



Park Hill School District

Building Successful Futures • Each Student • Every Day

Prairie Point Elementary

**2013-2018 CSIP
as of October 21, 2016**

Full Strategic Plan Created by OnStrategy

MISSION STATEMENT

To create a safe and caring student centered environment, to empower students to be independent learners, problem solvers, and responsible citizens in the 21st Century.

VISION STATEMENT

Prairie Point Elementary School provides all children with a safe, caring educational environment that focuses on high expectations and promotes lifelong learning

CORE VALUES

- Keep the focus on the student
- Continuous learning and professional growth
- Warm, caring, open-minded environment
- High expectations for all students and adults
- Team work and collaboration
- Empathetic approach with our actions

2013-2018 CSIP - AT-A-GLANCE

FINANCIAL DISTRICT GOALS & SCHOOL OBJECTIVES

1 While supporting the strategic goals of the district, the Park Hill School District will maintain a sound fiscal position with transparency, integrity and efficiency.

- 1.1 Prairie Point Elementary will maintain acceptable levels on specific financial indicators actuals to budget.
- 1.2 Without impacting the strategic goals of the district, Prairie Point Elementary will identify targeted efficiencies, cost reductions, cost avoidances, and alternative revenues annually in the amount of no less than 0.25% of the prior year's operating expenditures.
- 1.3 Prairie Point Elementary will identify action steps to support the Park Hill School District's energy conservation initiative in order to reach the 2015-16 Energy Efficiency Target established by the district.

ACADEMIC DISTRICT GOALS & SCHOOL OBJECTIVES

2 Provide a relevant educational experience that prepares all students for college and career success.

- 2.1 Close the College and Career Readiness Gap between ethnic and socioeconomic groups, as measured by each student's College and Career Readiness Index.
- 2.2 Increase the percentage of students with a readiness score of 75% or higher, as measured by each student's College and Career Readiness Index.
- 2.3 Increase the percentage of students proficient in 21st century skills.

CLIMATE DISTRICT GOALS & SCHOOL OBJECTIVES

3 Provide a safe, respectful, welcoming and caring environment.

- 3.1 Increase percentage of students reporting they feel safe at school.
- 3.2 Decrease the percentage of students reporting being bullied.
- 3.3 Increase the percentage of students reporting a caring, welcoming and respectful environment.

EMPLOYEE DISTRICT GOALS & SCHOOL OBJECTIVES

4 Promote a positive and supportive work and learning environment.

- 4.1 Increase the percentage of Prairie Point employees reporting their work place is a respectful and caring environment.
- 4.2 Increase the percentage of support staff reporting engagement in activities that demonstrate high performance, improvement, or innovation to support the strategic goals of the district.
- 4.3 Increase teacher engagement to support the strategic goals of the district.

2013-2018 CSIP - DETAIL

FINANCIAL DISTRICT GOALS & SCHOOL OBJECTIVES

1 While supporting the strategic goals of the district, the Park Hill School District will maintain a sound fiscal position with transparency, integrity and efficiency.

1.1 Prairie Point Elementary will maintain acceptable levels on specific financial indicators actuals to budget. (Jay Niceswanger) (06/30/18)

Measure:
Meat 90% of Financial Index Indicators

Target:
16%

School Action Plans	Measure	Target	Start Date, End Date
1.1.1 Conduct a monthly budget monitoring meeting to ensure Prairie Point's financial accounts more accurately reflect projected fund balances as noted through Expenditure to Budget Index (Measure 2) on the Balanced Scorecard. (Jay Niceswanger)	# of budget meetings	10	09/01/16 06/30/17

1.2 Without impacting the strategic goals of the district, Prairie Point Elementary will identify targeted efficiencies, cost reductions, cost avoidances, and alternative revenues annually in the amount of no less than 0.25% of the prior year's operating expenditures. (Jay Niceswanger) (06/30/18)

Measure:
Amount no less than 0.25% of prior year's operating expenditures

Target:
\$302,059

School Action Plans	Measure	Target	Start Date, End Date
1.2.1 As a Leadership Team brainstorm alternative revenue sources (fundraisers and grants). Conduct a one school-wide fundraiser to raise money for field trips and other instructional supplies. Clearly communicate to patrons what the funds for the fundraisers are going to be used for. (Jay Niceswanger)	Alternative Revenue Sources	1	09/01/16 06/30/17
1.2.2 Prairie Point will distribute grade cards electronically to utilize efficiency of resources (Jay Niceswanger)	# of reams of paper	10	09/01/16 06/30/17
1.2.3 Prairie Point will distribute back to school mailings electronically to utilize efficiency of resources (Jay Niceswanger)	# of reams of paper	5	08/01/17 09/01/17

1.3 Prairie Point Elementary will identify action steps to support the Park Hill School District's energy conservation initiative in order to reach the 2015-16 Energy Efficiency Target established by the district. (Jay Niceswanger) (05/15/17)

Measure:

Target:
\$798

School Action Plans	Measure	Target	Start Date, End Date
1.3.1 We will track energy efficiency and usage by comparing months from the 2015-16 school year and the 2016-17 school year on Prairie Point's KCPL reports. (Pam Carver)	Reduction Percent from year to year	2%	08/03/16 05/31/17

2 Provide a relevant educational experience that prepares all students for college and career success.

2.1 Close the College and Career Readiness Gap between ethnic and socioeconomic groups, as measured by each student's College and Career Readiness Index. (Jay Niceswanger) (06/30/18)

Measure:
Subgroup proficiency on Close College and Career Readiness Index

Target:
56%

School Action Plans	Measure	Target	Start Date, End Date
2.1.1 Implement Intervention Groups for Math with an emphasis on differentiated instruction for ALL students based on pre and post assessment and class observations, a minimum of 2 days per week for 15-20 minutes at a time. (Angie Timm)	Percent of classroom teachers implementing math intervention groups	100%	09/01/16 05/21/17
2.1.2 Provide PD for staff at grade level and staff meetings on leading effective differentiated instruction. (Jay Niceswanger)	# of PD sessions offered	2	09/01/16 05/30/17
2.1.3 Prairie Point will offer 3 reading nights for students and families plus 2 summer reading nights involving reading strategies for families to assist with at home to help their child as a reader, reinforcing strategies using in school. (Andrea Wilkens)	# of reading nights	5	09/01/16 05/30/17

2.2 Increase the percentage of students with a readiness score of 75% or higher, as measured by each student's College and Career Readiness Index. (Jay Niceswanger) (06/30/18)

Measure:
Increase percentage of students with readiness score of 75% or higher.

Target:
75%

School Action Plans	Measure	Target	Start Date, End Date
2.2.1 All grade levels will collaboratively score and analyze on-demand writing pieces using the district writing rubric and form skill based groups based on the needs of the results. (Kay Sharbono)	% of teachers scoring and analyzing on demand writing pieces	100%	09/01/16 06/30/17
2.2.2 PD will be provided for teams to collaboratively score and analyze on-demand writing pieces using district coaches. (Jay Niceswanger)	# of PD sessions offered per grade level	2	09/01/16 05/30/17

2.3 Increase the percentage of students proficient in 21st century skills. (Jay Niceswanger) (06/30/18)

Measure:
Percent proficient on ISTE Skills Assessment

Target:
83%

School Action Plans	Measure	Target	Start Date, End Date
2.3.1 Incorporate makerspace, STEM and Career Share into quarterly STEM challenges with buddy classroom in conjunction with school counselor career education. (Andrew Wideman)	# of stem challenges completed	4	09/01/16 05/30/17
2.3.2 Educate teachers on the ISTE standards and provide STEM PD for teachers. (Jay Niceswanger)	# of ISTE & STEM PD trainings.	2	09/01/16 05/30/17

3 Provide a safe, respectful, welcoming and caring environment.**3.1 Increase percentage of students reporting they feel safe at school. (Jay Niceswanger) (06/30/18)**Measure:
Student Survey data, BSCTarget:
93%

School Action Plans	Measure	Target	Start Date, End Date
3.1.1 100% of teachers at PP will conduct quarterly class meetings focusing on the characteristics of a quality teacher and quality students. (Kay Jackson)	# of class meetings held each quarter	21	09/01/16 05/30/17

3.2 Decrease the percentage of students reporting being bullied. (Jay Niceswanger) (06/30/18)Measure:
Olweus Survey DataTarget:
25%

School Action Plans	Measure	Target	Start Date, End Date
3.2.1 Prairie Point will hold two anti-bullying kick off rallies to commit as a school community to minimize the bullying reported at Prairie Point. (Matt Wachel)	# of kick off rallies	2	09/01/16 06/30/17
3.2.2 100% of teachers at PP will conduct monthly class meetings focusing on anti-bullying topics (4 rules of anti-bully, being a defender...) using the Olweus resources. (Tara Caligiuri)	# of class meetings per month	21	09/01/16 05/30/17

3.3 Increase the percentage of students reporting a caring, welcoming and respectful environment. (Jay Niceswanger) (06/30/18)Measure:
Student SurveyTarget:
92%

School Action Plans	Measure	Target	Start Date, End Date
3.3.1 Create small groups for behavioral RtI based on the results of the SRSS and SIBSS. (Andrew Wideman)	# of groups per quarter	2	09/01/16 05/30/17

4 Promote a positive and supportive work and learning environment.

4.1 Increase the percentage of Prairie Point employees reporting their work place is a respectful and caring environment. (Jay Niceswanger) (06/30/18)

Measure:
Annual Employee Survey

Target:
83%

School Action Plans	Measure	Target	Start Date, End Date
4.1.1 Each Monday, staff will have the opportunity to engage in mindfulness self-care activities (minimum of 5 each quarter). (Carrissa Parham)	# of self-care activities each quarter	5	07/01/16 05/30/17
4.1.2 Re-establish the social committee to create an inviting and welcoming environment (Andrea Wilkens)	Social Committee By-Laws	1	09/01/16 05/30/17

4.2 Increase the percentage of support staff reporting engagement in activities that demonstrate high performance, improvement, or innovation to support the strategic goals of the district. (Jay Niceswanger) (06/30/18)

Measure:
Support Staff Survey - Index Score - AQ Survey: "I have participated in some type of training or professional development this year"; "I use technology every day to complete my work"; "My work provides opportunities for intelligent risk-taking"

Target:
73

School Action Plans	Measure	Target	Start Date, End Date
4.2.1 Virtual support staff meeting to review building and district initiatives and goals and highlight support staff innovation in a virtual meeting. (Matt Wachel)	# of virtual staff meetings	8	09/01/16 05/30/17

4.3 Increase teacher engagement to support the strategic goals of the district. (Jay Niceswanger) (06/30/18)

Measure:
Annual Staff Survey Index Score

Target:
92%

School Action Plans	Measure	Target	Start Date, End Date
4.3.1 Introduce culturally responsive teaching practices at staff and grade level meetings to share resources. (Jay Niceswanger)	# of grade level meetings focused on CRT practices.	3	09/01/16 05/30/17

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 District 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 District 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 District 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?