



# Strategic Roadmap

# Columbia Heights High School

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10/27/2020

Creating College and Career-Ready Graduates

#### OUR MISSION

Columbia Heights Public Schools

Creating worlds of opportunity for each and every learner

"All Belong, All Succeed"



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*"All Belong, All Succeed"*

## CORE VALUES

### Community

*Where we all belong  
and believe in ourselves  
and each other*



### Excellence

*Being our best,  
expecting our best,  
every day*



### Collaboration

*Working together  
for common goals*



### Integrity

*Doing what is right,  
even when no one  
is watching*



### Respect

*Celebrating who we are,  
honoring our differences,  
treating others well*



### Courage

*Facing challenges with  
hope and persistence*



### Innovation

*Finding new ways  
to excel and grow*



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# Informational update, no governance question

## OUR MISSION

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"All Belong, All Succeed"

# Strategic Roadmap

2019-2024



## MISSION

### Our Core Purpose

Columbia Heights Public Schools  
Creating worlds of opportunity  
for each and every learner

*"All Belong, All Succeed"*

## CORE VALUES

### What Drives Our Work and Actions

#### **Community**

Where we all belong and believe  
in ourselves and each other

#### **Excellence**

Being our best, expecting  
our best, every day

#### **Collaboration**

Working together  
for common goals

#### **Integrity**

Doing what is right, even when  
no one is watching

#### **Respect**

Celebrating who we are,  
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#### **Courage**

Facing challenges with  
hope and persistence

#### **Innovation**

Finding new ways to excel and grow

## VISION

### What We Intend to Create

Columbia Heights Public Schools  
is a vibrant learning community of:

Academic excellence supporting  
the whole student through individual  
choices and rigorous learning

Engaging and personalized learning,  
effective communication, and  
preparation for success in college,  
career and community

Staff supporting, challenging,  
affirming and caring for all  
of our students

Pride in, and by our students,  
schools, district and community

A district and community culture  
of collaborative partnerships

Safe and secure schools for all;  
physically and emotionally

Irresistible employment and a  
great place to work and learn

## STRATEGIC DIRECTIONS

### Our Key Strategies Toward Vision

#### **A**

Improving Each Student's  
Experience and School Climate

#### **B**

Improving Each Student's  
Academic Achievement and  
Career/College Readiness

#### **C**

Improving Our Daily  
Interactions with Students,  
Families and Community

#### **D**

Securing and Effectively Managing  
Our Resources; Human Resources,  
Financial, and Physical

	Metrics	Intervention	High Concern	Baseline	Progressing	Vision
<b>Strategic Direction A. Improve our students' experience and school climate</b>						
A1. Mental Health and Wellness	A1.1 % of licensed staff participating in Health/Wellness Professional Development	0-50% <b>FY'19</b>	50-70%	70-80%	81-90%	91% and higher <b>FY'20</b>
	A1.2 # of teacher absences (personal illness)	no change <b>FY19</b>	1-3% reduction	4-5% reduction	6-7% reduction	<8% reduction from previous year <b>FY'20</b>
	A1.3 # of student attendance days <b>FY '20 N/A</b>	0-68%	69-73%	74-84% <b>FY'19</b>	85-90%	91% and higher
	A1.4 Mental Health screener- % of identified students offered service	<60% of students <b>FY'19</b>	60% - 69% of students	70% - 79% of students	80% - 89% of students	90 % + of students
	A2.5 # of PD sessions focused on Trauma	0	1	2	3 <b>FY'19 FY'20</b>	4 or more

	Metrics	Intervention	High Concern	Baseline	Progressing	Vision
<b>Strategic Direction A. Improve our students' experience and school climate</b>						
A2. School Climate	A2.1 % of students reporting satisfaction with school climate (Student Focus Group 6-12)	0-50%	50-70%	70-80%	81-90%	91% and higher
	A2.2 Out-of-School Suspension (OSS) Incidents	>25% total number of students	19-25% total number of students	14-20% total number of students	11-15% total number of students	10% or fewer total number of students FY'19 FY'20
	A2.4 ISS	>25% total number of students	19-25% total number of students	14-20% total number of students	11-15% total number of students	10% or fewer total number of students FY'19 FY'20

**Metrics****Intervention****High Concern****Baseline****Progressing****Vision****Strategic Direction B. Improving our students' academic achievement and career/college readiness**

B1. Personalized Learning	B1.1 Teacher utilization of LMS (Learning Management Systems - Schoology, Moodle, Google Classroom, Think Central, other)	Less than 75 % of all classrooms	75 – 79 % of all classrooms	80 – 84 % of all classrooms	85 – 89 % of all classrooms	90 % + of all classrooms <b>FY'20</b> <b>FY'19</b>
	B1.2 Post Secondary Academic Portfolio for Seniors	<60% of students	60% - 69% of students	70% - 79% of students <b>FY'19</b> <b>FY'20</b>	80% - 89% of students	90 % + of students
	B1.3 Students utilization of Khan Academy grades 8-11 (%)	<60% of students <b>FY'19</b>	60% - 69% of students	70% - 79% of students <b>FY'20</b>	80% - 89% of students	90 % + of students



	<b>Metrics</b>	<b>Intervention</b>	<b>High Concern</b>	<b>Baseline</b>	<b>Progressing</b>	<b>Vision</b>
<b>B2. PLCs Focused on Academic Achievement</b>	B2.4 PSAT/ 8th and 10th Grade (college readiness) FY '20 N/A	<40% FY '19	41-50%	51-60%	61-70%	>70%
	B2.5 % of students in district since 8th grade meeting college readiness benchmarks on SAT/ACT FY '20 N/A	<40% FY '19	40-49%	50%-60%	61-69%	70% and higher
	B2.6 SAT/PSAT/ACT/MCA - Provide academic support to students and families with test scores for post HS planning (6-12) FY '20 N/A	<40%	40-49%	50%-60% FY '19	61-69%	70% and higher
	B2.7 SAT/PSAT - Total participation of 11th graders (2019-20) *ONLY SAT for following year (6-12) FY '20 N/A	<60% of students	60% - 69% of students	70% - 79% of students	80% - 89% of students	90 % + of students FY '19
	B2.8 Advanced Placement Course/Exam Participation	Less than 10 % of students participating	11- 19% of students participating	20 - 29 % of students participating FY '20	30 - 49 % of students participating FY '19	50 % + of students participating

	Metrics	Intervention	High Concern	Baseline	Progressing	Vision
<b>Strategic Direction C. Improving our daily interaction with students, families and community</b>						
C1. Communications	C1.1% of students using Student Vue 6-12	<80%	80%-85%	86%-90%	91%-95%	> 95% FY '19 FY'20
	C1.2% of parents using Parent Vue	<50%	50-64% FY '19 FY'20	65-74%	75-84%	85% and higher
	C1.3% of Teacher email blasting (Synergy) 6-12	<20%	21%-30%	31%-40%	41%-50% FY '19	>50% FY'20
	C1.4 # of Principal communications to families	0-5	6-10	11-15	16-20 FY '19	>20 FY'20

	Metrics	Intervention	High Concern	Baseline	Progressing	Vision
<b>Strategic Direction C. Improving our daily interaction with students, families and community</b>						
C2. Family Engagement	C2.1 Events promoting academic achievement and community building through family engagement (non-athletic) 6-12	0-1	2-3	4-5	6-7	>8 FY '19 FY'20
	C2.4 % of parents returning mandatory forms	<60%	61% - 70%	71% - 80%	81% - 90%	> 90% * FY'19 FY'20

	Metrics	Intervention	High Concern	Baseline	Progressing	Vision
<b>Strategic Direction D. Securing and effectively managing our resources; human, financial and physical</b>						
D1. Improving Outcomes by Reducing Variability	D1.1 % of grade levels/ departments using common planning time	<60%	61% - 70%	71% - 80%	81% - 90%	> 90% FY '19 FY'20
	D1.2 % of teachers daily using on grade level curriculum- Instruction aligned to grade level standard	<80%	80%-85%	86%-90%	91%-95% FY '19 FY'20	> 95%
D2. Fiscal Responsibility	D2.2 Annual Variation from Established Budgets	> 10% variation from budget	8% to 10% variation from budget	6% to 8% variation from budget	3% to 6% variation from budget	< 3% variation from budget FY '19 FY'20



# School Goals

- Communication with families
- Course Alignment (PLC)
- Equity within departments
  - Book Club
- Increased 10th grade reading scores by 5%
- Increased 11th grade math scores by 5%



**Questions?**