

Oak Park and River Forest High School, District 200
Board Briefs
Thursday, November 15, 2018

**Board
Actions**

Approval of the following items:

- Consent Items
 - Check Disbursements and Financial Resolutions dated November 15, 2018
 - Monthly Treasurer's Report
 - Gifts and Donations
 - Personnel Recommendations, including New Hires, Transfers, Stipend Positions, Resignations, and Leave of Absences
 - Policies for Second Reading
 - Policy 2:15, Committees
 - Policy 4:80, Accounting and Audits
 - Policy 5:30, Hiring Process and Criteria
 - Policy 6:240, Student Travel
 - Policy 7:50, School Admissions and Student Transfers
 - Open and Closed Minutes of November 5, and 8, 2018 and a declaration that the closed session audio tapes of February 2017 shall be destroyed and declaration that the Closed Session audiotapes from January 1, 1986 through November 8, 2018 will be destroyed.
- Acceptance the Long-Term Facilities Master Plan
- Estimated 2018 Levy, as presented

The Building Maintenance Proposal was pulled from the agenda

**Superintendent
Announcements**

Dr. Pruitt-Adams read the following statement:

"Normally I use the Superintendent's Report as an opportunity to update the Board and public on student and staff accomplishments from the past month. With the events of the past couple of weeks, however, I'm using this month's report to give a public update on our racial equity work.

"First, thank you to everyone who has been sending messages of support to students and staff. This has indeed been a challenging time for the high school. But it's also proven to be an opportunity for our entire community to come together to fight racism, anti-Semitism, anti-Islamicism, homophobia, and all other forms of bigotry. I'm so proud of our students, our staff, and the wider community for the message you are sending out into the world: Hate has no home at OPRF.

"The district has been acting on our commitment to achieve racial equity for many years. Recent events have served only to strengthen our resolve to create access and opportunity for *all* students. I'm gratified that so many in the community are now expressing a desire to join the effort, because we can all get more done together.

"Here is an update on some of the work.

"First, we have presented a racial equity policy to the Board. Over the summer Principal Nate Rouse worked on researching racial-equity policies then wrote one for D200. He presented this draft policy to the Board at its Sept. 18, 2018, Committee of the Whole meeting. The draft policy commits the district to a variety of actions that students and community members have voiced their concerns. These include:

- Using a racial equity analysis tool to review district policies, procedures, programs, and professional development.
- Implementing culturally responsive curriculum and teaching practices that reflect the diversity of our student body.

- Eliminating practices that lead to disproportionate representation of particular student groups in the discipline system.
- Recruiting, hiring, and retaining staff of color to mirror our student demographics.

“At the Sept. 18 meeting, the Board supported further work to refine the draft policy and asked that administration work with a team including experts in the field, just as the Gender Equity Committee did, to give input on best practices and craft clear procedures that are then agreed upon by students, staff, community members, etc. Formation of that team is underway. Administration will have a finalized racial equity policy and procedures to bring back to the Board no later than the end of this school year with the inclusion of student, staff and community voice..

“In the fall of 2017 we drafted a hiring protocol focused on hiring teachers of color. We realized our plan needed to be broader, and at the same Sept. 18, 2018, Board committee meeting, administrators presented the Board with a comprehensive “talent management” plan that explains how we plan to recruit, hire, and retain excellent teachers and staff. The plan says plainly: *“Our recruitment strategies will focus explicitly on attracting highly effective teachers and staff with diverse backgrounds, especially teachers of color.”* The plan states clearly that we intend to hire teachers and staff who view students’ existing cultural resources as assets, and who are aware of how their own identities affect their understandings. This too will have inclusion of staff and community voice

“From 2012 to 2017 our professional development focused on how to have healthy conversations about race. Our current multi-year professional development plan is focused on eliminating racial bias in classroom practices. Last year about 40 teachers received intensive training in racial equity leadership. Beginning this school year, all OPRF faculty members have been assigned to small groups led by these teachers. The groups will spend the next ensuing years analyzing their curriculum, teaching methods, practices, processes, and classroom relationships through a racial lens and acting on their research to eliminate bias in our classrooms. In addition, this year two OPRF faculty members with an extensive background in racial equity leadership are mentoring their colleagues as racial equity coaches.

“And finally, as promised, I am forming a student advisory committee that is diverse across all student demographics, including race, religion, ethnicity, etc. This new committee is schedule to hold its first meeting Tuesday, November 20 at 3:20 in the Little Theatre. These student advisors will play an essential role in offering input and guidance on implementing a student-initiated racial equity curriculum, as well as looking at other initiatives students have recommended, such as hiring an assistant superintendent of equity and developing student-led clubs that promote racial justice initiatives.

“The racial-equity work we began years ago continues, and now with more community support than ever. As Mahatma Ghandi said, “If we could change ourselves, the tendencies in the world would also change....We need not wait to see what others do.” Oak Park and River Forest High School has the potential to be a national model in providing a just, equitable education for all our students. I welcome all in the community to help us achieve this goal.” The students and staff members spread love with posters on the lockers this week.”

Reports

Informational reports were given about the Evidence-based Funding Plan and the School Report Card. Discussion ensued about a Property Tax Relief Grant. Student Council and FOIA reports were given.

Personnel Report

New Hires	Ryan Courtney , Japanese Teacher, effective 08/16/18 Lucia Garcia Gallegos , Production Staff, part-time, effective 11/07/18 Anatasia Johnson , Production Staff, part-time, effective 11/08/18 Hamesa Poindexter , Production Staff, part-time, effective 11/07/18 Mark Zielke , District Investigator, effective 11/20/2018
Transfers	Blanca Davila Beltran , Production Staff, part-time, effective 11/15/18 Wendy Feilen , Production Staff, part-time, effective 11/15/18 Jaime May , Production Staff, part-time, effective 11/05/18 Tiffany Soo , Visual Arts Faculty, effective effective 11/12/18
Stipends	Sara Wagner , Girls' Lacrosse Coach, effective 12/1/18
Resignations	Debra Otis , Food Service Worker, effective 10/31/18 Heather Tisue , Girls' Lacrosse Coach, effective 10/22/18
Leaves of Absences	Alex Krick , Paraprofessional, effective 1/14/18-5/8/18

**The next regular Board of Education Meeting will be
Thursday, December 20, 2018
6:30 p.m. closed session & 7:30 p.m. open session
Board Room**