MISSION

Oakland Hebrew Day School is a Modern Orthodox Jewish day school serving families from the diverse Bay Area Jewish community. Our immersive curriculum, which takes an integrative approach to Judaic and general studies, prepares our students for achievement in secondary school and beyond. Our goal is to foster the moral, emotional, spiritual, and intellectual development of our students, giving them a love of learning and supporting a strong sense of Jewish identity.

Through meaningful Jewish experiences, OHDS connects students to their heritage, traditions, and community, resulting in their transformation into empowered and literate Jews. We embrace the State of Israel and inspire in our students a connection to Israel and its people, as well as a sense of responsibility for their welfare.

We instill the Middot (moral character) and critical thinking skills necessary for our students to become engaged Jewish members of tomorrow’s global community.

VISION:

A thriving, diverse school community that builds strong minds and inspires Jewish souls.

Oakland Hebrew Day School
5500 Redwood Rd, Oakland CA 94619
510-531-8600
Over the course of the next three years, OHDS will take a multi-pronged approach towards its vision of building strong minds and inspiring Jewish souls. Efforts will focus on four major areas including academic excellence, differentiated learning, school climate, and student engagement. Through a combination of selected professional development, collaborative educational planning, curriculum development, and targeted program changes, the OHDS faculty will work together to improve academic and ethical excellence for every student in alignment with the school's educational philosophy.

OHDS will work to ensure its long-term financial viability, making sure that decisions are consistent with this goal, so the school can continue to support current and future generations of the Bay Area Jewish community. Key drivers to support this goal are the building of a substantial endowment, continued implementation of the school’s recruitment plan to ensure a thriving student base, and increasing the awareness and understanding of the flexible tuition program.

OHDS is dedicated to nourishing a diverse parent body that feels empowered and recognized by the mission of the school. OHDS is a Modern Orthodox day school that embraces the value of broad inclusivity. We are blessed with a parent body that shows a high level of engagement in community-building activities that supports us in capitalizing on our strengths. OHDS has developed a comprehensive plan to expand our community and will focus on five key priorities over the next three years.

We are dedicated to the preservation of our current campus at 5500 Redwood Road and thoughtful decision-making regarding our previous campus on Ridgeway Road in Oakland. We prioritize the safety, security, and comfort of our students and staff, while creating a fiscally sound plan for maintenance and updates as needed.

We strive to ensure the continued success of OHDS by providing strong board leadership and by supporting and evaluating the Head of School. Key priorities in the area of governance include: recruitment of skilled and committed board members who support the OHDS mission and represent the OHDS community, succession planning, ongoing self-evaluation, and support and evaluation of the Head of School.

### Goals:

#### Education
- Improve academic excellence by increasing student ownership and accountability for skills, content, and work quality.
- Strengthen feelings of respect, care, and connection in the school climate.
- Expand the effective use of differentiation supports for diverse learners.
- Increase student engagement through a variety of teaching methods and experiential learning opportunities.

#### Finance
- Budget for long term sustainability: in addition to covering short-term operating expenses, planning for key programmatic investments and long-term capital needs
- Build an endowment to support long-term financial health
- Manage expenditures carefully to ensure financial health
- Build sustainable development through growth in our donor base
- Continue to utilize data and financial planning tools to support key strategic decisions

#### Community
- Promote the Parent Ambassador program
- Leverage existing stakeholders and school families to broaden our reach
- Accurately and appealingly articulate the religious identity of the school
- Effectively utilize data on recruitment, enrollment, and attrition

#### Infrastructure
- Create a long-term building maintenance plan that is tied to enrollment projections
- Budget appropriate amounts for normal and scheduled building maintenance and security, and a slow roll-out of updates throughout the building
- Create a sub-committee for the Ridgeway Campus and evaluate potential use of the asset

#### Governance
- Attract and retain board members with skills in relevant disciplines, including those with legal, real estate, financial, fundraising, religious, and organizational expertise
- Develop a pipeline of leaders committed to the OHDS mission and community
- Engage in ongoing succession planning
- Ensure full board participation in OHDS fundraising
- Review and modify OHDS by-laws on a regular basis

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