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GRADEN ELEMENTARY

2018-2023 BSIP

*Full Strategic Plan for FY21/22*

As of September 15, 2021

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## MISSION STATEMENT

Graden Elementary School's mission is to provide a positive learning environment where students achieve academic excellence and personal success. Students will know and apply the essential skills for working and contributing in a diverse global society

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## VISION STATEMENT

Building Successful Leaders, Each Student, Every Day

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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.

## 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%.

## 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: 80%

BUILDING LEVEL STRATEGIES	MEASURE	TARGET	START/END DATE
1.1.1 Utilize and distribute CCRI Reports with consistency. (Vanna Easley)	100% of classrooms will utilize and distribute CCRI Reports each quarter.		08/23/21 05/22/22
1.1.1.1 Align Data Notebooks to CCRI Report: Math, ELA, Attendance, 21st Century Skills (Vanna Easley)	% of students utilizing leadership notebooks		08/23/21 05/22/22
1.1.1.3 Students will keep CCR Index Reports in Data Notebooks and identify using a monthly reflection sheet strengths and opportunities for improvements (Vanna Easley)	Number of CCRI reflections completed		08/23/21 05/22/22
1.1.2 Monitor academic measures on balanced scorecard. (Vanna Easley)	Number of times building receives balanced scorecard.		08/23/21 05/22/22
1.1.2.1 Monitor academic measures using building and classroom data centers to track Math, ELA, 21st Century and Attendance building goals utilizing CCRI Reports and make adjustments to instruction based on the data. (Vanna Easley)	% of classrooms visibly monitoring CCRI measures		08/23/21 05/22/22
1.1.2.2 Align class WIGs with school WIGs utilizing Data Notebooks and action planning.	Percent of classroom goals aligned to building goals.		08/23/21 05/22/22
1.1.2.3 80% of Graden students will score proficient or advanced on the NWEA Reading Assessment (Vanna Easley)	80% of students will score proficient or advanced.		08/23/21 05/22/22
1.1.2.4 80% of Graden students will score proficient or advanced on the NWEA Math Assessment. (Vanna Easley)	80% of students will be proficient or advanced.		08/23/21 05/22/22
1.1.2.5 75% of Graden students will score proficient or advanced on the NWEA Science Assessment. (Vanna Easley)	75% of students will score proficient or advanced.		08/23/21 05/22/22
1.1.2.6 54% of Graden students will meet or exceed their growth projection on the Math NWEA Assessment. (Vanna Easley)	54% of students will meet or exceed growth projection		08/23/21 05/22/22
1.1.2.7 56% of Graden students will meet or exceed their growth projection on the Reading NWEA Assessment. (Vanna Easley)	56% will meet or exceed their growth projection.		08/23/21 05/22/22
1.1.3 Students will utilize Data notebooks during spring student-let conferences.	Percent of Students utilizing notebooks		08/23/21 05/22/22
1.1.4 Teachers will collaborate weekly around Common Formative Assessments.	% of grade levels that meet weekly		08/23/21 05/22/22

1.1.5 Distribute CCR Index Reports at the end of each quarter to families.	Number of times report is distributed		08/23/21 05/22/22
1.1.6 Develop a Quality Instruction BSIP Team (Vanna Easley)	Team is formed with a member from each grade level		08/23/21 05/24/22
1.1.6.1 Meet Monthly to engage in action research and dive into best practices related to small group instruction, specifically reading instruction using the 5 pillars of reading instruction.	Number of Meetings	8	08/23/21 05/24/22

**1.2 Park Hill students will meet SEL benchmark as measured by the SEL Index (Baseline % TBD) (05/24/22)**

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

BUILDING LEVEL STRATEGIES	MEASURE	TARGET	START/END DATE
1.2.1 Utilize the SEL Index to identify students scoring below the SEL benchmark and create interventions to support students scoring below the SEL benchmark	% of students scoring below benchmark in an intervention group.		08/23/21 05/22/22

**1.3 80% of Park Hill students will be proficient or advanced on the 21st Century Skills Assessment. (05/22/22)**

**Measure:** 21st century skills assessment  
**Target:**

BUILDING LEVEL STRATEGIES	MEASURE	TARGET	START/END DATE
1.3.1 Plan spring STEAM Family Night for families to attend and participate with their students as leaders/facilitators (Vanna Easley)	Percent of families that attend STEAM Night		08/23/21 05/22/22

## 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 Equity and Inclusion BSIP Team will meet monthly to collaborate and plan for Equity and Inclusion training for staff utilizing Culturally Responsive Teaming and the Brain.	Number of Meetings	8	08/23/21 05/22/22
2.1.1.1 Offer building wide Equity and Inclusion Training throughout the year on the following topics: Confronting our own privileges, Identify our own biases and how they affect our frame of mind, Broaden our interpretation of culturally and linguistically diverse students' learning behaviors, identify the many forms of oppression and how each form is destructive to the human spirit. (Vanna Easley)	Number of Trainings	5	08/23/21 05/22/22
2.1.2 Implement TIER I PBIS with Fidelity (Vanna Easley)	Percent Complete		08/23/21 05/24/22
2.1.2.1 Create PBIS BSIP Team representative of the building staff (Vanna Easley)	Number of team members on the team		08/23/21 05/24/22
2.1.2.2 Visibly post Graden PBIS Matrix around the building (Vanna Easley)	percent of classrooms and rooms with PBIS Matrix posted visible to all student	100%	08/23/21 05/24/22
2.1.2.3 Determine procedures for each of the school's settings identified in the matrix and clarify behaviors/rules for each area (Vanna Easley)	# of settings identified with clear behaviors/rules	9	08/23/21 05/24/22
2.1.2.4 Develop lessons on schoolwide, non-classroom and classroom expectations, rules and procedures. (Vanna Easley)	Number of Lesson Plans Developed	9	08/23/21 05/24/22
2.1.2.5 PBIS BSIP Team Meet monthly to look at data and develop training opportunities for early release PD (Vanna Easley)	Number of Meetings	10	07/13/21 05/24/22
2.1.2.6 PBIS Team will review schoolwide data entered into SWISS monthly (Vanna Easley)	Number of times data is reviewed	9	08/23/21 05/24/22
2.1.2.7 Schoolwide data will be shared bi-weekly in the Graden Bulletin (Vanna Easley)	Number of times building data is shared	20	08/23/21 05/24/22
2.1.2.8 PBIS Action team will train staff on components of Tier I PBIS during 2021 back to school meeting including: Matrix, common language, major and minor behaviors, lesson plans (Vanna Easley)	Percent of staff that receive training	100%	08/23/21 05/24/22
2.1.2.9 All staff will actively teach lessons on schoolwide, non-classroom and classroom expectations, rules and procedures to students (Vanna Easley)	Percent of students that learn expectations, rules and procdures.	100%	08/23/21 05/24/22

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

**Measure:** CCR Index % GAP  
**Target:** 15%

BUILDING LEVEL STRATEGIES	MEASURE	TARGET	START/END DATE
2.2.2 Monitor at risk students	NWEA. F&P, CFAs: RTI/Data Dig Meetings, SIBSS/SRBSS		08/23/21 05/22/22
2.2.3 Provide systematic and research based Tier II and III interventions to students at risk academically, behaviorally and socially. (Vanna Easley)	Percent of students identified as at risk receiving systematic intervention	100%	08/23/21 05/24/22



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

**3.1 ACADEMIC - Quality instructional delivery. (06/30/23)**

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

**3.2 CLIMATE - Provide a safe, caring, and welcoming environment. (06/30/23)**

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

**3.3 EMPLOYEE - Quality staff. (06/30/23)**

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

**3.4 FINANCIAL - Strategic resource allocation. (06/30/23)**

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



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# PLAN IMPLEMENTATION

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# 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?