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RENNER ELEMENTARY

2018-2023 BSIP

*Full Strategic Plan for FY18/19*

As of October 5, 2018

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## MISSION STATEMENT

Through high expectations and a caring and respectful environment, Renner is committed to developing student leaders to reach their full potential.

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## VISION STATEMENT

Developing leaders, innovators and creators for a successful future.

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# 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.
- 1.4 Test
- 1.5 AVID team will send a monthly tip and/or strategy for the staff to focus on this month.
- 1.6 Train staff on how to interpret and analyze the results of the SEL survey.
- 1.8 The special education team receive professional development on the district's CORE curriculum with Instructional coach Melanie Fuemmeler.

## 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%.
- 2.3 AVID team will send a monthly tip and/or strategy for the staff to focus on each month
- 2.4 We will participate monthly in school wide vertical groups.
- 2.5 We will connect with organizations and members of the community monthly.

## KEYS TO EXCELLENCE (EVERY DAY) GOALS & OBJECTIVES

### **3 Park Hill School District will leverage its Keys to Excellence for sustainability into the future.**

- 3.1 ACADEMIC - Quality instructional delivery.
- 3.2 CLIMATE - Provide a safe, caring, and welcoming environment.
- 3.3 EMPLOYEE - Quality staff.
- 3.4 FINANCIAL - Strategic resource allocation.

# 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:** 72%

BUILDING LEVEL STRATEGIES	MEASURE	TARGET	START/END DATE
1.1.1 Students will maintain a binder that includes a planner, note taking forms and goals. (Melissa Hensley)	Binder Checks and Fidelity Checklist	90%	08/15/18 05/24/19
1.1.2 Teachers will utilize the student binder according to AVID expectations. (Melissa Hensley)	Observations	100%	01/01/18 05/24/19
1.1.3 Social worker, counselor and administration will develop procedures and steps to address attendance. (Melissa Hensley)	Document Completed	100%	09/03/18 10/01/18
1.1.4 Teachers will learn through PH CRT modules. (Melissa Hensley)	Training Complete	100%	08/06/18 05/24/19
1.1.5 Development of improved instructional model district wide. (Melissa Hensley)	Model Complete	100%	01/01/18 05/19/23
1.1.6 Deploy CCR Index report to parents. (Melissa Hensley)	Communication Delivered to Parents	100%	08/20/18 03/22/19

**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
1.2.1 Research and determine SEL curriculum resources. (Melissa Hensley)	Completion	100%	01/01/18 05/31/19
1.2.1.1 Mental Health and Suicide Prevention Plan with Trained appropriate staff (Melissa Hensley)	Training Complete	100%	01/01/18 06/30/20

**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:** 72%

BUILDING LEVEL STRATEGIES	MEASURE	TARGET	START/END DATE
1.3.1 Retrain all staff on the standards and determine needs. (Melissa Hensley)	Training and Survey Completion	100%	01/01/18 10/31/18
1.3.2 Fully Deploy 21st Century Skills Assessment (Melissa Hensley)	Full Deployment	100%	01/01/18 06/30/20

**1.4 Test (12/31/18)**

**Measure:**  
**Target:**

**1.5 AVID team will send a monthly tip and/or strategy for the staff to focus on this month. (Taylor Glenn) (12/31/23)**

**Measure:** communication delivered monthly to staff  
**Target:**

**1.6 Train staff on how to interpret and analyze the results of the SEL survey. (Becky Adler) (12/31/18)**

**Measure:** Number of staff trained  
**Target:** 100%

1.8 The special education team receive professional development on the district's CORE curriculum with Instructional coach Melanie Fuemmeler. (Andrea Crutcher) (05/24/19) Measure:  
Target:

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: 20%

BUILDING LEVEL STRATEGIES	MEASURE	TARGET	START/END DATE
2.1.1 Cultural Responsive Teaching Book Study: ZH (Melissa Hensley)	Participation	100%	08/01/18 12/31/18
2.1.2 Increase authentic learning opportunities (Melissa Hensley)			01/01/18 06/30/23
2.1.3 Implement equal opportunity schools platform			01/01/18 06/30/21

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

Measure: CCR Index % GAP  
Target: 23%

BUILDING LEVEL STRATEGIES	MEASURE	TARGET	START/END DATE
2.2.1 All teachers are trained in AVID. (Melissa Hensley)	Number of Staff Trained	100%	07/01/18 12/31/18
2.2.1.1 Identify three focus areas of AVID for full implementation by the end of the year. (Melissa Hensley)	Items Identified by staff.	100%	07/01/18 10/31/18
2.2.2 Identify three focus areas of AVID for full implementation by the end of the year. (Melissa Hensley)	Fidelity observation tool	100%	01/01/18 05/31/19
2.2.3 Full deployment of AVID. (Melissa Hensley)	Fidelity Observation Tool	100%	01/01/18 12/31/20

2.3 AVID team will send a monthly tip and/or strategy for the staff to focus on each month (Taylor Glenn) (12/31/23)

Measure: communication delivered monthly to staff  
Target:

2.4 We will participate monthly in school wide vertical groups. (05/31/19)

Measure: Number of times verticals groups meet  
Target: 8%

2.5 We will connect with organizations and members of the community monthly. (05/31/19)

Measure: Number of connections made  
Target: 5%

KEYS TO EXCELLENCE (EVERY DAY) GOALS & OBJECTIVES

**3 Park Hill School District will leverage its Keys to Excellence for sustainability into the future.**

**3.1 ACADEMIC - Quality instructional delivery. (06/30/18)**

**Measure:** Balanced Scorecard Measures  
**Target:**

**3.2 CLIMATE - Provide a safe, caring, and welcoming environment. (06/30/18)**

**Measure:** Balanced Scorecard Measures  
**Target:**

**3.3 EMPLOYEE - Quality staff. (06/30/18)**

**Measure:** Balanced Scorecard Measures  
**Target:**

**3.4 FINANCIAL - Strategic resource allocation. (06/30/18)**

**Measure:** Balanced Scorecard Measures  
**Target:**

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# PLAN IMPLEMENTATION



# APPENDIX A: STRATEGIC PLANNING TERMS

STRATEGIC PLANNING TERM	DEFINITION
<b>Core Values/Guiding Principles</b>	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?
<b>Core Purpose/Mission Statement</b>	The organization's core purpose. Why do we exist?
<b>Vision Statement (5+ years)</b>	Where you are headed — your future state — your Big, Hairy, Audacious Goal. Where are we going?
<b>Competitive Advantages</b>	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?
<b>Organization-Wide Strategies</b>	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."
<b>Long-Term Goals (3+ years)</b>	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?
<b>Short-Term Items (1 year)</b>	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?
<b>Key Performance Indicators (KPIs)</b>	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?