

SPARK Strategic Plan

	Objective	How it's Measured	Target
Academic Program	Increase level of rigor and relevance to prepare students for college, career, and citizenship.	Professional development of teachers Increase # of teachers with Gifted endorsement	60% Increase 50%
	Increase each student's involvement in goal setting	Percentage of a single grade of students participating in "data talks" – pre and post. <ul style="list-style-type: none"> • Milestones <p>NOTE: Year 2 should include 4th grade and may include STAR assessment conversations in addition.</p>	100%
	Improve utilization of common assessments at each grade level	Percentage of teachers utilizing common assessments	100%
	Improve and protect classroom time on ongoing basis	Tests that are used at SPARK are scalable and actionable	100%
Talent Management	Improve use of differentiation strategies through content, process, product and learning environment	Participation of teachers in non-mandatory professional development per term	100%
		Survey quality of professional development (activity vs. achievement) – 2 year	Score TBD
Systems and Resources	Improve the implementation of processes and resource allocation to better align with strategic goals.	<ul style="list-style-type: none"> • Increase the segment count for FTEs from last year to this year • Leverage Gifted Endorsement for increased budget • Ensure programs are used by staff (for which there is tracking) 	<ul style="list-style-type: none"> • Maximize time • Increase budget by \$XXX (2018 Goal) • 100% of staff
Culture	Increase school presence and integration within SPARK community.	Number of SPARK parents/guardians and making donations SPARK parents volunteering	Determine baseline from 2016-2017. (increase yr. 2)

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	To improve the social, emotional and physical well-being of Spark students.	Survey data (baseline will be done in 2016-2017 school year)	Increase by X (TBD after evaluation done – 2018 Goal)
	Increase opportunities for parents to learn instructional strategies to use with their students	Number of opportunities	2 number of opportunities
	Decrease student tardiness and absenteeism	Tardiness and Absenteeism	Goal CCRPI
	Improve teacher balance	Survey teachers on engagement (2 Year Survey)	Improve by X – 2018 Goal

Note: Request for flexibility of adjusted calendar and school length of day.

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