

# METROPOLITAN SCHOOL DISTRICT OF PIKE TOWNSHIP

## 2021-2024 District Strategic Goals Status Report



**2021-2024 District-Wide Strategic Plan Status Report**

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## Introduction

*The 2021-2024 District-Wide Strategic Planning Committee met and developed the following proposed plan. Due to the COVID-19 pandemic, whole committee and sub-committee meetings were conducted virtually. Each sub-committee began its work by conducting a SWOT (Strengths, Weaknesses, Opportunities, and Threats) analysis. The results of each SWOT analysis were presented for feedback and discussion to the whole committee. Next, sub-committees drafted initial goals based on the results of the SWOT analyses and input from other committee members. Sub-committees then presented drafts of their initial goals to the whole committee. Finally, after receiving input from the whole committee, sub-committees developed the goals included in this report. After final revisions are made with input and recommendations from the Board, the report will be presented for approval at the June 24, 2021, School Board meeting.*



## Metropolitan School District of Pike Township Strategic Focus

# Athletics

### 2021-2024 Focus Area

*Vision: MSD of Pike Township student athletes will thrive in competition and wellness as a result of comradery, support from community partners, and targeted curricula with a focus on athletes.*

Goal	Indicators of Success	Status
Eliminate unhealthy rivalries amongst students from different Pike middle schools and equip Pike community members to better support Pike Township athletics	<ul style="list-style-type: none"> <li>● Middle school athletes will participate in multi-school activities with student athletes from other Pike middle schools.</li> <li>● High school coaches will respond to pre and post implementation surveys.</li> <li>● Parents/guardians will be provided with resource guides containing information pertaining to opportunities to get involved and support Pike athletics.</li> </ul>	<b>In Progress</b>
Increase mental and emotional well-being of student athletes (i.e. sports psychology)	<p>The following indicators will be used to measure increased mental and emotional well-being of student athletes.</p> <ul style="list-style-type: none"> <li>● Retention of student athletes</li> <li>● Attendance</li> <li>● Overall wellbeing</li> <li>● Performance</li> </ul>	<b>In Progress</b>
Develop a process to establish and cultivate community sponsorships	<ul style="list-style-type: none"> <li>● Sponsorship opportunity guide</li> <li>● Cultivation and sustainability plan</li> </ul>	<b>In Progress</b>



**Metropolitan School District of Pike Township Strategic Focus**

**Equity Council**

**2021-2024 Equity Council Focus Area**

*Vision: The MSD of Pike Township strives to attain equity for all students considering socioeconomic status, race, ethnicity, religion, gender, gender identity, ability, English language proficiency, sexual orientation, geography, and immigration status.*

Goal	Indicators of Success	Status
<p>By May of 2024, 75% of MSD of Pike Township staff will implement Culturally Sustaining Practices (CSP) that support an equitable learning environment.</p>	<p>Three embedded whole district PD's during the 2020-21 school year:</p> <ul style="list-style-type: none"> <li>- Identifying an equity facilitator from each school: 2 per elementary school, 3 per middle school, and 5 for high school</li> <li>- Develop CSP rubric that will be used to measure success/needs by spring of 2021.</li> <li>- Provide professional development for the Leadership Team in the area of culturally sustaining practices during designated Leadership Team meeting time.</li> <li>- Provide professional development for equity facilitators in the area of culturally sustaining practices during designated Equity Facilitators'</li> <li>- Collect and monitor achievement data by demographic groups following each district/state assessment.</li> </ul>	<p><b>Completed</b></p>



**Metropolitan School District of Pike Township Strategic Focus**

**Equity Council**

**2021-2024 Equity Council Focus Area**

*Vision: The MSD of Pike Township strives to attain equity for all students considering socioeconomic status, race, ethnicity, religion, gender, gender identity, ability, English language proficiency, sexual orientation, geography, and immigration status.*

Goal 2	Indicators of Success	Status
<p>By July 1, 2024, programs within MSD of Pike Township are accessible to all and reflect the demographics of the district.</p>	<ul style="list-style-type: none"> <li>• Evaluating the current process of identifying high ability students.</li> <li>• Intentionally recruit Latinx students through outreach in their neighborhood, by attending Apts, Clubhouses, Religious places of worship, Community events. Inviting parents to understand the program, advertise to families from where they receive services. ( La Plaza, Glick Center, Church in Pike that provides adult ESL (CPE area), adult ESL at Pike Career Center, Indiana Latino Institute, St. Monica’s church has Spanish speaking service (Maria Ganna), present at Indiana Latino Resources)</li> <li>• Create a clear process for parents in order to request HA consideration.</li> <li>• Create a high ability identification process that is culturally neutral.</li> <li>• Review the Naglieri assessment data and determine if a recommendation for the use of a non-verbal component would provide a more culturally neutral process.</li> </ul>	<p><b>In Progress</b></p>



**Metropolitan School District of Pike Township Strategic Focus**

**Equity Council**

**2021-2024 Equity Council Focus Area**

*Vision: The MSD of Pike Township strives to attain equity for all students considering socioeconomic status, race, ethnicity, religion, gender, gender identity, ability, English language proficiency, sexual orientation, geography, and immigration status.*

Goal 3	Indicators of Success	Status
<p>Using quarter 1-3 of the 2018-2020 school years as baseline data, the number of discipline referrals at each individual campus of Black/African American students will reduce by 20% by July 1, 2024.</p>	<ul style="list-style-type: none"> <li>● By May 2021 each campus will develop an action plan to decrease discipline referrals of African American Students.</li> <li>● During the 2021-2022 School year, quarterly discipline data will be reviewed with all staff members.</li> <li>● Building Administrators will use both 2021-2022 behavior data and proposed solutions from the building equity team to make revisions to building practices/procedures for the 22-23 school year.</li> <li>● Staff members begin to regularly use asset based language when referencing students.</li> <li>● Culturally sustaining and culturally relevant pedagogy is evident in the classroom environment and promotes positive relationships with students, students, and parents.</li> <li>● Initiative is taken by teachers and administrators to seek out behavioral strategies to support students prior to discipline referrals are issued.</li> <li>● An increase in use of positive behavior is supported in the classroom as a way to reinforce students.</li> <li>● Teachers and staff intentionally seek to identify building practices that marginalize students and provide alternatives to those current practices.</li> </ul>	<p><b>In Progress</b></p>



**Metropolitan School District of Pike Township Strategic Focus**

**Equity Council**

**2021-2024 Equity Council Focus Area**

*Vision: The MSD of Pike Township strives to attain equity for all students considering socioeconomic status, race, ethnicity, religion, gender, gender identity, ability, English language proficiency, sexual orientation, geography, and immigration status.*

Goal 4	Indicators of Success	Status
<p>K-12 students in the MSD of Pike Township will have access to technology in order to participate in virtual or remote learning which will be sustained while virtual or remote instruction occurs each year.</p>	<ul style="list-style-type: none"> <li>• Identify homes that need Internet access , provide information regarding supports outside of schools Provide direct support to families in a remote or virtual school environment.</li> <li>• Seek funding resources to provide the necessary devices and internet access for K-12 students.</li> </ul>	<p><b>Completed</b></p>



**Metropolitan School District of Pike Township Strategic Focus**

# Social-Emotional Learning (SEL)

**2021-2024 SEL Focus Areas**

*Vision: All schools in the MSD of Pike Township will offer SEL supports and resources to students, families and staff to promote wellness in the school community.*

Goal	Indicators of Success	Status
<p>By December 18, 2020, the end of the fall semester, 100% of Pike schools will have an active SEL Committee that develops, promotes and monitors SEL practices within the school community.</p>	<ul style="list-style-type: none"> <li>• Each school appoints a committee to organize and implement SEL activities, and identifies a team leader.</li> <li>• District personnel provide professional development to the school team leaders, to share with the school committee.</li> <li>• Committees meet at regular intervals to set goals, implement activities and monitor practices.</li> <li>• Staff participates in SEL training and implement practices on an ongoing basis.</li> <li>• School teams stay abreast of current SEL research and strategies.</li> <li>• SEL information shared during in-person or virtual committee meetings, staff meetings, through staff newsletters, etc.</li> </ul>	<p><b>Completed</b></p>
<p>By December 17, 2021, the end of the fall semester, 100% of Pike schools will provide students with opportunities to learn and use SEL skills throughout the school year.</p>	<ul style="list-style-type: none"> <li>• SEL activities and lessons are an ongoing part of the daily school schedule.</li> <li>• Teachers receive training and SEL resources to use with students.</li> <li>• Elementary, Middle and High Schools follow the student SEL Pike Roadmap.</li> <li>• Students have access to sensory resources in the classroom/school.</li> <li>• SEL vocabulary becomes a common language in each school.</li> </ul>	<p><b>Completed</b></p>

	<ul style="list-style-type: none"> <li>● Schools see a decrease in data for discipline referrals.</li> </ul>	
<p>By December 17, 2021, the end of the fall semester, 100% of Pike schools will create a supportive network to meet the SEL needs of staff.</p>	<ul style="list-style-type: none"> <li>● Staff follow the Adult SEL Roadmap for adults.</li> <li>● Schools create a calm space (recharging stations) for staff.</li> <li>● Schools provide resources to support staff with self-care/balance.</li> <li>● School leaders have regular check-ins with staff to tap into the pulse of the school team, identify and address their needs.</li> <li>● School leaders raise morale by creating opportunities for staff to build connections.</li> <li>● School SEL committee will collaborate with the school wellness committee to promote staff wellness.</li> </ul>	<p><b>Completed</b></p>
<p>By December 17, 2021, the end of the fall semester, 100% of Pike schools will provide SEL resources to support parents/guardians/families.</p>	<ul style="list-style-type: none"> <li>● Schools provide a Needs Assessment/Family Interest Survey - to gauge parents' needs.</li> <li>● Results of the survey are used to determine topics and resources of interest to Pike families.</li> <li>● Information is provided to parents at intervals on topics of interest, via MSD of Pike Township webpage, virtual meetings, the Superintendent's Facebook Live Meetings, a booth at Pike fairs, etc.</li> <li>● Meetings are recorded and archived for parents to access as needed.</li> <li>● Resources provided to students are shared with parents.</li> <li>● School newsletters/websites are used to communicate SEL information .</li> <li>● PTO members provide input to the school committees.</li> <li>● The district and school teams provide resources tied to the stages of child development - preschool, primary, pre-adolescence, teen years, transitioning to adulthood, etc.</li> </ul>	<p><b>In Progress</b></p>



## Metropolitan School District of Pike Township Strategic Focus

# Curriculum

Achievement (Curriculum, Data Analytics, Digital Learning, Instruction, & STEM)

### 2021-2024 ACHIEVEMENT Focus Areas: Curriculum

*Vision:*

- All K-5 students will increase academic achievement in Literacy, Math and STEM as demonstrated by growth and performance on local and state assessments.
- All Grade 6-8 students will increase academic achievement in English Language Arts, Math, and STEM as demonstrated by growth and performance on local and state assessments.
- All PHS graduates will be college and career ready as demonstrated by graduation rates and CTE certification completion rates.

Goal	Indicators of Success	Status
<p><b>Curriculum:</b></p> <p>By June 30, 2024, core content area curriculum maps &amp; common assessments aligned to the Indiana Academic Standards will be developed and implemented district wide.</p>	<ul style="list-style-type: none"> <li>• Develop and use a Curriculum Map Process inclusive of quarterly common assessments and culturally rich resources, lessons, and perspectives</li> <li>• Curriculum Maps completed in accordance to the set timeline</li> <li>• 100% of schools implement curriculum maps with fidelity</li> <li>• 100% of all Schools utilize Professional Learning Community Meetings to analyze and monitor student data to provide interventions and scaffolds needed for student growth and achievement on grade level curriculum</li> <li>• PHS Graduation Task Force meets quarterly to identify and provide interventions and support (e.g. credit retrieval, remediation courses, etc.) to ensure students stay on track for graduation.</li> </ul> <p><b>School Improvement Data Outcomes:</b></p> <ul style="list-style-type: none"> <li>• NWEA/ClearSight</li> <li>• ILEARN/IREAD-3</li> <li>• End-of-Course Assessments</li> <li>• Core 40 &amp; Honors Diplomas</li> </ul>	<p><b>In Progress</b></p>

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|--|--|--|
|  | <ul style="list-style-type: none"><li>● Reduced graduation waivers</li><li>● # of graduates that earn 3 or more college credits</li><li>● # of students on track for graduation with cohort</li><li>● Subgroup Performance- Exceptional Learners &amp; English Language Learners</li></ul> |  |
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**Metropolitan School District of Pike Township Strategic Focus**

# Data Analytics

Achievement (Curriculum, Data Analytics, Digital Learning, Instruction, & Stem)

**2021-2024 ACHIEVEMENT Focus Area: Data Analytics**

*Vision: MSD of Pike Township student athletes will thrive in competition and wellness as a result of comradery, support from community partners, and targeted curricula with a focus on athletes.*

Goal	Indicators of Success	Status
<p><b>Data Analytics:</b> By June 30, 2023, all data entry systems and protocols will be established and practiced so as to maintain high levels of data integrity.</p>	<ul style="list-style-type: none"> <li>Established procedures and guidelines for data entry in the areas of enrollment, attendance, and discipline</li> <li>Established Data Procedures Repository</li> </ul>	<p style="text-align: center;"><b>In Progress</b></p>
<p><b>Data Analytics:</b> By June 30, 2023, all school personnel (end users) will have received training on how to manipulate and analyze data and information in the Data Warehouse.</p>	<ul style="list-style-type: none"> <li>Established Data Procedures Repository for administrators, counselors, and teachers</li> <li>100% of administrators, counselors and teachers will receive data warehouse and data analysis training</li> </ul>	<p style="text-align: center;"><b>In Progress</b></p>



## Metropolitan School District of Pike Township Strategic Focus

# Digital Learners

Achievement (Curriculum, Data Analytics, Digital Learning, Instruction, & Stem)

### 2021-2024 Achievement Focus Area: Digital Learners

*Vision: MSD of Pike Township student athletes will thrive in competition and wellness as a result of comradery, support from community partners, and targeted curricula with a focus on athletes.*

Goal	Indicators of Success	Status
<p><b>Digital Learners:</b> By June 30, 2024, the district will hold quarterly parent university meetings to improve parent understanding of the use of digital resources in the district.</p>	<ul style="list-style-type: none"> <li>● Meeting agendas and announcements</li> <li>● Attendance documents</li> </ul>	<p><b>In Progress</b></p>
<p><b>Digital Learners:</b> By June 30, 2024, the district will create a training program for classified staff and hold two training sessions per year.</p>	<ul style="list-style-type: none"> <li>● Meeting Agendas</li> <li>● Recordings</li> <li>● Feedback sheets</li> </ul>	<p><b>In Progress</b></p>

<p><b>Digital Learners:</b></p> <p>By June 30, 2024, the district will create an overarching 1:1 plan as well as revise the learning outcomes as they relate to technology integration.</p>	<ul style="list-style-type: none"><li>• 1:1 plan document</li><li>• Learning outcomes documents</li></ul>	<p><b>In Progress</b></p>
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**Metropolitan School District of Pike Township Strategic Focus**

**Instruction**

Achievement (Curriculum, Data Analytics, Digital Learning, Instruction, & Stem)

**2021-2024 Achievement Focus Area: Instruction**

*Vision: MSD of Pike Township student athletes will thrive in competition and wellness as a result of comradery, support from community partners, and targeted curricula with a focus on athletes.*

Goal	Indicators of Success	Status
<p><b>Instruction:</b></p> <p>By June 30, 2024, all MSD of Pike Township teachers implement best instructional practices that promote critical thinking, collaboration, creativity, and communication viewed through the lens of equity to ensure a high level of achievement for all.</p>	<ul style="list-style-type: none"> <li>● 75% of K-8 teachers implement the Literacy Framework with fidelity</li> <li>● 50% of the professional development at the elementary schools focuses on math instruction</li> <li>● 75% of elementary teachers at the Step-Up schools</li> <li>● 75% of all teachers integrate technology and continue to improve their skills as noted in the teacher technology outcomes</li> <li>● 50% of professional development focuses on social emotional learning</li> <li>● 25% of professional development focuses on equity</li> <li>● 100% of schools provide professional development on best practices</li> <li>● 100% of schools utilize Professional Learning Community Meetings to analyze and monitor student data from the data warehouse to make adjustments in instruction</li> <li>● 100% of all middle schools demonstrate mastery of Standards Based instruction and assessment</li> <li>● Credit Recovery and Summer courses will be offered for all required Pike High School classes</li> <li>● State exam courses will be offered for all Pike High School students in need of remediation</li> <li>● Remediation programs will be provided for all Pike High School students</li> </ul> <p><b>School Improvement Data Outcomes:</b></p>	<p>In Progress</p>

	<ul style="list-style-type: none"><li>● NWEA/ClearSight</li><li>● ILEARN/IREAD-3</li><li>● End-of-Course Assessments</li><li>● Core 40 &amp; Honors Diplomas</li><li>● Reduced graduation waivers</li><li>● # of graduates that earn 3 or more college credits</li><li>● Subgroup Performance- Exceptional Learners &amp; English Language Learners</li></ul>	
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**Metropolitan School District of Pike Township Strategic Focus**

**STEM**

Achievement (Curriculum, Data Analytics, Digital Learning, Instruction, & Stem)

**2021-2024 ACHIEVEMENT Focus Area: STEM**

*Vision: MSD of Pike Township student athletes will thrive in competition and wellness as a result of comradery, support from community partners, and targeted curricula with a focus on athletes.*

Goal	Indicators of Success	Status
<p><b>STEM:</b> By June 30, 2024, Project/ Problem Based Learning units, aligned to the Indiana Employability Skills Standards, will be embedded in K-12 instruction.</p>	<ul style="list-style-type: none"> <li>100% of Instructional Coaches and Librarians will receive PBL training</li> <li>ICs and Librarians will use a train-the- trainer model to provide PBL training to all classroom teachers</li> <li>100% of classroom teachers will develop and implement at least one PBL unit per school year</li> </ul>	In Progress
<p><b>STEM:</b> By June 30, 2024, Pike will maintain sustainable partnerships with the STEM community for the purpose of building student knowledge and application of STEM college and career paths.</p>	<ul style="list-style-type: none"> <li>Develop a District Advisory team of building leadership, teachers, and district administration to perform a needs analysis/assessment for STEM education.</li> <li>Collaborate with community STEM organizations, professionals, higher education, stakeholders, etc. to create a mission/vision for STEM education in Pike.</li> <li>Utilize community partnership resources (i.e. volunteers, financial, internships, etc.) to enhance PBL units and other STEM initiatives</li> </ul>	In Progress



## Metropolitan School District of Pike Township Strategic Focus

# Family/Community & Communications

### 2021-2024 Family/Community Communications Focus Areas

*Vision: We will continue our efforts to more effectively tell our Pike story, share important information, highlight success, and celebrate overall Pike excellence, while actively seeking to further strengthen the strong relationships we enjoy with the students, families, and community we serve.*

Goal	Indicators of Success	Status
<p>Establish a process to ensure all Pike schools, programs, and accomplishments are equitably shared &amp; celebrated in district communication efforts.</p>	<ul style="list-style-type: none"> <li>• Communications assessment will be conducted.</li> <li>• Plan/process for information reporting/gathering; may include needs assessment &amp; submission process will be developed and implemented.</li> <li>• Efforts will be visible across communications channels.</li> <li>• Continuation of support for efforts of schools, departments, and programs to share their own stories.</li> </ul>	<p style="text-align: center;"><b>In Progress</b></p>
<p>Provide Pike staff, families, and community members with the information and tools necessary to help share our success story.</p>	<ul style="list-style-type: none"> <li>• Existing communication channels within the community that we may not be utilizing or may be underutilizing will be identified.</li> <li>• Plan to increase intentional efforts to target communication to interested/invested audiences will be developed and implemented.</li> <li>• Increase in efforts to highlight individual Pike people, programs, and initiatives</li> <li>• Measurable increase in direct outreach and call to action efforts</li> <li>• Opportunities to support and strengthen internal communication identified.</li> </ul>	<p style="text-align: center;"><b>In Progress</b></p>

Continue Community Ambassadors Program & increase efforts to develop, strengthen, and expand awareness of business partnerships and community support.

- New efforts to recognize and show appreciation for existing Pike partners will be identified, amplified & employed.
- Community Ambassadors Program will be revamped and relaunched.
- Work completed with leadership to understand district needs & focus.

**In Progress**



**Metropolitan School District of Pike Township Strategic Focus**

**Finance**

**2021-2024 Finance Committee**

*Vision: The Business Office will of the MSD of Pike Township operates with financial integrity, efficiency, and transparency*

Goal	Indicators of Success	Status
<p>Improve community and employee education relative to district finances in order to build and maintain an informed and engaged base of stakeholders.</p>	<ul style="list-style-type: none"> <li>● A guide to understanding the advertised funds will be created and shared in one or more of the following ways:               <ul style="list-style-type: none"> <li>○ School Board presentation</li> <li>○ Faculty presentations</li> <li>○ Community presentations</li> <li>○ Document posted to the Pike website</li> </ul> </li> <li>● A budget presentation and document will be developed in accordance with ASBO's Meritorious Budget Award (MBA). It will be shared in the manners listed above and provide information on:               <ul style="list-style-type: none"> <li>○ Impact of enrollment</li> <li>○ Capital projects</li> <li>○ Budget by fund, bldg, and department</li> <li>○ Funded positions</li> <li>○ Financial forecast</li> </ul> </li> <li>● A Compensation and Classification Plan will be published containing explanation of:               <ul style="list-style-type: none"> <li>○ Positions available across Pike</li> <li>○ Pike salary structures</li> <li>○ Pike healthcare benefits</li> <li>○ Pike voluntary benefits</li> </ul> </li> <li>● Employees will receive Compensation Statements</li> </ul>	<p><b>In Progress</b></p>

Maintain fiscal stability in order to increase the district's capacity to provide services, plan for the future, respond to economic fluctuations and continue to avoid any cycle of recurring crises.

- Establish a district reserve target
- The Blue Ribbon plan will be modified to:
  - Highlight projects completed in the last year
  - Provide cost of and timing for projects to be completed over the next five years
  - Provide a list of all potential projects
  - Include a section for bus replacements
  - Include a section on technology related projects
  - Incorporate work order and preventative maintenance data to justify decisions
- Explore and compile a list of potential new funding options, such as sponsorships, donations, scholarships, vendor contract review, etc.
- Improve employee recruitment and retention
  - Perform exit survey for all employees
  - Survey of all employees regarding district salary/benefits
  - Compare salary and total compensation to surrounding districts
  - Review potential health insurance recommendations and options

**In Progress**

Updated: July 2022