

PARKVIEW BAPTIST SCHOOL

STRATEGIC PLAN



MISSION STATEMENT

The mission of Parkview Baptist School, in partnership with the church and community, is to seek first the Kingdom of God while providing students with a college-preparatory, Christ-centered education that allows them to grow and mature in wisdom, in stature, and in favor with God and man.

INTRODUCTION

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We recognize that it is past time to push through the discomfort of change if we want our schools to thrive in the years and decades to come.

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—GRANT LICHTMAN, AUTHOR AND SCHOOL REFORMER.

Parkview is committed to accepting the challenge of school reformers to think strategically on a more long-term horizon. We recognize and embrace the goal to become an institution of learning, not an institution of teaching. Our new strategic plan is a result of this challenge and reflects a turn toward the future of education on our campus and in the greater Baton Rouge community. Parkview is at a place where great strides in structure and accountability allows us to invest the time and talent needed to stretch ourselves and think in new ways.

Our new plan will focus on three horizons of growth and innovation. In its simplest form, Horizon 1 is the arena of the known focusing on day-to-day goals specific to our school. These are areas that are a continuation of our larger school improvement plan. Horizon 2 is the area outside of, but connected to our core. This horizon serves as a bridge between where we are (Horizon 1) and where we are going (Horizon 3). Our goals in Horizon 2 will push us to think through some strategic areas that can have near-term impact on the value of our school. Horizon 3 is the horizon of innovation and is the “realm” of the future of education. This includes ideas for future sustainability. Our strategic plan reflects the growth mindset of our mission statement and pushes our organization to grow and change in ways that best serve our students and community.

HORIZON ONE

Parkview's comprehensive college-preparatory program is designed for students to develop skills and attitudes that equip them, not only for college, but also for a successful life that is based on Christian principles. Our administration and faculty are dedicated to developing the individual potential of all students through an intentional focus on the four core areas of Abundant Life, Academics, Athletics, and Arts. Horizon One is where we will look for efficiency and improvement in our current core programs while exploring innovations that ensure that we keep pace with a rapidly changing world. In conjunction with examining our programs, we will continue to gather and analyze qualitative and quantitative data. Our faculty will use available data as a driving force to enhance the teaching and learning experience of all students. We recognize the transformative power of the teachers in our classrooms and will continue to put an intentional focus on professional development opportunities for all teachers and administrators.

THE CORE FOUR

GOAL: Continue to examine and refine our practices in the four core areas: Abundant Life, Academics, Athletics, and the Arts.

RATIONALE: As we continue to pursue excellence in the four core areas, we must also continue to examine our practices to ensure that they are in line with current best practices, research, and pedagogy.

ACTION ITEMS:

- Revisit our mission statement, portrait of a graduate, and founding documents with an inclusive process to determine alignment with founding purpose and future vision.
- Continue work on a policy and procedure handbook for mission trips.
- Implement and evaluate a yearly school wide spiritual theme to build intentionality in chapel services and bring unification to the different divisions.
- Develop Biblical Worldview Lessons for all subject areas using the BWV Lesson Planner in recognition of the school's desire for students to benefit from Biblical integration in all subject areas.
- Analyze PBS standards on a micro level for any updates that need to be addressed including revisions to add learning intentions and success criteria and visible learning strategies that yield high effect sizes.
- Revisit standards on a macro level to ensure that future-ready skills and the level of rigor expected of top private schools are addressed.
- Commence an inclusive process to develop a STEM Strategic Plan.
- Initiate an inclusive process for a separate Athletic Strategic Plan.
- Conceptualize, fund, and improve our facilities to house additional arts opportunities on campus.
- Pursue ways to expand visual arts in the media department through hiring of a new staff member that can assist in this area.



DATA ANALYSIS AND PROFESSIONAL DEVELOPMENT

GOAL: Continue to improve our academic programs and student growth through intentional professional development of best practices in the teaching and learning process and utilization and interpretation of data.

RATIONALE: At PBS, data analysis and professional development are integral parts of school improvement and essential to future growth. Equipped, supported, passionate teachers are the pivotal factor in student achievement. Our strategic focus will continue to advance a culture of continuous school improvement and teacher growth. Data will guide our professional development efforts by monitoring individual student growth and evaluating the effectiveness of our academic programs.

ACTION STEPS:

- Create a schedule for our administrative data team to meet throughout the year to develop school wide systems for disseminating data and digging "deeper".
- Evaluate and increase funding (when possible) for professional development.
- Expand and seek out both job embedded and external professional development opportunities for teachers and administrators in all divisions.
- Utilize professional growth plans, mid-year follow up meetings, and end of the year evaluation meetings to assist teachers in goal setting and personalized professional development opportunities.
- Make a schedule for dedicated professional development days that allow time for grade levels and/or departments to meet and review data.
- Develop a Visible Learning implementation timeline in conjunction with our school-wide professional development plan.
- Revisit the assessment timelines with a concentration on High School data and testing.



We recognize that technology and the need for students to be future ready is changing the foundational relationship between the student, teacher, and knowledge upon which our system of education has rested for hundreds of years. Schools are looking for ways to shift to a more blended learning model which in some cases offers the opportunity to lower the cost while providing non-traditional opportunities that engage students' passions and creativity. Horizon Two is where we will focus on initiatives that provide these types of non-traditional opportunities to our students. In some instances, implementation of these initiatives requires our administrators, teachers, parents, and students to abandon their traditional methods of program development and decision-making.

PERSONALIZED LEARNING

GOAL: Continue to explore and expand on non-traditional opportunities to meet the needs of students through personalized learning.

RATIONALE: As online curriculum platforms continue to expand their ability to deliver personalized instruction, the expectation for schools to adapt and provide more flexible, personalized instructional methods increases. Parkview must be intentional about meeting the needs of students and parents by providing personalized opportunities that help students to discover their gifts and talents and then leverage these gifts and talents on their path towards college and career readiness.

ACTION STEPS:

- Continue to develop and grow FLEX specifically but not limited to enrollment, curriculum, and systems that allow a true blended model.
- Expand STEM course offerings for both traditional students and FLEX students.
- Pursue additional dual enrollment opportunities for traditional and FLEX students.
- Expansion of the use of Naviance.
- Improve overall communication with parents and students about college opportunities, scholarships, etc.
- Increase student exposure to colleges worldwide by hosting an on-campus job fair and/or intentional scheduling of the colleges that visit campus.
- With the assistance of the new Director of Sports and Media Information, pursue avenues for real world/ job ready skills exposure for students.
- Create a schedule for teachers to participate in our FLEX program that allows them to gain experience in a student-centric model.



As we see current shifts emerging in the foundational relationship between the teacher and students, it is not too far from the realm of possibility to see our current teacher-centric model transform into a student-driven, student centric learning model. Horizon Three contemplates a future where schools look vastly different than they do today. We must shift to a model of learning that is more flexible, interdisciplinary, and focused on the interests, needs, and voices of the students. In a time where many independent schools find themselves struggling to differentiate themselves among the ever-growing options for parents, school leaders must be visionaries and innovators to stay relevant. In Horizon 3, we will explore doing things in completely different ways to ensure that our school and students are ready for the future.

FUTURE READY

GOAL: Conceptualize, design, and prepare for disruptive innovation in education.

RATIONALE: Brain based research, educational reform movements, and the proliferation of technology are all catalysts for a changing educational landscape. When combined with economic factors, busy family schedules, and the need to prepare students for jobs that do not exist yet, the world of education in the future may bear little resemblance to today. Parkview must take steps now to anticipate and prepare for a disruptive future of education.

ACTION STEPS:

- Anticipate teacher qualities needed in the future and take steps to hire, train, and retain teachers that have a spirit of continuous improvement and a mindset of preparing students for their future not our past.
- Establish a culture that embraces risk, failure, and growth mindset over grades. Review our grading policies through the lens of standards-based learning and valuing effort and hard work.
- Review our daily schedule and annual calendar structure in light of the future of education.
- Rethink our physical spaces to evolve to support the learning experiences we foresee in the future as part of our Master Plan.
- Begin an inclusive process for a separate financial strategic plan to provide financial stability and sustainability for the future.
- Identify major issues in private schools that need to be addressed such as cost and the impact of technology.
- Plan a school of the future with anticipated needs of the learner and our school's mission.
- Rethink the role of the teacher and develop compensation strategies that rewards their contribution to society.





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Parkview Baptist School admits students of any race, color and national or ethnic origin.