



# OAKLAND UNIFIED SCHOOL DISTRICT

Community Schools, Thriving Students

## HONORING OUR OWN

### *Employee Recognition Ceremony*



May 10, 2016 | Scottish Rite Center | Oakland





# *The Oakland Way*



“Our belief is that significant improvement in student outcomes is driven at the school level. Our every action centrally is in the service of one purpose: building quality community schools that prepare students for college, career, and community success. Empowered school communities that make decisions best suited for the needs of their particular children, align instruction to effective practices, constantly measure academic and social growth, and adapt as necessary to increase student learning, are the foundation of a world-class school district.”

*Pathway to Excellence*



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## Mission and Goal

Oakland Unified School District (OUSD) will build a Full Service Community District focused on high academic achievement while serving the whole child, eliminating inequity, and providing each child with excellent teachers, every day.

## Vision

All OUSD students will find joy in their academic experience while graduating with the skills to ensure they are caring, competent, fully-informed, critical thinkers who are prepared for college, career, and community success.

## Priorities

1. Effective Talent Programs  
Our work starts with our people.
2. Accountable School District  
A school district that supports its people is grounded in values and effective systems.
3. Quality Community Schools  
Every student deserves the right to attend a quality community school in their neighborhood.

## OUR BOARD

President James Harris  
(District 7)

Vice President  
Jody London  
(District 1)

Amy Eng  
(District 2)

Jumoke Hinton Hodge  
(District 3)

Nina Senn  
(District 4)

Roseann Torres  
(District 5)

Shanthi Gonzales  
(District 6)

### STUDENT DIRECTORS

Carmen Jimenez

Katebah Al-Olef



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## Greetings and Congratulations to Our Award Winners!



It is my privilege to introduce you to the 42 remarkable Oakland Unified School District individuals and the two remarkable teams who are the recipients of the 2016 Honoring Our Own awards. This is the seventh Honoring Our Own celebration, and the second in which I've had the honor of participating in as your Superintendent. I know the work we are all engaged in requires a great deal of sacrifice and commitment, and recognizing our outstanding employees is extremely important to me.

Supporting our employees is the number one priority of our "Pathway to Excellence" strategic plan, as we strive to make OUSD the premier employer for educators in the Bay Area. I know very well that we will only reach our ambitious goals of preparing every student for college, career, and community success through the best work by all of our employees. You are the key to the change we all want to see.

Tonight, we honor and celebrate those who represent our collective best effort. What exemplifies the teachers, leaders, and support staff who we honor tonight? They all bring technical excellence to their work, and are guided by the determination to do what is right, what is fair, and what is best for our students. These employees have made an important investment in this city and our students. They hug, smile, encourage, cry, and work relentlessly to fulfill our school district's obligation to its children.



Every winner we honor tonight, whatever their job with OUSD, is someone who has demonstrated that, every day, they find their direction and measure their own success through the success of our students. And for every employee recognized tonight, there are many more like them all across the city who work outside the spotlight to provide a high-quality educational experience. These are the people who understand, say, and believe: “I work for Oakland’s children — I am Oakland Unified!”

Please join me in extending congratulations and thanks to every one of these extraordinary individuals.

Respectfully,

Antwan Wilson  
Superintendent





## Buffet Menu

Buffet provided for your enjoyment this evening by The Red Door Catering.

### HAPPY BOY MIXED FIELD GREENS

shaved carrots, cherry tomatoes, cucumbers  
classic french dressing & citrus vinaigrette



### HERB ROASTED CHICKEN

lemon beurre blanc sauce

or

### COUS COUS STUFFED BELL PEPPERS

(vegetarian/vegan entree)



### SMOKED MASHED POTATOES

### ROASTED SEASONAL VEGETABLES

### ASSORTED TABLE BREAD

### WHIPPED BUTTER

## Dessert

Generously donated by Costco Bakery

## Coffee and Tea Station Tropical Iced Tea



## Awards Program

### Social Hour and Dinner

5:30 p.m. – 6:30 p.m.

*Musical Entertainment by Skyline High School Jazz Band*

### Awards Ceremony

6:30 p.m. – 8:15 p.m.

Welcome and Acknowledgements

*Tara Gard, Interim Deputy Chief of Talent*

Opening Remarks

*Antwan Wilson, Superintendent of Schools*

Presentation of Awards

*James Harris, President, Board of Education*

*Jody London, Vice President*

*Amy Eng, Jumoke Hinton-Hodge, Nina Senn,*

*Roseann Torres, and Shanti Gonzales*

Teacher of the Year 2015-2016

Teacher of the Year 2016-2017

Teaching Excellence

Excellence in Substitute Services

Classified Employees of the Year 2016-2017

Excellence in Educational Support

Educational Leadership

Full Service Community School

District Leaders

Superintendent's Special Recognition

Closing Remarks

*Tara Gard, Interim Deputy Chief of Talent*



## *Teacher of the Year*

OUSD Teachers of the Year are selected through a rigorous process that includes classroom observations, feedback regarding their teaching practice from their students, and self-reflection on their teaching philosophy and pedagogical practice. OUSD Teachers of the Year are considered at the county and state levels for further recognition, and we are proud to celebrate these teachers for their accomplishments and contributions to Oakland's youth.

### **OUSD Teacher of the Year 2015-2016 and 2016 California Teacher of the Year**

Ann Park, 5th Grade Teacher  
*Bridges Academy at Melrose*

### **Teacher of the Year 2015-2016**

Johanna Paraiso, English Teacher  
*Fremont High School*

### **Teachers of the Year 2016-2017**

Faustena Byrd-Linarez, TK/K Teacher  
*Carl Munck Elementary School*

Diana Culmer, 4th/5th Grade Special Day Class Teacher  
*Grass Valley Elementary School*

Randy Porter, Music Teacher  
*Westlake Middle School*



# Teaching Excellence

Teaching Excellence Awards recognize the combination of a teacher's skill and passion, dedication, and self-reflection of practice that make for a rich and engaging learning environment for students.

In selecting awardees for this category, we use standards established within the Oakland Effective Teaching Framework, developed and refined by OUSD educators in partnership with the Oakland Education Association.

## Awardees

Maria Einaudi,  
Adult Education  
*Project SEARCH*

Adrian Guadarrama Maguregui,  
Bilingual K-1 Teacher  
*PLACE @ Prescott*

Merce Guixa-Casellas,  
TSA-ELD Coach  
*Garfield Elementary School*

Maria Ingles-Lopez,  
1st Grade Teacher  
*Greenleaf Elementary School*

Carlisa Johnson,  
Geometry and Algebra Teacher  
*Skyline High School*

James Kealey,  
Science Teacher  
*Bret Harte Middle School*

Eileen Massey, Middle School  
Humanities Teacher and  
Department Head  
*Hillcrest School, K-8*

Linda Rogers,  
1st Grade Teacher  
*Redwood Heights  
Elementary School*

Mara Flores Schustack,  
English Teacher  
*Elmhurst Community Prep*

Hanna Sufrin,  
4th Grade Teacher  
*Acorn Woodland  
Elementary School*

Larisa Trale,  
ELA Teacher  
*Oakland High School*

## *Excellence in Substitute Service*

On any given day, between 250 and 300 substitutes report to work across the district, often at a moment's notice. The ability and willingness of our substitutes to walk into a new situation ready to perform at their best can spell the difference between progress and falling behind for students, schools, and departments. Our substitute award is reserved for the exemplary individual who models dependability and flexibility, and who consistently performs at and above expectations.

### *Awardee*

Devynn Taylor, Substitute Teacher  
*Claremont Middle School*





## *Classified Employees of the Year*

This award category recognizes exemplary classified school employees who symbolize the profession's contributions and commitment to quality education. OUSD's Classified Employees of the Year are selected through careful consideration regarding the nominee's work performance, school community involvement, leadership and commitment, and are considered at the state levels for further recognition. The state awardees are announced and all classified employees are celebrated the week of May 15–19, 2016.

### **Security and Support Services**

Eddie Franklin, School Security Office  
*Bret Harte Middle School*

### **Operations and Maintenance**

Sara Lanham, Electrician  
*Building & Grounds*

### **Office and Technical**

Irma Ortiz, Attendance Clerk  
*Hoover Elementary School*

### **Child Nutrition**

Sharelette Rodgers, Food Services Manager  
*PLACE @ Prescott*

### **Instructional Assistance/ Paraeducator**

Ann Rugtiv, Instructional Assistant  
*Bella Vista Elementary School*



## *Excellence in Educational Support*

To fulfill our mission and vision of building a Full Service Community District, strong, talented, and dedicated adults are needed to work together in support of schools. This award recognizes the exemplary work of individuals across the district, in and outside of schools, that contribute to creating the best possible educational environments and outcomes for our students.

### *Awardees*

Carmen Argueta, Attendance Clerk  
*Bret Harte Middle School*

Carnial L. Booker, Sr., Foreman  
*Warehouse & Distribution*

Veronica Del Rio, Office Manager  
*Roosevelt Middle School*

Peggy Gruendl, Food Services Assistant  
*Piedmont Avenue Elementary School*

Claudia Hernandez, Admin 1  
*Think College Now*

Torman Jahi, Program Manager  
*Office of African American Male Achievement*

Davoria Williams, Cafeteria Manager  
*East Oakland Pride Elementary School*



## *Educational Leadership*

School leadership is difficult work, and those who excel at this work seamlessly and simultaneously support the success and growth of teachers, students, colleagues, schools, and the district at-large. Awardees in this category are models of the values, skills, development and practice of Oakland school leadership, and were selected through the lens of how nominees achieved within six of the twenty-two focus elements of The Oakland Principal Framework:

1. Relational Trust and Professional Culture Development
2. Conditions for Student Learning
3. Organization Systems
4. Pedagogy
5. Data Driven Instruction
6. Instructional Core: Observation, Evidence, and Feedback

### *Awardees*

Josue Diaz, Jr., Assistant Principal  
*Oakland Tech High School*

Leroy Gaines, Principal  
*Acorn Woodland Elementary School*

Aubrey Neville Layne, Principal  
*Edna Brewer Middle School*

Anna Mansker, Director  
*Early Childhood Education*

Chelsea Toller, Principal  
*Glenview Elementary School*

Peter Van Tassel, Principal  
*Cleveland Elementary School*

# *Full Service Community School*

The Full Service Community School Award recognizes schools that have demonstrated excellence in creatively and energetically implementing elements of Oakland's Community School model.

RISE Community School and New Highland Academy have been selected for this award due to their leadership and collective impact to implement a full-service community school model at both schools on their shared campus. Through innovative strategies across all community school elements they have exemplified shared leadership, collaboration, and effective partnerships to reduce chronic absence, to support families with resources for their child's education, to increase access to health services, and by strengthening partnerships with community based organizations to support students to be college, career, and community ready.

**Katie Virga**, RISE Community School Principal

**Lorena Reyes**, New Highland Academy Principal

**Abraham Abullarade**, Community School Manager at RISE Community School and New Highland Academy





A number of strategies and initiatives aimed at deepening partnerships and expanding impact through shared leadership have been pioneered at both campus. Some highlights of this work include:

- Hosting a Partner Retreat in the beginning of the year that had representatives from every partner organization to create a space for partners to learn about Community Schools, each other, and how their organizations align to the District’s vision. The agenda included:
  - Community Schools Visioning
  - State of the School Address
  - Restorative Justice Overview
  - Partner Mission and Vision Share-out
- Partnering with Lifelong Medical Care to host a Community Health Fair in April, 2016
- Deepening partnerships with existing providers like: Literacy Lab to provide a 3-part family workshop series on reading at home; the Jewish Coalition for Literacy to facilitate a family leadership training; and HOPE Collaborative which has enlisted the support of youth leaders to clean and work on the New Highland Garden
- Sharing a Coordination of Services Team that has aligned leadership around mental, physical, and behavioral health, Restorative Justice, and academic needs and utilizing this process to engage other resources like the Special Education team.



- Sharing resources between the two campuses such as: Restorative Justice Coordinator, Community School Manager, Physical Education Coach, Family Resource Center, Lincoln Clinicians, and the After School Program, all leading to enhanced school culture and climate.

In addition to all this great work, the teams at both sites have been able to partner with families, students, attendance clerks, and the Data Assessment team to address chronic absenteeism. As a result, both sites have succeeded in decreasing chronic absenteeism from 2015 to 2016 by 18% and 28% at New Highland Academy and RISE Community School, respectively. These impressive accomplishments are a testament to the power of Community Schools.

Congratulations to RISE Community School and New Highland Academy's staff, leaders, families, students, and community partners on their success – you are the Oakland Way!

### Awardees

RISE Community School

New Highland Academy



## *District Leaders*

District leaders are individuals who step up and step in to play a critical role in support of OUSD's mission and vision. They are high performers who have a strong record of quality service and professionalism, and have brought system and process reformations to their work that have visibly and irrevocably improved how we support students, teachers, families, schools, and fellow employees.

### *Awardees*

James Arcala, Financial Analyst

Susan Beltz, Director of Applications Development and Support  
*Technology Services*

Mario Capitelli, Manager  
*KDOL TV & Multimedia Services*

Juan Du, Director of Analytics  
*Research, Assessment, & Data*

Kyla Johnson-Trammell, Network Superintendent

## *Superintendent's Special Recognition*

Each year, the Superintendent selects someone for recognition who exemplifies the best in what we seek of our employees; an individual willing to take risks, innovate, and collaborate with fellow employees to further the district's mission. They are a model employee and representative of the Oakland Way.

### **Awardee**

Flynn Ing, Tech Support Specialist  
*Nutrition Services Department*





## **Tonight's Entertainment is provided by the Skyline High School Jazz Band**

Known for its long history of excellence, the Skyline Jazz Band has performed locally at venues such as Yoshi's (jazz club) and the Dimond neighborhood's Oktoberfest. The band also competes against other jazz ensembles at festivals near and far, such as the El Cerrito Jazz Festival, and the Reno Jazz Festival.

Led by band director and OUSD educator Kenneth Williams, Jr., the brass-wind-percussion student ensemble is dedicated to studying, rehearsing, and performing the wide expanse of jazz music. Throughout their tenure with the band, students musically explore the rich history of jazz traditions along with current and emerging styles, to produce a deep knowledge of the genre and a diverse repertoire.

Student performers tonight include:

Xayne Bledsoe  
Brooklyn Fields  
Zach Katzman  
Matanda Keyes  
Henry Rainey  
Clarisse Wikstrom  
Donavan Zedd



## Thanks and Acknowledgements

OUSD acknowledges the following individuals and companies whose energy, dedication, and tireless efforts made this event possible:

### Special Thanks

Laura Brady  
Mario Capitelli

### Awardees' Centerpieces

Lou Barnett  
Bay Cities Produce  
Dream Flowers

### Awards

Aardvark Engraving

### Catering

Costco Bakery  
Red Door Catering

### Graphic Design

Alison Bricker, Beach Plum Press

### Name Badges & Award Ribbons

Turner Group Construction

### Printing

Minute Man Press Oakland

### Video Producer

Jake Schoneker

### Gift Basket

Burt's Bees Products  
The Clorox Company

### Gift Bags

Gift items for awardees graciously donated by the Oakland-based companies below.

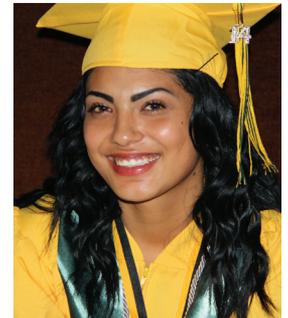
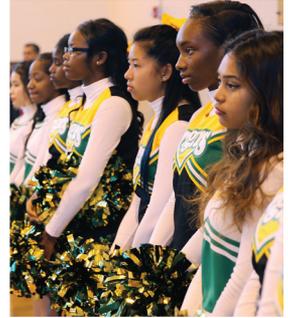
Back to the Roots  
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# OAKLAND UNIFIED SCHOOL DISTRICT

Community Schools, Thriving Students



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