

## Three Year Priorities and Goals

### 2024-2027 Plan (SY 24-25 — SY 26-27)

**Vision:** Palouse Prairie Charter School provides an inclusive, respectful and supportive learning environment that nurtures the individual as a thoughtful participant in our local and global community.

**Proposed Vision:** *We envision a community of life-long learners who inquire courageously, act empathetically, engage inclusively, and work intentionally to contribute to a better world.*

#### **Mission:**

The mission of Palouse Prairie Charter School is to engage the children and the community of the Palouse in a rigorous and collaborative education of the highest standards by fostering a spirit of inquiry, a persistence towards excellence, a responsibility for learning, and an ethic of service.

#### **PPCS Values (Operating Principles)**

1. Civic engagement through local community-based projects teaches the joy that comes from participation and contribution.
2. A physically safe and emotionally caring environment for students and staff helps build mutual trust and respect.
3. Discovery and reflection facilitate understanding and learning.
4. Autonomy and the ability to collaborate in groups are an essential element of education.
5. A connection with the natural world inspires learning.
6. Responsibility to one another and to the world around us needs to be actively fostered.
7. Diversity and multiple perspectives will be solicited and welcomed.
8. Ethical and sustainable practices are essential to long-term success.
9. On-going improvement through self-reflection and school-wide assessment leads to progress.

At Palouse Prairie Charter School, we balance learning and strong habits of scholarship, social-emotional health, and a sense of joyful adventure to help students grow into their best selves. We encourage students to explore the interdisciplinary connections that exist in any topic and to draw their own conclusions based on evidence and critical thinking. Our students learn to think like mathematicians, journalists, historians, biologists, and artists as they approach learning with curiosity and critical inquiry about the world around us.

## Priority: FACILITIES & CAMPUS

### Focus:

Our facilities and campus priorities are guided by the core principles of creating a physically safe and emotionally caring environment; connection with the natural world that inspires learning; and on-going improvement through school-wide assessment leads.

Now that we have moved into our new school building and campus, we are turning our attention to ensuring that it is as functional, welcoming, and beautiful a space as possible. Currently, our building/grounds are in Phase 2. Phase 2 encompasses an expanded multi-purpose room, additional offices, and storage. The final phase (TBD) could include additional classrooms. The timeline for these expansions will rely on our ability to secure funding and loans.

Overarching 3 Year Goal(s)	Specific Objectives
1. We will have a welcoming and functional outdoor campus that aligns with the EL Principle: Respect for the Natural World	<ul style="list-style-type: none"> <li>● Natural areas are well-managed and waterwise, with native plantings</li> <li>● Playground has a maintenance plan that is implemented with follow-through</li> <li>● Our schoolyard includes resources for learning, such as gardens and a greenhouse</li> <li>● We have an outdoor classroom that is in regular use</li> <li>● We are well prepared to expand our schoolyard, should opportunity arise</li> <li>● Drop-off/pick up is safe, functional, and fluid</li> </ul>
2. Our indoor spaces will meet the teaching and learning aspirations of our school	<ul style="list-style-type: none"> <li>● We have an attractive and well-maintained school, including sufficient and appropriate storage capability</li> <li>● We have a maintenance plan and staffing for the upkeep of our facility and schoolyard.</li> <li>● MPR expansion is complete</li> <li>● Access control and security updates are complete</li> <li>● Our school meets ADA requirements for accessibility</li> <li>● Our school meets safety criteria from ISSSP (Idaho School Safety and Security Program)</li> <li>● We have a plan, timeline and funding plan for additional office and classroom space</li> </ul>
3. Our school library is fully functional with a wide range of books and a system for check-out	<ul style="list-style-type: none"> <li>● We have received funds to purchase needed books</li> <li>● We have a system for cataloging and check-out</li> <li>● We have explored the possibility of a designated library space</li> </ul>

## Priority: SYSTEMS & PROCESSES

**Focus:** PPCS operates a high performing EL school on very limited resources. We will continue to strengthen the way that we collect, analyze, and report information in order to gain the greatest insights about our school. This will allow us to continually improve and showcase our students, teachers, administrators, and volunteers as important contributors to making a better community and world.

Core Practice 24: Engaging Families and the Community in the Life of the School.

Overarching 3 Year Goal(s)	Specific Objectives
1. We will have standard operating procedures (SOP) and appropriate tools for financial management	<ul style="list-style-type: none"> <li>● We have fully implemented our new budgeting and finance software and follow standard operating procedures for our financial activities in line with our policies</li> <li>● The Board is trained to understanding the school’s finances (cross reference committees such as development/fundraising, landscape &amp; facilities)</li> <li>● Increase financial transparency to all relevant stakeholders through annual reporting</li> </ul>
2. We will have standard operating procedures and appropriate tools for fundraising and volunteer management	<ul style="list-style-type: none"> <li>● We have SOPs for fundraising, grant writing, donations, check processing, thank yous, donor management, volunteer management, and partnership management</li> <li>● Increased use, reliance on, and awareness of Little Green Light software</li> <li>● Increase awareness to parents and guardians about volunteer, donation, and other engagement opportunities</li> </ul>
3. We will have standard operating procedures and appropriate tools for marketing and communications	<ul style="list-style-type: none"> <li>● We have SOPs for marketing and communications to PPCS-affiliated stakeholders and community a-large (this drafting process will illuminate staff resources and should tie in with fundraising and volunteer management)</li> <li>● Leverage appropriate tools, including AI, to increase our capacity to share information.</li> </ul>
4. We will have standard operating procedures and appropriate tools for school administration and school management	<ul style="list-style-type: none"> <li>● We have identified and implemented a substitute-management software to streamline our ability to find subs.</li> <li>● We have Digital Enrollment tied to Powerschool</li> <li>● School messenger fully implemented</li> </ul>

**Priority: SCHOOL STAFF & LEADERSHIP**

**Focus:** Our skilled, dedicated, and highly trained teachers, administrative staff, and leadership are key to our success. In the next three years, we will ensure that our school has strong support, development, and succession structures in place to retain these excellent staff and to ensure their continued success.

Overarching 3 Year Goal(s)	Specific Objectives
1. We will have sufficient administrative support to ensure effective organizational leadership without burnout.	<ul style="list-style-type: none"> <li>● Sustainable funding to support existing instructional coach and counselor positions, which support staff and students and reduce the burden on our school administrator/ED.</li> <li>● Sustainable funding to support a part time Adventure and Volunteer Coordinator</li> <li>● We have a succession plan for our administrative positions.</li> <li>● We have considered additional positions to reduce the burden on our school administrator/ED This could include an Assistant Director, maintenance/facilities manager, etc.</li> <li>● We have sufficient IT support</li> </ul>
2. We retain and grow experienced teachers and staff	<ul style="list-style-type: none"> <li>● Pay is comparable or superior to Moscow School District for 80% of our positions</li> <li>● Teachers and staff report high levels of satisfaction with school culture, support, professional development, and other elements of their job.</li> <li>● We are able to offer competitive pay for our paraprofessional staff</li> <li>● <b>EL Learning Target:</b> We have differentiated coaching and professional learning to support all teachers.</li> </ul>
3. We have a strong reputation as a great place to work and a pipeline of prospective teachers	<ul style="list-style-type: none"> <li>● Continued strong relationship with University of Idaho School of Education</li> <li>● Enhanced marketing of PPCS to appeal to teachers and prospective teachers (as well as families)</li> </ul>
4. We are able to bring on additional staffing as needed to support our students and teachers, including their wellness and social-emotional needs	<ul style="list-style-type: none"> <li>● Hire a school nurse or partner with MSD to ensure nursing support</li> <li>● Hire staff to support adventure, fundraising and volunteer management</li> <li>● Paraprofessional staff are welcomed and well-trained and reliable; expectations are clear and enforced.</li> </ul>

## Priority: STUDENT ENGAGEMENT & ACHIEVEMENT

**Focus:** Student learning and thriving is core to our mission and why we do everything else we do. In the next three years, we will build on our strong track record to continue offering a highly effective education that is rigorous, joyful, and inclusive of all learners.

Overarching 3 Year Goal(s)	Specific Objectives
1. PPCS consistently demonstrates high student achievement and engagement	<ul style="list-style-type: none"> <li>● <b>EL Learning target:</b> We have the capacity as educators to support all students academically</li> <li>● We use data to understand needs and gaps and address them</li> <li>● We offer differentiated instruction that allows all students to be supported and stretched in ways that are appropriate for the learner</li> <li>● PPCS test scores consistently meet or exceed those of the surrounding regions and the state of Idaho without “teaching to the test.”</li> <li>● PPCS has a strong STEAM program and reputation</li> </ul>
2. PPCS is fully enrolled with a diverse array of learners	<ul style="list-style-type: none"> <li>● We have waiting lists for most of our classrooms</li> <li>● We understand middle school enrollment/retention issues and have strategies in place to keep our middle school filled to 90-100% of capacity</li> <li>● We are known as a school with excellence in inclusion - for all students, including students with special learning needs and those who need additional academic challenges.</li> <li>● All students feel welcome at PPCS</li> </ul>
3. We offer an enhanced educational experience that includes adventure, language, and the arts  Core Practice 26: Promoting Courage and Adventure	<ul style="list-style-type: none"> <li>● Our Adventure Program consistently and equitably brings students into the natural world and introduces them to opportunities to gain skill, courage, and enjoyment from outdoor activities</li> <li>● We are able to consistently and safely transport students to adventure and field work</li> <li>● Arts Education is infused throughout the curriculum</li> <li>● We are able to teach life skills, as needed</li> <li>● We have explored and made a considered decision about a language program</li> </ul>

## Priority: CREW CULTURE

**Focus:** Part of what makes Palouse Prairie distinct is the strong and intentional focus on culture and values, starting with CREW and the EL design principles. In the next three years, we will strengthen our explicit connection to these values and increase its visibility among our school community and the broader community.

Overarching 3 Year Goal(s)	Specific Objectives
1. We have an inclusive culture in which every student feels valued, safe, and supported	<p><b>EL learning target:</b> We foster a cohesive, inclusive school culture and behavior expectations.</p> <p><b>Short Term Learning Targets:</b></p> <ul style="list-style-type: none"> <li>● Apply the principles of Tier One and Tier Two PBIS and MAC in our classrooms and in common spaces to engage all learners and promote positive behaviors and interactions.</li> <li>● Behavior expectations are clear and consistently enforced</li> </ul>
2. Our culture and values are reflected in our physical space and activities	<ul style="list-style-type: none"> <li>● EL Principles are consistently on display, both visually and through behaviors</li> <li>● Our commitment to wellness and stewardship of the natural world are reflected in our policies and physical spaces</li> </ul>
3. Our school community is highly engaged and well-informed about what makes PPCS special	<ul style="list-style-type: none"> <li>● We have increased visibility and clarity about the EL model, character, CREW, and H.O.S.</li> <li>● PPCS has an active Parent-Crew focused on community-building activities</li> <li>● Family ambassadors are equipped to represent PPCS accurately in the community</li> <li>● Our community culture includes volunteering and giving as core values</li> </ul>
4. Our culture and school are well-understood throughout the community of Moscow.	<ul style="list-style-type: none"> <li>● When people within and outside the PPCS community talk about PPCS students and staff, they immediately think of CREW, interdisciplinary expeditions, and the EL model of learning.</li> <li>● PPCS students are known for their iterative process to obtain high quality work.</li> <li>● PPCS students are known for their service to the community</li> </ul>