



OTHS District 203 Goals

Spring 2024

Education

- Create and prioritize systems and programming to advance the academic achievement and career preparedness for all students.
- Continuous efforts toward improvement on the Illinois School Report Card (IRC)
- Continuous efforts to promote positive student behaviors as well as address severe gross misconduct and disciplinary infractions without compromising district policy or principles
- Approach programming and services with the whole child in mind
- Continuous efforts to improve attendance and reduce chronic absenteeism

Facilities, Safety, and Transportation

- Ongoing development of the District's long-term and short-term facilities plan, with consideration of alignment to finance
- Prioritize beautification efforts
- Ensure facilities support educational goals and priorities
- Support effective maintenance of facilities

Finance

- Explore revenue sources for education and facility fund needs
- Maintain a reserve balance of 15-20% of annual operating expenses at minimum
- Maintain ISBE financial recognition
- Ongoing planning for the annual budget and 5-year financial forecasting
- Provide regular, transparent financial reporting

Communication

- Continue to promote OTHS Successes
- Identify and engage in opportunities to gather stakeholder feedback and perspective
- Identify opportunities to improve community engagement
- Continue the development of a communication plan

Personnel

- Improve the value of the district's health care benefits (cost, quality, satisfaction)
- Maintain a productive relationship between the board and superintendent
- Recruit and retain the best candidates in all employment areas, with proactive efforts to recruit candidates reflective of the diverse composition of the OTHS school community
- Organize personnel resources to maximize operational excellence and system management/implementation.
- Develop a comprehensive onboarding/orientation process for all staff members

Policy and Governance



- Regularly review and update Board policies
- Ensure district practice aligns with Board policy

Special Committee and Community Representation

- Collaborate with other O'Fallon/Shiloh school districts.
- Provide opportunities for stakeholder feedback and collaboration.
- Maintain partnerships with local and community organizations