

Introducing OSA's Senior Leadership Team

Mike Oz - Interim Executive Director

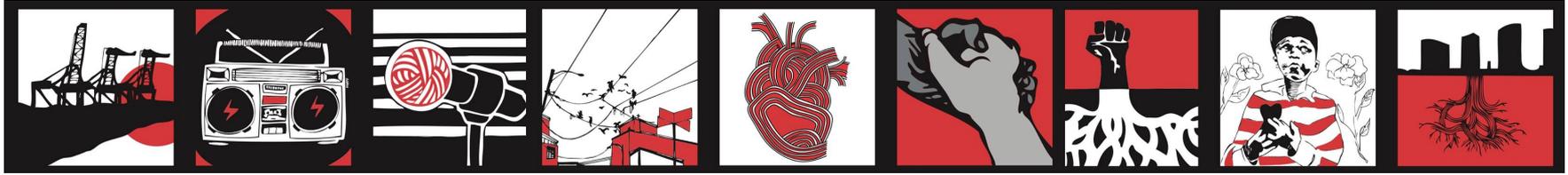
Katy Zaugg - Interim Principal

Dr. Sara Ordaz - Director of Special Education

Dr. Delores Thompson - Pathway Coordinator

Kala Stepter - JEDI Coordinator

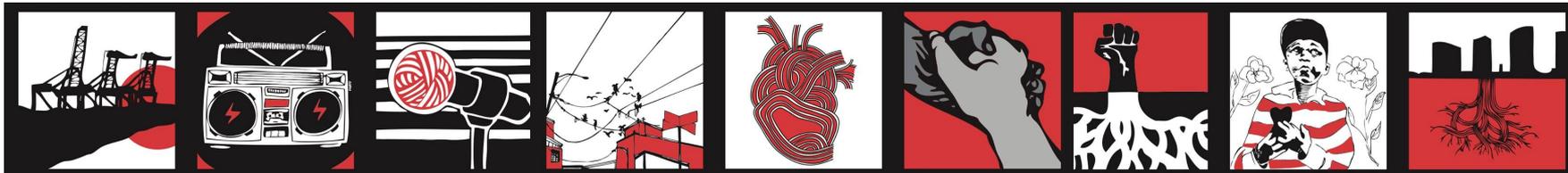
Steven Borg - Director of Advancement and Marketing



Mission

The Senior Leadership Team will guide OSA's progress through this interim period while analyzing school operations to determine the most effective long-term leadership structure to support our shared aspirations, student outcomes and sustainability.

By design, this team is representative of the key facets of the school that support equity and inclusion. This team's findings will be reported directly to the board and school community. The larger Operational Leadership team will continue in parallel to lead the daily operations of the school.



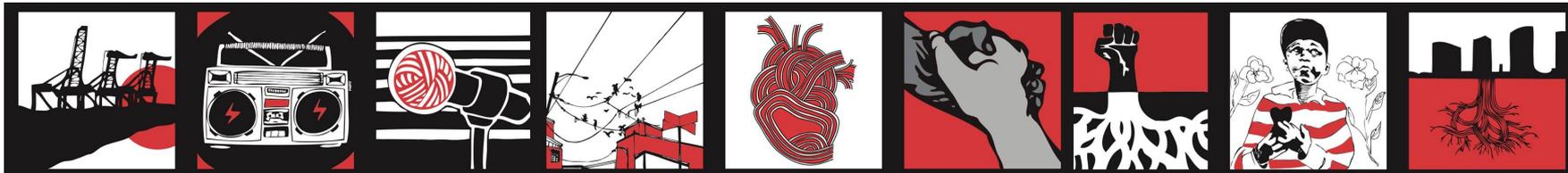
Mike Oz

With his multi-generational family history in the Oakland arts community, Mr. Oz has a strong sense of pride as a long standing member of OSA. Soon after joining OSA in 2006, Mr. Oz's commitment to creating an inviting school culture and equitable educational experience for all students led him to be part of the leadership team in 2009, spending 6 years as a school Principal. As Interim Executive Director he will assume additional management responsibilities. His immeasurable love for OSA and vast institutional knowledge will guide him as he leads the school forward. Mr. Oz is humbled by this opportunity and optimistic about meeting this challenge.

Next Steps:

- Equitable and Inclusive School Climate
- Reach Tentative Agreement with COSATS
- Improve Communication and Transparency with Stakeholders
- Address Current HR Needs
- Financial Sustainability
- Address Current Facilities Needs





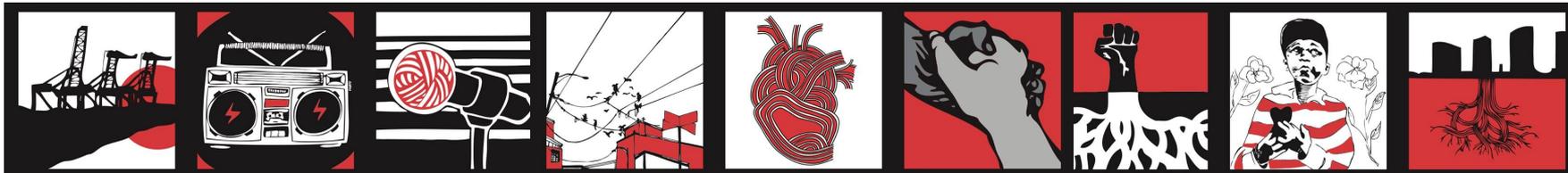
Katy Zaugg

Katy Zaugg has been of member of the OSA community as teacher for three years, Dean for four years and is in her third year as Assistant Principal. In her role as Interim Principal, she will continue to her previous duties, including student services and she will take on additional school wide management and leadership for arts and academic teachers as Principal.

Before shifting into education, Katy began her career in the arts as a proud graduate of California College of Arts **and Crafts**. She worked for four years in public schools and alternative education programs before coming to OSA. In addition to working at OSA, Katy supervises student teachers in the field for the Mills College Educators for Liberation, Justice, and Joy credential program.

Next Steps:

- Engage teachers, staff and admin in collaborative professional development to rebuild, heal and reflect the values of Justice, Equity, Diversity, and Inclusion in our OSA Community
- Establish concrete structures and programs to support all students' growth, competence and confidence in themselves as learners
- Provide clear communication to students and families regarding resources and initiatives
- Work with all stakeholders to identify areas of need and possible solutions



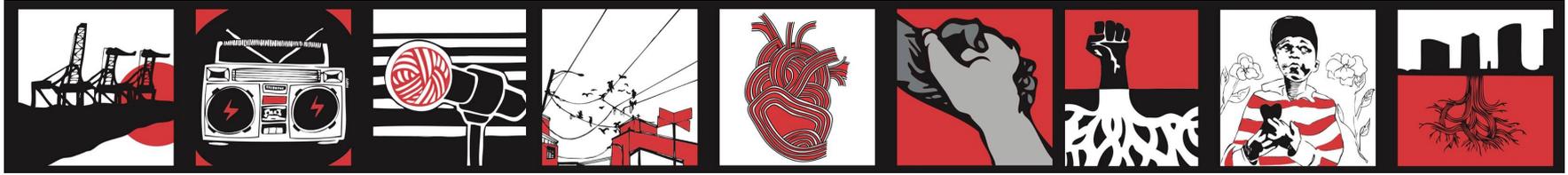
Dr. Sara Ordaz

Dr. Sara Ordaz has been a member of the OSA community since 2019. As a committed and passionate Special Educator, she has worked in the field of special education for over 10 years now. Before coming to OSA, Dr. Ordaz taught special education at the middle and high school levels for 9 years, working with severely at risk youth through Seneca Center Family of Agencies. She has recently graduated from the University of San Francisco with her Doctorate in Special Education where her research focused on the overrepresentation of African American males in special education diagnosed with emotional disturbance. Dr. Ordaz is committed to the work through equity and justice and aims to create an even more inclusive program and culture at OSA where learning can happen for ALL students.

Next Steps:

- Help create systems and structures at school to better support students
- Continue to collaborate with teachers to provide IEP implementation support
- Continue to uplift and improve the full inclusion model at OSA
- Work closely with the student support team to identify and provide resources to students





Dr. Delores Thompson

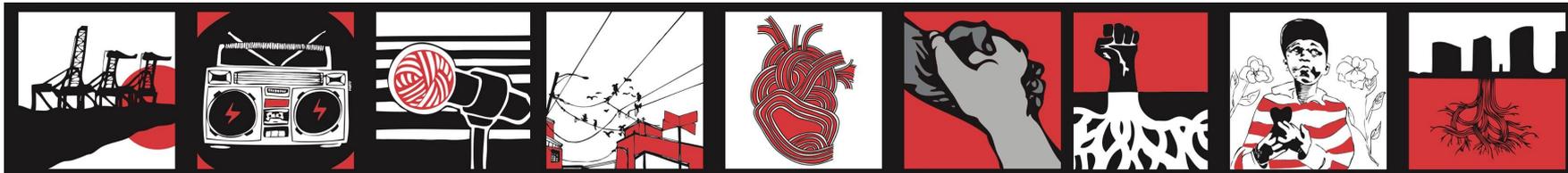
An Oakland native, Dr. Thompson, has been heavily involved in the arts since the age of 3, Delores wrote and produced her first play at age 10. She began performing with the Oakland Parks and Rec's, and was a lead singer with two bands throughout middle and high school. Dr. Thompson, started her career with Soul Beat TV, a black owned 24hr television network where she was Program Director over the New York, Detroit and Sonoma County stations. Dr. Thompson, spent the last 25 years successfully working in the entertainment industry in Los Angeles, CA.

A mother of two, (one is an OSA alum) Dr. Thompson, founded KOSA, a student run online radio station. She currently serves as OSA's Pathway Coordinator, teaches radio broadcast, is an On-air Personality (102.9 KBLX), and has just completed her 8th season on TV One's docuseries UnSung. Dr. Thompson, serves as a board member for the Department of Education Arts Media and Entertainment, and The National College Resource Foundation/The Black College Expo. Dr. Thompson, is a licensed ordained Minister, on the ministry board at Shiloh Church in Hayward.



Next Steps:

- Embed CTE into academic curriculum
- Continue to build out the CMMI (Career, Mentor, Master classroom, and Internship) program
- Expand our college and career readiness programming
- Support Arts Faculty navigate through a non-audition school



Kala Stepter

(pronouns: she/her)

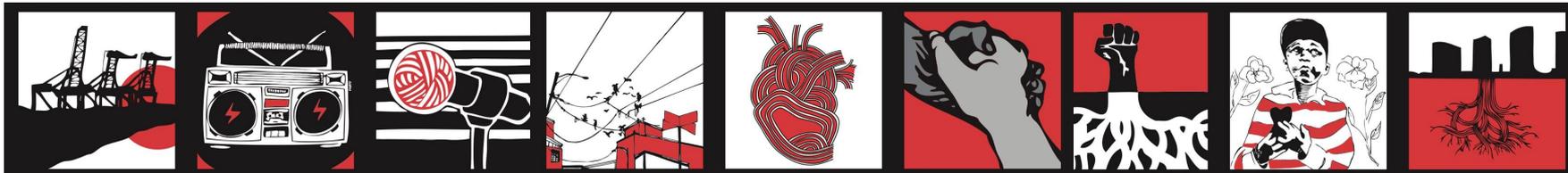
Kala is a newcomer to the OSA community, and is hopeful that she can provide a fresh perspective to the team. A former math teacher, Kala has worked to redesign systems - both in and outside of the classroom - to center students, empower families, and support educators so that we can cultivate the strength within our communities.

Currently, Kala works as the Justice, Equity, Diversity, and Inclusion (JEDI) Coordinator, a role sparked by the innovation and activism of the OSA community. Kala's priorities include building a transformative school system in which collaboration, creativity, and humanity are centered. In addition to her role of JEDI Coordinator, she advises OSA's BSOC, BBSU, and Womxn of Color Club.



Next Steps:

- Equity Task Force: Developing equity rubrics and offering suggestions to OSA leadership
- Partner with students and staff to build sustainable, positive school culture
- Create spaces for listening and feedback to understand needs of families, students, and staff
- Develop strategy for equitable recruitment and selection process of OSA staff members



Steven Borg

Mr. Borg has been a part of OSA for 11 years; 3 years as a parent, and then 8 years following as a member of the OSA Board of Directors. Mr. Borg recently joined the staff of OSA as the Director of Advancement and Marketing: a move sponsored by the Board to support school communications, visibility and fundraising.

Mr. Borg spent his career as a senior leader in financial services. He also has worked as a servant-leader in the Oakland community for multiple non-profit and educational organizations. This led to his transition to consulting and independent work for non-profit organizations. Mr. Borg's passion in his community work is social change and social mobility with education being a fundamental pathway. Mr. Borg is also board chair at Holy Names University and an executive advisor to Oakland Elizabeth House.

Next Steps:

- Achieve the 2021-22 fundraising goal
- Build systems and infrastructure to increase levels of fundraising
- Improve overall communications
- Increase the visibility of OSA as a thought-leader in arts education

