



2017-18 School Scorecard

School: Prairie Phoenix Academy

Principal: Lisa Bollinger

Link to [District Scorecard](#)

Teaching, Learning and Equity Annual Goal: All students surpass their annual academic growth targets and graduate ready for success.							
Vital Measure	District Strategic Action	Strategic Actions	Process Lead(s)	Measures	Timeline	Stop Light	EOY Stop Light
Increase the number of schools exceeding expectations on statewide school report cards	Implement math scope and sequence	<ol style="list-style-type: none"> Get all teaching staff trained on ALEKS math by current lead teacher. - yes in Q1 Create math-based projects that are tied to common core skills and standards. - not yet started, but is in the plan for work on Feb 22 All teaching staff need to be knowledgeable on math skills and standards. Use of the I CAN statements will support this. - in progress at mid-year 	Bollinger and teaching staff	<p>Of the students who are credit deficient, each student will show accelerated growth toward math credit achievement.</p> <p>All others will earn at a pace that achieves an on-time graduation.</p> <p>These will be measured on credit pace charts and skill acquisition as outlined in our I CAN statements on the PPA course sheet.</p>	<ol style="list-style-type: none"> Aug./Sept. 2017 First semester Sept./Oct. 2017 <p>Monthly student</p>	Yellow	
	Refine conferring in the area of literacy	<ol style="list-style-type: none"> Establish and maintain a "reading block" of time in the school day - in most of our workshop schedules, not yet every one. Establish a bank of ideas about projects and seminars and high interest topics related to reading - not yet at mid-year 	Bollinger and teaching staff	<p>Of the students who are credit deficient, each student will show accelerated growth toward ELA credit achievement.</p>	<p>Monthly student progress reports</p> <ol style="list-style-type: none"> 1-3 - In development in Aug.-Oct. 4. Set up in Aug. 5. Sept./Oct. 6. Semester 2 		

		<ol style="list-style-type: none"> 3. Explicitly tie literacy instruction to standards (and provide general rubric to be attached to other project areas) - in development for several workshop plans at mid-year, not yet in all of them - will likely need review/revise in summer 2018 4. Establish instructional structure to provide prescribed interventions for designated students (tier 2/3) - shift in Spec Ed teacher schedule has occurred at mid-year to accommodate tier 3 5. Create or obtain rubrics or other tools to help measure literacy growth particularly around non-fiction reading - not yet, likely for summer 2018 revision of workshop plans 6. Expand literacy experiences to after school activities - not yet at mid-year 		<p>All others will earn at a pace that achieves an on-time graduation.</p> <p>These will be measured on credit pace charts and skill acquisition as outlined in our I CAN statements on the PPA course sheet.</p>			
	<p>Revise PLC framework for equity focus, implement and monitor</p>	<p>With over 40% of PPA staff being new, we will take steps to establish a new PLC with our Social Justice theme.</p> <p>How will we build our team?</p> <ul style="list-style-type: none"> -Establish norms that include a feedback cycle for the team -Practice them in twice weekly meetings -Celebrate them in twice weekly meetings <p>Cascade this out to students and families</p> <ol style="list-style-type: none"> 1. Personalized learning conferencing and feedback cycles around reading/writing/ communication skills that are tied to the ELA common core standards - at least monthly conferencing with students is underway in all advisories at mid-year 2. Develop more tools around project based learning - collaboration and project development is well underway at mid-year 3. Build partnerships for learning experiences (including after school) (including that school can happen 	<p>Bollinger and teaching staff</p>	<ul style="list-style-type: none"> -Established norms -Ritual of the norms -Informal checks on staff <ul style="list-style-type: none"> -Establish conference Schedule in Weekly schedule <ul style="list-style-type: none"> -Establish bank of tools/ideas for teachers -Maintain list of partnerships 	<p>2017-18 school year with monthly data checks and quarterly planning</p>		

		<p>outside of regular school day) - firefighter academy and IT class are underway at mid-year</p> <ol style="list-style-type: none"> 4. Learn more about year-round schooling 5. Community schools strategies and programming - shifting focus to family engagement at mid-year <p>Develop our skills in the areas of</p> <ol style="list-style-type: none"> 1. Restorative Practices - novice 2. Trauma informed practices - novice 3. Building a PBIS framework around Social Justice - themes are developed - shifting to student identification of social justice themes 		<p>Study year-round school</p> <p>-PD on Community Schools -PD on Restorative Practices -PD on Trauma informed practices -Branding of Social Justice theme</p>			
<p>Increase the district mean on the Student Engagement Survey</p>	<p>Increase the number of classrooms implementing student-centered learning strategies</p>	<p>How will we be sure that our student voices are heard? Focus on students saying they set learning goals and track their own progress.</p> <ol style="list-style-type: none"> 1. Empower the student leadership group to inform school expectations and strategies. - not yet at mid-year 2. Develop more student leaders to mentor and model to new students how to set goals and accept feedback. - informal or event-based, not yet systemic at mid-year 3. Develop PBIS lessons around how to make progress on credits and engage in goal setting. - informal or event-based, not yet systemic at mid-year 4. Create a monthly feedback cycle with survey and conversation circles about school practices. - informal or event-based, not yet systemic at mid-year 5. Collect anecdotal information about school experiences, practice the collection of this as a staff. - not yet at mid-year 6. Set a quarterly goal of collecting a variety of student voices on school and learning experiences. - not yet at mid-year 		<p>-Set these into staff meeting agenda</p> <p>-Plan showcase events that involve these tasks</p>	<p>Twice a week</p> <p>Four times per year</p>		

		<p>7. Engage students in collection and analysis of data, with the goal of them taking ownership of celebrating and problem-solving. - not yet at mid-year</p> <p>8. Identify what is success after graduation and report out on information received. - not yet at mid-year</p>					
Increase the district mean on the Student Engagement Survey	Research in and development of flexible scheduling options	<p>Prepare for Year-Round School 45-15 day cycles</p> <p>Prepare for extended day/split shift opportunities/blended learning experiences</p> <p>Explore options about transportation barriers</p>		Complete study and recommendations presented to School Board	<p>Share info in first quarter with all staff</p> <p>Develop a simple plan in Sem. 1</p>	N/A for now	

**Workforce Focus Strategic Goal:
Proactively recruit, retain and engage talent that reflects and is responsive to our diverse community.**

Vital Measure	District Strategic Action	Strategic Actions	Process Lead(s)	Measures	Timeline	Stop Light	EOY Stop Light
Employee Retention (Turnover)	All schools/ departments will be given turnover/ retention data and implement the following strategies: <ul style="list-style-type: none"> Stay interviews through rounding Completion of onboarding checklist within 30 days of new hire start date 	<ol style="list-style-type: none"> Check on new staff each week in the first 2 months of school - yes in sem 1 Building buddies - create partners - yes in sem 1 Quarterly staff team-building and check-ins - yes in sem 1 	PPA staff - sharing the lead	Survey info	Aug./Sept., then quarterly		
Employee Engagement	Based on Employee Engagement results, identify the two most critical areas of improvement and identify/implement strategies to address.	<p>Work on our team formation/norms/cohesion around our practices</p> <ol style="list-style-type: none"> Establish norms and reflect on how they are working each meeting. - revisiting at mid-year Create a feedback cycle, with some agreements about how to receive feedback from each other. - revisiting at mid-year 	Bollinger and PPA staff	Employee Engagement Surveys			
Employee Recruitment	Each department/ school will identify strategy to meet goal. Include selected strategies selected by department/sites. Recruitment & Retention Strategies for Administrators	<p>Community Schools programming gives us an opportunity to build capacity in current employees to take stronger leadership roles and cultivate these skills in PPA family members. An emphasis on bringing diverse adults into community schools activities has the potential to grow into employment. Revisiting at mid-year with efforts to build capacity in support staff at PPA to bridge relationships in the community.</p>	Bollinger and Oliver	Completion of Strategies	Maintain partner list with identification of diversity characteristics.		

Community Engagement Annual Goal:
Excel in how we serve all stakeholders and build relationships with families, community members, and businesses that promote positive outcomes for students.

Vital Measure	District Strategic Action	Strategic Actions	Process Lead(s)	Measures	Timeline	Stop Light	EOY Stop Light
Parent Satisfaction Survey	Assess site communication strategies and create recommendation for standards.	Establish staff norm of weekly family contact - in progress at mid-year	Bollinger and PPA staff	Family contact logs	Weekly-bi-weekly		
	Establish a baseline for African American parent satisfaction and create site-based plans and implement strategies to improve satisfaction.	PD time on rubric about our work with family engagement Develop a parent support group in the community schools framework. - not yet at mid-year Engage parents in restorative practices work around student conflicts. - invitations to parents have been made	Bollinger and student support team and Oliver	PD done Members ID'd Notes on incidents	1st quarter 1st semester As they happen		
	Assess African American parent satisfaction and collaboratively develop recommendations	Gather information from PPA African American students and families about their experiences in SPASD - this could be done as a seminar, student-led project. - not yet at mid-year Provide some feedback to the other schools in the district. - not yet at mid-year Create some PD opportunities for educators that reinforces the priority of building trust with African American families. - not yet at mid-year	PPA teachers	Data collected	Semester 1		
Community Engagement Baseline	Establish comprehensive list of school district programs and networked resources and feature through communication channels	Develop our role as a community school that builds trusting relationships with all families. PPA Comm School shared plans Work was started on this in Q1	Community Schools and PPA staff				

Facilities & Operations Annual Goal:

Use district resources effectively and efficiently.

Facilities and services meet the needs of our diverse and growing student population and community.

Vital Measure	District Strategic Action	Strategic Actions	Process Owner(s)	Measures	Timeline	Stop Light	EOY Stop Light
Engage in enrollment management planning 2.0.	Facilities can accommodate best teaching practices	Develop a list of potential sponsor partners for facility plan -Partnership with Boys and Girls Club in exploratory stage at mid-year	Bollinger	List made	1st quarter		