

Park Spanish Immersion School St. Louis Park, Minnesota

Park Spanish Immersion School Strategic Plan
2011-2015

Park Spanish Immersion School Mission

Park Spanish Immersion School provides a Spanish immersion education promoting academic excellence, intellectual curiosity, cultural understanding, and bilingualism in Spanish and English, while also involving the family and community in the development of lifelong learning.

Revised by the PSI Steering Committee during the 2010-2011 School Year

Rev. 5/24/12

About the Park Spanish Immersion Strategic Plan

During the 2010-2011 school year, the PSI Steering Committee, comprised of staff and parents, revised the “PSI Strategic Plan: 2005-2008” during its monthly meetings. After reviewing the missions of the St. Louis Park Public Schools and Park Spanish Immersion School, the group felt that the four strategies from the 2005 plan were still pertinent and applicable with minor changes. The group worked in four different sub-committees to review previous work, delete and/or modify completed items, and create new action steps where appropriate based on current and future school needs.

Each sub-committee proposed revisions to the action plans. These modifications were presented to the larger PSI Steering Committee for questions, clarifications, and recommendations. The sub-committees then re-drafted their statements with recommended metrics to determine completion. The Steering Committee reviewed another draft of the recommended plan from each group at the May 2011 meeting. During the summer of 2011, PSI Steering Committee co-chairs, Carrie Jennissen and Corey Maslowski met to compile all sub-committee revisions. This document was then distributed to the Steering Committee for final approval during August 2011.

In addition to the Steering Committee, many staff, community members, and parents were consulted in the revising process of the plan. The following people were part of the Steering Committee during the revision.

2010-2011 Steering Committee Members:

Heather Briant
Gwenn Bruse
Kelly Bunte
Judy Contreras
Ricardo Franco
Chris Glisczinski
Lynn Giovannelli
Carrie Jennissen
Sarah Long
Corey Maslowski
Theresa Moerbitz

Ann Odens
María Ponce
Kelly Raatz
Lisa Robinson
Rosa Sala-Healey
Kära Schacherer
Larry Shapiro
Jenny Strathman
Chris Watkins
Kim Wieber du Saire
Christina Woods

St. Louis Park Public Schools Mission

As a caring, diverse community with a tradition of putting its children first, we will ensure that all students attain the highest level of achievement and become contributing members of society, and we will offer everyone high quality opportunities for lifelong learning, by providing multiple pathways to excellence and challenging each learner to meet high standards, within a safe environment.

Beliefs

- We believe that everyone has intrinsic worth.
- We believe that positive family experience is critically important to the healthy development of each individual.
- We believe that high expectations challenge everyone to higher levels of achievement.
- We believe that it takes persistent effort for anyone to achieve maximum potential.
- We believe that lifelong learning is essential to the individual's quality of life and the vitality of the community
- We believe that everyone has the capacity and responsibility to contribute to the well-being of others.
- We believe that respect of self and others is fundamental for a strong, healthy community.
- We believe that high quality education creates opportunities throughout an individual's life.
- We believe that understanding individual differences enriches a community.
- We believe that hopes and dreams inspire and motivate people to invest in themselves and their community.

Strategic Objectives

- All students will achieve the knowledge, skills, passion and attitudes to meet or exceed rigorous academic standards, without demographically predictable results, in order to succeed in their future.
- All students will voluntarily and continually contribute to society.
- All community members will be involved in learning opportunities of interest to them that are: intellectually engaging, community enriching, physically energizing, and enhance the spirit.

Strategies

- We will continually evaluate and align current district-wide curriculum, and if necessary, develop new curriculum so that all students demonstrate achievement of our mission and strategic objectives.
- We will do whatever it takes to ensure our structures and systems align with our beliefs, mission and strategic objectives.

- We will partner with our community to foster a shared commitment and contributions necessary to achieve our mission and strategic objectives.

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The PSI Strategic Plan 2011-2015

Introduction

The PSI Strategic Plan has three components: objectives, strategies, and action plans. The objectives are intricately tied to the school district and school missions. The objectives drive the strategies and the strategies guide the action plans.

The objectives describe the outcomes that we desire from our students. The strategies define the behavior of adults in our community. The action plans guide our community to help us accomplish our objectives.

Objectives

- 100% of PSI students will have mastered Spanish and English as defined by the Park Spanish Immersion Language Arts Scope and Sequence by the completion of fifth grade.
- 100% of PSI students will meet or exceed district grade-level standards.
- 100% of PSI students will meet or exceed state testing requirements.
- Students will experience the balance of academic skills with the teaching of social skills as an integral part of every day school life.
- Students will demonstrate skills that allow them to effectively embrace diverse environments, people, and cross-cultural settings.

Strategy 1: High Academic Standards

We will ensure that Park Spanish Immersion School continually pursues the highest academic standards possible.

Strategy 2: Spanish Language Learning

We will actively pursue and maintain the highest standard of Spanish language usage and instruction.

Strategy 3: Staff Development

We will employ and maintain outstanding staff through on-going recruitment and continuous staff development to sustain and nourish a teacher learning community that encourages collaboration and satisfaction.

Strategy 4: Safe and Healthy Learning Environment

We will aim to provide and maintain a safe and healthy teaching and learning environment to promote the best conditions for staff, students, volunteers, and visitors.

Strategy 1: High Academic Standards

We will ensure that Park Spanish Immersion School continually pursues the highest academic standards possible.

Action Plan # 1.1 Establish processes that allow student data from Spanish and English assessments to be collected and analyzed in a systematic manner by appropriate teaching and district staff

Action Plans:

1. Provide training for meaningful data analysis, including Professional Learning Communities (PLC) training, in conjunction with District Staff.
2. Direct grade level teams to develop clear, common summative assessments, review them annually, and develop new ones as appropriate.
3. Implement common grade level end-of-unit and end-of-quarter summative assessments.
4. Develop teacher leadership for collaborative scoring.
5. Provide release time and needed tools for teachers to permit effective teacher collaboration.

Action Plan # 1.2 Ensure that student progress and student test data from Spanish and English assessments are disseminated in a timely and proactive manner

1. Review and document existing district and school data dissemination systems currently in operation.
2. Ascertain that all student data and progress reports are disseminated to the appropriate parties, and in a timely manner.
3. Optimize the use of technology to disseminate and communicate student progress (Power School parent portal).
4. Increase opportunities to discuss and communicate student data with district office staff.

Action Plan # 1.3 Ensure that all PSI teachers are knowledgeable about and utilize current best practices in Spanish Immersion Methodology and in elementary teaching strategies.

1. Provide teacher training and workshops on current best practice.
2. Establish a program of peer observation of lessons and coaching that incorporates current best practices.
3. Plan staff meetings and staff development sessions to focus on current best practices.
4. Ensure that staff development goals incorporate current best practice training.
5. Utilize an electronic repository of effective lessons demonstrating current best practices.
6. Schedule release time for teachers to reflect on use of current best practice strategies to review anticipated results and potential changes.
7. Promote parent-staff-student collaboration to ensure middle school readiness for all students.

Strategy 2: Spanish Language Learning

We will actively pursue and maintain the highest standard of Spanish language usage and instruction.

Action Plan #2.1 Create policies and procedures that provide a consistent Spanish speaking environment for the students.

1. Review all written and spoken announcements in Spanish through the Spanish Language Committee.
2. Provide more summer opportunities in Spanish to maintain Spanish in all grades.
3. Implement substitute teachers policies that maximize the use of proper Spanish. Responsibility of administrator to ensure that it is happening
4. Promote the use of “interpreters” between teachers and English speakers during school.
5. Increase exposure of Amity interns across all grade levels through extra-curricular activities and school functions.

Action Plan #2.2 Implement language scope and sequence and immersion instructional methodology.

1. Implement immersion instruction scope and sequence and age appropriate methodology.
2. Provide for yearly review of the integrated scope and sequence.
3. Ensure planning time for integration of scope and sequence.
4. Create and implement a system for formal evaluation of students’ oral use of Spanish.

Strategy 3: Staff Development

We will employ and maintain outstanding staff through on-going recruitment and continuous staff development to sustain and nourish a teacher learning community that encourages collaboration and satisfaction.

Action Plan # 3.1 Train all staff in immersion education and immersion philosophy as it relates to the goals at Park Spanish Immersion, including but not limited to differentiation, literacy, classroom management and technology.

1. Foster a PSI staff workshop format that can be used to help facilitate on-site training.
2. Network with other immersion school staff, sharing resources and ideas about best practices.
3. Maximize observation opportunities including peer coaching, modeling and observing.
4. Collect and share information on current trends and research, and provide learning opportunities in immersion education for growth.
5. Offer opportunities for staff to enhance English and Spanish language and grammar.
6. Provide and utilize on-going staff training in Responsive Classroom.

Action Plan # 3.2 Maintain a staff climate that embraces diverse cultural perspectives, respect and collaboration in a responsive environment.

1. Celebrate & recognize outstanding work.
2. Respect the backgrounds of all of our staff members.
3. Utilize Responsive Classroom techniques in staff meetings.
4. Use current meeting guidelines developed by staff to guide meaningful, productive, transparent interactions.
5. Attempt to balance necessary committee work equally among staff.
6. Maintain on-site mentoring.

Strategy 4: Safe and Healthy Learning Environment

We will aim to provide and maintain a safe, caring, and healthy teaching and learning environment to promote the best conditions for staff, students, volunteers, and visitors.

Action Plan # 4:1 Create, monitor and maintain safe, secure, and sufficient spaces throughout the classrooms, building and grounds in order to provide optimal and excellent conditions for teaching and learning.

1. Work with parents and district administration with regard to the security & safety issues present at PSI due to the multi-use nature of the building.
2. Maintain a school building and learning environment that minimizes intrusions and disruptions.
3. Restrict non-school related disruptions by establishing more front door or single-entry barriers.
4. Follow-up with district on plans to control “weak spots” throughout the building.
5. Maintain crosswalks at all ends of building.
6. Review procedures for safe and orderly processes for students and staff.
7. Maximize space usage to meet the needs of students and staff at PSI.

Action Plan 4.2: Monitor and maintain clean and well-maintained classroom space, hallway, offices and other learning spaces that provide healthy and excellent conditions for teaching and learning.

1. Minimize the spread of communicable and other infectious diseases (i.e., Influenza).
2. Work with custodial staff to monitor and maintain clean classrooms, bathrooms, hallways and office spaces.
3. Promote parent-teacher collaboration in providing healthy snack options in the classrooms.
4. Promote parent and district –wide collaboration in providing healthy lunch options for lunch and breakfast.

Action Plan 4.3: Provide a safe, caring, and respectful learning environment for students by promoting student-parent-staff collaboration.

1. Promote parent and district -wide collaboration in providing anti-bullying education.
2. Maintain a school building and learning environment that is inclusive and respectful.