



Oak Park and River Forest High School Strategic Plan 2023-2028

Priority 1 Racial Equity

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

- 1 By June 2028, implement a comprehensive set of strategies focused on ensuring that students have access to opportunities and resources, using specific metrics such as graduation rates, reduced achievement gaps, increased access to honors and advanced courses, and enhanced student and family satisfaction with school experiences.
- 2 By June 2028, implement a data-driven Resource Allocation Plan to equitably distribute resources, such as funding, staff, and educational programs, based on various data points, including student needs, academic performance, and demographic information, as measured by reduced resource disparities, increased student performance in areas where there is an achievement gap, and improved access to support services for at-risk students.

Priority 2 Transformative Education

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

- 1 By June 2025, increase by 2% the number of students overall who meet growth targets on the PSAT/SAT Math test, including:
 - Increasing by 10% the number of Black students meeting growth targets.
 - Increasing by 4% the number of Hispanic students meeting growth targets.
- 2 By June 2025, increase by 5% overall the number of students in all subgroups who meet growth targets on the PSAT/SAT Reading & Writing, including:
 - Increasing by 5% the number of Black students meeting growth targets.
 - Increasing by 7% the number of Hispanic students meeting growth targets.
- 3 By June 2025, increase the percentage of English Language Learner students who meet growth targets on the ACCESS test.
- 4 By August 2026, increase the College and Career Pathway Endorsement (CCPE) opportunities by adding two more approved endorsements.
- 5 By spring 2028, increase to 80% or higher the percentage of students within a cohort who report favorably in the area of school climate, as measured by Panorama Social-Emotional Learning/Universal surveys.

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Priority 2 Transformative Education (*continued*)

- 6 By June 2028, increase to 80% or higher the percentage of students in the Class of 2029 who report favorably in the area of school climate, as measured by Panorama schoolwide culture/climate survey.
- 7 By June 2028, increase to 80% or higher the percentage of students in the Class of 2029 who report favorably in the area of school climate, as measured by Illinois Youth Survey data.

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.

- 1 By August 2028, increase the diversity of our workforce to reflect the diversity of our student population, with a specific focus on increasing representation of faculty of color to 35%.
- 2 By August 2028, improve employee retention, with a specific focus on increasing the retention rate of support staff of color to 90%.

Priority 4 Operations, Facilities & Finance

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

- 1 By February 2024, develop a plan for ensuring that district spending decisions are equitable.
- 2 By May 2024, create a means for regularly and transparently communicating the district's overall financial health as well as Project 2 spending.
- 3 By June 2024, develop a plan to ensure that the district meets its long-term sustainability goals.
- 4 By June 2025, create a long-term technology plan that ensures the needs of all learners are being met.

Priority 5 Communications

Support the district's mission and goals by facilitating effective, timely, transparent, two-way communication with internal and external audiences.

- 1 By June 2026, demonstrate that a majority of our parents of color and non-English speaking parents are satisfied or very satisfied with communications.
- 2 By June 2027, increase the number of community stakeholders who rate the quality of district communications as excellent or above average from 34% to at least 50%.
- 3 By June 2028, improve issues management so that the number of community stakeholders agreeing or strongly agreeing that communications are open and transparent increases from 26% to at least 50%.