



HAWTHORN ELEMENTARY

2018-2023 BSIP

Executive Summary for FY21/22

As of September 1, 2021

MISSION STATEMENT

The staff at Hawthorn Elementary is committed to preparing each student for life-long success by providing quality instruction in a safe and caring learning environment.

VISION STATEMENT

At Hawthorn, all students and families are inspired to be resourceful, take risks, and respect differences.

CORE VALUES

Continuous Improvement
High Expectations
Integrity
Visionary Leadership
Equity
Student Focus

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 14%.

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:

BUILDING LEVEL STRATEGIES	MEASURE	TARGET	START/END DATE
1.1.1 Train teachers on "Next Steps Forward In Guided Reading". (Brooke Renton)	Percent Complete		08/16/21 05/31/22
1.1.2 Train teachers on Best Practices at Tier 1 (MTSS book study).	Percent Complete		08/12/21 05/31/22
1.1.3 Deploy the PH Instructional Vision through ongoing PD at staff meetings and grade level meetings. (Brooke Renton)	% deployment		08/01/19 05/31/22
1.1.6 Hold data meetings following each NWEA window with a focus on setting and monitoring growth goals. (Brooke Renton)	# of meetings held	4	08/23/21 05/31/22
1.1.10 Train teachers on the process of Learning Walks. (Brooke Renton)	% completed		08/24/20 05/31/22

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
1.2.2 Hold 9 school-wide Leadership Assemblies beginning, focused on the recognition of students' demonstration of leadership habits and students identified as "top growing students" in each grade level.	# of assemblies held	9	08/01/19 05/31/22
1.2.12 Train staff on the PBIS process through ongoing PD throughout the school year. (Bianca Mayfield-Miller)	% of teachers receiving training	100%	08/24/20 05/31/22
1.2.13 Implement online PBIS Rewards school-wide system to encourage expected behaviors. (Bianca Mayfield-Miller)	% completed		08/24/20 01/31/22
1.2.14 Train staff on Behavior Belief statements and the positive behavior principles.	Percent Complete		08/16/21 05/31/22
1.2.15 Create and share lesson plans for teaching expected behaviors.	Percent Complete		08/16/21 05/31/22

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:

BUILDING LEVEL STRATEGIES	MEASURE	TARGET	START/END DATE
1.3.1 All students will participate in Inquiry-based/problem solving activities through the use of Breakout EDU kits and using the digital platform at least one time each quarter. (Brooke Renton)	% of classrooms participating		08/01/21 05/29/22
1.3.3 Host a building-wide STEAM night (open house) for students and families. (Brooke Renton)	% completion of STEM night	100%	08/01/21 05/29/22

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
2.1.2 Implement a teacher/student mentor program.	% completed	100%	08/01/19 05/31/22
2.1.7 Monitor and improve "Husky Block" at each grade level to focus on tiered interventions. Students will be grouped according to skill level and focused intervention. (Brooke Renton)	% completed	100%	08/16/21 05/31/22
2.1.8 Students will participate in self-selected interest groups each month. (Sarah Knoll)	# of monthly interest groups completed		08/24/20 05/31/21

2.2 Decrease the CCR Index gap between student demographic groups to 14%. (Brooke Renton) (12/31/23)

Measure: CCR Index % GAP
Target:

BUILDING LEVEL STRATEGIES	MEASURE	TARGET	START/END DATE
2.2.8 Track and display school-wide NWEA growth data for each grade level to be updated quarterly. (Brooke Renton)	% completed		08/16/21 05/31/22
2.2.9 Train teachers on MTSS (Student Support Team) process. (Brooke Renton)	Percent Complete		08/16/21 05/31/22

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:

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?