

***Oak Park and River Forest High School
2011-12 Board of Education Goals***

Statement 1: Racial Equity

The Board of Education will provide an inclusive education for all students and take action to eliminate racial predictability, disproportionality in student achievement, and systemic inhibitors to success for students and staff of color.

Action Steps:

- CCAR and PEG leadership training for systemic wide discussions about race—multiple stakeholders;
- Review of Policy Manual with CCAR participants for racial equity; and
- Drill deep into the data to determine patterns of experience for students starting with course placements and E-PAS data based on race.

Statement 2: Student Engagement and Achievement

The Board of Education will increase student achievement engagement, through quality classroom instruction, co-curricular, and other enhanced learning opportunities.

Action Steps:

- Implement District scorecard to report on student achievement trends;
- Obtain and review longitudinal data on post-secondary activities and success of students;
- Prepare advisory and student mentor programs for review and adaptation in 2011-2012 school year;
- Using fall SRI data as a baseline, increase the proportion of freshman students reading at grade level by 10%;
- Articulate a plan moving forward that addresses the work necessary to close the achievement gap; and
- Increase co-curricular participation by 7% or establishment of a database.

Statement 3: Learning Environment and School Culture

The Board of Education will continue to build and sustain a positive school culture, respecting and embracing all members of the school community, while providing for a safe learning environment.

Action Steps:

- Support and increase participation and programming available to parents and revive PTO as a parent participation option;
- Identify and implement specific discipline and positive behavior intervention through PBIS to reduce total ISS and OSS infractions and days spent in ISS and OSS for target areas by 10% compared with the 2010-2011 outcomes;
- To implement a climate survey to identify within the school culture the interactions between students-to-students, adults-to-adults and student-to-adults; and
- Develop a lunch period task force to develop on campus lunch period options for students.

Statement 4: Finance and Operations

The Board of Education will oversee the financial and operational conditions of the District to preserve prudent fund balances and equitable operational practices while continually striving to upgrade educational programs, hiring practices, and facilities.

Action Steps:

- Implement FAC Model for efficient and effective management outcomes;
- Identify appropriate recruiting and hiring practices to attract quality candidates for all staff and student positions including methods of retention for staff;
- Increase recruitment activities to targeted minority teaching candidates by 20% compared with 2009/2010 recruitment efforts;
- Complete successful negotiations; and
- Work with Districts 90 and 97, and private schools for increased shared services.

Statement 5: Governance

The Board of Education will ensure that accountability frameworks for policy and data are established and utilized.

Action Steps:

- Initiate discussion and establish framework for Strategic Plan for District, to start in earnest in fall 2012 (included here but overlaps all five statements);
- Continue with Board retreats to refine Board governance and efficiency, including methods of assessing additional activities for Board to learn to streamline its role in District operations;
- Have Board task force (perhaps 2 members with Superintendent) identify appropriate instrument for annual Superintendent evaluation; and
- Review and evaluate Board of Education processes and procedures to conduct Board business within a 3-hour timeframe.