

**OAK PARK UNIFIED SCHOOL DISTRICT 2014-2015 TEACHING AND LEARNING MORAL IMPERATIVES**

We believe:

- Every student can learn and will reach their individual potential, when presented with the right opportunity including intervention strategies for students not progressing towards or meeting standards.
- The learning experience will include time for thoughtful reflection so that students learn to value and take pride in their work and understand the processes by which they learn most effectively.
- Learning opportunities should be as authentic as possible, personally meaningful and intrinsically motivating. Students need to explore, create and discover.
- Every student should be encouraged to become independent learners, thinkers and producers.
- Each student's natural joy of learning needs to be developed in a safe, stable, balanced and nurturing psychological and social environment so that they will become lifelong learners.
- Every student will meet or exceed state standards, which are a floor not a ceiling, and will not in any way restrict creative, imaginative and/or enriching teaching and learning experiences.
- All students should receive instruction that is differentiated. Learning experiences should emphasize depth, complexity, and novelty.
- All students should participate in programs that foster character development, ethical and compassionate behavior, social responsibility, leadership skills and community service and exhibit the developed skills in all arenas and modes of interaction, including cyberspace.
- We recognize and celebrate diversity and understand it is our obligation to prepare our students with the appropriate tools and skills to live in a global society.
- Technology is one of the tools to enhance the learning experience and should become an internalized method of learning and expression.
- The infusion of technology in the learning environment should not be to the exclusion of the use of cursive handwriting, reading books, painting, drawing, and constructing with authentic materials.
- All aspects of student wellness are of paramount importance. This includes child nutrition, physical fitness, stress reduction and mental health and well-being.
- Students should be helped to recognize the difference between societal norms that are self-destructive, self-focused, and promote consumerism and materialism, and those that promote respect for ourselves, each other, our differences, and care for all living beings.

GOALS	ACTIONS PLANS/MEASURABLE OUTCOMES
1a. Ensure a successful transition to Common Core standards.	<ul style="list-style-type: none"> <li>• Develop a plan that includes material acquisition, professional development, and technology integration.</li> <li>• Explore implementation of Next Generation Science Standards.</li> <li>• Transition from STAR assessments to Smarter Balance.</li> </ul>
1b. Continue our emphasis on differentiated instruction so that all of our students experience a challenging learning environment through depth, complexity, and novelty.	<ul style="list-style-type: none"> <li>• Provide more specialized professional development for teachers and staff.</li> <li>• Embed this emphasis into the teacher goal setting and evaluation process. All instructional staff should have goals related to this.</li> <li>• Provide more opportunities for staff who attain expertise in certain areas to train other staff.</li> <li>• Release teachers to observe each other to hone expertise in this area.</li> </ul>

OAK PARK UNIFIED SCHOOL DISTRICT 2014-2015 TEACHING AND LEARNING MORAL IMPERATIVES (continued)

GOALS	ACTIONS PLANS/MEASURABLE OUTCOMES
1c. Ensure that there is a smooth transition in math between elementary and middle school, and middle and high school inclusive of all students at all levels.	<ul style="list-style-type: none"> <li>• Math articulation committee (K-12) will focus this year on transitions from grades 5 to 6 and 8 to 9.</li> <li>• Implement a math intervention program at secondary level.</li> <li>• Set new math benchmarks for elementary level as part of the new textbook adoption Go Math.</li> <li>• A committee will be formed to look at new materials for grades 6-12.</li> </ul>
1d. Help our students find and pursue their passion.	<ul style="list-style-type: none"> <li>• Ensure resources are made available in student decision-making.</li> <li>• Implement independent project program at OPHS, OPIS &amp; OVHS.</li> <li>• Encourage more students to opt for 4-year colleges upon graduation from high school and ensure proper guidance throughout a student's academic career if this is their chosen path. If this is not the chosen path, help students to find one and start them on their way.</li> <li>• If a 4-year college is their chosen path, then during annual counselor meetings, review progress towards UC a-g/Cal state requirements.</li> <li>• The National School Clearing House program will be used to track post-secondary school data.</li> </ul>
1e. STEM instruction will emphasize experiential learning at all grade levels.	<ul style="list-style-type: none"> <li>• Expand I2I and look at other programs and competitions to involve more students and teachers.</li> <li>• Find ways to integrate marine science into the existing program and provide more opportunities for students to learn about and participate in protecting the ocean environment.</li> <li>• Offer environmental, computer, robotics and rocketry electives at MCMS. Continue to support participation in robotics, rocketry and solar boat teams at OPHS.</li> <li>• Continue to offer Introductory &amp; AP Computer Programming @ OPHS.</li> <li>• Integrate Science Specialist in STEM instruction at all grade levels.</li> <li>• Begin implementation and training for the Next Generation Science Standards at all levels.</li> <li>• Examine a sustainable agricultural science program, K-12.</li> </ul>
1f. Continue to define, communicate and enhance the GATE program.	<ul style="list-style-type: none"> <li>• Publish and disseminate the new GATE brochure.</li> <li>• Encourage more professional development for staff and offerings for parents including residential summer programs at the national centers.</li> <li>• Continue to articulate and expand the enrichment opportunities available to students at all of the schools.</li> <li>• Ensure that the three pillars of a quality GATE program are in place at all levels: Differentiation, Acceleration, and Enrichment.</li> <li>• Encourage expanded parent participation on GATE DAC.</li> </ul>

GOALS	ACTIONS PLANS/MEASURABLE OUTCOMES
<p>1g. Intervention programs will be available to students in reading, writing and mathematics at all levels.</p>	<ul style="list-style-type: none"> <li>• Math intervention program currently in place at grade 6 will be expanded to grade 7 and 8 at MCMS.</li> <li>• OPHS will continue to reduce the % of students enrolled in lower level math classes and instead provide earlier intervention for those not meeting graduation requirements to allow concurrent progress in all areas.</li> <li>• Implement computer diagnostic assessments across scope &amp; sequence of OPHS Math curriculum.</li> <li>• Create a Math Skills Computer Adaptive Learning Lab to facilitate student acceleration through scope &amp; sequence.</li> <li>• OVHS will offer CAHSEE math and language arts classes.</li> <li>• OPIS is implementing Teaching Texts Math program and Khan Academy access.</li> </ul>
<p>1h. The district shall embrace global stewardship and integrate environmental awareness throughout the curriculum at all levels.</p>	<ul style="list-style-type: none"> <li>• EEAC will plan events and areas of focus throughout the school year.</li> <li>• Create learning opportunities about renewables.</li> <li>• Help students make the connection between food and the environment, hunger, food insecurity and poverty locally, nationally, and globally.</li> <li>• Recycling programs will be expanded at all levels to include food waste composting, 100% recycling of paper and other items to take us toward Zero Waste.</li> <li>• Science enrichment programs will emphasize environmental science.</li> <li>• Energy conservation will be monitored and quantified. Students will learn about new renewable energy projects.</li> <li>• Students will learn about water and water conservation and develop and participate in projects to save water at each school site.</li> <li>• Training for Environmental Education Initiative will begin through the District Science Specialist.</li> <li>• Promote awareness of animal welfare issues and help students develop compassion for people, animals, and the diversity of life on earth.</li> </ul>
<p>1i. Offer a more student -centered art program that emphasizes individual creativity and self-expression.</p>	<ul style="list-style-type: none"> <li>• Continue restructuring &amp; coordinating the elementary art and music programs.</li> <li>• Promote music program at OPHS including a marching band.</li> <li>• Work with Friends of Oak Park Schools to develop more enriching visual arts programs at the elementary schools.</li> </ul>

GOALS	ACTIONS PLANS/MEASURABLE OUTCOMES
<p>1j. Continue all programs that emphasize wellness and balance.</p>	<ul style="list-style-type: none"> <li>• Child nutrition program will continue to improve food quality and serve more natural and organic food and plant-based menu items.</li> <li>• Develop a sustainable agriculture program in K-12.</li> <li>• Uniformity and balance of the student workload will continue to be reviewed, particularly as it relates to assigned homework, projects, and assignments.</li> <li>• Support EEAC theme for this year: Making Peace with Natural World: Peace Begins on Our Plates.</li> <li>• Continue to monitor student stress levels and overall balance.</li> <li>• Challenge Success Committees will continue to develop and implement processes and programs to reduce student stress.</li> <li>• Examine various calendar options that reduce student stress.</li> <li>• Counselors will continue to develop a Crisis Response Tool for students at risk. Increase professional development in this area of student response.</li> <li>• Continue implementing TUPE (Tobacco Use Prevention Education) in Gr.6-12 and include the dangers of e-cigarettes and marijuana.</li> </ul>
<p>1k. Our athletic programs will develop leadership, teamwork, and individual athletic potential.</p>	<ul style="list-style-type: none"> <li>• Support the new elementary physical education program that will include wellness and nutrition education in addition to teaching students about being physically active for life.</li> <li>• Expand athletic opportunities for students by adding additional sports &amp; levels to programs already in place.</li> <li>• Develop positive leadership skills in athletics.</li> <li>• Continue to require the National Federation of State High School Associations, Fundamentals of Coaching course for new coaches.</li> <li>• Continue administrative oversight of team sports and coaches.</li> <li>• More flexibility will be available in terms of P.E. credit for in school and out of school athletics.</li> <li>• Ensure that athletic participation is linked to safety, and positive well being for life.</li> </ul>
<p>1l. Our special education programs will provide the best possible outcomes in terms of meeting the specific needs of each child.</p>	<ul style="list-style-type: none"> <li>• Continue specialized staff development for special education teachers, including increasing the number of teachers who have earned the Autism Authorization.</li> <li>• Offer staff development opportunities for general education teachers in specialized instructional strategies for learners with disabilities.</li> <li>• Increase articulation between sites for transitioning students.</li> <li>• Implement a parent education component that addresses the supports available as students' transition from one site to another.</li> <li>• Provide general education teachers with additional professional development for pre-referral interventions for at-risk students.</li> <li>• Continue district-wide coordination of aide assignments to best serve students.</li> <li>• Structured social skills groups across school sites.</li> <li>• Increase support to students receiving behavioral support services and ensure earliest possible intervention.</li> </ul>

GOALS	ACTIONS PLANS/MEASURABLE OUTCOMES
1m. Counseling programs at all levels will be supported in order to meet the social and emotional, academic and career counseling needs of all students, and include parent education as necessary.	<ul style="list-style-type: none"> <li>• Anti-bullying programs will be implemented at all school sites.</li> <li>• Anti-bullying strategies will be embedded in the program at each school. Stronger anti-bullying programs at elementary schools and middle school.</li> <li>• Promote programs and workshops that teach acceptance, empathy and appreciation and respect of differences.</li> <li>• Ensure values transfer to after school programs that OPUSD children attend such as Rancho Simi AM/PM, PTA after school programs, etc.</li> <li>• Expand counseling programs as much as possible to improve the counselor:student ratio at all levels.</li> <li>• Expand our relationship with the ADL No Place for Hate program at the secondary schools.</li> <li>• Look at programs that promote digital citizenship at all levels.</li> <li>• Develop an Honor Code across the district.</li> </ul>
1n. Help students recognize they are part of a global community.	<ul style="list-style-type: none"> <li>• Support the International Gala/International Day merger and other programs that celebrate the cultural diversity of our students at all levels.</li> <li>• Develop a Community Service program that recognizes students for their meaningful efforts that demonstrate compassion for people, animals, and the environment.</li> </ul>
1o. Develop elementary technology standards.	<ul style="list-style-type: none"> <li>• Develop technology standards at the three elementary schools that are consistent and that include digital citizenship.</li> <li>• Support requirements for Smarter Balance assessments.</li> </ul>
1p. Ensure the use of technology aligns with curricular goals.	<ul style="list-style-type: none"> <li>• Review and update the Technology Plan annually as it applies to funding and implementation of programs.</li> <li>• Involve the Technology Committee and the Tech TOSA in developing the implementation plans.</li> </ul>
1q. Create an environment where the potential of each child can be realized, that promotes life-long learning and habituates socially responsible actions.	<ul style="list-style-type: none"> <li>• Continue to recognize students for a variety of achievements at all levels. For example, teachers choose a few students for recognition at a monthly school assembly and achievement.</li> <li>• Recognize students with service seal/recognition district wide.</li> <li>• Pursue the idea of an annual scholarship offered by Friends of Oak Park Schools related to this concept.</li> </ul>



## 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 employee morale, and make Oak Park a great place to work.</li> </ul>
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>

OAK PARK UNIFIED SCHOOL DISTRICT 2014-2015 ORGANIZATION AND SHARED LEADERSHIP MORAL IMPERATIVES (continued)

GOALS	ACTIONS PLANS/MEASURABLE OUTCOMES
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>



## OAK PARK UNIFIED SCHOOL DISTRICT 2014-2015 FINANCE, BUDGET AND FACILITIES MORAL IMPERATIVES

We Believe:

- The district will maintain a balanced budget that reflects our priorities.
- The district will operate with efficiency, effectiveness, integrity and transparency.
- The budget and the facilities should support our moral imperatives and collaborative approach, and reflect our mission.
- The district will maintain an environment that maximizes the safety and security of all those within the facilities and on the grounds.

GOALS	ACTIONS PLANS/MEASURABLE OUTCOMES
3a. To provide safe, clean, and high quality facilities that support the instructional program.	<ul style="list-style-type: none"> <li>• Focus on this goal as the Facility Master Plan projects are re-examined (see 3f).</li> <li>• Develop a volunteer corps at each school for weeding.</li> <li>• Take greater responsibility for the health of the creeks in the community.</li> <li>• Enhance the landscape at the schools and ensure that weeds are eradicated, turf and plants are watered and maintained, and the general appearance of the schools is pleasing to the community.</li> </ul>
3b. Continue to evaluate and explore options to create greater efficiency and maximize resources.	<ul style="list-style-type: none"> <li>• Continue to look for ways to save energy, water, gas, and paper, especially when looking at Measure R upgrades.</li> <li>• Develop a plan to utilize Prop. 39 funds to reduce our carbon footprint</li> <li>• Continue to explore solar power options and energy storage.</li> </ul>
3c. Ensure employee total compensation is always a priority in the budgeting process, as part of the effort to provide the highest quality education to all students.	<ul style="list-style-type: none"> <li>• Work with employee associations on common goals such as to maintain reasonable class sizes, provide quality health benefits to employees and ensure total compensation is competitive.</li> </ul>
3d. Maintain fiscal responsibility and transparency throughout the district and to the community at large.	<ul style="list-style-type: none"> <li>• Use our resources fully toward our core mission: To educate our students and maintain our employees while maintaining solvency.</li> <li>• Continue meetings with parents and staff regarding the budget and our financial situation.</li> </ul>
3e. Provide an annual updated spending plan and a long-term strategic vision for Measure R, C6, LCFF, Common Core funding, and Prop 39 funds.	<ul style="list-style-type: none"> <li>• Consult with the schools and then revise the Master Plan and provide costing and prioritization of projects based on the available funds.</li> <li>• Develop a plan for conclusion of Measure R funds and post Measure R and/or ongoing maintenance.</li> </ul>
3f. Provide safe learning environment at all of our schools.	<ul style="list-style-type: none"> <li>• Continue to provide training for campus supervisors.</li> <li>• Complete installation of electronic surveillance cameras at all sites.</li> <li>• Implement ID badge system for visitors.</li> <li>• Test text Alert system from ConnectEd.</li> <li>• Implement LED exterior lighting plan.</li> <li>• Provide prompt and efficient communication to school sites, students, families and community, as appropriate.</li> </ul>
3g. Improve Disaster Preparedness to maximize safety of all those within facilities and on the grounds in the event of a disaster.	<ul style="list-style-type: none"> <li>• Continue to add portable outdoor lighting.</li> <li>• Continue to review disaster preparedness plan and equipment at all sites.</li> <li>• Design Board of Education plan for emergencies/disasters.</li> </ul>