



THE SCHOOL DISTRICT OF  
UNIVERSITY CITY  
Transform the Life of Every Student Every Day!

## **Pershing Title I Schoolwide (Strategic) Plan 2021-2022 SY**

### **VISION:**

We are innovators and collaborators. We aim for excellence, bringing our whole hearts and minds to our learning work. We know that together we can create something bigger and better than any of us could do alone.

### **MISSION:**

Pershing Elementary School is committed to empowering all students to become high academic achievers and life-long learners.

### **COMPELLING PURPOSE:**

We know that together we can create something bigger than any of us could do alone. We aim for excellence, celebrating with our heart while creating the learning environment where all students thrive.

### **STRATEGIC PRIORITIES & 2021-2022 INITIATIVES**

**SP1:** Rigorous, relevant, modern learning experiences: Deepen and improve the instructional core, in part by ensuring alignment between Learning Reimagined and all district curriculum, assessment and instructional practices.

- **2021-2022 Initiative 1.1** Adopt and communicate a vision of excellence for all University City schools and community that incorporates the principles of Learning Reimagined and that includes a transparent and consistent accountability and support framework.
  - 1.1.1 Host Community Conversations
  - 1.1.2 Provide opportunities for families to provide feedback
  - 1.1.3 Increase social media presence
  - 1.1.4 Publish school newsletter: Pershing Pride
  - 1.1.5 Conduct focus groups
  
- **2021-2022 Initiative 1.2:** Support math teachers in planning, teaching, and reflection of mathematical lessons that builds conceptual understanding of essential learning objectives. (PK-2 Number System, 3-5 Fractions, 6-8 Expressions and Equations, 9-12 Algebraic Reasoning); through Math Immersion.
  - 1.2.1 Conduct math learning tours (walks) and data collection
  - 1.2.2 Review data from Aleks, Successmaker, and Fastbridge to create individualized goals for each students based on District Monitoring Standards
  - 1.2.3 Restructure PLC (Professional Learning Community) to include Math Immersion updates, trainings, and vertical alignment discussions
  - 1.2.4 Orient staff to math instructional focus (discourse) and provide ongoing training on the strategies that align with focus (Mathematical Talk, Number Talks and Guided Questioning)

- **2021-22 Initiative 1.3:** Adopt and implement with consistency a rigorous and relevant K-2 foundational literacy curriculum.
  - 1.3.1 Implement the Reading Horizons curriculum with fidelity (K-3)
  - 1.3.2 Provide ongoing science of reading coaching, modeling and professional development
  - 1.3.3 Create a trajectory of learning for each K-3 student in October 2021
  - Engage in monthly learning tours with colleagues alongside the instructional leadership team
  - 1.3.4 Develop a PLC structure that prioritizes data collection, interpretation, unpacking standards and vertical teaming
  - 1.3.5 Partner with the Believe Project to create a literacy lab for Pershing's youngest learners
  
- **2021-22 Initiative 1.4:** Increase the district's readiness for remote learning through a plan that addresses equity and access; technology-enabled platforms, software and content; use of time and support of teachers; and differentiation and progress monitoring.
  - 1.4.1 Hold quarterly Parent/Caregiver Universities to provide technology training and curriculum resources
  - 1.4.2 Strengthen the attendance response plan alongside Student Services.
  - 1.4.3 Develop a technology support team to assist with staff and family technology training and development
  - 1.4.4 Provide ongoing distance learning professional development
  
- **2021-22 Initiative 1.5:** Pilot new innovative elementary school design at Pershing
  - 1.5.1 Participate in year long training and coaching sessions on planning and leading school redesign
  - 1.5.2 Elicit stakeholder feedback via focus groups and surveys: teachers, parents, and community
  - 1.5.3 Research and virtually visit innovative school models
  - 1.5.4 Pilot curriculum that is relevant, rigorous and SEL (Social Emotional Learning) aligned
  - 1.5.5 Identify design team
  - 1.5.6 Develop a new mission/vision/community norms

**SP2:** Well-being and joy: Nurture a safe, caring, diverse, and equitable learning environment in which students are engaged, grow academically, socially and emotionally and see themselves as capable learners, citizens, and leaders. Our students — and our staff — are whole people who require an environment of safety, love and support to thrive. They will find that in our schools.

- **2021-22 Initiative 2.1:** Intentionally integrate SEL throughout the Pk-12 curriculum. Design and implement a comprehensive set of trauma-sensitive and restorative supports to better meet students' social, emotional and wellness needs and to better humanize and personalize students' learning experiences.
  - 2.1.1 Pilot curriculum that is relevant, rigorous and SEL aligned
  - 2.1.2 Restructure PLCs to be inclusive of SEL. Shift from SEL to SEAL (social, emotional and academic learning)
  - 2.1.3 Review Panorama data and create student/grade level plans based on the data
  - 2.1.4 Create restorative practice student leadership team

- **2021-22 Initiative 2.2:** Effectively implement the policies, procedures, practices and supports needed to address racial and other biases to drive educational equity.
  - 2.2.1 Establish a CLR (Culturally and Linguistically Responsive) team that will collectively lead CLR going forward with specific tasks to complete each month.
  - 2.2.2 Restructure PLCs to be inclusive of SEL. Shift from SEL (social emotional learning) to SEAL (social, emotional and academic learning)
  - 2.2.3 Review Panorama data and create student/grade level plans based on the data
  - 2.2.4 Create restorative practice student leadership team

**SP3:** Excellent staff: Recruit, develop and retain a highly-effective and diverse team of educators who fulfill a shared vision of academic and social, emotional excellence grounded in “Learning Reimagined” by building and utilizing exceptional talent practices. We will recruit, develop and retain excellent teachers, principals and specialists ready to commit to our shared vision of academic excellence through Learning Reimagined.

- **2021-22 Initiative 3.1:** Design and launch high-quality adult learning structures and support, grounded in a scope and sequence that integrates learning related to all initiatives, as well as a focus on collaborative learning, curriculum and content internalization (including developing teachers and school leaders to meet the social, emotional and wellness needs of their students, including through high-quality professional learning focused on humanizing and personalizing classrooms and schools.)
  - 3.1.1 Develop a building professional development platform to personalize and streamline professional learning opportunities for all staff
  - 3.1.2 Utilize colleague learning tours to support collaborative learning with a deliberate focus on encouraging collaboration among staff with various years of experience

**SP4:** All hands: Deepen partnerships with parents/guardians, alumni, and community so they can enhance the work of the district on behalf of our students, families and educators.

Our plan is ambitious. It will happen only with support and partnership both inside and outside the hallways of University City schools. We need the University City community and the greater community to help us succeed.

- **2021-22 Initiative 4.1:** Continue to strengthen and expand communications and opportunities for parent/guardians to engage both in district and school-level decision making and better equip them to support their students' academic and social emotional learning at home
  - 4.1.1 Hold quarterly Parent/Caregiver Universities to provide technology training, curriculum and SEL
  - 4.1.2 Invite feedback through quarterly surveys and Community Conversations
  - 4.1.3 Publish school newsletter, Pershing Pride, to provide monthly resources for both academic and social, emotional learning

**School level initiatives for 2021-2022 SY that DO NOT align with the district-wide priorities named above:**

- 5.1.1 Expand outdoor learning experiences to all K-5 students to encourage engagement with parents, students, volunteers and staff
- 5.1.2 Strengthen social studies instruction through integration of content and incorporation of constructed response by utilizing the RACE framework
- 5.1.3 Continue community engagement events (Juneteenth, Jazz & More Under the Stars, cultural events)
- 5.1.4 Engage in ELA (English Language Arts) development

- 5.1.5 Engage in SLU (St Louis University) partnership focused on social studies and literacy with preservice teachers