

Imagine 2014: Draft Strategic Plan Community Meeting Feedback

Olney Community Meeting (March 3, 2009)					
Strategic Goal Areas			Changes/Additions	Prioritization	Additional Comments/Questions
Student Success	Quality Instruction at All Levels	Early Childhood	<ul style="list-style-type: none"> ◦ Should have early screening and a plan for every student without labeling them as special ed 		<ul style="list-style-type: none"> ◦ Do we have Pre-K? ◦ Does Pre-K have uniform standards? ◦ Are Pre-K classes available to all students?
		Elementary Schools	<ul style="list-style-type: none"> ◦ Should have fewer than 150:1 counselors at elementary level ◦ Add supports for more students in math and grades 1&2 ◦ Add day care to selective elementary schools 		<ul style="list-style-type: none"> ◦ What about looping in elementary schools? ◦ Is there enough space/rooms for reduced class size? ◦ What is meant by "support" for below 40th percentile?
		Middle Schools	<ul style="list-style-type: none"> ◦ College information and prep at middle school level 		<ul style="list-style-type: none"> ◦ Looping is a plus
		High Schools	<ul style="list-style-type: none"> ◦ 200:1 counselors is still not enough ◦ Open a high school to prepare future teachers (don't say 'small', sounds less important) ◦ Keep 9th graders separate from 10-12 ◦ In-school mentoring ◦ College prep access starting in 9th grade 		
		Core Curriculum			

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Student Success	Specialized Services and Programs	English Language Learners			
		Special Education Learners	<ul style="list-style-type: none"> ◦ IEP must be done every year ◦ Ensure IEP is revised and monitor progress 		
		Gifted and Talented Learners			

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Student Success	Comprehensive Supports and Programs for All Students	Guidance and Counseling	<ul style="list-style-type: none"> ◦ Counselors have too m any clerical duties ◦ Need more counselors ◦ Counselors should not be covering classrooms, they need to be working with students in need 		◦ What are we doing to recruit/train more counselors?
		Athletics	◦ Make sure money is kept in budget for sports/athletics		
		Student Leadership			
		Remediation and Enrichment	◦ Make sure money is kept in budget for art and music		
		Extra-Curricular and Co-Curricular Opportunities			◦ When will we have extra-curricular activities for students?

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Student Success	Comprehensive Supports and Programs for All Students	Work-Based Experiences	<ul style="list-style-type: none"> ◦ Engage community and businesses in mentoring 		<ul style="list-style-type: none"> ◦ What is meant by mentoring?
		Re-Engagement Programs			
		Health Education	<ul style="list-style-type: none"> ◦ Understanding sexual differences? ◦ No mention of sex ed 		
		Early Warning Indicator System			<ul style="list-style-type: none"> ◦ Shouldn't we have been doing education this way all along?

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Student Success	Transition Services	Pre-K to K, Elementary to Middle School, Middle to High School				
		Alternative Education				
	Safe Learning Environment	Positive School Climates	<ul style="list-style-type: none"> ◦ Implement single school culture and hold staff accountable ◦ Create a nurturing environment ◦ Peer to peer mediation 			
		Clear Behavioral Expectations				
		Supports, Rewards, and Consequences	<ul style="list-style-type: none"> ◦ Cutting students should not be allowed in schools ◦ In school suspension may work effectively . . . <ul style="list-style-type: none"> ◦ let students do the work ◦ don't reward by allowing some to stay home ◦ room must be properly organized ◦ good for students 16 and younger 			

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Student Success	Parent and Family Engagement	Clear, On-Going, Relevant Engagement	<ul style="list-style-type: none"> ◦ Parents need to be educated about the school ◦ Need more parental involvement ◦ Hold parents accountable for the actions of their child(ren) ◦ Must find ways of reaching out to parents ◦ Use students to get to parents ◦ Make all Strategic Plan docs available ◦ Include Diverse Provider Model from Ackerman transition team ◦ Community priorities v. District priorities - need community voice and full discussion ◦ Work with parents through: <ul style="list-style-type: none"> ◦ Radio talk shows ◦ Door knocking ◦ Involve home and school in Reinstatement process ◦ Have active parent welcome desks in all schools 		◦ How will the district engage parents?
		Excellent Customer Service	<ul style="list-style-type: none"> ◦ Respectful relationships between teachers and parents, especially when students get into trouble or are always suspended ◦ SDP must be transparent 		
		Empowerment through Education			

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		Respectful of Culture and Language			
Student Success	Strategic Partnerships	Philanthropic Institutions and Foundations			
		City, State, and Federal Agencies			
		Businesses	◦ Be conscientious who SDP partners with		◦ What is the SDP definition of bio-tech industries?
		Colleges and Universities	◦ Strengthen university partnerships to better prepare student teachers for urban education.		

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Student Success		Alumni and Community Coalitions			
Quality Choices	A New Model of School Choice	Vanguard Schools			<ul style="list-style-type: none"> ◦ Students receive similar resources and support in all schools? ◦ What are the different types of school structures?
		Empowerment Schools			<ul style="list-style-type: none"> ◦ How are the empowerment schools working? ◦ Please define resources for other schools. ◦ Students receive similar resources and support in all schools?
		Renaissance Schools	Closing schools - process for doing this? - management - informing parents		<ul style="list-style-type: none"> ◦ Identify failing schools v. Identifying elements of failure ◦ 10 schools have been identified as failures. ◦ Students receive similar resources and support in all schools? ◦ RFP process - why select outside provider? ◦ Does provider take over school faculty and staff? ◦ Is this experimental? What happens if it doesn't work? ◦ What are the criteria? ◦ Provide info on models - where else used? Look at Chicago.

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Quality Choices	Uniform High Standards for All Schools		<ul style="list-style-type: none"> ◦ Define resources for all schools ◦ Equity inputs = equity outputs 	Community priorities VS. SDP - Community "voice" in the school selection process	◦ How do we build equity in the schools?
	Schools of the Future				
Great Staff	Recruiting the Best		<ul style="list-style-type: none"> ◦ Staff should be trained more effectively ◦ Need teachers who address the needs of every student. ◦ Need staff members who are caring, passionate, and excited about teaching in our schools. ◦ Need teachers who present themselves well at all times ◦ Need teachers who are "culturally competent" ◦ Strengthen University partnerships to better prepare student teachers for urban education 		◦ Teachers come out of college unprepared

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Great Staff	Retaining Highly Effective Staff		<ul style="list-style-type: none"> ◦ Improve training/orientation for new teachers <ul style="list-style-type: none"> ◦ For ex: Strategies to deal with behaviors, instructional strategies, conflict resolution, classroom management, safety techniques, etc. ◦ Targeted PD for teachers with language barriers ◦ Reassign school-based teacher leaders to serve in schools as mentors to new and inexperienced teachers ◦ Need for common purpose for all staff at the school level. <ul style="list-style-type: none"> ◦ For ex: Staff meetings ◦ Targeted Professional Development for teachers with language barriers ◦ Teachers must behave as adults <ul style="list-style-type: none"> ◦ For ex: Appearance, speech, interaction with students ◦ Teachers must support and respect one another ◦ Administrators must respect teachers as professionals 		
	Incentives for High Performance				
	Extraordinary Customer Service				

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Accountable Adults	Performance Measurements for All Schools and Departments		<ul style="list-style-type: none"> ◦ Lowest performing students should be up by 40 to 45 percent by the end of the year ◦ Principals and parents need to be held accountable ◦ Hold all staff accountable 		<ul style="list-style-type: none"> ◦ How does one hold adults accountable? ◦ Lawsuit against SRC
	System-Wide Evaluations Tied to Performance Goals		<ul style="list-style-type: none"> ◦ Implement teacher evaluation system 		
	Annual Progress Reports				
	Common Standards of Professionalism		<ul style="list-style-type: none"> ◦ Need teachers who are serious and 'not teachers who come and just leave' 		<ul style="list-style-type: none"> ◦ Attempts to meet with the superintendent often fail

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World-Class Operations	Facilities Master Plan		What is the status of WILLIAM PENN and GILLESPIE? What is GILLESPIE's impact of K-8 school designs? What criteria are planned for these schools?		
	Streamlined and Effective Operations				
	Balanced Budgets Aligned with District Goals		◦ Teachers should be paid more in the School District of Philadelphia		◦ Highest paid taxes are in Lower Merion ◦ Does SDP have a budget for the plan? ◦ Cost of more schools and lower class size? ◦ How much is the strategic plan going to cost?
	Weighted Student Funding Formula				