



OAKLAND UNIFIED
SCHOOL DISTRICT

*Community Schools,
Thriving Students*

Facilitated Mutual Matching

**Inclusive Teacher Assignment
Process for
Full-Service Community Schools**

Introduction

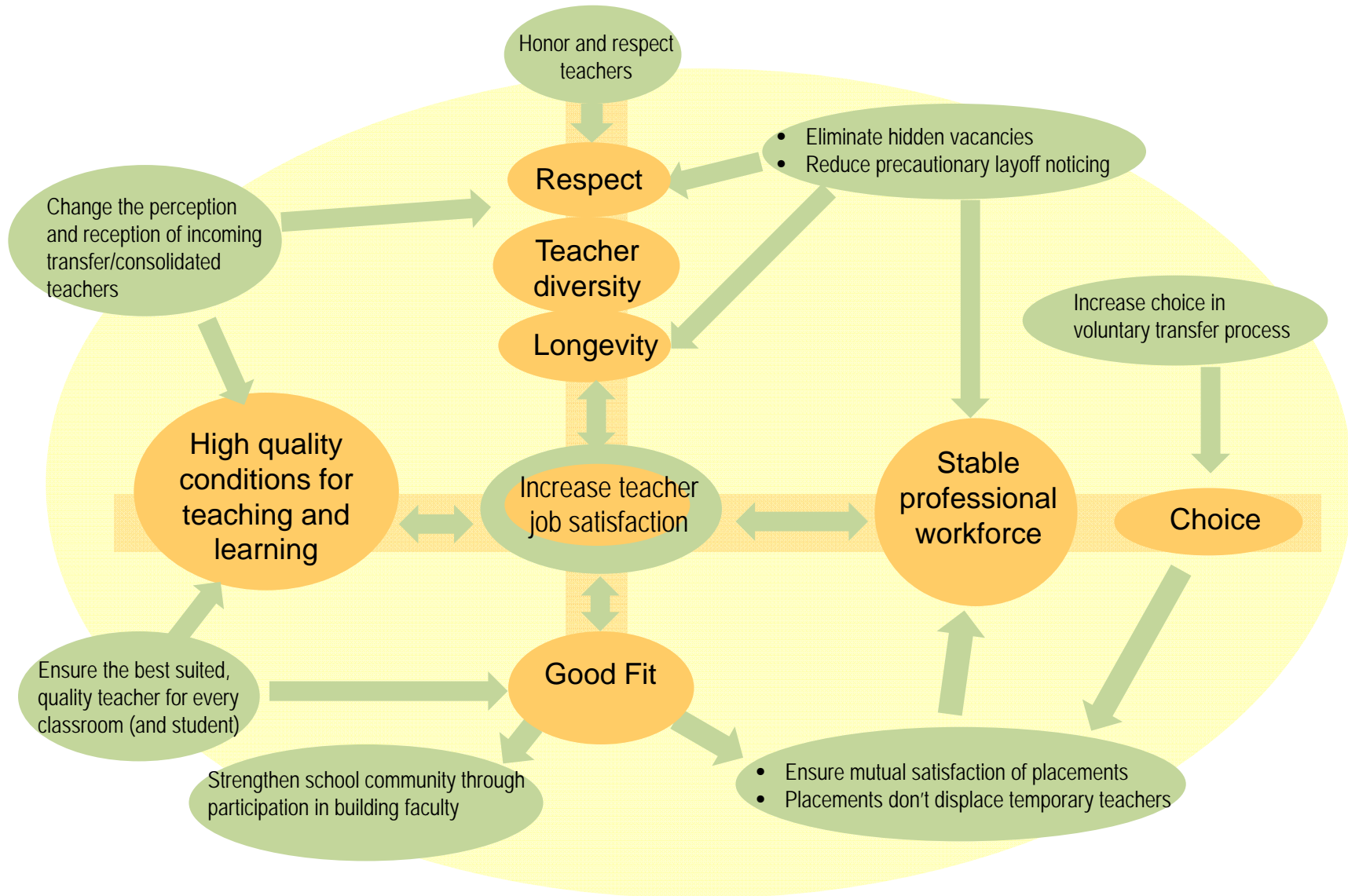
- **OUSD students:** all with individual and unique needs, all deserving of a quality teacher in every classroom
- **OUSD Teachers:** a precious resource, each one with individual skills, talents and abilities

Mutual Matching is an inclusive process that will involve OUSD, Teachers, and Community Schools in bringing the best-suited teachers and schools together for the benefit of OUSD children.



Mutual Matching Outcomes

Meet **OEA** & **OUSD** Shared Interests



Objectives of Mutual Matching

- Ensure every classroom is staffed with a teacher well suited to school culture, climate and priorities
- Honor and respect teachers as educational professionals
- Change perception (and reception) of consolidated, displaced and voluntary transfer teachers
- Increase retention of displaced teachers new to OUSD
- Offer real assignment flexibility through the voluntary transfer process

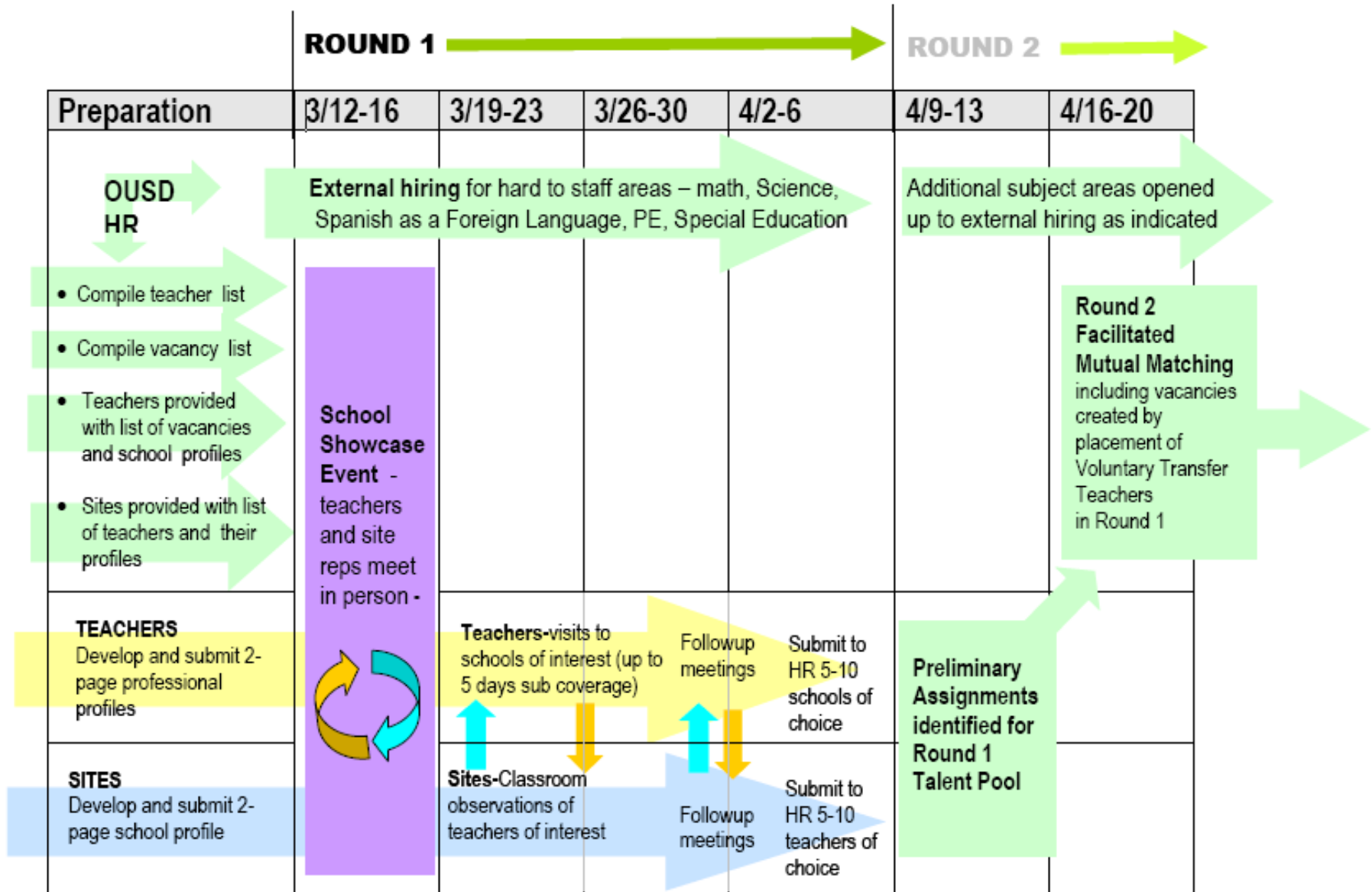


Objectives of Mutual Matching

- Eliminate hidden vacancies and reduce precautionary layoff noticing
- Strengthen school community through participation in building faculty
- Change perception (and reception) of consolidated, displaced and voluntary transfer teachers
- Increase teacher job satisfaction
- Ensure mutual satisfaction of placements without displacing temporary teachers



Facilitated Mutual Matching – Timeline



Structure and Process Overview

Round 1 period (approximately Mar 12th – Apr 6th) :

- ✓ External hiring for hard to staff areas (Math, Science, Spanish as a Foreign Language, PE, Special Ed)
- ✓ Internal only hiring (“match”) period for most credential areas:
 - ✓ Information development , gathering by HR, teachers and schools
 - ✓ Information sharing at School showcase event followed by in-person visits and follow-up interview
 - ✓ Preference submissions by teachers and sites
 - ✓ Matching by HR to complete Round 1

Round 2 begins April 16th



OAKLAND UNIFIED
SCHOOL DISTRICT

Community Schools,
Thriving Students

Structure and Process Detail-

Stage 1 - Information Sharing

Teacher Talent Pool:

- ✓ (With OUSD support) each teacher completes 2-page professional profile
- ✓ Each teacher furnished with list of vacancies and school profiles

School Communities Seeking Faculty

- ✓ Each school site completes 2-page school profile
- ✓ Each site furnished with list of (and profiles of) displaced teachers

A **School Showcase Event** will offer the opportunity for teachers and school representatives to become acquainted in person



OAKLAND UNIFIED
SCHOOL DISTRICT

Community Schools,
Thriving Students

Structure and Process Detail-

Stage 2 – Visits and Interviews

Talent Pool Teachers:

- ✓ Opportunity for up to 5 days of sub coverage to visit schools with vacancies



School Communities:

- ✓ Opportunities to visit home site classroom of Talent Pool teachers



After in-person visits, follow up conversation between teachers and school communities



OAKLAND UNIFIED
SCHOOL DISTRICT

Community Schools,
Thriving Students

Structure and Process Detail-

Stage 3 – Preferences

Talent Pool Teachers

Complete School
Preference Form with
5-10 choices

*Must be equally ready to
fully engage with culture,
climate, and practices of
any school selected*

School Communities

Complete Teacher
Preference Form with
5-10 choices

*Must be equally ready to
fully integrate and welcome
any teacher selected*



OAKLAND UNIFIED
SCHOOL DISTRICT

Community Schools,
Thriving Students

Structure and Process Detail-

Stage 4 – Round 1 Matching

- ✓ Using preference forms, HR facilitates Round 1 of matching and assignment
- ✓ At completion of Round 1, Talent Pool teachers and School Communities participate in second round of facilitated matching



Structure and Process Detail-

Stage 5 – “No Match” Response

Teachers who remain in the Talent Pool and have not yet been able to find a good fit at a new school site are offered a menu of options.

A commitment to Mutual Matching includes a commitment to identify an assignment or other appropriate outcome for all teachers who enter the spring mutual matching Talent Pool.



Creating Favorable Conditions for Successful Mutual Matching

- ✓ Date-sensitive cash incentives to teachers considering resignation or retirement
- ✓ District leadership aligned behind accountability measures to reduce late vacancy notification
- ✓ Funds needed for:
 - ✓ Support services to Talent Pool Teachers (profile prep, sub and mileage cost, etc.)
 - ✓ School Showcase Event
- ✓ Remove budgeting incentive for schools to employ less expensive teachers – budget impact of salary and benefits costs of teachers in Talent Pool set at average.

