



Yellowstone Upper School Strategic Plan

Organizational Vision	Organizational Mission	Organizational Some Day Goal	Organizational 5-Year Goal	Organizational 1-Year Goal
By 2026, Yellowstone Schools will provide a life-changing experience for 750 students PK3-12 on one campus.	Yellowstone Schools exists to inspire, empower, and invest in students to achieve their highest potential and fulfill their intended purpose.	Someday, Yellowstone Upper School will be a highly-sought out premiere institution in the city of Houston, with 100% of our students graduating from high school either prepared for success in college, or prepared for success in the career field of their choice.	In 5 years (2029-2030), Yellowstone Upper School will have fully functional dual enrollment, AP, & CTE programs leading to a 100% high school graduation rate with at least 80% of our students enrolling in a post secondary pathway (college, military, or cert. program) within 6 months of graduating.	In 1 year, Yellowstone Upper School will have the staffing, systems, & structures in place to ensure that 70% of our students are on track towards showing grade-level mastery in core content areas (on standardized tests) and 100% of students will be fully invested in execution of their customized graduation plan.

To accomplish our one-year goal, we have established four objectives that we will work to accomplish over the remainder of the 23-24 school year and throughout the 24-25 school year.

	OBJECTIVE #1	OWNER	
Objective:	Students will be on a graduation trajectory that is aimed towards successful completion of requirements that are aligned to the post-secondary opportunities of their choice.	Holliday	
Goals			
<ul style="list-style-type: none"> 70% students score approaches or above on Benchmarks & STAAR exams 80% students answer “I feel prepared for success in college or career life after YSU” on the EOY student survey 			
Strategic KEY RESULTS			
Key Result #1:	100% of HS students have a Graduation Plan on file that they can reference while tracking their progress quarterly.	Holliday (CCRC)	
Key Result #2:	100% of HS students have engaged in CCRC counseling with their academic advisor, and weekly goal tracking with their ELA teachers.	Holliday (CCRC) Nu & Fraser (HS ELA teachers)	
Key Result #3:	100% of HS students can articulate what their Objective is for their HS learning experience, what their Key Results are, & what HIA will assist them with successful completion of High School.	Williams & Holliday (CCRC)	
Key Result #3:	95% of HS students matriculate to the next grade level.	Burnside	
HIGH IMPACT ACTIONS			
HIAs for Key Result #1:	Students will complete CCR interest surveys and will engage in learning experiences (through external partnerships) that will assist them with	Williams & Holliday	

	<p>exploring options for post secondary opportunities.</p> <ul style="list-style-type: none"> Students will backwards plan to create graduation plans (GPs) & GP trackers at the start of the year. 		
HIAs for Key Result #2:	<p>Students will engage in 1 individual counseling session per semester & 1 guidance counseling lesson per quarter. These actions will be tracked via the SAFs (Purple) platform.</p>	Comeaux & Holliday	
HIAs for Key Result #3:	<p>Students will track their own progress towards the Key results listed in their Graduation Plan during ELA class once per week.</p>	Holliday, Nu, & Fraser	
HIAs for Key Result #4:	<p>Students will create & execute HIA that are aligned to their graduation plans. The CCRC will follow up with students who are in need of additional accountability measures on a weekly basis.</p>	Holliday & Williams	

	OBJECTIVE #2	OWNER	
Objective:	Academic Achievement: Creating data driven instruction with differentiation & individualized student support.	Williams	
Goals			
<ul style="list-style-type: none"> 80% of students will achieve their growth goals on Benchmark testing. Teachers will achieve student performance results that reflect the following. <ul style="list-style-type: none"> +10% increase in the number of students scoring approaches or higher. +5% increase in the number of students scoring meets or higher. -15% decrease in the number of students scoring below approaches. 			

QUARTERLY KEY RESULTS			
Key Result #1:	100% of teachers will engage in weekly data meetings during PLCs. In result, re-teach strategies will lead to 80% mastery of each TEK.	Denley & Washington	
Key Result #2:	100% of teachers are using student engagement strategies for CFUs & Independent practice, and train students on the Habits of discussion to increase the student cognitive load and boost academic discourse.	Denley & Washington	
Key Result #3:	100% of core content teachers are tracking data on clipboards as they monitor strategically & give students feedback in the moment.	Denley & Washington	
Key Result #4:	100% of core content teachers are tracking daily exit ticket performance & providing differentiation via small group instruction during class a minimum of 2 days per week while teaching with curriculum fidelity/integrity..	Denley & Washington	
HIGH IMPACT ACTIONS			
HIAs for Key Result #2:	Calendar classroom observations following each PLC. Communicate look-fors and provide quick feedback.	Washington	
HIAs for Key Result #2:	Provide in the moment coaching for teachers who struggle or push back.	Washington	
HIAs for Key Result #2:	Review weekly teacher deliverables and provide feedback for alignment with classroom practice.	Washington, CDLs	
HIAs for Key Result #2:	Students will demonstrate habits of discussion and exhibit leadership in owning the lesson via accountable talk, turn & talks, whiparounds, think-pair-share, etc.	SS & ELA Teachers and Students	

	OBJECTIVE #3	OWNER
Objective:	School Culture: Creating a culture of Restorative Practice, high expectations, & growth mindset.	Richey & Comeaux
Goals <ul style="list-style-type: none"> • > 96% Attendance rate • < 10% Suspension rate • 80% of students share favorable responses on student survey results • 90% Student matriculation rate 		
KEY RESULTS		
Key Result #1:	Student behavior will contribute to no more than 5 instances of suspension per quarter (Or 1 instance of suspension bi-weekly) due to the PBIS system & prevention measures.	Comeaux, Richey & McKnight
Key Result #2:	95% of teachers will demonstrate active & consistent usage of the HERO PBIS system.	Richey & McKnight
Key Result #3:	90% of students earning a referral will have completed a reflection assignment in the reset room with a successful return to class in less than 20 minutes.	Mcknight
Key Result #4:	100% of advisory class teachers will execute the provided lessons with journaling, community circle time, & SEL mini lessons embedded with fidelity.	Comeaux, & Washington
Key Result #5:	100% student participation rate in culture competitions & culture initiatives (intervention time challenges, SWAG Campaign, RAK challenge, etc.)	Comeaux, Richey & McKnight
HIGH IMPACT ACTIONS		
HIAs for Key Result #3:	Set and model key expectations for providing feedback, grading and monitoring daily and weekly tracking.	Washington, CDLs
HIAs for Key Result #3:	Establish accountability systems to accompany lesson internalization and gradebook audits.	Washington, CDLs

HIAs for Key Result #3:	Identify at risk and bubble students and identify additional resources to help move the proficiency needle; use visual tracking systems (clipboards) so students can see weekly progress.	SS & ELA Teachers, CDLs, Washington, St. Aime, Holiday/Richey
HIAs for Key Result #3:	Utilize tutoring programs to assist with re-teaching and reinforcement of mastery; use reward systems to incentivise and acknowledge student success.	SS & ELA Teachers, CDLs. Washington, Richey

	OBJECTIVE #4	OWNER
Objective:	Leader & Team Development: Building capacity of school leaders to develop & manage their teams.	Williams
KEY RESULTS		
Key Result #1:	<u>Time management</u> School leader calendars will accurately reflect their division of time, with roughly 60% of their time spent developing the staff members, students, &/or groups they manage.	Williams
Key Result #2:	<u>Communication Systems</u> School leader calendar invites will contain links to meeting agendas or meeting notes documents with Monday board usage being the preferred method for communication pertaining to task management.	Williams, Richey, Washington, & Denley
Key Result #3:	<u>Teacher & team development</u> 100% of the staff members, students, &/or groups managed by school leaders will have clearly defined goals. 100% of teacher development artifacts will be updated in Whetstone on a weekly basis.	Williams, Comeaux, Richey, Denley, & Washington

Key Result #4:	<u>Reflectiveness</u> School leaders will have established methods for data analysis, tracking progress towards their goals, & taking data driven actions to ensure all stakeholders are on track towards reaching their goals.	Williams, Comeaux, Richey, Washington, Denley
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