



Oak Park and River Forest High School

Strategic Plan 2019-2024

2019-2020 Focus

Priority 1: Racial Equity

Eliminate race, socioeconomic status, and other social factors as predictors of students' academic achievement and social emotional growth.

- By August 2019, develop framework and timeline for racial equity policy procedures to be developed.
- By December 2019, develop and publish procedures for implementing Board Policy 7:12 Racial Equity, including metrics.
- By February 2020, prioritize the order of policy sections and resources to consider.
- By May 2021, complete assessment of school culture and learning environment.

Priority 2: Transformative Education*

Take a holistic, supportive, transformative approach to providing engaging, equitable learning experiences.

- By May 2020, implement a comprehensive, data-based system to monitor and support each student academically, social-emotionally, and behaviorally.
- By May 2022, create individualized post-high school plans for 100% of students.
- By June 2020, decrease by 10% the disparities between overall school demographics and (1) students receiving at least one discipline referral and (2) students receiving more than five tardies.
- By June 2020, increase the percentage of students who feel that they are welcome and belong at school to 60% across all demographic groups.
- By May 2021, increase overall participation in extracurricular activities to at least 80% while ensuring representation of the overall demographics of the student body.
- By June 2022, decrease by half the opportunity gap for our Black/African American and Latinx students, as measured by the percentage of students who earn honors credit during freshman year.
- By June 2024, decrease by half the opportunity gap for our Black/African American and Latinx students, as measured by the percentage of students who earn honors credit throughout high school.

Priority 3: Transformative Leadership

Hold leaders to high expectations in responsibilities, policies, practices, and professional development, and create opportunities that support effective teaching, learning, and leadership.

- By June 2020, improve quality and accountability of employee evaluations by implementing an electronic evaluation system.
- By July 2024, increase representation of minority teachers to 35% of the overall faculty.
- By July 2024, increase representation of minority employees to 50% of all employees.

Priority 4: Operations, Facilities, and Finances

Make fiscally responsible, student-centered decisions that allocate resources to ensure excellence and equity for all.

- By December 2019, present an update to the five-year financial projection, with annual updates to be given each December of subsequent years.
- By June 2020, complete design for Imagine OPRF Facilities Project 1.
- By May 2020, present to the Board of Education a preliminary balanced budget for fiscal year 2021.

**Combines what was previously three separate goal areas: Holistic Community Education, Supportive Learning Environment, and Transformational Teaching and Learning.*



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2018-2019 Focus and Progress

Goal 1—Holistic Community Education

- **Strategy 1.** By June 2019, develop a timeline of communication with key data points that will support the transition of students into OPRF and prepare them for post-secondary education and/or career paths. **[COMPLETED]**
- **Strategy 3.** By June 30, 2019, expand communication and information-sharing protocols between feeder/non-feeder schools and the high school. **[IN PROGRESS]**

Goal 2—Racial Equity*

- **Strategy 1.** By July 2021, provide access to rigorous curriculum and teaching for all students, so that race is not a predictor of academic level, pathway, or performance. **[IN PROGRESS]**
- **Strategy 3.** Annually assess school culture and climate and set targets for creating an environment in which all students feel welcome, including but not limited to students of color and lesbian, gay, bisexual, transgender, and gender-expansive students. **[IN PROGRESS]**

Goal 3—Supportive Learning Environment

Strategy 2. By May 2019, ensure students feel welcome, appreciated, and a sense of belonging. **[IN PROGRESS]**

Goal 4—Transformational Teaching and Learning

- **Strategy 1.** By May 2018, via Teacher Collaboration Teams (TCTs), establish priority standards and common assessments to measure student proficiency as defined by 80% of students meeting or exceeding expectations. **[COMPLETED]**
- **Strategy 2.** By the Fall of 2020 implement the first stages of a more inclusive 9th-grade curriculum designed to increase access to honors and Advanced Placement courses, with the goal of increasing by 25 percent the number of students earning honors credit their freshman year. **[IN PROGRESS]**

Goal 5—Transformational Leadership

Strategy 4. Encourage innovation at all levels in the institution. **[IN PROGRESS]**

Goal 6—Facilities and Finances

- **Strategy 1.** By June 2019, review and revise long-term plan created by the 2013 Finance Advisory Committee. **[IN PROGRESS]**
- **Strategy 3.** By November 2018, develop a long-term facilities plan to recommend to the Board. **[COMPLETED]**

Culture, Climate, and Behavior Committee (CCB) Accomplishments

Detailed list of accomplishments can be found at <https://tinyurl.com/oprfhsCCB>