

***EVANSTON TOWNSHIP HIGH SCHOOL
BOARD OF EDUCATION
EQUITY AND EXCELLENCE STATEMENT***

ETHS is committed to equity because excellence for all students requires equity. This commitment will be achieved by:

- *Providing all students with resources, opportunities, supports and interventions to ensure that they achieve their full potential.*
- *Giving students what they need to maximize their learning and well being.*
- *Assuring that all ETHS staff members actively continue to examine and eliminate institutional beliefs, policies, practices, and teaching that perpetuate racial disparities in achievement.*
- *Preparing all students to succeed in a multi-cultural society by teaching the contributions and viewpoints of all people.*
- *Raising the achievement of all students while eliminating the racial predictability of achievement.*

September 7, 2011

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Goal #1

Increase each student's academic trajectory, while eliminating the racial predictability of achievement, as demonstrated through multiple measures.

<i>Targets</i>	<i>Measures</i>
Establish growth target	TBA, report back deadline of March 31 with a measure that shows growth relative to expected trajectories. Develop a growth measure for students with special needs.
Work toward 70% of graduating seniors by subgroup will have taken at least one AP course or PLTW course.	Course enrollments in AP/PLTW courses.
50 percent of seniors by subgroup who take an AP exam or Project Lead the Way (PLTW) End of Course (EoC) assessment will score a qualifying score of 3 or higher on at least one AP Exam or a score of Proficient or higher on one or more PLTW EoC assessment.	Advanced Placement (AP) examination scores. PLTW EoC assessment scores.
80% of students by subgroup will continue in school within two semesters of graduating high school.	National Clearinghouse database
100% of freshmen on track to graduate by	Develop an internal on track indicator.

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subgroup.	
100% of students will graduate	ISBE-calculated graduation rate 4year/5 year graduation by subgroup.
100% of students will be on track for readiness for college, career and/or independence.	ACT benchmarks in English and math by subgroup. Measure of life skill independence (Special Education Department)

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Goal #2

Provide all students with resources, opportunities, supports, interventions, services, and curricula to ensure that each student will demonstrate significant academic and social-emotional growth during their experience at ETHS.

<i>Targets</i>	<i>Measures</i>
100% of students will be enrolled in one or more extra-curricular activities	Enrollment in extra-curricular activities (clubs and athletics)
100% of targeted students will attend student supports (Wildkit Academy, AM Support, Study Centers)	Attendance GRIT Measure Locus of Control Measure
Demonstrate a 5% decrease by subgroup annually in disciplinary actions.	Annual discipline report.
Adults in the school will be aware of the aspirations, challenges, and performance of 100% of students using iCAP data	Individualized Career and Academic Plans (iCAPs).
Mental health language will be developed.	Survey to include "mentor"

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Goal #3

Create a student-centered facility using 21st Century resources to support the needs of our diverse learning community.

<i>Targets</i>	<i>Measures</i>
<p>Increase the district's capacity to provide STEAM curricula by creating Entrepreneurship Center.</p>	<p>Expand the Algebra for Entrepreneurship to second room with related business classroom.</p>
<p>Three-year technological plans for the education future of our technology infrastructure and improve 21st century efficiencies.</p>	<p>Migrate the security camera system to IP (Internet Working Protocol) by 2017 and improve WiFi capacity.</p>
<p>Continue usage of five-year Capital Improvements Plan through 2021.</p>	<p>Five-year Capital Improvements Program that charts the five-year capital needs of the district and increases the fundraising capacity of the ETHS Foundation by 2021</p>
<p>Continue District sustainability and environmental awareness efforts to reduce our carbon footprint.</p>	<p>Continue our membership on City's Sustainability Committee and promote greater use of bikes (added bike compounds and continue bike path down Church Street with City), LED lighting, renewable energy sources, and fresh waste disposal.</p>
<p>Improve the accessibility of the building in terms of signage and multi-lingual directions</p>	<p>District-wide bilingual signage program to be implemented in 2016 and 2017 which also includes Braille signage. Continue to provide increased accessibility for all of our student and adult constituencies.</p>

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Goal #4:

Provide consistent and stable financial stewardship assuring: equitable opportunity and excellent education for each student; reasonable property taxes; optimized resources; and values-based, cost-effective allocation of resources.

<i>Targets</i>	<i>Measures</i>
Maintain the district's AAA bond rating	Annual monitoring of the budget to assure budget compliance and budgets stay within revenue levels
Maintain the district's financial recognition rating from the State of Illinois.	Balanced operating budget. Continue Mid-Year budget analysis of expenditures, and more analyses, if necessary, to assure regular evaluation of expenditures. Annual receipt of Government Finance Officers Association (GFOA) Popular Annual Report to the citizens about the District's finances and major accomplishments. Continue our practice of regular periodic transparent evaluation of cost-effectiveness of expenditures.
Maintain the district's portion of the total Evanston property tax bill to less than 25.5%	Annual receipt of the national GFOA Certificate of Excellence in Financial Reporting award and national Association of School Business Officials (ASBO) Certificate of Excellence in Financial Reporting award
Maintain fund balances of at least 33% of annual operating expenses for all Operating Funds	Annual receipt of the national GFOA Distinguished Budget Presentation award
Advocate in support of legislation that serves our students best and against legislation that would harm our students, using all available channels, including but not limited to ED-RED membership, collaboration with District	

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<p>65 and other like-minded districts, and other board and administrative organizations that advocate in support of public education.</p>	
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Goal #5

Strengthen relationships throughout the community which enrich engagement among all stakeholders and enhance student learning and well-being, and assure full continuity of effort with District 65.

<i>Targets</i>	<i>Measures</i>
Maintain and improve school-parent communication channels.	Measure the effectiveness of school-parent communications
100% of parents will utilize HAC and the Teacher Conference sign-up tool	Usage log
Maintain and expand information sharing between D202 and D65: data sharing (e.g., MAP, special studies); calendar development; joint achievement goal	N/A
Maintain and expand collaboration between D202 and D65 in all curricular areas (e.g., teacher exchanges, collaboration on assessments, rubric exchanges, sharing of curricula and assessments, placement).	Annual Joint Achievement Report Annual Joint Literacy Update
Seek a joint plan between districts around assessments along the K-12 spectrum	

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<p>Collaborate with D65 in nonacademic areas to share services and reduce costs.</p>	<p>Joint Purchasing Shared Services</p>
<p>Utilize a variety of media to maximize awareness and support of the District's goals, objectives and programs</p>	<p>Use of electronic, print, and multimedia tools to promote awareness and interest in the district</p>
	<p>Establishing a clear brand identity for the district and building on that image and reputation</p>
	<p>Coordinated communication, both internally and externally, regarding safety issues and crisis mgmt.</p>
<p>Develop and maintain positive, collaborative relationships with all stakeholders to strengthen support for ETHS District 202</p>	<p>Promoting, facilitating, and enhancing student/parent/staff involvement in ETHS education and extracurricular programs</p>
	<p>Building and maintaining partnerships with business and community leaders, the Cradle to Career, City of Evanston, Oakton Community College, and Northwestern University.</p>
	<p>Establishment of strong, positive connections between current and prospective ETHS families and community members</p>
<p>Improve education and communication with community on legislative matters impacting our students and strengthen voice of community on these matters through improved use of tools that can be used to exercise that voice when communicating with legislators.</p>	

Joint Literacy Goal

All students are proficient readers who are college and career ready by the time they reach 12th grade. To attain this goal we are adopting and implementing a model of disciplinary literacy.

Students advancing through the grades are expected to meet each year's grade-specific standards, retain or further develop skills and understandings mastered in preceding grades, and work steadily towards meeting the general expectations described by the common College and Career Readiness Standards.

Targets	Measures
100% of students will meet expected reading growth	ISEL, DRA/EDL, MAP, ISAT/PARCC, STAR
100% of Pre-K students will be at or above the 50 th percentile on the fall kindergarten ISEL composite score	Kindergarten readiness will be based on a combination of PALS scores and fall ISEL scores
100% of K-3 students will be proficient in foundational skills and meet or exceed standards in reading	<p>Grades K-3: ISEL, DRA/EDL, end of year expected level</p> <p>Grade 3 Standardized benchmark for CCR (e.g. 60th percentile ISAT)</p> <p>Meets or exceeds growth target</p>
100% of grade 4-11 students will meet or exceed standards in reading	<p>Grades 4-8 Standardized benchmark for CCR (e.g. 60th percentile ISAT)</p> <p>Meets or exceeds growth target</p> <p>Grade 10 Standardized benchmark for CCR(e.g. Plan College Readiness Benchmark 18)</p> <p>Grade 11 Standardized benchmark for CCR(e.g. ACT College Readiness Benchmark 22)</p>

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100% of K-9 students will meet or exceed standards in writing	K – 9 On-demand writing assessments
Increase proficiency levels for reading and writing in the content areas	K – 8 Standardized-Science and Social Studies CBA's
100% of students will exceed expected growth in reading comprehension skills up to grade level in high school.	9 – 12 STAR reading assessment