

*When Adults Achieve ~  
Students Succeed*

**Honoring Our Own  
EMPLOYEE RECOGNITION CEREMONY**

NOVEMBER 30, 2011  
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 Awards are 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, written over a faint, decorative floral watermark.

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 — Superintendent Tony Smith;  
Board of Education President, Jody London

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

**EDUCATIONAL LEADERSHIP AWARDS**

**TEACHER QUALITY AWARDS**

**SCHOOL SITE SERVICE EXCELLENCE AWARDS**

**CENTRAL OFFICE SERVICE EXCELLENCE AWARDS**

8:00 PM. . . . . Closing Remarks – Superintendent Tony Smith;  
Board of Education Vice President, Jumoke Hinton-Hodge



OAKLAND UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

# EDUCATIONAL LEADERSHIP AWARD



REGION 1 PRINCIPAL

## JONATHAN MAYER

Jonathan Mayer is the dedicated and committed principal of Chabot Elementary. Mr. Mayer has worked diligently at Chabot to create an environment for all to thrive. Outside of his work as the Chabot principal he has helped to mentor and train new and veteran principals on how to manage their school budgets. He is always positive, energetic, and ready to help his fellow colleagues. Region One is very fortunate to have Mr. Mayer as a leader!



REGION 1 PRINCIPAL

## RON SMITH

Ron Smith's commitment to student achievement is evident in all that he does to make the school culture and climate optimal for teachers and students alike to succeed. After working at West Oakland Middle School for just 2 months, Mr. Smith has dramatically improved WOMS culture and climate, as he has again raised academic expectations for all students. He is also leading a large group of principals in our work towards putting the "Unified" back into OUSD. His peers and school community celebrate his commitment, vision, and leadership!



REGION 2 PRINCIPAL

## KAREEM WEAVER

Kareem Weaver is driven to improve outcomes for his students, and uses every tool at his command to do so. Data informs his leadership decisions and drives professional development for teachers. He is motivated by seeing the students at Lazear achieve at high levels in all academic areas and by teachers delivering high quality lessons every day. Visit Lazear and you will likely find Mr. Weaver in a classroom. Mr. Weaver possesses important leadership qualities: a laser focus on recognition of quality instruction, a willingness to be challenged in discussion, and great relationships of trust with his students, teachers, families and his community.



REGION 2 ALTERNATIVE EDUCATION PRINCIPAL

## ROBIN GLOVER

Robin Glover is a continual learner and works hard to stay abreast of educational change and instructional strategies. She maintains excellent facilities, has high standards, excellent communication skills and high expectations of students. Ms. Glover is wonderful at developing relationships with students, teachers, parents and community partners. She has been a long-time employee of OUSD. She is loyal, hardworking and dedicated to seeing that students in Oakland receive a strong education. She is also collaborative and works extremely well with her school community.



REGION 3 PROGRAMS FOR EXCEPTIONAL CHILDREN PRINCIPAL

## CHRISTIE ANDERSON

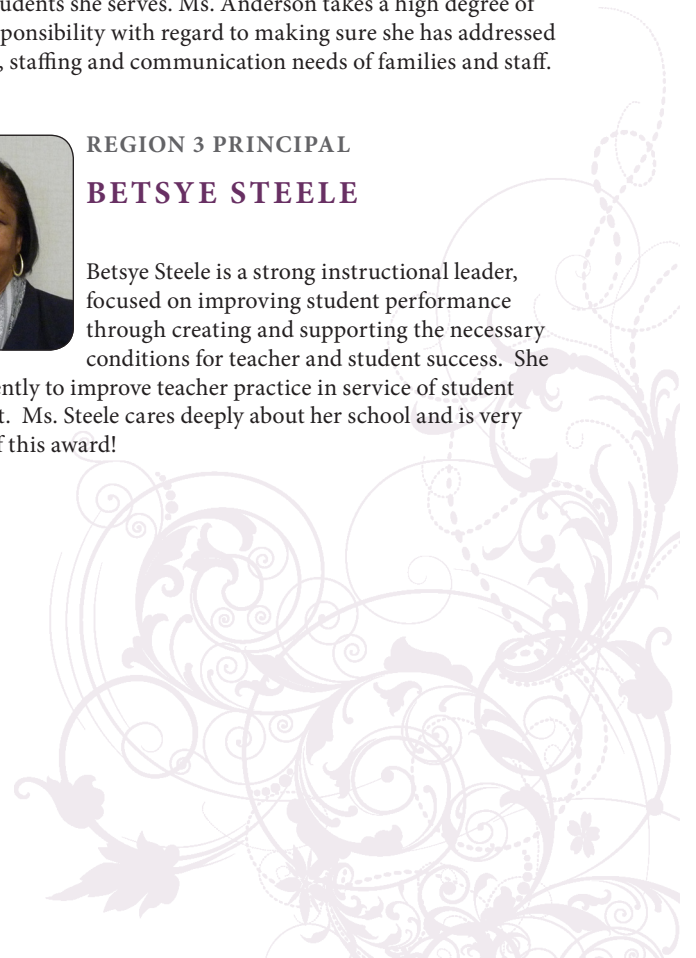
Christie Anderson has maintained a commitment to increasing the overall sense of community for families and staff. She does this by developing a family-centered model and her desire to ensure Burbank increases it's connection with families through effective teaching, best-practices amongst all staff and in making families feel supported and appreciated. She is able to make everyone feel a sense of assurance during IEP meetings, formal school events or informational meetings through her high degree of knowledge about services for the preschool students she serves. Ms. Anderson takes a high degree of personal responsibility with regard to making sure she has addressed the physical, staffing and communication needs of families and staff.



REGION 3 PRINCIPAL

## BETSYE STEELE

Betsye Steele is a strong instructional leader, focused on improving student performance through creating and supporting the necessary conditions for teacher and student success. She works diligently to improve teacher practice in service of student achievement. Ms. Steele cares deeply about her school and is very deserving of this award!



# TEACHER QUALITY AWARD



## REGION 1 TEACHER

### KARL FLEISCHMAN

Student attitudes and performance alike testify to the attention Karl Fleischman actively gives each child in his Kindergarten classroom. He assesses and addresses each of the very young students' needs individually, continuously differentiating instruction to obtain the best results for each child. He demonstrates boundless energy, patience and enthusiasm for all of his students, giving them the best "K" experience and the best start in "big kid" school. Students are so excited each day to go to school because of Mr. Fleischman!



## REGION 1 TEACHER

### JEANNIE KOHL

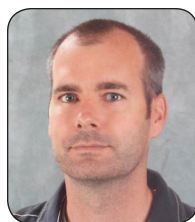
Jeannie Kohl's long years of service to her community as a teacher are evident in her grasp of her teaching craft (and art), and in the confidence she exudes in her interactions with others. Ms. Kohl conveys a sense of trust and a firm grasp of issues pertaining to student success and support in working tirelessly with students, parents, teachers, staff and community. Ever mindful of the importance of data in identifying and addressing needs, as well as in measuring success, Ms. Kohl rigorously gathers and analyzes information to identify students who could benefit from her site intervention; then she goes above and beyond to create structures of support for the neediest students at Montera. Ms. Kohl is committed to the vision of OUSD!



## REGION 1 PROGRAMS FOR EXCEPTIONAL CHILDREN TEACHER

### STEPHANIE KRAUSE

Stephanie Krause is a team player who is not only concerned about the well-being of the students in her classroom but for all students, even going so far as to volunteer the services of one of her support staff to support another classroom because she felt there was a greater need. She is a strong child advocate who is willing to make sacrifices for the greater good of students, while she still delivers a high quality program. She forms a close professional relationship with all the teachers who serve her students, to ensure educational accommodations are appropriate and relevant for her students. She also willingly shares her ideas and skills with her fellow colleagues as she understands the importance of creating a strong and effective learning community.



## REGION 2 TEACHER

### STEPHEN DAVIS

Stephen Davis pays his students the highest compliment — he holds children accountable for their learning. While he sets high standards for his students, he never does so without fully explaining his expectations and what is required to meet them. He uses workshop time to differentiate instruction. Mr. Davis is a published author, producing books of educational games to be used in the classroom. He believes that we show caring to children by having expectations for them and letting them know when they meet those expectations or when they do not. Mr. Davis is very worthy of this award!



## REGION 2 TEACHER

### LUBIA SANCHEZ

Lubia Sanchez works for students, teachers, and the whole Melrose community. She takes on whatever needs to be done in order for students to be successful; she holds students to high standards but always provides the support necessary for success. Ms. Sanchez took the lead on improving the services provided to English Language Learners (ELL) through furnishing more ELL-focused professional development to her fellow educators. As a result, Melrose Leadership Academy had the most growth on CST scores for ELL's of all middle schools in Oakland. Her colleagues say they have never met anyone more deserving of OUSD recognition!



## REGION 2 PROGRAMS FOR EXCEPTIONAL CHILDREN TEACHER

### CHARLTON TARVER

Charlton Tarver has been with the district since 1989 — primarily teaching students who have learning disabilities. Several years ago the department of Programs for Exceptional Children recognized the need to offer a more intense reading program for students who had not met success through traditional methods. In 2001 Ms. Tarver, along with three other teachers, was asked to help set up a district special education reading clinic at two school sites. This clinic now serves approximately 60 special education students district-wide. In addition to her expertise in literacy skill development she is well known for her advocacy for all children. Ms. Tarver has been a great asset to her students, families, the special education department and the district as a whole.

# TEACHER QUALITY AWARD



REGION 3 TEACHER

## MARVA MCINNIS

Marva McInnis is a master teacher who came back to Oakland after teaching in Atlanta. She thrives in facilitating the learning of students to new levels, expanding students' ideas of what is possible. Her classroom is one where students take charge of their learning, which is focused on the social-emotional-cultural grounds of academics. Ms. McInnis helped pilot a Lead Teacher strategy, in which peer teachers coach and provide support to one another in adopting school-wide instructional practices.



REGION 3 TEACHER

## I'ASHA WARFIELD

I'Asha Warfield is an extraordinary teacher of English Language Arts at Frick Middle School. She crafts an environment characterized by warmth, fun and authentic relationships. She creates space for students to express themselves through writing and provides high support and high expectations to ensure high achievement. As a result, over 70% of students are Proficient in Writing on the CST in Ms. Warfield's class. At Frick, Ms. Warfield is a leader, participating on the Instructional Leadership Team and taking the lead on incorporating new instructional practices.



REGION 3 ALTERNATIVE EDUCATION  
TEACHER

## JESSICA WAN

Jessica Wan knows the material she teaches very well; thus, she is able to explain things to students in a variety of ways to ensure students gain complete understanding. Ms. Wan personalizes each student's experience, greeting them by name and checking in with them daily. Ms. Wan gives each student's question her full attention, discussing it and guiding them to come up with their own answers. If the answers are incorrect, she shows them exactly which step the mistakes were made. Ms. Wan engages students in conversation by asking them questions that make them use critical thinking skills. Ms. Wan is well organized and highly regarded by staff and students.



# SCHOOL SITE SERVICE EXCELLENCE AWARD



REGION 1 CUSTODIAN

## DANTE CORMIER

Dante Cormier knows his job and does it well! He works dependably and accurately, getting the job done on time and with limited supervision. His years of experience and pride in his responsibilities as a custodian are evident in his performance. Mr. Cormier takes time to talk to the children, especially the ones that are often in trouble. He explains to them that there are consequences for their behavior. Mr. Cormier might be busy when you call him, but he is always willing to help no matter what you ask him to do.



REGION 1 NUTRITION SERVICES

## MICHAEL CHARLES

Even during the sometimes chaotic construction schedule at Montera, Michael Charles is there to take care of the needs of his students. Being presented with difficult circumstances, really fine service employees do not state why their job is impossible, they simply make it possible, which is exactly what Mr. Charles does. He is clearly very dedicated to the students, going "above and beyond" to ensure their needs are met even as the school site grows.



REGION 1 CUSTODIAN

## THIEN NHI CHIN LUU

Thien Nhi Chin Luu is known by her colleagues as a worker who cares about details. She takes pride in ensuring that students learn in a clean and safe environment. Her skills were in rare form this summer, when she was challenged by the simultaneous summer deep-cleaning and construction project work at Claremont Middle School. She worked numerous amounts of overtime in order to assure the school opened on time on the first days of school.



REGION 1 PROGRAMS FOR  
EXCEPTIONAL CHILDREN AIDE

## NINA JACOBS

Nina Jacobs works successfully in a very challenging classroom environment daily. She comes to work on time and is unfailingly supportive of staff and student's needs. She often has the answer to problems that arise in special education situations, learned through many years of service and experience navigating the complexities of special education teams. Ms. Jacobs functions effectively as a team member, keeping lines of communication open with co-workers in support of student needs. She not only impacts our SDC-CE program, but also indirectly helps contribute to success for mainstream teachers and students as well.



REGION 1 PARAPROFESSIONAL

## FELICIA POWELL

Felicia Powell is always present in the classroom engaging with the students. Her positivity is infectious and it is very clear that she enjoys her job and does it quite well; parents always comment on what a great person Ms. Powell is. She supports children academically and socially/emotionally and makes children and adults feel supported and safe. Ms. Powell does not have to be asked to do things in the classroom, she always cheerfully takes initiative. Knowledgeable, reliable, and hardworking, she constantly puts the students first and is a pleasure to work with.



REGION 2 CUSTODIAN

## THERESA CORDOVA

Theresa Cordova's knowledge of her job is exceptional. Her documentation of facility repair items as well as restroom reports are outstanding. Her caring for the students is noteworthy and something that does not go unnoticed. Her customer service skills go above and beyond the call of duty and are appreciated by all staff and students.



REGION 1 NUTRITION SERVICES

## HELEN PAN

We can always count on Helen Pan to be at work to provide service to her students at Cleveland. Ms. Pan provides consistent service and is wonderful and welcoming to children. Ms. Pan always completes work as assigned well and on time. She is just a great employee with a wonderful disposition. If you need something from her she will reliably deliver and deliver promptly!



REGION 2 CUSTODIAN

## RAFAEL PEREZ

Rafael Perez is well respected by his peers. His attendance is excellent and his ability to communicate with parents, staff and most importantly with students is outstanding. Although his school has recently undergone construction and added a new gym, he has continuously cleaned his entire site without any extra help - this shows his dedication to keeping a safe, clean environment for all students and staff at any cost.



# SCHOOL SITE SERVICE EXCELLENCE AWARD



REGION 2 SENIOR CLERK TYPIST

## ANNIE PATTON

Annie Patton has dedicated much of her life to OUSD. Her Glenview colleagues believe that the school would have a difficult time functioning without her organizational abilities. With phones ringing, faculty & staff needing her immediate attention, parents requiring guidance, students seeking her special tenderness, as well as supporting the administration, Ms. Patton can be counted on to represent the school with grace and pride. She consistently seeks out additional training and information to ensure that she is prepared as possible for the work. Ms. Patton has a long history in the district and has detailed knowledge of its systems and services. She has a keen sense of aesthetics and works to ensure that a good first impression is had by all who enter the school offices. Customer service is an obvious priority for Ms. Patton. Her efficient nature, kind heart, amazing speed, and love of her job make her an ideal employee. She enriches the school each and every day.



REGION 2 COUNSELOR

## CARLOS PADILLA

Carlos Padilla's reputation is for dependability. He has probably assisted getting more students into college than any other counselor in the district due to his skills and longevity in OUSD. Mr. Padilla is entirely familiar with the information needed to assist students to navigate high school and the college application process. He attends conferences in his off time in the summer and during the school year to ensure that he is aware of all that is happening in this profession and is available for the students. Mr. Padilla has a wonderfully caring empathic way about him that is reflected in all of his interactions. Mr. Padilla has been in OUSD for many years and it is fitting to honor the work that he has accomplished with so many thousands of students.



REGION 2 NUTRITION SERVICES

## NAKHEU SAEPHANH

Nakheu Saephanh takes pride in her work and is very dedicated. She has stepped up to the plate numerous times including sub managing for large elementary schools. We know that when she is in charge students will be served well. Students enjoy meals and the environment and it is all a reflection of Ms. Saephanh.



REGION 2 NUTRITION SERVICES

## SHELONNDA DAVISON

Shelonnda Davison has been with the district for several years and has done a wonderful job. She always does a great job preparing delicious food for students. She works well with the students & staff and is dedicated to her work — she is a true asset to OUSD.

REGION 3 CUSTODIAN



## DEANDRE HASKINS

Deandre Haskins is a very reliable custodian. His excellent attendance makes him one of the most dependable in the department. His knowledge of the custodial products (cleaning products) and use of equipment is outstanding. His customer service skills are very impressive and his documentation helps his school stay on top of facility repair concerns. His interaction with students, staff and the community is very professional. He takes pride responding to issue promptly — very valued member of the team!

REGION 3 CUSTODIAN



## CLAUDIA MORFIN

Claudia Morfin has great customer service skills. She is always smiling when greeting a customer, very accommodating, never says no and she will always find a way to solve an issues or concern. She goes beyond the call of duty by working on Saturdays and her relationship with the students is outstanding.

REGION 3 ADMINISTRATIVE ASSISTANT



## YESENIA ALAMILLO

Yesenia Alamillo has kept Marshall afloat during this transitional period at the school. The faculty and families use her as a barometer of their wellness. Ms. Alamillo does the bulk of the communication and is seen as a professional. She has been the grease that has allowed people to express their feeling about the transition in a professional manner. Ms. Alamillo is now doing the job that was covered by two people last year, yet there have been no complaints from the customers. The school would not be the same without her!

# SCHOOL SITE SERVICE EXCELLENCE AWARD



REGION 3 LITERACY SPECIALIST

## MARIKO BAUMGARDNER

Mariko Baumgardner makes things happen! She is the go-to person when help is needed. Ms. Baumgardner has transformed herself into an intervention specialist over the past year by studying both reading and language instruction. She seeks the support of coaches to help her grow and she supports newer teachers. She spends her free time supporting teachers who are new to teaching or teaching in Oakland because of her dedication to supporting her colleagues; currently she is also running a Restorative Justice circle for new teachers. Her responsive instruction is accelerating the language proficiency of her students, and she finds time to reach out to families as well. Ms. Baumgardner gracefully embodies the complex and rare mix of dedication, respect and skill necessary for great Oakland teachers.



REGION 3 NUTRITION SERVICES

## JOSLYN AJALA

Joslyn Ajala has been with the District for 13 years and is a team player when it comes down to working with others. She will show up to work early to help out even if it is not asked of her. She will go the extra mile just to get the job done. She is providing high quality work each and every day and her colleagues are thankful to work with her daily!



REGION 3 NUTRITION SERVICES

## JACQUIS TRODDER

Jacquis Trodder has been doing a wonderful job at Burbank for several years now, and has shown himself adept at functioning flexibly and insightfully in a school with a high proportion of specialized needs students and parents. He pays attention to details, turning in his reports as needed and on-time, and also addresses challenges critically, identifying problems at their source and addressing each in a timely manner. He really goes outside the call of duty!



# CENTRAL OFFICE SERVICE EXCELLENCE AWARD



## TECHNOLOGY SERVICES

### SIMON-PEDRO ZIMMERMAN

Simon Zimmerman is consistently an overachiever and provides great customer support to every interaction with OUSD endusers. There is not a day that goes by that he is not recognized by Administrators and fellow staff members. He is truly an asset to the OUSD technology team and community.



## BUDGETING

### KATEMA SLOCUM

Katema Slocum is one of the most reliable & available Financial Service Associates that the Budgeting department has. She is very proactive and takes initiative to get work done in advance. Ms. Slocum is someone that people within her department rely on heavily because she is truly

valued as a team member. Her customer service skills are remarkable which is why she was an Achieving Service Excellence Customer Service trainer for the district. The district Administration goes to Ms. Slocum quite often because they know she will be able to answer the questions and get the work done promptly and correctly. She is such a pleasure to have on the Budgeting team!



## ACCOUNTING

### AZEB LEGESSE

Azeb Legesse is a true asset to the Accounting team. She is dependable and hard working. She takes pride in her work and without complaint takes on additional responsibilities that are beyond her normal day-to-day duties. When other team members need help during critical periods, she

often volunteers to take on additional tasks to support the office. Ms. Legesse is friendly, knowledgeable, and has a great work ethic. Her demonstrated leadership skills result in her team members knowing they can always depend on her for support. On many levels, she is a great team member and is clearly committed to the quality and success of our school district.



## LEADERSHIP, CURRICULUM & INSTRUCTION

### BONNIE STEINHOFF

Bonnie Steinhoff is one of the main reasons people have incredible experiences with the Leadership, Curriculum & Instruction department. Her wealth of experience supporting new teachers and

designing and delivering trainings ensures that her participants always have a high quality experience. She works nonstop to make sure that she is responsive to the needs of the coaches that she supports as well as her students. Whether Ms. Steinhoff is sending emails in-person or presenting a professional development training her communication skills are always top notch!



## FAMILY, SCHOOL, AND COMMUNITY PARTNERSHIPS — ASSIGNMENT OFFICE

### BETTY MCGEE

Betty McGee always takes a friendly and informative approach with both students and parents; serving students in Oakland Schools who have somehow “fallen between the cracks”.

Her commitment, preparation, clarity, and follow-through ensures the students won't slip out of sight again after she has taken them on! She knows the schools that have spaces, she stays in constant communication with parents/students and Administrators, keeps accurate records and keeps up with returning students and parents' unique situations. She conscientiously and effectively case manages without ever making a student feel that they are a “special case” — and gets them enrolled in the best placement possible to ensure their success.



## FAMILY, SCHOOL, AND COMMUNITY PARTNERSHIPS — BEHAVIORAL HEALTH

### BARBARA MCCLUNG

Barbara McClung manages the delivery of Behavioral Health services for the entire District — including crisis response. This is a huge job, yet somehow Ms. McClung combines the capacity

to care passionately with the ability to remain calm and professional in providing these critical services to the youth and adults in our schools. She is extremely knowledgeable in her areas of expertise, but willing to explain and to ensure that concerns and fears are heard and addressed. Ms. McClung cares about everyone in the district; the youth and the adults, and has spent countless nights and weekends making sure everyone gets the high quality services they need. The people she supervises love her; she goes above and beyond in advocating for her staff to ensure they are supported in their work and that the families of OUSD get excellent services. She truly deserves to be recognized for her devotion to this work.



## LEGAL

### CINDEE LAJOURS

Cindee LaJoure has been with OUSD for 8 years and is dedicated, loyal and passionate about her service to our children and community; additionally, there are probably few as knowledgeable in and capable of the high-level interdepartmental communication functions that are necessary for the support of such

a centrally-critical department. Her work product is impeccable, well-organized, and masterfully presented. She is not only a master of her own work duties, but is so well-versed in all aspects of the Legal department's functions that she is easily able to “cover” for the attorneys and others in the office when it is necessary. Ms. LaJoure's level-headedness and attention to detail shines through in her communications with staff, employees, parents and others. She keeps Legal operating compliantly and efficiently through the use of a matter cataloging system, a master matter list, budget management, and is unofficially the Legal department's technology troubleshooter.

# Thank You

## TO OUR DONORS & SPONSORS

Scottish Rite Center

Chef Moe's Bon Appetit Catering



# Acknowledgements

Aardvark Laser Engraving

slimgim designs

KDOL

OUSD Westlake Band



OAKLAND UNIFIED  
SCHOOL DISTRICT

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