

BEN ROSS PUBLIC SCHOOL ACADEMY – SCHOOL STRATEGIC FRAMEWORK

VISION

KEY RESULT AREAS

KEY RESULT MEASURES

STRATEGIES

TACTICS

Vision:

At Ben Ross Public School Academy we envision our school to be one in where:

- Students, staff, and families are in attendance daily, on task and actively engaged in curriculum
- Staff and students are consistently committed to reminding, re-teaching, and redirecting.
- Students accept responsibility for their own learning.

Mission:

The mission of Ben Ross Public School Academy is to provide a world-class education for all students in a safe and nurturing learning environment.

For our Students:

1. Students will be actively engaged in a positive and productive learning environment.
2. Each student will meet or exceed state standards on the MEAP test.

For our stakeholders:

1. To support all School initiatives
2. To appreciate and enjoy all the benefits of the world-class education

For our employees:

1. To create a culture of positive school spirit, shared vision, and collaborative decision making.
2. To create a professional learning environment where every staff member receives appropriate training and support through on-going observation and feedback in order to deliver engaging instruction.
3. To create a culture of motivated high achieving students.

For our Students:

1. Administrative Discipline referrals TARGET: 10% decrease per quarter.
2. Rate of Student Satisfaction (Harris Survey) TARGET: 80% (currently at 72%)
3. % of students meeting or exceeding Benchmarks and MEAP testing. TARGET: 80% Benchmarks 70% MEAP

For our stakeholders:

1. % of satisfied parents (Harris) TARGET: 95%
2. Waiting list TARGET: 170
3. % of Parents participating in SLCs TARGET: 100%
4. # of parents participating in curriculum nights and MPAC , TARGET: 150 families
5. School Operational Costs vs Predicted Budget TARGET: 100%

For our employees:

1. Teacher retention rate of 90% or better.
2. Harris Poll info regarding teacher/staff pride and enthusiasm 10% increase in each.
3. 10% increase in Harris Poll survey on principal support.
4. 10% increase in Harris Poll survey on principal feedback.
5. MEAP scores meet and exceed AYP targets by 5%
7. Administrative Discipline referrals decrease by 10% per quarter.

For our Students:

1. Conduct class, house, school wide Edison Core Value meetings.
2. Incorporate intentional Character Education lessons.
3. Differentiate instruction to meet the needs of the students, including use of technology
4. Design and implement intentional instruction based on data

For our stakeholders:

1. Distribute annual Harris survey
2. Improve reputation of the school through academic achievement
3. Utilize Recruitment team from EdisonLearning
4. Create parent incentives to increase participation
5. Perform community activities and service projects
6. Achieve enrollment targets

For our employees:

1. Create opportunities for social gatherings for stakeholders
2. Administration are visible and visit classrooms regularly.
3. Mentors and new teachers focus on classroom management, peer observations and reflections.
4. Administrators will develop an observation schedule for: Curriculum Coordinators, Mentors, and Lead Teachers.
5. Data driven instruction using benchmark scores, SRI, Dibels
6. Increase utilization of FASST process.

For our Students:

1. Monthly Academy meetings (students and teachers)
2. Weekly character education lessons.
3. Flexible grouping based on assessments.
4. Integrate technology into lessons.
5. Data analysis to create intentional instruction.

For our stakeholders:

1. Distribute Harris Surveys in the Spring; Lead team reviews data next August
2. Engaging parents to recruit to the school; referral programs and incentives
3. Raffles, give away items and food served at events
4. Door to door campaigns
5. Visit churches, community centers, and community events

For our employees:

1. The School Climate Committee meets on a regular basis and develops activities for a positive school climate.
2. Principal and AD provide a schedule to staff for when they are visiting classrooms.
3. Administration provides opportunities and encouragement for peer observation.
4. Teachers will create embedding plans monthly based on student achievement data.
5. Alternating bi-weekly House FASST and CORE FAASST team meetings.