

# THE OAKLAND PUBLIC EDUCATION FUND EVALUATION REPORT:

## A LOOK AT THE ORGANIZATION'S THEORY OF CHANGE, LOGIC MODELS, AND SUPPORTING DATA



Spring 2022 | Prepared by Public Profit



# Acknowledgements

## The Oakland Public Education Fund Leadership and Staff

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# About This Report

The Oakland Public Education Fund (“the Oakland Ed Fund”) commissioned Public Profit to conduct an organization-level evaluation to support the Oakland Ed Fund team as they reflect on their recent successes and setbacks in preparation for the next strategic planning cycle. In this partnership, Public Profit hosted an iterative, participatory session with the Oakland Ed Fund team members to articulate and create their Theory of Change. This Theory of Change describes the methods in which the Oakland Ed Fund supports Oakland’s public education system. Public Profit also led the Oakland Ed Fund team members through a process in synchronous meetings to refine their initiative-level logic models for four of their initiatives: (1) Fiscal Sponsorship, (2) Corporate Partnerships, (3) the A to Z Fund, and (4) Oakland School Volunteers.

This report shares the Oakland Ed Fund’s Theory of Change, and then dives into each of the four initiatives. For each initiative, we outline how the initiative is designed to work in both narrative and graphic form. The logic model outlines the roles that the Oakland Ed Fund plays, the initiative’s activities, and the intended outcomes for each of the main participant groups.

For each of the initiatives, Public Profit leveraged the Oakland Ed Fund’s existing data to measure the reach and outputs. In addition, Public Profit conducted interviews with participant groups, including representatives from corporate partners and Oakland public school staff members who have engaged with the Oakland Ed Fund’s initiatives. This report combines the Oakland Ed Fund’s quantitative measurements of the initiative’s impact and qualitative insights from interviews.

## Report and data limitations

For the purposes of the scope of work with Public Profit, this report focuses on four of the Oakland Ed Fund’s initiatives, which is not all-encompassing of the Oakland Ed Fund’s reach. Namely, Adopt an Oakland School and the Cash Assistance Program are not included in this report. Future iterations of work with Public Profit will create a logic model for these programs.

This report presents the organization’s existing measures of impact for the initiatives. To supplement this data, we interviewed representatives from two of Oakland Ed Fund’s corporate partners (Salesforce and the Oakland Athletics), four school administrators and staff at Oakland public schools, and the Chief of Staff of the Office of the Superintendent at Oakland Unified School District. While each of these interviewees added their personal insight into how the initiatives have impacted their community, they could only speak to their own experience of the initiatives. Therefore, we were not able to provide insight or data on all the different ways that the Oakland Ed Fund’s programs have impacted the community. Furthermore, this report does not include the perspective of students, parents, teachers, and volunteers or who have been involved in or impacted by the programs. Their perspectives are important and should be included in future iterations of evaluation.

# The Oakland Public Education Fund's Theory of Change

The Oakland Public Education Fund (“the Oakland Ed Fund”) leads the development and investment of community resources in Oakland public schools so that all students can learn, grow, and thrive. To support Oakland students, the Oakland Ed Fund secures, manages, and provides the following types of resources:



**Material:** The Oakland Ed Fund provides physical resources and supplies to Oakland public schools to improve students’ educational experiences. The Oakland Ed Fund is often the recipient of large donations of physical resources, such as school supplies or goods for students, which they then equitably allocate to students across Oakland.



**Financial:** The Oakland Ed Fund secures financial resources that are allocated to provide enriching educational programs and opportunities to Oakland students. As part of this work, the Oakland Ed Fund manages the A to Z Fund, which provides teachers and administrators the opportunity to apply for a grant to meet a specific student need.



**Human:** The Oakland Ed Fund manages human resources services such as recruiting, screening, and training for volunteers. As part of this work, the Oakland Ed Fund manages the Oakland School Volunteers program, which connects community members with opportunities to volunteer in multiple capacities with Oakland public schools.

The Oakland Ed Fund responsively and reliably allocates these resources to Oakland students with an equity lens. They distribute resources through:



**Oakland Unified School District (OUSD):** The Oakland Ed Fund partners with OUSD to connect volunteers and resources with every Oakland public school.



**Fiscally sponsored projects:** The Oakland Ed Fund serves as the 501(c)(3) sponsor for a range of Oakland public schools and education focused projects, which provides the legal basis to provide flexible funding and resources in a responsive and timely manner.



**Community-based organizations (CBOs):** The Oakland Ed Fund supports CBOs by providing resources and funding for education-focused nonprofits to care for Oakland students.



**Corporate partnerships:** The Oakland Ed Fund partners with Bay Area-based large technology companies that provide Oakland students access to career-building opportunities. These corporate partners provide students with mentors and tutors, volunteers for classrooms and campus events, and technical skill-building experiences.

As a result of this work, the Oakland Ed Fund aims to positively impact the following groups:

**Oakland public school teachers and administrators:** With increased access to volunteers and funding, teachers and administrators will have expanded capacity and resources to maximize innovation in best meeting their students' needs. In addition, teachers and administrators have increased access to providing quality opportunities both for their own professional development and for their students.

**Oakland public schools and community:** The Oakland Ed Fund supports public schools with financial, logistical, and programmatic support to deliver impactful educational learning experiences for all students. As a result of the Oakland School Volunteers program and corporate partnerships, community members will have increased involvement in the public education system and therefore feel more connected to Oakland students' success.

**Oakland students:** Oakland students have increased access to enriching resources, industry exposure, and learning opportunities that support their academic, career, and interpersonal success. As a result of the Oakland School Volunteers program and Corporate Partnerships programs, students will also feel connected to their community through interacting with volunteers and mentors.

The Oakland Ed Fund has stable initiatives and ways of supporting the Oakland education community. The organization also acts responsively to the community's direct input on how to best meet students' needs. For example, the Oakland Ed Fund quickly and responsively took action at the onset of the COVID-19 pandemic by providing funds directly to families.

A visual depiction of The Oakland Public Education Fund's Theory of Change is on the following page.



*The Oakland Ed Fund has their ongoing work, and then there's also a responsive element where they ask, 'How can we come together and do things to meet a need that wasn't here yesterday, but it's front and center today?' – Curtiss Sarikey, Chief of Staff, Office of the Superintendent at Oakland Unified School District*

Figure 1. The Oakland Public Education Fund's Theory of Change



## The Oakland Public Education Fund's Theory of Change

### Our Mission:

The Oakland Public Education Fund leads the **development** and **investment** of community resources in Oakland public schools so that all students can **learn, grow, and thrive**.

We support all students in Oakland public schools with a focus on those furthest from opportunity, because kids who come to school with less need more.

### How We Work:

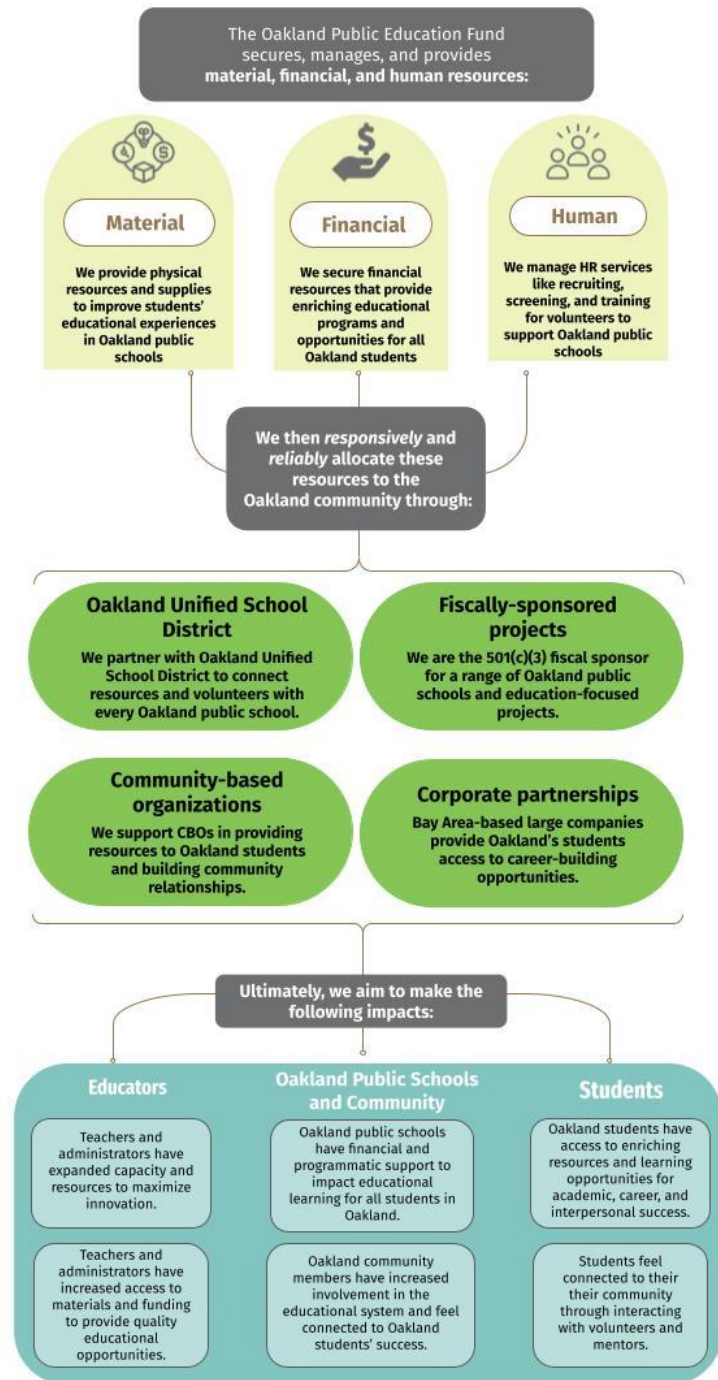
We **distribute resources with an equity lens** among Oakland public schools.

We **financially support** the Oakland community through **investing and fundraising** to improve the educational experiences of underserved students.

We **act responsively** to Oakland teachers and communities' direct input on what they need to best serve their students.

We **collaborate** with volunteers, donors, teachers, and families, and we recognize that everyone has a different perspective and value to this work.

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# Fiscal Sponsorship

The Oakland Public Education Fund strives to lead the development of community resources to invest in Oakland public schools so that all students can learn, grow, and thrive. This is accomplished through collaboration with public schools, Oakland Unified School District (OUSD) departments, and education-focused projects that strive to improve outcomes for Oakland students.

Education-focused organizations and departments without 501(c)(3) status can apply to the Oakland Ed Fund for fiscal sponsorship. The Oakland Ed Fund primarily uses two legally recognized sponsorship models: Model A (a direct project) and Model C (a preapproved grant relationship). Model A Sponsorships include direct projects that are an integral part of the Oakland Ed Fund's program activities. In these sponsorships, the project legally belongs to Oakland Ed Fund and the people conducting the project are employees of the Oakland Ed Fund for the duration of the project. Conversely, Model C Sponsorships establish a grantor-grantee relationship between the Oakland Ed Fund and the project wherein the Oakland Ed Fund disperses funds to a project, but the project is legally independent from the Oakland Ed Fund.<sup>1</sup> In addition to these models, the Oakland Ed Fund develops custom fiscal sponsorship agreements, as they have done with OUSD schools and departments. The Oakland Ed Fund is also the “employer of record” for Oakland public schools’ Parent Teacher Associations. In all these forms, fiscal sponsorship status allows these organizations to access funding and opportunities only available to 501(c)(3) organizations. They can then provide programs to systematically disadvantaged communities in Oakland without the logistical/financial barriers.

As shown in Figure 2, the Oakland Ed Fund has been the fiscal sponsor for 116 partners of varying types. The largest grantors of fiscal sponsorship were by far the OUSD schools and affiliated departments, accounting for over 70% of all the Oakland Ed Fund's fiscal sponsor relationships.

*Figure 2. The Oakland Ed Fund has been the fiscal sponsor for 116 organizations and departments.*

68	23	13	9	3
OUSD Schools	OUSD Departments	Model A Sponsorships	Employer of Record	Model C Sponsorships

Source: Data provided by The Oakland Public Education Fund, including all fiscal sponsor types between Fall 2021 and Spring 2022. This chart does not include the Oakland Ed Fund internal departments that are sponsored.

**Fiscal Sponsors receive unique and responsive services from the Oakland Ed Fund.**

<sup>1</sup> Colvin, G. L. (1993). (rep.). *Fiscal Sponsorship: Six Ways To Do It Right — A Synopsis* — (4th ed., Vol. 7, pp. 604–611). San Francisco, CA: The Exempt Organization Tax Review.

Fiscal Sponsorship with the Oakland Ed Fund allows a nonprofit to have flexibility in providing goods and services to their communities. A 501(c)(3) status is expensive to gain and requires between \$10K-\$100K in startup costs alone; this expense can be burdensome on new programs. However, fiscal sponsorship alleviates these startup costs and enables nonprofits and programs to conduct their best work without the barriers associated with not having 501(c)(3) status.

The Oakland Ed Fund provides organizations with access to financial management and human resources expertise. For example, all fiscal sponsors funds are audited yearly, and hiring practices managed by the Ed Fund are always in line with the latest Federal and California employment laws. This support enables a nonprofit to comply with current laws and allows for fiscal sponsors to have access to financial management through The Oakland Ed Fund.

Lastly, fiscal sponsorship engages donors and funders to provide a reputable and established foundation for funding, from individual donors to private foundations and government agencies. These donors can provide critical funding for fiscal sponsors, and the Oakland Ed Fund manages tax donation letters regardless of the amount. Because The Oakland Ed Fund offers fiscal sponsorship, programs in Oakland are more able to do their best work and serve their communities in unique and impactful ways.

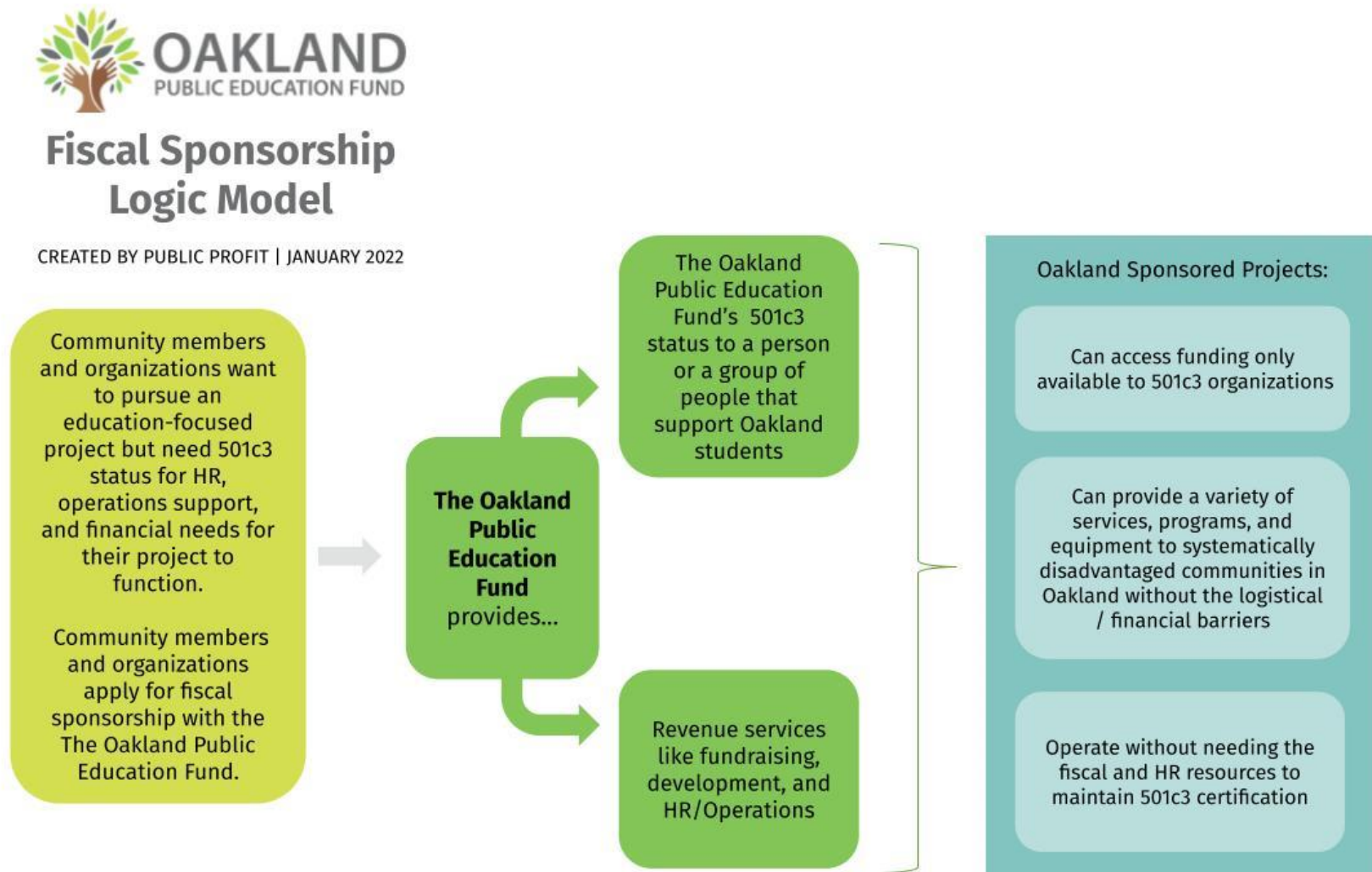
### **The Oakland Ed Fund supported students to keep learning during the pandemic through learning hubs**

The Oakland Ed Fund has been responsive and flexible during the emergency response to the COVID-19 pandemic. Notably, at Castlemont High, the Associate Director of Oakland Kids First described how the Oakland Ed Fund supported her and her school in providing English and Spanish learning hubs during the COVID-19 pandemic. These learning hubs were designed for students who did not have technology or internet access at home. These students could come to the learning hub to access virtual learning and receive academic support. The Oakland Ed Fund quickly assessed the needs of the Oakland public school students, teachers, and members to deliver direct response to support those in need.

*"[We provided] a Spanish and an English learning hub where we had 12 to 15 students on our school campus throughout the pandemic to support them in distance learning. We realized how hard it was for our students to access virtual learning - it was not easy at all. So being able to get some kids on campus to support them has been such a lifesaver for a lot of the students that were involved." – Sabaa Shoraka, Associate Director of Oakland Kids First, at Castlemont High School*



Figure 3. The Fiscal Sponsorship Logic Model



# Corporate Partnerships

The Oakland Public Education Fund has developed relationships with multiple corporate partners, who become sponsors and supporters of Oakland's public schools and The Oakland Ed Fund's programs. There are several ways corporate sponsors support the Oakland Ed Fund and Oakland community: (1) committing to large and extended investments where the partner has a designated grant manager on staff and develops custom impact measurements, (2) adopting Oakland schools, where organizations sponsor events and support for particular schools, (3) sponsoring the Oakland Ed Fund Gala and other events, (4) donating directly to schools, and (5) providing unrestricted funds to the Oakland Ed Fund and their programs. In addition, corporate sponsors can provide one-time grants and cash assistance programs. The sponsors also provide experiences for students, such as fellowships, tours, corporate field trips, and mentorship opportunities with the sponsor's staff. For example, some corporate partners offer a paid fellowship for high school students to develop their technical skills and financial literacy.

Because of these partnerships, Oakland public school students have exposure to the tech industry through panel interviews, tours, interactive workshops, and technical skill demonstrations. Students also have the opportunity to participate in individualized mentorship with technology professionals, trainings that support technical skill development, and job application experience and support.

The Salesforce logo, which consists of the word "salesforce" in white lowercase letters inside a blue cloud-like shape.

## Highlights from the Partnership with Salesforce

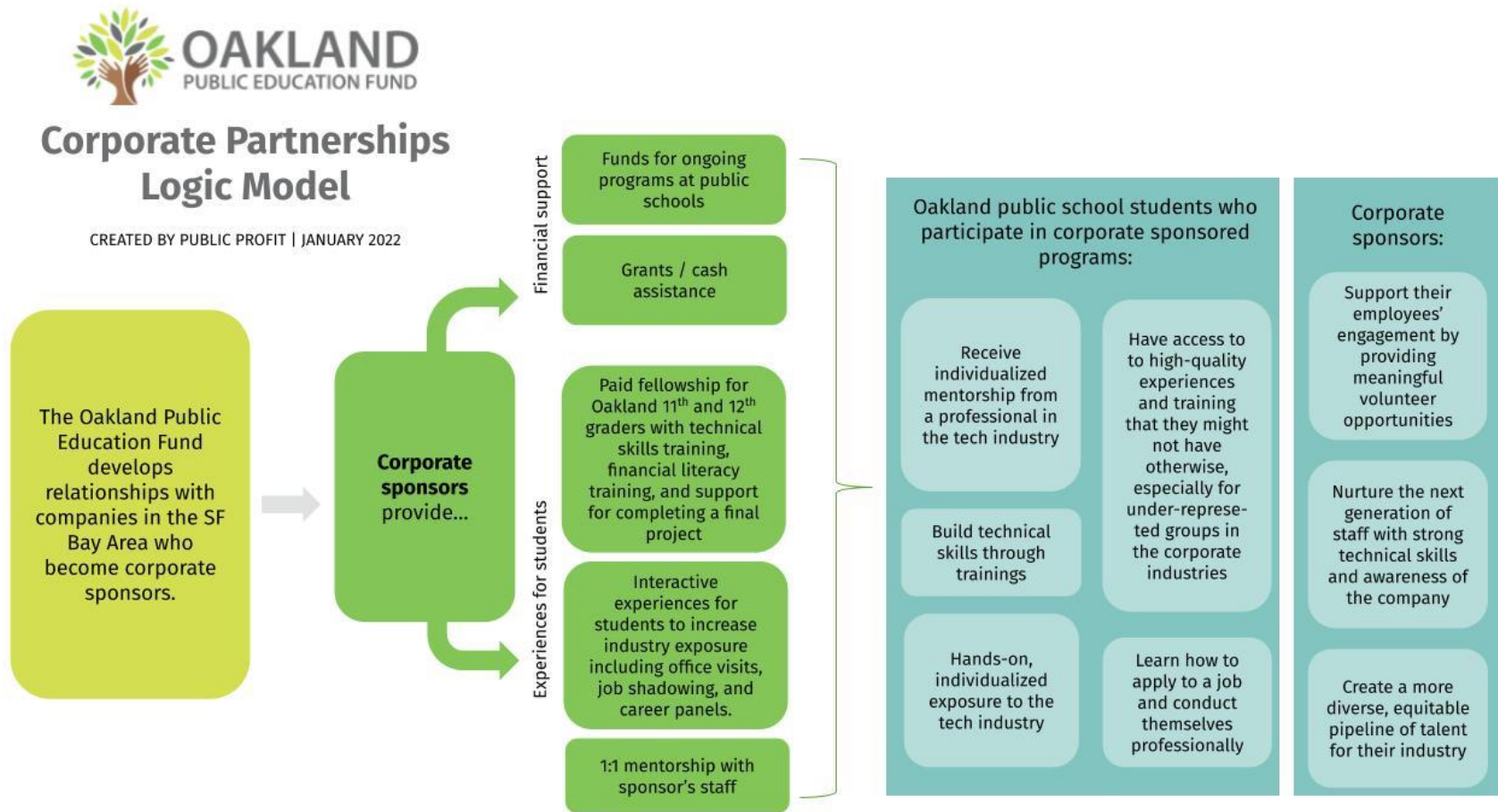
*Some recent events and programs offered in partnership with Salesforce:*

**Volunteering:** Salesforce employees volunteer for one-time events, ongoing classroom support, and individual tutoring for students who need it most. Their support makes a tangible difference for teachers getting ready for school, for students needing academic mentoring, and for communities coming together to support public education.

**Computer Science:** Salesforce catalyzes high quality computer science experience for middle school students. In partnership with Salesforce, all the middle school network schools in OUSD offered computer science this year to 1,808 students.

**Principal Innovation Fund:** Principals at middle schools receive \$100,000 to use as they see fit, enabling them to leverage their ability to identify and implement innovative solutions their school communities' unique challenges.

Figure 4. Corporate Partnerships Logic Model





## Highlights from the Partnership with Intel

*Some of the recent events and programs offered in partnership with Intel:*

**Virtual 13-week one-on-one mentorship program:** High school students in STEM career pathways are paired with mentors from the tech industry for one-on-one mentoring to develop their college and career plans.

**Computer Science Education Week:** Corporations come together to host workshops, career panels, seminars, and presentations to inspire students to pursue careers in the tech field.

**Virtual Women in Tech Dinner:** An event to bring female-identifying students, alums, tech professionals together for a night of networking.

**Intel Summer Fellowship:** Fellows were hired to build their skills in computer-science courses. They gained exposure to a corporate environment through career panels, workshops, and field trips.

### Staff of corporate sponsors provide mentorship to Oakland students.

Employees of the Oakland Ed Fund's corporate partners have the opportunity to mentor Oakland public school students. These mentorship programs give corporate employees the opportunity to meaningfully engage with youth by sharing their talents, career journeys, and advice. These mentorship opportunities also help nurture the next generation of technically competent professionals by providing youth with skill development opportunities. These opportunities include field trips, technical demonstrations of technical processes and skills, and one-on-one conversations. Often, these youth do not have other mentors in the tech industry.

For example, the Intel Mentorship Program has connected Oakland high school students with Intel employees. These mentors and mentees communicate by email and come together for quarterly events, including a trip to Intel, a bowling night, and a visit to the California Academy of Sciences. Mentors also offer advice and perspective on college applications, choosing a major, financial aid, career pathways, and more.

The corporate partnerships are mutually beneficial for Oakland's students and the corporate partner's employees. The long-standing nature of the corporate partnership between the partners and their schools enables volunteers and corporate partners to build deep, meaningful relationships with Oakland schools and communities. This leads to employee engagement and satisfaction, as they have opportunities to volunteer their time and energy to a cause that is personally meaningful.

“

*Many of our employees have made long-term connections and relationships with the schools they've volunteered in and become part of the school communities. We are committed to supporting at least three engagements a year to help build community around these schools and create high impact volunteering opportunities for our employees.” - Brenda Martinez, Strategic Giving Program Manager at Salesforce*

### **Creating meaningful connections between corporate staff students**

### **and Oakland**

While Salesforce volunteers were visiting an Oakland public school for an event, a school staff member noticed that there was a volunteer that had a great personality; she thought that this Salesforce employee would be a great match to tutor one of her students. At the time, there weren't any adults on campus from that student's racial background, and the school staff member knew how meaningful it would be for this student to have a mentor that looked like him. Shortly after the Salesforce event, the Salesforce employee started weekly tutoring sessions with this student. The school staff member stated, “We were able to find someone who looked like him to come to campus and help advance his education. That was just really powerful. That student is in high school now, and I know that tutoring experience made a difference in his middle school career.”

### **Corporate sponsor employees help teachers feel prepared and supported.**

Employees from corporate partners support teachers and school administrators by preparing the classrooms at the beginning of each school year, organizing supplies, and ensuring that teachers have the resources they need to best serve their students. Corporate employees have also sponsored campus beautification events, teacher appreciation events, and fundraising for teachers and principals.

“

*[Salesforce volunteers] helped get this school ready for the school year. They came in and they blitzed the school. They help create a really welcoming environment. It's like this clean, fresh slate. They have organized our supply room and they did a fabulous job.” – Jaymie Lollie, Community School Manager at Frick United Academy of Language*

## Students have access to career-inspiring experiences through corporate sponsors.

Students have the opportunity to visit a corporate partner's office, where they form connections with the sponsor's employees and company. These experiences are particularly transformative for students when they personally identify with the professionals. Especially for under-represented groups in the tech industry, it is powerful for students to have intimate, specialized experiences that help them feel welcomed and envision themselves in a similar position in the future.

### The power of representation on a corporate panel

An Oakland public school staff member was coordinating a field trip to Salesforce. Her students were going to watch a panel interview of Salesforce staff discussing their careers. The staff member asked the Salesforce representatives to include people that represent her students – professionals who were in special education, BIPOC, undocumented, spoke with an accent. The staff member stated, “It was really important that when we’re going into these corporate spaces that our students can see themselves there. I need my students to know that they can succeed.” This staff member said the Salesforce staff heard her and responded, including with professionals with backgrounds that reflected her students. Reflecting on how this experience impacted her students, she said, “The students felt very accepted in a space that they may have not ever been in. They could see themselves in the future.”

An Oakland public school principal noted these types of experiences help broaden students' sense of what is possible for their futures. For example, for a young Black middle school student, meeting a professional Black woman who grew up in Oakland helps her believe that *she too* could have such a job when she grew up. Hearing a software engineer show their story about immigrating to the US and struggling with English can inspire students to believe that *they too* can succeed academically. Through the partnerships with the corporate sponsors, the Oakland Ed Fund creates opportunities for students to have meaningful interactions and experiences that inspire future success.



*For our students, middle school is this place of exploration. We want our kids to dream big, but sometimes they only dream as big as the world they know. So, it's important for us to enlarge it, but if we do, and they don't feel that these spaces are accepting of them, then they're not going to think they can do that in the future. Representation matters. It matters for everyone. So, they can see themselves in the future.” – Jaymie Lollie, Community School Manager at Frick United Academy of Language*



Another Oakland public school Principal reflected on how their school's partnership with Salesforce enabled students to have unique and empowering experiences. For example, middle school students had the opportunity for their school orchestra to perform at a fundraising gala hosted at the top of the Salesforce building. The experience highlighted the talent within the student body of the Oakland public schools and provided those students with a confidence-boosting experience.

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*It was pretty amazing to be able to have phenomenal students be acknowledged and to be able to showcase their talents at that event. That platform and that venue is significant; it's a confident booster. Some of the students who participated in that gala years ago moved on to go to renowned musical schools and are still performing. Showcasing and spotlighting students builds confidence. We were able to bring community together and bring students together to celebrate them, to create relationships, to create memories. That contributes to the whole school and the goal of a school that is responsive to all the needs of students.”* — Aubrey Layne, Principal at Edna Brewer Middle School

Furthermore, Salesforce has provided students with unique opportunities to participate meaningfully in the technology sector. For example, students from Oakland public schools had the chance to participate in Salesforce's Dreamforce conference, which is one of the biggest technology conferences in the world. At the conference, students met and interacted with professionals in the industry, present projects they had been working on, and receive feedback from experts in the field.

Salesforce has a commitment to supporting local public education, which ultimately supports the next generation of technology professionals. The Oakland Ed Fund's partnership with Salesforce is based on a mutual investment high-quality public education to support the success of all students.

“

*Salesforce is deeply committed to supporting the quality of public schools, as student success correlates with the next generation of talent. By investing in our school systems and providing opportunities to current students, we aim to increase access to a quality education, a meaningful future career, and the ability for students to reach their full potential.”* - Emily Anthony, Senior Director of Education Initiatives at Salesforce

# The A to Z Fund

The A to Z Fund does two big things for all Oakland public schools: gives teachers extra training and distributes money to educators to use for field trips, music, sports, and other underfunded opportunities from A to Z. Educators can apply for a mini grant, which is \$250 - \$1,500 for a general school project, or \$1,500 - \$5,000 for teacher professional development.

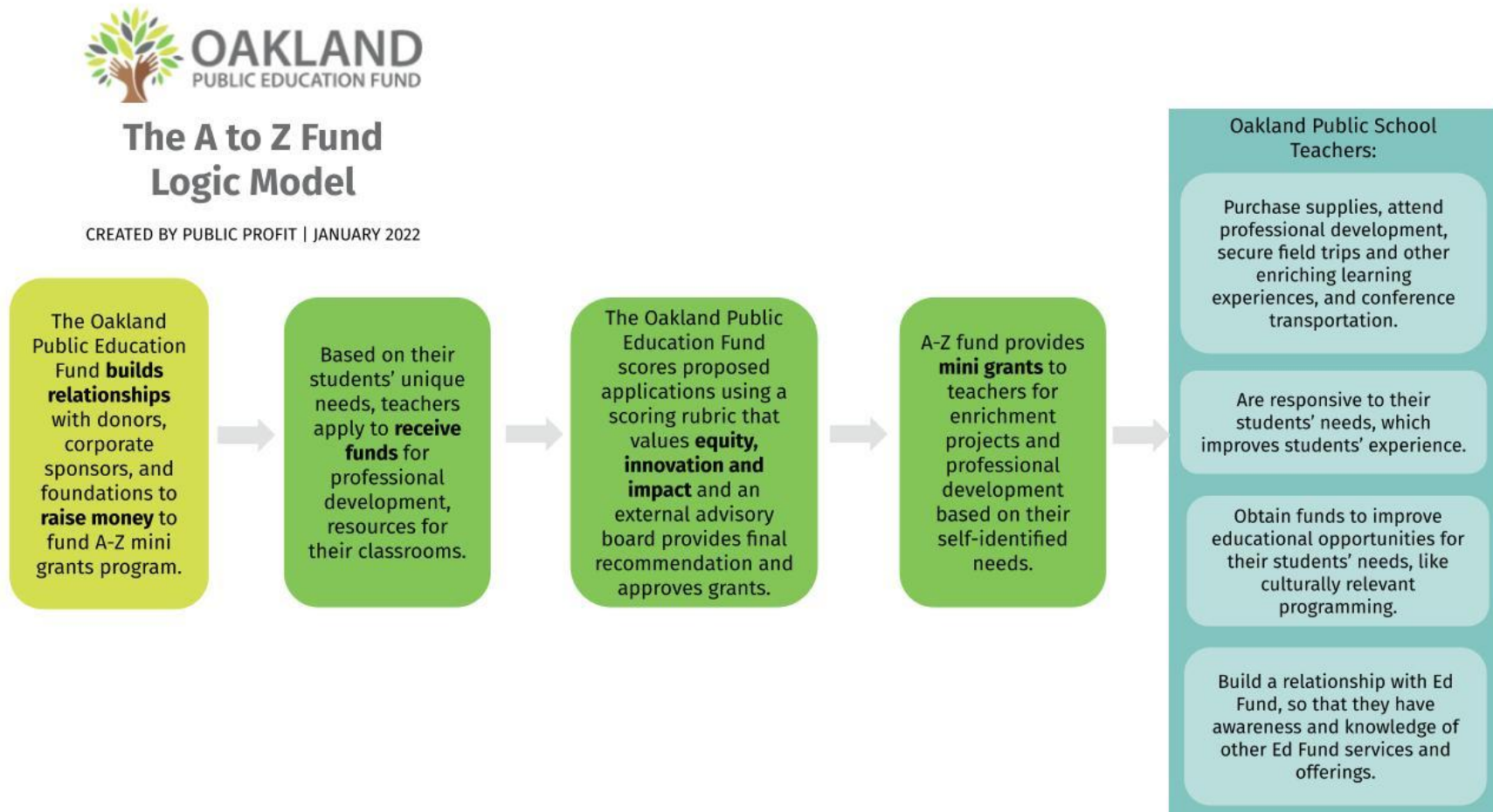
The Oakland Public Education Fund builds relationships with donors, corporate sponsors, Parent Teacher Organizations, and foundations to raise the funds needed to fund the A to Z mini grants program. Educators in Oakland then apply for a grant to cover the costs to enable a specific project, school or classroom enhancement, or opportunity come to life. These educators know their students and school communities best, so they apply for funds that are most suited to what is needed. The A to Z Fund applications are open twice a year, so educators have the opportunity to access funds for a small project as their understanding of their students' needs develops.

The Oakland Ed Fund reviews the A to Z mini grant applications using a scoring rubric that values equity, innovation, and impact. The applications are reviewed by an external advisory board, who provides the final grant approval recommendations. Then, the educators receive notice that they are approved for the grant and can purchase the materials, resources, and professional development costs.

As a result of the A to Z Fund, Oakland public school teachers are able to hold programs and purchase supplies, attend professional development, secure field trips, and are responsive to their student's needs. Teachers can obtain funds to improve the educational experiences of their students and conduct culturally relevant programming. Furthermore, the A to Z Fund allows teachers to build a relationship with The Oakland Ed Fund, so they become aware of other opportunities for support and engagement that are available.

“A to Z grants are hyper-focused on a specific population and making sure they have their needs met... Usually, we can't set aside \$500 for a really small group of kids who just need like a little something extra, but A to Z does. And that enriches their school experience. So I totally appreciate that.” – Jaymie Lollie, Community School Manager at Frick United Academy of Language

Figure 5. The A to Z Fund Logic Model



The A to Z Fund provided 252 grants between Fall 2020 and Spring 2022. Each grant funded a teacher to conduct responsive programming or acquire professional development opportunities.

Figure 6. The A to Z Fund awarded over 250 grants in the past two years.

71 grants Fall 2020*	59 grants Spring 2021	58 grants Fall 2021	64 grants Spring 2022
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Source: Data provided by The Oakland Public Education Fund, including all A to Z grant requests between Fall 2020 and Spring 2022. Note: Some of the grants counted in Fall 2020 included grants previously awarded in Spring 2020 but were delayed due to the pandemic.

### The A to Z Fund provided tools for students to reconnect

A Community School Manager received an A to Z grant for \$500 to support her school last year. As a result of a merged school during the COVID-19 pandemic, she recognized that some students were having trouble feeling integrated with other students and have a sense of belonging.

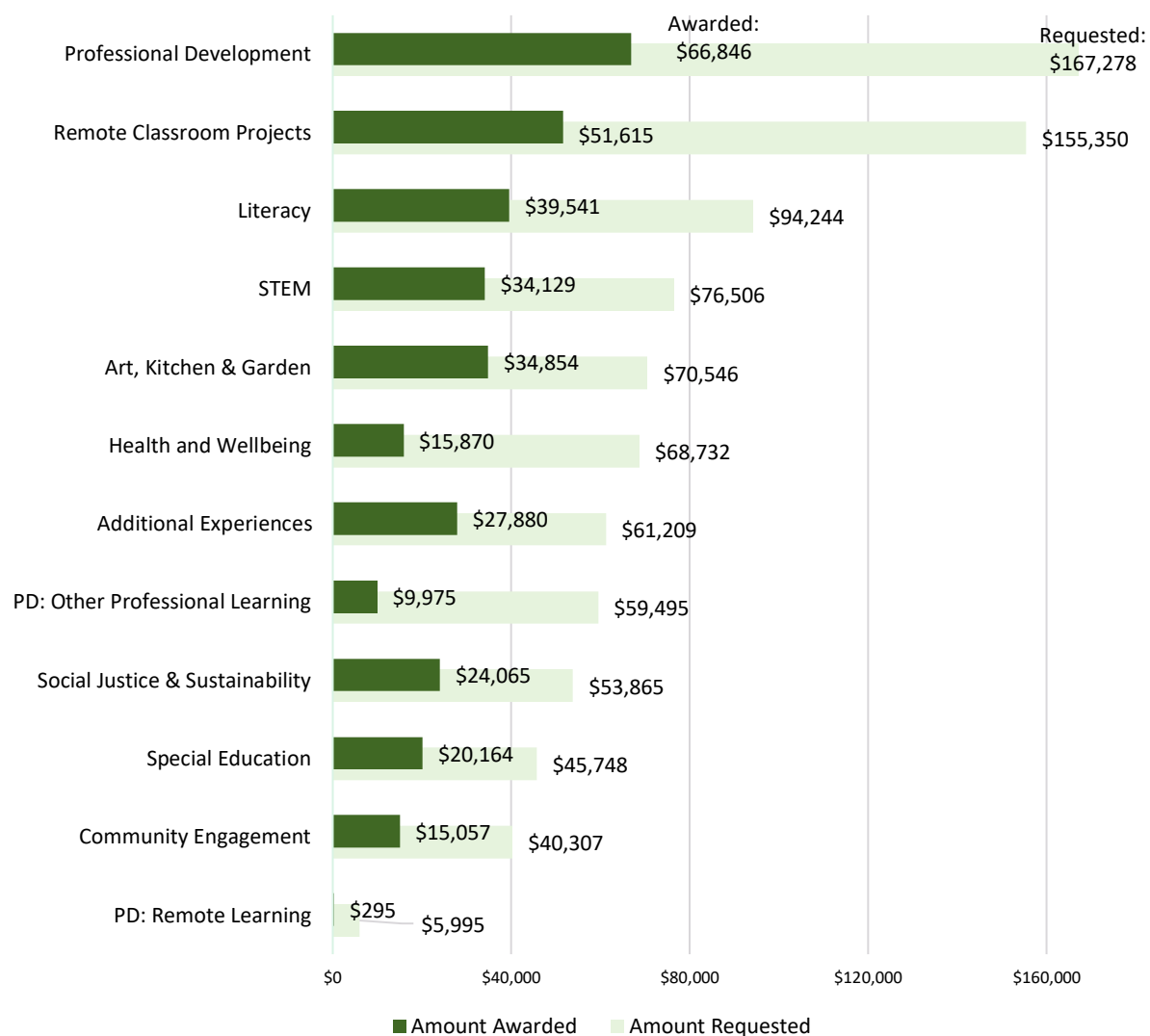
With the A to Z grant, the staff member was able to purchase games and create a new lunch space where students could find community and interact with their peers. Even students who were shy or spoke different languages could play games like Giant Jenga or Connect 4 with their fellow peers.

The staff member expressed how this new activity helped students feel like there was a space for them during lunch time. She said, “Because of the games that I purchased, students could gather and I could make sure there's a space for them to connect even if they don't normally hang out. And it was beautiful. It was exactly what I wanted it to happen [...] And to have a whole other space that has a completely different feel was amazing.”

Because of the flexibility of the A to Z Fund, this staff member was able to recognize a need amongst her students and find a way to purchase supplies that improved their school experience.

Across all types of A to Z funding areas, teachers were awarded a total of \$340,291, which is 38% of the total amount requested (\$899,275). One of the most common sources of funding is for professional development opportunities, as seen in Figure 5. During Spring 2021, Fall 2021, and Spring 2022, \$66,846 was awarded to teachers to pay for professional development of their choice. Teachers also applied for funds to support a variety of different programming materials, including materials in literacy, STEM<sup>2</sup>, arts, and health and well-being. The average award amount was \$1,250 in most categories, except for professional development, where the average award amount was \$2,850.

*Figure 7. The A to Z Fund awarded grants to support teachers in a wide variety of areas in the 2020-21 and 2021-22 school years.*



*Source: Data provided by The Oakland Public Education Fund, including all A to Z grant requests from Fall 2020, Spring 2021, Fall 2021, and Spring 2022.*

<sup>2</sup> STEM stands for Science, Technology, Engineering, and Math

# Oakland School Volunteers

The Oakland Public Education Fund partners with the Oakland Unified School District to provide parents, guardians, and community members a streamlined, centralized method to volunteer in Oakland's public schools. The Oakland Ed Fund manages all the components of the volunteer program, including recruiting, training, assuring security measures, providing health screenings, and matching volunteers with opportunities across the district. Community volunteers are screened and trained by the Oakland Ed Fund staff to work with individual students on assigned academic content.



*[The Oakland School Volunteers program is] a one-stop shop of how to get connected to the school district.” – Curtiss Sarikey, Chief of Staff, Office of the Superintendent at Oakland Unified School District*

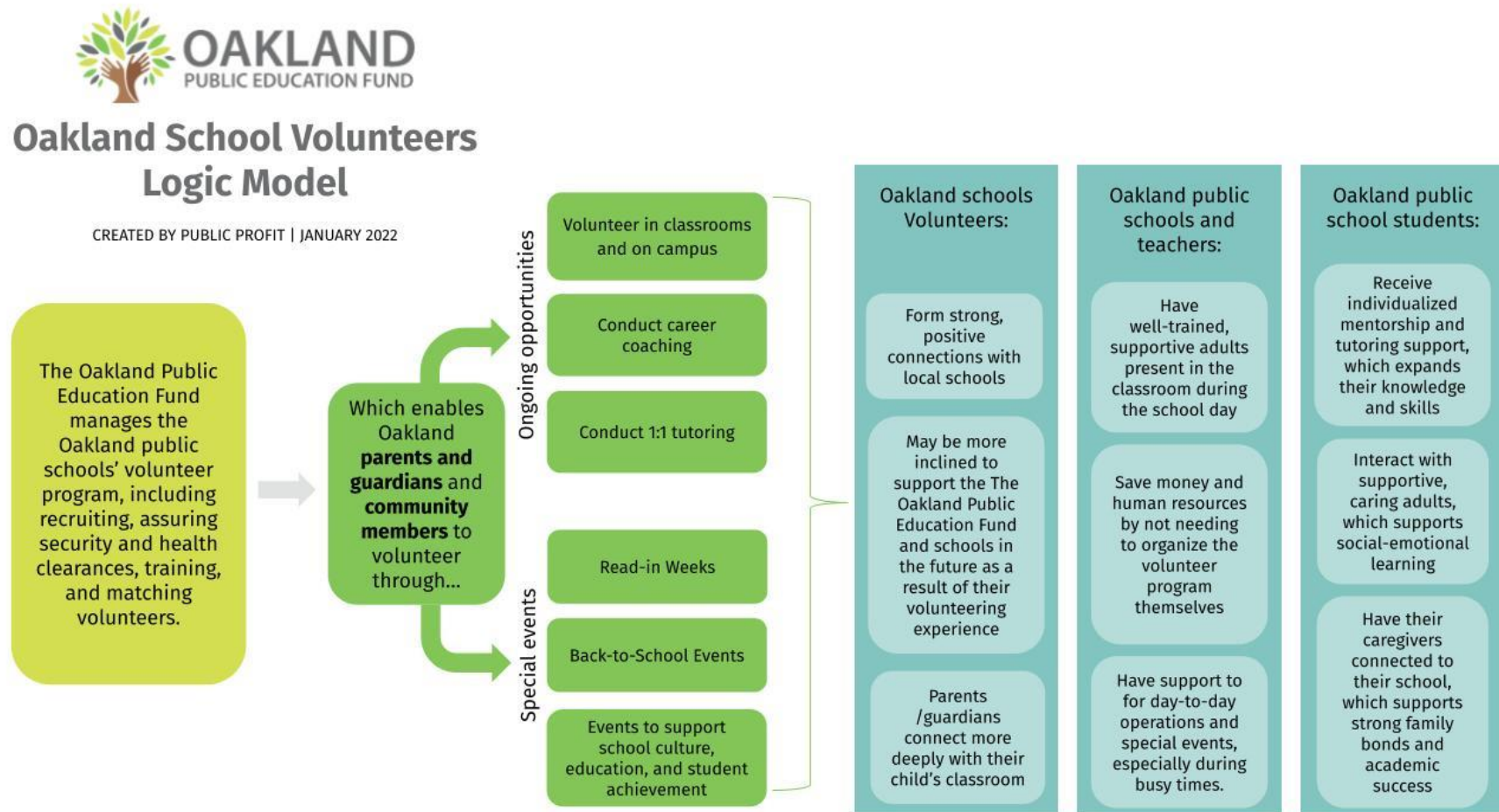
Through the Oakland School Volunteers (OSV) program, volunteers dedicate their time through ongoing opportunities in the classroom and on-campus, one-time special events, and virtual tutoring. Volunteers support teachers and school staff on-campus through a myriad of activities, including working with small groups, tutoring, prepping materials, organizing classrooms, and providing translations.

Volunteers also work one-on-one with students by providing academic tutoring and career coaching. Community volunteers are screened and trained by the Oakland Ed Fund staff to support high school students as they set goals for their futures. These Career Coaches specialize in amplifying skill sets in the areas of college and career readiness, including resume-writing, interview tips, scholarship applications, capstone projects, and more. Other volunteers provide academic support through one-on-one virtual tutoring. These volunteers are screened and trained by staff to work with individual students on assigned academic content. Students are nominated by their educators, and their guardians approve their participation in tutoring.

Oakland Ed Fund staff invite all OUSD schools to host volunteers during one-time special volunteer events throughout the district. Volunteers participate in Read-In Weeks that celebrate diversity in literature and highlight representation. For example, the Oakland Ed Fund has hosted Read-Ins specific to the Latine/x, African American, Asian & Pacific Islander, and LGBTQ+ communities. The Oakland Ed Fund also hosted a Computer Science Education Week, where volunteers share their experience in the tech industry by being a guest speaker, giving a demonstration, or introducing students to local tech-based companies through engaging activities. Volunteers also have the opportunity to participate in Back-to-School Events to prepare classrooms and campus for students' return in the fall. Since teachers have precious little time to prepare their classrooms before the first day of school, volunteers are crucial to help get everything ready in time.

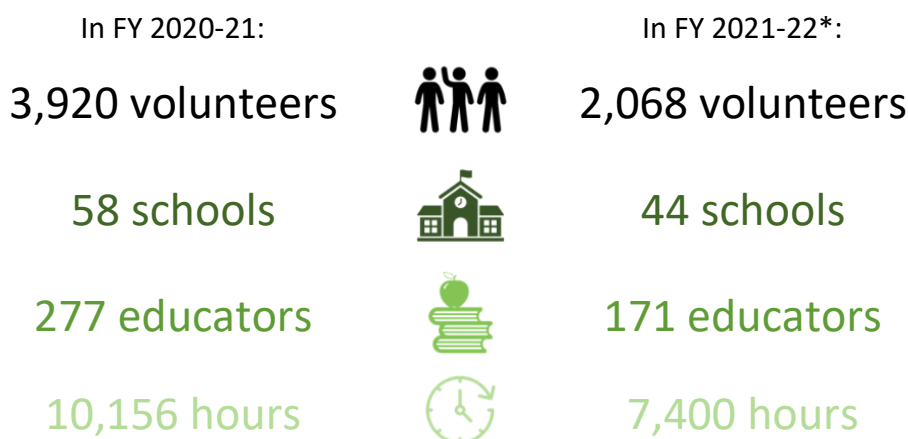


Figure 8. Oakland School Volunteers Logic Model



The Oakland School Volunteer program had tremendous success in engaging volunteers. This was especially true over the past two school years (2020-21 and 2021-22) when the pandemic necessitated additional support for teachers and administrators and the Oakland School Volunteers program provided important support.

Figure 9. The Oakland School Volunteer program has had far reach over the last two years.



Source: Data provided by The Oakland Public Education Fund. \*Note: Data is only through March 2022, not the full fiscal year. Number of volunteers includes ongoing parents/guardian volunteer, volunteers for one-time events, and community volunteers. Number of schools only includes schools that have ongoing community member volunteers supporting day to day operations, it does not include schools where parents/guardian volunteer. Number of educators includes those working with community member volunteers, including assistants, tutors, and career coaches.



## Highlights from the Oakland Athletics

*In partnership with the Oakland Ed Fund, the Oakland Athletics team has adopted Oakland public schools and had impactful programming including:*

**Recess Takeovers:** Professional baseball players and the Oakland Athletics staff come to Oakland schools to play games and sports during recess to teach students the importance of being active and healthy.

**Week of Giving:** In December, the Oakland Athletics provide financial and materials support for teachers and students, such as gifting gift cards, headphones, and internet hotspots.

**Read-Ins:** The Oakland Athletics' staff and players participate in the identity-specific Read-Ins with students, as well as host a Jackie Robinson Read-In to inspire a connection with baseball.

## Volunteers meaningfully connect with Oakland public education.

Community members and parents/guardians who participate in the volunteer program have a way to meaningfully connect with local public schools.

Parents/guardians may volunteer in their own child's classroom. As a result, they may feel more connected to their child, teacher, and education overall, all of which support a child's success in school. Some volunteers are community members who may not otherwise have a reason to connect with a local public school. The OSV program provides an opportunity to form a strong, positive connection with their local school community.

Volunteers may also be more inclined to support The Oakland Public Education Fund and schools in other ways, such as financial support and resource donations. Hopefully, volunteers become lifelong advocates for Oakland public schools and join in the mission to ensure that all Oakland public school students learn, grow, and thrive.

## Oakland teachers receive needed support.

The Oakland Volunteer Program is educator-driven: educators are able to request specific types of support during times that work best for them. Oakland Ed Fund then matches volunteers to meet the educators' needs. Thus, educators had access to well-trained, helpful adults present in their classroom or supporting behind the scenes. The volunteers enabled the teachers to focus on preparing lessons, implementing curriculum, and focusing on students' needs.

Because the Oakland Ed Fund leads the recruitment, screening, and training of all volunteers, the schools save money and human resources by not needing to organize the volunteer program themselves. The schools that participate in the OSV program also have support for day-to-day operations, such as organizing materials and supporting students, as well as supporting special events such as Read-In weeks and Back to School events.

## Oakland students are supported by volunteers.

Oakland public school students also benefit from the presence of volunteers. Many students receive individualized mentorship and tutoring support, which support them in expanding and deepening their academic knowledge and skills. When volunteers are present in their classroom or school campus, students have increased access to interactions with supportive and caring adults. These adults support students' social-emotional learning and growth by providing additional support to students who may benefit from additional one-on-one adult attention.

“*I really enjoyed my placement, I felt like I was making a difference.*”  
– Oakland School Volunteer

“*The volunteers that were matched with their classes were successful. Volunteers were consistent, flexible, and adaptable with the tasks requested of them.*”  
– Oakland Public School Teacher

“*Having another adult who can bring in a different perspective, someone who is another positive role model, is a huge benefit to students.*” – Rocquel Colbert, Principal at Parker K-8 School