



RENNER ELEMENTARY

2018-2023 BSIP

Full Strategic Plan for FY20/21

As of August 21, 2020

MISSION STATEMENT

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

VISION STATEMENT

Developing leaders, innovators and creators for a successful future.

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

CORE VALUES

- Positive
- Determined
- Community
- Student Focused
- Respect
- Communication
- Accountability
- Collaboration
- Trust

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: 80%

BUILDING LEVEL STRATEGIES	MEASURE	TARGET	START/END DATE
1.1.1 Develop a "why" for AVID and share it on Renner's website.	Completion		09/02/19 05/22/20
1.1.2 Feature monthly WICOR strategies to be implement and share results at team meetings using Flipgrid.	Monthly Completion	100%	01/01/18 05/22/20
1.1.3 Classroom visits will be completed by the AVID Site Team, using the AVID Elementary CCI tool as a guide.	Completion		08/24/20 05/21/21
1.1.4 Connect with organizations and members of the community on quarterly basis.	Number of Connections	4	09/02/19 05/24/21
1.1.5 Enhance "college culture" at Renner through monthly displays and college shirt days.	Completion	100%	09/02/19 12/31/23
1.1.6 Share Park Hill Instructional Vision with staff and tie building initiatives and field trips to Instructional Vision.	Completion		09/02/19 05/21/21
1.1.7 Work with the social worker to develop and implement a plan to address tardiness and absences.	Completion	100%	09/01/19 12/31/23
1.1.8 Implement MTSS building-wide and utilize the MTSS Renner framework.	Completion during MTSS Meetings	100%	09/02/19 05/28/21
1.1.9 Analyze Math NWEA data to increase percentile rank to 41 in 2nd-4th grades.	Percentile	71%	09/02/19 05/22/20
1.1.10 Analyze Math NWEA data to increase percentile rank to 47 in 5th grade.	Percentile	70%	08/20/19 05/20/20
1.1.11 Create Costa's Levels of Questioning in Reading and Math document.	Completion		08/24/20 05/24/21
1.1.12 Create "Now Showing" board to feature upcoming WICOR strategies being implemented in classrooms.	Completion		08/24/20 05/24/21
1.1.13 Leadership Team will participate in a book study or article reviews.	Completion		08/24/20 05/24/21

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: 67%

BUILDING LEVEL STRATEGIES	MEASURE	TARGET	START/END DATE
1.2.1 Yearly Mental Health and SOS training will be provided to staff by counselor and social worker.	Training Completion	100%	08/20/19 05/24/21
1.2.2 Provide 3rd-5th grade teachers SEL Panorama data and train staff on how to interpret and analyze results.	Completion		10/01/19 05/31/21
1.2.3 Provide opportunities for students in 4th and 5th grades to hold leadership jobs.	Participation		01/01/18 12/31/23
1.2.4 Create and implement student/parent onboarding plan	Completed		09/02/19 12/31/23

1.2.5 Revamp PBS and provide staff training.	Complete	09/02/20 05/22/21
1.2.6 Plan and implement quarterly student celebrations aligned to academic and PBS goals.	Quarterly Completion	08/24/20 05/24/21

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: 75%

BUILDING LEVEL STRATEGIES	MEASURE	TARGET	START/END DATE
1.3.1 Provide staff training on 21st Century Skills Assessment	Full Deployment		09/01/19 05/22/20
1.3.2 Train staff on various digital information sites and create a collection of tools that lists building experts.	Completion	100%	08/24/20 05/24/21

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 Incorporate Social Emotional Learning and Culturally Responsive Teaching into monthly Marathon Teams.	Completion	100%	10/11/18 12/31/23
2.1.2 Work with AVID feeder schools to create opportunities for collaborative experiences.	Connections Made	100%	09/02/19 12/31/23
2.1.4 Assign AVID Organization buddies to students for binder, desk and planner checks.	Completion		08/24/20 05/22/22
2.1.5 Host a Parent Night to share data, building initiatives and showcase Renner.	Completion		08/24/20 05/24/21

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 Deploy CCR Index report to parents.	Communication Delivered to Parents	100%	08/20/18 05/15/20
2.2.2 Implement and feature monthly cooperative learning structures and share results at team meetings.	Completion		09/02/19 12/31/23
2.2.3 Enhance staff knowledge regarding CRT, as well as personal bias/stereotypes regarding race and ethnicity.	Completion		08/24/20 05/24/23
2.2.4 All teachers are trained in AVID.	Number of Staff Trained		07/01/18 12/31/18
2.2.4.1 Identify three focus areas of AVID for full implementation by the end of the year. (Binder Organization, 2-Column and 3-Column Notes, I Can Learning Statements)	Items Identified by staff.		09/01/18 05/22/20

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?