



SOUTHEAST ELEMENTARY

2018-2023 BSIP

Full Strategic Plan for FY19

As of August 20, 2019

MISSION STATEMENT

Through the expertise of an engaged staff, the Park Hill School District provides a relevant education in a safe, caring environment to prepare each student for successes in life. (Park Hill School District Mission Statement-Building mission statement in progress)

VISION STATEMENT

Believe, Achieve, Lead...Superstars Succeed!

CORE VALUES

1. Visionary Leadership
2. Integrity
3. Student Focus
4. High Expectations
5. Continuous Improvement
6. Equity

2018-2023 BSIP - AT-A-GLANCE

COLLEGE, CAREER, AND LIFE-READINESS (BUILDING SUCCESSFUL FUTURES) GOALS & OBJECTIVES

1 Each student will graduate college, career, and life-ready.

- 1.1 80% of Park Hill students will meet readiness benchmark as measured by the CCR Index.
- 1.2 Park Hill students will meet SEL benchmark as measured by the SEL Index (Baseline % TBD)
- 1.3 80% of Park Hill students will be proficient or advanced on the 21st Century Skills Assessment.

ACCESS AND OPPORTUNITY (EACH STUDENT) GOALS & OBJECTIVES

2 Ensure success for ALL students regardless of background.

- 2.1 Decrease the Access and Opportunity Gap [as measured by the Access and Opportunity Index % TBD]
- 2.2 Decrease the CCR Index gap between student demographic groups to 15%.

2018-2023 BSIP - DETAIL

COLLEGE, CAREER, AND LIFE-READINESS (BUILDING SUCCESSFUL FUTURES) GOALS & OBJECTIVES

1 Each student will graduate college, career, and life-ready.

1.1 80% of Park Hill students will meet readiness benchmark as measured by the CCR Index. (12/31/23)

Measure: CCR Index %
Target:

| BUILDING LEVEL STRATEGIES | MEASURE | TARGET | START/END DATE |
|--|---|--------|----------------------|
| 1.1.1 Conduct Collaborative Professional Development (CPD) meetings with the Instructional Coach to analyze and review NWEA data. (Terri Deayon) | Data Meetings | 3% | 08/14/19 06/01/20 |
| 1.1.2 Utilize NWEA Reading data to identify student needs and make instructional decisions (Terri Deayon) | NWEA Reading Scores | 100% | 08/14/19 06/01/20 |
| 1.1.2.1 Grade-level Literacy Leaders will meet for a half-day, once a quarter, for vertical teaming focusing on ELA workshop and Tier 2 Instruction. (Terri Deayon) | Participation of grade-level Literacy Leaders | 100% | 08/14/19 06/01/20 |
| 1.1.3 Participate in all-staff PD with Dr. Courtney to better understand NWEA website, how to run and read reports. (Terri Deayon) | Certified staff participation | 100% | 08/14/19 06/01/20 |
| 1.1.4 Participate in half-day grade level data meetings with Instructional Coach to analyze CCR reports and NWEA data. (1st-5th Grade in Fall) (Terri Deayon) | Participation (1st-5th grade) in Data Meetings | 100% | 08/14/19 12/18/20 |
| 1.1.4.1 Align class goals, student goals, and lead measures with school-wide reading goal utilizing Leader in Me notebooks and action planning (Terri Deayon) | Percent of goals aligned to building goals | 100% | 08/14/19 06/01/20 |
| 1.1.5 Increase Tier 2 Instruction Focus (Building-wide) (Terri Deayon) | | | 08/14/19 06/01/20 |
| 1.1.5.1 Identify what Tier 1, 2, and 3 looks like in ELA and Math, by grade level. (Terri Deayon) | CPD Sessions | | 08/14/19 06/01/20 |
| 1.1.5.2 Collegial visits of grade-level Literacy Leaders to observe Tier 2 instruction-balance, management, and record-keeping. (Terri Deayon) | Collegial Visits (in-building) | | 08/14/19 06/01/21 |
| 1.1.5.3 Utilize building math curriculum writers to present on district-wide expectations for Tier 2 math groups and how to align district resources. (Terri Deayon) | Staff Participation in Early Release/Staff Meetings | 100% | 08/14/19 06/01/20 |
| 1.1.5.4 Investigate/research Tier 2 resources to support Tier 2 implementation (Terri Deayon) | CCR Index % and RTI Data | | 08/14/19 06/01/21 |
| 1.1.6 Attendance Focus (Terri Deayon) | | | 08/14/19 12/31/19 |
| 1.1.6.1 Create an awareness, among stakeholders, of school attendance (Terri Deayon) | Awareness of School Attendance | | 08/14/19 12/31/19 |
| 1.1.6.2 Post attendance percentage daily, by class (Terri Deayon) | Posted Classroom Attendance | 100% | 09/01/19 06/01/20 |
| 1.1.6.3 Post grade level attendance daily in school entryway (Terri Deayon) | Posted Grade Level Attendance | 100% | 10/01/19 06/01/20 |
| 1.1.6.4 Include weekly attendance percentages, by grade level, in parent newsletter (Terri Deayon) | Reported Attendance in Parent Newsletter | 100% | 10/01/19 06/01/20 |
| 1.1.6.5 Develop community partnerships for support of attendance via initiatives and recognitions (Terri Deayon) | Establishment of Community Partnerships | | 12/01/19 06/01/20 |

1.2 Park Hill students will meet SEL benchmark as measured by the SEL Index (Baseline % TBD) (12/31/23)

Measure: SEL Index - Panorama [topics:Grit,Self-Efficacy,-Awareness,-Management]
Target:

| BUILDING LEVEL STRATEGIES | MEASURE | TARGET | START/END DATE |
|---------------------------|---------|--------|----------------|
|---------------------------|---------|--------|----------------|

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|--|--|------|----------------------|
| 1.2.1 Provide 2 hours of mental health/suicide training to all staff. (Terri Deayon) | Staff Participation | 100% | 08/14/19 12/20/19 |
| 1.2.2 Improve SEL Index Score from 3.8 to 3.9 (Terri Deayon) | SEL Index Score | | 08/14/19 06/01/20 |
| 1.2.2.1 Provide staff professional development on the SEL index and how to improve these skills within the classroom (Terri Deayon) | Staff Professional Development Participation | | 08/14/19 06/01/20 |
| 1.2.2.2 Incorporate the use of Likert scales into formative assessments to familiarize students with this tool (Terri Deayon) | Student Experience with Likert Scale | | 08/14/19 06/01/20 |
| 1.2.2.3 Identify and support students with internalizing behaviors (Terri Deayon) | Plan of Identification and Support | | 08/14/19 06/01/21 |
| 1.2.3 Improve "Grit" Score of 3rd-5th grade as measured by the Panorama SEL survey (Terri Deayon) | Grit Score | | 08/14/19 06/01/21 |
| 1.2.3.1 Increase student awareness and use of long-term goal setting (Terri Deayon) | Student Long-Term Goal Setting | | 08/14/19 06/01/21 |
| 1.2.4 Reduce the number of students reporting that " they've been bullied at school in the last couple of months" from 40% to 37% (Terri Deayon) | Panorama Survey | | 08/14/19 06/01/21 |
| 1.2.4.1 Review and make improvements to the reporting, investigation, resolution, and follow-up procedures for bullying incidents (Terri Deayon) | Decrease in Reported Bullying Incidents | | 08/14/19 06/01/21 |

1.3 80% of Park Hill students will be proficient or advanced on the 21st Century Skills Assessment. (12/31/23)

Measure: 21st century skills assessment
Target:

| BUILDING LEVEL STRATEGIES | MEASURE | TARGET | START/END DATE |
|--|---------------------------------|--------|----------------------|
| 1.3.1 Develop grade level (K-2 and 3-5) descriptors of what Mastery, Proficient, or Exceeding looks like for ISTE (Digital Citizenship Standards) (Terri Deayon) | Grade level Descriptors | | 08/14/19 06/01/20 |
| 1.3.1.1 Create common score sheets for technology standards (required skills) (Terri Deayon) | Common Score Sheets | | 08/14/19 06/01/20 |
| 1.3.1.2 Improve Southeast 21st Century Learning category on Balanced Scorecard (Terri Deayon) | 21st Century Score | | 08/14/19 06/01/21 |
| 1.3.2 Provide staff technology time, once a quarter, to discuss and break down assessed skills (Terri Deayon) | Quarterly Staff Technology Time | | 08/14/19 06/01/20 |
| 1.3.3 Utilize morning announcements to publicize weekly technology shout-outs regarding what classes/grade levels are using (Terri Deayon) | Weekly Technology Shout-outs | | 10/01/19 06/01/20 |
| 1.3.3.1 Send daily link of video announcements to parents (Terri Deayon) | Daily Link to Parents | | 10/01/19 06/01/20 |
| 1.3.5 Establish Technology Mentors with buddy classrooms to assist in times of need when working with technology (Terri Deayon) | Buddy Room Participation | 100% | 08/14/19 06/01/20 |
| 1.3.7 Utilization, by grade-levels, once a year, of District ITF's for professional development (Terri Deayon) | ITF Assistance Session | 100% | 08/14/19 06/01/21 |

ACCESS AND OPPORTUNITY (EACH STUDENT) GOALS & OBJECTIVES

2 Ensure success for ALL students regardless of background.

2.1 Decrease the Access and Opportunity Gap [as measured by the Access and Opportunity Index % TBD] (12/31/23)

Measure: Access and Opportunity Index [Equity Index]

Target:

| BUILDING LEVEL STRATEGIES | MEASURE | TARGET | START/END DATE |
|---|--|--------|----------------------|
| 2.1.1 Train all teachers on CRT principles and practices (Terri Deayon) | | | 01/01/18 12/31/23 |
| 2.1.1.1 Staff-wide book study on Culturally Responsive Teaching and the Brain by Zaretta Hammond (Terri Deayon) | Staff participation | 100% | 08/14/19 06/01/20 |
| 2.1.1.2 Incorporate continued CRT professional development into staff meetings, early release days, and Collaborative Professional Development (Terri Deayon) | Staff Participation | 100% | 08/14/19 06/01/20 |
| 2.1.1.3 Identify, compile, disseminate CRT resources, strategies, characteristics, and look-fors (Terri Deayon) | Evidence of CRT in classrooms and communication to staff | | 08/14/19 06/01/20 |
| 2.1.2 Implement Interest Groups for all students on Early Release Days (Terri Deayon) | Student Participation in Interest Groups | | 08/14/19 06/01/20 |
| 2.1.2.1 Utilize community experts within Interest Clubs (Terri Deayon) | | | 08/14/19 06/01/20 |
| 2.1.3 Host an annual cultural event/assembly (Terri Deayon) | Annual Event/Assembly | 100% | 08/14/19 06/01/20 |
| 2.1.4 Conduct Porch Visits (of ELD families) on Early Release Days (Terri Deayon) | Number of porch visits | | 08/14/19 06/01/20 |
| 2.1.5 Provide resources, on a regular basis, to families (include in parent newsletter quarterly and host resource table at Back to School Night and Parent Orientation) (Terri Deayon) | Number of Times Resources Provided | | 08/14/19 06/01/20 |

2.2 Decrease the CCR Index gap between student demographic groups to 15%. (12/31/23)

Measure: CCR Index % GAP

Target:

| BUILDING LEVEL STRATEGIES | MEASURE | TARGET | START/END DATE |
|---|---|--------|----------------------|
| 2.2.1 Form a building AVID Explorers Team to informally research, advise, and evaluate the AVID model (Terri Deayon) | Establishment of team (3-4 teachers) | | 08/14/19 10/01/19 |
| 2.2.1.1 Participate in collegial visits to an established AVID elementary building, once per semester (Terri Deayon) | Collegial Visits | | 08/14/19 06/01/20 |
| 2.2.1.2 Compile and share AVID elements and characteristics, as compared to established building practices (Terri Deayon) | | | 08/14/19 06/01/20 |
| 2.2.2 Continue to train all staff on Kagan Cooperative Learning Strategies (Terri Deayon) | Percentage of trained staff | 50% | 07/01/19 06/01/20 |
| 2.2.2.1 Use classroom walkthroughs to provide Kagan accountability and feedback to teachers (Terri Deayon) | Walkthrough Feedback/Scores | | 08/14/19 06/01/20 |
| 2.2.2.2 Utilize staff newsletters to share monthly Kagan resources, tips, and updates | Number of Kagan resources shared in staff newsletters | 9% | 07/01/19 06/01/20 |
| 2.2.3 Increase and improve Tier 2 intervention in Math Workshop (Terri Deayon) | Walkthrough Feedback/Scores | | 12/01/19 12/01/20 |
| 2.2.5 Explore methods of combining CARE team and RTI team to yield a more comprehensive system of support for at-risk students (Terri Deayon) | | | 08/14/19 06/01/21 |

PLAN IMPLEMENTATION

APPENDIX A: STRATEGIC PLANNING TERMS

| STRATEGIC PLANNING TERM | DEFINITION |
|--|--|
| Core Values/Guiding Principles | How people want to behave with each other in the organization. Value statements describe actions that are the living enactment of the fundamental values held by most individuals within the organization. What are our guiding principles, as a group, to adhere to no matter what? |
| Core Purpose/Mission Statement | The organization's core purpose. Why do we exist? |
| Vision Statement (5+ years) | Where you are headed — your future state — your Big, Hairy, Audacious Goal. Where are we going? |
| Competitive Advantages | A characteristic(s) of an organization that allows it to meet their customer's need(s) better than their competition can. What are we best at in our market? |
| Organization-Wide Strategies | Your strategies are the general methods you intend to use to reach your vision. A strategy is like an umbrella. It is a general statement(s) that guides and covers a set of activities. You can develop strategies for your whole organization, a department, a specific set of activities, or a guiding statement for a year. No matter what the level, a strategy answers the question "how." |
| Long-Term Goals (3+ years) | Long-term, broad, continuous statements that address all areas of your organization. If you have a five-year vision, these would be three- to four-year intermediate guideposts on the way there. What must we focus on to achieve our vision? |
| Short-Term Items (1 year) | Short-term items that convert the Goals into specific performance targets. Effective goals clearly state what, when, who and are specifically measurable — they are Specific, Measurable, Attainable, Responsible person, time bound (SMART). What must we do to achieve our long-term Goals? |
| Key Performance Indicators (KPIs) | Metric and non-metric measurements essential to the completion of an organization's goals. Each organization narrows the possible list down to a manageable group of KPIs that make the most difference to performance. KPIs are linked to goals. How will we know we have achieved our goals? |