



COMMUNICATIONS

June 6, 2011

Re: "Public Records Act Request to Oakland Unified School District"

Public Records Act Request; Govt. Code §6250 *et. seq.*

Dear Ms. Smith,

The Oakland Unified School District (OUSD) received and reviewed the request for information on special education teachers and their retention rates in OUSD. Your specific inquiries and our itemized responses are enclosed below:

1. *How many special education teachers are currently in OUSD who work directly with students? (not administrators or program specialists)?*

As of February 11, 2011 there were 311 special education teachers:

- 94 FTE Severely Handicapped Teachers
- 114.5 FTE Non Severely Handicapped Teachers
- 85.9 FTE RSP Teachers

2. *How many of those same special education teachers are working under an intern credential? How many are fully credentialed?*

Two hundred fifty-seven special education teachers have full credentials and 60 special education teachers hold intern credentials.

3. *How many special education teachers have at least 5 years experience in OUSD?*

One hundred forty-four classroom teachers have at least five years experience in OUSD. Ten other teachers have five years experience in OUSD but are currently teachers on special assignment.

4. *How many special education interns were hired through OUSD's "in house training program" the past two years?*

Special education interns hired by Oakland Teaching Fellows (OTF) the past two years:

- 5 Early Childhood Education
- 29 Mild Moderate
- 19 Moderate Severe

Clarifying note:

The OTF is a teacher recruitment and training program that focuses on bringing quality first year teachers through a pre-service training.

Oakland Practitioner Teacher Program (OPTP) is a District Intern Credentialing Program for OUSD/ Programs for Exceptional Children. OPTP trains and credentials first year teachers who are entering the classroom through alternative pathways to teaching. Currently half of the practitioner teachers come from OTF and the other half Teach for America (TFA). OPTP could expand to serve other alternative-route recruitment programs if they meet the state requirements for model components, rigor, and hours of pre-service preparation.

Oakland Teaching Fellows and Oakland Practitioner Teacher Program are two separate programs, although they have very similar names and both are affiliated with OUSD and The New Teacher Project.



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At this point in time OTP is only accredited to offer training and credentialing to intern teachers. However OTP believes that the idea raised by CAC to open OTP to teachers who have earned credentials in other areas and who have expressed interest in teaching in exceptional children programs has enormous potential. This idea is currently being discussed and explored by Programs for Exceptional Children, The New Teacher Project and the California Teaching Commission.

5. How many special education interns were hired through Teach for America in the past two years?

Special Education interns hired through Teach for America the past two years;

- 17 Mild Moderate

6. How many special education teachers were hired in the past two years who did not come from OUSD's in-house program or TFA?

For 2009-10, three teachers entered OUSD from outside programs. This years, we made no job guarantees with OTF or TFA, so we'll group partner program teachers and all external hires in same pool, so principals and program coordinators will be able to make the selection they deem the best fit.

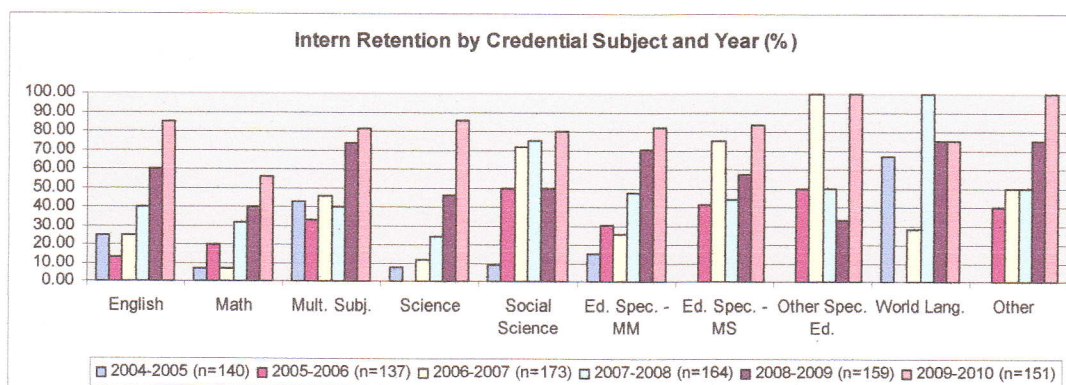
7. How many special education teachers left OUSD in each of the previous three years (for reasons other than retiring)?

Since September 2008, 135 special education teachers left OUSD for reasons apart from retirement, primarily for other jobs or to relocate.

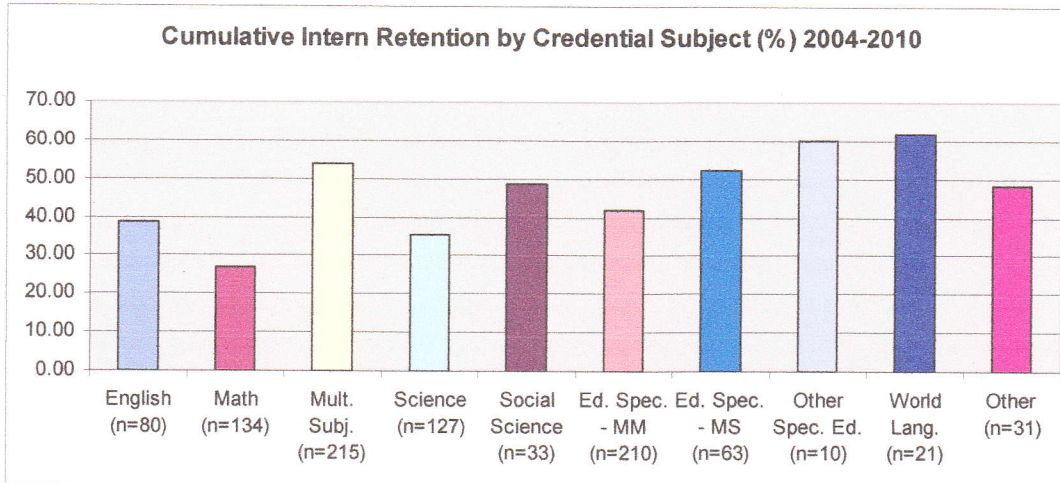
8. Of those, how many who left for reasons other than retiring had been hired a) from OUSD's in-house program b) from TFA c) other?

We do not track information in precisely this manner, but have provided some data to better illuminate retention patterns in OUSD.

This graph shows retention rates, by Credential Subject and Year, for each of the cohorts being tracked. The percentage represents those who remain teaching in Oakland at the start of the 2010-2011 school year.



The graph below also adds together all cohorts for which we have retention data to get cumulative data, by Credential Subject, for Interns in the cohorts 2004-2005 through 2009-2010. The percentage represents those who remain teaching in Oakland at the start of the 2010-2011 school year.



OUSD Intern and OCTC Comparative Retention

2006/07, Year 1 = 173 INTERNS

	86 OTF	36 TFA	6 OCTC	45 Non-cohort
07/08, Year 2	60 (69.77%)	32 (88.89%)	5 (83.33%)	29 (64.44%)
08/09, Year 3	44 (51.16%)	19 (52.78%)	3 (50.00%)	21 (46.67%)
09/10, Year 4	36 (41.86%)	9 (25.00%)	3 (50.00%)	18 (40.00%)
10/11, Year 5	24 (27.91%)	6 (16.67%)	3 (50.00%)	16 (35.56%)

2007/08, Year 1= 164 INTERNS

	70 OTF	42 TFA	3 OCTC	49 Non-cohort
08/09, Year 2	52 (74.29%)	40 (95.24%)	1 (33.33%)	33 (67.35%)
09/10, Year 3	36 (51.43%)	21 (50.00%)	1 (33.33%)	29 (59.18%)
10/11, Year 4	30 (42.86%)	10 (23.81%)	1 (33.33%)	27 (55.10%)

2008/09, Year 1= 159 INTERNS

	73 OTF	48 TFA	5 OCTC	33 Non-cohort
09/10, Year 2	52 (71.23%)	43 (89.58%)	3 (60.00%)	26 (78.78%)
10/11, Year 3	43 (58.90%)	28 (58.33%)	3 (60.00%)	23 (69.70%)

2009/10, Year 1= 151 INTERNS

	64 OTF	62 TFA	10 TTO	15 Non-cohort
10/11, Year 2	51 (79.69%)	50 (80.65%)	8 (80.00%)	11 (73.33%)

OFTP Retention (included in OTF numbers above)

2008/09, Year 1 Cohort = 27		2009/10, Year 1 Cohort = 14
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09/10, Year 2	23 (85.19%)		10/11, Year 2	12 (85.71%)
10/11, Year 3	19 (70.37%)			

OCTC Retention (OCTC Interns included in above totals)				
2006/07, Year 1 = Cohort 37			2007/08, Year 1 = Cohort 60	
07/08, Year 2	24 (64.86%)		08/09, Year 2	37 (61.67%)
08/09, Year 3	14 (37.84%)		09/10, Year 3	32 (53.33%)
09/10, Year 4	11 (29.73%)		10/11, Year 4	27 (45.00%)
10/11, Year 5	11 (29.73%)			
2008/09, Year 1 = Cohort 50			2009/10, Year 1 = Cohort 44	
09/10, Year 2	38 (76.00%)		10/11, Year 2	31 (70.45%)
10/11, Year 3	25 (50.00%)			

TTO Retention (included in Intern numbers above)				
2009/10, Year 1 Cohort = 12				
10/11, Year 2	8 (66.67%)			

New Teacher Support and Development was asked to examine retention rates of Special Education Intern teachers before and after commencement of the OPTP program to see if the program has lead to an increase in overall Intern retention in the District. Because the OPTP program began during the 2008-2009 school year, we have very limited retention data at this point. To establish the baseline, we added together three cohorts of Special Education teachers who began in the three cohorts immediately preceding the 2008-2009 school year (2005-2006, 2006-2007, 2007-2008) to determine how many remained teaching in Oakland for a second and third year.

Combining the three cohorts, 79.4% (123 of 155) of the Special Education teachers began their second year teaching in Oakland, and 58.7% (91 of 155) remained teaching in Oakland at the start of their third year. For the totals for Intern retention after the start of OPTP, we only have two cohorts for which we have any retention data (2008-2009 and 2009-2010) and for one of those two cohorts (2009-2010), there is only one year of retention data. It is difficult to draw conclusions from such limited data.

However, so far, 79.3% (69 of 87) of Interns from the most recent group have remained to begin teaching their second year in OUSD. And, 64.7% (33 of 51) of Interns from the 08/09 cohort (the only cohort in this group for which we have three years of retention data) remained to begin their third year.

Comparison of Overall Intern Retention Before and After Start of OPTP Program

