Introduction

The following list of criteria is work in progress derived from a series of meetings that have been taking place in Oakland starting with April 6, 2019 in Director Shanthi Gonzales' home, continuing on May 11th, 2019 in Director Jody London's home, and into a town hall meeting in District 1 that took place on Jun 8th, 2019, along with additional meetings with board and Central Office staff and through review of the Citywide plan. During these meetings those present grappled with core questions regarding quality, access, and how to address issues of under-enrollment.

This list will continue to be updated and reflected on until enough stakeholders will have had enough opportunities to review, update, and add items to it.

Whether or not you are able to attend any meetings, your voice counts, and you are invited to be part of this process.

This list contains two types of criteria:

- **Overarching Criteria** which are for the entire set of decision-making processes that are unfolding through August.

- **Summary Criteria** which each refer to a more specific list of criteria for each of the themes they represent.

Keep in mind that criteria aren't strategies. They are designed to be broad enough to frame what's important to stakeholders without naming specific proposals. Their main purpose is to support both decision-makers and others in evaluating different proposals that arise in relation to the various challenges that OUSD is facing. They are thus intended to capture as fully as possible what's important to everyone, together, and to keep them as practical as possible. The hope is that eventually applying these criteria consistently will lead to adopting policies and measures which will address as many of these criteria as possible until they work for as as many stakeholders as possible.

NOTE: the criteria are numbered for easy reference. There is no relationship between numbers and importance. The aim is to reach decisions that address all the criteria significantly better than current practices and plans do.

You are invited to comment, about any issues you have with any of the existing criteria, such as confusion, lack of clarity, or disagreement. You will find full instructions below the full list.

You are also invited to participate in an *informal* survey evaluating some proposals that have been briefly brought up and discussed at the Jun 8th town hall meeting. You can do so by clicking http://soo.gd/ousd. This survey uses some of the criteria and omits those that are more relevant to longer term decisions. The results will be presented to the Central Office and the OUSD School Board periodically while people are still responding.

Evaluation Criteria

Overarching Criteria

1. Base all decisions on a long-term vision for OUSD that will hold all aspirational values

2. Equitable access to quality educational experiences available to all families at every school

3. Active commitment to moving consistently towards ending racial and class differences in outcomes

4. Care for students drives decisions and priorities

5. Take into specific consideration, in all decisions, the impact on students with special needs and medical needs

6. Policies that foster a collaborative and transparent culture district wide for students, families, staff and the Central Office

7. Make all decisions on the basis of data available to the community

8. Allowing most impacted stakeholders to participate in decision making that affects them

9. Building on existing achievements in shaping future decisions

10. A financially sustainable district that can care for all its priorities

11. Preserving resources of the school district for district schools

12. Care for school sites as assets of the school district and community

13. Directing resources to where the need is

14. Authentic, democratic, local control within the city over all publicly funded schools

15. Finding constructive ways to address the controversies surrounding charter schools

16. Addressing the root causes of under-enrollment

17. Addressing the needs that charter schools are aiming to address

18. Addressing the geographic distribution of schools within Oakland and the drawing of attendance boundaries to ensure equitable access

19. Attending to relationships within the community between families and between schools

20. Prioritizing, attracting and retaining quality staff

21. Acknowledging the complexity and interrelatedness of the systemic issues

22. Evaluate the results of decisions based on metrics and communicate the findings

Summary Criteria

23. Process: Culturally responsive ways of involving all stakeholders effectively in decisions that impact them

24. Process: Flexible, adaptable and transparent decision-making processes based on clear criteria and data that are relevant to specific sites and programs

25. Communication: Timely, accurate, transparent, and sufficient communication systemically shared about projects and initiatives taking place in the district and/or the community about all relevant events and decisions as they affect stakeholders

26. Communication: Clarity before and after community and family engagement about whether and how input and feedback will be used in decision-making

27. Programming: Multiple language and innovative programming that is culturally relevant and available across all grade levels and city electoral districts

28. School Community/Culture: Sustaining a welcoming, safe, connected, and rigorous environment within all schools and the community

29. Capacity: Utilizing available funding to support adequate and stable staffing and the best possible care for the specific needs of students, families, teachers and administrators

30. Enrollment: Evidence-based strategies to boost enrollment which are attentive to race impacts and community perceptions, aiming to build and sustain trust in the existence of care for families' needs

31. Misc: Address low trust, especially around race impacts and financial transparency, throughout the process and beyond

COMMENTS FROM THE COMMUNITY

You are invited to comment about any issues you have with any of the existing criteria, such as confusion, lack of clarity, or disagreement. You can either insert a comment if you know how to do that, or you can go to the end of the document and add your notes in the table provided there. In your comments, please address the following:

- if you find any of the language controversial: what makes it controversial for you and any alternative suggestions you have that still include what you believe is important to the people who put this criterion in;

- if any of the language is unclear to you, pinpoint the phrase or words that are unclear; and

Evaluation Criteria

- if there is anything missing, please name what's missing that isn't already covered by one of the existing criteria.

Please include your contact information in case we have clarifying questions.

Criterion #	What is the issue?	Suggested change	Name	Email address