



Board Goals

2017-2018

The American Indian Model School strives to continuously to make improvements in all aspects of its operation. Beginning with the School Board, progressive steps of improvement are intentionally made and evaluated in order to exemplify how a continuous improvement process takes place. Toward that end, the Board meets annually to review its goals, develop new goals, and plan for the following year. As such the goals for the 2017-2018 School Year are listed below.

1. Board Leadership

The AIMS Board will:

- participate in annual professional development to enhance effective and efficient Board governance.
- participate in ongoing review and development of pertinent policies and protocols leading to effective Board documents, development, and maintenance of approved procedures.
- conduct at least one retreat for the entire board and superintendent each year.
- involve community members, business leaders, parents, and students (secondary) in the development of the board's vision and strategic plan.
- develop and monitor standards for student and system performance in its organization.

2. Staff Loyalty and Retention – Making School a Great Place to Work

The AIMS Board will:

- continue to implement progressive plans for recruiting, hiring, and career progression for highly qualified personnel.
- require all teachers to frequently assess students' academic growth to constantly inform their instruction.
- recruit, retain, and empower excellent teachers who are adept at personalizing learning experiences for students.

- hold principals accountable for meaningful school improvement.
- develop professional learning communities in all schools.
- support leadership development for aspiring, new, and veteran school leaders.
- partner with higher education institutions to ensure that teacher candidates are of the highest quality and aligned with district needs.

3. Fund Development

The AIMS Board will:

- assure that the reserves mandated by Oakland Unified School District are maintained at all times.
- make an annual financial investment in the organization.
- develop a strategic plan and include a component with a specific articulated direction for funds development.
- expand its revenue model to include activities that go beyond ADA revenue.
- investigate the possibility of procuring a funds development director.
- continue to develop and implement short and long-term Capital Improvement program for general operating-funded work.

4. Facilities

The AIMS Board will:

- provide regular updates on procuring a permanent high school facility.
- receive a facilities update by the facilities committee at each Board Meeting.
- make sure that all facilities are safe, well maintained, and provide for the developmental needs of all students.

5. Equal Employment Opportunity (EEO)

The AIMS Board will:

- ensure that a non-discrimination policy is included on all employment applications.
- establish an ad hoc committee to deal with any discrimination, harassment, and/or retaliation complaints.
- review data to ensure that all practices are eradicated that might lead to discrimination.
- ensure that annual training is provided to all employees around EEO policy.

