



Park Hill School District

Comprehensive School Improvement Plan

2013-2018



Park Hill School District

Building Successful Futures • Each Student • Every Day

Park Hill School District Strategic Focus Areas, Vision, Mission, and Values

As a result of a district self-assessment, stakeholder feedback, and the Baldrige National Quality Program, the senior leader team is recommending the District's Vision, Mission, Values, and Logo/Brand remain as previously deployed. Vision, mission, and values are used to guide strategy development and deployment, to align organizational improvement efforts, and to provide unity of purpose. This clarity will enable the district to make and implement strategic decisions affecting our future. The logo is a visual representation of the Park Hill School District's brand.

VISION

Park Hill School District Vision

Building Successful Futures – Each Student – Every Day

An organization's vision conveys a compelling, conceptual image of the desired future for the organization. The vision describes where the organization is headed, what it intends to be, or how it wishes to be perceived in the future. A vision statement is a description of the organization's desired future state. The vision statement isn't true today. Rather it describes the organization as senior leaders would like it to become – in the future. It provides inspiration and challenge to all members of the organization toward an ideal of what the organization can become. It should be purposefully articulated to bridge the present and future and to serve as a critical impetus for change. Thus, it should be brief enough to be memorable and complete enough to direct effort. An effective vision statement should be:

- Future-oriented, deriving from reasonable assumptions about the future
- Idealistic, envisioning a future that is beyond the present
- Appropriate, fitting with the organization's history and culture
- Inspirational, encouraging enthusiasm & commitment
- Purposeful, articulating an image of the desired future
- Ambitious, causing members of the organization to stretch to reach it

MISSION

The term "mission" refers to the overall function of an organization. The mission answers the question, "What is this organization attempting to accomplish?" The mission might define students, stakeholders, or markets served; distinctive or core competencies; or technologies used. A mission statement sums up the organization's reason for being. It explains intentions, priorities, and values to people both inside and outside the group. It can guide the organization and help it stay focused on the things that are most important. If the organization ever questions whether to take on a project or choose a particular course of action, it can look back on its mission statement and determine if the proposal is consistent with it. Typically, mission statements are more detailed than are vision statements. Thus, while missions change as they are achieved, visions remain as pillars of guidance for the organization over long periods. In a sense, while the vision may be considered an oasis, the mission is a waterhole on the journey towards the oasis.

Park Hill School District Mission

Through the expertise of a motivated staff, the Park Hill School District provides a meaningful education in a safe, caring environment to prepare each student for success in life.

VALUES

The term “values” refers to the guiding principles and behaviors that embody how an organization and its people are expected to operate. Values reflect and reinforce the desired culture of an organization. Values support and guide the decision making of every workforce member, helping the organization accomplish its mission and attain its vision in an appropriate manner. Both the vision and mission statements exist within an environment of values. The vision and mission statements must be in concert with the organization’s values.

Park Hill School District Values

Student- Focused

Integrity

High Expectations

Continuous Improvement

Visionary Leadership

DISTRICT LOGO

The logo, also known as the brand identity, is a visual representation of the Park Hill School District’s brand. It represents the vision, mission and values, as well as the impressions that the community has of our District.



Park Hill School District

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STRATEGIC FOCUS AREAS

During the 2011-2012 academic year, the Park Hill School District administered the Key Requirements Survey to Parents, Students and Stakeholders. Survey participants were asked about a variety of items and how critical they were for the school to provide. Participants could respond whether they thought the item was critical, very important, important or nice to have. Respondents were then asked to prioritize and choose their first choice, second choice, and third choice in order of importance. The Board of Education also participated in a similar process to identify key requirements they felt were important for the district to consider and include in the Comprehensive School Improvement Plan. Additionally, feedback from school personnel, the National Association for College Admissions Counseling and the Regional Workforce Intelligence Network of Greater Kansas City survey results of soft skills and workplace competencies were used to identify key student and stakeholder needs. Following the identification of key student and stakeholder needs, the Superintendent’s cabinet articulated key performance indicators. The Park Hill School District Balanced Scorecard tracks these key performance indicators and associated measures in the following Strategic Focus Areas:

Strategic Focus Area	Key Requirements
Financial	Financial Responsibility, Integrity, and Efficiency
Academic	High Student Achievement College & Career Readiness Individualization & Rigor
Climate	Safe and Orderly Environment Respectful , Welcoming and Caring Environment
Employee	Well-Qualified Teachers and Staff Supportive Learning Environment

Following the identification of goals and objectives for each Strategic Focus Area, teams will identify a variety of activities that could be utilized to accomplish the objectives. An effort/benefit matrix is used to prioritize each activity based upon the benefit provided and the effort (people, time, and money) needed to accomplish the activity. This process of prioritization enhances the district's long-term organizational stability and ability to execute the strategic plan.

Each district action plan includes the following element:

- **Park Hill CSIP Goal:** a general statement of improvement.
- **Goal Champion:** the individual who is ultimately responsible for deploying the goal and monitoring progress toward meeting the objective.
- **DESE Goal:** the Department of Elementary and Secondary Education goal most closely aligned with the articulated Park Hill CSIP goal.
- **Objective:** a measurable indicator of progress (Specific, Measureable, Attainable, Realistic, and Timely).
- **Annual Targets:** benchmarks used to gauge annual progress.
- **Description of Strategy:** a succinct description of why the proposed actions/activities are relevant.
- **District Person(s) Accountable:** the district-level person responsible for implementation and deployment of the strategy.
- **MSIP Alignment:** the relevant Missouri School Improvement Plan standard.
- **Funding Source(s):** the source of monetary resources to fund proposed actions/activities.
- **Completion Date:** the date the action/activity will be completed.
- **Description of Action/Activity (Long- and Short-Term):** a succinct statement of an action/activity used to enhance the identified objective.



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Strategic Plan 2013-2018

VISION

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MISSION

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VALUES

Student Focus
Integrity
High Expectations
Continuous Improvement
Visionary Leadership

STRATEGIC FOCUS AREAS

Finance
Academic
Climate
Employee

GOALS

Maintain a sound fiscal position with transparency, integrity and efficiency while supporting the strategic goals of the district.
Provide a relevant educational experience that prepares all students for college and career success.
Provide a safe, respectful, welcoming and caring learning environment.
Promote a positive, engaging and supportive work environment.

2013-2018 Comprehensive School Improvement Plan

Goals & Objectives

FINANCIAL GOAL: While supporting the goals of the district, the Park Hill School District will maintain a sound fiscal position with transparency, integrity and efficiency.

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| F1 | The Park Hill School District will maintain acceptable levels on specific financial indicators of fund balance, debt service levy and actuals to budget. |
| F2 | The Park Hill School District will maintain or improve internal and external stakeholder perceptions of the value of district services for tax dollars spent. |
| F3 | Without impacting the strategic goals of the district, the Park Hill School District will identify targeted efficiencies, cost reductions, cost avoidances, and alternative revenues annually in the amount of no less than 0.25% of the prior year's operating expenditures |

ACADEMIC GOAL: Provide a relevant educational experience that prepares all students for college and career success.

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| A1 | Increase the percentage of students with a readiness score of 75% or higher, as measured by each students' College and Career Readiness Index. (Index to be developed and baseline data gathered) |
| A2 | Increase the percentage of students proficient in 21st century skills. |
| A3 | Close the College and Career Readiness Gap between ethnic and socioeconomic groups, as measured by each student's College and Career Readiness Index. |

CLIMATE GOAL: Provide a safe, respectful, welcoming, and caring learning environment.

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| C1 | Increase the percentage of students reporting they feel safe at school. |
| C2 | Decrease the percentage of students reporting being bullied. |
| C3 | Increase the percentage of students reporting a respectful, welcoming and caring environment. |

EMPLOYEE GOAL: Promote a positive, engaging and supportive work environment.

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| E1 | Increase the percentage of Park Hill School District staff members reporting their workplace is a respectful and caring environment. |
| E2 | Certified staff will demonstrate high performance, improvement and innovation to support student-centered learning. |
| E3 | Increase the percentage of support staff reporting engagement in activities to increase high performance, improvement or innovation to support the strategic goals of the district. |
| E4 | Increase teacher engagement to support the strategic goals of the district. |