

*When Adults Achieve ~
Students Succeed*

**Honoring Our Own
EMPLOYEE RECOGNITION CEREMONY**

MAY 10, 2012

SCOTTISH RITE CENTER, OAKLAND



OAKLAND UNIFIED
SCHOOL DISTRICT

Community Schools, Thriving Students

Our Mission

All students will graduate. As a result, they are caring, competent and critical thinkers, fully-informed, engaged and contributing citizens and prepared to succeed in college and career.

Our Vision

To reestablish schools as centers of community by transforming OUSD into a full-service community school district. In addition to high-quality instruction, health, physical education, nutrition, medical, dental, recreation, housing, employment and language acquisition services are provided in this model, with the school acting as the hub of activity. The emphasis is on educating and caring for the whole child. Social and human services are not seen as extra or add-ons in these schools. Instead, collaboration in service of the well-being of children and families is how these schools consistently behave.

Our Priorities

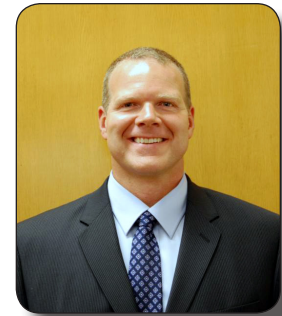
Safe, Healthy and Supportive Schools

High Quality Effective Instruction

College and Career Readiness Literacy

Our Goal

To build a Full-Service Community School District that cares for the whole child, eliminates inequity and provides all students with an excellent teacher each and every day.



Dear OUSD Employee Award Winners,

I am honored to write this letter acknowledging some of our finest employees. The OUSD Employee Recognition Ceremony is a celebration of the hard work and dedication displayed by Teachers, Principals, Administrators, School Site Staff, and Central Office Staff. The awards also symbolize the transformation underway in the Oakland Unified School District. We are leaving behind a culture that failed to adequately recognize accomplishment and moving toward one that values employees and celebrates achievement.

In order for our vision of high quality, equitable public education to become reality, all staff must contribute to the crucial work that takes place in the classroom. As exemplary employees, you are setting the standard for what OUSD should be and what it will become. Your leadership is critical to shaping the future of our children and of our city. Words cannot express the level of gratitude I have for your work or the impact it has on the lives of students and families. You are everyday heroes whose efforts too often go unnoticed. Today, that will change as we come together in celebration of your character and your accomplishments. We thank you for your service and the difference you have made in the lives of children.

Sincerely,

A handwritten signature in black ink, appearing to read 'Tony Smith'. The signature is fluid and cursive.

Tony Smith, Ph.D.
Superintendent
Oakland Unified School District



Event Schedule

5:30-6:30 PM Social Hour & Dinner

6:30-6:40 PM Welcoming Remarks

6:40-8:00 PM Award Distribution – Board of Education

TEACHER QUALITY AWARDS

EDUCATIONAL LEADERSHIP AWARDS

SCHOOL SITE SERVICE EXCELLENCE AWARDS

CENTRAL OFFICE SERVICE EXCELLENCE AWARDS

8:00 PM. Closing Remarks



OAKLAND UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

TEACHER QUALITY AWARD

REGION 1 EARLY CHILDHOOD EDUCATION TEACHER



JUANITA MATTHEWS

Ms. Juanita Matthews has been the beacon for early childhood education at Emerson Elementary for over 30 years. She is omnipresent, teaching, leading, helping her colleagues tirelessly and organizing events that connect her students with the elementary site, the parents, and the community. Ms. Matthews treats everyone with respect and courtesy and is endlessly accessible to parents, students and community members; she makes people of all ages feel valued. Effectively balancing paperwork, nutritional and emotional support of the children, and staying mindful about the health and safety of the physical environment, she creates an atmosphere of stability, warmth and purpose in each busy day that supports parents, children and co-workers alike. Ms. Matthews has inspired trust in parents, affection in pre-school students and the deepest confidence and respect in her professional colleagues. Families remain loyal to the relationships she has built over the many years she has devoted to serving the families at the child development center at Emerson.

REGION 1 MIDDLE SCHOOL TEACHER



STEPHANIE BERGER

Ms. Stephanie Berger is a great believer in education as a means of bettering one's self. She loves teaching and it shows. She is also a believer of creating a community of schools that is one of acceptance not just tolerance. When one steps into her class, they have the feeling of safety and trust. She is a huge proponent for better school climate and actively participates in teaching the second step program. Ms. Berger frequently works with people with special needs and works closely with their teachers to ensure they are getting the services they require within the context of her classroom. Students in her classroom, who frequently have behavioral issues in other classes, are learning and being respectful - this is because her intentions and rules are clear, thoughtful, and fair.

REGION 1 HIGH SCHOOL TEACHER



WILLIAM HUMPHREY

Mr. William "Matt" Humphrey personifies and models dedication to career and quality. He is at work every morning before 7:00am working on lessons and checking assignments, is never late and has rarely been absent for the past 18 years at Far West. When his wife recently delivered a baby boy at 12:02am he called the sub system, from the hospital, by 12:15am, and followed with a call to school at 6:30am, because of his concern about his students. Students feel very confident that Mr. Humphrey not only is knowledgeable, but is always willing to support them. He is often referred to as "the Mayor" of Far West because staff knows they can always depend on him to pitch in with a smile and the right tools to help with everything right down to emergency repairs. Mr. Humphrey is "The Oakland Way"!

REGION 1 SPECIAL EDUCATION TEACHER



KEITH DEBRO

Mr. Keith Debro is always available to provide the best support to fellow teachers, and to his students and their families; he unfailingly responds to all communications punctually, professionally and positively, so concerns are addressed and solved in a timely manner. Mr. Debro's classroom is always well-organized and he always presents as a "together" individual setting a wonderful example for all in his school community. Polished, calm, collected, and cool in manner, he is still compassionate and caring in essence, taking time during and outside of school to get to know his students, and to provide support for their success. He individualizes curriculum to meet his students' many special needs and collaborates actively with parents and other staff members to ensure his students are as fully supported as possible. In service to students, families, colleagues, and school, Mr. Debro is true asset to OUSD.

REGION 2 ELEMENTARY TEACHER



PAMELA MULLEN

Ms. Pamela Mullen has over 17 years of experience in the classroom. This level of expertise is evident once you walk into her classroom. She models a positive attitude and encourages each and every one of her students to be their very best on a daily basis. Ms. Mullen teaches her students to value education and about the importance of actively participating in the learning experience. Her families look to her as a source of safety and security. She is someone they can trust to treat their children as her own from 8:30 to 2:45 every day. If they have a question, they do not hesitate to ask because they know Ms. Mullen will provide an answer. Her colleagues have the highest level of respect for her. She arrives on time to meetings and actively participates without complaint. And although she can be quiet and low-key, when she talks, people listen. Her pleasant demeanor, hilarious sense of humor, magical presence with her students, collaborative nature, willingness to continue to learn, and dedication to Oakland's youth are just a few reasons to acknowledge and honor Ms. Mullen.

REGION 2 MIDDLE SCHOOL TEACHER



ZACHARY PITT-SMITH

Mr. Zachary Pitt-Smith is extremely well organized and his routines have led to higher student achievement. In addition to being a great music teacher, he is a high level professional musician and brings that depth of knowledge to his students. He also brings many inspirational musicians to share with his students. Mr. Pitt-Smith is a great communicator; he has managed to turn a large room into an inviting rehearsal space and classroom. Parents and staff support him because of his winning personality and track record of excellence. He has gone the extra mile countless times for his students, helping many get into Oakland Youth Orchestra, Berkeley Youth Orchestra and other musical groups. He has successfully prepared many of his students who have been accepted into the Young Musicians Program at UC Berkeley. Mr. Pitt-Smith looks to the best practices of others and quickly adapts them and often making them better. His students have responded by working hard and creating a musical culture and high standard for musical performance which has come to define Edna Brewer.

TEACHER QUALITY AWARD

REGION 2 HIGH SCHOOL TEACHER



MICHELLE DEIRO

Ms. Michelle Deiro is an excellent teacher; she gets to know her students deeply, and constantly refines her curriculum and instructional practices to meet their needs. Ms. Deiro has tremendous confidence in her work, and she conveys that to her students, their families, and her colleagues. Students and families come to trust her deeply as she guides them not only in preparing for college academically, but for the many and increasingly complex decisions that await them in adulthood. She regularly communicates with her students' families via email, phone, and text messaging to help parents understand the assignments and expectations of her students, and is amazingly available to answer questions and discuss students' progress outside of school hours. Ms. Deiro is tough - she is one of those fantastic teachers who is a "warm demander" - demanding excellence of students and refuses to accept anything less, yet she is also personable, funny, and warm with them and their families. She is deeply committed to making college accessible for underserved young people, and her students benefit as she delivers on her conviction.

REGION 2 SPECIAL EDUCATION TEACHER



MARIEL PERLOW

Ms. Mariel Perlow has proven herself to be a caring, creative and skilled educator. The climate of her classroom is both positive and rigorous. She holds high expectations for all of her students and supports them to meet all of their academic goals. Ms. Perlow is always seeking ways to improve her practice and is regarded as a leader among her peers. Although her time has been short at Fruitvale, she has already made a lasting impression with the students and families.

REGION 3 ELEMENTARY TEACHER



MARIA COHEN

Ms. Maria Cohen is a longtime educator and advocate for bilingual education in the District. As a teacher, principal, administrator, curriculum developer, author and coach she has applied both passion and skill to the needs facing English Language Learners across the District. Her deep knowledge of bilingual literacy pedagogy drives her current work as a master teacher and ELD Literacy Coach at Greenleaf Elementary. As a key member of the Instructional Leadership Team, Ms. Cohen leads literacy work in all classrooms and is a mentor to all teachers. Her intense love of learning (and fun!) propels her forward, setting a great example for new and veteran staff alike. She is a highly valued member of the school community because they all know: there's no one like Ms. Cohen!

REGION 3 MIDDLE SCHOOL TEACHER



JESSICA TUCKER

Ms. Jessica Tucker currently teaches 6th Grade Math/Science Core at Madison. She has worked consistently to improve, not only the academic performance of her students, but the stability of the Madison Math Department. While teaching, she's worked to complete her Master's in Business Administration from Mills University, and is currently working on her National Board Certification. Most recently, Ms. Tucker has taken on a teacher leadership role on campus, and is working as Co-Department Math Chair. She has worked this year to coordinate Math Department agendas, has offered feedback and support to a first year 6th grade Math/Science Core, and has offered strategic support, at the district level, developing curriculum for 6th grade math across the district, all while maintaining high academic proficiency on district benchmarks. Ms. Tucker's strength and dedication to teaching and learning has not gone unnoticed - we are excited to honor her.

REGION 3 HIGH SCHOOL TEACHER



MARY WALFOORT

Ms. Mary Walfoort is truly an unsung hero; she is the only full-time professional Librarian left in OUSD. She combines precision of thought and genuine warmth to an extraordinary degree. A part-time library orientation teacher for Contra Costa Community College district, she is a knowledgeable proponent of technology with a true researcher's mind. Precise and accurate in all she writes and says, she forms her opinions based on real data; when she offers information or opinions, they are thought out and can be trusted to be accurate and honest. Ms. Walfoort brings a warm and supportive presence, fully present to students and colleagues alike. Her priority is the success of her students. She engages students who may not always be the leaders; she reaches out to all types of students to engage them in the learning process. Ms. Walfoort has won many friends among the faculty members whom she supports in the use of library resources as well as the many students who experienced greater success academically because of her friendship and support through their school years.

REGION 3 SPECIAL EDUCATION TEACHER



TERESA MILLER

Ms. Teresa Miller has applied her considerable store of special education law expertise and knowledge to creating district-wide compliance training for special education teachers through monthly professional development, as well as serving actively on a number of committees focused on improving communication and compliance within Programs for Exceptional Children. Ms. Miller has the ability to bring a caring yet pragmatic approach to IEP creation to operationalize difficult individual situations and create tasks and goals that will address the needs of each individual student. She is professional to all, promptly responding to school sites and parents so they feel their concerns are heard. She has developed a strong leadership quality that is much appreciated. She has a drive to find areas to improve the department and is the first person to volunteer her time to develop systems for improvement. Ms. Miller is an extremely valued employee and an asset to Programs for Exceptional Children as well as OUSD as a whole.

EDUCATIONAL LEADERSHIP AWARD

REGION 1 ELEMENTARY



CLARA ROBERTS

Ms. Clara Roberts is a humble leader who has supported the OUSD Strategic Vision in her speech, actions, and moral resolve. She has led dependably and professionally for the entire tenure of her Principalship at Lakeview Elementary and has a deserved reputation for being a trustworthy team player in the District who has unselfishly shared her

knowledge and learning with many colleagues for many years. In recent months and years, Ms. Roberts has exemplified the mission and vision of Full Service Community Schools through her tireless planning and coordination work with multiple departments and colleagues. The attention to detail, care, compassion, and individualized attention Ms. Roberts has shown to all of her families during the 2011-12 school year is exemplary and has ensured the smoothest transition and the best outcome for all her students and staff. Her school community and colleagues have learned much from her focus on providing full service to parents and students even during this emotional time. Ms. Roberts is unquestionably deserving of recognition; Lakeview's memory is enhanced by the contribution she made during this memorable year.

REGION 2 ELEMENTARY



NIMA TAHAI

Mr. Nima Tahai has a wide and deserved reputation for being meticulous, caring, supportive, professional, and open. Teachers receive his personal support not only through extended and personalized evaluation processes and focused professional development, but also through direct assistance and support on a daily basis, as he visits classrooms to talk with disruptive

students, and opens campus outside of regular school days and hours so teachers can work in their classrooms. He consistently provides materials and support designed to assist his teachers to strengthen their practice, seeking grant funding to support extra preparation time, and scheduling visiting experts to address specific professional development topics. Mr. Tahai is professional and available to his staff and his families, and believes strongly in the necessity of a strong partnership between school, family and community to help children succeed. Mr. Tahai inspires his staff with his dedication and commitment to the renewed vision of success at Garfield School. He always responds to questions, concerns, or problems. He always asks for feedback and encourages others to lead as teachers thus becoming better teachers and human beings. Mr. Tahai encourages communication and is prompt and thoughtful with his responses.

REGION 1 HIGH SCHOOL



KEVIN TAYLOR

Mr. Kevin Taylor is a role model, innovator, collaborator, and team leader for the McClymonds community, students and staff. His ongoing achievement is the strong and lasting relationships of trust he has developed with his students and their families, and with the West Oakland community that cares so much. Mr. Taylor manages to focus

individually on students at McClymonds to help them connect to school and work hard towards achieving academic progress, and yet is able to further the big picture goals of ensuring McClymonds High School has and keeps high standards and a full range of offerings, and is responsive to the needs of the students in West Oakland. Although he is only in his second year as a Principal in OUSD, he has played a central role in the joint city, district and community work to revision McClymonds. Mr. Taylor is ably leading McClymonds through a time of exciting change with optimism and the highest expectations for all his students.

REGION 3 ELEMENTARY



CHARLES WILSON

A longtime Oakland educator, Mr. Charles Wilson has evolved into a powerhouse of a school leader in deep East Oakland. He has built an incredibly coherent, powerful learning community that engages students, staff, teachers and parents. There is a sense of joy, pride, community, and high expectations evident at Korematsu Discovery Academy. Mr. Wilson has

relentlessly focused on the needs of students and has strategically aligned resources over time to provide targeted services, resulting in a narrowing of the gap between groups of students, and to achieve accelerated learning outcomes for African American students. We congratulate his success, tenacity and deeply appreciate his contributions!

REGION 2 HIGH SCHOOL



PRESTON THOMAS

Mr. Preston Thomas began his career in OUSD as a Chemistry teacher at Fremont High School. He became a Director of the Health and Bioscience Academy, which evolved into Life Academy High School in 2001. Over the last 10 years of the school's existence, he has held a strong vision for the students at Life Academy and over time, became the school's

Assistant Principal, before becoming the Principal in 2009. He holds to high expectations for students and helps students learn to work hard to attain their goals. As an Administrator who came from an Oakland classroom, helped pioneer a groundbreaking school and continues to lead active change, Mr. Thomas embodies the "Oakland Way."

REGION 3 HIGH SCHOOL

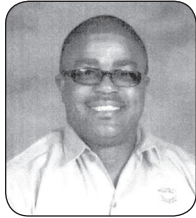


CHRISTINA VILLARREAL

Ms. Christina Villarreal has been a cornerstone of the Castlemont community. She puts students and teachers first; her staff knows that they can turn to her for support and encouragement. She holds students to the highest expectations of behavior and academic performance and lets families know they are important by bringing innovations such as parent-teacher conferences to the Freshman Prep Academy. She also conveys deep respect for her students through spending hours of her own time and much of her own money to beautify the space at Castlemont for the incoming 9th graders. Ms. Villarreal cares deeply that students have the best possible educational experience and holds that this vision is possible at Castlemont.

SCHOOL SITE SERVICE EXCELLENCE AWARD

REGION 1 SCHOOL SECURITY OFFICER



HUMPHREY GARRETT SR.

The welfare of staff and students is in good hands with Mr. Humphrey Garrett, Sr., who performs exceptionally on and off the job. Mr. Garrett clearly loves his job, going above and beyond to treat students and staff with respect and professionalism, and taking every opportunity to model strong and honest adult behavior for students. He is a person of rare integrity, not limiting himself to SSO job duties, but sharing personal support. Mr. Garrett is a hero to many youth, especially those who may be at risk and hard to reach; he is also admired by many adults. He is unstinting with his assistance, physical as well as emotional; his kind words often are offering encouragement just at the moment when a young person may need it most.

REGION 1 INTERVENTION SPECIALIST



TEHMINA FARIZ

Ms. Tehmina Fariz shows up every day ready to work with the students. She takes on tasks that are difficult and does so with a positive attitude. She has made positive relationships with the students - they can trust her to keep them safe and to hold them accountable for their learning. Ms. Fariz has become very knowledgeable of how to work with the schools unique student population and strives to be a patient and supportive role model. She has the capacity to share compassion, empathy, and understanding to all students, even in their most difficult moments. Her attention to detail and keen sense of observation allow Ms. Fariz to provide specific attention and support to each student in the ways most suited to them.

REGION 1 SCHOOL SECURITY OFFICER



GAIL BISHOP

Ms. Gail Bishop filled the shoes of a retired and beloved School Security Officer; the school has been twice blessed it seems, as she is always prepared for work, rain or shine, arriving punctually at 8 am and staying until 6pm. She knows the name of every child and adult on campus, and as a concerned and active community member she has built relationships with families in and out of the school setting. Ms. Bishop consistently has students coming to her for advice, counseling, and more. She is just a radio call away, and always responds!

REGION 1 FOOD SERVICE MANAGER



CONNIE SMITH

Ms. Connie Smith rarely takes a day off from the kitchen at Lincoln Elementary and never lowers her standards. Every delivery day she checks out every box to ensure the highest quality of food for the students. The children absolutely love her. Anytime students come in late she will always make sure they have a meal. She treats all students (and most of the staff!) at Lincoln as if they were her own grandchildren!

REGION 1 ADMINISTRATIVE ASSISTANT



MARGARET THORP

In her 8 years at Chabot, Ms. Margaret Thorp has developed an organizational system for virtually everything. Visitors to Chabot Elementary are constantly impressed with how well the office and school are organized. She is aware of how to handle almost any situation and is an expert on the ins and outs of school administration. Ms. Thorp is the face and voice of Chabot and the community's first link to the school. She makes every person who steps into Chabot feel welcome and valued - from the UPS delivery person, to a concerned parent, to a school board member. Ms. Thorp is one of those rare professionals who is able to balance her administrative and customer service tasks. Although she is 100% committed to her organizational responsibilities, she is always aware that people come first and will stop whatever she is doing to help anyone who needs her time.

REGION 2 CLERK TYPIST — BILINGUAL



MIRNA RAMOS

Ms. Mirna Ramos is the "steady rock" of Garfield Elementary - she comes to school early, helps staff, students and families solve problems - and is always looking for ways to improve the school. She has aligned herself with the school goals and mission. She is often the first to know about an individual hardship - whether personal or professional. She is a confidant for almost everyone who walks into the office and a stable rock of support. It is well known that Ms. Ramos has been the engine that has kept Garfield running for many years. When something needs to get done, she is on top of it. Ms. Ramos is student outcome focused and does not let the constraints of her job or work day limit her effort or care. Garfield is lucky to have her!

REGION 2 ADMINISTRATIVE ASSISTANT



SANDRA ANDRADE

Ms. Sandra Andrade performs all her duties, and more, with professionalism and accuracy. She is a quick learner who knows all the systems, at the school site and district level, required for her position. She is friendly and helpful to everyone - parents, students, staff, district personnel, and vendors - who walk in the door. As soon as the phone rings, or someone walks into the office, Ms. Andrade stops what she is doing (unless it's assisting a child) and focuses 100% of her attention on helping the customer. She has worked at Horace Mann for five years and each year, she has become more confident and efficient in her position. She truly is the "community" in our Full Service Community School.

SCHOOL SITE SERVICE EXCELLENCE AWARD

REGION 2 CUSTODIAN



RECHELLE RICHIE-LEACH

Ms. Rechelle Richie-Leach is a mainstay at the Calvin Simmons Campus. Her relentless cleaning has helped to transform the campus into one of the cleanest in the District. Her customer service includes never saying “no”, while always remaining pleasant with the students and staff. Her excellent attendance and impeccable service to the teaching environment and children has taught the community at Simmons that she can always be relied on. She is truly deserving of this recognition!

REGION 2 SCHOOL SECURITY OFFICER



ERMA POWELL

Ms. Erma Powell has been the respected School Security Officer at Franklin Elementary School since August, 2009. Her positive interactions with students, parents, the community and staff help the school maintain a safe and healthy environment. She is also a vital part of parent meetings, providing support for the many international newcomers and students new to Franklin. Ms. Powell’s attendance and manner exemplifies professional as she comes every day, on time, with a happy face to welcome the 810 students. It is Franklin community’s great pleasure to present Ms. Powell to be recognized by her wonderful Oakland Unified School District peers.

REGION 2 INSTRUCTIONAL ASSISTANT



MARICELLA LOPEZ

Ms. Maricella Lopez is very dedicated, responsible and consistent. She goes above and beyond her duties, following the teacher’s lead to provide excellent support to students. She does excellent work in small reading groups, teaching content, managing student behavior and getting results. She is very positive and handles many minor issues with students, allowing the teacher to focus on the class. She has great communication skills, and great rapport with families. Ms. Lopez is also very artistic, creatively decorating the classroom environment to showcase all the projects done by the students. Ms. Lopez, thank you for making the difference!

REGION 3 SPEECH THERAPIST



DANA WELSH

Ms. Dana Welsh is an amazing educator, colleague, program specialist and speech therapist. She understands children and is a team player. She is organized and always there when you need her. She is highly respected and knowledgeable in her field. Since being in Oakland many positive changes have occurred in the special education department because of Ms. Welsh. She has implemented policies and procedures, support systems and continues to make a difference with children and their needs. Many families, students and teachers have benefited from her talents.

REGION 3 ADMINISTRATIVE ASSISTANT



NANCY TAM

Ms. Nancy Tam is an outstanding Administrative Assistant who is dedicated to the staff, families, and community of Madison Middle School. Ms. Tam always has a positive disposition and makes visitors to the Madison campus feel welcomed and supported. Her diligent efforts of running the front office and submitting OUSD deliverables on time allows Madison Middle School to run efficiently and allows teachers and the administrative staff to focus solely on student achievement. Kudos to Ms. Tam!

REGION 3 FOOD SERVICE MANAGER



MEI YEE

You can always count on Ms. Mei Yee to be at work and to do her job well. She does a great job telling students about the nutrition services program, which is evident by the increase in participation at the school this year. Ms. Yee began as a Food Service Manager at Elmhurst this school year, and the increase in student participation attest to the great meals she is producing. Ms. Yee may be soft spoken but her actions pack a punch. You know she cares about the students she is serving!

REGION 3 CUSTODIAN



YAO SAETURN

Mr. Yao Saeturn works day in and day out, making sure East Oakland School of the Arts is spotless. He is willing to go the extra mile, polishing floors, and cleaning up the (incredibly messy) art rooms each and every day. EOSA is the cleanest, most welcoming school on the Castlemont Campus because of all the hard work Mr. Saeturn does behind the scenes. He is always there with a smile and patient with the messes that the kids (and sometimes the teachers) make. Mr. Saeturn understands the importance of school aesthetic in creating a welcoming space. Therefore, he takes his job seriously and would never leave any portion of it undone. School staff report that without Mr. Saeturn their school would not run!

REGION 3 CUSTODIAN



BEATRIZ ACOSTA

Ms. Beatriz Acosta has excellent attendance and you can count on her to assist in any way that she can. Ms. Acosta has been with the District approximately 14 years and is very knowledgeable of her trade. She has become a pillar of strength at Parker and is beloved by the Parker staff. Ms. Acosta goes above and beyond the call of duty. She also helps students with their academics and does not mind helping out, she is readily available to support in any way that she can. Thank you for your dedication!

CENTRAL OFFICE SERVICE EXCELLENCE AWARD

HUMAN RESOURCES SERVICES & SUPPORT



JEFF DILLON

As Recruitment Supervisor in the Human Resources Services and Support department, Mr. Jeff Dillon has led OUSD's talent recruitment efforts since 2007. Within the past year, in support of OUSD's Strategic Plan development and implementation effort, he has played a central role in reforming the HRSS Talent Recruitment

Unit into a vital and productive part of the critical task of attracting and retaining candidates who represent and teach by the values of the "Oakland Way". Mr. Dillon is a natural leader, a caring educator and mentor, and a dedicated and active member of the OUSD support services community; he truly exemplifies the "The Oakland Way"! We are deeply honored to have Mr. Dillon as a member of the Human Resources leadership team.

PROCUREMENT & DISTRIBUTION



TONIE IRVING

Ms. Tonie Irving is a valued employee who will look out for her peers and for OUSD. She is very knowledgeable and helpful to all, even when under pressure; she responds to requests for information and has been a driving force in the work to improve systems within Procurement to streamline communications and processes

as information and documents must flow between departments. Ms. Irving is often working late to make sure the task at hand is complete and correct; she is eager to train or help when asked. She has the gift of making her work look effortless, responding promptly and creatively to all problems that come her way. Ms. Irving does her work with a smile, even when the push is on. In a deadline driven environment, responsible for key communications both within and outside the District, her positive professionalism could not be better placed!

PAYROLL



MAY BORAACTHEANY NOV

Ms. May Boraactheany Nov has been a Payroll Service Team Assistant since 2005, and plays a key role in the department. She processes the PERS and STRS retirement reports, she developed monitoring reports to assist information flow between Payroll, Fiscal and HR, has collaborated with IT to improve the processing of the

retirement reports and consistently and conscientiously keeps the W-2 report clean so that there are very few errors. She is definitely a team player, consistently raising great ideas and actively contributing her efforts to improve Payroll processes and services. Ms. Nov has always been available when additional help is needed. She is also a member of the CASBO Northern Section Payroll Professional Council, which she attends on a monthly basis. Her continued efforts in providing prompt and accurate service to employees are greatly appreciated.

FAMILY, SCHOOL, AND COMMUNITY PARTNERSHIPS - AFTER SCHOOL OFFICE



JULIA MA

Ms. Julia Ma is a dependable and reliable colleague - she is consistently available to support with general department needs and ensures that the after school programs receive accurate and timely information. She works closely with school sites and partner agencies to provide accurate information about after school programs. She

provides regular updates on program changes and ensures that the after school programs are in alignment with the District Strategic Plan. Ms. Ma is extremely responsive and always provides timely information to requests - from last minute needs to satisfy funding requests, to ongoing planning to ensure sites receive quality programs - she goes above and beyond to provide information and supports when requested. She is a great example of how to think about the overall direction of the District and align her programs in support of the work as well as being personally available and supportive to any department needs. Very thoughtful and responsive in what is sometimes a chaotic situation composed of many partners (often at different levels of understanding). Ms. Ma consistently communicates with commendable graciousness and professionalism.

PROGRAMS FOR EXCEPTIONAL CHILDREN



KATHERINE KOSMOS

Ms. Katherine Kosmos is extremely knowledgeable in the area of clinical analysis of psychological testing, consulting with leadership on numerous cases to ensure accurate and thorough interpretation of test data. She has gone above and beyond in the capacity as Interim Coordinator of Psychological Services. She has really listened

to the concerns and needs of the department and advocated for her colleagues. Ms. Kosmos has tried to create a positive, clean, and up-to-date area for staff to work in at Programs for Exceptional Children in her capacity. She always listens and empathizes, balancing the demands of staff, administration, and what the families need!

CENTRAL OFFICE SERVICE EXCELLENCE AWARD

REGION 1 EXECUTIVE OFFICE



MIA SETTLES-TIDWELL

Mrs. Mia Settles-Tidwell keeps a laser focus on student outcomes and equity even as she demonstrates the ability to remain present to her many reports in support of their professional growth. She is being the change that we want to see coming out of Central Office! Mrs. Settles-Tidwell is able to engage empathetically not only

with a cross section of the community but throughout all sectors within the school district. Her knowledge base around systems, structures, pedagogy, community, parents and youth is impressive; additionally, her organization and transmission of information is highly professional both in style, content and context. She exemplifies the "Oakland Way" administrator. Mrs. Settles-Tidwell is a servant leader who understands that in order to lead you must be able to listen. She knows when to take a stance but also when to allow others to step up. Thank you for your dedication!

QUALITY COMMUNITY SCHOOLS DEVELOPMENT



DENISE SADDLER

For over thirty years, Ms. Denise Saddler has served well in various positions and capacities in the District. Her current work is focusing on school closures - her organizational skills and community relationships are making this transition more acceptable for parents, students and staff. One of Ms. Saddler's greatest strengths

is dealing with people and the public. She has a caring way of making those around her feel that she is there to help and assist with their challenges. She has been responsive to the entire community through her comprehensive plan of school closures which included meeting the needs of the families, individuals, the total school and the District. She reaches out to families through personal contact, mailings, discussion groups, bus tours to sites, etc. which satisfies their concerns. A long career of success in many roles is capped this year by the graciousness, skill and professionalism with which Ms. Saddler is shepherding 5 schools and many students and families through change.



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Special Thanks to the Oakland Spirit Orchestra (OSO)

The Oakland Spirit Orchestra (OSO) is a thirty-piece band that features talented kids from Martin Luther King, Jr. Elementary, Lafayette Elementary, West Oakland Middle School, Oakland Tech High School and Oakland School for the Arts. The aim of OSO is to uplift the spirits of the world through music and kindness. OSO's music is its own unique mix of popular tunes, world music, classical favorites, and jazz. The young musicians of OSO are not only playing music, they are creating it, too. The kids construct their own arrangements, write their own music, and improvise. Oakland Spirit Orchestra founder and director Alison Streich, and co-director Sally Wynar are thrilled to introduce you to Oakland Spirit Orchestra and hope you enjoy the show!

