



Board Goals

2017-2018

The American Indian Model School strives to continuously 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. Personnel –

Insure that policies and procedures that underscore the importance of faculty/staff retention are created and implemented in a fair and equitable manner

3. Academic

Insures that policies and procedures that promote student success are created and implemented in a fair and equitable manner.

3. Fiscal Responsibility

The AIMS Board will:

- Assure that the reserves mandated by Oakland Unified School District are maintained at all times.
- Insure that the budget is balanced at the end of each fiscal year
- Develop preventive and responsible procedures to insure that deficit spending does not occur

4. Fund Development

- Pledge 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.

5. 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.
- Continue to develop and implement short and long-term Capital Improvement programs for general operating-funded work.

Staff Loyalty and Retention – Making This 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.**

The board creates policies and procedures. These are tasks/practices that the board holds the superintendent accountable. For example, the board does not recruit and/or hire qualified personnel; nor does it actually do any of the other tasks that are noted.