

# OSA Strategic Plan:

Fiscal Years  
2024–2027

## MISSION

Oakland School for the Arts prepares its graduates for college and career in their chosen field through specialized and innovative arts education, inspiring students to shape the world with their unique and powerful voices.

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## VISION

To give the world generations of innovative problem-solvers, creative thinkers, authentic leaders, and ground-breaking artists, all of whom contribute to the local and global communities, demonstrating the essential value of the arts in all that they do.

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## THE OSA WAY: VALUE, UPLIFT, HONOR

### *I Value Myself*

My thoughts, choices and actions will demonstrate self-reflection, resilience, and a positive sense of self.

### *We Uplift our Diverse Community*

We understand that our differences are our strength, and we approach all of our interactions with truthfulness, kindness, humility, and compassion.

### *We Honor Space*

We are all active members of this community and aim to leave this space better than we found it. I commit to creating and protecting a safe collective environment which fosters care, pride, and empathy.

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## WHO WE ARE

OSA welcomes students from Oakland and beyond to our unique, vibrant, and diverse community of artists and activists. We are their second home, their place to explore who they are and who they want to be.

We are a public charter school located in the Uptown Oakland neighborhood and anchored in the historic Fox Theater Building. We opened our doors in 2002 and currently serve nearly 800 students in grades 6 to 12 with 114 staff members of which 74 are faculty members. Our arts faculty members are all professional, practicing artists deeply engaged in their respective artistic communities.

Our curriculum revolves around integration, both between academic subjects and with the arts, providing students unique opportunities for learning, expression, innovation, and personal growth. Each of our students select and study in one of 10 arts and career pathways: Digital Media, Fashion Design, Literary Arts, Production Design, Visual Art, Dance, Instrumental Music, Theater, Vocal Music, and Audio Production and Engineering.

OSU's budget and investment in our students is comparable to most other public schools in California with 83% from state and federal grants and contracts and 17%, from contributions for our innovative arts and academic education. This budget includes our providing free arts education in our 10 arts disciplines to OUSD students, grades 5 through 8, in Title 1 schools through our Step it Up Program.



# OUR GOALS 2024–2027

## JOYFUL SCHOOL

We foster a positive and supportive school culture that allows creativity to thrive and our students to prosper. Together we draw out each other's natural abilities.

Our goal is for OSA to continue to be our students, families, teachers, artists, and activists' choice. We choose to be here.

With OSA's commitment to **Justice, Equity, Diversity, and Inclusion (JEDI)**, it is cultivating an environment where the entire OSA community—students, families, and staff—learn about, grow in, and celebrate the diverse identities and cultures of themselves and others. Together we will combat oppressive systems in our communities to ignite transformational change toward justice through empathy, collaboration, intentionality, and courage.

OSA's JEDI mission is embedded strategically into each of the initiatives of OSA's strategic plan. An example is OSA established an enrollment preference for low-income Oakland families. In 2021, more than half of OSA's new sixth graders previously attended Title I elementary schools, schools in which low-income families make up at least 40% of enrollment. Even as some of these families move out of Oakland due to the cost of housing, our students travel to be part of the OSA way.

## CREATIVE CAREER PREPARATION

We prepare resilient, creative, and adaptable learners with a mindset to succeed in a rapidly changing world. We are not a one-fit model. Through 10 unique specialized arts pathways and a college preparatory academic program, our students develop as innovative problem solvers skilled at collaboration and communicating ideas about themselves and the world around them.

Academics are taught with the goal of student engagement in a comprehensive curriculum that allows each student the opportunity for individual expression and creative growth.

Our alumni are teachers, published authors, actors, musicians, fashion designers, CPAs, attorneys. Our goal is for all our students to be competitive in a broad range of creative careers and academic settings.

We foster teacher training and development to implement industry aligned curriculum that includes perspectives, ideas, and concepts from a variety of experiences and world views while ensuring college and career readiness for all our students.

We are a vibrant, diverse community of students, teachers, and families committed to bringing forth positive change. OSA's 7 year program provides students access, agency, and ownership in their education and our graduates bring the essential value of the arts into the career path of their choosing.

## THE OSA—AND OAKLAND—WAY

We are the face of the best in Oakland, the heart of the arts scene in Oakland. We want to engage the City of Oakland and OUSD as partners for Oakland to see us as an integral aspect of the City's culture.

To flourish Uptown, with the Fox Theater as our home, we need to develop a campus with outdoor space for our exuberant youth, display and workspace for our career paths, and a building for additional classrooms and performance facilities. All within walking distance of our home, the Fox Theater.

At the same time, OSA needs to build its community to identify, cultivate, and solicit the contributions and partnerships and collaborations needed to provide this nationwide academic model and innovative arts education.

Our goal is to be a nationwide model for what school should be and a thought leader in innovative arts education.

## KEY STRATEGIC INITIATIVES

1. Ensure the long term financial sustainability of OSA
2. Develop a facilities master plan for that includes specialized art space for all 10 pathways, state of the art performance/exhibition space, and safe outdoor space
3. Ensure career and college preparation for all graduates through a fully developed integrated program of study
4. Establish OSA as a fixture within the Oakland community seen as an asset beyond the 800 students/families we serve