

**OAK PARK UNIFIED SCHOOL DISTRICT  
2014-2015 ORGANIZATION AND SHARED LEADERSHIP  
MORAL IMPERATIVES**

We Believe:

- That empowering teachers as leaders at the school and district level and continuing to find ways to support this goal will help to meet our strategic objectives.
- The quality of the educational program is directly related to the skills, expertise, commitment, and morale of the teachers, administration, counselors and support staff.
- That the district will work to attract and retain a diverse, talented workforce and continue to provide opportunities for professional development.
- That we must engage students, parents and the community as key participants and full partners in our mission.
- That everyone in the organization is personally responsible for the process of learning and will be held accountable for student success.
- That we will learn from our mistakes and implement continuous improvement.
- That working together with our teachers' and classified associations is essential to ensure positive morale, solve problems jointly, and to model a professional collaborative working relationship.

GOALS	ACTIONS PLANS/MEASURABLE OUTCOMES
2a. Empower teachers as leaders at the school and district levels and we will continue to find ways to enhance teacher leadership throughout the District.	<ul style="list-style-type: none"> <li>• Engage teachers in committees such as math articulation, writing, EEAC, GATE DAC, Curriculum Council, Common Core, LCAP and more.</li> <li>• Continue to participate in Ventura County Teacher Leadership Academy</li> </ul>
2b. Teachers, parents, administrators, and students need to be fully invested in the decision making process.	<ul style="list-style-type: none"> <li>• Continue to honor the School Site Council model.</li> <li>• Support the PTO Council and use it as a working group to assist with LCAP, decision-making, ideas, innovations, etc.</li> </ul>
2c. Principals shall work together, support each other, and share innovations.	<ul style="list-style-type: none"> <li>• Principals will work as a part of the Leadership Team on problem solving and ways to further our moral imperatives, goals, and action plans.</li> </ul>
2d. Professional development will be matched to organizational goals and will emphasize choice, relevancy, and district vision. Participants shall be encouraged to share their new learning.	<ul style="list-style-type: none"> <li>• Develop new ways for teachers to share expertise that they have acquired, such as visiting each others classrooms, conducting workshops, etc.</li> <li>• Continue to provide quality research based professional development</li> </ul>
2e. Continue moving toward a collective bargaining approach that focuses on joint problem solving with employee associations.	<ul style="list-style-type: none"> <li>• Use the negotiations process to focus on solving issues and finding innovations to better the quality of education, enhance</li> </ul>

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	employee morale, and make Oak Park a great place to work.
2f. Administrators at the school and district level should be engaged with the students in the learning process.	<ul style="list-style-type: none"> <li>Encourage administrators to find ways to work with students on a regular basis. Some ideas are through school gardens, enrichment activities, club sponsorships, etc.</li> </ul>
2g. Develop branding, marketing and advocacy plan.	<ul style="list-style-type: none"> <li>Continue a quarterly newsletter that is mailed out on a regular basis to the community at large, placing special emphasis on student experiences for all communications.</li> <li>Continue to work with Friends of Oak Park Schools, our Education Foundation</li> </ul>
2h. Continue and expand a community outreach program.	<ul style="list-style-type: none"> <li>Continue a community outreach committee and finds new ways to engage our community in the schools and ways for our schools to serve the community in areas beyond our core mission of providing a world-class education.</li> <li>Explore the idea of a community wide read.</li> </ul>
2i. Ensure that the moral imperatives, goals and associated action plan are presented to and understood by all levels of the organization and foster a decision making process whereby all decisions are weighed against the current goals.	<ul style="list-style-type: none"> <li>Embed these moral imperatives, goals, and action plans into the core work that we do each day.</li> </ul>
2j. Explore and implement paperless options throughout the program.	<ul style="list-style-type: none"> <li>Principals will emphasize the use of digital technologies over paper whenever possible or appropriate.</li> <li>The Board and Leadership Team will continue to model this process.</li> <li>Seek a 10% plus reduction in paper use throughout the district.</li> </ul>