. Customers rate their satisfaction in these areas for central office departments through the Use Your Voice Survey.

- R = Reliability
- A = Assurance
- T = Tangibles
- E = Empathy
- R = Responsiveness

HIGHEST RATER SCORES



ADULT EDUCATION Brigitte Marshall, Director

The Oakland Adult and Career Education (OACE) team empowers parents, at-risk youth,

community members and OUSD employees with high quality education and training. Brigitte Marshall's clarity and integrity as a leader inspires her team to do their best work on behalf of their students. Brigitte runs a very professional department that is focused on results and improving their skills and professionalism at all times. Brigitte has done everything she can to build a strong and reliable team – the OACE teachers and the OACE leadership team, Sue Pon, LaRanda Marr, Burr Guthrie, Judy Flores, Garlin Cephas, Adrian Bozzolo, Pamela Wong, and Dick Stein have developed a comprehensive and diverse portfolio of educational options for adults in Oakland. As a result of this team's cohesion and commitment, OACE received an average customer rating of 88% satisfaction.

GREATEST GROWTH IN RATER SCORES IN 2007-08



CUSTODIAL SERVICES Roland Broach, Director

In 2007-08, Custodial Services turned a year of intense change into a

year of significant improvement. The 23% growth in R.A.T.E.R. scores reinforces what principals stated all year - Custodial Services was more responsive, better organized and demonstrated a commitment to improving the quality of their service. This success is a result of the leadership of Roland Broach, Amanda VonMoos, Terri Ellis and Kechette Walls. Together, they had the courage to face the real challenges before them. Through their own willingness to grow, learn and do the hard work needed to improve the department, they challenged every team member to commit to improving the quality of their work. This leadership and drive led to the incredible growth and success of Custodial Services.

HIGHEST RATER SCORES



OPERATIONS SUPPORT Jill Schiager, Manager

The Operations Support team is the true embodiment of R.A.T.E.R. Jill Schiager

and her team consistently go above and beyond as they strive to support academic achievement by improving operational capacity and systems at schools and in central services. They are responsive, empathetic, reliable and relentless in their commitment to providing the training and tools staff need to be successful. Jill's team of Operations Support Coaches is particularly dedicated to supporting principals and site-based clerical staff. Many principals have stated that they couldn't imagine life without their Operations Support Coaches, which is why their customer satisfaction rating was a high 79%. Last year, Jill's team also led the development of ON-TRACK, classified professional development, Achieving Service Excellence training, new intranet-based communication tools, and process improvement projects in Custodial Services, the Substitute Office, and Payroll.

GREATEST GROWTH IN RATER SCORES OVER TWO YEARS



INSTRUCTIONAL SERVICES Mary Buttler, Executive Officer

Under the leadership of Mary Buttler, the dedicated Instructional Services (IS) team

of over 80 people has made great strides in responding to teacher and principals needs - evidenced by their 29% increase in customer satisfaction over the last two years. IS hit a major "home run" in 2007-08 by delivering great curricular tools that enhance the work at school sites every day. Yvone Allara, Heidi Boley, Caleb Cheung, Jeannie Griffith, Ann Kruze, Elizabeth Macias, Dahyana Otero, Mary Pippitt-Cervantes Fillmore Rydeen, Lisa Spielman, Kristina Tank-Crestetto, and Hope Tollesfrud—all deserve kudos for leading this division to increased levels of responsiveness and reliability.

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Big O Band

KDOL