TO: Board of Education

FROM: Dr. Carol Kelley, Superintendent of Schools

RE: Approval of the SY20 Desired Outcomes for Student Learning Performance and Action Plan (aka Equity Implementation Plan)

DATE: October 15, 2019

Annually, our school district charts a course towards our vision of ***creating positive learning environments for all D97 students that is equitable, inclusive and focused on the whole child***. This year, our annual operating plan was also aligned with our new BOE Policy (7:12) on Ensuring Racial and Educational Equity.

This evening, the Board of Education of Oak Park School District 97 is being asked to approve the SY20 Desired Outcomes for Student Learning Performance and Action Plan (aka Equity Implementation Plan) with modifications to what was presented on September 24, including:

- An area on the district's website to provide information and regular updates on our progress.

- We will continue to use the following racial equity analysis tool (as referenced in the policy), which was developed by National Equity Project (click here). This tool will be used to guide the development, implementation, and evaluation of policies, practices, procedures, and programs to address the impacts on racial equity.

- BOE Policy 7:12 requires the Board of Education to hold the Superintendent accountable for establishing annual goals that prioritize the requirements of this policy and making measurable progress in meeting these goals. This year, we have not set a specific student performance measurement target. However, the administration will be able to measure progress for each student demographic group during our progress updates to the BOE (*November 12, March 17, June 16)*. We believe this is within the requirements of BOE Policy 7:12.

- Finally, it was suggested linking the plan to other reports, in easy-to-understandable language. We have not made this change to the document since it is a working plan for the administration's use. However, during its learning session on October 29, the Board of Education will be able to select its learning priority for a year-long focus. Additionally, our schools and departments will continue to host events for families sharing information about the work we are doing in easy-to-understand language.

SY20 MEASURE OF STUDENT SUCCESS:

1. By Spring 2020, increase the percentage of favorable responses to the statement: ***"When I am at school, I feel I belong"*** above 72% ---- as measured on the Positive Learning Environment Student Survey (PLESS)1

2. By Spring 2020, decrease disproportionality rates of Black students receiving office discipline referrals -- as measured by SWIS.

3. By Spring 2020, decrease the percentage of students who are chronically absent from school below 10.8%

4. By Spring 2020, increase the percentage of Grade 3 students reading at or above grade level above 74% -- as measured by NWEA/MAP.

5. By Spring 2020, increase the percentage of Tier 2 and Tier 3 students who achieve accelerated growth of at least 1.5 years (per year) in Reading above 24% - as measured by NWEA/MAP

6. By Spring 2020, increase the percentage of Tier 2 and Tier 3 students who achieve accelerated growth of at least 1.5 years (per year) in Math above 16% - as measured by NWEA/MAP

7. By Spring 2020, increase the percentage of students who are projected college ready in mathematics above 53% -- as measured by NWEA/MAP.

8. By Spring 2020, increase the percentage of students who are projected college ready in reading above 42% - as measured by NWEA/MAP

SY20 MEASURE OF ADULT SUCCESS:

9. By Spring 2020, 10/10 schools completing Gender Support Team Team Training

10. By Spring 2020, 198/360 of selected students will have participated in *"Lunch N Learns"* focus groups.

11. By Spring 2020, 10/10 schools have an active SJC or book club.

12. By Spring 2020, 25 students (per middle school) will be active in YEMBA Affinity spaces.

13. By Spring 2020, 92% of students with disabilities receive specially designed instruction in an inclusive general education setting (monthly average)

14. By Spring 2020, 95% of teachers (monthly average) have received a score of 90% or above on the Quality Indicators of Specially Designed Instruction rubric

15. By Spring 2020, 100% of social workers and school psychologists trained in the delivery of interventions supportive of Trauma Informed Care

16. By Spring 2020, 20% of staff trained CHAMPS

17. By Spring 2020, 100% of schools have been actively use advisory, morning circles or cross-grade circles.

18. By Spring 2020, less than 2.06% of students receiving an in-school or out of school suspension

19. The district's SY20 retention rate of teachers of color is 90%

20. By Spring 2020, literacy audit with review of findings will be shared with stakeholders.

21. By Spring 2020, 80% of K-5 teachers will report feeling comfort & confidence with use of K-5 literacy resources

22. By Spring 2020, 75% of teachers will report feeling comfort & confidence with the use of newly adopted K-5 word study resources

23. By Spring 2020, 78 families (qualifying) will be equipped with Internet for ALL

24. By Spring 2020, at least 85% of all students identified as needing Tier 2/ 3 support will have an active plan in Branching Minds.

25. By Spring 2020, 100% of instructional coaches will determine how to implement Ready for Rigor framework in their coaching with individual teachers and teams (by May 2020)

26. By Spring 2020, 100% of district cohort (63 candidates) will complete National Board Certification components 1 and 3 (by May 2020)

27. By Spring 2020, 100% of requests for acceleration will be completed within the 45 - 60 school day timeline

28. By Spring 2020, 8 out of 8 elementary schools will implement the provision of co-taught differentiated supports within the classroom as well as the redesigned "pull-out" units

29. By Spring 2020, 10 instructional technology programs will be reviewed to determine ROI (Return on Investment)/ROV (Return on Value)

30. By Spring 2020, 50 professional learning sessions will be provided for teacher librarians and (volunteer) staff around effective use of technology aligned to the personalization of learning, use of 4Cs and ISTE standards.