



I WANT TO BE...

Pre-K4SA

QUALITY learning. PROVEN results.

STRATEGIC PLAN

AUGUST 4, 2015

BACKGROUND

- ✓ JANUARY 6, 2014 - BOARD RETREAT
- ✓ MARCH 25, 2014 - STAFF RETREAT
- ✓ OCTOBER 29, 2014 - 2ND BOARD RETREAT
- ✓ NOVEMBER 2014 – JULY 2015 – STAFF DEVELOPMENT



DETAILS OF PLAN

- ✓ REVISED OBJECTIVES
- ✓ CREATED ACTIVITIES
- ✓ DEVELOPED PERFORMANCE MEASURES
- ✓ DRAFTED TIMELINE
 - ✓ QUARTERLY REPORTS
 - ✓ ANNUAL REVISIONS
- ✓ ASSIGNED RESPONSIBILITIES



- ✓ THE PRE-K 4 SA INITIATIVE ESTABLISHES A POSITIVE TRAJECTORY FOR EDUCATIONAL ATTAINMENT BY PROVIDING FOUR-YEAR-OLDS WITH A COMPLETE EXPERIENCE THAT ENSURES ACADEMIC EXCELLENCE IN SCHOOL INSPIRING STUDENTS TO DEVELOP GANAS FOR LEARNING AND TO BECOME CONTRIBUTING MEMBERS OF SOCIETY.



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GOALS

- ✓ EDUCATIONAL PROGRAMS
- ✓ PROFESSIONAL DEVELOPMENT
- ✓ PARTNERSHIPS
- ✓ ENROLLMENT
- ✓ FAMILY ENGAGEMENT AND FAMILY SUPPORT SERVICES
- ✓ INNOVATION AND RESEARCH
- ✓ COMMUNICATION
- ✓ GOVERNANCE



- ✓ **OVERVIEW**
 - ✓ SA 2020 BRAINPOWER INITIATIVE TASK FORCE
 - ✓ ORGANIZATIONAL STRUCTURE
 - ✓ PLAN DEVELOPMENT, REPORTING, DETAILS
- ✓ **STRATEGIC GOALS**
 - ✓ OBJECTIVES
 - ✓ ANTICIPATED COMMUNITY IMPACT
 - ✓ TRACKING PROGRESS
- ✓ **PRIORITIES AND TIMELINES**
 - ✓ GOAL LEAD
 - ✓ GOAL SUPPORT
 - ✓ ACTIVITIES
 - ✓ PERFORMANCE MEASURES

REPORTING

Staff will review strategic plan objectives, activities, and performance measures to ensure accountability. The results will be made available to the Board of Directors and the public in a quarterly report. Staff will revise strategic plan activities and performance measures on an annual basis.

PRE-K 4 SA VISION

The Pre-K 4 SA initiative establishes a positive trajectory for educational attainment by providing four-year-olds with a complete experience that ensures academic excellence in school inspiring students to develop *ganas* for learning and to become contributing members of society.

PRE-K 4 SA STRATEGIC GOALS

- **Educational Programs:** Implement the highest quality education Pre-K program based on developmentally appropriate and culturally sensitive practices to achieve a continuing level of excellence and improvement.
- **Professional Development:** Provide early childhood educators in San Antonio with complementary best teaching skills and practices in pre-k through 3rd grade in order to exceed state mandated learning outcomes while focusing on the whole child.
- **Partnerships:** Identify, develop, and strengthen the business relationships with school districts and community partners.
- **Enrollment:** Adjust and implement enrollment strategies to fill schools to capacity each year.

FORMAT: STRATEGIC GOALS

GOAL 1: EDUCATIONAL PROGRAMS

GOAL

Implement the highest quality education Pre-K program based on developmentally appropriate and culturally sensitive practices to achieve a continuing level of excellence and improvement.

OBJECTIVES

Objective 1: Educate all stakeholders about a research validated, developmentally appropriate, and academically supportive educational program

Objective 2: Promote a culture that embraces the diversity of students, families, staff, and the community

Objective 3: Implement and measure success of instructional program standards

ANTICIPATED COMMUNITY IMPACT

Pre-K 4 SA will serve as a model that provides the highest quality early childhood education

Pre-K 4 SA will develop the whole child for success in school and life

TRACKING PROGRESS

- Reflective survey given to staff to evaluate their understanding of program standards
- Individual professional development plans

FORMAT: PRIORITIES & TIMELINES

GOAL ACTIVITIES AND PERFORMANCE MEASURES

STRATEGIC GOAL 1 – EDUCATIONAL PROGRAM

Goal Lead:

Sandy Weser, North Education Center Director

Goal Support:

Objective 1 – Erin Burnett

Objective 2 – Denise Barrera-Tejeda

Objective 3 – Paul Kienlen

1.1: Educate all stakeholders about a research validated, developmentally appropriate, and academically supportive educational program

1.2: Promote a culture that embraces the diversity of students, families, staff, and the community

1.3: Implement and measure success of instructional program standards

GOAL 1: EDUCATIONAL PROGRAM – ACTIVITIES			
ID Number	Activity Description	Target Deadline	Activity Lead
1.1.1	Develop written program model describing program standards and method of delivery at all Pre-K 4 SA Education Centers		Erin Burnett
1.1.2	Publish and disseminate literature describing program model		Erin Burnett
1.1.3	Provide training to support understanding of program model to all Pre-K 4 SA staff		Erin Burnett
1.1.4	Evaluate classroom practices to ensure accountability for		Erin Burnett

GOAL 1: EDUCATIONAL PROGRAMS

- ✓ IMPLEMENT THE HIGHEST QUALITY EDUCATION PRE-K PROGRAM BASED ON DEVELOPMENTALLY APPROPRIATE AND CULTURALLY SENSITIVE PRACTICES TO ACHIEVE A CONTINUING LEVEL OF EXCELLENCE AND IMPROVEMENT.
 - ✓ PAGE 8
 - ✓ OBJECTIVES
 - ✓ ANTICIPATED COMMUNITY IMPACT
 - ✓ PAGES 15 – 16
 - ✓ LEAD
 - ✓ SUPPORT
 - ✓ ACTIVITIES
 - ✓ PERFORMANCE MEASURES



GOAL 1: EDUCATIONAL PROGRAMS

- ✓ ACTIVITY EXAMPLES
 - ✓ 1.1.4 EVALUATE CLASSROOM PRACTICES TO ENSURE ACCOUNTABILITY FOR FIDELITY TO PROGRAM MODEL AND PROGRAM STANDARDS
 - ✓ 1.2.1 PLAN OPPORTUNITIES TO TRAIN STAFF ON DIVERSITY ISSUES AFFECTING OUR FAMILIES
- ✓ PERFORMANCE MEASURES
 - ✓ 1.3.1.1 CLASSROOM OBSERVATIONS SHOW 90% IMPLEMENTATION OF PROGRAM STANDARDS



GOAL 2: PROFESSIONAL DEVELOPMENT

- ✓ PROVIDE EARLY CHILDHOOD EDUCATORS IN SAN ANTONIO WITH COMPLEMENTARY BEST TEACHING SKILLS AND PRACTICES IN PRE-K THROUGH 3RD GRADE IN ORDER TO EXCEED STATE MANDATED LEARNING OUTCOMES WHILE FOCUSING ON THE WHOLE CHILD.
- ✓ PAGE 9
- ✓ PAGES 17 – 18



GOAL 2: PROFESSIONAL DEVELOPMENT

- ✓ ACTIVITY EXAMPLES
 - ✓ 2.1.1 ANALYZE DISTRICT STAAR DATA FOR 3RD GRADE TO DETERMINE CONTENT OF PROFESSIONAL DEVELOPMENT OFFERED
 - ✓ 2.1.3 PROVIDE TRAINING IN COLLABORATION WITH COMMUNITY PARTNERS IN EARLY CHILDHOOD EDUCATION
- ✓ PERFORMANCE MEASURES
 - ✓ 2.2.2 TRAINING SURVEY EVALUATION OF PRESENTATION CONTENT



GOAL 3: PARTNERSHIPS

- ✓ IDENTIFY, DEVELOP, AND STRENGTHEN THE BUSINESS RELATIONSHIPS WITH SCHOOL DISTRICTS AND COMMUNITY PARTNERS.
 - ✓ PAGE 10
 - ✓ PAGES 19 – 20



GOAL 3: PARTNERSHIPS

- ✓ ACTIVITY EXAMPLES
 - ✓ 3.1.4 STRENGTHEN AND MAINTAIN EXISTING RELATIONSHIPS/PARTNERSHIPS BY COORDINATING EVENTS THROUGHOUT THE YEAR SUCH AS ANNUAL TOURS, OUTREACH EVENTS AND AN END OF THE YEAR APPRECIATION LUNCHEON AND/OR EVENT
- ✓ PERFORMANCE MEASURES
 - ✓ 3.2.5 LIST OF ADVOCATES FOR THE PROGRAM AND ACTIVE PARTNERS IN THE BUSINESS COMMUNITY, RELIGIOUS ORGANIZATIONS, EARLY CHILDHOOD COMMUNITY, MILITARY LEADERSHIP AND LOCAL, FEDERAL AND STATE LEADERS
 - ✓ 3.2.6 DOCUMENTATION OF CONFERENCES AND FORUMS WITH PRE-K 4 SA REPRESENTATION AND INPUT

GOAL 4: ENROLLMENT

- ✓ ADJUST AND IMPLEMENT ENROLLMENT STRATEGIES TO FILL SCHOOLS TO CAPACITY EACH YEAR.
- ✓ PAGE 11
- ✓ PAGE 21



GOAL 4: ENROLLMENT

- ✓ ACTIVITY EXAMPLES
 - ✓ 4.1.1 CONTINUE TO IMPROVE THE ONLINE APPLICATION THAT IS INTUITIVE AND EASY FOR INTERESTED FAMILIES
 - ✓ 4.2.3 COORDINATE TRAINING WITH THE DISTRICTS ON THEIR ENROLLMENT REQUIREMENTS
- ✓ PERFORMANCE MEASURES
 - ✓ 4.1.1 PERCENT OF APPLICATIONS COMPLETED ONLINE BY FAMILIES INDEPENDENTLY WITHOUT STAFF SUPPORT
 - ✓ 4.2.3 PERCENT OF REGISTRATION FOLDERS RETURNED BY DISTRICTS LESS THAN 20%

GOAL 5: FAMILY ENGAGEMENT

- ✓ DELIVER VALUABLE SUPPORT SERVICES EMPOWERING FAMILIES' CAPACITY TO ENGAGE IN EDUCATIONAL ENDEAVORS TO INCLUDE THE CHILD'S ACADEMIC, SOCIAL-EMOTIONAL, HEALTH, AND NUTRITIONAL NEEDS.
- ✓ PAGE 12
- ✓ PAGES 22 – 23

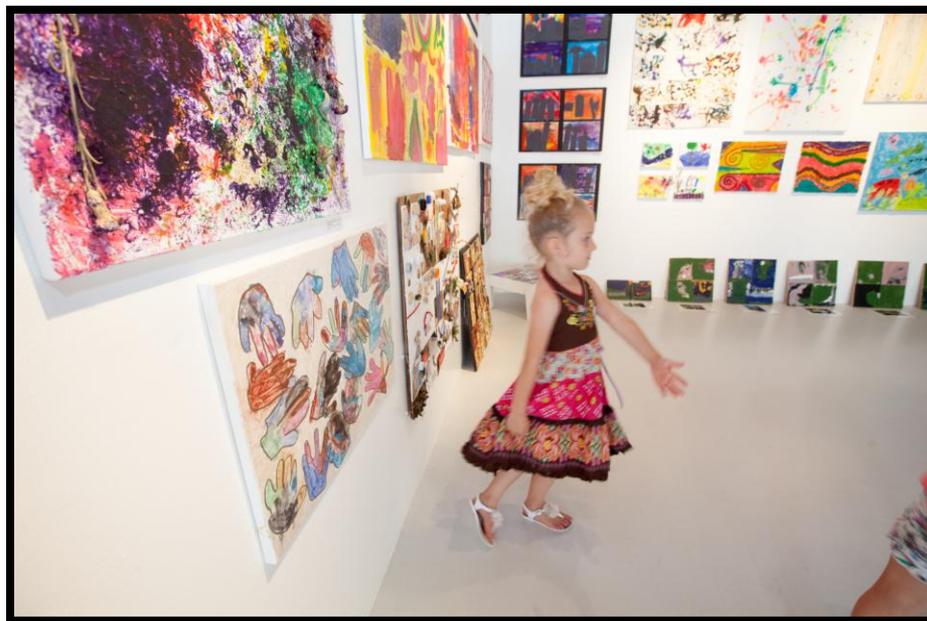


GOAL 5: FAMILY ENGAGEMENT

- ✓ ACTIVITY EXAMPLES
 - ✓ 5.1.2 HONOR AND RESPECT THE DIVERSE CULTURES THAT WE SERVE BY PROVIDING INFORMATION TO FAMILIES IN THEIR NATIVE LANGUAGES WHENEVER POSSIBLE
 - ✓ 5.2.2 PROVIDE OPPORTUNITIES FOR FAMILIES AND STAFF TO ENGAGE TOGETHER IN MEANINGFUL LEARNING EXPERIENCES (EX: CITY EXPLORATIONS, FRESH PRODUCE MARKET, LITERACY NIGHTS, ETC)
- ✓ PERFORMANCE MEASURES
 - ✓ 5.1.1-3 BI-ANNUAL SURVEYS FROM PARENTS WHICH EVIDENCE POSITIVE AND WELCOMING ENVIRONMENT (90%)
 - ✓ 5.3.3-4 STAFFING MEETINGS CONDUCTED TO ADDRESS STUDENT AND FAMILY NEEDS. (ADMINISTRATION, CMT, FAMILY SPECIALIST) DOCUMENTED BY INDIVIDUAL INTERVENTION PLANS

GOAL 6: INNOVATION AND RESEARCH

- ✓ DEFINE AND EXECUTE A PLAN TO CREATE AND IMPLEMENT INNOVATIVE STRATEGIES THROUGHOUT THE PROGRAM THAT WOULD BE WORTHY OF REPLICATION.
- ✓ PAGE 13
- ✓ PAGES 24 – 25



GOAL 6: INNOVATION AND RESEARCH

- ✓ ACTIVITY EXAMPLES
 - ✓ 6.1.1 DEVELOP A SYSTEM OF ACCOUNTABILITY TO ENSURE THAT PRE-K 4 SA INCORPORATES, CONTINUOUSLY REFLECTS AND REMAINS CURRENT IN A CONSISTENT MANNER ON EARLY CHILDHOOD BEST PRACTICES ALONG WITH ENSURING THAT THE LOGIC MODEL AND STRATEGIC PLAN REMAIN ALIGNED
- ✓ PERFORMANCE MEASURES
 - ✓ 6.1.1 INDEPENDENT EVALUATION REFLECTS HIGHER AVERAGE SCORES ON CLASSROOM PERFORMANCE
 - ✓ 6.2.5 DESCRIPTION AND EVALUATION REPORTS OF PROJECTS COMPLETED WITH POSITIVE EVALUATIONS AND RECOMMENDED FOR CENTER OR PROGRAM-WIDE REPLICATION

GOAL 7: COMMUNICATIONS

- ✓ DRIVE AWARENESS, FAMILIARITY AND AFFINITY OF PRE-K 4 SA AMONG INTERNAL/EXTERNAL PARTNERS, SAN ANTONIO PARENTS AND VOTER CONSTITUENTS.
 - ✓ PAGE 14
 - ✓ PAGES 26 – 27



GOAL 7: COMMUNICATIONS

- ✓ ACTIVITY EXAMPLES
 - ✓ 7.1.1 CONDUCT NEEDS ASSESSMENT TO INFORM DEVELOPMENT OF SHORT/LONG-TERM MARKETING STRATEGIES
 - ✓ 7.2.1 ESTABLISH AND ANNUAL EVALUATE COMMUNICATION SYSTEM THAT ALLOWS THE FLOW OF INFORMATION THROUGHOUT THE ORGANIZATION
- ✓ PERFORMANCE MEASURES
 - ✓ 7.1.1-3 TOTAL BRAND AWARENESS (AIDED AND UNAIDED)
 - ✓ 7.1.4 ENGAGEMENT OF INDEPENDENT SCHOOL DISTRICTS (USE OF PRE-K 4 SA RESOURCES)



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THANK YOU