

Strategic Plan
2016 - 2021

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Our Mission

is to provide children in the Penn Hills community with a world-class education that will not only prepare academically ready students but develop informed, responsible world citizens, creative problem solvers, and effective communicators for lives of leadership, accomplishment, and exemplary character. We believe that children of all cultures and abilities can learn and be challenged to reach their highest potential. To achieve this, the school recognizes the importance of collaboration with the entire learning community of students, parents, community members and school staff. Our mission is to ensure that the students experience real life 21st century learning experiences in an innovative, community based public school setting , and created to build a foundation that will enable students to reach their highest potential.

OUR
MISSION
IS CLEAR



Our Vision

Our vision is for every student to reach his or her full potential and discover the pathways for lifelong success.



Core Values

The core values, as identified below serve as the anchors for the school's effort in accomplishing the goals in the strategic plan and our mission.

WE believe in Soaring to
Success by building Strong
Character
Academics
Relationships
Entrepreneurs
For a life of leadership.



Statement of Purpose

This document provides an overview of the action plan that will be taken to ensure that students are prepared academically, prepared to be citizen problem solvers, and effective communicators. This action plan will also meet mandates of the Pennsylvania Department of Education.

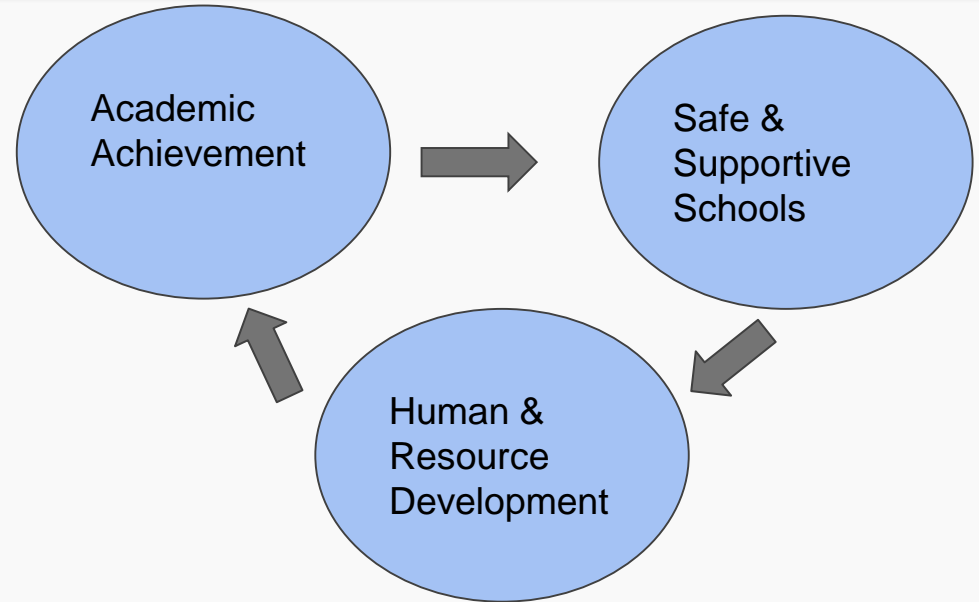
The Pennsylvania Department of Education requires charter schools to develop a strategic plan that addresses three main focus areas:

- Academic Achievement
- Safe & Supportive Schools
- Human & Resource Development

The strategic plan will include action steps, goals, resources, and indicators of effectiveness.

Strategic Focus Areas

- The focus areas provide guidance for school leadership and policy decisions and in the development of initiatives and strategies to achieve our vision.
- Each focus area contains objectives, actions and monitoring to assist in ensuring that we achieve our mission and vision.



Goals 2016-2021

GOAL 1: Over the next 5 years, students will demonstrate 3-5% increase in proficiency each school year in Reading, Math, Science, Writing according to the PSSA, STAR data, and standard based curriculum assessments.

GOAL 2: Promote a safe learning environment. To continue bully prevention program (OLWEUS) for students and staff by conducting and analyzing data by surveys (Penn Hills, students staff and parent surveys) and staff development by 2017 with 80% participation. We will be looking for our surveys to show that 85% of the answers are always and/or sometimes, with exception of two questions', related to bullying, answers should reflect 85% of the responses to be sometimes or never.

GOAL 3: Promote a safe learning environment by decreasing student infractions. Increase parent, and community participation by 10% .

GOAL 4: To have at least 10% of ventures to gain a partnership with a local business/agency/or company by May 2017. Increase enrollment by 5% and maintain enrollment.

GOAL 4: Provide students with the tools and resources to become an Entrepreneur.

GOAL 5: Our goal is to attract, support, and retain highly qualified staff.

Goal 1

Academic Achievement

ACADEMIC ACHIEVEMENT

Academic Area: Reading, Math, Science, Writing

GOAL: Over the next 5 years, students will demonstrate 3-5% increase in proficiency each school year in Reading, Math, Science, Writing according to the PSSA, STAR data, and standard based curriculum assessments.

Identify the area(s) for improvement along with the data from which it is based.	Strategies	Anticipated Barriers	Timeline for expected implementation	Person(s) Responsible for Implementation	Monitoring and Data collection activities to measure the effectiveness of the strategy
<p>- In 2015 PSSA, 52% of the students met or exceeded proficiency.</p> <p>-STAR Grade level data will decrease 3-5 % in urgent intervention and intervention, by the end of each benchmark assessment.</p> <p>-STAR grade level increase benchmark advanced by 3-5% increase by each benchmark test</p>	<p>-Standards aligned curriculum</p> <p>-Standards aligned assessments</p> <p>-Effective data collection</p> <p>-Effective instructional practices</p>	<p>-Maintaining highly qualified staff</p> <p>-Time for implementation to analyze data</p> <p>-Materials and resources</p>	<p>Aug.2016 to June 2021</p>	<p>Instructional Staff</p> <p>Administration</p>	<p>-Multiple Data Point Collections</p> <p>-Student Learning Plans</p> <p>-Data Chats</p> <p>-Data Walls</p> <p>-Child Study Team and RTI/RTII</p> <p>-Monthly walk through</p>

GOAL 2

Safe & Supportive Schools

Academic Area: Character Development

GOAL: Promote a safe learning environment. To continue bully prevention program (OLWEUS) for students and staff by conducting and analyzing data by surveys (Penn Hills, students staff and parent surveys) and staff development by 2017 with 80% participation. We will be looking for our surveys to show that 85% of the answers are always and/or sometimes, with exception of two questions', related to bullying, answers should reflect 85% of the responses to be sometimes or never.

Challenge 2

Identify the area(s) for improvement along with the data from which it is based.	Strategies	Anticipated Barriers	Timeline for expected implementation	Person(s) Responsible for Implementation	Monitoring and Data collection activities to measure the effectiveness of the strategy
Implementation of Character into Academics	<ul style="list-style-type: none"> -Positive Behavior Plan -Olweus Bullying Prevention -Attendance incentives PBIS 	Scheduling	<i>August 2016-2021</i>	Principal, Vice Principal, Curriculum Coordinator, Social Worker, Instruction Support Teacher Liaison	<ul style="list-style-type: none"> -Surveys -Observations -Discipline data -Olweus -PBIS
Community Service Goals 100% of students will participate in Quarterly service projects.	PD on what community service should entail	Cost	<i>January 2017</i>	All Imagine Staff	- Reported hours and type/description of service

GOAL 3

Safe & Supportive Schools

Academic Area: Parent Choice

GOAL: Promote a safe learning environment by decreasing student infractions. Increase parent, and community participation by 10% .

Identify the area(s) for improvement along with the data from which it is based.	Strategies	Anticipated Barriers	Timeline for expected implementation	Person(s) Responsible for Implementation	Monitoring and Data collection activities to measure the effectiveness of the strategy
<p>Parent Involvement:</p> <ul style="list-style-type: none"> -Volunteering for special events -Update school website -Analyze and utilize the data from Family Survey. -Parent handbooks distributed to all families. -Parent Night participation. -PTO Meetings (staff attend) 	<ul style="list-style-type: none"> -Positive Behavior Plan -Olweus Bullying Prevention -Attendance incentives -PBIS -Communities In Schools 	<ul style="list-style-type: none"> -Parent work schedule 	<ul style="list-style-type: none"> -June 2017 	<ul style="list-style-type: none"> -All parties involved (i.e. homeroom teachers, teachers planning events, etc.) 	<ul style="list-style-type: none"> -Parent survey -Sign in logs -Participation in events

GOAL 4

Human & Resource Development

Academic Area: Economic Sustainability

GOAL: To have at least 10% of ventures to gain a partnership with a local business/agency/or company by May 2017. Increase enrollment by 5% and maintain enrollment.

Identify the area(s) for improvement along with the data from which it is based.	Strategies	Anticipated Barriers	Timeline for expected implementation	Person(s) Responsible for Implementation	Monitoring and Data collection activities to measure the effectiveness of the strategy
<ul style="list-style-type: none"> -Educational Grant Writing -Staff reviewing school budget. -Staff given a budget to manage and make decisions. -Identifying partnerships to assist in Micro Society. -Create new process for accounts payable. 	<ul style="list-style-type: none"> -Professional Development on grant writing -Identifying areas of need within the school. -Junior Achievement -Structured Entrepreneurship program with scope and sequence 	<ul style="list-style-type: none"> -Participation -Time -Mobility rate -Transportation 	<ul style="list-style-type: none"> -August -Ongoing 2016-2021 	<ul style="list-style-type: none"> -Leadership Team -Innovation Specialist 	<ul style="list-style-type: none"> -Staff needs assessment -PD rubrics - Assessments

GOAL 5

Human & Resource Development

Academic Area: School Development

GOAL: Our goal is to attract, support, and retain highly qualified staff.

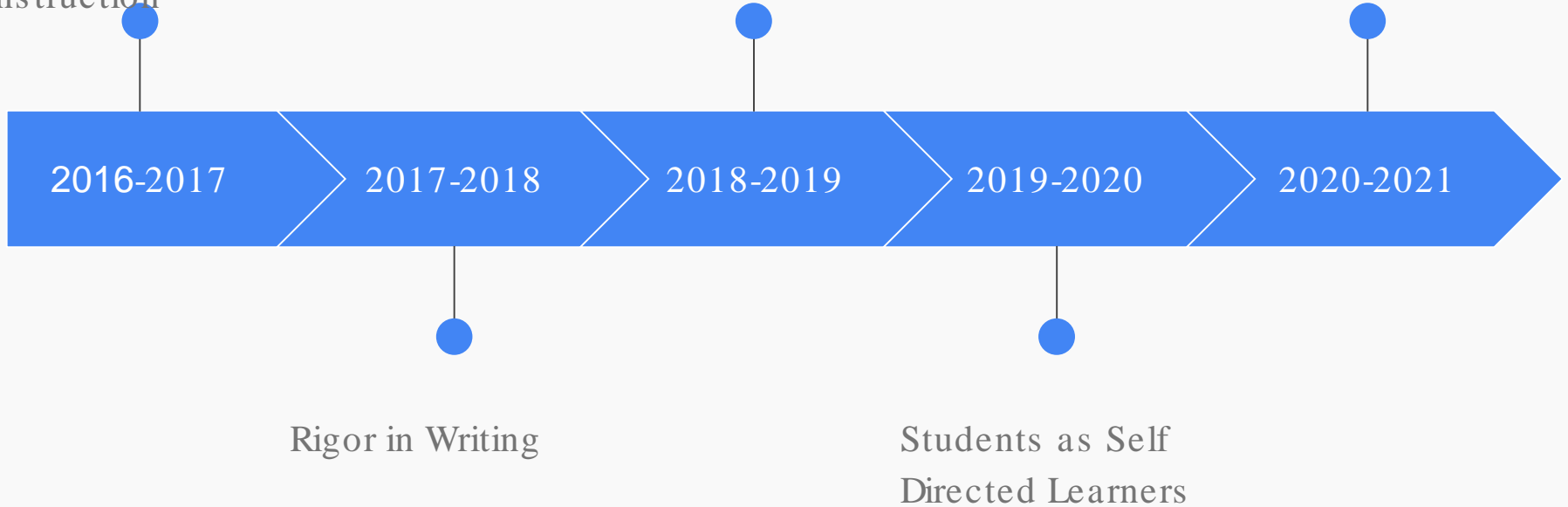
Identify the area(s) for improvement along with the data from which it is based.	Strategies	Anticipated Barriers	Timeline for expected implementation	Person(s) Responsible for Implementation	Monitoring and Data collection activities to measure the effectiveness of the strategy
Staff needs survey to identify staff strengths and needs.	-Staff development based on results of needs assessment -Observations and evaluations	Staff did not take the time to complete the survey correctly or did not give honest responses.	Survey analyzed by School Development team by fall 2016	School Development Committee	Exit Ticket for Staff- Did this survey seem to be a good fit for us? Was the professional development session useful to your specialty?

PROFESSIONAL DEVELOPMENT EXCELLENCE PLAN

Culture of Academic
Achievement through
Rigorous Classroom
instruction

Rigor in Literacy and
Numeracy

Rigor Across
the Curriculum



Appendix

Rigor is not a 4 letter word

Classroom Instruction that works Marzano

Enhancing Professional practice a framework for teaching Charlotte Danielson

The Cafe Book Gail Boushey and Joan Moser