

**Oak Park Elementary School District 97**  
**Plan for “Implementing” Policy 7:12**

Actions	Interim Indicators of Success	Target Deadline	Performance Metric
1. Conduct crosswalk of areas outlined in the “IMPLEMENTATION” section of BOE Policy 7:12 <i>Ensuring Racial and Educational Equity</i> with Vision97 4ALL actions.	Framework tool will be shared with administrators to conduct crosswalk.  Action plans related to Vision97 4ALL will be shared with BOE policy committee members.	June 10, 2019  June 7, 2019	Crosswalk document
2. For the 2019-2020 school year, building leadership teams will create school-level action plans that will contain four student targets that are designed to address equitable access for students and eliminating disproportionality in discipline. Each school-level plan will include targets, strategies and professional development for the following four areas: <ul style="list-style-type: none"> <li>● Math</li> <li>● Literacy</li> <li>● Eliminating Discipline Disproportionality</li> </ul>	SY19 school reflections  Building leadership retreat and planning for SY20  Solicit feedback from school community	June 7, 2019  June 7, 2019  September 2019	Written reflections  Attendance list Draft action plan  Participants providing feedback
3. Issue RFP for external equity audit of D97’s existing policies, programs, professional development, and procedures related to the objectives and implementation actions outlined in policy 7:12 <i>Ensuring Racial and Educational Equity</i> that will help ensure the promotion of racial equity and elimination of inequity and its contributors. The external auditors work should include, but not be limited to, identifying the existing systems, structures and processes and determining which to audit first; analyzing if and how they work and for whom; and then determining what gaps exist and how to address them (in existing programs and in terms of unidentified and/or unmet needs).	Solicit key items (from BOE and Ad Leadership) that may be included in the equity audit  RFP issued for external audit  External audit is awarded  Analysis of systems and structures throughout the system.	July, 2019  August, 2019  September 2019  December 2019	Presentation/written report (of recommendations for changes to increase student support and success) provided to BOE
4. Convene community stakeholders group (two days, date TBD) and charge with the task of creating a draft “Equity Implementation Plan” which will outline priorities,	Solicitation to participate in two-day planning process (date: TBD), outlining clearly, the expectations for the committee’s work.	January 2020	Records of meetings and feedback

<p>milestones, required resources and budget in order to address the external equity audit and achieve the objectives and actions contained in BOE Policy 7:12 <i>Ensuring Racial and Educational Equity</i>.</p>	<p>Solicit feedback on the draft plan from:</p> <ul style="list-style-type: none"> <li>• community members who helped the BOE craft this policy</li> <li>• administrators</li> <li>• staff (teachers, education professionals, support staff)</li> <li>• D97 families</li> <li>• middle school students</li> </ul>	<p>February 2020</p>	<p>Revised drafts of “implementation plan”</p>
<p>5. Update 5-Year Forecast</p>	<p>5-year forecast model contains budgeted resources for draft implementation plan</p>	<p>March 2020</p>	<p>BOE approved 5-year forecast</p>
<p>6. Collaborate with our partnership, parent and teacher organizations to create a tool kit of resources, programs and experiences designed to build capacity and knowledge base across the community in order to gain buy-in and support for the shifts in mindset and practices that will be required in order to achieve the objectives and actions contained in policy 7:12 <i>Ensuring Racial and Educational Equity</i>.</p>	<p>Schools will use various channels to communicate the status of this work to families.</p> <p>Organizations (e.g., PTOs, DivCo, OPPL, etc...) will develop programs or experiences designed to build capacity and knowledge base across the community.</p>	<p>August 2019 – May 2020</p>	<p>Buy-in and support from community on actions we will need to take and/or resources we will need to implement the policy</p>