

# WORKING TOGETHER TO ENSURE THAT EVERY OAKLAND CHILD LEARNS AND LOVES TO READ.



At the Oakland Literacy Coalition, we believe that learning and liberation depend on literacy, and all children and families should have the support they need to learn to read. We view our work as pulling on four key levers to impact reading outcomes for children in Oakland:

1

**Cultivating Reading-Rich  
Environments**

2

**Building Capacity for  
Effective Literacy  
Programming**

3

**Coalition Building for a  
Connected & Impactful  
Ecosystem**

4

**Working in Coalition to  
Impact Systems**

In this strategic plan, we share our vision and the strategies that will advance these interconnected goals over the next three years.



## THE OLC'S WORK TOWARDS OUR MISSION IS GUIDED BY OUR BELIEFS:

### **Literacy enables learning and liberation,**

allowing children to become powerful advocates for themselves, their communities, and their world.

### **Families are powerful agents of change.**

Families want what's best for their children and have many different assets. Families deserve strong allies to support their children's learning.

### **All kids can learn, succeed, and thrive**

with strong instruction, caring adults, and opportunities that affirm who they are and respond to their needs.

**Our collective success depends on one another** and on working in authentic and sustained partnership as a community.

## AND ROOTED IN OUR CORE VALUES:



### **EQUITY**

for all students and families, especially those furthest from power.



### **ANTI-RACISM**

confronting and dismantling structural and systemic racism.



### **STRENGTHS-BASED**

valuing and building on the assets, aspirations, power, and potential of students and community.



### **COLLABORATION**

within the community to create conditions for success.



### **COMMUNITY**

building authentic relationships based on trust and accountability.



### **LEARNING**

and responsiveness to students, families, and partners.



### **EXPERTISE**

Identifying and elevating effective practices to drive student learning.



# OUR STRATEGIES FOR IMPACT

## CULTIVATING READING-RICH ENVIRONMENTS

**Goal:** By 2026, the OLC will activate and engage community members and organizations to support learning, cultivate the love of reading, and expand access to reading-rich spaces for children and their families.

**Strategies:**

- The OLC will increase access to high-quality, high interest, linguistically and culturally responsive books and foster reading-rich experiences and environments that meet children where they are: at school, home, and in the community.
- The OLC will work with schools, community groups, and organizations to incorporate literacy into their work with children and families in ways that are meaningful, relevant, and joyful.
- The OLC will develop and curate accessible, easy-to-use resources that support Oaklanders to promote reading and learning, with a focus on reading as a shared family and community activity.

## COALITION BUILDING FOR A CONNECTED & IMPACTFUL ECOSYSTEM

**Goal:** By 2026, the OLC will lead a dynamic coalition working together to create a more aligned and effective literacy ecosystem.

**Strategies:**

- The OLC will strengthen and sustain a coalition of organizations and leaders that is asset-based, embraces a collective mindset, and builds trust and relationships to deepen collaboration and create synergy to maximize impact.
- The OLC will convene and create space for stakeholders and practitioners to discuss complex challenges and new opportunities to improve reading outcomes, rooted in equity, anti-racism, and understanding systemic barriers to learning.
- The OLC will strengthen and promote the use of data and the development of tools to increase transparency and further alignment across systems and organizations.

## BUILDING CAPACITY FOR EFFECTIVE LITERACY PROGRAMMING

**Goal:** By 2026, the OLC will increase the capacity of educators and organizations to provide effective, high-quality literacy learning and development for the students they serve.

**Strategies:**

- The OLC will provide opportunities for educators and practitioners to deepen their understanding and implementation of evidence-based literacy practices aligned with the science of reading.
- The OLC will provide training and learning for educators and practitioners to strengthen their programs and utilize effective practices.
- The OLC will create productive spaces for educators and practitioners to address common challenges, share knowledge, and improve their practice through collaboration and peer learning.
- The OLC will develop, curate, and circulate tools and resources to support and bolster the work of educators and practitioners working with learners in diverse environments.

## WORKING IN COALITION TO IMPACT SYSTEMS

**Goal:** By 2026, the OLC will collaborate with community and coalition partners to inform and advance systemic changes that are necessary to eliminate racial disparities and produce strong reading outcomes for all Oakland students.

**Strategies:**

- The OLC will design a process for listening and identifying opportunities to inform and impact systems that reflect the experiences and expertise of a range of stakeholders, with the belief that those most impacted by our systems must be closest to the solutions.
- The OLC will elevate the expertise and experiences of coalition partners and amplify literacy as a priority with system leaders, policymakers, and at decision-making tables working to improve outcomes for Oakland children.
- The OLC will uplift asset-based narratives about our community's literacy aspirations, challenges, and needs to deepen a shared understanding of the state of literacy in Oakland.
- The OLC will increase community and coalition participation in systems change by providing accessible and actionable information about promising practices, policies, and models for impact.



The Oakland Literacy Coalition looks forward to collaborating with our coalition members, partners, funders and policymakers to create the conditions and environments we need in order for kids to learn and love to read.

