

Prairie Phoenix Academy Balanced Scorecard 2016-17



Teaching, Learning & Equity	Workforce Focus	Community Engagement	Facilities & Operations
<p>5 Year Goal: All students surpass their annual academic growth targets and graduate ready for success.</p>	<p>5 Year Goal: Proactively recruit, retain and engage talent that reflects and is responsive to our diverse community.</p>	<p>5 Year Goal: Excel in how we serve all stakeholders and build relationships with families, community members, and businesses that promote positive outcomes for students.</p>	<p>5 Year Goals: Use district resources effectively and efficiently.</p> <p>Facilities and services meet the needs of our diverse and growing student population and community.</p>

School Annual Goals

District Annual Action Plan

<p>Literacy goal: Students at PPA will acquire targets/credits in their English/language arts areas at a rate that will allow them to graduate career and college ready. Our overall goal in this area is 1.25 ELA credits/student/year.</p> <p>Student credit data - no names</p> <p>EOY credit</p>	<p>The overall mean on the Employee Engagement Survey will increase by the end of the 2016-2017 school year from 4.24 to 4.29.</p> <p>November result: 4.33 overall</p>	<p>The overall mean on the Student Engagement Survey will increase by the end of the 2016-2017 school year from 3.97 to 4.05.</p> <p>3.83 in spring</p>	
<p>Numeracy goal: Students at PPA will acquire targets/credits in math at a rate that will allow them to graduate career and college ready. Our overall goal is 1 math credit/student/year.</p> <p>Student credit data - no names</p> <p>EOY credit</p>		<p>The overall mean on the Parent Satisfaction Survey will increase by the end of the 2016-2017 school year from 3.65 to 3.80.</p> <p>4.34 in spring</p>	

Equity Goal: Students of biracial and black ethnicity will graduate at the same rate as their white counterparts.

[Student credit data - no names](#)

[EOY credit](#)

Director Approval: Andrea Daniels and Curt Mould

Approval Date: August 22, 2016

Progress Monitoring Report

Progress Monitoring Report for each department will be collected, recorded, and reported in this document at mid and end of year.

Spotlight: Green = On track to meet goal; Yellow = In danger of not meeting goal; Red = Not likely to meet goal

Teaching, Learning & Equity	Workforce Focus	Community Engagement	Facilities & Operations Goals
<u>Number of standards met and project's completed - resulting in credits earned.</u>	<u>What specific data will be provided to demonstrate growth in this goal?</u> Staff responses to dipstick surveys	<u>What specific data will be provided to demonstrate growth in this goal?</u> Family participation in portfolio reviews	<u>What specific data will be provided to demonstrate growth in this goal?</u> Develop a plan for the future of PPA
<u>Quarter 1 Data Summit Report</u> Portfolio review - 11/9/16 Monthly credit review process underway and shared with all staff	<u>Quarter 1 Data Summit Report</u> Staff survey - Studer - 4.33	<u>Quarter 1 Data Summit Report</u> Family participation in student-led conferences and immediate short survey	<u>Quarter 1 Data Summit Report</u>
<u>Quarter 2 Data Summit Report</u> Portfolio review - 12/11/16 Monthly credit review process underway and shared with all staff ID lack of math progress results in math focus in 2nd semester	<u>Quarter 2 Data Summit Report</u> Studer fall results - reviewed at Jan. 16 data review with staff. Identification of strategies to increase staff input reviewed.	<u>Quarter 2 Data Summit Report</u> Family participation in January Showcase event and immediate short survey	<u>Quarter 2 Data Summit Report</u>
<u>Quarter 3 Data Summit Report</u> Portfolio review - 3/8/17 Monthly credit review process underway and shared with all staff	<u>Quarter 3 Data Summit Report</u> Staff survey - generated by staff	<u>Quarter 3 Data Summit Report</u> Family participation in student-led conferences and immediate short survey	<u>Quarter 3 Data Summit Report</u>
<u>Quarter 4 Data Summary Report</u> Portfolio review - 5/31/17 Data summit on May 26 with staff EOY credit	<u>Quarter 4 Data Summary Report</u> Studer spring results - 3.7 mean	<u>Quarter 4 Data Summary Report</u> Family participation in Phoenix Olympics and spring graduation and immediate short survey	<u>Quarter 4 Data Summary Report</u>

Strategic Actions

Proposed Strategic Actions:

- Will be listed for each goal at the the beginning of the year,
- May be revised as a result of what is learned through progress monitoring, and
- Will be approved by the Assistant Superintendent.

Stoplight: Green = Completed; Yellow = In Progress; Red = Not Started

Teaching & Learning School Annual Goals <i>All students surpass their annual academic growth targets and graduate ready for success</i>						
Goal	Leadership Actions	Process Owner(s)	Timeline	Measures	Stop Light	EOY Stop Light
Create Personalized Learning Plans for all students	Allow for creation of Personal Learning Plans and conference with students.	Advisors, Counselor, and Principal	1st Quarter	Completion of conferences and creation of individual plans	All PPA families contacted for student-led conferences.	EOY credit
Implement project based learning and personalized learning strategies to support student learning	<ol style="list-style-type: none"> 1. Create standards 2. Input shell for standards and “classes” into Its Learning 3. Create micro-cycle projects 4. Create mini projects 5. Create teacher suggested projects 6. Transition to student created projects 7. Quarterly portfolio reviews 	PPA admin and faculty	1-5. Summer 2016 and ongoing throughout the year 6. August 2016 and ongoing throughout the school year 7. Quarterly	1-7. Completion of action	Items 1-4 are still in progress as of Aug. 2017. Items 5-7 did occur and resulted in adjustments to daily schedule and class offerings.	EOY credit
Student leadership to improve engagement	Develop restorative practices in our school to support student leadership and improve student perceptions of the school climate.	PPA faculty and admin	End of first quarter	<ul style="list-style-type: none"> ● Identification of structures ● Training support ● Implementation 	Three certified staff attended the training on restorative practices in Milwaukee in Nov. and are now leading weekly staff meetings to train/practice in this. All advisories are participating in restorative circles several times per week and student discipline is occurring	Established Student Advisory Council and Planned Phoenix Olympics

					with restorative practices work. More remains to be done on this in the coming year with a changeover in staff. More PD will be important to support this initiative.	
Opportunities outside of school day	Create learning and service opportunities outside of the school day to encourage student leadership, promote civic duty, and expand student experiences.		End of 1st quarter	<ul style="list-style-type: none"> ● Identification of structures/ partner ● Involvement of PPA learners in experiences outside the day including Madison College 	Partnership initiated with JJ's Boxing and Youth in Govt through Community schools work. Partnerships in development with DAIS and several other agencies.	Phoenix Olympics and HBCU participation
Student and Parent Engagement	Create surveys collecting qualitative and quantitative data regarding student and parent engagement. Administer at quarterly reviews and/or during times of parental contact.		Create surveys Summer 2016. Administer at least quarterly	<ul style="list-style-type: none"> ● Completion of survey. <ul style="list-style-type: none"> ○ Parent survey link ○ Student survey link ● Obtain completed surveys from students and parents ● Collection and calculation of data 	Parents who attended fall conferences completed survey. More to come on this in second semester. Student Advisory Council engaged in student input to staff, this will be more formalized in 2017-18	Studer results showed high level of satisfaction

Workforce Focus School Annual Goal:

Proactively recruit, retain and engage talent that reflects and is responsive to our diverse community.

Increase the mean on the Employee Engagement Survey from 4.24 to 4.29.

Goal	Leadership Actions	Process Owner(s)	Timeline	Measures	Stop Light	EOY Stop Light
Obtain staff for open position	Seek long-term sub, consider staffing options	Bollinger	August 2016	Qualified staff in place	Staffed for 2017-18	Staffed for 2017-18
Increase staff capacity to move student achievement up!	Access to PD, technology support, schedule support	Bollinger	Quarterly	Staff reviews	Vision updated and in development	New staff = more PD

Community Engagement School Annual Goal:

Increase the mean on the Student Engagement Survey from 3.97 to 4.05.

Increase the mean on the Parent Satisfaction Survey from 3.65 to 3.80.

Goal	Leadership Actions	Process Owner(s)	Timeline	Measures	Stop Light	EOY Stop Light
Engage families in supporting their child's progress toward graduation	Create survey to use with families in every interaction/ survey link	Bollinger and staff	Quarterly	Local service survey linked at the left and Studer results	Monthly parent contact	Need for more work on this in 2017-18 w/ staff and parents
Engage students in committing to their own learning and growth toward graduation and adult success	Create survey to use with students in quarterly or other cyclical shifts/ student survey link Utilize the PANORAMA survey tool with PPA students to measure social/emotional health and growth	Bollinger and staff	Quarterly	Local service survey linked at the left and Studer results	Develop conferencing norms for staff and students in 2017-18	Phoenix Olympics and Showcase

Facilities & Operations Annual Goal:

Use district resources effectively and efficiently. Facilities and services meet the needs of our diverse and growing student population and community.

Goal	Leadership Actions	Process Owner(s)	Timeline	Measures	Stop Light	EOY Stop Light
Provide the appropriate facility to support the instructional needs of Prairie Phoenix students	Develop a plan for the future of PPA	Bollinger, Mould and Daniels	Quarterly review	Development of a vision and needs assessment	Need!	Need!