

THE SCHOOL DISTRICT OF PHILADELPHIA

No. 003.1

SECTION: Board Bylaws

TITLE: Goals and Guardrails

ADOPTED: June 29, 2023

REVISED: October 19, 2023

003.1 GOALS AND GUARDRAILS

Purpose

The Board of Education's ("Board") vision guides the work of The School District of Philadelphia's ("District") administration and staff and focuses priorities on student achievement, educational equity, and safe learning environments. The purpose of this policy is to define Goals and Guardrails as the Board's governance model for the District to institutionalize. This governance model shall be student outcomes focused, putting students first and aligning decision-making to support current and future student achievement and to hold the District accountable for achieving this.

Definitions

For purposes of this policy, terms are defined as follows:

Goals and Guardrails: A strategic governance framework that is focused on student outcomes through a strategic vision to be reviewed at least every five (5) years.

Goals: The targets used to monitor student learning and measure the District's progress towards accomplishing discrete benchmarks of academic achievement and college and career readiness.

Guardrails: The nonnegotiable conditions that must exist in schools to support achieving the Goals.

Authority

The Public School Code and Philadelphia Home Rule Charter permit the Board to adopt and enforce reasonable rules and regulations as it may deem necessary and proper for its governance as well as the management of the affairs of the District and its operations. [1][2][3]

It is the Board's responsibility to set the vision and direction for the District. To do this, the Board is committed to governing with a clear focus on student outcomes; establishing clear and specific goals for the District; dedicating significant time to monitoring progress toward the achievement of goals; and to review its five-year Goals and Guardrails targets at least every five (5) years to improve academic achievement for all students.

This is a collective responsibility shared by members of the Board and through the engagement of District employees, parents/guardians and caregivers, members of the Philadelphia community, and all those in a position to affect this work.

Goals and Guardrails reflect the Board's commitment to educational equity in safe and nurturing school communities; setting high academic standards; and holding itself and the District accountable for improvements in student achievement.

Core Requirements

To effectuate its governance model, the Board shall commit itself and the District to:

- Foster a culture that is centered around the Goals and Guardrails
- Align strategic planning to the Goals and Guardrails
- Regularly monitor progress toward achievement of the Goals and Guardrails
- Audit the effectiveness of monitoring and governance structures
- Perform management reviews to annually evaluate the Superintendent, self-evaluate the Board's own adherence to this governance framework, and assess strategic plan implementation

At least every five (5) years, the Board shall adopt through resolution specific interim targets for achieving each of the below Goals and Guardrails and expects the District to meet those targets:

- Goals
 - All students read on or above grade level
 - All students perform on or above grade level in math
 - All students graduate college and career ready
- Guardrails
 - Every school will be a safe, welcoming, and healthy place where students, staff, and community want to be and learn each day. This means that schools will be: 1) environmentally safe and clean; and 2) spaces with inclusive climates that provide students with access to robust social, emotional, and mental health supports.
 - Every student will have a well-rounded education with co-curricular opportunities, including arts and athletics, integrated into the school experience.
 - Every parent and guardian will be welcomed and encouraged to be partners in their child's school community.
 - Students' potential will not be limited by practices that perpetuate systemic racism and hinder student achievement.

Board Members shall assess action items, budgets, and District initiatives through the lens of how each supports the above Goals and Guardrails.

To modify the above Goals and Guardrails, the Board shall follow its existing policy setting process in addition to an additional public engagement process with students, parents and family members, staff, and community members. This public engagement process shall inform any changes that are made to the Goals and Guardrails. [4]

Legal References:

1. [24 P.S.](#) - Sec. 5-505
2. [24 P.S.](#) - Sec. 5-510
3. [Philadelphia Home Rule Charter](#) - Sec. 12-209
4. [Policy 003.2](#) - Policy Setting

Related Information:

1. 003.1 Goals and Guardrails Board Operating Guidelines